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LIBRARY INFORMATION RESOURCES AND SERVICES UTILIZATION AS CORRELATES OF CREATIVITY OF SENIOR ADMINISTRATIVE STAFF OF POLYTECHNICS IN SOUTH WEST, NIGERIA

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ABSTRACT

Preliminary investigation into our institutions of higher learning revealed an ugly situation characterized by regular students' unrest and even unnecessary labour agitations resulting in occasional closure of the institutions, polytechnics inclusive.

This unhealthy situation provides an important background for undertaking a research on the effect of library information resources and services utilization on the creativity of the people in charge of the institutions' affairs. This study therefore looked into the library information resources and services utilization as correlates of creativity of senior administrative staff of polytechnics in South-west, Nigeria. A single stage random sampling technique was adopted to draw a sample size of 302 from 16 institutions out of 24 privately and publicly owned polytechnics that constituted the population of 421 senior administrative staff in the studied geo-political zone. This translated to 66.67 percent of the institutions under study and which is representative enough. Questionnaire was the appropriate instrument used to elicit information from the respondents. Copies of questionnaire were therefore administered on the 302 senior administrative staff sampled out of which 280 responded and found valid for analysis. This puts response rate at 92.7 percent.

The study found that library information resources and services utilization had significant joint effect on the creativity of the respondents. It was further found that library information resources and services utilization were good predictors of creativity of the respondents. The study further revealed that the constraints to library information resources and services utilization were mainly erratic power supply, inadequate information and communication technologies, poor maintenance culture, inadequate funding and low bandwidth of internet access.

The study then recommended a number of measures.

Key words: Library Information Resources, Library Information Services, Creativity, Senior Administrative Staff of polytechnics.

Introduction

Creativity is the quality or ability to make or bring into existence something new. Creativity, according to Amabile (1996), refers to the production of new and useful ideas by an individual or a small group of individuals working together. Creativity is the ability to see the same thing as everybody else but think of something different from the others, the ability of problem solving (Kachru, 2006). George (2011) asserted that creativity among managers is such a pressing organizational concern that many organizations hire outside experts to help them develop programmes to train their managers in the art of creative thinking and problem solving. Employees such as Senior Administrative Staff of Polytechnics in south-west, Nigeria must be given an enabling environment to be creative and contribute to the development of the organization vis-à-vis the organizational goals and objectives. To promote creativity at individual level, George believed that people must be given the opportunity and freedom to generate new ideas, and that creativity results when employees have an opportunity to experiment, to take risk, and to make mistakes and learn from them.

EUA (2007) posited that institutional creativity refers to the conditions promoting creative organizations. To promote creativity among senior administrative staff of polytechnics in south-west, Nigeria at individual and organization levels both the managements and the employees must share the aspiration and have faith in the EUA (2009) that creativity does not only depend on the characteristics of the individuals involved, but does demand work, commitment and is a conscious choice made by the institutional community. Here, the most important condition for institutional creativity in our polytechnics is the attitude of the institutional management and leadership.

Senior Administrative Staff of polytechnics in south-west, Nigeria as the drivers of the goals of polytechnic education should be given an opportunity to contribute to the progress of their organizations. They should be given autonomy to display their tacit knowledge. It is believed that employees would be creative when their work is intellectually challenging; and when they are given a high level of autonomy and control over their own work.

The senior administrative staff of polytechnics in south-west, Nigerian are the class of non-teaching staff who assist in policy formulation and implement government policies and management directives aimed at ensuring conducive teaching and learning environment. They

belong to the category of employees in higher institutions of learning who do not engage in direct teaching of students. To achieve institutional objectives and to realize the visions and missions of the polytechnics they require well trained, highly skilled and seasoned administrators. The senior administrative staff of polytechnics constitutes the bedrock upon which the running and management of the polytechnic education revolve upon for the realization of its goals. The professionals that constitute the senior administrative staff otherwise known as senior non teaching staff of polytechnics are the various cadres in the Registry Department, Accountants, Auditors and Stores/Procurement Officers in the Bursary Department, Engineers, Planners and Technical Officers in the Works/Maintenance and Physical Planning Units, Medical staff in the Medical Centres. For the purpose of this research work, the senior administrative staff of polytechnics in South-west, Nigeria is concerned with the registrar cadre alone. There is no doubt the fact that the other categories of non-teaching staff do carry out administrative job, but the fact remains that the major administrative job of the various institutions revolve round the core administrators who belong to the registrar cadre. These set of officers operate at all levels across all areas of the institutions where they are employed.

The senior administrative staff by all standards are managers of their respective institutions.

Library Information Resources Utilization and Creativity of Senior Administrative Staff of Polytechnics in South-West, Nigeria

The essence and function of information is to adequately equip the information seekers to make right decisions among the alternative choices. Ajala (2004) reported in Adekunmisi (2005) opined that for information to be valuable and meaningful, it should be accurate, timely, relevant, reliable, verifiable, understandable and complete. Any item of information that meets these characteristics will surely be an asset to the senior administrative staff of polytechnics in south-west, Nigeria to help them in the process of decision making as policy formulators and implementers. Popoola (2007) quoted in Nnadozie (2008) reported that adequate utilization of information resources enhances job performance among high ranking government officials. The position occupied, and job performed, by employees necessitate, and sometimes influence, their quest for and utilization of various information sources (Nnadozie, 2008).

