Librarians' Work Attitude towards Disaster Management in University Libraries in South-South, Nigeria.

BY

Rachael Ekeikhomen Osawele (CLN)
Ambrose Alli University Library Ekpoma, Edo State
Osawelerachael32@gmail.com

&

Prof. Blessing's Amina Akporhonor
Department of Library and Information Science
Delta State University, Abraka. bakporhonor@yahoo.com.

ABSTRACT

This study investigated the relationship between librarians' work attitude and disaster management in university libraries in South-South, Nigeria. Descriptive survey research design of the correlational type was adopted for the study. Population of the study was 402 academic librarians and library officers. Sample size was 402 respondents. The instrument used for data collection was questionnaire. A total of 402 copies of questionnaire, were administered by researchers. Data was analysed using frequency and statistical mean to answer the research question, and the hypothesis was tested with Pearson Product Moment Correlation coefficient at 0.05 level of significance. Results of the findings revealed that null-hypothesis tested was rejected which implies that there was a significant relationship between librarians' work attitude towards disaster management. Finding further revealed that disaster management in university libraries is high; level of librarians' work attitude is high. Based on the results, the study concluded that librarians' work attitude significantly predict disaster management in university libraries. The study therefore recommended that librarians must have positive work attitude to enhance disaster management; librarians should guide against war and terrorism as a means of disaster management and library management should regularly organize seminars, conferences and workshops to enhance disaster management in university libraries.

Key words: Disaster management, Librarians work attitude and university libraries.

Introduction

University libraries have been accepted as centres of excellence that aid educational development in Nigeria. University libraries acquire, process, store and disseminate valuable information resources to support academic activities. Onuoha, Ukangwa and Ofuza, (2020:2) defined university library as a power house of knowledge that is responsible for the provision of information resources.

These resources available in the university libraries are fragile and prone to disaster, hence, there is need to undertake this study tailored towards disaster management. Thus, librarians' believe that the physical buildings, human and material resources are susceptible to disaster such as fire outbreak, flood, water, war, theft, rodents, pests, rainstorm, leakages of roof, dampness or windstorm. Disaster is an unexpected occurrence that destroys valuable properties, lives as well as disrupt services. Consequently, Bansal (2015) affirmed that:

> *disaster occurs as a result of various natural or human-made factors such as water, inadequate storage facility, mould, insecurity, building deface, as well as poorly maintained building, which may cause great damages to the libraries and the information resources as well as humans. This implies that, librarians must have the knowledge of disaster management through disaster management plan to enable them adequately protect and preserve information resources from damage whether natural or human made.* (P. 10).

Disaster management ensures mitigation of disasters that occur unexpectedly in the university libraries. Therefore, disaster management is the action or measure under taken by librarians in response to unwanted disasters such as dampness, fire outbreak, leakages of roof, water, war, rainstorm, theft or windstorm among others that affect the library buildings and information resources.

Disaster management is an important issue that must be taken seriously by librarians, because not all disasters can be prevented (Bansal, 2015:11). Rehman (2014:319) stated that, libraries materials as well as the building are prone to disaster. However, good disaster management can prevent disaster like fire, flood, leakages of roof, earthquake, windstorm,

rainstorm, theft, rodents or mutilation among others from occuring, and if they occur, the effect could be enormously minimized.

In addition, the aim of disaster management is to mitigate disaster as well as identify their causes and solutions (Sahoo & Senapati, 2017). Bansal (2015:11) stated that disaster management include activities directed towards meeting disastrous condition which encompasses disaster control planning; risk assessment; training; and finance necessary for successful implementation. Disaster control planning is described as the counter measures which can be on a large or small scale according to needs, ability, or financial resources of libraries.

Disaster management includes the development of disaster recovery plans, reducing risk of disaster and the implementation of plans that hinge on disaster. Ibitoye (2012) as cited in Eze and Obioji (2019:85) opined that, disaster management is the coordination and integration of all tasks necessary to build, sustain and improve the ability for disaster prevention, response and recovery. Disaster management aims to reduce the potential losses, assure prompt and appropriate support to victims of disaster and achieve quick and effective recovery as well as enhancing adequate services in libraries (Idris, 2012). According to Chakrabarti and Pramanik (2017:208), disaster management is a cyclic procedure by which all members of library staff manage risks together. The authors explained that individuals must have knowledge about risks to identify disaster early. Similarly, Sahoo and Senapati (2017) stated that disaster management is a cyclic process, which means that the end of one phase is the starting of another. Therefore, librarians must have positive attitude towards disaster management to prolong the existence of the physical buildings and information resources. This can only be achieved through conducive work environment.

