

Demographic factors as correlate of perceived job performance of university libraries' personnel in southwest, Nigeria

Adekunle, Fisayo Adesola

Librarian II, Lead City University, Ibadan, Nigeria

adekunle.fisayo@lcu.edu.ng solomonking2011@gmail.com

Ikegune, Daniel Olusegun

Librarian II, KolaDaisi University, Oyo, Ibadan, Nigeria.

daniel.ikegune@koladaisiuniversity.edu.ng

Abstract

This study investigated demographic factors as correlate of perceived job performance of university libraries' personnel in Southwest, Nigeria. The survey design of the correlational type was adopted for this study. The population of the study consists 219 university libraries' personnel in Southwest, Nigeria. While, the purposive sampling technique was used to select the sample for the study. A total of 219 questionnaires were distributed across the universities with a retrieval success of 187 copies, representing 85.4% return rate. Data were analysed using percentages and Pearson Product Moment Correlation analysis. The findings of this study revealed that the level of perceived job performance of university libraries' personnel in Southwest, Nigeria is high (mean=98.26). Findings also showed a correlation between perceived job performance of university libraries' personnel and age ($r = .141^$, $P < .05$), and gender ($r = .175^*$, $P < .05$), and academic qualification ($r = .322^{**}$, $P < .05$), and designation ($r = .113^{**}$, $P < .05$), and years of work experience ($r = .244^{**}$, $P < .05$) respectively. Therefore, the null hypothesis is rejected. That is, there is a significant relationship between the demographic factors (age, gender, academic qualification, designation and years of experience) of university libraries' personnel and their perceived job performance. It was recommended that libraries' personnel should always ensure they work on their demographic factors and develop themselves technically and professionally by acquiring more skills that will enable them to be more productive such that will improve high perceived job performance.*

Keywords: Demographic factors, perceived job performance, personnel, university, libraries

Introduction

University library personnel are staff working in an academic library. They are classified based on their academic qualification and work role. They are responsible for the daily running of the library services and they provide information services for users. Library personnel are

classified as either professionals, para-professionals and non-professionals. The role and responsibility assigned to library personnel depends on the size and type of library. Professional librarian and the paraprofessional librarians are the custodians of the information resources in the library. They attend to users query and provide necessary information to users such that will meet their information needs (Adekunle, Ikegune and Ajayi, 2022).

Professional librarians are academic librarians based on their level of academic attainment. They are librarians who has backed up a master degree and a Ph.D degree and Post Doctorate degree respectively, while the non-professionals librarians are the clerical staff, typist, messenger and security staff who assist the librarians in the activities in the library. Librarians are in position to evaluate the activities or work done by the para-professionals and non-professional librarians to know whether they are productive or not. Librarians also have perception of themselves and evaluate work done if the services they provide are effective and if they have been able to meet user's information needs. This is because their main role is to provide relevant information services that can support teaching, learning and research (Ikegune and Awujoola, 2017).

Perceived job performance can be define as the way and manner libraries' personnel taught they are been efficient in their work role. The perception they have about themselves if they are productive and if the information services they provide meet user's needs. Libraries' personnel could have a psychological perception of their performance whether it is high or low. The high performer can be categories as those that have set goals for themselves in adding more value to the library and ensuring users satisfaction. While on the other hand, the low performers are those that overlook opportunities that can add value to them (Adekunle, et al., 2022).

Different behavioural episodes which an employee performed in a fixed time interval in an organisation resulted in performance. Performance is determined by individual actions and certain external factors and performance capacity (Ivancevich, Konoposke and Matteson, 2015). Rothmann and Coetzer (2013) described job performance as a term with many dimensions describing how an employee completes a task and also focusing on the employee's skills, efficiency, initiatives and resource utilisation. One of the factors that can affect perceived job performance of university libraries' personnel are their demographic factors.