Several factors determine the use of information resources in different organizations. Uhegbu (2007) agreed that demand for and utilization of information is a product of factors such as research, job performance, examination, leisure/recreation, problem solving, awareness and education. The information seeking behaviours of senior administrative staff of polytechnics in south-west, Nigeria fall within the ambit of the Uhegbu's position above. This means that utilization of library resources by the senior administrative staff of polytechnics in south-west, Nigeria will be for purpose of enhancing their job performance either through in-depth research; recreational reading; need for awareness; solutions to official and personal problem; need for training and retraining programmes (staff development) for the purpose of discharging their responsibilities. Library resources which senior administrative staff of polytechnics could utilize to enhance their job performance and creativity include resources identified by Popoola and Haliso (2009) as those information bearing materials that are in both printed and electronic formats such as textbooks, journals, indexes, abstracts, newspapers and magazines, reports, CD-ROM databases, Internet/E-mail, videotapes/cassettes, diskettes, magnetic disk, computers, microforms, etc.

The advent of Internet access in the academic libraries which facilitates speedy and easy access to unlimited information from different sources has clearly helped to transform the level of access by users. The Internet is an information resource which brings a wide range of materials from around the world to the user. The emergence of electronic information resources which pervaded all human endeavours, no doubt, has tremendously changed face of information handling and management in academic environments. Ellis and Oldman (2005) quoted in Gakibayo, Ikoja-Odongo and Okello-Obura (2013) noted that through the use of electronic resources, researchers and students now have access to global information resources, particularly the Internet for their scholarly intercourse. There is abundant opportunity in terms of resources available to all library patrons including the senior administrative staff of polytechnics in south-west, Nigeria for appropriate research to enhance their productivity and promote creativity at both individual and organizational levels.

Senior administrative staff of polytechnics in south-west, Nigeria as members of academic community should utilize library resources to carry out independent studies pertaining to their official business conduct or topical issues of interest. Such official conducts otherwise known as schedules, according to NBTE Revised Scheme of Service (2013) include but not limited to

general administration of human and material resources (staff and students inclusive), collection and analysis of administrative data and reports, maintaining and keeping custody of statutory records and documents, servicing statutory committees such as Academic Board and Governing Council etc.

Library Information Services Utilization and Creativity of Senior Administrative Staff of Polytechnics in South-West, Nigeria

Emphasizing the crucial function of a library to its clientele, Lihitkar and Rajyalakshmi (2009) argued that one of the main goals of any information system – library inclusive, is to provide pinpointed, exhaustive, and expeditious information service to its users. Popoola and Haliso (2009) viewed Library information services as the activities that libraries and their personnel render to meet the information needs of their users. Academic libraries are repository of knowledge where services like internet service, current awareness service, selective dissemination of information, reprographic service, bindery services, indexing and abstracting service, circulation of library information resources, CD-ROM database search, bindery, word-processing etc are rendered to clients of the library. However, users' satisfaction of these services which is the ultimate goal of today's information professionals depends to a large extent on the efficiency and effectiveness of libraries and their personnel. For Library to provide effective information services to support teaching, learning and research, it must endeavour to have adequate information resources and manned by knowledgeable information professionals. For personnel to properly fit in, Issak (2000) reported in Obinyan, Obinyan, and Aidenoji (2011) advocated the training and retraining of library personnel on a regular basis in order for them to stay relevant to the needs of their communities. Ramesha and Kumbar (2004) believed the quality of library collection has a direct bearing on qualitative service and user satisfaction as collection development not only helps in catering for the needs, but to build a coherent and reliable collection over a number of years, to meet the objectives of the library service. For academic libraries to provide adequate and qualitative services, there is need for the library to have relevant and quality information resources in both print and electronic format. No wonder Popoola and Haliso believed that if an academic library is to provide effective information services to support teaching and research, it must have adequate information resources and sufficient highly skilled information professionals. The use of library information resources and

services to engender creativity of senior administrative staff of polytechnics is also a function of the effectiveness of the library professionals.

Olalude (2007) also agreed that the Internet facility is a powerful and efficient tool for searching, retrieving and disseminating information. The positive impact of the ICTs on library services is directly proportional to the benefits derivable by library users themselves. The accruing benefits to the society are so enormous that there is no sphere of life without the internet application. Other basic services provided by library to their users, according to Ramesha and Kumbar include circulation of reading materials, reading room facility, home lending service, inter-library service, document delivery service, consultation of catalogues/OPACs, etc, but emphasized that the role of librarian is most crucial and important.

Constraints to Information Resources and Services Utilization of Senior Administrative Staff of Polytechnics in South-West, Nigeria

It has been observed in the statement of problem to this research effort that senior administrative staff of polytechnics in south-west, Nigeria because of their tight schedules do not visit libraries regularly to enable them utilize library information resources and services. There are other cogent factors, either from the end of service providers, users or due to environmental factors, which serve as constraints to utilization of library information resources and services by the senior administrative staff of polytechnics in south-west, Nigeria. Omotosho and Okiki (2012) agreed that inadequate funding is the major challenge faced by the library staff in the provision of effective library services to users. The effect of this is that the library users including senior administrative staff are not likely to be attracted to access library resources and services.

