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Cataloguing Knowledge as Correlates of Cataloguers' Job Performance in Libraries in Ogun State, Nigeria.

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INTRODUCTION

Job performance is important for the achievement of goals and objectives set out by institutions. It can be regarded as a major contribution to the success of library services. The cataloguers' job performance includes activities carried out towards the attainment of library goals. Njoku (2018) suggested that it is essential for cataloguers to be involved in the university library strategy for organizational development, in order to achieve set goals of the library. Quality of services rendered by cataloguers might depend on professional knowledge and commitment levels they have in the institutions they are employed. The library, through its cataloguers can deliver the most efficient and highest quality service in order for library users to recognize and retrieve appropriate information resources to meet their information needs (Caborero & Dolendo, 2013). Cataloguers can be referred to as librarians or library personnel whose duties are in the technical services section of the library, they are in charge of organizing library resources for easy information retrieval. They prepare bibliographic records to represent the information bearing resources acquired by the library. David-West and Angrey (2018) defined cataloguers as people who are the brain behind the placement of information bearing materials on the library shelves. Ajegbomogun (2010), cited in Ikonne and Fajonyomi (2019), library employees are anticipated to achieve a number of statutory roles in order to accomplish the set goals of their libraries. However, it can be assumed that the roles performed by cataloguers are included in the statutory functions for achieving goals of their libraries for high job performance.

John-okeke (2017) defined job performance as the quantity and quality of job done by workers and set of abilities that contribute to the organizational goal and objective which can be high or low depending on some variables intrinsic in the work environments, including knowledge of the employees among others. Job performance is a real service which every librarian must provide in order to meet his or her users' information requirements. This shows that any service rendered in the libraries which does not lead to the accessibility of relevant information resources for satisfying users' needs can be categorized as low job performance. Job performance of cataloguers can be measured through the nature of work which cataloguers perform in libraries, which are cataloguing and classification of library collections.

According to Njoku (2018), Cataloguing and classification essential activities done by cataloguers' on information resources like books, journals and digital resources to make their arrangement easy and easy retrieval. It is the art of organizing information resources in a manner which makes retrieval uncomplicated for library users. Unlike the manual cataloguing that was done in the past cataloguing which was a herculean task, nowadays cataloguing has been made easier and faster through the online Cataloguing and Classification system. Cataloguers' job performance is generally recognized as an essential factor that leads to the growth and development of every library and all the members of the community. This is because cataloguers' job performance aims towards the achievement of the major objective of the library which is to provide information resources. Ikonne and Fajonyomi (2019) asserted that cataloguers' job performance is important and can hardly be overstressed because, it affects library growth and achievement of set goals.

Madukoma, Bamidele and Unegbu (2016), defined cataloguers' job performance as expected work outcome of a cataloguer and how well information resources in the library collection are organized by the cataloguer. The Librarians Registration Council of Nigeria (2014) cited in Abdulatifeem (2018), explained that the job performance of cataloguers can be measured in terms of the competencies and abilities that cataloguers possess and exhibit when performing

their duties. Cognitive ability (knowledge), practical skills, general skills, and behavioral qualities are among the competencies identified by the author. Cataloguers who lack these competencies cannot exhibit high job performance expected by the library. Na'angap (2012) indicated that job performance of cataloguers is established by factors which include knowledge, skill, motivation, ability and workplace environment. He went further to introduce some indicators which are used to measure cataloguers' job performance such as quantity, quality, timeliness and creativity. John-okeke (2017), explained that cataloguers' job performance depends on professional experience, because the longer the cataloguers engage in cataloguing, the more experienced they will become in the knowledge and skill of cataloguing.

However, Katamba and Abdulsalam (2014) found that the job performance of cataloguers in university libraries is lower than what is expected of them. Babalola and Nwalo (2013), revealed in their study that majority of the Librarians in Colleges of Education in Nigeria are not productive. One of the factors is related to cataloguers' job performance, their knowledge of cataloguing. Njoku (2018), believed that cataloguers are expected to be knowledgeable in the use of electronic tools in order to overcome challenges in their day to day jobs, mostly in this electronic era. Therefore, cataloguers in Nigerian libraries need to be knowledgeable in cataloguing; having the ability to combine and apply acquired expertise in cataloguing and classification. Cataloguing knowledge is the knowledge required for organizing library information resources in a way that retrieval will not be complex for library users.

Literature has established that online cataloguing has improved the difficult and boring methods of manual cataloguing practiced in the past. Therefore, cataloguing knowledge can facilitate accessibility by allowing the users to find out the type of information resources possessed by each library on certain subject as well as provide a location for information resources to be retrieved in the library. This implies that for cataloguers to adequately organize library information resources, they must be knowledgeable in cataloguing and classification.

