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Abstract

This study investigates techno-stress incidence of occupational stress on job productivity of academic Librarian in three selected federal universities in Southwest Nigeria, namely University of Lagos (UNILAG) Lagos State, University of Ibadan (UI), Oyo State and Federal University of Agriculture (FUNAAB) Abeokuta, Ogun State, Nigeria. The research design adopted for this study was descriptive survey method; the researchers used 84 questionnaires as instrument to collect data for the survey out of which 59 were duly filled and find worthy for the study. The study used censure as a result of the small population size (total enumeration). The results revealed that factors that aid job productivity are leadership style, working environment and staff motivation. The result further revealed that techno-stress factors such as eye strain, backaches, headaches, chest pain, and emotional stress are common symptoms. Ways to manage techno-stress among academic librarians are getting adequate user friendly software, maintaining an ever-present system of training and education to new and old technologies. The study recommend that Librarians should be conscious of techno-stress by, creating a level of reassurance, patience, and stability within the environment, effective time management, regular exercises, staying healthy and have a proper diet.

Key words*:* **techno-stress, occupational stress, job productivity, academic librarian

Introduction

Job productivity can be allied with quality and quantity of output, timeliness on job productivity, the efficiency and effectiveness on the work completed. Productivity is about what employees produce which constitute the outcomes of their work. Laspinas (2015) opined that employee productivity may be taken in the perspective of three factors which makes possible to perform better than others, determinants of performance may be such as declarative knowledge, procedural knowledge and motivation. (2012), suggested five human resource management practices that affect job productivity are: setting reasonable reward level, training and development, performance appraisal, recruitment package, and maintaining self-esteem. In every organization, at every level of management, workers have an elevated average level of stress which mostly has an effect on employee's job satisfaction and overall performance. Stress has become major problem for employer in most nations where the employer does not realize the impact of stress on job productivity.

Stress on job is a frequent occurrence across occupations and it has impacts on job productivity. It is important to take a holistic pictures surroundings job stress by including the effects of personality, the organizational factors and the work- family interaction in the perception of job stress. Stress is emerging as a growing dilemma in organizations. It is a dynamic state in which a person is confronted with an opportunity, demand related to what the individual wishes and for which the conclusion is perceived to be both unclear and essential. Job productivity is a process that is accomplish when an individual successfully complete an assignment, subjected to the normal constraints of reasonable utilization of the available resources and yielding positive increase for the organization. Job productivity can increase or decrease due to stress factor. Stress can be referred to as the force which can be subjected upon individual, who resists these forces and attempt to uphold its true state,

Baqutaven (2015) affirmed that stress is not necessarily something bad, it all depends on how one takes it. The stress that causes refreshingly, enable creative to be successful can be regarded as useful stress, while that of failure, humiliation or impurity can be "detrimental. Baqutaven believed that the natural

effects of stress would be experienced irrespective of where the situation was positive or negative. On the other hand, stress is viewed as harmful biochemical and long-term effects. These effects have rarely been observed in positive situations. Stress can be defined as human condition or feeling experienced when human perceives that "demands exceed the personal and social resources the individual is able to assemble." In short, it's what we feel when we think we've lost control of events. The effects of stress on job productivity have become a general phenomenon which occurs in various forms in every workplace worldwide. Every employee is generally working for longer hours as there is increase in the level of responsibilities which them to exert them even more strenuously to meet rising expectations about work performance. Tarafdar et al (2014), viewed occupational stress as the adverse psychological and physical reactions that occur in an individual which result from being unable to cope with the demands being made on them.

Weil and Rosen (1997) defined techno-stress as "our reaction to technology and how we are changing due to its influence". People experience techno stress when they cannot acclimate or manage information technologies in a healthy manner. They feel compulsive about being connected and sharing constant updates, feel forced to respond to work-related information in real-time, and engage in almost habitual multi-tasking. Brod (1984) opined that techno-stress is a modern disease of adaptation caused by an inability to cope with the new computer technologies in a healthy manner. Brod further viewed techno-stress in two separate and related ways: by struggle to accept computer technology and in more specialized form of over identification with computer technology. Human feel compelled to work faster because information flows faster, and have little time to spend on sustained thinking and creative analysis. Technology is made up of the hardware, the software and the brain ware. The hardware is the physical structure and logical of equipment, the software is knowledge and method used for production or output from the hardware and the brain ware is the reason for using the technology in a particular way (Tarafdar et al). On daily bases, Academic librarians, have access to use computer, the Internet, telephone and other communication systems for effective job productivity.