Many users are not aware of the various services being offered by libraries and the comfort and convenience associated with such services. To address the problem of lack of adequate awareness of library services, Tella and Ojo (2012) observed that one of the goals of library and information centers is to satisfy their users. In order to achieve this aim, library and information centers need to know what the needs of their users are, and how best to meet those needs.

Khan (2011) observed that lack of user training, trained staff and lack of maintenance are the major reasons that would discourage users from accessing the CD-ROM database services.

Mirtz (2010) and Ojedokun (2000) both quoted in Bhatti & Jumani (2012), identified the problems faced by the libraries and their patrons and which needed to be addressed as inadequate funding; inadequate staffing; insufficient communication between various departments and librarians; users' lack of information literacy skills; inadequate copies of library materials for users; and lack of enabling infrastructure including IT infrastructure; insufficient information resources; insufficient OPAC and Internet terminals; outdated materials; mutilated books and long service queues; missing books, unreliable photocopying services and unfriendly security personnel.

Observing the challenges from the user's perspective, Okello-Obura & Ikoja-Odongo (2010) on their own noted that attitudes towards e-resources access is a constraint and believed this could be attributed to problems faced when accessing e-resources. Agaba, Kigongo-Bukenya and Nyumba (2008) noted inadequacy of facilities for use by users, research library inability to stay connected to the Internet in this ICT age, poor computer communication systems and poor bandwidth leading to poor utilization of these resources were some of the constraints to library information resources and services utilization.

Gwang (2011) identified challenges associated with the provision of library and information services to Nigerians in the 21st Century, which included the nature of professional practice described as passive, reactive, and assertive.

Statement of the Problem

It has been noted with great concern the low level of creativity among the senior administrative staff of polytechnics in south-west, Nigeria. The attendant implication of their poor creativity had impacted negatively on the academic and working life of the various institutions thereby threatening the vision and mission of the polytechnics education in Nigeria. This resulted in frequent students' unrest and unnecessary occasional workers' agitations due to poor implementation of management/government directives. Their advisory role and inputs towards policy formulation at the tertiary level is weak and faulty to the extent that the process of creating enabling environment for students and workers to operate in an atmosphere devoid of rancour and acrimony is being thwarted due to their poor creativity.

The senior administrative staff of polytechnics in south-west, Nigeria are busy to the extent that they do not visit libraries regularly to utilize library information resources and services that could possibly improve their level of creativity. An investigation into the available library information resources and services that could be utilized by the senior administrative staff of polytechnics in south-west, Nigeria that could contribute positively towards high level of creativity to improve their operational efficiency and effectiveness becomes imperative. Therefore this research is set out to investigate library information resources and services utilisation as correlates of creativity of senior administrative staff of polytechnics in south-west, Nigeria.

Objectives of the Study

The main objective of this study is to investigate the library information resources and services utilization as correlates of creativity of senior administrative staff of polytechnics in south-west, Nigeria. The specific objectives are to:

- (1) find out the library information resources utilized by the senior administrative staff of polytechnics in south-west, Nigeria;
- (2) establish the library information services available to the senior administrative staff of polytechnics in south-west, Nigeria;
- (3) examine the level of creativity of the senior administrative staff of polytechnics in south-west, Nigeria;
- (4) identify the constraints to library information resources and services utilization by the senior administrative staff of polytechnics in south-west, Nigeria; and
- (5) know if library information resources and services utilization will predict the creativity of senior administrative staff of polytechnics in south west, Nigeria.

METHODOLOGY

The descriptive research design of survey type was adopted for this study. The study population comprised 421 senior administrative staff of polytechnics in South-west, Nigeria. Single stage random sampling technique was used to select a total sample size of 302 from 421 senior administrative staff. Out of the twenty four institutions constituting the population of the

study with 421 respondents, 16 polytechnics representing over 65% of the institutions that translate to 302 respondents representing more than 71% of the population were used. The questionnaire was designed into four sections. Section ‘A’ covers the personal data of the respondents such as name, sex, age, marital status, highest educational qualification and the present position. Section ‘B’ deals with library information resources utilization by the respondents. It is a 16-item that Popoola and Haliso (2009) described as information bearing materials that are in both printed and electronic formats. It has a reliability coefficient of 0.83 using Cronbach-Alpha method. Section ‘C’ deals with library information services utilization by the respondents which are items that Popoola and Haliso (2009) described as activities that libraries and their personnel render to meet the information needs of their users. It has a reliability coefficient of 0.92 using Cronbach-Alpha method. Section ‘D’ deals with the creativity of the respondents. It is a 16-item creativity quiz or scale designed to measure how creative the respondents were. It was developed by Mind Tools Corporate – a UK based Training and Development Managers. It has a reliability coefficient of 0.74 using Cronbach-Alpha method. The overall reliability coefficient of all the scales was 0.91 using Cronbach-Alpha method.

