Computer Self-Efficacy and Use of Information and Communication Technologies (ICTs) by Library Personnel in Tertiary Institutions in Ede, Osun State, Nigeria

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Abstract
The study examined the relationship between computer self-efficacy and use of ICTs by the library personnel in tertiary institutions in Ede, Osun State, Nigeria. The descriptive survey research design was adopted and the population consisted of all the Seventy-nine (79) library personnel in the two tertiary institutions. Total enumeration sampling technique was used to include the entire 79 personnel in the study. The research collection instrument was a structured questionnaire. Descriptive statistics (such as frequency and percentages) were used to analyse the research questions, the Statistical Package for Social Sciences (SPSS) was used for the analysis of the data generated from the questionnaire, and the Pearson Product Moment Correlation (PPMC) was used to test the hypothesis. Findings revealed that the respondents used ICT facilities for research activities and processes, cataloguing and classification, acquisition of resources and Registration of users. Most (88.0%) of the respondents were competent in entering and saving data (numbers and words) into a file, 85.3% felt confident moving the cursor around the monitor screen. Also, there was a strong positive significant relationship between computer self-efficacy and use of ICT facilities by the respondents (r= .508**; N = 75; p > 0.01). The study concluded that there is need for library to employ more professional staff with deep knowledge of use of ICT facilities, as the knowledge of ICTs would further encourage staff interactions with computer systems and regular usage of ICT facilities to improve their confidence in the use of ICT facilities for their numerous library activities. The study offers recommendations that would position libraries to tackle the challenges hindering seamless provision of library resources and services to the teaming library users.
Keywords: Computer self-efficacy, ICTs, library personnel, Tertiary Institutions, Osun State, Nigeria

INTRODUCTION

The main aim of academic libraries is to ensure that adequate information materials are acquired, processed, systematically organised from the right sources and, more importantly, disseminated to the users in the format that is most suitable for use. In the times past, the success of libraries was measured based on completeness and balanced collection. Services such as current

awareness service (CAS), selective dissemination of information (SDI), reference services, and compilation of bibliographies among others were being carried out manually. The traditional tools and techniques used then were inadequate and time consuming. Uwandu and Osuji (2022), acknowledged that the extent to which academic libraries can render effective services to meet the needs of students, staff and immediate community of their parent institutions depends on the type and adequacy of library personnel. Library personnel play a very vital role in the achievement of the objectives of the library. No library can provide effective services without efficient and dynamic personnel. This implies that the effectiveness of every library depends on the performance of the library personnel. For smooth running of a library, personnel render services such as circulation services, reprographic services, inter-loan library services, user education/ orientation services, reference services, selective dissemination of information, current awareness services, referral services, abstracting and indexing services, among others. The quality of the library personnel plays a major role in the quality of services rendered. This is why Okorie and Okere (2017) reiterated that the academic library must be staffed with a mix of relevant professional, para-professional and support staff to ensure qualitative service delivery.

However, in recent times, libraries, mostly academic libraries had changed towards technology-driven service delivery. In order to deliver the services more effectively, computers and other telecommunication devices were embraced in the university libraries to complement the traditional methods of rendering library services and carrying out operations. This transition is as a result of the development of the Internet through ICTs which has transformed conventional communication into digital communication media. This development has actually brought about a strong turn around in the activities and operations in library and information centers hence, library services and operations have become somewhat easier. Library services in the 21st century now thrive on modern technologies in which social media is a part. Nevertheless, in spite of the benefits associated with the use of ICT facilities in libraries for effective services, certain underlying factor could either promote or inhibit the adequate use of ICT facilities by library personnel in academic libraries. This factor is termed computer self-efficacy. Computer self-efficacy is vital in having direct influence on the use of ICTs by library personnel.

