



**HUMAN RESOURCE DEVELOPMENT PRACTICES AND JOB SATISFACTION OF LIBRARIANS IN  
ACADEMIC LIBRARIES IN IMO STATE.**

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**Abstract**

*This study investigated mentoring programmes and job rotation as correlates of job satisfaction of librarians in academic libraries in Imo State. The study was guided by two research questions and two null hypotheses. The researchers adopted correlation research design. The population of this study consisted of one hundred and six (106) librarians in the nine tertiary institutions in Imo State. The census study was adopted to cover all the one hundred and six (106) librarians in academic libraries in Imo State, Nigeria. The research instrument used for data collection was a rating scale titled: Mentoring Programmes and Job Rotation as Correlates of Job Satisfaction of Librarians (MPJRJSL) with 16 items. The instrument was validated by three specialists, two from Library and Information Science and the other one from Educational Measurement and Evaluation. The items on the rating scale took cognizance of the research questions using the four-point scale of Very High Level (VHL) - 4 points, High Level (HL) - 3 points, Low Level (LL) - 2 points and Very Low Level (VLL) - 1 point. Data obtained for the study were analyzed with Pearson (r) statistics while the t-test of simple linear correlation was used to test the hypotheses at 0.05 level of significance. Findings showed that: The level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is significantly high; there is a moderate positive and significant relationship between continuing education and job satisfaction of librarians; there is a high positive and significant relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State. The researchers recommended that: the academic libraries' management should not relent in the use of mentorship since it is positively related with the job satisfaction of librarians and job rotation should be encouraged in academic libraries since it was established that it is positively linked to effective job satisfaction of librarians.*

**Keywords:** Human Resource Development, Practices, Job Satisfaction, Librarians, Academic Libraries.

## Introduction

Academic libraries play vital roles in the progress and development of their parent organizations and the society in general. The term 'academic library' is used to describe any library that is attached to an institution of higher learning. An academic library is the central agency through which information and reading materials reach the users at different levels. According to Nkamnebe, Udem and Nkamnebe (2014), the academic library is defined as a library or library system established, administered and funded by a university or any other tertiary institution to meet the information, research, and curriculum needs of its students, faculty and staff. Ekere (2016) also confirms that any library attached to a tertiary institution is called an academic library. An academic institution is usually measured by its library. No academic institution can develop effective work academically, without a strong library at its centre. Therefore, the academic library plays a major role in the daily life and activities of an educational institution. Academic libraries are not only repositories of knowledge but are also responsible for the dissemination of such knowledge to the user community. These responsibilities are carried out by professionally trained librarians who play valuable roles in supporting the programmes of the academic institutions where these libraries are domiciled.

Human resources are the most important assets of any organization (academic library inclusive). No matter how beautiful any academic library might be or how it is stocked with relevant and current collections, such a library would be meaningless if there is no human element (staff) to oversee and manage the library. Human resources are very essential in all establishments, because their activities are directly tied to productivity. Consequently, human resources in every establishment or organization play vital roles to its functional existence and effective operations. The quality of any organization's product clearly depends to a large extent on the quality of its human resources, their background, exposure and size (Akanwa, 2017).

One major type of human resource development practice in academic libraries is continuing education. Continuing education supplements the skills and knowledge of the learner and also prepares the individual for personal growth, professional competence and professional advancement. Ramaiah and Moorthy (2022) defined continuing education as the provision of opportunities for workers (librarians) to continue their learning. It can also be referred to as continuing professional development, continuing professional education or continuing library education. Continuing education creates room for and increases participation in library tasks and also exposes a staff to current library practices and standards as one interacts with experienced tutors in the profession.

Conferences are human resources development practices used to enhance the job performance of librarians in academic libraries. A conference is an organized plan in which the participants seek to develop knowledge and understanding and obtain a considerable amount of practical participation. Conferences are also avenues where librarians present research papers while other participants criticize and add knowledge to the presentation where necessary. This opens avenues for promotion to the presenter who presents papers at faculty, national and international levels. According to Salman and Aleem (2018), conferences serve as advancement to professionalism. The forum grants librarians avenues to link and interact with experts, develop and maintain social relationships with other professionals both nationally and internationally. Above all, they serve as platforms for answering existing challenges within the profession and for knowledge-sharing. This could impact on the job satisfaction of librarians in academic libraries.

