

## Exploring Specific Physical Conditions as Determinants of Cataloguers' Job Satisfaction in Federal and State Universities' Libraries in South-South Zone of Nigeria

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### Keywords

*Specific Physical Conditions, Cataloguers, University Libraries, Job Satisfaction*

### ABSTRACT

*This study explored specific physical conditions as determinants of cataloguers' job satisfaction in federal and state universities' libraries in South-South zone of Nigeria. The descriptive survey design was adopted for the study. Two objectives with its corresponding research questions and hypotheses guided the study. 109 cataloguers from 6 federal and 6 state universities libraries in the South-South zone of Nigeria made up the target population for the study. Stratified and total census sampling techniques were used to select the sample size of the study comprising 57 and 52 cataloguers from the federal and state universities' libraries respectively. A self-structured, self-administered instrument entitled specific physical conditions for cataloguers job satisfaction questionnaire with a reliability coefficient of 0.82 was used for data collection. Descriptive and inferential statistics were used to answer the research questions and test the hypotheses respectively. Findings revealed that while workspace cleanliness met their expectations, both lighting and air quality standards were inadequate. Furthermore, these cataloguers highlighted that furniture comfortability and temperature settings also had a significant impact on job satisfaction. As such, it can be concluded that physical conditions within university libraries in South-South zone of Nigeria have a direct effect on the job satisfaction of cataloguers. Hence, it was recommended that periodic assessment of the universities' libraries facilities should be carried out and resources must be allocated for infrastructure development to improve the existing physical conditions in the universities' libraries.*

### INTRODUCTION

University libraries are undeniably important to the academic system. Through their learning spaces and resources, they enable students to access information quickly and accurately, as well as support innovation and discovery. Cataloguers play a pivotal role in that function, as they provide vital expertise that allows patrons to easily access published evidence, research data and articles (Ig-Worlu, 2015). Furthermore, many refer to them as being at the core of university life by providing a place for intellectual growth. Professionals such as these need a workspace that considers their

needs and offers acceptable level of quality. Building status, high-grade furnishings, access to fitness centers and breakroom spaces, as well as natural elements such as plants all factor into creating a productive workplace environment that improves job satisfaction for professionals like cataloguers (Ozoadibe & Obi, 2023). In order for federal or state universities' libraries to achieve optimal performance from their resident cataloguers, workspace conditions are expected to be considered seriously. At libraries in federal and state universities, it is essential to provide cataloguers with adequate working conditions for maximum efficiency and effectiveness. Suitable desk space for computers and other equipment, comfortable seating arrangements with proper lighting, up-to-date technology such as computers, scanners, and software are all necessary in order to ensure job satisfaction among the staff (Obi, 2023a). Adequate resources of books, journals and databases are also expected to be available to help produce results that meet expectations. Without access to modern tools, outdated or malfunctioning equipment can stir frustration in even the most experienced cataloguer - negatively impacting productivity levels and overall satisfaction at work (Anaelobi & Agim, 2019).

Layout is a critical aspect of any workspace, and academic libraries are no exception. An open layout encourages collaboration and communication between library staff members, which is essential for fostering a sense of community and belonging. In contrast, a closed layout can lead to feelings of isolation and alienation, which can negatively impact job satisfaction (Yang & Lu, 2023; Lagios, et al., 2022). In academic libraries, an open plan design is highly recommended to facilitate cooperation amongst cataloguers. This design allows the team members to easily communicate with each other, exchange ideas and knowledge, and work together to achieve common goals. It creates an environment that promotes productivity and efficiency, and fosters a sense of unity amongst the team members (Ig-Worlu, 2021a). Temperature is another crucial factor that affects the productivity and comfort of library staff. Studies have shown that the optimal temperature for comfort and productivity is between 21.7° to 22.2°C (71° or 72°F) (Wynn, 2023). It is, therefore, essential for academic libraries to prioritize providing a comfortable working temperature for their staff members. Of course, financial or energy constraints may make it difficult for some academic libraries to maintain an ideal temperature at all times. However, this should not deter them from striving to provide a comfortable working environment for their staff. The success of the library depends on an engaged and motivated workforce (Hopwood, 2023; Shahzad, et al., 2023), and ensuring their comfort is one way to achieve this. Noise levels can be another issue. Cataloguing quickly and accurately within tight deadlines is challenging and can be hampered by environmental factors such as noisy patrons and office equipment (Yazici, et al., 2023). To maximize job satisfaction and work efficiency, libraries are expected to consider implementing noise-reducing strategies such as providing quiet areas and/or noise-cancelling headphones (Waugh, 2023) for cataloguers. Implementing these methods will enable cataloguers to achieve their goals more effectively in a more relaxed setting. In addition to providing quiet areas and noise-canceling headphones, universities' libraries can also take other measures to reduce noise levels. For example, they can install soundproofing materials on walls and ceilings to help absorb sound waves and reduce the impact of external noise (Salman & Abbas, 2023). They can also use low-noise equipment, such as printers and scanners; to minimize the amount of noise generated (Robert, 2022).