Computer self-efficacy may be described as a person's judgment about his or her capability to use computers in different situations. As affirmed by Fabunmi and Awoyemi (2017), computer self-efficacy has to do with judgments about one's capability to successfully perform a specific task using the computer. Individuals who do not see themselves as having the capability to accomplish a task will likely not engage in such tasks. In addition, computer self-efficacy also involves a generative capability in which an individual must organize cognitive, social and behavioral sub-skills into integrated courses of action (Bello & Bokoh, 2021). Library personnel with a high level of computer self-efficacy use ICT facilities more. The ability and competency of library personnel in the use of modern technologies in the library and to a larger extent, developing computer self-efficacy is quite germane to effectively application of ICT facilities (Sadiku & Kpakiko 2017). Although, many studies on computer self-efficacy and use of ICTs by library personnel have been carried out, however, this study uniquely explored the relationship between computer self-efficacy and use of ICTs among the library personnel in Redeemers' University Library, Ede, Osun State and Federal Polytechnic Library, Ede Osun State, Nigeria.

Statement of the Problem

Information and Communications Technology (ICT) is becoming increasingly widespread, influencing many aspects of social and work lives. It is therefore important to ensure that library personnel are able to integrate ICTs into their work and to enable them adapt to their environment and adjust their instructional approaches. The successful implementation of ICTs depends largely on the utilisation of the resources which eventually determine the effectiveness of library personnel Studies indicated that library personnel in the developed world use ICTs extensively to acquire, produce and disseminate information more than their counterparts in developing countries. In the light of these therefore, the question arises, do library personnel use ICTs to enhance their job effectiveness? Studies on computer self-efficacy and ICTs usage among library personnel revealed that some library personnel exhibit a measure of confidence on their ability to access and utilise ICTs effectively. Conversely, studies also revealed that some library personnel that had no confidence or with lower computer self-efficacy are less likely to use these ICTs to fulfill their mission while at work. This suggests that computer self-efficacy could significantly determine the rate at which library personnel would adopt and make use of ICTs for daily commitments. Hence, the need for this study to investigate the relationship between computer self-efficacy and use of ICT facilities by library personnel.

Research Questions
The following research questions were drawn to guide the study
1. What are the demographic characteristics (gender, age, marital status, educational qualifications and years of experience) of library personnel in Redeemer University and Federal Polytechnic, Ede Osun State?
2. What is the purpose of use of ICT facilities by library personnel?
3. What is the level of computer self-efficacy by library personnel?

Hypothesis
A null hypothesis, which was tested at 0.05 level of significance, was formulated for this study as:
H_0: There is no significant relationship between computer self-efficacy and use of ICT facilities by library personnel.

Significance of the Study
The significance of this study revolves round the importance of ICTs in libraries, as ICTs enable libraries to provide remote access to their resources, making it easier for users to access information from anywhere, without necessarily being in the four walls of libraries. This service (remote access) is necessary in library to enable it provide 24/7 library services for users irrespective of time and location where they are resided. For example, as the world experienced during COVID-19, almost every facet of life was grounded (Kutu, Olajide & Kutu, 2023). Also, in developing countries like Nigeria where strike actions always paralyse or disrupt academic activities (Olajide, Omolehin, Anyakorah, & Ojo, 2023; Suleiman, 2023), only the libraries that key in to ICTs could seamlessly provide services to their users. Besides, some tertiary institutions in Nigeria are presently running distance learning programmes, where students are not required to regularly be on campus like their full-time counterparts. Therefore, knowledge to effectively use ICT facilities is highly required to render library services to the category of those students. This knowledge of ICTs will help the libraries to provide seamless services to other library users like,

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lectures, researchers, etc. who may not have luxury of time to come down to the four walls of library to access its resources. Although, many studies on computer self-efficacy and use of ICTs by library personnel have been conducted, however, this study uniquely explored the relationship between computer self-efficacy and use of ICTs among the library personnel in two tertiary institutions in Ede, Osun State, Nigeria. Therefore, the results of this study would contribute to a better understanding of the relationship between computer self-efficacy and use of ICTs by library personnel. The outcome of this research will encourage the university library management to reconsider their traditional approaches to library services and instead lay more emphasis on modern ways of delivering library services (such as; 24/7 remote access to resources, using artificial intelligence (AI) in routine tasks, etc.) that could be used to tackle the 21st century challenges, particularly in the wake of fourth industrial revolution.