Whitmell (2009) cited in Bello and Mansor (2012), posits that cataloguers should have good grasp of specific subjects and a thorough knowledge of standard cataloguing codes as well as display of theoretical skills in cataloguing and classification. They also, recognized knowledge expected as cataloguers' cataloguing knowledge which includes knowledge in original cataloguing, authority control, copy cataloguing, descriptive and subject cataloguing. Ihekwoaba (2017) highlighted examples of cataloguing knowledge as; "knowledge in descriptive cataloguing of books, International Standard Bibliographic Description (ISBD), MARC, Library of Congress Subject Headings (LCSH), AACR2 revised, and specialized thesauri, knowledge of the use of online systems, both local and national, basic knowledge of printed and electronic tools, reference sources; bibliographic resources, knowledge of the production methods and technical aspects of the information resources housed within the library

Statement of problem

Libraries are set up to enhance learning, teaching, research and service to their parent institution. These statutory duties must be carried out by librarians in order for their parent institution's goals to be achieved. Poor job performance by cataloguers would result in inappropriate organization of information resources and thereby reduce the effectiveness the library intends to achieve its objectives. Therefore, libraries in Ogun state need knowledgeable, skilled, qualified and effective cataloguers who are highly competent and ready to achieve library's goals and objectives. Observations and some reports from the field of library and information sciences have shown that, many information resources have been wrongly organized, shelved and therefore the

materials could not be easily accessed by the right users. Observation has shown that books of multiple copies have been classified with different call numbers by the cataloguers by the librarian in-charge. This implies that the information resources catalogued and classified in the libraries may not have met the required level of job performance in terms of quality. Also, the quantity of information resources cataloguers produce on a daily basis may not be up to expectation, despite the invention of copy cataloguing; hence, the goals of the library could not have been met. The perceived poor job performance of cataloguers in the libraries in Ogun state could be as a result of librarians' lack of or low cataloguing knowledge which may have made their job to be below expectation in terms of quantity, quality and timeliness.

Objectives of the study

The general objective of this research is to investigate cataloguing knowledge as correlates of cataloguers' job performance in libraries in Ogun State Nigeria. Specific objectives of this study are to:

1. Determine the level of cataloguers' job performance in libraries in Ogun State Nigeria
2. Ascertain the level of cataloguing knowledge of cataloguers in libraries in Ogun State Nigeria
3. Determine the relationship between cataloguing knowledge and cataloguers' job performance in libraries in Ogun State Nigeria.

Research questions

1. What is the level of cataloguers' job performance in libraries in Ogun State Nigeria?
2. What is the level of cataloguing knowledge of cataloguers in libraries in Ogun State Nigeria?

Research hypothesis

H₁: There is no significant relationship between Cataloguing Knowledge of cataloguers and their job performance in libraries in Ogun State Nigeria.

Scope of the study

This study was limited to cataloguers' job performance in their daily activities and their knowledge on cataloguing. The study focused on libraries and librarians in Ogun state Nigeria. The study examined cataloguing knowledge as correlates of cataloguers' job performance in libraries. Three indicators made up cataloguers' job performance and ten indicators for cataloguing knowledge.

Significance of the study

The findings of this study will help the libraries in Ogun Sate, Nigeria to identify the need to engage librarians with cataloguing knowledge and ensure that training in this area are provided to experience librarians for high job performance. The study would also promote a broader discussion of the potentials of cataloguers in libraries in Ogun state, Nigeria and subsequently leads to promote international cooperation. The findings from the study will help the librarians identify areas which they have a knowledge gap, as well as see the need of acquiring needed cataloguing knowledge through training. Finally, the findings of this study may not only contribute to the existing literature on the different variables studied, but they may also provide valuable insight into cataloguing knowledge and job performance of cataloguers in libraries.

LITERATURE REVIEW

Cataloguing is a professional and specialized task; hence, knowledge in this area is essential for all cataloguers in libraries. Knowledge is required for cataloguing and classification of information resources for easy retrieval so as to achieve one of the goals and objectives of the library. St. Charles city-county library district (2015), described cataloguers as people with the overall responsibility of the catalogue, which includes original and complex cataloguing, database maintenance and authority control according to standard lists. Bair (2005), established that cataloguers are information experts, who have acquired special knowledge and skill. He further stated that Cataloguers recognize and admit that it is the responsibility of librarians as gatekeepers of information and architects of information to provide unbiased access to relevant and accurate information in a timely method to society, libraries they serve, global, national etc.