The copies of the questionnaire were administered on 302 respondents. 280 copies of the questionnaire were retrieved and found valid which gave a response rate of 92.7 percent. The response rate was achieved through the support and assistance of members of a professional body that I belonged – Association of Professional Secretarial Staff of Nigeria which had members in various institutions, polytechnics inclusive and whom I couriered the questionnaire to and who properly administered, monitored, collected and sent it back to me.

Table 1: Demographic Characteristics of the Respondents

Sex	Frequency	Percentage
Male	178	63.6
Female	102	36.4
Total	280	100.0
Age		

20 - 29 years	21	7.5
30 - 39 years	99	35.4
Above 40 years	160	57.1
Total	280	100.0
Marital Status		
Single	51	18.2
Married	229	81.8
Total	280	100.0
Highest Educational Qualification		
B.sc	165	58.9
Masters	102	36.4.
Ph.D	10	3.6
Others	3	1.1
Total	280	100.0
Rank		
Registrars	2	0.7
Deputy Registrars	23	8.2
Principal Assistant Registrars	40	14.3
Senior Assistant Registrars	48	17.2
Assistant Registrars	41	14.6
Administrative Officers 1	65	23.2
Administrative Officers 11	61	21.8
Total	280	100.00

THE RESULTS

The distribution of the respondents by gender revealed that 178 (63.6%) were males while 102 (36.4%) were females. Out of the 280 respondents, 21(7.5%) were aged 20 - 29 years; 99 (35.4%) were aged 30 - 39 years while 160 (57.1%) were above 40 years. The marital status of the respondents showed that 51 (18.2%) were single while 229 (81.8%) were married. Also

the highest educational qualification of the respondents showed that 165 (58.9%) possessed Bachelor degree certificate; 102 (36.4%) possessed Masters Degree certificate; 10 (3.6%) possessed doctoral degree; and 3 (1.1%) possessed other qualification which was not disclosed in the study. The distribution of the ranks of the respondents showed that 2 (0.7%) were registrars; 23 (8.2%) were Deputy Registrar; 40 (14.3%) were Principal Assistant Registrars; 48 (17.2%) were Senior Assistant Registrars; 41 (14.6%) were Assistant Registrars; 65 (23.2%) were Administrative Officers 1; and 61 (21.8%) were Administrative Officers 11.

Research Question 1: What are the Library information resources utilized by the senior administrative staff of Polytechnics in South-west, Nigeria?

Table 2: Table showing the rating of items on Library Information Resources utilization by senior administrative staff of Polytechnics.

S/N	Statement	U	D	SD	A	SA	Mean	SD
1	Books	11 3.9%	6 2.1%	9 3.2%	117 41.8%	137 48.9%	4.30	.94
2	Government documents	19 6.8%	3 1.1%	14 5.0%	108 38.6%	136 48.6%	4.21	1.07
3	Dictionaries	16 5.7%	9 3.2%	13 4.6%	109 38.9%	133 47.5%	4.19	1.06
4	Newspaper/Magazines	18 6.4%	12 4.3%	16 5.7%	113 40.4%	121 43.2%	4.10	1.11
5	Internet/CD-ROM/Databases	16 5.7%	5 1.8%	32 11.4%	149 53.2%	78 27.9%	3.96	.99
6	Journals	24 8.6%	10 3.6%	36 12.9%	135 48.2%	75 26.8%	3.81	1.13
7	Directories/Handbooks	27 9.6%	12 4.3%	35 12.5%	136 48.6%	70 25.0%	3.75	1.16
8	Conference proceedings	31 11.1%	10 3.6%	28 10.0%	142 50.7%	69 24.6%	3.74	1.19
9	Encyclopedias	29 10.4%	21 7.5%	45 16.1%	118 42.1%	67 23.9%	3.62	1.22
10	Statistical publications	31 11.1%	14 5.0%	49 17.5%	125 44.6%	61 21.8%	3.61	1.20
11	Technical reports	37	18	46	114	65	3.54	1.28

		13.2%	6.4%	16.4%	40.7%	23.2%		
12	Abstracts/Indexes	40 14.3%	31 11.1%	23 8.2%	125 44.6%	61 21.8%	3.49	1.33
13	Library staff	42 15.0%	21 7.5%	48 17.1%	119 42.5%	50 17.9%	3.41	1.29
14	Audio-Visual	40 14.3%	27 9.6%	54 19.3%	99 35.4%	60 21.4%	3.40	1.31
15	Theses/Dissertation	39 13.9%	38 13.6%	38 13.6%	121 43.2%	44 15.7%	3.33	1.28
16	Atlases/Maps	51 18.2%	28 10.0%	74 26.4%	93 33.2%	34 12.1%	3.11	1.28

The rating of items on Library Information Resources utilisation by senior administrative staff of Polytechnics is as follows:

Books (Mean =4.30) ranked highest in the mean score rating and was followed by Government documents (Mean =4.21), Dictionaries (Mean =4.19), Newspaper/Magazines (Mean =4.10), Internet/CD-ROM/Databases (Mean =3.96), Journals (Mean =3.81), Directories/Handbooks (Mean =3.75), Conference proceedings (Mean =3.74), Encyclopedias (Mean =3.62), Statistical publications (Mean =3.61), Technical reports (Mean =3.54), Abstracts/Indexes (Mean =3.49), Library staff (Mean =3.41), Audio-Visual (Mean =3.40), Theses/Dissertation (Mean =3.33) and lastly followed by Atlases/Maps (Mean =3.11).

