

**Relationship between Work Itself and Productivity in Federal Ministry of Education
(Parastatal) Libraries in Abuja, Nigeria**

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ABSTRACT

The study investigated library personnel's perception on the relationship between work itself and productivity in Federal Ministry of Education libraries in Federal Capital Territory, Abuja Nigeria. The study covers only parastatal libraries that are under Federal Ministry of Education within FCT Abuja. Three research hypotheses were used for the study, they include; no significant relationship between work itself and productivity, job satisfaction and productivity as well as job performance and productivity respectively. The target population consisted of 425 professional, para-professional and non-professional staff in ten educational parastatals. They are: National Library of Nigeria (corporate headquarters and public services department), National Commission for Colleges of Education, National Commission for Mass Literacy, Adult and Non-formal Education, Teachers' Registration Council, Nigerian Educational Research and Development Council, National Mathematical Centre, Tertiary Education Trust Fund (Tetfund), Joint Admissions and Matriculation Board (JAMB) and Universal Basic Education Commission (UBEC). Simple random sampling technique was used to select 205 library personnel. Questionnaire was used to collect data. Out of 205 copies, 142 (72%) were retrieved and found usable. Chi square (x^2) was used to test the three null-hypotheses and were all accepted. The study revealed that there was no significant relationship between work itself and productivity; no significant relationship between job satisfaction and productivity as well as no significant relationship between job performance and productivity. The study proffered the following recommendations: library personnel be made to undergo regular training programme on library routines so as to maintain high productivity. Management of Education parastatals should seek feedback from library personnel's feeling on the administrative policies. Federal Ministries of Education/Labour and Productivity should keep employees abreast of the ethics, national honour, national merit awards as they enhance productivity in organizations.

Keywords: Work, Productivity, Parastatals, Library Personnel, FCT Abuja

INTRODUCTION

Every organization is established to achieve the set objectives and for the attainment of the set objectives, the human resources must be effectively managed. This can be achieved through careful directing, controlling and motivating the staff thereby enhancing higher productivity in organization. The productivity level of workers in any organization or nation does not only depend on their performance but also on the degree of motivation and satisfaction derived. Thus Koroma (2005) maintains that low productivity in the public sector in Nigeria was attributed to factors such as lack of commitment and dedication by workers to achieve optimum level of productivity. Motivation as a concept is used to describe strategy(ies) used to stimulate, encourage, and energize employees to be committed to job (either in the process of performing or before performing the job) so as to attain high productivity. Motivation could be intrinsic or extrinsic or both.

Intrinsic motivation is the motivation that comes from the performance of job/task itself i.e. the process of performing job e.g. work itself, achievement, recognition, responsibility, etc. Extrinsic motivation is the motivation that comes before job performance and as such it is the external influence used to encourage workers to perform job better e.g. training, communication, participatory management, etc.

As one of the intrinsic motivational factors, work itself is associated with job design, job rotation, challenging work, experience, work stress, etc. Badawi (2003) reported that work itself was ranked 4th position among 13 motivational factors that are associated with job satisfaction of female librarians in Nigerian libraries. The attitude of worker(s) towards the job or tasks depends on the degree or extent of motivation derived from employers. Job satisfaction is a result of motivation offered and both are closely related such that whenever poor job performance is noticed on the part of subordinate, it then means that such subordinate is not adequately motivated (Boluade, 2004). However, the concept of productivity can be viewed as the existence of the relationship between the quantities of output and that of input (Phillip, 1990).

Statement of the Problem

The objective of any library is usually in line with the objective of parent institution. It is expected that management of parent organization motivate its staff so as to not only be committed but also to perform the assigned jobs to attain higher productivity level. Management can make job more interesting by appropriately design the task to be performed; effectively rotate job among personnel in stress-free environment. In a research conducted by Okozor (2007), it was discovered that lateness and irregular attendance to work and leaving work place at will affect workers' productivity in three states public Libraries in South Eastern Nigeria. Literature search have not revealed empirical studies on work itself and productivity in Federal Ministry of Education (parastatals) libraries within FCT, Abuja. The study therefore investigates the perception of library personnel on the work itself, job satisfaction and job performance in relation to productivity in Federal Ministry of Education (parastatals) libraries within FCT Abuja.

Objectives of the Study

The study was designed to achieve the following object

1. To determine the relationship between work itself and productivity of library personnel;
2. To determine the relationship between job satisfaction and productivity of library personnel;
3. To determine the relationship between job performance and productivity of library personnel;

Research Hypotheses

The following null research hypotheses were formulated and tested at 0.05 level of significance

1. There is no significant relationship between work itself and productivity in Education parastatal libraries;
2. There is no significant relationship between job satisfaction and productivity in Education parastatal Libraries;
3. There is no significant relationship between job performance and productivity in Education parastatal libraries.