Using technologies will open new sources of wealth and affect the productivity of established organizations. These changes will, quite obviously, exert great stress on the users and this stress will be on job productivity and the individual. The focus is on the issue of stress brought about by the introduction of computer technologies in organizations, which we call Techno stress. Tarafdar et al (2014) further viewed techno-stress as an undesirable phenomenon spawned by use of computing and communication devices such as PCs, smartphones and tablets. In the same vain, (Califf, et al, 2015), stated that people experiences stress in the workplace due to imbalance between performance expectations, resources and employee's capabilities to meet that expected performance Mostly, technologies used at workplace often increase to the occupational stress levels of employees as a result of increased in worker's work load due to the introduction of technologies ways at the work place.

Statement of problem
Stress is an unpleasant state of emotion and physiological arousal that people experience in situations that they perceive as dangerous or threatening and it affects job productivity. Employee productivity can be measure as the successful completion of tasks by a selected individual, assigned by a supervisor or organization, to pre-defined acceptable standards utilizing the available resources provided by the organization to efficient and effective produce product output. The development of technologies has added pressure to the workload of the employees. Though, technology can be viewed as a way of increasing productivity, it is also one of the major causes for increasing workload of employees. Stress is

a negative reaction of the human body when exposed to an unfamiliar system like the human system could endanger lives if not properly managed. Stress has a measurable effect on the individual and has a direct or indirect effect on the individual's work efficiency and result on the productivity of the organization. techno-stress is the use of computing and communication devices such as PCs, tablets and smartphones in performing daily tasks. Research has showed that technological stress can manifest itself psychologically, and emotionally on users which can leads to health issues if not properly manage (Agboola & Olasanmi, 2016). Therefore this study seeks to examine techno-stress incidence of occupational stress on job productivity of academic librarians in three selected federal universities in southwest Nigeria

Research Questions

1) What are the factors that aid job productivity among academic librarians?
2) What are the causes of techno-stress among academic librarians?
3) What are the features of techno-stress experienced by academic librarian?
4) What are the ways to manage techno-stress among academic librarian?

Literature Review

The term "stress" has several meanings, Baqutayan (2015), viewed stress as a generic term used for the whole area of problems which includes stimuli producing stress reactions, the reactions themselves, and the various intervening processes. Stress is concepts that deal with human physiological, sociological, and psychological phenomena. Stress involve research and theory on people who have observed disasters, physiological assault on tissues and the effects of this assault, disturbances or facilitation of adaptive functioning produced in working conditions that was deficiency, awkward or the prospect of this, and the field of negatively toned emotions such as fear, anger, depression, despair, hopelessness, and guilt. Stress involves collective term for many area of study. The term stress is referred to as a state experienced by an individual when there is an "environmental situation that is perceived as presenting a demand which threatens to exceed the person's capabilities and resources for meeting it, under conditions where he or she expects a substantial differential in the rewards and costs from meeting the demand versus not meeting it (Agboola & Olasanmi).

The current technological and work environment has three characteristics. Firstly, the enormous and increasing dependence of managers on information technology (such as personal computers, enterprise applications, manufacturing applications, collaborative applications, and connectivity tools) and constant introduction of updated versions of software and hardware. Secondly, due to ever-increasing sophistication of information technology, there is often a significant difference between the knowledge needed to perform various tasks using technology and the level of such knowledge among workers and managers. Thirdly, the modern information technology have changed the work environment and culture. Though, electronic scheduling, email and videoconferencing make it convenient to organize flexible work schedules, virtual teams, and telecommuting, they also come with increased possibilities for remote supervision, multitasking, social isolation, and abstraction of work (Olasanmi, 2016). As head of organization struggle to reorganize familiar work habits and routines and to alter traditional assumptions about their workplace, they experience techno-stress. It is important to understand Techno-stress as a result of the liberating effects of ICTs that relieve users from repetitive tasks coexist with demands for new work patterns, greater time, and more technology skills. Individuals feel frustrated and distressed as a result (Olasanmi).