Cataloguers are responsible for constructing and maintaining the library's catalog, a crucial resource that serves as a comprehensive guide to the library's collection. They work diligently to create accurate records that contain all relevant information about the library's resources, including the author's name, publication date, subject matter, and other vital details. However, despite the critical nature of their work, cataloguers' job satisfaction is frequently disregarded, and the physical conditions of their work environment are not always taken into account. They often operate in cramped and cluttered spaces, with inadequate lighting and inadequate ergonomic equipment, which can lead to physical discomfort and decreased productivity.

What therefore prompted this research is, by exploring specific physical condition variables; can there be a precise detail of cataloguers' job satisfaction? Also, how can this investigation assist the libraries' management to identify areas of intervention that may improve cataloguers work experience? Simply stated, the study sought to ascertain specific physical conditions as determinants

of cataloguers' job satisfaction in federal and state universities' libraries in South-South zone of Nigeria.

This study was aimed at exploring measures of physical conditions as determinants of cataloguers' job satisfaction in federal and state universities' libraries in South-South zone of Nigeria. Specifically, the objectives were to:

1. determine which specific physical conditions that have the most impact on the job satisfaction of cataloguers in the federal and state universities' libraries.
2. explore strategies that can be employed to determine how to improve the physical conditions in the federal and state universities' libraries so as to foster cataloguers' job satisfaction.

**METHODS**

This study employed a descriptive survey design to investigate the satisfaction levels of cataloguers in 12 universities' libraries, located across the South-South zone of Nigeria: 6 federal and 6 state. With stratified and total population sampling techniques, 109 total cataloguers were selected -- 57 from federal universities and 52 from state universities. Ft5 (SPCCJSQ) was used as the data collection tool. This self-structured instrument (SPCCJSQ) of four Likert scales of 'Strongly Agree (SA)', 'Agree (A)', 'Disagree (D)' and 'Strongly Disagree (SD)' had 10 items over two sections, which was reviewed by three experts for validation purposes (yielding an alpha reliability coefficient of 0.82). Mean and standard deviation were used to answer research questions, while a z-test was utilized to test hypotheses at .05 level of significance. 91.23% of respondents from federal universities' libraries and 92.31% of those from state universities' libraries completed their copies out of the 109 distributed, demonstrating a high level of return rates.

**RESULTS AND DISCUSSION**

**Answer to Research Questions**

**Research Question 1:** What are the specific physical conditions that have the most impact on the job satisfaction of cataloguers in the federal and state universities' libraries?

Table 1: Mean and Standard Deviation scores on specific physical conditions with the most impact on the job satisfaction of cataloguers in the federal and state universities' libraries.