Demographic factors could be regarded as special qualities used in describing different individuals (Abadina and Mba, 2014). The indicators of demographic factors of university libraries' personnel which include; age, gender, academic qualification, designation and years of experience could influence their perceived job performance. In other words it is also used to identify the study of quantifiable sub-set within a given population which characterizes population over a specific point in time. Age of the university libraries' personnel could be regarded as the length of lifetime in the existence of individuals. Age could also influence their perceived job performance. A number of studies have been carried out on age and libraries' personnel job performance. However, the outcome of such studies produced contradictory correlations or conflicting results. For instance, Teooreso (2012) in his study reported that there was no significant evidence that age determined a drop in academic staff job performance. While, Ali (2013) in his study shows that age, which is one of the demographic characteristics of an employee, could affect job performance.

Gender refers to the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men (World Health

Organisation, 2019). Although, gender refers to the biological differences between male and female, one difficulty encountered by investigators of gender differences and performance among workers in organisational settings is the difficulty of comparing the performance of men and women carrying out exactly the same job owing to gender segregation in the allocation of work tasks. Ali (2013) stated clearly that males are more physically active than females. The world of “men’s work” and “women’s work” are as different as east and west; they are vastly unequal in power, pay and prestige. This has made comparison of performance between the two genders to come late. Oloruntoba and Ajayi (2016) found that most male library personnel have higher job performance than their female colleagues.

While relating years of experience to job performance, several studies carried out by scholars have revealed that the number of years of experience is a significant predictor of job performance of academics staff. This assertion therefore has confirmed the study of several researchers that professional maturity is accompanied by years of accumulated experience on the job (Edem and Atimo, 2015). Educational qualification and designation are another important demographic factors that could affect job performance of university libraries’ personnel. The level of education and the designation of a library personnel determine the level of the quality of job expected from them. This foregoing has shown that demographic factors such as age, gender, educational background/designation and work experience are interrelated and they are factors that may be affecting the perceived job performance of library personnel in Nigerian universities.

Several studies have been carried out both locally and internationally in the area of job performance of employees in an organisation, most especially in academic library. In Nigeria for instance, Akor (2019) in his study affirmed that the job performance of librarians in government owned universities in North Central Nigeria was at a low level. In addition according to the researchers, a situation where low level of job performance is noticed from employee or employers, it would have been assumed that the management was unable to take cognizant of employee demographic factors such as age, gender, qualifications and work experience into consideration. Demographic factors have been seen as frequent factors that have been associated with libraries personnel productivity and job performance.

Statement of the problem

Perceived job performance of university libraries’ personnel could be a drive for their effective job performance and productivity at work. When libraries’ personnel have a positive perception towards their job, they are likely to put in all efforts to be a good performer. However, observations by the researchers have shown that library personnel often have low perception about their job performance. This could be influenced by their demographic factors. Demographic factors such as age, gender, academic qualification/designation and years of experience of the libraries’ personnel may be responsible for their low level of perceived job performance. Age could affect the perceived job performance of university libraries’ personnel if they are underage and not confident enough to handle some assigned duty in the library. Studies have showed that male libraries’ personnel performed better than female. While, academic qualification determine the training, knowledge and skills possessed by libraries’ personnel for job performance. Moreover, libraries’ personnel years of experience which is also an accumulation of knowledge is a prerequisite for job performance. The low perceived job performance of university libraries’ personnel has been found to be affected by these factors. Also, no study has been carried out to investigate demographic factors and perceived job performance of university libraries’ personnel.

It is on this premise that this study is carried out to investigate demographic factors as correlate of perceived job performance of university libraries' personnel in southwest, Nigeria.

Objectives of the study

The objectives of the study are to:

- i. identify the demographic factors (age, gender, academic qualification/designation and years of experience) of the university libraries' personnel in southwest, Nigeria;
- ii. determine the level of perceived job performance of the university libraries' personnel in southwest, Nigeria;
- iii. determine the relationship between demographic factors and perceived job performance of university libraries' personnel in southwest, Nigeria.

Research questions

The following research questions were drawn to guide the study.

