

Influence of Information Literacy and ICT Competence on Job Performance of Artisans in three States in North-Central Nigeria

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Abstract

The study investigated the influence of information literacy and ICT competence on job performance of Artisans in Kogi, Nassarawa and Niger States in North-central, Nigeria. The study was guided by four objectives with corresponding research questions. The specific objectives were to; determine the information literacy level of artisans; type of training programmes offered; identify the information literacy skills and identify the ICT competence, determine the influence of information literacy skills on job performance, determine the influence of training on job performance, as well as to identify challenges facing information literacy, training and ICT competence on job performance. Descriptive survey design was used. The population of the study was 2,371 artisans and sample size of 341 respondents were randomly selected. The instrument used was a self-designed closed-ended questionnaire. Out of 341 copies of questionnaire administered, 241 copies were filled and returned. Descriptive statistics was used to analyse data collected. Result showed that artisans were mostly hairdressers and possessed senior school certificate: have exhibited high level of information literacy skills. ICT Knowledge has enabled artisans to keep record, though there were inadequate ICT facilities. The study concluded that artisans exhibited high skill in sourcing, identifying, using locating and evaluating of information. Possession of information literacy skills by artisans has enhanced their job performance tremendously. Training is the only avenue for gaining new knowledge and improving quality of products and services for artisans. Competence in ICT among artisans enhances job performance by easing communication, increase productivity and encourage wider patronage. The study recommended amongst others that artisans should endeavor to acquire competence skills in identification of accurate information and continue to use information to improve service delivery. Librarians should look beyond the learned society in catering for information needs of artisans apart from the stereotype apprenticeship style of training common among artisans; distance learning and Internet-based learning should be considered and utilized.

Keywords: Artisans, Information literacy, ICT, Competency; Job performance, North-central, Nigeria.

Introduction

Job is any engagement an individual does to have financial freedom and fulfilment. While most people would agree that a job or an occupation is an essential part of life, individuals perceived work differently; some people consider their job simply as a means to monetary compensation, while others consider it to be what defines their social status. Performance therefore is the ability, effort and skill put into a task by an individual. Consequently, job performance is regarded as the individual's abilities, efforts and skills put into a task to actualize his/her job.

However, job performance is subjected to individual input and is dependent on individual's abilities and skills. It is therefore important to have or work in a conducive environment with necessary facilities, adequate training, ability, skills and competence in access and use of useful information

and digitization which will ease job and reach higher patronage and efficiency. Adebayo (2012) maintained that information is very essential as it is the link to knowledge; therefore, the usefulness of information in any information source is assessed in terms of the information that is deemed valuable and is absorbed in order to solve a problem. Information among the economists has been identified as the fifth factor of production, this more importantly, is a concept that must be utilized by everyone especially artisans to be abreast of initiatives and incentives, as well as competence in ICT. Artisans are therefore required to acquire some set of skills that will help them recognize when information is needed and the implication of it. These skills are regarded as information literacy skills. However, to adequately access and efficiently utilize relevant information in the contemporary times, substantial knowledge and competence in ICT is necessary.

Information literacy is all about the information one needs, how to access the information, evaluation of the information, the use of information as well as the synthesis and identification of information sources. There are variations in the information being needed and it varies from one profession to another.

Accessibility to information entails getting access to information through retrieval tools such as library catalogues, bibliographies, indexes and abstracts, etc. Information can be accessed through fellow human beings such as library staff. The use of ICT has penetrated all aspects of human life, be it education, agriculture, health, economy etc. That is to say that ICT is applicable or applied to every aspect of study or specialization. This view is equally supported by Gambari, (2021) in an inaugural lecture concluded that in 21st century use of technology becomes necessary and compulsory to thrive as stated that 'teachers who use conventional method to teach will be replaced by teachers who are ICT competent'. Technology as a key component of human life shapes the future and makes it compatible with nature through the discovery of more efficient methods and processes for the simplification of living. This advancement in technology has brought about tremendous change, effective use and sharing of information. Thus, in this era of ICT, artisans are expected to start investing in modern sophisticated technologies which will provide innovative training environment where both master and apprentice could move beyond the limits of what and how a craft is being done from ages.

