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An Assessment of Demographic factors as predictors of career commitment of librarians in universities in Southern Nigeria.

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ABSTRACT

Unwillingness and negative attitude of librarians was observed as a factor that hinders users from accessing information resources in most developing country libraries. This negative attitude could be associated with the demographic factors of the librarians hence this study investigated demographic factors as predictors of career commitment of librarians in South-South universities, Nigeria. Three research questions guided the study and three hypotheses were formulated at 0.05 level of significance using simple regression analysis. The research questions and hypotheses were analysed using inferential statistics such as simple regression analysis. The population comprised 197 librarians in universities of South-South, Nigeria. Questionnaire was used as instrument in addition to reliability using Cronbach Alpha to determine the internal consistency. The findings reveal that age, educational qualification and work experience contributed positively to career commitment and significantly predict career commitment of librarians. It was recommended that University management/librarianship should encourage young librarians while considering staff developmental training. In addition, experienced librarians are cautioned not to trivialize commitment. The study concludes that demographic factors significantly predicted career commitment.

Key word: Librarians, career commitment, demographic factors, questionnaire, Library users

1. INTRODUCTION

Librarians are professional staff in the library that ensures information resources are organised and made available for users. In other words, the involvement of librarians in any of the professional tasks such as book selection, cataloguing, answering of reference questions, or dealing with the complaints and concerns of clientele falls around commitment to librarianship as a career. In the working environment, one always sees the bond between workers and their organizations where their affection is measured in terms of employee performance and organizational offered policies and procedures. (Amune, 2015). Hence, career commitment was defined by Shiverick and Janelle (2009) as a way of the aligning employee's attitude to work with the goal of the organization. In other words, it is the extent to which the workers feel they are contributing positively to the maximum outcome of the organisation. Though there have been debates on the actual meaning of the term career commitment because the term career has to do with so many jobs over the course of a working life, and those who are not professionals can also demonstrate commitment to any of their chosen occupation. The term career commitment still means an individual's attitude to work in a chosen area/vocation (Chapman, 2013). In other words, career commitment involves the development of personal career goals and in

identifying with and been involved in the career. Similarly, Southgate (2005) defines career commitment, as the attitude of employees towards their profession or vocation. He further explained that career commitment is seen as what is not predictable and does not have limit/boundary; that is, employees may decide to change their profession/vocation for a number of times in their lifetime. The query is that, if an individual's career is so indefinite, how do you determine what the individual is actually committed to? Invariably, career commitment has to do with a person's commitment to a particular profession, such as librarianship, teaching and so on. (Alderton, 2016). Yusuf and Ilo (2012) stated that career commitment means the ability to work towards advancing individuals profession. That is, career commitment is the ability of employees to remain in their career and be effective in all areas to see that goals are achieved.

Studies have revealed that most times, commitment of librarians which might lead to the success in an organisation may be through some factors such as demographic. (Arogundade, Arogundade & Oladipo, 2014). Konya, Matic and Pavlovic (2016) define such factors demographic as the statistical measurement for a specific population and identifying with the quantifiable section in a given population. According to Konya, et al. (2016), demographic factors such as age, gender, educational qualification may have impact on the commitment of employees. Awoyemi and Odefadehan (2010) further stated that demographic variables such as age, gender, educational level, marital status, job tenure may bring about the commitment of librarians. Demographic variables (age, work experience and educational qualification) are considered in this research work as they are

some of the major factors to consider when librarians are being employed in the academic environment. These demographic factors may positively predict career commitment or negatively predict career commitment of librarians. For instance when considering age, one would expect that the younger librarians would be more committed to their career, also with experienced and highly educated librarian would be more committed to their career. This might not always be correct as observations and study has shown that the output of librarians in terms of information dissemination to users and their attitude to work generally is very poor. There is a poor usage of the library by clientele which could be as a result of poor development, poor response to clientele which cuts across human, material and information resources. Students often complain of negative attitude of librarians and as such they find it difficult to seek assistance from them in the library. These negative attitudes expressed by library users and librarians may be associated with some reasons such as the demographic factors such as age, work experience and educational qualification.