1. What are the demographic factors (age, gender, academic qualification/designation and years of experience) of university libraries' personnel in Oyo State, Nigeria?
2. What is the level of perceived job performance of university libraries' personnel?
3. What is the relationship between demographic factors and perceived job performance of university libraries' personnel in southwest, Nigeria?

Hypothesis

The study will test the following hypothesis at 0.05 level of significance:

1. There is no significant relationship between the demographic factors (age, gender, academic qualification/designation and years of experience) of university libraries' personnel and their perceived job performance.

Significance of the study

The outcome of this study will be of great benefit to the university libraries' personnel as it will inform them to work on their demographic factors that can affect their performance at work such as age, gender, academic qualification, designation and years of experience. Taken cognisance of these factors will enable them to have good perception of their job performance.

This study is significant in the sense that the library management will improved in the coordination of the libraries' personnel and their activities in the library by assigning role to the libraries' personnel based on their academic qualification to enable them perform to the maximum level as expected. The result of this study will serve as an awareness to the university administrators and enable them to take quick decision in providing funds for training and development programme for the libraries' personnel such that will enable them to provide effective library services to users.

Literature Review

Perceived job performance of personnel in organisations

Employee job performance is a framework of an organisation therefore, areas that centers on high performance must be examined critically by organisations for them to succeed (Abbas and Yaqoob, 2019). However, this study is on the reviews of perception and evaluation of personnel in the university libraries based on their own relevant behaviours, actions and characteristics that influence the library objectives and responds to tasks known as "perceived job performance of university libraries' personnel". Perceived job performance of university libraries' personnel is seen as self-perception i.e. perception of individual employee in the university libraries about his/her anticipated level of productivity, in comparison with his or her peers, on many job concerned behaviors and outcomes.

Self-perception is a process by which individual develops a view of themselves and are in three parts: self-esteem, self-concept and self-presentation. Attitudes on the other hand are general evaluations. It expresses how much an employee or individual in an organisation likes or dislikes his/her job. The attitude of employees towards work determines their behaviour and performance. This is related to the effects of attitude towards employee performance at work. Occasionally, attitudes toward work are result of external influence and are both related (transfer of affective feelings) and useful based on employee perceptions. According to Samad (2017), if personnel are satisfied with their job and the environment of the organisation including having good relationship with colleagues, compensation, and leadership; the employee will be more willing to put in extra effort to ensure that the organisation realizes its objectives. Dash and Singh (2018) reported that factors such as performing well, chances of promotion, compensation and incentive schemes and professional growth are perceived by employee as motivating factors. Stup (2013) also explained that to have a standard performance, employers have to ensure that tasks are performed on track so as to achieve the organisation goal or target. By ensuring that the work or job done on track, employers could be able to supervise their employees and help them to improve performance.

Demographic factors of library personnel

Demographic factor could be regarded as special qualities used in describing different individuals. The indicators of demographic factors of university libraries' personnel which include; age, gender, academic qualification, designation and years of experience could influence their job performance and their perceived job performance. In other words it is also used to identify the study of quantifiable sub-set within a given population which characterizes population over a specific point in time. Therefore it is important to examine these factors as they might be affecting job performance of libraries' personnel in the university libraries.

Demographic factor according to Abadina and Mba (2014), is the study of the overall social positions of individuals within the social and economic domain. This entails occupation and income, educational attainment or level and family structure or size. Furthermore, it encompasses the study of the size, structure and distribution of the populations of human beings. Demographics may also be defined as the quantifiable characteristics of a given population. Hassan and Ogunkoya (2014) identified demographic factors as education, gender, marital status and years of service. According to Oyewole and Popoola (2015), demographic factors are personal factors that include age, gender, educational level, tenure or working experience, job level and monthly salary.

Aboyade, (2013) concluded that job performance of individuals is crucial to the survival of any organisation. There are numerous factors that determine the job performance of individuals in certain instances and settings. These may include empowerment, management behaviour, and teamwork, motivation of work environment and demographic factor of workers. However for the purpose of this research the demographic factors of libraries personnel are examined. According to Bell (2018) demographic factors affect employee performance. Demographic differences “evoke differential expectations among the employees”. Such characteristics include education status, age race, family related characteristics, marital status, ethnicity, years of service and religion. There are a number of demographical factors that are in play when employee job performance management is considered. These ought to be considered while managing employee performance in order to ensure that they are not a hindrance but rather profitably utilisable.