Statement of the Research Problem

Continuing learning with competence in computer systems in carrying out basic task is pertinent in the 21st century as effective and efficient transactions and marketing depends largely on information, ICT competence and adequate training. However, the production and availability of information is becoming alarming and as such the necessary skills required to identify, select, use and retain necessary information is quite important for learning, planning and decision making. All artisans in various vocations are expected to acquire skills and training whether formally or informally irrespective of age, gender and educational background to prosper especially in this interwoven society called global village.

Rather unfortunately, as observed by the researchers, while some other professions are quite enlightened, informed and well adapted with and to technological advancement, large number of artisans have no or low information literacy skills,

in adequate training and a shallow ICT competence and often faced with the challenge of being stagnant in knowledge on their job as well as hinder job performance when compared with their counterparts in more ICT inclined society where they mostly wait to copy from them. This study seek to resolve this abnormal situation by empirically examine the influence of information literacy, training and ICT competence on job performance of artisans in North-central, Nigeria.

Objectives of the Study

The main objective of the study is to investigate the Influence of Information Literacy, Training and ICT Competence on Job performance of Artisans in North Central Nigeria. The specific objectives are to:-

1. Determine the type of association and educational qualifications of artisans in three states in North-central, Nigeria
2. Identify information literacy skills of artisans in three states in North-central, Nigeria
3. Determine the influence of information literacy skills on job performance of artisans in three states in North-central, Nigeria
4. Identify the influence of ICT Competency on job performance of artisans in three states in North-central, Nigeria
5. Identify challenges to information literacy and ICT competency in job performance.

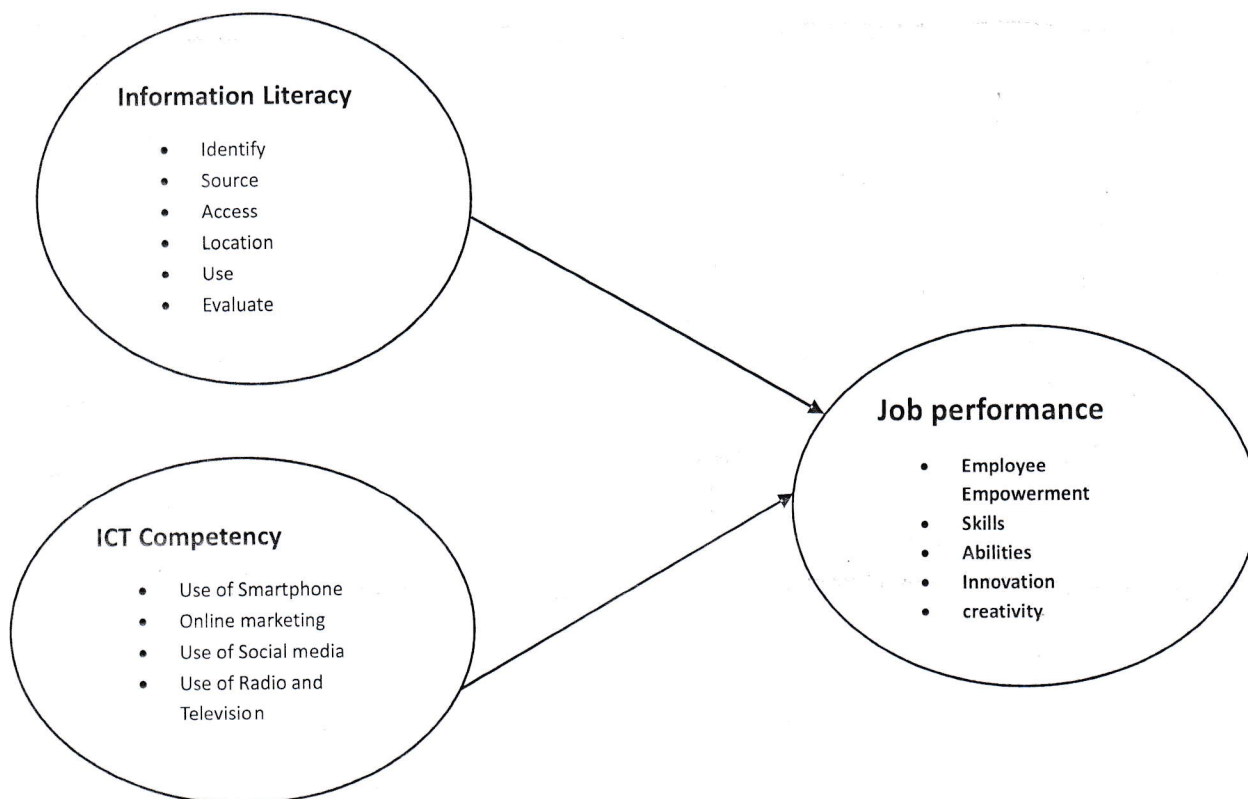
Research Questions.

