

Capacity Building and Motivation as Determinants of Productivity among Library Personnel in Colleges of Education in Southwest, Nigeria

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Abstract : This study is on capacity building and motivation as determinants of productivity among library personnel in colleges of education in South West, Nigeria. This study made use of a descriptive research design of survey type. A total enumeration sampling technique was used for the selected sample. The research sample consisted of 40 library personnel. The instrument used for the study was a structured questionnaire divided into four parts. Statistics data analysis used were descriptive statistics with frequencies, percentages, and regression statistics analysis. Findings from this study revealed that capacity building and motivation have positive impact on library personnel productivity with their percentages greater than 50% acceptance level. A test of null hypotheses at $P < 0.05$ significant level was tested to see the significance between capacity building and productivity, which was positive at $P < 0.05$ significant level. This implies that capacity building and motivation significantly determine productivity among library personnel in selected college libraries in Nigeria. The study concluded that there is need for institutions to equip their library personnel via training programmes, in-service, digital training, ICT training, seminars, and conferences, etc. Incentives should be provided to motivate personnel for high productivity. The study, therefore, recommends that government, institutions and library management should fund college libraries adequately so as to enhance capacity building, staff commitment and training for further education

Keywords : capacity building, library personnel, motivation, productivity

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