Akidi and Omekwu (2019) stated that cataloguing and classification aim at ensuring timely and sufficient access to retrieval and use of information resources. Cataloguing knowledge is the knowledge needed by cataloguer to be able to provide comprehensive, accurate coding and access points to the information resources. Kim (2003) cited in Monyela, and Mutula.(2019)that copy cataloguing is all about the “adaptation of a pre-existing bibliographic record from other bibliographic databases, to match the information resources in hand with modifications to correct obvious errors and minor adjustments to reflect locally accepted catalogue practice”. In addition, to familiarize and use already existing record for achieving objectives, sound knowledge of cataloguing principles is of necessity to a cataloguer. It is through good education and training in cataloguing that such knowledge can be achieved. Cabonero and Dolendo (2013), suggested that Subject analysis by Librarians, require a variety of knowledge on the different areas in order to decide the proper subject and classification of the information resource. According to them these include works with specific subject and those with technical terms, mainly works that have not at all been encountered.

Chitumbo and Kanyengo (2017) carried out a study on “knowledge management culture among library cataloguers at the University of Zambia library”. The study adopted a case study method and structured questionnaires and interview guides were used to collect data from the Cataloguers. The study established that cataloguers’ utilization of already existing rules or standards such as the LCC schedules with its subject headings and AACR2 were compromise by the poor knowledge of cataloguers. This was a way of capturing and managing cataloguing knowledge. Sung (2013), assumed that it is important for cataloguers have professional knowledge; which includes theoretical setting as well as technical skills for cataloguing. He further describe knowledge of cataloging tools as a perquisite for cataloguers such as knowledge in the use of Anglo-American Cataloguing Rules, 2nd edition (AACR2), Dewey Decimal Classification (DDC), Library of Congress Classification (LCC) and Library of Congress Subject Headings (LCSH)etc. for both printed and electronic resources.

Sibiya and Shongwe (2018) evaluated “cataloguing and classification curriculum and job requirements in South Africa”. They used cataloguing and classification course outlines gathered from six library and information science schools for the study. They interviewed professional cataloguers and reviewed newspaper Job advertisements as well as the Library and Information Association of South Africa (LIASA). Findings reviewed that library information science

schools provide students with the knowledge and skills essential for organizing information resources of libraries for users' easy accessibility. This was achieved through teaching of cataloguing and classification standards and rules, such as MARC21, the LCSH, the DDC, the RDA, and the AACR. Raju (2014), investigated "knowledge and skills for academic library in the digital era, he used content analysis of job advertisements and semi-structured interviews". The objective of this research was to establish the main knowledge and skills librarians needed in general. The study findings pointed out that technology associated with Library and Information Science application in the digital age was the needed knowledge or skill set. Cataloguing and classification is needed for the World Wide Web, through thorough knowledge of the key cataloguing tools and their working principles; these allow cataloguers to acknowledge and accommodate existing metadata schemes to use and possess the basic knowledge to construct new schemes.

Job performance is the degree to which an employee carries out the tasks outlined in the job description by performing the obligations and completing the job activities. Akor (2014) stated that job performance is the degree to which an employee performs a particular role in accordance with certain specified principles. Ikonne and Fajonyomi (2019), confirmed that job performance of the library staff is vital and can barely be overstressed because, it influence library growth and attainment of goals. Nwokike (2018), defined Job performance as work activities carried out by an employee which is geared towards achieving the goals and objectives of an organization. Job performance is the act of fulfilling individual's responsibility to his/her organization. Job performance is of interest to the organization because of its vitality in the workplace (Ofoegbu Harikaran & Joseph, 2013). Also, Afful-Broni and Nanyele (2012) recognized that job performance is generally established by the ability to do the job; understand the materials and information needed and adapt to the work environment. For this reason, cataloguers fulfilling their responsibilities to the libraries must be productive, for job performance is of interest to the libraries because it gears towards achievement of set goals of the library. Job performance according to Amusa, Iyoro and Olabisi (2013), is the output of an employee on a particular job, which can be measured in terms of quality and quantity of job done.