The study was guided by the following questions:-

1. What are the type of associations, and educational qualification of artisans in three states in North-central, Nigeria?
2. What are the information literacy skills possessed by Artisans in three States in North-central, Nigeria?
3. What are the ICT competencies of artisans in North-central, Nigeria?
4. What is the influence of information literacy skills and ICT competence on job performance of artisans in North-central, Nigeria?
5. What are the challenges to information literacy skills, training and ICT competence on job performance?

Literature Review

Conceptual model of the Study



Source: Researchers' developed model

Figure 1: Conceptual framework of the study

The schema showed the interaction between information literacy, and (ICT) and the implementation of these variables to effectively and positively influence job performance of artisans. It is imperative for any individual to possess the skills to properly utilize relevant information. These skills include; ability to identify accurate information, source for it especially when it is scarce and use it efficiently to perform job or make decision as well as evaluating the information. The traditional method alone may or may not help in achieving effective job performance, the application of ICT can, to a great extent help in achieving effective job performance while the application of both the traditional and ICT methods will always bring about effective job performance. The indicators of job or components of job performance include: employee empowerment, skills, abilities, innovation and creativity. This advancement in technology has brought about tremendous change in effective use and sharing of information. With competence in the

forementioned variables, a high level of job performance would be achieved.

Literature Review

Omehia (2018) studied the influence of information literacy on agricultural development on oil palm farmers in east senatorial district of Rivers State. Descriptive survey design was adopted to sample the opinion of 288 oil palm farmers in East Senatorial district of Rivers State using random sampling technique to select the respondents from 8 Local Government Areas (LGAs) making the geographical scope of the study. A four-point rating scale questionnaire was used to collect data. Cronbach alpha reliability co-efficient was used to achieve co-efficient of 0.77. mean and standard deviation were used to answer the research questions while z-test statistical tool was used to test the hypothesis at 0.05 level of significance. Part of the result showed that information literacy facilitates farmers' adoption of innovation, increased farmers' idea and knowledge for better

farming practices, enhanced farmers' skills on decision making on market price among others. Moreover, lack of awareness of ICTs in agriculture, difficulty in accessing information, inability to apply information appropriately and poor Internet use are constraints to IL among oil palm farmers in the study area. This result is in consonance with the proposed study in that information literacy facilitates job performance of artisans by increasing innovative ideas that will bring about new designs, generate a favorable and reasonable affordable prices and also equip artisans with information on how to access and use information and necessary ICT skills for their crafts.

Emezie and Anunobi (2019) investigated library staff knowledge of ICT skills for digitization of information resources in federal universities in south east Nigeria. Descriptive survey design was adopted. Data was collected with a test of knowledge of ICT skills for digitization. A pretest for 20 library staff in university of Port Harcourt was used to ascertain reliability. Data was analyzed using the Kuder-Richardson formula 20(KR-20). 0.96 co-efficient were achieved. 287 staff were used for the study. Descriptive and inferential statistics was used for the analysis. The result show that Library staff should acquaint themselves with the various ICT skills required for digitization and engage in training to change the statuesque and retain jurisdiction in digital information provision. This result is in relation to the proposed study in making artisans acquire necessary ICT and digitization skills that will enable market their craft online and amass higher patronage and continually look out for current trends in their craft through training and development especially in Nigeria and north central in particular where ICT skills is still low when compared to the developed nations.

Onwukanjo (2017) conducted a study to determine the homophily-heterophily, staff quality, information literacy and availability of Information resources as correlates of effective services in university libraries in North-central, Nigeria. Eleven specific objectives, five research questions and six null hypotheses were formulated. Descriptive statistics (frequency counts and percentages) as well as inferential statistics (PPMC, regression analysis), descriptive design using correlational study was adopted. The population consisted of full-time undergraduate students in 21 universities in North-central, Nigeria as at 2015. Nine universities were purposively sampled while stratified sampling technique was used to select 1500 undergraduate students. Four point like scale questionnaire was the only instrument used in data

collection. Part of the results showed significant relationship between information literacy of staff and effective service delivery in university libraries in North -central Nigeria using Pearson Product Moment Correlation (PPMC). The relationship between this study and the proposed study is that staff refers to artisan while service delivery refers to job performance.