1.1 Objectives of the Study

The following objectives has been set to assess

1. how age predict career commitment of librarians in universities
2. how work experience predict of career commitment in universities
3. how educational qualification predict career commitment universities

1.2 Research Questions

1. How do age predict career commitment of librarians in universities
-

2. How do work experience predict career commitment of librarians in universities
3. How do educational qualification predict career commitment of librarians in universities

1.3 Hypotheses

1. Age do not significantly predict career commitment of librarians in universities in the Southern geopolitical zone of Nigeria.
2. Work experience do not significantly predict career commitment of librarians in universities in the Southern geopolitical zone of Nigeria.
3. Educational qualification do not significantly predict career commitment of librarians in universities in the Southern geopolitical zone of Nigeria.

2. REVIEW OF LITERATURE

Librarians are expected to work with the mission of the library as well as the institutions the libraries are attached. Popoola and Zaid (2008) view career commitment as the degree of dedication of employees to their chosen line of work or profession. In other words, it is the degree to which the employees feel they are contributing positively to their profession. Commitment to career is important issues that cannot be over emphasize but can be achieve with the aid of other factors such as demographic. According to Zhang (2014) demographic factors are important factors to consider when relating to career commitment. Demographic factors such as age, work experience and educational qualifications are variables that would affect an organization either positively or negatively. In any organization, the employees either young or old may decide to be

more committed to their career and whatsoever group (young or old) that decides to be committed will go a long way affecting the organization.

Some literatures have it that the young are more committed to their career while some stated that the old are more committed to their career. Konya, Maltic and Palvovic, (2016) stated that the older employees are more committed compared to younger employees. Also Noordin, Jusoff, Hamali and Haun (2008) supported the thought that as people age, they tend to be focused and stable in their career or occupation. Similarly, Jones, Zanko and Kriflik (2006) stated that age can positively predict commitment which implies that the old are more committed. This could be that the younger ones are easily enticed by higher salaries and greater responsibilities (Armstrong, 2012). In other words, the younger employees are ready to change jobs without any consideration than the older employees who tend to be more committed because they have a lot to consider before going out of their career (Adio & Popoola, 2010). Efanga, Ikpe and Idante (2014) in the same way noted that younger workers care more about the upfront remuneration and do not care much about the gain attached to the salary. Nwangi (2014) also stated that the older the employees, the more the tendency to place value on their career (Igbal 2010). In other words, the older group of people tend to be more committed because they cherish their career more than the younger ones. This is probably because, the older they are, the more time they have to evaluate their relationship and be more committed to their career. Other researchers have also emphasised that older employees are more committed to their career than the younger ones because of what they have invested in it (Adejuwon,

Aderogba & Adekeye,2015). Noordin, Jussof, Humali and Harun, (2013) also opined that as an individual invest time, other resources into a career and also get old, they tend to stick to that particular career in such a way that there will be no need for other career options because limited time is left to learn new skills that will be equivalent to their financial rewards. Adio and Popoola (2010) found that employees between the ages of 40-49 years were highly committed to their career while employees between ages 20-29 years had the lowest level of commitment.

On the contrary, Noordin, Jusoff, Hamali and Harun, (2008) noted that aged tend to plan their careers less. However, Southgate (2005) in his study reported that the young groups of employees (20-29) years old are more committed to their career than the oldest group of employees (50-59) years old. Southgate (2005) further explained that the young groups of employees are new in their careers and should be more committed as they aim to be stable and become responsible. For example, the young workers attach greater importance to advancement opportunities than the aged workers as such opportunities decline with age. Chughtai and Zafar (2006) also found that age does not significantly predict career commitment of teachers in Pakistan universities.

Work experience also influence career commitment of librarians positively or negatively. According to Animasahun and Oludemi (2013) working experience has always been viewed as a predictor of career commitment. Working experience is often used as standard criteria for recruitment purposes with the view that those with more years of experience in a given field are more likely to be committed and perform better.

This therefore means that those below ten years in the service, that are not committed, seem to have taken their career as a source of livelihood rather than a career path. Jones, Zanko and Kriflik (2006) reported that tenureship had a positive association to career commitment. It can be understood that the longer an individual stays in a career the more committed such individual.