Job performance of cataloguers in libraries can be of great contribution in achieving goals and objectives. The job performance of cataloguers on the job is always analyzed in easy terms, the time a cataloguer requires for cataloguing information resources and cataloguing speed. According to Anyaegbu, Obiozor and Aghauche (2015) job performance of librarians is determined by the level of work they accomplish in libraries. However, this job performance must be interrelated with the cataloguing accuracy (Carmen, 2016). This responsibility of cataloguers in providing error free access to library resource is geared towards achieving performance in the library. Nwokike (2018) opined that cataloguers' job performance includes all activities performed towards the achievement of library's goals. The Librarians Registration Council of Nigeria (2014) cited in Abdularatieem, (2018), stated that cataloguers' job performance can be measured in terms of the competences and skills they possess and display while doing their jobs. These competences were identified by the author as cognitive ability (knowledge), practical skills, general skills, and behavioral qualities. Cataloguers in libraries who lack these competencies may not exhibit high job performance expected by the library. Na'angap (2012), listed indicators which are used to measure cataloguers' job performance such as quantity, quality, timeliness and creativity. In the same vein, Denga (2010) and Karawarador,

(2014) cited in Okorie (2015), indicated that quantity, quality, speed and accuracy, originality and innovation, risk taking, and future development skills are all proposed constructs for measuring librarians' job performance. In the light of this, quality, quantity and timelines will be used as measurements or determinants which were applied to cataloguers' job performance in libraries in this present study.

Anyafulu and Okiki (2017), studied job productivity of cataloguers in academic libraries in Nigeria. The findings revealed that cataloguers' job performance may be calculated based on the amount of information resources catalogued in a given period; they believe that a cataloguer who manually catalogues 10-15 information resources each day and takes nothing less than 45 minutes in cataloguing an information resource is very productive. Madukoma, Bamidele and Unegbu (2016), carried out a study on motivation and performance of Cataloguers in Nigeria. The descriptive research design was used for the study and the population was made of 100 participants at the 2015 Cataloguing, Classification and Indexing section of Nigerian Library Association held at Obasanjo Presidential Library Abeokuta, Ogun State. They established that academic cataloguers in Nigeria display high job performance which could lead to the overall institutional high productivity. Inversely cataloguers in Nigeria are still lacking in the aspect of complete bibliographic records. Umahi (2019), investigated on work environment, information and communication technology skills and work output of Cataloguers in University libraries in South-West, Nigeria. Findings revealed that job performance of cataloguers in academic libraries in South-West, Nigeria was high. Akor, (2014), carried a research on Influence of Autocratic Leadership Style on the Job Performance of Academic Librarians in Benue State Nigeria. The total population for the study consisted of all the 87 librarians: this include 9 librarian managers in the 9 higher institutions of learning in Benue State. The result revealed that the level of job performance of the academic librarians was low. Katamba and Abdulsalam, (2014) carried out a studied on "the levels of motivation, job satisfaction and job performance of library personnel in government and privately-owned universities in North-Central, Nigeria". Their study covered six states, like Benue, Kogi, Kwara, Nasarawa, Niger, Plateau States and Abuja with targeted population of librarians and library officers. The findings of this study demonstrated moderate level of motivation, job satisfaction respectively and high level of job performance of librarians.

This is similar to the finding of Nwabugwu, Unegbu, and Owolabi (2021), investigated on work motivation and job performance of cataloguers in academic libraries in South-West Nigeria". The finding established that job performance of cataloguers in academic libraries in South-West Nigeria is high. The finding is in line with Nwokike (2018), examined "career management, self-efficacy and job performance of librarians in universities in South-East, Nigeria". Finding has shown that librarians in universities in South-East, Nigeria have a high level of job performance which has led to the achievement of academic libraries set goals. Omotunde (2016), investigated "talent management, self-efficacy and job performance of Librarians in University libraries in South-West, Nigeria, and found that the librarians in university libraries in South-West, Nigeria have moderate level of Job performance". The finding is differed from Otagburuagu and Ekere (2013), carried a study on working environment as a motivator for librarians' job performance in public libraries in south-east geographical zone of Nigeria. Their emerged finding showed that librarians' motivation and job performance in the public libraries of the South East geographical zone of Nigeria was low.

Haruna and Josephine (2022) carried out study on Influence of Information and Communication Technology (ICT) use on staff job performance in university libraries in Benue State, Nigeria. The findings of the study revealed that ICT use has positive influence on job performance of library staff in cataloguing section in University libraries in Benue State. As revealed from the findings of the study, the library staff agreed that, ICT use enable most effective ways of resource sharing in cataloguing thus enhancing the work output of cataloguers; use of ICT facilities helps in training support for cataloguers thus enhancing work output; use of ICT facilities helps to maintain catalogue files and activities and this has motivated library staff in 15 carrying out duties with ease and ICT use helps in preparing status reports for library management and other staff thus enhancing library staff work output among others. Similarly, a test of related hypothesis revealed that ICT use has significant influence on job performance of library staff in cataloguing section in University Libraries in Benue State, Nigeria. Bankole, Akanbi, Sulaiman, Isiaka, and Student (2023) studied staff motivation, self-efficacy and job performance of library personnel in public libraries in Kwara state, Nigeria. This study revealed a significant relationship between staff motivation and job performance. Furthermore, it implies that increased staff motivation will increase on the library personnel job performance