Saka, Momoh and Mohammed (2018) investigated influence of information literacy on agricultural research innovation among extension workers in Kaduna State and FCT Abuja, Nigeria. The study was guided by two specific objectives and corresponding research questions to captured variables such as demographic issues and information literacy construct. The two null hypotheses capture contribution of individual constructs as well as research innovation respectively. Descriptive research was adopted, while the population consisted of extension workers in Kaduna State and FCT Abuja. Purposive and random sampling techniques were used to select 240 extension workers from the study areas. Questionnaire was the only data collection instrument used. Out of the 240 copies of questionnaire distributed, 156 (65%) copies were filled and retrieved in useable form. Results showed that male respondents had the highest frequency of 115(74%) while respondents with HND had the highest number of 165 (67%) respectively. There was significant contribution among (independent variable) constructs to agricultural research innovation of extension workers. There was no significant interactive effect of gender and educational qualification on agricultural research innovation among extension in the two studied areas.

Muthee Thariu and Gitau Njorje (2018) conducted a study to determine the influence of information literacy on the access and use of information services in special corporate libraries in Kenya. Mixed research design was used while variety of research methods were used in data collection. Participants were selected through stratified sampling technique in collecting primary data. Result showed that majority of respondents indicated great extent in the use of information from the library to effectively accomplish a specific purpose. There was significant influence of the access to and use of information in special corporate library by staff and Kenya Power and Lighting Company (KPLC) on information literacy.

Sani and Musa (2019) studied the influence of ICT competencies on job performance among library

personnel in tertiary institutions in three higher institutions in Lokoja, Kogi State, Nigeria; four research questions were raised to achieve the objectives, survey methods was adopted for the study and structured questionnaire was used for data collection from 100 respondents, data collected were analyzed using frequencies and percentages. Libraries studied showed that their staff possessed computer skills and automation/digitization skills. Furthermore majority of the respondents acquired computer/ICT skills through on-the-job training hence, IC competency enabled them to meet up with the demands of their job thereby providing library services e-library/multimedia services, circulation services, research and bibliography services and other library services. The study showed that the level of ICT competence of library staff significantly enhanced their job performance. Therefore the study recommended that every library personnel should be engaged in ICT related jobs to enhance their level of ICT competence which will in turn boost work efficiency.

Konig, J-jager-Biela and Glutsch (2020) collaborated to determine the adoption of online teaching during COVID-19 school closure: teacher education and teacher competence effects among early career teachers in Germany to ascertain how teachers were coping and adapting to online teaching. The study analyzed potential factors such as: school computer technology, teacher- teacher education learning opportunities pertaining to digital teaching and learning. Two research questions were raised to support the study, 89 participants among 165 early career teachers in greater Cologne were used for the study. Teachers competence was also assessed on the use of instructional software to ascertain the level of assimilation of students. Findings from the research showed that 90% of the teachers communicated with students and parents and helped with students who needed extra support only 20% reported having provided lessons at least once in a week whereas nearly 10% did not use digital instrument. The study concluded that even as disastrous as the COVID-19 pandemic, life at all facets must continue. By contrast, digitization of services has become imperatively necessary even before the COVID-19 pandemic and the necessity became unavoidable during the lockdown. For instance online stores kept increasing in sales and profit whereas artisans with visible stores remained closed and fall short of progression.

In a study to ascertain the impact of ICT on job performance of librarian in federal university in Nigeria by Oguche (2017), two research questions

and two objectives were raised for the study as well as a null hypothesis was formulated. Three hundred and sixty four (364) librarians were adopted for the population of the study. Survey research was adopted and purposive sampling technique was employed to select six (6) federal university libraries one each from the six geo-political zones in Nigeria. The purposive random sampling was used to select six federal university libraries comprising three first and three second generation universities were adopted and data were collected through questionnaire. Guttman Split half/spearman brown prophecy formula was used to test the validity and reliability of the instrument and gave a co-efficient reliability of 0.78. The study revealed that the ICT literacy competence of the librarians was regarded high where they carry out their duties using the ICT skills acquired. It is regarded as moderate where they carried out their duties using a slight improvement over the traditional method. Similarly, it is regarded as low where they carried out their duties using only the traditional method without applying ICT skill, Staff performance depends on their ability and motivation. ICT literacy competence of librarians in all the federal university libraries studied has helped them to simplify their work process and also motivated them to do their jobs. The ICT literacy competence of librarians in Nigerian federal university libraries has significant impact on their job performance.

