

PERCEPTION OF LIBRARIANS ON IN-SERVICE TRAINING IN ENHANCING JOB PERFORMANCE IN FEDERAL UNIVERSITY LIBRARIES IN NORTH-WEST, NIGERIA

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Abstract

This study examined the perception of librarians on in-service training for enhancing job performance in federal university libraries in North-West, Nigeria. Three research questions guided the study in line with the objectives. Descriptive research design was used and the target population of three hundred and twenty-one librarians in three selected federal university libraries in North-West, Nigeria was used for the study. A close ended structured questionnaire was designed and used. Frequency counts, percentages, mean scores and standard deviation were statistical tools used for data analysis. Results showed that most of types of in-service training listed were available, most of the university libraries do not organise regular training for their personnel and sponsor librarians for training on annual basis and among others. The study recommended that university libraries should organise regular training and re-training for librarians and implore them to utilise other ways of training such as short courses, virtual conferences, workshops and seminars which are more effective and less expensive. There should be good and flexible existing training policy and conditions and requirements attached to training by the universities management should be made flexible and staff should be motivated by regular promotion as at when due and best performing staff should be rewarded.

Keywords: Enhancement, Federal University libraries, In-services training, Job performance, Librarians, Perception, North-West, Nigeria

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