REVIEW OF LITERATURE
The research literature is discussed under the following themes:
- Relevance of ICTs usage in libraries
- Computer self-efficacy and ICTs usage by library personnel

Relevance of ICTs usage in libraries
ICT has become an indispensable tool to librarians in the provision of timely information to users and in fact, to the progress of librarianship as a profession. Research has revealed how ICT utilisation is fast improving service delivery in special libraries worldwide (Akintunde, 2004). The capability of internet for instance, has improved the access to worldwide information resources. The internet is a tremendous potential for improving service delivery. Not to talk of the capability of the e-mail that has improved communication between the publishers, library users and colleagues, the capability of computer for information storage and retrieval in the library. Another benefit of ICTs in libraries relates to resources sharing. The capability of ICT facilities such as the Online Public Access Catalogue (OPAC) enhance access to the resources of other libraries in any part of the world and CD- ROM databases provides access to resources in related subject areas which help libraries to deliver better services. Akintunde further stated that libraries use ICT in several ways, which include library management and administration; processing of library materials; developing on-line resources; accessing on-line resources; developing and accessing offline resources; provision of regular library services to users; inter-library cooperation (consortium) and lending and videoconferencing.

From the findings of a study carried out by Aiyebelehin and Ikenwe (2017), it is revealed that majority (98%) of the respondents primarily use the available ICTs to assist researchers, while the 100% of the respondents use the ICTs answering user queries. And this follows from the responses on the use of telephone where the whole respondents also agreed to using it daily. In another similar study (relevance of ICT utilisation) conducted by Mommoh and Emmanuel (2019), it is shown that services such as acquisition (Mean = 2.1), cataloging and classification (Mean = 2.0), inter library loan (Mean = 1.8), selective dissemination of information (Mean = 2.2), current awareness (Mean = 2.4), accessing offline resources (Mean = 2.1), developing online resources (Mean = 2.1) and developing offline resources (Mean = 2.0) were all accessed by library staff to be low except for circulation (Mean = 2.5), reference (Mean = 2.5) and accessing online resources (Mean = 2.6) that were accessed to be high. The utilisation of ICTs for most of the service delivery in the libraries was low and the few services that were accessed to be high were just a little above

average. The library staff utilisation of ICTs for service delivery in the libraries of the North Central Nigeria could not be said to be of optimum extent. On the basis of the analysis it could be concluded that ICT was minimally utilized in the service delivery of the studied libraries by the staff.

Computer self-efficacy and ICT usage by library personnel

Literature established that there exists symbiotic relationship between computer self-efficacy and ICTs usage by library personnel. For instance, results from the study of Oladipo and Soyemi (2021) showed the responses on the level of library personnel's computer self-efficacy in the university libraries in Lagos State. Adjudging from the grand mean of x= 3.98, SD=.012, the level of library personnel's computer self-efficacy in the university libraries in Lagos State, Nigeria is high on a 5-points scale. Specifically, the result also reveals that library personnel's mastery experience in the university libraries in Lagos is the highest with a mean score of x= 4.10, SD=.078on a 5-points scale. In relation to physiological aspect of self-efficacy, it is shown that library personnel have high level with a mean score of x=3.87, SD= .069 on a 5-points scale while the verbal persuasion aspect of computer self-efficacy had a lower level of a mean score x = 3.69, SD = .054 among the entire computer self-efficacy measure on a 5-points scale.

