**Influence of motivation and job satisfaction on the performance of staff in university libraries in north central geo-political zone of Nigeria**

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Keywords: Library management, Library personnel, Universities, North Central, Nigeria

**Abstract**

The study investigated two forms of relationships i.e relationship between motivation and performance as well as relationship between job satisfaction and job performance in university libraries in North central geo-political zone of Nigeria. Null hypotheses were formulated thus “there is no significant relationship between motivation and job performance; there is no significant relationship between job satisfaction and job performance of library personnel”. The study was based on the two factor theory of motivation. Survey research was used while the subjects of the study consisted of all the professional and paraprofessional staff in fully operational university libraries in the geopolitical zone. There was no sampling. Four point likert scale questionnaire tagged: Motivation Job Satisfaction, Job Performance questionnaire (MFJSJPQ) was designed and used in data collection. Pearson product moment correlation was used to test the null hypotheses at 0.05 level of significance. It was discovered that there was no significant relationship between motivation and Job Performance, there was no significant relationship between job satisfaction and Job Performance among professional and paraprofessional staff in university libraries in the North Central, Nigeria. The study proffer practical recommendations that the management of university libraries in the North central Nigeria should adequately motivate library personnel by way of annual award, regular payment of salaries, promotion and staff development, communication and adaptation of democratic leadership style

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