Demographic factors are widely acknowledged as having a great influence on staff job performance. According to George (2016) demographic factors are personal characteristics and include information such as ethnicity, race and family size. For example, considering age, one is expected to be energetic and enthusiastic at an early age of their employment. As they grow up within the organisation, their performance is expected to improve with their maturity up to a certain age when their energy levels go down and thus job performance slows, this is what necessitates the establishment of a retirement age (Adio, 2010). Fletchl (2012) points out that the demographic factors have an influence on whether employees will be committed to their work or not. He observes that how well the employee performs, how many years they are ready to dedicate in service and how well they act in the best interest of the firm’s objectives heavily depends on how much the organisations take care of the needs that are related to their demographic factors. He however fails to bring out how the same can be put into practice.

Kuya (2019) conducted a study on influence of demographic factors on employee performance in Standard Chartered Bank, Kenya and concluded that demographic factors have an impact on how well an employee performs, they ought to be emphasised in the management of perform. Dimitrios and Athanasios (2013) conducted a study on influence of demographic characteristics on employee performance on job satisfaction of Greek bank employee and concluded that highly educated employees tend to think higher of their work as a whole and have higher ambitions.

Methodology

The research design adopted for this study was descriptive research design of the survey type. This was selected as the most appropriate design to obtain accurate assessment of the characteristics of whole populations of people (Kerlinger, 2000). The targeted population of this study consisted of 219 university libraries’ personnel in Southwest, Nigeria. The selected academic libraries were University of Ibadan, Ibadan; Ajayi Crowther University, Oyo; Dominican University, Ibadan; Kola Daisi University, Ibadan; Ladoke Akintola University of Technology, Ogbomoso; Lead City University, Ibadan; and Technical University, Ibadan. The purposive sampling technique was used due to the use of ICTs in the selected academic libraries. A total of 219 questionnaires were distributed, out of which 187 were returned. There were, however, some missing data points due to few unanswered questions by respondents. The questionnaire was made up of two sections- Sections “A” which examines personal factors, while section “B” comprise questions designed to obtain responses on the level of perceived job performance of university libraries’ personnel. The research instrument was adopted scale and the reliability coefficient for level of perceived job performance of university libraries’ personnel was found to be $\alpha=0.98$. The

questionnaire was pre tested on university libraries' personnel in Obafemi Awolowo University, Osun State, Nigeria that was not included in the study. The data collected for this study were analysed using simple percentages and the Pearson Product Moment Correlation analysis.

Data Analysis

Data were analysed as they related to the specific areas of the study using descriptive and inferential statistics such as simple percentages and Pearson Product Moment Correlation analysis.

Research questions

Research question 1: What are the demographic factors (age, gender, academic qualification/designation and years of experience) of university libraries' personnel in Oyo State, Nigeria?

Table 1: Demographic factors of university libraries' personnel in Oyo State, Nigeria

Demographic factors	Frequency	Percentage (%)
Gender distribution of respondents		
Male	86	46.0
Female	101	54.0
Total	187	100.0
Age distribution of respondents		
Less than 21 years	5	2.7
21-30 years	52	27.8
31-40 years	103	55.1
41-50 years	21	11.2
51-60 years	6	3.2
Total	187	100.0

Academic qualification of the respondents.		
SSCE	5	2.7
ND	6	3.2
NCE	12	6.4
HND	31	16.6
Bachelor	55	29.4
Masters	67	35.8
PhD	11	5.9
Total	187	100.0
Designation of the respondents.		
Librarian	69	36.9
Library officer	95	50.8
Library assistant	23	12.3
Total	187	100.0
Years of experience of the respondents.		
1-10 years	90	48.1
11-20 years	82	43.9
21-30 years	15	8.0
Total	187	100.0