Attitude is the positive or negative action of individuals towards any situation in an organisation or institution. The concept attitude has been defined by Hornby (2020:85) as the way an individual thinks and feels about things or people. It is also a confident and sometimes an aggressive behaviour that shows nonchalant manner about other people's opinions and do things in one's own ways. An attitude is a positive, negative or mixed evaluation of an object expressed to some level of intensity. It is an expression of a favourable or unfavourable assessment of a person, place, thing or event. Attitude also involves a complex organisation of evaluation, belief, feelings and tendencies towards certain actions (Onwubiko, 2021). Similarly, Ramzan and Singh

(2010) opined that attitude is an important concept which assist individuals to understand social work and helps to define how people perceive, think about others and their behaviour.

Howard (2014) defined attitude as a predisposition to respond in a certain way to a person objects, situation, event or ideas. In the University, librarians' information resources are important for teaching, learning and research for educational development. As such, librarians must have positive behaviour towards disaster management in order to minimise disaster.

Collins Dictionary (2020) describe attitude as the way someone thinks and feels, particularly when it is evident in one's behaviour. The term "Attitude" also means the librarians feelings, opinions, thoughts and behaviour either negative or positive towards disaster management. These include humility, patience, negligence, nonchalant behaviour, among others. On the other hand, Ahmad (2019) described attitude as the behaviour someone displays in relation to something or in the process of doing something. It is also the librarians' state of readiness and behaviour to respond to disaster management positively when confronted with certain disasters like fire outbreak, flood, water, dampness, earthquake, war, theft, rodents, mutilation, pests, students' unrest or rainstorm among others.

Work attitude is the feeling one has towards different aspects of work environment. Liao, Huang and Chiang (2012) equally stated that work attitude is set of behaviour and thoughts towards work which reflect in the form of work involvement and organisational commitment. Therefore, librarians work attitude as used in this study refers to the positive or negative behaviour of librarians towards disaster management. These may include carefulness, patient, humility; negligence and nonchalant behaviour such as careless opening of tap leading to flooding, improper switching off of electrical power which may lead to fire outbreak, eating in the library leading to disaster like, rodents, pests among others, which may eventually damage information resources and the physical buildings as well. These attitudes may impact on disaster management negatively or positively. In view of the above, university libraries must ensure a conducive work environment for librarians, as this will enhance their work attitude towards disaster management as well as reduce disaster.

Objectives of the Study

The main objective of this paper is to investigate librarians' work attitude towards disaster management. Specifically, it is set out to:

   i.   determine the level of librarians' work attitude;
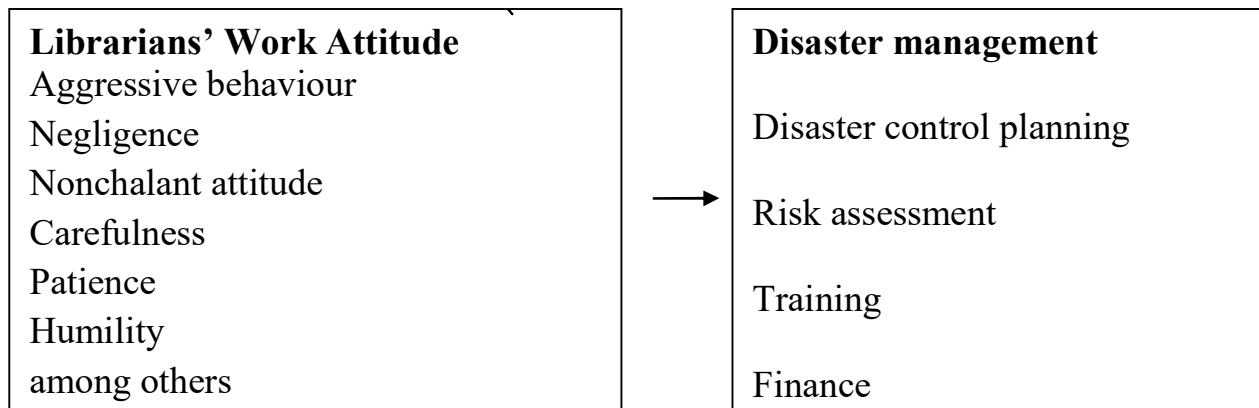
  ii.   determine extent of disaster management;

Literature Review

Conceptual Model

Below is a conceptual model on librarians' work attitude and disaster management.