It is important to comprehend the phenomenon of techno-stress and its negative effects at individual level, as well as its consequence on organization productivity. A study by Jena and Mahanti (2014) on Techno-stress among academic staff revealed that the inability to adapt or cope with information technologies in a hassle-free and healthy manner creates Techno-stress. The increased use of computers in professional life has seen a shift in focus of more recent studies, even including towards academics (Jena and Mahanti). Stress symptoms including muscular skeletal symptoms and ergonomics in relation to computer use and different input devices such as mouse, keyboard, scanner and many others (Kumar, 2012). Jena and Mahanti, affirmed that mental health effects had been experienced as the consequences of technology use included spending more time than planned on the computer (e.g., working, gaming or chatting), leading to time pressure, neglect of other activities and personal needs (e.g., breaks, physical activity, social interaction, sleep), exposure to bad posture and mental overload. It can affect a person physically and mentally. Frequent ailments among tech-workers are caused by technologically induced stress within the person's working environment (Brillhart, 2004). Other physiological effects such as mental fatigue, insomnia, and lack of rest, which causes pains like headaches, heart attack and high blood pressure. According to Kumar (2012) stated that frequent use of hand can cause hand-ache and backache due to overuse of technology this can be referred to as Techno-stress. Tarafdar et al pointed out that declines in person's professional efficiency might be a cause of techno-stress.

The signs and symptoms associated with techno-stress may include a wide range of behavioural and physiological changes that are commonly recognized a part of human condition. These changes present themselves in the form of physical and emotional exhaustion that involve an ill self-concept and attitude as well as less concern or indifference towards others, especially those who are considered as the stressors. Long-term stress may cause psychosomatic illness (Tagurum, Yo et al, 2017). While the banking industry is not in doubt as among the major industries globally where ICT is a bedrock tool increasing staff productivity, the benefits of ICT use are evident. Thus, the current study seeks to fill the gap from past studies by exploring the relationship between educational levels; age, gender and computer use on techno-stress and as well extend knowledge in the banking industry.

Harris et al (2015), identified some factors that induce techno-stress among staffs, from these study it was generally revealed that there are two main groups of factors causing techno-stress. Firstly, environmental factors: these refer to poor working conditions, poor lightening, inadequate equipment, inadequate security measures, user incompatibility, noisy equipment, software limitations, lack of funding, electrical issues, risk of accidental data loss, insufficient maintenance knowledge and insufficient senior staff may cause people to suffer technology-related stress. Secondly, social factors: these refer to conflict of interest caused by the use of technology, power struggles, work and role changes, anxiety over loss of employment, work fragmentation and hierarchal changes may cause people to suffer technology-related stress. For example, an administrator who is decisive on the use of technology may press employees on their use of technology

Kaur gave the following reasons as causes of techno-stress, they include: inexperience in the use computers, performance anxiety, lack of training, organizational factors, insufficient staffing, information overload, fast pace of change, language intimidation, multiple interfaces among others. He further explained that organizational factors reflect poor management and management-staff communication. Kaur, also made some observations regarding the use of internet. Kaur stated that the internet is a major cause of techno-stress due to the fact that many of the new sites have no standards as

to how they are designed, maintained and updated. Dealing with information overload poses a real challenge (Dhir et al, 2018).

High level of occupational stress has a relation with a number of health effects namely, 'nervousness, tension, strain, anxiety and depression. If these conditions are persisted for long it can lead to heart disease and a combination of behavioral and mental instability. Early signs of stress are 'headaches, difficulty sleeping, difficulty concentrating, irritability, upset stomach and low morale', Agogo, and Hess, (2015).

Technological advancement has put an added pressure to employee's health. According to Brod, techno-stress is a modern disease of adaptation caused by an inability to manage the new computer technologies in a healthy manner. It exhibits itself in two distinct and related ways: in the struggle to accept computer technology, (also referred to as technophobia or cyber-phobia) and in the more specialized form of over-identification with computer technology. Symptoms identify with techno-stress are computers nervousness, eye strain, backaches, ambivalent, reluctant. This anxiety is expressed in many ways: irritability, headaches, nightmares, resistance to learning about the computer or outright rejection of the technology. Techno anxiety most commonly afflicts those who feel pressured--by employers, peers, or the general culture--to accept and use computers".