On the other hand, some studies revealed that those with fewer years of experience are more committed to their career. According to Southgate (2005), it was reported that one could assume the years spent by employees in an organization determines how old they are. Hence, employees who have been with an organisation for fewer years probably have a longer period ahead of them to plan and think more about their careers than those who are about to end their employment (Oseil, Acquaaah, & Acheampong, 2015). In a similar way, Popoola and Oyewumi, (2006) also found that those with less experience have a strong will to their career commitment. This therefore indicates that those with fewer years of experience tend to be more committed to their career as they are still young and have a lot to cover and learn in the process. In a study conducted by Southgate, (2005), it was revealed that employees that are within 6-10 years of stay in their career are more committed. While those employees who had tenure of 21-25 years, were found to possess the lowest commitment scores. In other words, employees who have been with the organisation for a long period were found to plan and think less about their career. Animasahun and Oludemi (2013) also found that work experience as a demographic factor predicts career commitment of librarians

significantly.

Another demographic factor that is important and may also predict career commitment of librarian is educational qualification. The level of education attained may have a positive or negative influence on the commitment of librarians. Cheramie, Sturman and Walsh, (2007) stated that employees with higher levels of education, undertake more development activities and pay greater importance to hierarchical promotion than their counterparts at lower levels. This is an indication that when employees are highly educated, they tend to stay on their career because the more they go higher academically, the higher they become hierarchically and the higher the benefits attached. Although Efanga, Ikpe and Idante, (2014) aver that better educated employees are more likely to quit their career, in the same way Brown and Sargeant (2007) states that the more highly qualified individuals are always less committed because they have a greater number of alternative work opportunities. Huddleston, Good and Frazier (2002) reveal that as educational qualification increases, career commitment decreases. This definitely signifies that educated people tend to expect more from their career or employers and when their careers or employers are not meeting up to expectations, there might be decrease in commitment.

Carson and Carson (nd) explained how an individual graduate from library education programs, enters the vocation of librarianship in naivety, having unrealistic expectations about the world of work and ambitious about their ability to influence the functioning of the library by carrying out repetitive job duties as a way of being

committed to their career. In other words, the young graduate in library science are committed to their career as they give more time to their job in order to be knowledgeable in the profession. Carson and Carson (nd) further explained that librarians at midcareer have advanced in their responsibility and authority and by their late career, they are likely to assume those positions most instrumental in influencing the direction of the library and their profession. The understanding here is that employees tend not to be committed at this level because they feel they have reached the peak. In other words those who choose not to move up the traditional administrative hierarchy will likely use their expertise to influence junior colleagues through mentoring relationships. (Okurame, 2014). This indicates that the non- commitment of the highly educated could be attributed to the fact that the educated expect more in terms of promotion and financial benefits and most of these organisations are unable to meet up with the expectation and sustain it, hence the reduced commitment by the highly educated.

3. METHODS

The correlational survey was adopted for this study. A total number of 197 librarians in federal and state university libraries in South -South Nigeria made up the population for the study. The entire population was sampled because of its small size. The researcher used questionnaire to elicit information from the respondents and data were analyzed using inferential statistics such as simple regression analysis and multiple regression analysis for the hypothesis.

4. RESULT AND DISCUSSION

Research Question 1

How do age predict career commitment of librarians in universities?

Null Hypothesis 1

Librarians' ages in university libraries, do not significantly predict their career commitment.

Table 1: Regression analysis on librarians' ages in university libraries as predictor of their career commitment

Variable	R	R ²	R ² change	B	BETA	% variance added	Cal t	df	Pvalue	Remark
Age	.048	.002	-.003	-.565	-.048	0.3	0.67	191	0.506	NS

In table 2, it was observed that ages of the librarians in university libraries had Beta of -0.048. This indicates that age of the librarians in university libraries had contributed to -4.8 percent for their career commitment.

Also at 191 degree of freedom and 0.05 level of significance, the calculated t 0.67 with Pvalue 0.506 which is greater than the 0.05, the null hypothesis is accepted. Therefore, age of the librarians in university libraries do not significantly predict their career commitment.