Table 1 shows the distribution of demographic factors of the respondents. As regards the gender distribution, it shows that majority 101 (54.0%) were females while the remaining 46 (46.0%) were males. These respondents cut across all the university libraries. Concerning age distribution, majority 103(55.1%) were between 31 and 40 years of age, while 52 (27.8%) respondents were within 21-30 years of age. About 21 (11.2%) of the respondents were between the ages 41-50 years, 6(3.2%) were within 51-60 years and 5(2.7%) were less than 21 years. The result indicated that majority of the university libraries' personnel are matured in age. The academic qualification of the respondents shows that majority, 67(35.8%) of the respondents has Master Degree Certificate, followed by 55(29.4%) respondents that has Bachelor Degree Certificate, 31(16.6%) has HND Certificate, 12(6.4%) has NCE Certificate, 11(5.9%) has Ph.D Certificate, 6(3.2%) has ND Certificate and followed by 5(2.7%) that has SSCE Certificate. As

regards respondent's designation majority, 95(50.8%) were library officers, 69(36.9%) were librarians and 23(12.3%) were library assistants. The implication of this is that the majority of the university libraries' personnel are library officers. The work experience showed that out of the 187 respondents, majority 90(48.1%) has 1-10 years' work experience, 82(43.9%) has 11-20 years' work experience and 15(8.0%) has 21-30 years of experience. The result indicated that majority of the library personnel has 1-10 years' work experience.

Research question 2: What is the level of perceived job performance of university libraries' personnel?

Table 2: Level of perceived job performance of university libraries' personnel.

S/N	Statement	SA	A	D	SD	Mean	S.D
	Perceived task performance						
1.	I am able to perform my work well within minimal time and effort	58(31.0%)	125(66.8%)	4(2.1%)	-	3.29	.512
2.	It takes me longer time to complete my task than intended	26(13.9%)	78(41.7%)	60(32.1%)	23(12.3%)	2.57	.879
3.	I am able to separate main issues from side issues at work.	52(27.8%)	122(65.2%)	7(3.7%)	6(3.2%)	3.18	.644
4.	I have trouble setting priorities for my work.	25(13.4%)	93(49.7%)	44(23.5%)	25(13.4%)	2.63	.878
5.	I work towards the end result of my work.	55(29.4%)	124(66.3%)	8(4.3%)	-	3.25	.525
6.	I keep in mind results I had to achieve in my work.	70(37.4%)	115(61.5%)	2(1.1%)	-	3.36	.504
7.	I manage to plan my work so that it was done on time.	59(31.6%)	125(66.8%)	2(1.1%)	1(0.5%)	3.29	.512
	Perceived contextual performance						
8	Collaboration with others went well.	62(33.2%)	119(63.6%)	6(3.2%)	-	3.30	.525
9.	I was able to meet my appointments	72(38.5%)	114(61.0%)	1(0.5%)	-	3.38	.498
10.	I was able to fulfill my responsibilities	74(39.6%)	109(58.3%)	4(2.1%)	-	3.37	.528
11.	I understand others well when they tell me something	65(34.8%)	117(62.6%)	5(2.7%)	-	3.32	.522