METHODOLOGY

In this study, survey research design of the correlational type was adopted. The population for this study consisted of 210 librarians in the libraries in Ogun State Nigeria. These are librarians with a minimum qualification of first degree in Library and Information Science (LIS). The libraries included in the study are University Libraries, Polytechnic libraries, Colleges of Education Libraries, Secondary School Libraries, Ogun State Library Board, a National Library Branch and Ogun State. Total enumeration technique was used, to include all the 210 librarians in all categories of libraries in Ogun State, Nigeria. Out of the 210 copies of the questionnaire distributed, 190 copies were successfully retrieved and found usable which represent a 91% response rate. Data collected from the libraries on the study was analyzed using descriptive statistics and Pearson Product Moment Correlation at 0.05 level of significance.

Data analysis and Presentation

Table 1: Level of cataloguers' job performance in libraries in Ogun state

Cataloguers' job performance	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean	SD
Quality of the information resources catalogued and classified						
I am consistent in assigning access point such as title and author to information resources	114(59.4)	69(35.9)	3(1.6)	6(3.1)	3.52	0.69
Cataloguing rules and standards are consistently applied to ensure quality	86(44.8)	88(45.8)	12(6.3)	6(3.1)	3.32	0.73
I can identify cataloguing entries under the most specific subject heading that accurately represent	75(39.1)	98(51)	5(2.6)	14(7.3)	3.22	0.82

information resource						
I can easily input bibliographic records correctly	87(45.3)	77(40.1)	10(5.2)	18(9.4)	3.21	0.92
I am not always faced with misspellings and error in punctuation when cataloguing	42(21.9)	88(45.8)	43(22.4)	19(9.9)	2.80	0.90
Overall mean					3.52	0.81
Quantity of the information resources catalogued and classified						
The technicality of the information resources on ground determines the number of information resources I can catalogue per day.	80(41.7)	88(45.8)	12(6.3)	12(6.3)	3.23	0.83
My library is satisfied with the number of information resources I catalogue per day and week.	67(34.9)	97(50.5)	12(6.3)	16(8.3)	3.12	0.86
I meet the expected desired target of information resources per day	65(33.9)	92(47.9)	27(14.1)	8(4.2)	3.11	0.80
I hardly catalogue up to 10 information resources per day with original cataloguing.	33(17.2)	70(36.5)	69(35.9)	20(10.4)	2.60	0.90
It takes me a time longer than necessary in assigning access point to information resources	14(7.3)	48(25)	76(39.6)	54(28.1)	2.11	0.90
Overall mean					2.83	0.86
Timeliness of the information resources catalogued and classified						
I take my time not minding how long it takes me for correctness in cataloguing.	81(42.2)	83(43.2)	20(10.4)	8(4.2)	3.23	0.80
I spend much time on cataloguing information resources that are technical in nature	73(38)	94(49)	19(9.9)	6(3.1)	3.22	0.75
I use time for cataloguing new information resources to re-catalogue or edit wrongly catalogued information resources.	26(13.5)	76(39.6)	78(40.6)	12(6.3)	2.60	0.80
I am not time conscious when inputting bibliographic record to eliminate backlogs of information resources in cataloguing section	20(10.4)	39(20.3)	102(53.1)	31(16.1)	2.25	0.85
We hardly meet up with expected dateline while cataloguing.	21(10.9)	44(22.9)	84(43.8)	43(22.4)	2.22	0.92

Overall mean					2.70	0.82
Grand Mean					2.92	0.83

Decision rule: if mean ≤ 2.49 = low, 2.5-2.99= average, 3.00-3.49 = high, 3.5-4.0= very high

The result of Table1 indicates that the level of job performance of cataloguers in Ogun-State, Nigeria is average, with a grand mean score of 2.92 on a scale of 4. Three indicators made up cataloguers' job performance, Quality of the information resources catalogued and classified, Quantity of the information resources catalogued and classified and Timeliness of the information resources catalogued and classified. The average mean scores for each job performance indicator was also calculated. The level of quality of information resources catalogued and classified was very high $\bar{x} = 3.52$, while quantity $\bar{x} = 2.83$ and timeliness $\bar{x} = 2.70$ as measures of job performance were on the average. On the quality of information catalogued and classified, cataloguers in libraries in Ogun State, Nigeria agreed that they are consistent in assigning of access point such as title, and author to information resources (mean=3.52), and that they consistently apply cataloguing rules and standards to ensure quality (mean=3.32). The Majority of the cataloguers in libraries in Ogun State Nigeria agreed that they can identify cataloguing entries under most specific subject heading that accurately represent information resource mean=3.22), and can easily input bibliographic records correctly (mean=3.21). On the quantity of information resources catalogued and classified, the cataloguers in libraries in Ogun State, Nigeria agreed that the technicality of the information resources on ground determines the number of information resources catalogued per day (mean=3.23), however, their libraries are satisfied with the number of information resources catalogued per day and week (mean=3.12). Despite the need for timely cataloguing of information resources, the respondents indicated that they take their time not minding how long it takes to achieve accuracy in cataloguing (mean=3.23), hence, they spend much time in cataloguing information resources that are technical in nature (mean=3.22).

