

Adamu, Mohammed Saba, Goshie, Rhoda Wusa, Abubakar, Fati and Dogara, Ladan:
Federal University of Technology, Minna, Niger State, NIGERIA

Email: mohd.adamu@futminna.edu.ng

Title:

Information Communication Technology And Staff Development as Predictors of Employees' Performance in Federal University Libraries in South-Eastern, NIGERIA.

Abstract:

This study investigated the Information Communication Technology (ICT) and staff development as predictors of employees' performance in federal university libraries in South-Eastern, Nigeria. Four research questions guided the study in line with the objectives. Descriptive survey research design was used for this study. The target population of the study were one hundred and eleven (111) librarians in the three selected federal university libraries in South-Eastern, Nigeria. A close ended structured questionnaire was used as data collection instrument. Total frequencies and median were statistical tools used for data analysis and multiple regression was used for testing the hypothesis. Results showed that level of librarians' performance is moderate, level of ICT skills possession in enhancing librarians' performance is high and level of staff development in enhancing librarians' performance is high. Information Communication Technology and staff development jointly and significantly predicts employees' performance in federal university libraries in South-Eastern, Nigeria. The study concluded that provision of good working environment, sufficient possession of ICT skills and training and re-training of librarians to acquire more ICT skills especially the advanced ICT skills would no doubt enhance their job performance. The study recommended that federal university libraries in South-Eastern, Nigeria should make their libraries more conducive for both staff and users, organise training and re-training for librarians to acquire more ICT skills especially the advanced ICT skills and more opportunities should be given to librarians to attend conferences, workshops, short courses and seminars.

Keywords: Federal University Libraries, Information Communication Technology, Employees' Performance, Predictors, Staff development, South-Eastern, Nigeria.