12.	Others understood me well when I told them something	68(36.4%)	116(62.0%)	3(1.6%)	-	3.35	.510
13.	Communication with others led to the desired results	68(36.4%)	115(61.5%)	4(2.1%)	-	3.34	.519
14	I took the initiative when there was problem to be solved	71(38.0%)	110(58.8%)	6(3.2%)	-	3.35	.541
15	I came up with creative ideas at work	73(39.0%)	112(59.9%)	2(1.1%)	-	3.38	.508
16.	I took the initiative when tasks had to be organised	71(37.9%)	112(59.9%)	4(2.1%)	-	3.35	.523
17.	I start new tasks myself when the old ones are finished	60(32.1%)	120(64.2%)	7(3.7%)	-	3.28	.529
18.	I am open to criticism of my work	69(36.9%)	110(58.8%)	7(3.7%)	1(0.5%)	3.32	.571
19.	I ask for help when needed	70(37.4%)	114(61.0%)	3(1.6%)	-	3.36	.513
20.	I try to learn from feedback I get from others on my work	77(41.2%)	106(56.7%)	4(2.1%)	-	3.39	.531
21.	I think library users are satisfy with my work	70(37.4%)	111(59.4%)	6(3.2%)	-	3.34	.539
22.	I take on challenging work tasks when available	56(29.9%)	130(69.5%)	1(0.5%)	-	3.29	.468
23.	I take into account the wishes of the library users in my work	69(36.9)	111(59.4%)	7(3.7%)	-	3.33	.546
	Perceived adaptive performance						
24.	I work at keeping my job skills up to date	60(32.1%)	125(66.8%)	2(1.1%)	-	3.31	.468
25	I work at keeping my job knowledge up to date	90(48.1%)	95(50.8%)	2(1.1%)	-	3.47	.522
26.	I am able to cope well with difficult situations and setback at work	60(32.1%)	126(67.4%)	1(0.5%)	-	3.32	.477
27.	I have demonstrated flexibility	64(34.2%)	121(64.7%)	2(1.1%)	-	3.33	.494
28.	I am able to cope well with uncertainty and unpredictable situations at work	48(25.7%)	138(73.8%)	1(0.5%)	-	3.25	.447
29.	I come up with creative solutions to new problem	53(28.3%)	126(67.4%)	8(4.3%)	-	3.24	.519

30	I easily adjust to change in my work	61(32.6%)	124(66.3%)	2(1.1%)	-	3.32	.488
	Grand Mean					98.26	16.24

In order to determine the level of perceived job performance of university libraries' personnel, a test of norm was conducted. The scale between "0 – 40" shows that the level of perceived job performance of university libraries' personnel is low, the scale between "40 – 80" indicates that the level of perceived job performance is moderate, and the scale between "80-120" shows that the level of perceived job performance is high. Thus, the overall mean for perceived job performance as indicated by the responses of the university libraries' personnel is 98.26 which fall between the scales "80-120". Therefore it could be deduced that the level of perceived job performance of university libraries' personnel in Oyo State, Nigeria is high.

The ranking of the scale on perceived job performance of university libraries' personnel with the highest means included: libraries' personnel keep in mind results they had to achieve in their work (mean=3.36), they were able to meet their appointments (mean=3.38), they take on challenging work tasks when available (mean=3.29), they were able to cope well with difficult situations and setback at work (mean=3.32), and they were able to cope well with uncertainty and unpredictable situations at work (mean=3.25) respectively.

Testing of hypothesis

Ho1: There is no significant relationship between the demographic factors (age, gender, academic qualification, designation and years of experience) of university libraries' personnel and their perceived job performance.

Table 3: PPMC summary table showing the relationship between demographic factors (age, gender, academic qualification, designation and years of experience) of university libraries' personnel and their perceived job performance.

S/n	Variable	Mean	S.D	1.	2.	3.	4.	5.	6.
1	Perceived job performance	52.0642	12.47605	1.00					
2	Age	2.84	.778	.141*	1.00				
3	Gender	1.54	.500	.175*	.042	1.00			
4	Academic qualification	4.98	1.320	.322**	-.678	.080	1.00		
5	Designation	1.76	.673	.113*	.026	.133	.025	1.00	
6	Years of work experience	1.60	.635	.244**	-.032	.127	.080	.025	1.00

*.Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows that the perceived job performance of university libraries' personnel and age ($r = .141^*$, $P < .05$) positively correlate, perceived job performance of university libraries' personnel and gender ($r = .175^*$, $P < .05$) correlate, perceived job performance of university libraries' personnel and academic qualification ($r = .322^{**}$, $P < .05$) correlate, perceived job performance of university libraries' personnel and designation ($r = .113^{**}$, $P < .05$) correlate, perceived job performance of university libraries' personnel and years of work experience ($r = .244^{**}$, $P < .05$) correlate respectively. Therefore the null hypothesis is rejected. That is, there is a significant relationship between the demographic factors (age, gender, academic qualification, designation and years of experience) of university libraries' personnel and their perceived job performance.