Independent Variables   **Dependent Variable**

Librarians' Work Attitude Aggressive behaviour Negligence Nonchalant attitude Carefulness Patience Humility among others	→	**Disaster management** Disaster control planning Risk assessment Training Finance

  Source: Self designed model, 2021

The model in Figure I was designed by the researcher to describe the relationship that exist between the variables. The above model explains the librarians' work attitude and disaster management. This model indicates that librarians must have positive work attitude in order to enhance disaster management and prevent information resources from disaster with the help of disaster management plan as this will help them plan, prepare, protect library buildings and the information resources from destruction. Studies have however revealed that owing to some factors like negligence and nonchalant attitude, librarians have not developed adequate disaster management. Consequently, this model implies that, Librarians' work attitude has influence on disaster management.

Level of Librarians' Work Attitude

University libraries must have trained and qualified librarians. These librarians must have positive work attitude towards disaster management in order to reduce disaster which comes unexpectedly. This will assist to prolong the existence of the University library buildings and information resources.

According to Hales (2012) negative attitude produces low work morale and decrease productivity. The author stressed further that positive attitude can as well increase productivity, high morale and motivate response. Ahmad (2019), reported that the attitude of academic librarians towards resource sharing activities in the federal university libraries in Nigeria has influence in the practicing of resource sharing activities. However, librarians' work attitude may encourage or discourage the activities of disaster management. In line with the aforementioned point, librarians' work attitude must be one of the most substantial in improving disaster management.

Extent Disaster Management

Disaster management is most necessary in university libraries. It is a managerial instrument designed by the librarians to prevent and protect information resources, library buildings and humans from risk or hazards as a result of the incessant threaten of disasters from either natural or man-made such as windstorm, rainstorm flood, earthquake, dampness, fire outbreak, theft, leakages of roof, mutilation among others.

Disaster management is the programme that deals with risk reduction. It covers preparation, support and restructuring the society during any type of disaster. It is an unending act and ends after the disaster hits a place or libraries. Effective disaster management depends on proper disaster planning and cooperation and communication between authority and members of staff in a particular establishment (Chakrabarti & Pramanik, 2017:206). Disaster management is not only responding to happenings and providing relief to the sufferers, it is concerned with reducing the total negative impact of the event and avoiding its re-occurrence in the future

Disasters hit and destroy libraries and their contents uncontrollably without permission. As such, disaster management need to be taken seriously by librarians because of the value of the information resources, and this can only be achieved with the help of disaster management plan through various strategies. Alfredo (2017) described disaster management as the ability to manage a very destructive and chaotic event, which is more of a mitigation against the various threats that

6

arise as a result of disasters in order to lower the amount of total damage it can cause in some cases where the disaster is expected such as the possibility of nuclear terrorist attack step, that may be taken to prevent it. Alfredo (2017) explained that other times, the disaster may be generally be expected, but the time when it happens may not be known, such as in areas affected by earthquake and hurricane and so, disaster management must regularly concerns itself with analysing potential threats materialize and finally have a concrete plan or system in place to repair any damage sustained.

Bushesha and Ndibalema (2017) conducted a research towards sustainable disaster management regarding assessment of levels of community awareness on fire outbreak and safety public universities in Tanzania. The study revealed that community awareness on fire outbreak was low. The authors further identified lack of adequate knowledge on cause of fire incidences, knowledge on essential facilities for fire fighting as problem.

Research Methods

This study adopted a survey research design. 402 academic librarians and library officers were the population of the study from federal and state South-South, Nigeria. The Sample size is 402 respondents. Structured questionnaire titled "Questionnaire on Librarians' Work Attitude towards Disaster Management in University Libraries in South-South, Nigeria (QLWADMULSSN)" was used to obtain information for this study. Response rate of 401 (99.8%) was recorded and used for data analysis. Data collected were analysed using frequency counts, percentages (%) and mean to answer research questions while the null hypothesis was tested using Pearson moment correlation coefficient at 0.05 level of significance.

Discussion of Findings

The results and findings is in line with the research questions and hypothesis. This is discussed under the following.