The librarians, in the study of Okike and Adetoro (2019), were asked to respond to items measuring their level of self-efficacy in relation to the handling of the security of information systems in their libraries. The study revealed that the librarians had high computer self-efficacy levels. They viewed that they could work on personal computers (x =3.81; SD = 0.46), get software up and running (x = 3.40; SD = 0.70), learn to use a variety of programs or software(x = 3.43; SD = 0.59), learn advanced skills within specific program or software (x = 3.33; SD = 0.79), use the computer to organize information (x =3.50; SD = 0.74), work and log on to a computer network (x = 3.45; SD =0.71), troubleshoot computer problems(x = 3.26; SD = 0.73), log onto a server or database computer system (x = 3.17;SD = 0.82), participate in mailing lists, listservs (x = 3.33; SD = 0.69) and soon.

Affirming the different levels of computer self-efficacy possessed by librarians, findings from the study of Bajpai and Margam (2019), established that library and information science (LIS) professionals' automation skills are remarkable. For example, LIS professionals rated their skills as good in online public access catalogue (OPAC) (56.7%,), acquisition (50%,), circulation (50%), respectively, whereas, 46.7% rated cataloguing and serial control as good. It can be inferred that LIS professionals have good automation skills and competent to do automation work. ICT has brought the changes in ICT based library services. Presently, libraries are providing electronic-based services to the users. Again, LIS professionals are competent enough in providing Email – Alert service with 41.6% in excellent rating. 38.3% rated that they are good at document delivery service followed by e- reference service (35%), automated SDI (33.3%), automated CAS (31.7%). LIS professionals need to acquire skills in Web-based Information services as it is rated unknown with 31.75%.

In Adekunjo and Unuabor's (2018) study, results showed that the library personnel in their study display a high level of confidence (79.2%)in working with a personal computer as against those with little or no confidence (17.4%) and 2 (1.0%) respectively. In using computer to organize

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information, 46.9%and 27.1% strongly and moderately agreed that they have the confidence to use it, while 23.7%have little or no confidence in using computer to organize information. Results also revealed that to a very high extent the respondents have the confidence to handle removable storage devices correctly with 49.8% and17.4% as against those who cannot handle it correctly with 23.2% and 7.7%respectively. However, it shows that the respondents have high level of confidence in making selections from an on-screen menu with47.3% and 24.2% strongly and moderately agreed with against those with less (16.4% and 9.7%)confidence respectively. To confidently use computer to analyse numeric data, 34.3% and27.5% strongly and moderately agreed that they feel confident, while 39.8% have less or no confidence.

Again, as regards examining different levels of computer self-efficacy of librarians, findings from the study of Oyedokun, Oyewumi, Akanbi, and Laaro (2018) presented the level of basic computer self-efficacy possessed by library staff and it illustrated a very high level of proficiency on the part of library staff on basic skills like: word processing with 67.9% participants rated very high, while less than 1% rated moderate. In statistical analysis, participants that constitute more that 80% were rated high, 13.8% rated moderate, while less than 2% were rated low. In scanning and uploading, participants that constitute more than80% were rated high, few (12.8%) rated low. In in electronic presentation, participants constituting 57.8% were also rated high, 26.6% moderate, while few (1.8%) were rated low

Research Methodology
The study employed the descriptive survey research design to examine the relationship between computer self-efficacy and ICTs usage by library personnel. The population for this study consisted of all the Seventy-nine (79) library personnel in two academic libraries under the study viz: Redeemers' University Library, Ede, Osun State, Nigeria, and Federal Polytechnic Library, Ede Osun State, Nigeria. The study adopted the total enumeration sampling technique to include the entire 79 library personnel in the two academic libraries in the study. The research collection instrument was a structured questionnaire. Descriptive statistics such as frequency and percentages were used to analyse the research questions, and the Statistical Package for Social Sciences (SPSS), was used for the analysis, and the Pearson Product Moment Correlation (PPMC) was used to test the hypothesis.

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.

Table 1: Questionnaire Distribution and Response Rate

Academic Library	Copies administered	Response returned	Percentage (%)
Redeemers University Library	35	34	97.1
Federal Polytechnic Ede Library	44	41	93.1
Total	**79**	**75**	**94.9%**

Response Rate
As revealed in Table1, a total of seventy-nine (79) copies of the questionnaire were administered to library personnel of Redeemers University and Federal Polytechnic Ede Libraries, out of which,

seventy-five (75) copies were returned and found usable for the analysis, giving 94.9 % response rate.