Agu and Eya(2019) studied the improving skills in senior secondary schools for effective performance in Computer-Based Test(CBT) and security. Three research questions and a null hypothesis were formulated to support the three objectives of the study. Survey research designs was adopted for the study with a population of 310 students randomly selected from the three educational zones of Enugu state. Four point rating scale questionnaire was used to collect data. The reliability of the instrument was determined using Cronbach alpha and a reliability co-efficient of 0.79 was obtained. The instrument has four-point rating scale. Data was analyzed using mean. The study revealed that students possessed the skills in computer usage to a low extent and it was not to their advantage and there is need to improve the skills of both students and teachers in computer operation to enhance quality CBT in JAMB examination. Unarguably, artisans with high computer skill will have high job performance.

Methodology

This study adopted descriptive survey research method. Descriptive survey design was used for the study and data were collected so as to describe and interpret the influence of information literacy

skills and ICT competence on job performance of artisans in three states in North-central, Nigeria. Four point rating scale questionnaire was used to collect data. The population of the study consisted of 2,371 registered artisans in the ten vocations identified with their associations in Kogi, Nasarawa, and Niger State. Sample size of 341 artisans was adopted using random sampling technique. Structured questionnaire was designed and used for data collection. Descriptive statistics (frequency counts and percentages as well as mean

and standard deviations) was used in data analysis. These statistical tools were used to analyse demographic characteristics of respondents which include educational qualifications and vocations.

Results and Discussion

A total of 341 copies of questionnaire were administered on the respondents in this population. Two hundred and forty one (241) copies of the questionnaire were filled returned and found usable for the analysis representing 72.69% response rate.

Table 1: Distribution of respondents by type of vocation.

<i>Vocation</i>	<i>Frequency</i>	<i>Percent</i>
Welders	28	12
Mechanics	29	12
Carpenters	21	9
Furniture Makers	29	12
Hairdressers	39	16
Bakers	11	5
Electricians	15	6
Vulcanizers	15	6
Tailors	33	14
Bricklayers	21	9
Total	241	100%

<i>Educational Qualifications</i>	<i>Educational Qualifications</i>	<i>Educational Qualifications</i>
FSLC	22	9
SSCE	123	51
DIPLOMA	16	7
NCE	55	23
BSC	25	10
Total	241	100

Table 1 showed the demographic variables (types of vocations and academic qualifications) of the respondents. Data revealed that Hairdressing was the association with 39 (16%) being the highest respondents while electricians and vulcanizers have 15 (6%) each, thus being the lowest vocations. It was discovered from Table1 that more than half respondents were holders of SSCE qualification. This might be attributed to the fact that SSCE qualification is the minimum requirement for any Nigerian to contest for political position. The lowest respondents were holders of diploma certificates thus they could be respondents who have undergone Diploma Programme in Engineering, Technical or Craft courses in polytechnics or monotchnics. This

is because artisans have realized the need to acquire education beyond the basic education and moreso, the contemporary society have raised the benchmark far above just a basic education.

Research Question two

What are the Information literacy skills possessed by artisans in three states in North-central, Nigeria? To answer this research question, mean and standard deviation were used and the analysis is presented in Table 2.