It is based on this background that this study on human resource development practices and job satisfaction of librarians in academic libraries in Imo State was carried out.

## Statement of the Problem

In every organization including the academic library, human resource development is considered very important. It is the duty of the academic library management to train and develop its staff for effectiveness and efficiency in the discharge of assigned responsibilities. In a bid to professionally develop librarians, they are made to undergo all forms of training ranging from continuing education, mentoring, conferences and job rotation to improve on their skills for better job performance which could ultimately lead to job satisfaction. However, pre-research observation of the researcher shows that training and development programmes for staff in the academic libraries under study are not adequate, and even where they are practiced, they not enough to address the specific needs of the staff.

While it is expected that librarians should be satisfied with their jobs, this is not always the case as researchers revealed that some employees in many academic libraries are not satisfied. Ross (2018) and Ali and Fatima (2022) asserted that library personnel are dissatisfied with their jobs as a result of limited opportunities for promotion, advancement and salary concerns. Lending credence to this claim, Nwabueze and Igwesi (2017) stated that librarians, more especially the newly employed ones in academic libraries, have challenges of knowing their expectations, routines, standards and organizational culture. The authors discovered that both new, mid-career and career librarians face challenges in the areas of assimilation, isolation, work satisfaction and stress. The question is; how then would a librarian who is not satisfied with the job be able to satisfactorily perform his job? This has, therefore, raised serious doubt as to the effectiveness of the various human resource development practices in addressing the specific needs of librarians as well as enhancing their job satisfaction. Hence, the study was billed to ascertain the relationship between human resource development practices and job satisfaction of librarians in academic libraries in Imo State.

## Objectives of the Study

The general purpose of the study was to examine human resource development practices and job satisfaction of librarians in academic libraries in Imo State. Specifically, the study sought to:

1. ascertain the level of job satisfaction of librarians in academic libraries in Imo State;
2. determine the relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State;
3. ascertain the relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State.

## Hypotheses

The following hypotheses were formulated and tested at 0.05 level of significance.

- Ho<sub>1</sub>: The mean score on the level of job satisfaction of librarians in academic libraries in Imo State is not significantly greater than the expected mean of 55.
- Ho<sub>2</sub>: The coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State is not significant.
- Ho<sub>3</sub>: The coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State is not significant.

## Review of Empirical Studies

### Human Resources Development

Onyeneke and Obasi (2023) investigated human resource development practices in academic libraries in tertiary institutions in Nigeria. Four objectives and four research questions guided the study. The research design employed for the study is descriptive survey. The population of the study is one hundred and fifty two (152) library staff which consisted of all the library staff of Federal Polytechnic, Nekede; Imo State Polytechnic, Omuma; Alvanikoku Federal university of Education, Owerri; and Federal College of Land Resources Technology, Oforola all in Imo State , Nigeria. The census technique was employed to select all the one hundred and fifty two (152) library staff. The instrument used for data collection in this study is a 4-point Likert rating scale. The data collected were analyzed using mean and standard deviation, while the hypotheses were tested using one sample z-test statistic at 0.05 level of significance. The study revealed that the methods of in-service training such as staff/induction course, conferences and services as well as lectures and meeting relating to the libraries are being used for the professional development of the staff. The study also revealed that mentoring programmes such as peer group and informal programmes are being used to professionally develop the newly employed and less experienced library staff by the experienced staff.

Armstrong (2022) in his view stated that the purpose of human resources development is to increase the productivity of employee by influencing their behaviour.

The study by Oyedipe, Okewale, Ajiboye and Omosanya (2021) investigated staff development practices among librarians in public university libraries in Ogun State, Nigeria. Six objectives and six research questions guided the study. Descriptive survey design was used for the study. Total enumeration was used to arrive at the sample size of 42 librarians from three public university libraries in Ogun State, Nigeria. A questionnaire was used to collect data for the study. Data were analysed using frequency, mean and standard deviation. Findings indicated that staff development practices are available in the libraries studied. The study found additional higher degree, seminar and conferences and in house seminars as the most frequently patronized staff development practices among librarians. Further findings showed that staff development practices led to enhancement of capacity, increase skills/abilities, and competencies while broadening their knowledge base.