Discussion of the findings

The study revealed that majority (54.0%) of the libraries' personnel that participated in the study were females while the remaining (46.0%) were males. The age distribution of respondents showed that majority (55.1%) were between 31 and 40 years of age, followed by (27.8%) that were within 21-30 years of age, followed by (11.2%) that were between the ages 41-50 years, followed by (3.2%) that were within 51-60 years and (2.7%) were less than 21 years. The academic qualification of the respondents shows that majority (35.8%) has Master Degree Certificate, followed by (29.4%) that has Bachelor Degree Certificate, (16.6%) has HND Certificate, (6.4%) has NCE Certificate, (5.9%) has Ph.D Certificate, (3.2%) has ND Certificate and followed by (2.7%) that has SSCE Certificate. Also, majority (50.8%) were library officers, (36.9%) were librarians and (12.3%) were library assistants. The work experience showed that (48.1%) has 1-10 years' work experience, (43.9%) has 11-20 years' work experience and (8.0%) has 21-30 years of experience respectively. It implies libraries' personnel have demographic factors that influence their perception toward their job. Oyewole and Popoola (2015), identified demographic factors as personal factors that include age, gender, educational level, tenure or working experience, job level and monthly salary. According to Bell (2018) demographic factors affect employee performance. Demographic differences "evoke differential expectations among the employees". Such characteristics include education status, age race, family related characteristics, marital status, ethnicity, years of service and religion.

Findings revealed that the university libraries' personnel have high level of perceived job performance as majority of the respondents agreed that they keep in mind results they had to achieve in their work, they were able to meet their appointments, and they take on challenging work tasks when available among others. This finding agreed with a study conducted by Dash and Singh (2018), they reported that factors such as performing well, chances of promotion, compensation and incentive schemes and professional growth are perceived by employee as motivating factors. Abbas and Yaqoob (2019), asserted that areas that centers on high performance must be examined critically by organisations for them to succeed.

The study also shows that there is a significant relationship between the demographic factors (age, gender, academic qualification, designation and years of experience) of university libraries' personnel and their perceived job performance. The study is supported with the study of Kuya (2019) who conducted a study on influence of demographic factors on employee performance in Standard Chartered Bank, Kenya and concluded that demographic factors have an

impact on how well an employee performs, they ought to be emphasised in the management of perform.

Conclusion

It is evident that the university libraries' personnel have high level of perceived job performance. Their high level of perceived job performance will enable them to be more active and productive in their job. Carrying out effective library information services and meeting users' needs to achieve library goals will also be ascertain by the university libraries' personnel. However, the need for them to be cognisance of their demographic factors such as age, gender, academic qualification, designation and years of experience is essential as these can serve as barrier to their high perceived job performance.

Recommendations

The following recommendations were made based on the findings of this study:

1. Libraries' personnel should endeavoured to keep maintaining high perceived job performance in their place of work as this will enable them to be more productive.
2. Libraries' personnel should always ensure they work on their demographic factors and develop themselves technically and professionally by acquiring more skills that will enable them to be more productive such that will improve high perceived job performance.
3. Library management should encourage libraries' personnel in their various universities by motivating them in terms of fringe benefits such as healthcare and allowances. This will enable the libraries' personnel to be more effective. Hence, they will continue to have high perceived job performance towards their job.