 Technology serves as a blessing for increasing productivity, yet is a major cause for increasing workload of employees, Harahap, & Effiyanti, (2015). The word Techno-stress emerged and as defined by Weil and Rosen (1997) as "our reaction to technology and how we are changing due to its influence", (Harahap,& Effiyanti, 2015). Brod (1984) also defined "Techno-stress as computer related stress' is a combination of performance anxiety, information overload, role conflicts and organizational actors", Brillhart, techno-stress is also metaphorically stated as an 'offspring of stress' Saganuwan, Ismail, & Ahmad, (2015). According to Califf, et al (2015) people experiences workplace stress when there is an imbalance between performance expectations and resources and employee's capabilities to meet that expected performance, Saganuwan, Ismail, & Ahmad, (2015) Another study showed that technological use at workplace has added to the occupational stress levels of employees. These researcher points toward the fact that worker's work load has increased due to introduction of technological tools used at the work place Kayastha, Adhikary, & Krishnamurthy, (2012). The most technological use at workplace is of cell phones and computers, Soylu, & Campbell, (2012). Emails and other forms of electronic messaging like, instant messages, pagers etc. are sources of Techno-stress too Califf, et al. This study also mentions that cell phones and computers interfere with the personal time dimension of people's lives.

Highly ambitious individuals use cell phones and computers excessively to keep up their performance and it conflicts with a positive work life balance. Since there are many organizations who pay for their employee's cell phone bills they expect employees to answer calls even in their personal time, (Califf, et al, 2015). The Usage of computers generates more job stresses than other forms because individuals experience fear, agitation and nervousness while they are using the computers Soylu, & Campbell. This stress results from the fear of pressing a wrong key, losing information and feeling intimidated by computers. Technological advancement has been rapid in the last few decades and keeping up with that pace in itself is a stress factor, shepherd (2006). The transition from manufacturing organizations to selling and finally to knowledge-based workplace have taken communication to a different level, Califf, et al. However, even though both performance and communication have improved due to technology it

has also burdened employees with information overload Maimunah, Roshidi, & Roslani(2012). Techno-stress affects human health not only physically but also mentally. A study conducted by Maimunah, Roshidi, & Roslani further revealed that there is a correlation between the times people spend online with their level of depression, Soylu, & Campbell, explained that the workload because of technology has led to increasing emotional stress. SBS is a condition when a healthy individual experiences physical distress at work. Sick building syndrome, is positively related to job stress and burnout and leads to low job satisfaction and productivity, Soylu, & Campbell.

Methodology

The study used a positivism paradigm anchored on descriptive design to assess techno-stress, incidence of occupational stress on job productivity of academic librarians in three selected federal universities in southwest Nigeria namely University of Lagos (UNILAG) Lagos state, University of Ibadan (UI) Oyo State and Federal University of Agriculture (FUNAAB) Abeokuta, Ogun State. The sample for the study was the academic librarian in these three universities. The target populations for this study were academic Librarians in UNILAG: 23. UI: 36 and FUNAAB 25 with total population of 84. The study used census (total enumeration) due to the small size of the population (Israel 2003). Questionnaire was used as the instrument for the data collection. Fifty-nine (59) questionnaires were duly filled and the return rate for the study was 70.2%. The data collected were analysed using simple percentage, mean and standard deviation. The mean was calculated as an average of each respondent per question and each response was added and divided by total respondents.

Results & Discussion

The data from the retrieved questionnaire are hereby presented using descriptive research design method and calculated using simple percentages.

Table 1: Factors that aids job productivity among academic librarian

S/N	Factors that aids job productivity	Frequenc	Percentage
1	Leadership style, Organization culture	59	100
2	Working environment, staff training, staff pension fund/schen promotion	58	98
3	Staff motivation and compensation	58	98
4	Employee performance evaluation	56	95
5	Grievance procedure	55	93

Table 1 sought to identify various factors that aid job productivity among academic librarian in southwest Nigeria. The result revealed that leadership style, organization culture, working environment, staff training, staff pension fund/scheme, promotion 59 (94%) and staff motivation, compensation 58(92%) are the major factors that aids job productivity of academic librarians. This finding corroborates Calson et al (2006) which stated that five human resource management practices that affect job productivity which are setting competitive compensation level, training and development, performance appraisal, recruitment package and maintaining morale. This study also affirmed Cera & Kusaku (2020) that factors influencing organization performance are work environment, motivation,

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training of staff in a survey carried out on factors influencing organizational performance at University of Tirana, Albania.