Research Question 2: What are the Library Information Services available to the senior administrative staff of Polytechnics in South-west, Nigeria?

Table 3: Table showing the rating of items on Library Information Service availability to the senior administrative staff of Polytechnics.

S/N	Statement	U	D	SD	A	SA	Mean	SD
1	Computer word processing	17 6.1%	7 2.5%	8 2.9%	165 58.9%	83 29.6%	4.04	.99
2	Internet/e-mailing	24 8.6%	11 3.9%	12 4.3%	143 51.1%	90 32.1%	3.94	1.14
3	Reprographic service	30	14	26	133	77	3.76	1.22

		10.7%	5.0%	9.3%	47.5%	27.5%		
4	CD-ROM Database searching	35 12.5%	21 7.5%	25 8.9%	124 44.3%	75 26.8%	3.65	1.29
5	Audio-visual services	33 11.8%	18 6.4%	28 10.0%	138 49.3%	63 22.5%	3.64	1.23
6	Bindery and microfilming	39 13.9%	21 7.5%	31 11.1%	140 50.0%	49 17.5%	3.50	1.26
7	Referral service	39 13.9%	28 10.0%	43 15.4%	108 38.6%	62 22.1%	3.45	1.32
8	Current awareness services	45 16.1%	41 14.6%	27 9.6%	97 34.6%	70 25.0%	3.38	1.41
9	Document delivery loaning	56 20.0%	23 8.2%	41 14.6%	96 34.3%	64 22.9%	3.32	1.43
10	Statistical data analysis	52 18.6%	29 10.4%	38 13.6%	112 40.0%	49 17.5%	3.27	1.37
11	Indexing and abstracting	40 14.3%	55 19.6%	28 10.0%	103 36.8%	54 19.3%	3.27	1.36
12	User education	54 19.3%	42 15.0%	22 7.9%	110 39.3%	52 18.6%	3.23	1.42
13	Selective dissemination of information	42 15.0%	57 20.4%	44 15.7%	85 30.4%	52 18.6%	3.17	1.35
14	Bibliographic compilation service	57 20.4%	53 18.9%	35 12.5%	85 30.4%	50 17.9%	3.06	1.42
15	Consortium service(Inter-library loan)	58 20.7%	56 20.0%	38 13.6%	83 29.6%	45 16.1%	3.00	1.41

The rating of items on Library Information Service availability to the senior administrative staff of Polytechnics is as follows:-

Computer word processing (Mean =4.04) ranked highest in the mean score rating and was followed by Internet/e-mailing (Mean =3.94), Reprographic service (Mean =3.76), CD-ROM Database searching (Mean =3.65), Audio- visual services (Mean =3.64), Bindery and microfilming (Mean =3.50), Referral service (Mean =3.45), Current awareness services (Mean =3.38), Document delivery loaning (Mean =3.32), Statistical data analysis (Mean =3.27), Indexing and abstracting (Mean =3.27), User education (Mean =3.23), Selective dissemination of information (Mean =3.17), Bibliographic compilation service (Mean =3.06) and lastly followed by Consortium service (Inter-library loan) (Mean =3.00).

Research Question 3: What are the Levels of Creativity of the senior administrative staff of Polytechnics in South-west, Nigeria?

Table 4: Table showing the rating of items on Creativity of the senior administrative staff of Polytechnics.

S\N	Statement	U	D	SD	A	SA	Mean	SD
1	I'm busy, as soon as I have a good idea I move forward with implementation.	10 3.6%	4 1.4%	9 3.2%	131 46.8%	126 45.0%	4.28	.89
2	I always look for the causes of problems so that I can understand what's really going on	7 2.5%	5 1.8%	8 2.9%	149 53.2%	111 39.6%	4.26	.81
3	When gathering information about an issue, I explore solutions that have worked elsewhere in the past.	6 2.1%	3 1.1%	23 8.2%	132 47.1%	116 41.4%	4.25	.82
4	I gather information from a wide variety of sources to stay current with what's happening in my field of work.	9 3.2%	3 1.1%	9 3.2%	150 53.6%	109 38.9%	4.24	.84
5	I look for things in my environment to inspire me to find new interpretations of	9 3.2%	3 1.1%	18 6.4%	150 53.6%	100 35.7%	4.18	.85