The study by Yaya (2018) examined the relationship between human capital development and the productivity of librarians in the Nigerian public university libraries. The study was guided by four objectives, four research questions and one hypothesis. The study employed the survey research design. The population of the study comprised 923 librarians in 54 public university libraries. Total enumeration was employed to cover the entire population of the study. A self-developed questionnaire was adopted. Data were analyzed using descriptive and inferential statistics. It was revealed that human capital development has greatly enhanced librarian's job performance in the university libraries.

Saka, Aliyuandand James (2021) investigated the human resources development programmes offered to library staff in academic libraries in Nigeria. Three objectives with corresponding research questions were stated and posed to guide the study. The study adopted a descriptive survey design. The population consisted of 437 academic libraries (universities, polytechnics, monotechnics, and colleges of education) across the six geo-political zones of Nigeria. A multi-stage sampling technique (stratified, proportionate stratified, and random) method was used to select 27% of the population which is 118 academic libraries. An open-ended questionnaire served as instrument for data collection. Simple tabulation, frequency counts and percentages were used in data analysis. Results showed that study fellowship and orientation programme for newly employed staff were first and second in rank order, as well as founding

which top the list and were discovered to be the major human resources development programme and serious challenge to HRD programmes in academic libraries in Nigeria. Results further revealed that decline in library services and lack of staff motivation was the serious negative effects of the HRD challenges.

### **Continuing Education**

The study by Yu, Gong, Jiang, Hu, Sun and Luo (2018) investigated the effect of continuing education with digital technology on professional growth and job satisfaction of librarians. Three hypotheses were formulated to guide the study. The study adopted an ex-post facto research design. The population of the study consisted of 79 librarians of Shanghai University of Medicine and Health Sciences. A census study was used to cover the entire population. A questionnaire was the instrument for data collection. Data obtained were subjected to t-test and regression analyses. The research results showed that continuing education would significantly and positively affect professional growth; that professional growth would remarkably and positively affect job satisfaction, and that continuing education would notably and positively affect job satisfaction.

### **Conferences**

The study by Wagu and Echedom (2021) examined the librarians' attendance to conferences and workshops as correlates of job performance in university libraries in South-South, Nigeria. Two objectives, two research questions and two hypotheses guided the study. Correlation survey method was adopted in the study. The population of the study was 108 librarians. A census study was employed to cover the entire study population. A questionnaire served as the instrument used for data collection. The data collected for the study were analysed using Pearson Product Moment Correlation (r) method

to answer research questions, while t-test analysis was used to test the null hypotheses. The findings of the study revealed that there is a positive but weak relationship between librarians' attendance to conferences and job performance in university libraries, and a non-significant relationship between librarians' attendance to conferences and job performance in university libraries in the South-South, Nigeria.

Chukwu (2017) examined the impact of conference attendance on job performance of professional librarians of tertiary institutions in Imo State, Nigeria. The study was guided by one objective. The descriptive survey research method was adopted for the study. Population of the study comprised 86 professional librarians from tertiary institutions in Imo State. Total enumeration was employed to cover the entire population. Structured questionnaire were used to collect information used for the analysis. Mean and standard deviation were used for data analyses. The result showed that conference attendance impacted professional librarians in their job performance by helping them maintain greater focus towards their jobs.

The study by Eruvwe, Emeka-Ukwu and IHEME (2023) investigated conference attendance and job satisfaction of librarians in some selected university libraries in South-South, Nigeria. Two objectives and two research questions were stated and posed to guide the study. The study adopted a descriptive survey study. The population of the study consisted of 113 recruited librarians in all the federal university libraries in South-South Nigeria. A census study was used to cover the entire population. A questionnaire was the instrument for data collection. Descriptive statistics such as mean and percentages were used for the analyses. The study revealed that the effects of conference attendance among librarians in the university libraries studied are as follows: professional experience learns about current events, learn about current technology, and learn about current trend which can improve job satisfaction. Also, the study further affirmed that the extent of conference attendance among librarians improves relations among librarians, it

opens new horizon in the profession, it helped to recognize the interdependence of knowledge and information and improve on their basic education.