This study revealed that age has contributed negatively to career commitment. This definitely indicates that the younger librarians are more committed to their career than the aged librarians in university in Southern Nigeria. This is in line with the study of Southgate (2005) that the youngest groups of employees had greater career commitment than the oldest group of employees. Southgate further explained that the younger employees are more committed to their career because they just started their careers with the aim to be stable and then become responsible for establishing family relations as well as a stable work structure. It is often expected of the young librarians to be more committed to their career because they are still on the learning process and they may want to acquire knowledge. The aged may not be ready to be committed to their career as they are close to retirement and they have learnt a lot on the job process. On the other hand, Jones, Zanko and Kriflik, (2006) discovered that age positively predicts career commitment, indicating that the old are more committed to their career. This is similar to the report from the study of Igbal (2010) that in some cases, the older employees are more committed than the younger employees.

The study also shows that age is not a significant predictor of career commitment of librarians in university libraries in Southern Nigeria. This finding is related to the findings of Chughtai and Zafar (2006) that age does not significantly predict career commitment. Although this finding disagrees with the report of Adio and Popoola (2010) whose study revealed that age predicts career commitment of librarians in federal universities in Nigeria. Logically, a probable source to such disparity may be traced to

location dissimilarity.

Research Question 2

How do work experience predict career commitment of librarians in universities

Null Hypothesis 2

Librarians' years of experience in university libraries do not significantly predict their career commitment.

Table 2: Regression analysis on librarians' year of experience in university libraries as predictor of their career commitment

Variable	R	R ²	R ² change	% variance added	B	BETA	Cal t	df	Pvalue	Remark	
Year of Experience	.171		.029	.024	2.4	-2.136	-.171	-2.395	191	.018	S

In table 2 it was observed that years of experience of the librarians in university libraries had Beta of -0.171. This indicates that years of experience of the librarians in university libraries had contributed to -17.1 percent for their career commitment.

Also at 191 degree of freedom and 0.05 level of significance, the calculated t 2.40 with Pvalue 0.018 which is less than the 0.05, the null hypothesis is rejected. Therefore, years of experience of librarians in university libraries significantly predict their career commitment.

Table two revealed that work experience of librarians contributes negatively to career commitment. In other words, as librarians stay on their career for a longer period, they tend to be less committed. A clear revelation of this may be that as librarians become experienced/acquire knowledge, the tendency to trivialise commitment increases. In

support of this finding, Oseil, Acquah and Acheampong, (2015) stated that, with the number of years spent on a career, the employees who have been in a company for fewer years definitely have a longer career term ahead of them and tend to be more committed; therefore, they would plan and think more about their career than someone who is close to the end of their employment. Similarly, the findings of Southgate (2005) revealed that, employees with few years of work experience are more committed than those with more years of work experience. Also, Popoola and Oyewumi (2006) found that those with lesser experience have stronger career commitment. However, Jones, Zanko and Kriflik (2006) discovered that years of experience contributed positively to career commitment and it was interpreted as, the longer an individual has stayed on a career, the more committed such individual will be.

The study also revealed that work experience is a significant predictor of career commitment of librarians in universities in Southern geopolitical zone of Nigeria. This finding is similar or in line with the report of Adio and Popoola (2010) that years of experience significantly predicts career commitment of librarians in federal universities in Nigeria. In a similar report, Animasahun and Oludemi (2013) also found that work experience as a demographic factor predicts career commitment significantly. the librarians in university libraries significantly predict their career commitment.

Research Question 3

How do educational qualification predicts career commitment of librarians in universities

Null Hypothesis 3

Librarians' educational qualifications in university libraries do not significantly predict their career commitment.

Table 3: Regression analysis on the librarians' educational qualifications in university libraries, as predictor of their career commitment

Variable	R	R ²	R ² change	% variance added	B	BETA	Cal t	df	Pvalue	Remark
Edu. Qualification	.136	.018	.013	1.3	1.196	.136	1.894	191	.060	NS

Table 3 reveals that educational qualifications of the librarians in university libraries had Beta of 0.136. This indicates that educational qualifications of the librarians in university libraries had contributed to 13.6 percent for their career commitment.