Table 1: Level of Librarians' Work Attitude

Level of Librarians' Work Attitude	Very High Level	High Level	Low Level	Very Low Level	Mean
The aggressive behaviour of some librarians reduces disaster management in my library	94	220	59	28	2.95
Librarians' attitude affect disaster management in my library	89	220	61	31	2.92
Nonchalant attitude of librarians can reduce disaster management in my library	92	232	49	28	2.97
Librarians' careful attitude improve disaster management in my library	108	263	21	9	3.17
Librarians' humble attitude can enhance disaster management in my library	112	259	22	8	3.18
Librarians' patient attitude can enhance disaster management in my library	123	244	24	10	3.20
Poor work attitude of librarians leads to poor disaster management in my library	105	238	32	26	3.05
Positive work attitude of librarians enhances the level of disaster management in my library.	100	261	32	8	3.13
Librarians are promoted based on positive work attitude	96	186	96	23	2.89
Training, seminars, and conferences organised by my library improve the work attitude of librarians towards disaster management	117	227	50	7	3.13
Aggregate Mean					**3.06**

Table 1 above shows the respondents responses on librarians' work attitude. Therefore, with an aggregate mean of 3.06, it can be agreed that the librarians' work attitude in university libraries in South-South Nigeria, is high.

Table 2: Extent of Disaster Management

Extent of Disaster Management	Very High Extent	High Extent	Low Extent	Very Low Extent	Mean
Disaster control planning can help in proper decision making	79	286	29	7	3.09
Disaster control planning can help n mitigating disaster in my library	66	295	33	7	3.05
Risk assessment can assist in minimizing the impact of disasters resulting from either natural or man-made in my library	61	296	38	6	3.03
Staff training can help to enhance disaster management in my library	79	293	22	7	3.11
Finance can help n promoting disaster management in my library	68	290	26	17	3.02
Finance can help n reducing the impact of disaster in my library	91	267	29	14	3.08
Disaster management is practice in my library.	98	177	95	31	2.85
Disaster management can help to improve disaster response activities in my library.	104	236	47	14	3.07
Disaster management can helps to prevent losses brought about by disasters	113	238	40	10	3.13
Disaster prevention can help to alleviate suffering and lessen damage and loss in my library	142	216	35	8	3.23
Disaster prevention can help to avoid repetition of past mistakes in my library	165	197	30	9	3.29
Disaster prevention can assist in reducing ill effects of disasters in my library	169	185	41	6	3.29
Disaster preparedness can help to reduce panic	177	180	36	8	3.31
Disaster response can help to rescue human lives, information resources and the entire environment	182	161	47	11	3.28
Emergency exists doors can help in disaster preparedness	147	148	91	15	3.06
Fire extinguishers can help in disaster preparedness	148	149	93	11	3.08
Break glass alarm can help in disaster preparedness	121	159	103	18	2.96
Smoke detectors can help in disaster preparedness.	139	152	103	7	3.05
Disaster recovery can assist in restoring damaged equipment, physical buildings as well as human lives to normal.	184	178	30	9	3.34
Disaster management plan can help in managing disasters in my library	186	175	26	14	3.33

Disaster management plan is regularly updated in my library	87	263	43	8	3.07
Disaster management plan can help to remove fear and ensures proper decisions are taken before and after disasters.	86	284	25	6	3.12
Disaster management plan can help to minimize damages to collections.	91	278	24	8	3.13
Disaster management plan in my library is still functional.	86	263	43	9	3.06
Lack of disaster management awareness on the part of staff is a problem of disaster management	82	274	38	7	3.07
Inadequate funding can affect disaster management in my library	100	256	39	6	3.12
Power surge can pose problem to disaster management.	85	258	49	9	3.04
Human error can affect disaster management in my library	79	249	64	9	2.99
Nonchalant attitude of librarians can affect disaster management in my library	91	250	45	15	3.04
Lack of librarians' knowledge can affect disaster management.	103	248	37	13	3.10
Regular training of staff can improve disaster management	121	231	39	10	3.15
Seminars, conferences and workshops help to enhance disaster management in my library	136	233	27	5	3.25
Cordial relationship between library management and staff can enhance disaster management	139	228	27	7	3.24
Proper electrical installation in the library can enhance disaster management.	144	226	26	5	3.27
Aggregate Mean					**3.13**

Table 2 above shows the responses of the respondents on extent of disaster management. Therefore, with an aggregate mean of 3.13, it can be concluded that the extent of disaster management is high.

Discussion of Findings

This section reported the results of the findings and discussed them with respect of the previous studies.

Level of Librarians' Work Attitude

10

One of the findings is that librarians' work attitude towards disaster management in university libraries in South-South, Nigeria is high. The librarians' positive work attitude can improve disaster management in university libraries. This is because the library environment is conducive. This finding is in line with the study of Oyeniran and Irenoa (2021) who found that positive attitude of librarians to work contribute to high level of job performance in university libraries. The study is also in line with that of Hales (2012), which revealed that positive attitude can as well increase productivity, high morale and motivate response.