### Research Methodology

The researchers adopted survey and correlation research designs. The population of this study consisted of one hundred and six (106) librarians in the nine tertiary institutions in Imo State. . The census study was adopted to cover all the one hundred and six (106) librarians in academic libraries in Imo State, Nigeria. The research instrument used for data collection was a rating scale titled: Human Resource Development Practices and Job Satisfaction of Librarians in Academic Libraries (HRDPJSL) with 16 items. The items on the rating scale took cognizance of the research questions using the four-point scale of Very High Level (VHL) - 4 points, High Level (HL) - 3 points, Low Level (LL) - 2 points and Very Low Level (VLL) - 1 point. Data obtained for the study were analyzed with Pearson (r) statistics while the t-test of simple linear correlation was used to test the hypotheses at 0.05 level of significance. Decision Rule: The decision rule of 0.00-0.20=very low relationship, 0.21-0.40=low relationship, 0.41-0.60=moderate relationship, 0.61-0.80=high relationship and 0.81-1.00=very high relationship was used for interpretation (Nwankwo, 2013). The acceptance or rejection of null hypotheses was based on the t-cal. and t-tab analysis. That is, when the t-calculated was greater than the t-tabulated, the null hypothesis was rejected and the alternative hypothesis accepted.

### Results

**Research Question One:** What is the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria?

**Table 1: Descriptive results for the mean score on the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria**

S/N	Item Statements	N	$\Sigma fX$	$\bar{X}$	S	Remarks
1	Opportunities to utilize my skills are satisfactory.	103	289	2.80	1.121	Agree
2	My job status/recognition at work is satisfactory.	103	300	2.91	1.135	Agree
3	Adequate opportunity for periodic changes in duties is satisfactory.	103	294	2.85	1.197	Agree
4	I am satisfied with the technology I use for my work.	103	235	2.27	1.084	Disagree
5	I am satisfied with the way my coworkers get along with each other.	103	316	3.06	1.198	Agree
6	I am satisfied with the working conditions.	103	216	2.09	1.133	Disagree
7	I am satisfied with the feeling of accomplishment I get from my job.	103	328	3.18	1.117	Agree
8	I am satisfied with my pay considering my level of education.	103	263	2.55	1.134	Agree
9	I am satisfied with the feedback I get on my performance.	103	299	2.90	1.110	Agree
10	I am satisfied with the policies attached to promotion in my workplace.	103	202	1.96	1.012	Disagree
11	I am satisfied with the chance to try my own methods of doing the job.	103	301	2.92	1.183	Agree



12	I am satisfied with the freedom to use my own judgment.	103	312	3.02	1.164	Agree
13	Opportunities to learn new skills are satisfactory.	103	237	2.30	1.032	Disagree
14	I am satisfied with the income allowances and other benefits attached to my job.	103	234	2.27	1.041	Disagree
15	I am satisfied with opportunities available for promotion in my workplace.	103	264	2.56	1.113	Agree
16	I am satisfied with the chance to work alone on my job.	103	326	3.16	1.138	Agree
17	My job duties/job schedules are very satisfactory.	103	311	3.01	1.191	Agree
18	Support for additional training and education is satisfactory.	103	272	2.64	1.127	Agree
19	I am satisfied with the task varieties.	103	328	3.18	1.132	Agree
20	My working condition is satisfactory.	103	222	2.15	1.042	Disagree
21	My relationship with my supervisor is very satisfactory.	103	296	2.87	1.171	Agree
22	I am satisfied with the management style in my library.	103	302	2.93	1.162	Agree
<b>Cluster/Pooled Mean</b>				<b>59.59</b>		
<b>Mean of Item Means</b>				<b>2.70</b>		

Sample Size (n), Summation ( $\sum X$ ), Mean ( $\bar{X}$ ), Standard Deviation (S), and Remarks

Table 1 showed the item mean scores and standard deviations used in answering research question one in order to determine the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria. The results from the data presented above indicated that items 1, 2, 3, 5, 7, 8, 9, 11, 12, 15, 16, 17, 18, 19, 21 and 22 were agreed by the respondents since their mean scores were above the criterion mean of 2.50, while the remaining items (4, 6, 10, 13, 14 and 20) were considered to be disagreed given the fact that they were below the criterion mean of 2.50. Secondly, the values of standard deviations are seen to be small and as a result, not close to the mean, indicating that the scores in the distribution are homogeneous. Therefore, going by the mean of item means (2.70), the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is high.