LITERATURE REVIEW

Okozor (2007) investigated the factors affecting workers' productivity in the three states public libraries in south eastern Nigeria. The research discovered among other findings: lateness to work, irregular attendance to work, leaving work place at will to affect workers' productivity. Buchanan (2010) examined the relationship between job performance and job satisfaction with emphasis on the nature of job satisfaction and its effect on work performance. The research revealed that several studies found only limited relationship between job satisfaction and work output.

Natolooka and Otenga (2011) examined the cause of labour turnover in relation to job satisfaction and its effect on employees' performance and productivity in a local government in Uganda. The result of the study showed that many employees were de-motivated, lack job satisfaction, lack commitment to work which has led to less productivity. Ekere (2012) investigated the impact of motivational factors (work itself, recognition, advancement and responsibility) on librarians' job satisfaction in university libraries in Nigeria. The study revealed that librarians were not only motivated by these factors but also the factors lead to job satisfaction, job performance and high productivity. All the above research findings are not exhaustive. The present study investigates the perception of library personnel on the relationships among work itself, job satisfaction, job performance and productivity in Federal Ministry of Education Libraries, FCT Abuja.

METHODOLOGY

The study adopted descriptive research design to collect, describe and interpret data on the existing relationship among work itself, job satisfaction, job performance and productivity in parastatal libraries within Federal Ministry of Education, FCT Abuja. It is a survey since it covers Abuja municipal, Bwari and Kwali area councils. Busha and Harter (1980) were of the view that researchers in the field of librarianship have so far used survey method to find out the relationship between variables and make generalization about library and information phenomenon. The target population of the study comprises 425 personnel in all the 11 Educational parastatal libraries under Federal Ministry of Education within FCT Abuja and include the followings:

National Library of Nigeria (Corporate Headquarters)
National Commission for Colleges of Education,
National Commission for Mass literacy, Adult & Non-Formal Education,
National Universities Commission (NUC),
(Tertiary Education Trust Fund TETFund),
Teachers' Registration Council of Nigeria (TRCN)
Nigerian Educational Research and Development Council (NERDC)
(Library and Informatics)
National Mathematical Centre (Mathematical Sciences Library),
Joint Admission and Matriculation Board, and Universal Basic Education Commission

NB

NBTE - National Board for Technical Education
LRCN – Librarians' Registration Council of Nigeria.

These two parastatals are located at Maitama within FCT Abuja and have no library (ies) as at the time of data collection for this study

Simple random sampling technique was used to select 205 (48%) personnel across the 11 parastatal libraries. Thus, Morgan and Krjcie (1970) recommends that in a population of 420, a sample size of 201 subjects be used for a study. Questionnaire was designed by the researchers and 205 copies were randomly administered to library personnel out of which 142 (72%) copies were retrieved and found usable. Based on the response rate of 142 (72%) copies, descriptive statistics was used to analyze the status of the respondents while inferential statistics of chi-square was used to test the research hypotheses respectively.

Results and interpretation

Table 1: Status of respondents

Status	Frequency	Percentage (%)
Professional	31	21
Para-professional	52	37
Non-professional	59	42

Total	142	100
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The table revealed that out of 142 respondents from the 10 parastatal libraries, 59 (42%) was non-professional library staff being the highest. This cadre of respondents hold “o” level certificate, diploma and degree certificates that are outside librarianship. They could be library assistant, clerical staff and/or degree holders in - training. Next to this are the para-professional staffs with diploma and higher diploma certificates in librarianship. They assist the professional staff/librarians in the discharge of professional jobs in libraries. The lowest of the respondents are the professional staff with bachelor, master and doctorate degrees in librarianship and they represents 31(21%) of respondents. The professional staff or librarians head libraries or sections of the libraries and perform professional and administrative duties such as acquisition, provision of technical, circulation, reference services, etc. Some professional staff head libraries and take part in the recruitment exercise of library staff.