	problems,							
6	Creative people should specialize in coming up with lots of ideas, other people should then implement these.	8 2.9%	11 3.9%	24 8.6%	128 45.7%	109 38.9%	4.14	.93
7	I focus on issues that are important right now, preferring to worry about future problems as they arise.	7 2.5%	13 4.6%	21 7.5%	134 47.9%	105 37.5%	4.13	.92
8	When solving a problem, I try to rethink my current understanding of an issue to develop a deeper insight into it.	19 6.8%	11 3.9%	-	159 56.8%	91 32.5%	4.08	.99
9	When I generate ideas, I evaluate them and I quickly discard ideas that I don't like.	9 3.2%	9 3.2%	29 10.4 %	144 51.4%	89 31.8%	4.05	.92
10	I take time to investigate how things are working, even when there are no current problems.	15 5.4%	7 2.5%	14 5.0%	159 56.8%	85 30.4%	4.04	.97
11	I see problems, complaints. And bottlenecks as opportunities rather than as issues.	14 5.0%	13 4.6%	20 7.1%	139 49.6%	94 33.6%	4.02	1.02
12	I'm confident that I can develop creative ideas to solve problems, and I'm motivated to implement solutions.	13 4.6%	16 5.7%	20 7.1%	144 54.4%	87 31.1%	3.99	1.02
13	If have a problem, I allow myself to back off active problem solving, and I create some mental distance between myself and the issue.	22 7.9%	43 15.4 %	63 22.5 %	99 35.4%	53 18.9%	3.42	1.19

14	I often ignore good ideas because I don't have the resources to implement them.	10 3.6%	49 17.5 %	113 40.4 %	68 24.3%	40 14.3%	3.28	1.03
15	I find problems and issues distracting. They cause me to lose focus on my real work	15 5.4%	69 24.6 %	88 31.4 %	56 20.0%	52 18.6%	3.22	1.17
16	When I'm coming up with ideas, I find myself using phrases like "we can't" or "we don't".	15 5.4%	83 29.6 %	84 30.0 %	64 22.9%	34 12.1%	3.07	1.11

The rating of items on Creativity of the senior administrative staff of Polytechnics is as follows:-

I'm busy, As soon as I have a good idea. I move forward with implementation (Mean =4.28) ranked highest in the mean score rating and was followed by I always look for the causes of problems, so that I can understand what's really going on, (Mean =4.26), When gathering information about an issue, I explore solutions that have worked elsewhere in the past. (Mean =4.25), I gather information from a wide variety of sources to stay current with what's happening in my field of work. (Mean =4.24), I look for things in my environment to inspire me to find new interpretations of problems, (Mean =4.18), Creative people should specialize in coming up with lots of ideas. Other people should then implement these. (Mean =4.14), I focus on issues that are important right now, preferring to worry about future problems. As they arise. (Mean =4.13), When solving a problem. I try to rethink my current understanding of an issue to develop a deeper insight into it. (Mean =4.08), When I generate Ideas, I evaluate them and I quickly discard ideas that I don't like. (Mean =4.05), I take time to investigate how things are working, even when there are no current problems. (Mean =4.04), I see problems, complaints, and bottlenecks as opportunities rather than as issues. (Mean =4.02), I'm confident that I can develop creative ideas to solve problems, and I'm motivated to implement solutions. (Mean =3.99), If have a problem, I allow myself to back off active problem solving, and I create some mental distance between myself and the issue. (Mean =3.42), I often ignore good ideas because I don't have the resources to implement them. (Mean =3.28), I find problems and issues distracting.

They cause me to lose focus on my real work (Mean =3.22) and lastly followed by When I'm coming up with ideas, I find myself using phrases like "we can't" or "we don't". (Mean =3.07).

Research Question 4: What are the constraints to Library information resources and services utilization by the senior administrative staff of Polytechnics in South-west, Nigeria?

Table 5: Table showing the rating of the Constraints to Utilisation of Library Information Resources and Services.

S/ N	Statement	U	D	SD	A	SA	Mean	SD
1	Erratic power supply	14 5.0%	6 2.1%	18 6.4%	121 43.2%	121 43.2%	4.17	1.00
2	Inadequate information and Communication technology (ICT)	13 4.6%	7 2.5%	21 7.5%	138 49.3%	101 36.1%	4.10	.97
3	Poor maintenance culture	15 5.4%	12 4.3%	24 8.6%	122 43.6%	107 38.2%	4.05	1.06
4	Inadequate funding	23 8.2%	7 2.5%	23 8.2%	117 41.8%	110 39.3%	4.01	1.15
5	Low bandwidth of internet access	19 6.8%	15 5.4%	26 9.3%	135 48.2%	85 30.4%	3.90	1.10
6	High cost of information materials	14 5.0%	31 11.1%	29 10.4%	103 36.8%	103 36.8%	3.89	1.17
7	Information literacy	21 7.5%	19 6.8%	25 8.9%	125 44.6%	90 32.1%	3.87	1.16
8	Distance	12 4.3%	21 7.5%	42 15.0%	131 46.8%	74 26.4%	3.84	1.04
9	Lack of awareness	16 5.7%	18 6.4%	43 15.4%	123 43.9%	80 28.6%	3.83	1.09
10	Lack of time	13 4.6%	28 10.0%	50 17.9%	120 42.9%	69 24.6%	3.73	1.08
11	Lack of interest	26	32	41	115	66	3.58	1.23

		9.3%	11.4%	14.6%	41.1%	23.6%		
12	Language barrier	17	46	42	115	60	3.55	1.17
		6.1%	16.4%	15.0%	41.1%	21.4%		

The rating of the Constraints to Utilization of Library Information Resources and Services is as shown below;

Erratic power supply (Mean =4.17) ranked highest in the mean score rating and was followed by Inadequate information and Communication technology (ICT) (Mean =4.10), Poor maintenance culture (Mean =4.05), Inadequate funding (Mean =4.01), Low bandwidth of internet access (Mean =3.90), High cost of information materials (Mean =3.89), Information literacy (Mean =3.87), Distance (Mean =3.84), Lack of awareness (Mean =3.83), Lack of time (Mean =3.73), Lack of interest (Mean =3.58) and lastly followed by Language barrier (Mean =3.55) respectively.