Table 2 Information Literacy skills of Artisans

S/N	Information Literacy skills of Artisan	N	Mean	Std. Dev.	Decision
1	I know how to source for information when I need it	241	3.3	.67	High
2	I can identify correct information	241	3.2	.64	High
3	I use information to make decision on my job	241	3.0	.77	High
4	Ability to locate correct information	241	2.913	.84	High
5	Evaluation of information is too technical for me	241	2.498	.95	High
Sectional Mean		241	2.981	.77	High

Table 2 revealed that five (5) items were listed on the information literacy skills of artisans. All the five items produced high mean scores which were above the benchmark of 2.50. The data showed a high level of knowledge on how to source for information when needed ($\bar{x}=3.29$; $SD=0.67$). Sourcing for information among artisans is high because artisans are skilled in identification of information, sourcing for information when needed is very pertinent especially in this information explosion era. Therefore, artisans have the knowledge of who or where to contact. On the otherhand, even though information is not a new

concept among artisans, yet, the evaluation of information remained largely the job of information professionals as seen in the data that indicated that evaluation of information received by artisans showed the lowest mean score of ($\bar{x}=2.5$; $SD=0.95$).

Research Question three

What is the influence of information literacy skills on job performance of artisans in North-central, Nigeria? To answer this research question, mean and standard deviation was used and the analysis is presented in Table 7.

S/N	Influence of Information Literacy skills on job performance of Artisans	N	Mean	Std. Dev.	Decision
1	Use of knowledge acquired to perform job better	241	3.44	.72	High
2	Ability to search and use information to improve job	241	3.27	.72	High
3	Information literacy enables artisan to keep record to daily transactions	241	3.04	.87	High
4	Information literacy skill enhances communication skills and identification of relevant information required to perform job	241	3.35	.72	High
5	Adequate information guide artisans to places where materials can be obtained for job performance	241	3.23	.66	High
6	Being information literate simplifies job performance	241	3.18	.76	High
7	Information literacy do not have influence on knowing one's right and privileges in terms job ethics	241	2.66	.92	High
8	Information literacy does no give guaranty to loan and grants to purchase materials/tools use for job performance	241	2.57	.95	High
Sectional Mean		241	2.93	.79	High

Table 3 revealed that eight (8) items were listed on the influence of information literacy skills on job performance of artisans. All the eight items produced high mean scores which were above the benchmark of 2.50. The highest mean score of ($\bar{x}=3.44$; $SD=0.72$) revealed that artisans use the knowledge acquired to perform job better which of course is expected as a result of their high information literacy skill to enable them perform greatly in their respective crafts and by extension

satisfactory service delivery. However, artisans are still of the view that whether one is information literate or not, it does not give guaranty to loans and grant ($\bar{x}=2.57$; $SD=0.95$). as some of these opportunities may have passed them without being aware of the opportunities.

Research Question four

What is the influence of ICT competency on job performance of artisans in North-central, Nigeria?

Table 4: ICT Competence of Artisans

<i>Influence of ICT Competence on job performance of Artisan</i>					
<i>S/N</i>		<i>N</i>	<i>Mean</i>	<i>Std. Dev.</i>	<i>Decision</i>
1	Knowledge of ICT enables effective record keeping	241	3.32	.72	High
2	ICT eases communication	241	3.30	.59	High
3	Encourages independent learning	241	2.91	.87	High
4	Encourages collaboration and teamwork with the use of social media platform	241	3.00	.87	High
5	Use of ICT makes work easier	241	3.10	.74	High
6	ICT increases productivity	241	3.00	.76	High
7	Use of ICT enables wider patronage as a result of wider coverage	241	3.05	.82	High
8	Competence in ICT enable artisans to be aware of new technologies	241	2.90	.93	High
Sectional Mean		241	2.93	.79	High

All the eight items in Table 4 produced high mean scores which were above the benchmark of 2.50; the highest mean score of ($\bar{x}=3.32$; $SD=0.72$) revealed that knowledge of ICT enabled effective record keeping which of course is with ICT in place. On the contrary, the lowest mean score of ($\bar{x}=2.90$; $SD=0.93$) showed that artisans have not utilized their ICT skills to be aware of new technology. This is because craft making does not require high

technological tools and as such a particular tool can still serve the same purpose for a very long time.

Research Question five

What are the challenges of information literacy skills, training and ICT competency on job performance? To answer this research question, mean and standard deviation was used and the analysis is presented in Table 5.

Table 5: Challenges to Information Literacy, Training and ICT Competence of Artisans.