References

- Abadina, F.O., & Mba, C.B. (2014). Influence of Socio economic and demographic factors on reading attitude of primary school pupils in Ibadan. *Journal of the Nigerian Library Association*, 12, 11-25.
- Abbas, Q., & Yaqoob, S. (2019). Effect of leadership development on employee performance in Pakistan. *Pakistan Economic and Social Review*, 269-292.
- Aboyade, W. A. (2013). Influence of work motivation, emotional intelligence and self-concept on job performance among library workers in federal universities in Nigeria. PhD. Thesis submitted to the Department of Library, Archival and Information studies (LARIS), Faculty of education, university of Ibadan, Ibadan.
- Adekunle, F.A., Ikegune, D.O., & Ajayi, B. (2022). Use of Information and Communication Technologies and Perceived Job Performance of University Libraries' Personnel in Oyo

- State, Nigeria. *Library Philosophy and Practice (e-journal)*. 7325. <https://digitalcommons.unl.edu/libphilprac/7325>
- Adio, G. (2010). Demographic Variables and Self-efficacy as Factors Influencing Career Commitment of Librarians in Federal University Libraries in Nigeria. Ibadan: University of Ibadan.
- Akor, P. U. (2019). Influence of university librarians leadership styles on the Job performance of professional librarians in the North- central zone of Nigeria (Doctoral dissertation) University of Nigeria, Nsukka.
- Ali, H. (2013). The effects of age, sex and tenure on the job performance of rubber tappers. *Journal of Occupational and Organisational Psychology*, 76 (3), 381-391. Retrieved from [www/httpjournal.occ.org](http://httpjournal.occ.org). Psychology.
- Bhat, S. A., & Beri A. (2016). Social adjustment and job performance of college teachers: An analytical study. *Indian journal of Positive Psychology*, 7 (2), 206 - 208
- Dash, M., & Singh, A. (2018). Motivation in ITES Industry: Dimensionality with reference to Herzberg's Theory. *The ICFAI Journal of Organisational Behavior*, 7 (2), 18-27.
- Edem, N. B., & Atimo, M. I. (2015). The influence of age and work experience on publication output of librarians in Nigeria universities. *Annals of Library and Information Studies*, 42 (4), 142-151.
- Fletchl, V. (2012). Work Life Balance - A comparative Study of Women in Senior Management Positions in Austria, Denmark and Great Britain. Norderstedt: GRIN Verlag.
- George, A. (2016). Demographic Variables and Self-efficacy as Factors Influencing Career Commitment of Librarians in Federal University Libraries in Nigeria. Ibadan: University of Ibadan.
- Hassan, B., & Ogunkoya O. (2014). Demographic Variables and Job Performance: Any Link? *Act a Universitatis Danubius*, 10 (4), 1-8
- Ikegune, D.O., & Awujoola. O.A. (2017). Job Satisfaction and Leadership Effectiveness of Librarians in Universities in South-West Nigeria. *International Journal of Library and Information Studies*, 7(1), 78-90. Available at: <http://www.ijlis.org>
- Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2015). Organisational Behavior and Management. New York: Mc-Graw Hill/ Irwin.
- Kuya. J. (2019). Influence of demographic characteristics on employee performance in Standard Chartered Bank in Kenya. Unpublished MBA Research Project, University of Nairobi.
- Munjuri, M. (2012). Workforce diversity management and employee performance in the banking Sector in Kenya. *DBA Africa Management Review*, 3 (1), 1-21

- Oloruntoba, A., & Ajayi, M. T. 2016. Gender and research attainment in Nigerian agricultural universities. *Council for the Development of Social Science Research in Africa*, 4 (2), 83-98.
- Oyewole, G. O., & Popoola, S. O. (2015). Personal factors and work locus of control as determinants of job performance of library personnel in Federal Colleges of Education Nigeria. Retrieved from <http://www.iclc.us/cliej/cl400p>. Accessed on December 10, 2023.
- Rothmann, S., & Coetzer, E. P. (2013). The Big Five Personality Dimensions and Job Performance. *South African Journal of Industrial Psychology*, 29 (1), 68-74.
- Samad, L. M. (2017). Perceived organisational support and organisational justice. Organisational politics, justice, and support: B. Managing social climate at work, 149-164.
- Stup, R. (2013). Control the Factors that Influence Employee Success. Managing the Hispanic Workforce Conference. Cornell University and Pennsylvania State University.
- World Health Organisation. (2019). Gender, equity and human rights. Retrieved September 10, 2019 from <https://www.who.int/gender-equity-rights/understanding/gender-definition/en/>