RESULT OF HYPOTHETICAL PROOFING

Below is the result of the hypothetical tests conducted on earlier conjectures made on this study. The result is as follows:

Ho 1: There is no significant relationship between Library Information Resources and Creativity of Senior administrative staff of Polytechnics in South-west, Nigeria.

Variable	Mean	Std. Dev.	N	R	P	Remark
Creativity	62.6464	9.6364	280	.502**	.000	Sig.
Library Information Resources	59.5643	12.1665				

** Sig. at .01 level

It is shown in the above table that there was a positive significant relationship between Library Information Resources and Creativity of Senior administrative staff of Polytechnics ($r = .502^{**}$, $N = 280$, $P < .01$).

It is noted that Library Information Resources had influenced Creativity of Senior administrative staff of Polytechnic in the study.

The Null hypothesis is rejected.

Ho 2: There is no significant relationship between Library Information Services and Creativity of Senior administrative staff of Polytechnics in South-west, Nigeria.

Variable	Mean	Std. Dev.	N	R	P	Remark
Creativity	62.6464	9.6364	280	.493**	.000	Sig.
Library Information Services	51.6929	14.9200				

** Sig. at .01 level

It is shown in the above table that there was a positive significant relationship between Library Information Services and Creativity of Senior administrative staff of Polytechnics ($r = .493^{**}$, $N = 250$, $P < .01$).

It is noted that Library Information Services had influenced Creativity of Senior administrative staff of Polytechnics in the study.

The Null hypothesis is rejected.

Ho 3: There is no significant difference in the Creativity of Senior administrative staff of Polytechnics in South-west, Nigeria.

Source of variation	Sum of square	DF	Mean Square	F	Sig.
Institution	4588.826	18	254.935	3.121	.000
Error	21319.170	261	81.683		
Total	25907.996	279			

The above table shows that there is a significant difference in the Creativity of Senior administrative staff of Polytechnics in South-west, Nigeria ($F(18,261) = 3.121$, $P < .05$).

Null hypothesis is rejected.

Table 6: Mean and Standard Deviation scores on Creativity

Creativity	Mean	Std. Dev.	N
Low	54.2857	12.6992	112
High	63.0835	10.4385	168
Total	59.5643	12.1665	280

Table 4.5.3 above shows that 112 respondents (Mean=54.2857) were on the lower side of the creativity scale and as such could be described as low creativity group; and 168 respondents (Mean = 63.0835) were found to be at the upper side of the scale and such described as respondents that were high in creativity.

DISCUSSION OF RESULTS

Based on the results of research questions and hypotheses formulated, some vital issues that need detailed discussions were noted.

The result of on demographic variables shows that majority of the respondents 178 (63.6%) were male. The age distribution of the respondents showed that 160 (57.1%) of the respondents were aged bracket 40 and above while 99 (35.4%) were aged 30 - 39 years and 21 (7.5%) of the senior administrative staff were aged 20 - 29 years. This majority figure in favour of 40 years above is an indication that the respondents were matured and experienced workers. On age and creativity, Chavez-Eakle (2012) submitted that creativity can be present at any age but it is related to the first life experiences which are critical for the formation of a healthy personality and for the fulfillment of creative potential.

The marital status of the respondents showed that 229 (81.8%) were married and 51 (18.2%) single. The majority figure in favour of married respondents also indicated a positive development which meant majority of the respondents were matured and very responsible to their official schedules as administrators.

The highest educational qualification of the respondents showed that 165 (58.9%) had minimum of B.Sc, 102 (36.4%) had Masters degree, 10(3.6%) had Ph.D and with just only 3(1.1%) having other certificates. Their highest educational qualifications had a direct relationship with Library information resources and services utilization as well as the creativity of the respondents.

The results of this study showed that the joint effect of Library Information Resources and Library Information Services Utilization on the Creativity of the respondent was significant. It was thus established that Library Information Resources and Library Information services are good predictors of creativity of the respondent. However, the study further revealed that the contribution of Library Information Resources was significant whereas the contribution of Library Information services to creativity of the respondent were not significant.

It was found that Library Information Resources had influenced creativity of the respondents. This corroborated the submission of Olalude (2007) that internet facility as a library resource is currently having the most significant impact on almost all professions. The study further revealed that the Library Information Services had also influenced the creativity of the respondents.

The study also found that there was a significant difference in the creativity of the respondents. It was however found that most of the respondents were high in creativity.

The study further found that Library information resources mostly used by the respondents were books, government documents, dictionaries newspapers/magazines, Internet/CD-ROM/databases. These resources are indeed very relevant for the performance of administrative duties. They therefore had direct linkage with library information resources utilizations of the respondents and could promote their creativity. The study also found that computer word processing, internet/e-mailing, reprographic service, CD-Rom database searching, Bindery and microfilming were library information resources used by the respondents.