Table 2: Factors that cause stress among academic librarians

S/N	Environmental incidence of techno stress	SA	A	D	SD
1	Poor working conditions, poor lightening are facto cause stress	40(67.8)	17(28.8)	2(3.4)	-
2	User incompatibility, insufficient mainte knowledge and insufficient training among sta environmental incidence of techno-stress	39(66.1)	17(28.8)	2(3.4)	1(1.7)
3	Lack of funding and risk of accidental data loss	38(64.4)	19(32.2)	2(3.4)	-
4	Noisy equipment, software limitations, electrical is	37(62.7)	17(28.8)	3(5.1)	2(3.4)
5	Inadequate equipment and inadequate security me causes stress	20(33.9)	24(40.7)	9(15.2)	6(10.3)
	Social factors				
6	Work fragmentation and hierarchal changes are of techno-stress	38(64.4)	17(28.8)	3(5.1)	1(1.7)
7	Work and role changes, anxiety over lo employment are causes of techno-stress	37(62.7)	16(27.1)	4(6.8)	2(3.4)
8	Increased workload and inexperience in the computers are factors of techno-stress	36(60.0)	17(28.8)	4(6.8)	2(3.4)
9	, Power struggles, conflict of interest are incide techno-stress	25(42.4)	23(38.9)	7(11.9)	4(6.8)

Table 2 shows factors that cause techno-stress among academic librarians. The result revealed that environmental incidence of techno stress are poor working conditions, poor lightening are factors that cause technological stress 40(67.8%), user incompatibility, insufficient maintenance knowledge and insufficient training 39(66.1%), lack of funding and risk of accidental data loss 38(64.4%) while social factor includes work fragmentation and hierarchal changes are causes of techno-stress 38 (64.4%) and work and role changes, anxiety over loss of employment are causes of techno-stress 37(62.7%). The result of this finding corroborates Nnuro (2012) whose findings revealed that workers stress are cause by unconducive working environment and social factors such as hierarchal changes, nervousness over loss of employment unhealthy poor motivation. This findings also supports Daniel (2019) on a study on effects of job stress on employee's performance, the result revealed that techno-stress is caused by social factors and working environmental factors in an organization.

Table 3: Features of techno-stress experienced by academic librarian

S/N	Physical features of techno-stress experienced by aca librarian	SA	A	D	SD
1	Eye strain, backaches, headaches & chest pain	36(61.(	18(30.5)	4(6.8)	1(1.7)
2	Stiff shoulders, neck pain, joint pain and dry mouth and thr	34(57.(	17(28.8)	5(8.5)	3(5.1)
3	muscle tension, stomach discomfort, rapid heart bit rat irritable bowel syndrome	34(57.(	16(27.1)	5(8.5)	4(6.8)

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#	Feature				
4	keyboard related injuries on the fingers, increased pressure, difficulty in breathing	32(54.2	18(30.5)	6(10.1	3(5.1)
	Emotional features of techno-stress experienced by aca librarian				
5	Irritability, loss of temper and having a high state of a when separated from a computer	35(59.3	17(28.8)	4(6.8)	3(5.1)
6	feelings of indifference, depression, guilt	33(55.9	18(30.5)	5(8.5)	3(5.1)
7	feeling fearful, paranoia that leads to avoiding computers	23(39.0	16(27.1)	15(25.	5(8.5)
8	Negative attitudes towards the use of computer	18(30.5	15(25.4)	19(32.	7(11.9
	Behavioral features of techno-stress experienced by aca librarian				
9	feeling excessively comfortable with computers	35(59.3	18(30.5)	4(6.8)	2(3.4)
10	using computer terms in non-computer conversation	33(55.9	16(27.1)	7(11.9	3(5.1)
12	uncooperativeness and unwillingness with the use of compu	29(49.1	19(32.2)	7(11.9	4(6.8)
13	social withdrawal in favor of terminal time	28(47.4	20(33.9)	7(11.9	4(6.8)
14	extravagance on computers	26(44.1	18(30.5)	9(15.3	6(10.1
	Psychological features of techno-stress experience academic librarian				
15	Under work and routine jobs lead to frustrations	27(45.8	15(25.4)	11(18.	6(10.1
16	Problem on how to compose, analyze, evaluate inform overload	26(44.1	16(27.1)	10(16.	7(11.9
17	Fear for job security	26(44.1	17(28.8)	9(15.3	7(11.9
18	professional jealousy produced by technological competenc	23(39.0	17(28.8)	11(18.	8(13.6
19	disincentive due to prolonged periods of any technol activity	21(35.6	15(25.4)	13(22.	10(16
20	uncertainty about job role caused by an increased time wo with technology	21(35.6	15(25.4)	12(20.	11(18