### Hypothesis 1

**Ho<sub>1</sub>:** The mean score on the level of job satisfaction of librarians in academic libraries in Imo State is not significantly greater than the expected mean of 55.

**Table 2:** Inferential results for the mean score on the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria

N	$\bar{X}$	$\mu$	S	S.E	Df	t <sub>cal</sub>	t <sub>tab.</sub>	Decision
103	59.59	55	4.341	.483	101	<b>5.349</b>	<b>1.645</b>	Ho <sub>1</sub> is rejected

Sample Size (N), Mean ( $\bar{X}$ ), Standard Deviation (S), Standard Error (SE), degree of freedom (df), one sample t-test statistics and Decision

Table 2 shows the result of the test of hypothesis one. The test of hypothesis was carried out to establish the significance of the level of job satisfaction of librarians in academic libraries in

Imo State, Nigeria. The outcome indicates that the t-calculated value of 5.349 is greater than the t-tabulated value of 1.645. Hence, the rejection of the null hypothesis and the acceptance of its alternative, thus indicating that the mean score on the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is significantly greater than the expected mean of 55. This shows that the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is significantly high.

### Research Question 2

RQ<sub>2</sub>: What is the coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria?

**Table 3:** Summary of simple linear correlation (Pearson r) used to estimate the magnitude and direction of relationship between continuing education (X) and job satisfaction (Y) of librarians in academic libraries in Imo State, Nigeria

V	n	$\Sigma$	R	MR	DR	Remarks
X	103	1772	0.54	Moderate	Positive	Moderate
Y	103	7401				Positive Relationship

Size (n), Summation ( $\Sigma$ ), Pearson r (r), Magnitude of Relationship (MR), Direction of Relationship (DR) and Remarks

Table 3 shows the summaries for the coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The result shows that the obtained coefficient of 0.54 indicates that a moderate magnitude of relationship exists between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria. This coefficient also indicates that the direction of the relationship is positive. The positive nature indicates that an increase in one variable leads to increase in the other variable. The answer to the above question is that there is a moderate positive relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria.

### Hypothesis 2

Ho<sub>2</sub>: The coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria is not significant.

**Table 4:** Summary of t-test of simple linear correlation statistics for testing the coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria

V	n	$\Sigma$	r	A	Df	t <sub>cal</sub>	t <sub>tab</sub>	Decision
X	103	1772	0.54	0.05	101	8.324	1.96	Reject Ho <sub>1</sub>
Y	103	7401						

Sample Size (n), Summation ( $\Sigma$ ), Coefficient of Relationship (r), Alpha Level ( $\alpha$ ), Degree of Freedom (df) and t-test of Significance of Simple Linear Correlation between two Variables

Table 4 shows the test of the significance of the coefficient of relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The result indicates the degree of freedom as 101, t-calculated value as 8.324 and t-tabulated value as 1.96. This shows that the t-calculated value is greater than the t-tabulated value. The researcher rejected the null hypothesis and therefore concluded that the coefficient of



relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria is significant.

### Research Question 3

RQ<sub>3</sub>: What is the coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria?

**Table 5:** Summary of simple linear correlation (Pearson r) used to estimate the magnitude and direction of relationship between attendance to conferences (X) and job satisfaction (Y) of librarians in academic libraries in Imo State, Nigeria

V	n	$\Sigma$	R	MR	DR	Remarks
X	103	1944	0.78	High	Positive	High Positive Relationship
Y	103	7401				

Size (n), Summation ( $\Sigma$ ), Pearson r (r), Magnitude of Relationship (MR), Direction of Relationship (DR) and Remarks

Table 5 shows the summary for the coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The result shows that the obtained coefficient of 0.78 indicates that a high magnitude of relationship exists between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria. This coefficient also indicates that the direction of the relationship is positive. The positive nature indicates that an increase in one variable would likely lead to increase in the other variable. The answer to the above question is that there is a high positive relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria.

### Hypothesis 3

H<sub>03</sub>: The coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria is not significant.