Table 2: Level of cataloguing knowledge of cataloguers in the libraries in Ogun state

Items	Strongly Agree	Agree	Disagree	Strongly Disagree	Mean	SD
Original cataloguing is about						
Generating subject heading alone	29(15.1)	31(16.1)	76(39.6)	56(29.2)	1.86	0.65
Describing the bibliographic and physical features of information resources being catalogued.	8(41.7)	74(38.5)	17(8.9)	21(10.9)	3.11	0.97
Generating bibliographic records from the scratch, which involves descriptive and subject cataloguing.	108(56.3)	60(31.3)	16(8.3)	8(4.2)	3.40	0.81
Overall mean					2.79	0.81
Which of this statement best describe Copy Cataloguing?						
Adopted pre-existing bibliographic records are modified to correct obvious errors.	40(20.8)	91(47.4)	30(15.6)	31(16.1)	2.73	0.97
Minor adjustments to reflect locally accepted cataloguing practice are not	20(10.4)	68(35.4)	50(26)	54(28.1)	2.28	0.99

needed.						
Cataloguers don't consider the descriptive cataloguing, classification number and subject headings to the information resource at hand.	14(7.3)	29(15.1)	73(38)	76(39.6)	1.90	0.91
Overall mean					2.30	0.96
Descriptive Cataloguing involves the						
Process of assigning subject headings to information resource at hand	57(29.7)	59(30.7)	30(15.6)	46(24)	2.66	1.14
Process of describing the bibliographic and physical features of the information resources being catalogued.	95(49.5)	77(40.1)	--	20(10.4)	3.29	.913
Determining the imprint of the information resources at hand only.	16(8.3)	46(24)	60(31.3)	70(36.5)	2.04	0.97
Overall mean					2.66	1.01
Which of this statement best describe Subject Cataloguing						
Call numbers are assigned to the Information at hand.	68(35.4)	53(27.6)	22(11.5)	49(25.5)	2.73	1.19
Information resources being catalogued are assigned subject heading through the use of Library of Congress Subject Heading or Sears List of subject heading	110(57.3)	62(32.3)	6(3.1)	14(7.3)	3.40	0.86
It is a process of assigning subject heading and call numbers to information resources.	88(45.8)	50(26)	10(5.2)	44(22.9)	2.95	1.19
Overall mean					3.02	1.08
The Anglo-American Cataloguing Rules2 (AACR2) is use for :						
Standardized punctuations, capitalization, indentation etc in both descriptive and subject cataloguing.	99(51.6)	76(39.6)	6(3.1)	11(5.7)	3.37	0.80
Bibliographic records online environment	28(14.6)	55(28.6)	45(23.4)	64(33.3)	2.24	1.07
Subject headings while RDA is from Class numbers.	17(8.9)	69(35.9)	39(20.3)	67(34.9)	2.19	1.01
Overall mean					2.60	0.96
Resource Description and Access (RDA) code is made for	SA	A	D	SD		
Information resources in the library	37(19.3)	86(44.8)	23(12)	46(24)	2.59	1.05