Research question 1: What are the demographic characteristics (gender, age, marital status, educational qualifications and years of experience) of librarians in Redeemer University and Federal Polytechnic, Ede libraries?

Table 2: Demographic characteristics of the respondents

Position in the library:	Frequency	Percentage (%)
Professional	18	24.0
Para-professional	57	76.0
Total	**75**	**100.0**
Educational Qualification		
O.N.D	26	34.7
H.N.D.	13	17.3
B.Sc.	23	30.7
Master's degree	11	14.7
PhD	2	2.6
Total	**75**	**100.0**
Age Group		
21-25	3	4.0
26-30	8	10.7
31-35	15	20.0
36-40	22	29.3
41-45	11	14.7
46-50	7	9.3
51-55	8	10.7
56 years and above	1	1.3
Total	**75**	**100.0**
Gender		
Male	48	64.0
Female	27	36.0
Total	**75**	**100.0**
Marital Status		
Single	24	32.0
Married	51	68.0
Total	**75**	**100.0**
Years of experience		
0-5 years	32	42.7
6-10 years	28	37.3
10 years and above	15	20.0
Total	**75**	**100.0**

Demographic information of respondents

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Table 2 revealed the demographic information of the respondents. As regards the position of the library staff in the library, it was revealed that majority (76.0%) of the respondents were para-professional, while only few (24.0%) were professional staff. This means that there are more para-professional staff than professionals among the respondents as at the time of this study. The table also revealed the educational qualification of the respondents. It revealed majority of the respondents had Ordinary National Diploma (O.N.D.) 26(34.7%) and followed by those who had B.Sc. 23(30.7%) while 11(14.7%) had Master's degree. Only 2(2.7%) had PhD as their qualification. Overall, majority of the respondents were graduates. Also, Table 2 further revealed the age of the respondents. It was revealed that majority (60.0%) of the respondents were between 36-40 years. This was followed by those who were between 41 years and above with response rate of 27(36.0%). This means that the respondents were young and in their active years. Similarly, Table 2 presents information on the gender of the respondents and revealed that the male respondents were the majority given the response rate of 48 (64.0%) while the female counterparts were 27(36.0%). This implies that male staff are more than female in the selected academic libraries. Fifty-one (68.0%) of the personnel were married, while 32.0% were single. This means that majority of the library staff were married.

Research question 2: What is/are the purpose of use of ICT facilities by library personnel?

Table 3: Purpose of using ICTs

S/N	Statements	Strongly Agree		Agree		Disagree		Strongly Disagree		Mean	Std. Dev
		F	%	F	%	F	%	F	%		
1	Research activities and processes	56	74.7	15	20.0	1	1.3	-	-	3.76	.459
2	Cataloguing and classification	57	76.0	16	21.3	1	1.3	-	-	3.76	.463
3	Acquisition of resources	53	70.7	16	21.3	1	1.3	2	2.7	3.67	.650
4	Registration of users	53	70.7	15	20.0	2	2.7	2	2.7	3.65	.675
5	Seminar presentation	51	68.0	16	21.3	2	2.7	2	2.7	3.63	.681
6	Information storage	50	66.7	17	22.7	7	9.3	-	-	3.58	.662
7	Selective dissemination of information	49	65.3	18	24.0	2	2.7	3	4.0	3.57	.747
8	Answering users' queries	44	58.7	22	29.3	5	6.7	1	1.3	3.51	.692
9	Library orientation	42	56.0	22	29.3	9	12.0	-	-	3.45	.708
10	Current awareness services	33	44.0	33	44.0	6	8.0	-	-	3.38	.638

11	Outreach services	30	40.0	24	32.0	14	18.7	1	1.3	3.20	.815
12	Conducting communication links	27	36.0	33	44.0	10	13.3	2	2.2	3.18	.775
13	Communicate with one another	29	38.7	30	40.0	14	18.7	1	1.3	3.18	.783

Purpose of using ICTs

Table 3 revealed the purpose of using ICTs facilities. The results show that the respondents used ICT facilities for research activities and processes (Mean = 3.76), cataloguing and classification (Mean = 3.76), acquisition of resources (Mean=3.67) and Registration of users (Mean = 3.65). The least purpose for which the respondents used ICT facilities include: Communicate with one another (mean = 3.18) and conducting communication links (Mean = 3.18).