**Table 6:** Summary of t-test of simple linear correlation statistics for testing the coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria

V	n	$\Sigma$	R	$\alpha$	Df	t <sub>cal</sub>	t <sub>tab</sub>	Decision
X	103	1944	0.78	0.05	101	16.016	1.96	Reject H <sub>03</sub>
Y	103	7401						

Sample Size (n), Summation ( $\Sigma$ ), Coefficient of Relationship (r), Alpha Level ( $\alpha$ ), Degree of Freedom (df) and t-test of Significance of Simple Linear Correlation between two Variables

Table 6 shows the test of the significance of the coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The result indicates the degree of freedom as 101, t-calculated value as 16.016 and t-tabulated value as 1.96. This shows that the t-calculated value is greater than the t-tabulated value. The researcher rejected the null hypothesis; hence the conclusion that the coefficient of relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria is significant.

## **Discussion of Findings**

### **Level of Job Satisfaction of Librarians in Academic Libraries**

The first objective of this study was to ascertain the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria. As indicated by the result of the data analysis, the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is significantly high. It was further established that the mean score on the level of job satisfaction of librarians in academic libraries in Imo State, Nigeria is significantly greater than the expected mean of 55. This development may be attributed to the fact that majority of the librarians in academic libraries in Imo State might have had the opportunity of attending seminars, workshops, conferences and other human resources development programmes, hence the rise in their level of job satisfaction. This finding is in line with the findings by Ali and Fatima (2022), that the level of job satisfaction among library professionals of central universities of Delhi and Uttar was significantly high. The finding by Yaya (2019) also supported this finding when the author revealed a high level of job satisfaction among librarians in public university libraries in Nigeria. This therefore, means that if librarians are well catered for by the academic library management in terms of providing them with career development opportunities to enhance the development of their professional skills and competencies, their level of job satisfaction will be greatly enhanced.

### **Relationship between Continuing Education and Job Satisfaction of Librarians**

It was found that there is a moderate positive and significant relationship between continuing education and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The positive sign shows that an increase in one variable could lead to increase in the other variable, implying a corresponding relationship between the two variables (continuing education and job satisfaction). This finding is true because when librarians in academic libraries are sent for continuing education, the knowledge acquired by these individuals will help them to deliver effectively in their library services, hence they are satisfied for having done well as professionals. The above finding corroborates with the study by Yu, Gong, Jiang, Hu, Sun and Luo (2018) who, in their study of the effect of continuing education with digital technology on professional growth and job satisfaction of librarians, found that continuing education would significantly and positively affect professional growth, and by so doing, would remarkably and positively affect job satisfaction.

### **Relationship between Attendance to Conferences and Job Satisfaction of Librarians**

It was also found that there is a high positive and significant relationship between attendance to conferences and job satisfaction of librarians in academic libraries in Imo State, Nigeria. The positive sign shows that an increase in one variable could lead to increase in the other variable, implying a corresponding relationship between the two variables (attendance to conferences and job satisfaction). This finding is true because when librarians in academic libraries are exposed to conferences, the knowledge they acquire will be directly put into the course of their services which will be effective. This, no doubt, will enhance the level of satisfaction being enjoyed by librarians in carrying out their assigned duties or responsibilities in the library. This finding agrees with the study by Eruvwe, Emeka-Ukwu and IHEME (2023) that conference attendance among librarians in the university libraries studied enhanced professional experience and improved job satisfaction. Similarly, Chukwu (2017) examined the impact of conference attendance on job performance of professional librarians of tertiary institutions in Imo State, Nigeria and observed that conference attendance impacted professional librarians in their job performance by helping them maintain greater focus towards their jobs. This could lead to high level of job satisfaction among librarians in the library.

## Conclusion

The level of job satisfaction of librarians in academic libraries in Imo State Nigeria is significantly high. There is a moderate positive and significant relationship between continuing education and job satisfaction of librarians in academic in Imo State and finally there is a high positive and significant relationship between attendance to conference job satisfaction of librarians in academic libraries in Imo State all as observed in the research outcome.

## Recommendations

Based on the findings of this study, the following recommendations were made:

1. The provision of career development opportunities for librarians in academic libraries and indeed in other non-academic libraries should be prioritized to enhance their level of job satisfaction.
2. The management of academic libraries in Imo State, Nigeria and beyond should always provide their staff/librarians with opportunities for continuing education to upgrade themselves and improve their level of job satisfaction in the library.
3. As it was found that attendance to conferences enhanced the job satisfaction of librarians, funds should therefore be made available by the management of these academic libraries to sponsor librarians to conference as that will expose them to modern practices in librarianship.

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