collections.						
Original cataloguing of information resources.	45(23.4)	71(37)	37(19.3)	39(20.3)	2.64	1.05
Information resources description and access designed for the digital world (online library catalogs).	77(40.1)	85(44.3)	11(5.7)	19(9.9)	3.15	0.92
Overall mean					2.79	1.00
Which of this statement best describe Authority control?						
Descriptive analysis parts of cataloguing only.	38(19.8)	46(24)	42(21.9)	66(34.4)	2.29	1.14
The standardized form used to maintain consistency, and correctness of names, titles and subject headings entered into the bibliographic description.	106(55.2)	69(35.9)		17(8.9)	3.38	0.88
It is not used to identify and relate resources by subject.	13(6.8)	63(32.8)	34(17.7)	82(42.9)	2.04	1.02
Overall mean					2.57	1.01
Library of Congress Subject Headings (LCSH) is used for:						
Assigning class numbers and subject heading to information resources being catalogued.	75(39.1)	69(35.9)	15(7.8)	33(17.2)	2.97	1.08
Descriptive cataloguing of information resources.	24(12.5)	79(41.1)	43(22.4)	46(24)	2.42	0.99
Assigning subject headings to information resources being catalogued.	78(40.6)	68(35.4)	1(.5)	45(23.4)	2.93	1.16
Overall mean					2.77	1.07
Which of this statement best stated the usefulness of Library of Congress Classification Scheme (LC)?						
It is a tool used in classifying information resources being catalogued and a way to group books with similar subjects together on the shelves.	130(67.7)	56(29.2)		6(3.1)	3.61	0.65
It is used for assigning AACR2 to information resources.	35(18.2)	85(44.3)	14(7.3)	58(30.2)	2.51	1.11
It is used for describing the authors of information resource being catalogued	32(16.7)	71(37)	42(21.9)	47(24.5)	2.46	1.04
Overall mean					2.86	0.93
In cataloguing, Cutter Tables is						

used for:						
Assigning cutter or author's number to information resource at hand.	72(37.5)	104(54.2)	6(3.1)	10(5.2)	3.24	0.75
It is the combination of characters representing author's first name	75(39.1)	70(36.5)	6(3.1)	41(21.4)	2.93	1.13
It is made up of numerical symbols only.	9(4.7)	74(38.5)	34(17.7)	75(39.1)	2.09	0.98
Overall mean					2.75	0.95
Grand mean					2.71	0.98

Decision rule: if mean ≤ 2.49 = low, 2.5-2.99= average/moderate, 3.0-3.49 = high, 3.5-4.0= very high
 Respondents were asked to identify their level of cataloguing knowledge in libraries in Ogun State, Nigeria in Table 2. The result revealed that grand mean score for level of cataloguers' knowledge on cataloguing mean (2.71) on a scale of 4. This indicated that cataloguers in Ogun State possess average cataloguing knowledge. The cataloguing knowledge was measured based on ten identified key constructs namely; original cataloguing, copy cataloguing, descriptive cataloguing, subject cataloguing, AACR2, resource description and Access (RDA), Authority control, library of congress subject heading, library of congress classification and cutter tables. Moreover, the group mean for each construct was also calculated.

In summary, the result revealed that cataloguers in Ogun State libraries had more knowledge of subject cataloguing (Average \bar{x} = 3.02), than they had of Library of Congress Classification scheme (Average \bar{x} = 2.86), original cataloguing (Average \bar{x} = 2.79), RDA (Average \bar{x} = 2.79), LCSH (Average \bar{x} = 2.77), Cutter tables (Average \bar{x} = 2.75), descriptive cataloguing (Average \bar{x} = 2.66), AACR2 (Average \bar{x} = 2.60), authority control (Average \bar{x} = 2.57), and copy cataloguing (Average \bar{x} = 2.30).

Hypothesis Testing and interpretation

Hypothesis one: There is no significant relationship between Cataloguing Knowledge of cataloguers and their job performance in libraries in Ogun State, Nigeria.

Table 3: Relationship between cataloguers' knowledge of cataloguing and their job performance

<i>Variables</i>	<i>Mean</i>	<i>SD</i>	<i>N</i>	<i>r</i>	<i>P</i>	<i>Remark</i>
Cataloguers Knowledge	110.1667		192	.176	.015	Significant
Job performance	43.7813					

*Correlation significant at the 0.05 level

Table 3 presents the correlation analysis on the relationship between cataloguing knowledge and job performance of cataloguers in Ogun state. The correlation coefficient ($r=.176$, $p<.05$) indicates a very weak positive correlation between cataloguing knowledge and job performance of cataloguers in libraries in Ogun State, Nigeria. This implies that with an increase in cataloguers knowledge of cataloguing, the better they are likely to perform, though, the effect is very small (about 17.6%). Therefore, the null hypothesis is hereby rejected, and restated thus: there is a significant relationship between cataloguing knowledge of cataloguers and their job performance in libraries in Ogun State, Nigeria.

Discussion of findings

This section presents the findings of the study in line with results.