Also at 191 degree of freedom and 0.05 level of significance, the calculated t value was 1.89 with Pvalue 0.060 which is greater than the 0.05, the null hypothesis is accepted. Therefore, educational qualifications of the librarians in university libraries do not significantly predict their career commitment.

This study revealed that educational qualification has contributed positively to career commitment of librarians. That is, as librarians grow academically on their career, they tend to be more committed. This is similar to the reports from the study of Cheramie, Sturman and Walsh, (2007) that employees who are highly educated undertake more developmental strides and pay greater importance to hierarchical promotion than those with lower levels. This is an indication that when employees are highly educated, they tend to be more committed to their career. This may be that, librarians' expectations from their career or employers as highly educated are made available. In other words,

they are meeting up to expectation in their various careers academically in terms of promotion, motivations, and lots of other benefits. On the contrary, Huddleston, Good and Frazier, (2002) observed that as educational qualification increases, career commitment decreases which definitely means that educated people tend to expect more from their career or employers and when careers or employers are not meeting up to expectations, there might be decrease in commitment. The study also shows that educational qualification does not significantly predict career commitment of librarians in universities in South-South, Nigeria.

5. CONCLUSION AND RECOMMENDATION

Commitment to career is a variable that cannot be overemphasized base on its importance in any organization. This led to considering some factors that will lead to the achievement of the term commitment. Demographic factors of librarians such as age, work experience and educational qualification were considered and the study concludes that some of the demographic factors do not significantly predict career commitment.

The study recommends that University management and university librarians should ensure that while considering staff-based developmental training on career commitment, the young librarians should be treated with utmost interest.

Librarians who are experienced should be cautioned not to trivialise their commitment and educational qualification should also be a major factor to be considered by the university management and university librarians in terms of commitment to career

since it is a positive contributor to career commitment.

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Conflict of Interest

Non was declared

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Appendix

Statistics details

Table 4 Frequency of retrieved response

		Age	Year of Experience	Edu. Qualification	Work Motivation	Career Commitment
N	Valid	193	193	193	193	193
	Missing	0	0	0	0	0

Table 5 Age of response

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20 to 45	96	49.7	49.7	49.7
	46 to 70	97	50.3	50.3	100.0
	Total	193	100.0	100.0	

Table 6 Year of Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 to 17	130	67.4	67.4	67.4
	18 to 35	63	32.6	32.6	100.0
	Total	193	100.0	100.0	

Table 7 Educational Qualification

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BSL/BSC	72	37.3	37.3	37.3
	MLS/MSC	96	49.7	49.7	87.0
	PHD	25	13.0	13.0	100.0
	Total	193	100.0	100.0	

Model Summary applied

Table 8 Age of response as predictor

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.048 ^a	.002	-.003	5.88938

a. Predictors: (Constant), Age

ANOVA^a

Table 9 Age and Career Commitment as predictor

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	15.401	1	15.401	.444	.506 ^b
	Residual	6624.786	191	34.685		
	Total	6640.187	192			

a. Dependent Variable: Career Commitment

b. Predictors: (Constant), Age

Table 10 Coefficient^a of Predictor

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	53.367	1.343		39.747	.000
	Age	-.565	.848	-.048	-.666	.506

a. Dependent Variable: Career Commitment

Table 11 Model Summary year of Experience

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.171 ^a	.029	.024	5.80962

a. Predictors: (Constant), Year of Experience

Table 12 ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	193.614	1	193.614	5.736	.018 ^b
	Residual	6446.572	191	33.752		
	Total	6640.187	192			

a. Dependent Variable: Career Commitment

b. Predictors: (Constant), Year of Experience

Table 13 Model Summary for Educational qualification

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.136 ^a	.018	.013	5.84160

a. Predictors: (Constant), Edu. Qualification

Table 14 ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	122.448	1	122.448	3.588	.060 ^b
	Residual	6517.738	191	34.124		
	Total	6640.187	192			

a. Dependent Variable: Career Commitment

b. Predictors: (Constant), Edu. Qualification