Research question 3: What is the level of computer self-efficacy by library personnel?

Table 4: Computer self-efficacy among library staff

S/N	Statements	Strongly Agree		Agree		Disagree		Strongly Disagree		Mean	St. Dev
		F	%	F	%	F	%	F	%		
1	I am competent entering and saving data (numbers and words) into a file	54	72.0	12	16.0	4	5.3	2	2.7	3.64	.718
2	I feel confident moving the cursor around the monitor screen	55	73.3	9	12.0	4	5.3	3	4.0	3.63	.779
3	I feel confident using a printer to make "hardcopy" of information materials	44	58.7	30	40.0	-	-	-	-	3.59	.494
4	I feel confident working on a personal computer	56	74.7	11	14.7	1	1.3	6	8.0	3.58	.876
5	I am confident organizing and managing files	41	54.7	26	34.7	2	2.7	-	-	3.57	.555
6	I would feel comfortable using ICT tools on my own	49	65.3	18	24.0	2	2.7	4	5.3	3.53	.801
7	I have the knowledge using the computer to organize information	41	54.7	29	38.7	3	4.0	1	1.3	3.49	.646
8	I have the necessary knowledge to use web ICT tools	33	44.0	23	30.7	14	18.7	2	2.7	3.21	.855

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9	I feel confident using web ICT equipment even if I have never used it before.	35	46.7	17	22.7	11	14.7	7	9.3	3.14	1.026
10	I feel confident to download and save music from computer when needed	32	42.7	16	21.3	17	22.7	7	9.3	3.01	1.041
N = 75; Weighted Mean = 3.44; Criterion Mean = 2.50											

Computer self-efficacy among library staff

Computer self-efficacy of library personnel, as revealed in Table 4, showed that most of the respondents 66(88.0%) were competent entering and saving data (numbers and words) into a file. Similarly, 64(85.3%) felt confident moving the cursor around the monitor screen. The least response on the Table 3 indicated that 48(64.0%) of the respondents felt confident to download and save music from computer when needed. This is followed by the fact that 52(69.3%) confident using web ICT equipment even if I have never used it before. Overall, since the weighted mean of 3.44 is greater than the criterion Mean of 2.50 set for high computer self-efficacy, it can be concluded that the library staff has high computer self-efficacy. Furthermore, most of the respondents agreed with all the positive statements affirming computer self-efficacy.

Hypothesis: There is no significant relationship between computer self-efficacy and use of ICT facilities by library personnel.

Table 5: Computer self-efficacy and ICT usage by library staff

Variable	Mean	Std. Deviation	N	R	Df	Sig. (P)	Remarks
CSE	34.65	5.220					
Use of ICTs			75	.508**	74	.000	Sig.
	43.02	9.026					

**Significant at p < .01

Relationship between Computer self-efficacy and ICT usage

Table 5 presents information on the type of relationship between computer self-efficacy and ICT use by library personnel in selected academic libraries in Osun State, Nigeria. To establish the relationship a correlation analysis was conducted. It was found, as presented in Table 4, that there was a strong positive significant relationship between computer self-efficacy and use of ICT facilities by the respondents (r= .508**; N = 75; p > 0.01). This means that as computer self-efficacy of library personnel increases, their use of ICT facilities also increases. Hence, the hypothesis was rejected. Therefore, there is significant relationship between computer self-efficacy and ICT usage by library personnel.