Cataloguers' job performance in libraries in Ogun state, Nigeria

The finding revealed that the job performance of cataloguers in libraries in Ogun State, Nigeria was average. However, the result also revealed that the cataloguers were high in quality cataloguing of information resources but moderate in quantity as well as timeliness of information resource catalogued and classified. This result implies that they performed well in quality, such as assigning of access point, consistency in cataloguing rules and inputting bibliographic records on information resources. The result equally exposed that they were average in the quantity of information resources catalogued as well as in the timely release of information resources catalogued. This is because the technicality of the information resources on ground determines the number of information resources which they can catalogue per day, and they take their time not minding how long it takes them for correctness in cataloguing. This also means that, an improvement in quantity and timeliness of information resources catalogued and classified in Ogun state libraries will boost their job performance rating. The finding contradicts that of Madukoma, Bamidele and Unegbu (2016), Umahi (2019) and Nwokike (2018), who in their studies found out that job performance of cataloguers were on a high level. The finding also negates that of Otagburuagu and Ekere (2013) and Akor, (2014) who discovered low level of cataloguers' job performance in the public libraries in the South East geographical zone of Nigeria and Academic Librarians in Benue State Nigeria. The finding of the study was in line with Omotunde (2016) and Obiozor and Nwosu (2021) who established that librarians in university libraries in Nigeria have moderate level of Job performance.

Cataloguing knowledge of cataloguers in libraries in Ogun state

The finding showed that cataloguers in Ogun state libraries possess an average cataloguing knowledge. The result showed that the librarians were average in almost all the areas of cataloguing knowledge being tested except in subject cataloguing which they were high and low level in copy cataloguing in this study. This implies that cataloguers in libraries in Ogun State do not have in-depth cataloguing knowledge. Therefore, an increase in their knowledge of cataloguing should increase their job performance in the libraries. The finding contradicts that of John-okeke and Chinelo (2010), who in their study found out that the cataloguers in the law libraries in Southern Nigeria have low cataloguing skills and knowledge. Also Adebayo (2013) who conducted a study on challenges associated with cataloguing electronic resource in selected university libraries school in Southwest Nigeria. He established that graduates of the university libraries in Southwest Nigeria lacked required knowledge and skills for cataloguing. Lack of in-depth cataloguing knowledge on the side of cataloguers in the libraries will affect the job performance of the library in general; this will hinder the accessibility and retrieval of relevant information resources by users.

Relationship between cataloguing knowledge of cataloguers and their job performance

The hypothesis tested showed that there is a significant relationship between the cataloguing knowledge of cataloguers and their job performance in libraries in Ogun State Nigeria. This implies that increase in cataloguing knowledge will lead to an increase in cataloguers' job performance in the libraries in Ogun state. This finding supports the claim of John-okeke and Chinelo (2017), who emphasized that the desirable level of job performance of cataloguers in the libraries cannot be achieved without proper knowledge in the application of the rules and use of proper schemes, subject headings and ICT technologies. They believed also, that there is significant relationship between the use of cataloguing tools and resources and cataloguers' job performance. Sung (2013), opined that without a definite amount of cataloguing knowledge, the library cataloguer may not be able to produce quality bibliographic records in the right quantity

nor offer timely access to information resources to users for the achievement of the goal of a library. Adebayo (2013), was of the opinion that continuous professional education will impact more knowledge and skills to library cataloguers to efficiently or competently use cataloguing tools and resources thereby improving job performance in the libraries. Hence, to improve job performance of cataloguers, there is need for increase in knowledge of cataloguing tools, rules and standards as well as their applications.

SUMMARY

The summary of the findings are as follows:

1. The job performance of Cataloguers in libraries in Ogun State, Nigeria was on an average level with grand $\bar{x} = 2.92$. The quality of information resources catalogued and classified by the cataloguers were very high while quantity and timeliness of information catalogued and classified were on an average level.
2. Cataloguers in libraries in Ogun State, Nigeria possess an average level of cataloguing knowledge with grand $\bar{x} = 2.71$ and were on an average level in almost all the areas of cataloguing knowledge tested except subject cataloguing they were high and low level in copy cataloguing.

CONCLUSION

The study concluded that the level of job performance of cataloguers in libraries in Ogun State, Nigeria is on an average level. Likewise the need for timely cataloguing of information resources, cataloguers in libraries in Ogun State signified that they take their time not minding how long it takes to achieve accuracy in cataloguing. Therefore, they spend much time in cataloguing information resources that are technical in nature. While their knowledge on copy cataloguing is low, mostly average on every area of cataloguing knowledge tested.

Recommendations

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

1. Library management should deploy means of enhancing cataloguers' job performance by motivating cataloguers. They can do this through provision of cataloguing equipment including modern technologies, conducive working environment, job security, good salary and cataloguers development activities.
2. Cataloguers should be encouraged by the library management to enhance their mastery of cataloguing knowledge through continuous use of the tools, rules, standards and applications for cataloguing. This will increase their cataloguing knowledge.
3. Cataloguers should be encouraged by library management, through creating and implementing policies that give room for sponsorship of librarians for career advancement. This will not only increase their job performance, but will also enhance their cataloguing knowledge.

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