S/N	Items	Cataloguers in the Federal Universities' Libraries (n =52)		Cataloguers in the State Universities' Libraries (n =48)		Mean Set	Remarks
		$\bar{x}$	sd	$\bar{x}$	sd		
1.	I have observed that the quality of lighting in my workplace has a notably positive effect on my job satisfaction.	2.50	1.61	2.41	1.60	2.46	Disagreed
2.	I have observed that the air quality in my workplace significantly contributes to my job satisfaction.	2.50	1.59	2.44	1.60	2.47	Disagreed
3.	I have noticed an improvement in my overall job satisfaction since the introduction of comfortable work chairs in the cataloguing area.	2.63	1.65	2.75	1.62	2.69	Agreed

4.	The temperature in my workplace has a significantly positive impact on my job satisfaction as a cataloguer.	2.55	1.54	2.50	1.55	2.53	Agreed
5	I can confirm that the degree of cleanliness in my work environment has a notable and positive effect on my job satisfaction.	2.81	1.54	2.75	1.55	2.78	Agreed
	<b>Cluster Mean</b>	2.60	1.61	2.57	1.60	2.59	Agreed

**Research Question 2:** What strategies can be explored to determine how to improve the physical conditions in the federal and state universities' libraries so as to foster cataloguers' job satisfaction?

Table 2: Mean and Standard Deviation scores on specific strategies for improving library conditions for cataloguers' job satisfaction

S/ N	Items	Cataloguers in the Federal Universities' Libraries (n =52)		Cataloguers in the State Universities' Libraries (n =48)		Mean Set	Remarks
		$\bar{x}$	sd	$\bar{x}$	sd		
6	Periodic assessment of available resources in the cataloguing area.	2.82	1.68	2.90	1.70	2.86	Agreed
7	Ensuring adequate budget for cataloguing.	2.86	1.69	2.71	1.65	2.79	Agreed
8.	Regular maintenance of physical conditions.	2.67	1.63	2.55	1.60	2.61	Agreed
9.	A functional supportive environment where cataloguers feel comfortable to give constructive feedback and contribute ideas to help enhance processes and working conditions.	2.79	1.67	2.84	1.69	2.82	Agreed
10	The library management should ensure that any feedback from cataloguers regarding the cataloguing area is responded to in a timely manner.	2.85	1.69	2.90	1.70	2.88	Agreed
	<b>Cluster Mean</b>	2.80	1.67	2.78	1.67	2.79	Agreed

### Test of Hypotheses

**Hypothesis 1:** There is no significant difference in the mean scores of cataloguers from the federal universities' libraries and cataloguers from the state universities' libraries on the specific physical conditions that have the most impact on their job satisfaction.

Table 3: z-test to compare the mean differences in job satisfaction between cataloguers from federal and state universities due to specific physical conditions with the most impact.

Status	N	$\bar{x}$	sd	Df	z-cal	z-crit value	Level of significance	Decision
Cataloguers in the Federal Universities' Libraries	52	2.60	1.61	98	1.98	1.96	0.05	Significant difference
Cataloguers in the State Universities' Libraries	48	2.57	1.60					

**Hypothesis 2:** There is no significant difference in the mean scores of cataloguers from the federal universities' libraries and cataloguers from the state universities' libraries on strategies that can be explored to determine how to improve the physical conditions of the universities' libraries so as to foster their job satisfaction.

Table 4: z-test analysis of the mean difference between responses of cataloguers from federal and state universities' libraries regarding strategies to improve physical conditions of the libraries to foster job satisfaction.

Status	N	$\bar{x}$	sd	Df	z-cal	z-crit value	Level of significance	Decision
Cataloguers in the Federal Universities' Libraries	52	2.80	1.67	98	0.88	1.96	0.05	Not Significant
Cataloguers in the State Universities' Libraries	48	2.78	1.67					

### Analyses of Results

Results in Table 1 showed the weighted mean values for cataloguers' responses in federal and state universities' libraries regarding specific physical conditions that have the most significant impact on their job satisfaction. The analysis revealed that the first two items were disagreed upon ( $\bar{x} < 2.5$ ), while the remaining three items were agreed upon by the respondents ( $\bar{x} > 2.5$ ). This data indicated that certain physical conditions have a positive influence on cataloguers' job satisfaction in the universities' libraries. Unsurprisingly, there are also other factors that need to be addressed in order to promote better job satisfaction amongst these professionals. The overall mean set cluster value of 2.59 encapsulates this idea and conveys that certain modifications can enhance cataloguer job satisfaction within these libraries.