Extent of Disaster Management

Finding revealed that the extent of disaster management is high. This finding is in agreement with that of Chakrabarti and Pramanik (2017) who found that disaster management helps to minimize the response of mistakes done previously and also improves disaster response activity for future. This findings is in line with the study of Rehman (2014) which reported that disaster management is important because of the value of the information materials, services offered to users in libraries and security measures which may be affected.

Relationship Between Librarians' Work Attitude and Disaster Management in University Libraries

The result reveal that librarians' work attitude and disaster management correlates. This means that an increase in librarians' work attitude correspond to an increase to disaster management. This finding is in agreement with that of Hale (2012) who revealed that negative attitude produces low work morale and decrease productivity in disaster management.

Conclusion

From the findings, it can be concluded that the extent of disaster management in university libraries in South-South is high, the level of librarians' work attitude affects disaster management, this means that when librarians' work attitude improves, disaster management will also improve.

Recommendations

Based on the findings, the study therefore recommended that:

i.   Librarians must have positive work attitude to enchance disaster management.

ii.   Librarians should guide against war and terrorism as a means of disaster management.

iii.   Library management should regularly organize seminars, conferences and workshops to enhance disaster management in university libraries.

References

Afredo, D. (2017). *Disaster management theories*. Bizfluent. Retrieved from https://bizfluent.com>disastermanagement.

Ahmad, I.I. (2019). Attitude of academic librarians toward resource sharing activities in the Federal University libraries in Nigeria. *International Journal of Information Processing and Communication, 7(1),* 72-82.

Bansal, J. (2015). Disaster management in libraries: An overview. Library and Information Management *The Journal of Library and Information Management, 6*(1), 9 Retrieved from www. Indianjanjournals.com,doi.105958/2249-3182.2015.00002.7

Bushesha, M. S., & Ndibalema, A. (2017). Towards sustainable disaster management: An assessment of levels of community awareness on fire outbreaks and safety among public university in Tanzania. *Hurua Journal, 24.*

Chakrabarti, A., & Pramanik, A. (2017). Disaster Management methods and techniques for library and information centres: A framework. *International Journal of Academic Library and Information, 5*(7), 206-214.

Collins Dictionary (2020). *Attitude*. Retrieved from https://www.collins.disctionary/english/attitude.

Eze, K. T., & Obioji, J. (2019). Disaster management in Nigeria: A study of Anambra State, 2011-2019. *International Journal of Innovative Development & Policy Studies*, *7*(4), 85 – 103. Retrieved from https://dx.doi.org/10.1080/01960075.2010.501417.

Hales, K.L. (2012). Rebuilding wall to access and services: The Impact of electronic resources on resource sharing. *Journal of Interlibrary Loan, Document Delivery & Electronic Reservve, 22(3&4)*, 123-136. Retrieved from http://ecommons.luc.edu/cai/viewcontent.cgi?article=1006&context=libfacpubs.

Hornby, A. S. (2020). *Oxford advanced learners dictionary of current English*. Great Clarendon: Oxford University Press.

Howard, J. (2014). Library consortium tests interlibrary loans of e-Books. The chronicle of Higher Education. Retrieval from http://chronicle.com/article/library.consortium-Tests/44743/.

Ibitoye, V. (2012). *Positioning NEMA for better disaster management.* Retrieved from http://www.dialyindependent.com.

Idris, N. M. (2012). Disasters management in Nigeria. Nasiru Idris Medugu's blog. Retrieved from https://environmentalssynergy.wordpress.com.

Liao, C.W., Lu, C.Y., Huang, C.K. & Chiang, T.L. (2012). Work Values, work attitude and job performance of green energy industry employees in Taiwan. *African Journal of Business Management, 6(15)*, 5299-5318. Retrieved from http://www.academicjournals.org/AjBM.dol:10.5897/AJBMII.1449.

Onuoha,U. D., Ukangwa, C. C., & Otuza, E. C. (2020). Work environment and job satisfaction of librarians in private universities in South- East and South-West Nigeria. *Library Philosophy and Practice.* Retrieved from http://digitalcommons.uni.edu/libphi/prac3606.

Onwubiko, E. (2012). *Disaster in Nigeria and disaster management*. Retrieved from http://www.huriwablogspot.com.

Ramzan, M., & Singh, D. (2010). Factors affecting librarians attitudes towards IT application in libraries. *Journal of the Electronic Library, 28*(2). Retrieved from https://doi.org/10.1108/02640471011033675.

Rehman, A. (2014). Importance and measures of disaster management in libraries. *European Scientific Journal, 1*, 319-329.

Sahoo, R. K., & Senapati, T. (2017). *Disaster Management and Mitigation*. Dominant Publishers and Distributors New Delhi.