Testing of hypotheses

Inferential statistics was used in conjunction with the statistical package for social sciences (SPSS) and minitab statistical software to analyzed the data collected. The statistic chi-square (χ^2) was used to test three research hypotheses at 0.05 level of significance

Hypothesis 1: There is no significant relationship between work itself and productivity in parastatal libraries

Table 2: Work itself and productivity

	Value	Df	p-value
Pearson chi-square	55.5333*	3	*000*
Likelihood ratio	59.857	3	*000
Linear-by-linear association	10.486	1	*001
No of valid cases	1220		

a = 0.05

From the table, it was discovered that the p-value = 0.000 which is less than a = 0.05. We therefore accept the null hypothesis and conclude that there is no significant relationship between work itself and productivity in Education parastatal libraries in FCT Abuja. Higher productivity will not be ensure if the tasks to be performed are not adequately designed, organized and rotate among personnel in a stress –free environment

Hypothesis 2: There is no significant relationship between job satisfaction and productivity in education parastatal libraries

Table 3: Job satisfaction and productivity

	Value	Df	p-value
Pearson chi-square	31.401*	3	*000*
Likelihood ratio	33.438	3	*000
Linear-by-linear association	2.424	1	*120

No of valid cases	1220		
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a = 0.05

The table revealed that p-value = 0.000 which is less than 0.05 level of significance. This is evident in support of the null hypothesis. We therefore accept the null hypothesis and conclude that there is no significant relationship between job satisfaction and productivity in educational parastatal libraries. If workers are not adequately motivated in the course of performing job (by way of praise, award, rewarding for better performance , better pay, etc), the assumption is that they will be dissatisfied and high productivity would not be expected/achieved.

Hypothesis 3: There is no significant relationship between job performance and productivity

Table 4: Job performance and productivity in Education parastatal libraries

	Value	Df	p-value
Pearson chi-square	16.354*	3	*001
Likelihood ratio	16.365	3	*001
Linear-by-linear association	4.086	1	*043
No of valid cases	1220		

a = 0.05

From the table, it was discovered that the p-value = 0.001 which is less than a= 0,05. There is evident in support of the null hypothesis and accept the hypothesis at 0.05 level of significant. We therefore conclude that there is no significant relationship between job performance and productivity in education parastatal libraries in FCT, Abuja. With low job performance, there would be low productivity although low productivity could be attributed to inadequate motivation and low job satisfaction.

Discussion of Findings

The three null hypotheses were tested through the use of chi-square and all the three null hypotheses were accepted. Hypothesis one revealed that there was no significant relationship between work itself and productivity in educational parastatal libraries. This finding corroborates the findings by Okozor (2007) who discovered that work itself variables (lateness to work, irregular attendance to work, leaving work place) affect workers' productivity in the three public libraries in South Eastern Nigeria

Hypothesis two was tested and revealed that there was no significant relationship between job satisfaction and productivity. This research finding is in agreement with the research findings by Buchanan (2010) and Natolooka and Otenga (2011). Buchanan (2010) reported that several studies found only a limited relationship between job satisfaction and work output. Natolooka and Otenga (2011) found that many employees in a local government area in Uganda were de-motivated, dissatisfied which led to less productivity.

Hypothesis three was tested and raveled that there was no significant relationship between job performance and productivity. This research finding corroborates the findings of Natolooka and Otenga (2011) who discovered that lack of commitment has resulted to less productivity.

All the research findings of the three null hypotheses were contrary to the finding by Ekere (2012) who discovered that intrinsic factors motivate librarians, feel satisfied as these factors are important to librarians productivity.

Summary of research findings

Based on the discussion of results, the study found that:-

1. There was no significant relationship between work itself and productivity in Federal Ministry of Education (parastatal) libraries
2. There was no significant relationship between job satisfaction and productivity in Federal Ministry of Education libraries;
3. There was no significant relationship between job performance and productivity in Federal Ministry of Education (parastatal) libraries.

CONCLUSION

Based on the study findings, it was concluded that:

1. Tasks to be performed were not well designed, while there was irregular and ineffective job rotation among library personnel with absence of stress;
2. Workers seem not to be well satisfied with the work variables and policy guiding the performance of job. There was no good leadership style which may be one of the reasons for workers to be dissatisfied and consequently led to workers' low productivity
3. Job performance and productivity are closely related. This is true because whenever workers are not committed to job, productivity would be ensured.

RECOMMENDATIONS

Despite the fact that there was negative perceptions from the library personnel, the management of the vacuous parastatals within Federal Ministry of Education Abuja need to put certain things in place, thus:

1. In order to ensure continuous productivity, the library personnel be made to undergo regular training programme on the library routines;
2. Federal Ministry of Education in conjunction with the management of Education parastatals should seek feedback from library personnel to enable them assess the personnel's feeling on the administrative policies and working conditions;
3. The Federal Ministry of Education in conjunction with labour and productivity ministry should keep workers abreast of the ethics, national honors, national merit awards, etc as they affect productivity in organizations.

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