Table 3 indicates features of techno-stress experienced by academic librarian which was grouped into physical, emotional and psychological features. The result revealed that Physical features of techno-stress experienced were eye strain, backaches, headaches & chest pain 36 (61.0%), emotional features of techno-stress experienced were irritability, loss of temper and having a high state of anxiety when separated from a computer 35(59.3%), behavioral features of techno-stress experienced were feeling excessively comfortable with computers 35(59.3%) and Psychological features experienced were under work and routine jobs lead to frustrations. This study supported the findings of Agogo and Hess (2015), strain refers to the behavioral, psychological and physiological outcome of stress that are observed in individuals

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Table 4: Ways to manage Techno-stress among academic librarians

S/N	Way to controlled Techno-stress	SA	A	D	SD
1	Getting adequate user friendly software, havi awareness of techno-stress	41(69.5)	11(18.6)	5(8.5)	2(3.4)
2	Creating a level of reassurance, patience, and st within the environment	39(66.1)	13(22.0)	4(6.8)	3(5.1)
3	Maintaining an ever-present system of trainin education to new and old technologies	39(66.1)	12(20.3)	5(8.5)	2(3.4)
4	Effective time management, regular exercise staying healthy and having a proper diet	36(61.0)	14(23.7)	5(8.5)	4(6.8)
5	Creating a responsive easily reached help-des familiarizing with new computer applications	36(61.0)	13(22.0)	6(10.2)	4(6.8)
6	Encouraging people to experiment and innovate context of computer use	35(59.3)	12(20.3)	7(11.9)	5(8.5)
7	Conducting stress management activities to lesse eliminate the problem of techno-stress	34(57.6)	16(27.1)	6(10.2)	3(5.1)
8	Fostering sharing of computer related knowledge the organization	33(55.9)	12(20.3)	6(10.2)	8(13.6)
9	Getting counseling, taking a technology time-o establishing a teamwork relationship	32(54.2)	14(23.7)	9(15.3)	4(6.8)

Table 4 sought to identify some ways to manage techno-stress among academic librarians. The respondents indicates the following ways such as getting adequate user friendly software, having an awareness of techno-stress 41(69.5%), creating a level of reassurance, patience, and stability within the environment 39(66.1%), maintaining an ever-present system of training and education to new and old technologies 39(66.1%) and effective time management, regular exercises and staying healthy and having a proper diet 36 (60.0%). This finding is in line with results of Taguum et al (2017) on effect of techno-stress on job performance and coping strategies among academic staff of a tertiary institution in north-central Nigeria which revealed that coping strategies of techno-stress are time management, regular exercise and having awareness of techno-stress.

Conclusion

This study revealed that there are factors that aid job productivity in organization such as leadership style, organization culture, working environment, staff training, staff pension fund/scheme, promotion. The study also discovers that Librarians who used technology in carrying out the day to day activities should be conversant with some signs of techno-stress such as eye strain, backaches, headaches, chest pain, emotional stress, information overload among others, and create ways to control these effects to avoid risk on their health.

Finally the study identify some ways to manage techno-stress such as getting adequate user friendly software, having an awareness of techno-stress, creating a level of reassurance, patience, and stability within the environment, effective time management, regular exercises and staying healthy and having a proper diet. Techno-stress has negative effects on job productivity, managing technological stress serves as the approach to have good productivity by adapting to the advent technologies and enable librarians

to have good health by having the knowledge of various ways technology can affect their health and job productivity such as emotional aspects, physical aspect, behavioral aspect and psychological aspect. Though this study is limited to academic librarians, hence the study could be replicated on other professions such as banking which frequently utilizes technology in its daily activities.

Recommendations

Stress management serves as the major way out to enable librarians perform their duties efficiently and effectively, therefore this study recommends the following:

- The library management should always organize training in order to enable the librarians learn new skills of technology
- Though the use of technology increases job productivity, yet it has been observed that its negative effects on human health have high risk, therefore, librarians should be educated on the various risk in using technology devices.
- The library authority should provide good working conditions to accommodate stress that can result from the use of technology
- Librarian should always backup their data to avoid risk of accidental data loss
- Library management should make plans for techno-stress, provide users friendly software and hardware, and provide time for rest.
- Librarians should always strive to acquire new skills in order to cope with information a technology which is their core profession.

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