These library information services no doubt have direct bearing on the day to day activities of the respondents and these could also enhance their efficiency and effectiveness. Their preference of the above library information services could also promote the creativity of the senior administrative staff of polytechnics.

The study found that erratic power supply, inadequate information and communication technologies, poor maintenance culture, inadequate funding and low bandwidth of internet access were the major constraints to library information resources and services utilization by the respondents. This corroborated the assertion of Egberongbe (2011) that a large number of e-resources users were not satisfied with the infrastructure available in the Library. It is also in line with the findings of Okello-Obura & Ikoja-Odongo (2010) and Agaba et al (2008) who both

noted inadequacy of computer technologies/facilities and poor internet connections as constraints that users faced.

SUMMARY OF FINDINGS

The study examined library information resources and services utilization as correlates of creativity of senior administrative staff of polytechnic in south-west, Nigeria. The major findings of the study are summarized below:

1. The finding revealed that there was a significant relationship between the independent variables and the creativity of the senior administrative staff of polytechnics in south-west, Nigeria. In other words, all the independent variables namely, library information resources and library information services positively influenced the creativity of the senior administrative staff of polytechnics in the south-west, Nigeria.
2. The study revealed that the senior administrative of polytechnics in South-West, Nigeria utilized various library information resources in their day to day activities but with emphasis on books, government documents, dictionaries, newspapers/magazines, internet/cd-room/databases, journals, directories/handbooks, conference proceedings, and encyclopedia.
3. The finding further revealed that the various library information services were utilised by the senior administrative of polytechnics in South-west, Nigeria but computer word processing, internet, cd-rom/databases, reprographic services were given preference over other services.
4. It was also revealed that the level of creativity of the senior administrative staff of polytechnics in South-west, Nigeria was relatively high. This does not preclude the existence of staff with low level of creativity among them.
5. The study further revealed that erratic power supply, inadequate information and communication technologies, poor maintenance culture, inadequate funding and low bandwidth of internet access ranked highest among other constraints to utilization of library information resources and services.

CONCLUSION

High level of creativity of administrators such as the senior administrative staff of polytechnics will not only put them in a proper perspective to compete with their counterparts in other sectors but will position them very well to discharge their duties effectively and efficiently to ensure harmonious academic activities. Their creative thinking and ideas generation have direct impact on teaching, learning and research efforts of their various institutions as this will stem incidence of students' protests, rioting as well as other impediments to peaceful academic conduct and unnecessary workers' agitations.

However, the results of this study showed that the joint effect of Library Information Resources and Services Utilization on the Creativity of the respondents was significant. The creativity of the senior administrative staff of polytechnics in South-west, Nigeria has been found to be greatly influenced by the library information resources and services utilization. If high level of creativity must be achieved by all staff on sustainable basis, then the staff must not only be aware of library information resources and services at their disposal but must visit library regularly for useful information that could impact positively on their role expectations and job performance.

The Library information resources and services available for the use of senior administrative staff of polytechnics in the South-west, Nigeria, for performance of their day to day activities as policy formulators and implementors must also be adequate and updated to meet their information needs. Improved library information resources and services will no doubt guarantee continuous patronage by the senior administrative staff. To achieve this, library as the store house of information must also be properly funded to address major constraints such as erratic power supply, inadequate information and communication technologies, poor maintenance culture and low bandwidth of internet access.

RECOMMENDATIONS

The following recommendations were made based on the findings of the study.

1. Mechanism that will promote creativity at both individual and group levels must be developed. At the individual level, people must be given the opportunity and freedom to generate new ideas. This is in line with George (2011) who claims that creativity results when employees have an opportunity to experiment, to take risks, and to make mistakes

and learn from them. At the group level, organization can adopt group problem-solving techniques that promote creative ideas e.g. brainstorming which according to Kachru (2006) is the basis of generating ideas in a group situation based on the principle of suspending judgement.

2. The senior administrative staff of polytechnic in south-west, Nigeria despite their tight schedules should continue to avail themselves of the various resources and services available in the Library to improve their present level of creativity.
3. The library should now focus attention more on the non teaching staff as members of academic community and to which the senior administrative staff of polytechnics in south-west, Nigeria belongs. Library special services such as Current Awareness Services and Selective Dissemination of Information services which hitherto enjoyed by the Academic staff should be extended to the senior administrative staff.
4. For library to continue to play its pivotal role as store house of information, and to provide all-round efficient services to its clients, provision of alternative sources to electric power becomes imperative. High capacity generating plants can be acquired to address the problem of erratic power supply which has been identified as a major constraint. Library management through the school management can also make special arrangements with the national electricity company to dedicate and allocate certain hours of uninterrupted power supply to the library while the remaining period of library service is supplemented with the generating sets.
5. The library must continue to receive management prompt attention especially in the area of funding to address multitude of challenges facing the library and which have been identified as constraints to resources and services utilization. To ensure currency of information resources, to address inadequate information and communication technologies; and to improve low bandwidth of internet access which characterizes our libraries, concerted efforts should be made to get necessary interventions for library development.

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