The results presented in Table 2 indicated the weighted mean values for cataloguers' responses in federal and state universities' libraries regarding specific strategies to improve their job satisfaction with regard to physical conditions in their work environment. All the items were agreed upon by the respondents ( $\bar{x} > 2.5$ ). The agreed-upon items demonstrate the expectations of cataloguers in the 12 libraries, highlighting strategies they would like to see adopted by concerned authorities to improve the physical conditions of the universities' libraries. The mean set cluster value of 2.79 for all the items implies that the cataloguers have identified unique strategies that can be employed at federal and state universities' libraries to foster their job satisfaction.

The results presented in Table 3 showed that cataloguers from federal universities' libraries have mean and standard deviation scores of 2.60 and 1.61, respectively, while cataloguers from state universities' libraries have mean and standard deviation scores of 2.57 and 1.60, respectively. With a degree of freedom of 98, the calculated z-value of 1.98 was higher than the critical z-test value of 1.96. Therefore, the null hypothesis was not retained, indicating a significant difference between the mean responses of cataloguers from the federal universities' libraries and cataloguers

from the state universities' libraries regarding the specific physical conditions that have the most impact on their job satisfaction.

The results presented in Table 4 showed that cataloguers from federal universities' libraries have mean and standard deviation scores of 2.80 and 1.67, respectively, while cataloguers from state universities' libraries have mean and standard deviation scores of 2.78 and 1.67, respectively. With a degree of freedom of 98, the calculated z-value of 0.88 was lower than the critical z-test value of 1.96. Therefore, the null hypothesis was retained, indicating no significant difference between the mean responses of cataloguers from the federal universities' libraries and cataloguers from the state universities' libraries regarding strategies to improve the physical conditions of the libraries to foster job satisfaction.

## **Discussion of Findings**

The findings of this study are discussed under the following subheadings:

### **Specific Physical Conditions with the Most Impact on the Job Satisfaction of Cataloguers in the Federal and State Universities' Libraries in South-South Zone of Nigeria**

It was found that the quality of lighting and the air quality in the libraries of the 12 universities were disagreed by the cataloguers as having notable and positive impact on their job satisfaction. Invariably, the lighting and air quality in these libraries are not meeting the needs of the cataloguers for their job satisfaction. However, the cataloguers were passionate about the degree of cleanliness in their workspace, believing it has a positive effect on their job satisfaction. They also agreed that comfortable furniture and temperature settings have an important role in both performance and satisfaction. This is supported by Idachaba (as cited in Jan & Gul, 2020), who acknowledged the importance of physical facilities for optimal functioning; for instance, suitable lighting systems to help librarians do their best work. Ultimately, a well organised environment is vital to the success of any library.

### **Specific Strategies for Improving Library Conditions for Cataloguers' Job Satisfaction in South-South zone of Nigeria**

It was found that one of the major strategies required is for the library management to ensure that any feedback from cataloguers regarding the cataloguing area is responded to in a timely manner. Also, there should be periodic assessment of available resources in the cataloguing area. Others are: enabling a functional supportive environment where cataloguers feel comfortable to give constructive feedback and contribute ideas to help enhance processes and working conditions, ensuring adequate budget for cataloguing and regular maintenance of the physical conditions of the universities' libraries. These findings are similar to those of Anaelobi and Agim (2019), citing Abubakar in Bamiro (2012) and Rufai (2012). Their studies averred that Nigerian university libraries infrastructure do not meet modern standards, hence budgetary allocations for library furniture, shelves, book racks, catalogue cabinets, renovations and construction should be provided for greater overall well-being; including the cataloguer's job satisfaction.

## **CONCLUSION**

This study revealed that certain physical conditions in the libraries of federal and state universities in the South-South Zone of Nigeria have an effect on cataloguers' job satisfaction. The study revealed that some conditions had a positive effect, while others demonstrated room for improvement. It identified strategies for better job satisfaction, as well as differences related to lighting, air quality, cleanliness, seating comfortability and temperature. To enhance these factors, library management must take steps like responding quickly to feedback received from cataloguers and assessing available resources regularly. In addition, they should allot sufficient budget for renovation and construction of these infrastructures. Thus, this research supports prior studies that showed existing deficiencies in library facilities across universities in Nigeria.

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