Discussion of Findings

The study was designed to examine the relationship between computer self-efficacy and use of ICTs by library personnel in tertiary institutions in Ede, Osun State, Nigeria
From the study, it could be inferred that the libraries in tertiary institutions in Ede, Osun State, Nigeria recruit more of para professional than professional, and the male staff 48(64.0%) were more than the female counterparts and majority (29.3%) of the library personnel are within the age range of 36-40 year. Majority (60.0%) of the respondents were between 36-40 years. This means the respondents were young and in their active years. Also, majority (68%) of the respondents are married and respondents with O.N.D. constituted the highest number with 26 (34.7%), while only few possess master's degree (14.7%) and PhD (2.6%) respectively. This implies that the majority of the library personnel were not librarians. Majority of respondents 38(42.7%) had only worked between 6-10 years.

Findings revealed that library personnel used ICT facilities for different purposes, such as: research activities and processes (Mean = 3.76), cataloguing and classification (Mean = 3.76), acquisition of resources (Mean=3.67) and registration of users (Mean = 3.65). The least purpose for which the respondents used ICT facilities include: communicate with one another (mean = 3.18) and conducting communication links (Mean = 3.18). This is contrary to a study conducted by Mommoh and Emmanuel (2019), which asserted that library staff utilisation of ICTs for library service delivery in the North Central Nigeria was low. Also, findings revealed the computer self-efficacy of library personnel, and showed that most (88.0%) of the respondents were competent in entering and saving data (numbers and words) into a file. Similarly, 85.3% felt confident moving the cursor around the monitor screen. This is in tandem with studies by (Adekunjo & Unuabor, 2018; Oyedokun, Oyewumi, Akanbi, & Laaro, 2018; Oladipo & Soyemi, 2021) that affirmed high level of library personnel's computer self-efficacy in the university libraries. The least response, as revealed in Table 4, showed that 64% of the respondents felt confident to download and save music from computer when needed. This is followed by the fact that 69.3% were confident using web ICT facilities. However, since the weighted mean of 3.44 is greater than the criterion Mean of 2.50 set for high computer self-efficacy, it can be concluded that the library staff has high computer self-efficacy. Furthermore, most of the respondents agreed with all the positive statements affirming computer self-efficacy. Findings further revealed a strong positive significant relationship between computer self-efficacy and use of ICT facilities by the respondents (r= .508[**]; N = 75; p > 0.01), and hence, the hypothesis was rejected. This means that as computer self-efficacy of library personnel increases, their use of ICT facilities also increases. Therefore, there is significant relationship between computer self-efficacy and use of ICT facilities by the library personnel.

Conclusion
Application and use of ICTs has tremendously transformed information handling and management in academic libraries. Categories of library personnel in different units of the libraries with designated routines/library activities in the full utilisation of ICT facilities derived a lot of benefits from gaining access to a wider range of the available equipment. Academic libraries' level of adoption of ICT for operations and services is improving. However, computer self-efficacy as a determining factor had been identified as an important precursor influencing ICT usage for professional and non-professional activities by library personnel specifically academic libraries.

In view of these, there is need for library staff to learn more about use of ICT facilities, which would encourage further their interactions with computer systems and regular usage of ICT facilities to improve their confidence in the use of ICT facilities for their numerous library activities.

Recommendations

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

1. As part of requirements for employment opportunities, University library management should endeavor to employ more professionals (librarians) who possess ICT skills and have continuous interactions with emerging ICT facilities (such as; AI Chatbots, Chat GPT, etc.) which in turn would have positive effects for enhanced cognitive performances.

2. University library management should ensure the provision of ICT facilities (such as; internet, fax, video and audio tapes, telephone networks), and above all, constant power supply.

3. University libraries should be encouraged to regularly organise trainings, seminars, symposia, and workshops for their staff members to improve their computer self-efficacy level.

4. Library management should ensure regular updating of all their ICT facilities, and equally ensure the availability of adequate skilled manpower that could help in facilitating adequate use of ICT facilities in libraries

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