<i>Challenges of Information literacy, training and ICT competence</i>					
<i>S/N</i>		<i>N</i>	<i>Mean</i>	<i>Std. Dev.</i>	<i>Decision</i>
1	There is inadequate training for artisans	241	2.96	.86	High
2	ICT facilities are inadequate	241	2.98	.72	High
3	Information literacy programme is lacking	241	2.78	.77	High
4	There is absence of evaluation, analysis, synthesis and use skill on the part of artisans	241	2.66	.91	High
Sectional Mean		241	2.981	.77	High

Table 5 revealed that four (4) items were listed on the challenges facing information literacy, training and ICT competence of artisans in three states in North-central, Nigeria. All the four items produced high mean scores which were above the benchmark of 2.50; In view of the benchmark, all the items have a mean of above 2.50, this indicated that respondents (artisans) are faced with the listed challenges of programme and absence of evaluation, analysis, synthesis and use skills on the

part of artisans. The highest mean score of ($\bar{x}=2.98$; $SD=0.72$) revealed that inadequate ICT facilities is the major challenge of artisans in acquiring information literacy skill, adequate training and ICT competence to higher level than what was revealed in research question two, three and four. This is because ICT facilities are costly and artisans are known to be low income earners and may not afford the ever-changing ICT gadgets to access and filter

relevant information, increase training and competence in ICT skill like their counterparts in a more ICT oriented society or developed society. However, Table 5 revealed that all the four items listed have relatively little difference between them and as such all the items are great challenges hindering effective and efficient acquisition of information literacy skills, adequate training and high competence in ICT.

Summary of Major Findings

1. More of the respondents were hairdressers and possessed ordinary level qualification.
2. Artisans possessed level of high skills in sourcing information
3. Information literacy skills of artisans has enhanced the use knowledge acquired to perform job better
4. Respondents have competence in record keeping
5. The ICT facilities were inadequate.

Discussion

Research question one (1) sought to answer question on demographic variables of respondents particularly types of vocations and educational qualifications. Results showed that majority of respondents were hairdressers as well as possessing Ordinary level qualifications. Hairdressing seems to be the easiest vocation where people can go more so that in a typical Nigeria society there exist more females as opposed to male. Furthermore even in the present democratic dispensation, "O" level subject requirement in the minimum entry qualification to Saka, Mommoh and Mohammed (2018) who reported that male respondents and HND qualification were the highest demographic variables.

In answering research question three (3) on the ICT competence of artisans in North-central Nigeria, the study revealed that artisans indicated their competence in simple and basic ICT operations needed for daily activities. It is revealed by the research that use of Auto CAD and other pictorial software to design and videoconferencing may not be prevalent among artisans but simple use of Smartphone, to make communications easier, for social media, to learn new trends in their craft and to market their product and services online is evident to be more easier to do. This finding is in line with that of Emezie and Anunobi (2019) as the collaborative authors investigated library staff knowledge of ICT skills for digitization of information resources in federal universities in south east Nigeria. The result showed that library staff should acquaint themselves with the various ICT skills required for digitization and engage in training to change the status quo and retain jurisdiction in digital information provision.

Research question four (4) sought to find out the influence of ICT competency on job performance of artisans and revealed that knowledge of ICT has enhanced effective recording. However, recording keeping can be by manual and electronic means. This finding corroborates the findings of Oguiche (2017) who reported the significant impact of ICT literacy competence of librarians on job performance in federal universities in Nigeria.

Challenges to IL, training and ICT, competence of artisans were examined and it observed that ICT facilities were inadequate, hence IL, training and ICT competence of artisans were lacking in this findings.

Conclusion

From the findings of the study it could be concluded

1. Youth and school leavers should encouraged to pursue National Diploma/ Higher National Diploma Programme leading to specializations in various vocations.
2. Information is a veritable tool for any meaningful development and as such Libraries and information Centres should provide community programmes that will enhance information literacy skills of artisans in North Central Nigeria.
3. Influence of information literacy on job performance has been established from the findings of the research and as such governments, libraries especially public and academic libraries, (as a form of corporate social responsibility) should create programmes for artisans that will improve their ability in access to accurate information. Respective associations too should collaborate with information centres for relevant information on the course of creating craft and trading.
4. Artisans regardless of associations should come together and contribute as well as donating money to procure more ICT facilities and various equipment for practical lessons
5. There should be provision of sophisticated ICT facilities like free or subsidized internet access, computer centres and subsidized cost of ICT gadgets. This culture should also be imbibed here in Niger, Kogi and Nasarawa States especially to cushion the effect of low income that is common with artisans and enable them compete favorably with their counterparts in other states of Nigeria.

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