STAFF ATTITUDE AND STAFF ACADEMIC PROFILE AS FACTORS INFLUENCING THE USE OF TWO SPECIAL LIBRARIES IN ABUJA, Nigeria

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Abstract

The study examined the effect of staff attitude and staff academic profile as factors influencing the use of two special libraries in Abuja. The research aimed to achieve four (4) objectives which were to find out; the frequency of use of the library by the staff members of Economic Community of West African States and Federal Ministry of Youths Development, to find out; factors that enhance the use of library resources in Economic Community of West African States and Federal Ministry of Youths Development, to find out the attitude of staff of Economic Community of West African States and Federal Ministry of Youths Development towards library use and to find out ;if academic profile of staff members of Economic Community of West African States and Federal Ministry of Youths Development influence use of the library. The study employed survey research design. Instrument used for the study was structured questionnaire. The target population were the organisations members of staff. The population for the study consisted of one thousand three hundred and fourteen and two hundred and ninety –eight were sampled. Reeves table (2014) was used to determine the sample size. Data collected was analyzed with the use of simple percentage and frequency count. Two hypotheses were tested at 0.05 level of significance The findings of the study revealed that there are a significant

relationships between staff attitude and staff academic profiles with use of special library at an alpha level of 0.05 significance. Staff attitude and staff academic profiles influence the use of special libraries. The study also showed that library users make use of the special library, mainly for reference and research purpose. The study, therefore, recommended that the organisations should provide adequate funding that would assist the library in the acquisition of relevant and current information resources, the library should create awareness on the use of library to Economic Community of West African States and Federal Ministry of Youth Development staff as from the findings, it was discovered that people only use the library for research and reference purposes, since library users are open to new ideas as revealed from the research, the library should acquire more materials that would facilitate professional advancement of staff members of Economic Community of West African States and Federal Ministry of Youth Development. From the findings it was observed during the course of this research that both libraries were greatly understaffed and thus needs to recruit professional librarians whom would improve greatly the quality of services offered and also organize knowledge effectively in these special libraries.

Keywords: Staff attitude, Staff academic profile, ECOWAS library, *Federal Ministry of Youths Development library, Abuja*

Introduction

A Library is a planned collection of books, manuscripts audiovisuals, micro-forms and other records that has been carefully selected and organised to satisfy users needs Libraries are categorized by two principal characteristics, the user served and the nature of that library collection, with the user being the primary measure of the volume and quality of the collection.

Special Libraries are unique kind of libraries that provide unique information resources on a given subject, to selected group of users; they also deliver qualitative services to these users. Special libraries are established to meet the information needs of their parent organisation, the responsibilities of selecting, acquiring and organizing books, periodicals, documents, newspapers, maps, digital databases, audio-visual materials and other materials that will effectively assist learning, and research in the organisations they serve. Special libraries provide quality resources and services to help the in the achievement of set organisation goals and objectives by their parent institutions. Special libraries exist primarily to help realize the goals and objectives of their parent institution. Some examples of special libraries in Nigeria include the Library of International Institute of Tropical Agriculture (IITA) Ibadan, Nigerian, Lake Chad Research Institute Maiduguri (LCRI) Economic Community of West African States (ECOWAS) Abuja, World Bank of Nigeria, Federal Ministry of Youth Development and many others. Some major objectives of any form of library is to provide an accessible central information resource, designed to support, learning and provoke research in accordance with the objectives of the parent institution they serve. Dissemination of updated information in the concerned field, timely delivery of quality information resources and services to quench the information thirst of users and by creating an enabling and conducive environment for quiet study and open minded debate. The special library works in partnership with the senior management team to develop a learning environment that will support laid down organisational goals and objectives. Murray (2013) defined special libraries as any library that does not support academic activities of public, schools or tertiary categories. Another definition includes any library with a specialised collection, and some definitions also include subject departments within academic and public libraries, which are not separate libraries but operate with some degree of autonomy. Deng (2014) postulated that the lack of consensus among scholars and practitioners can be

explained by the variety of types and sizes of special libraries with differing specialized collections, services, and the users they strive to satisfy. Babafemi et.al (2013) defined special libraries as institutions that provide information on the premise of offering relevant information as a means of solving an issue or a need to a unique group of users. An information professional strategically uses the information available to advance the vision of that particular organisation which it serves. The information professional achieves this via the systematic and comprehensive creation, communication and organisation of information resources and services. The information professional harmonizes technology as a necessary tool that can be explored to achieve goals.

Use of special libraries by staff members is essential to the overall development of the organisation as it would provide current information in the various fields or specialty of different staff of the organisation. A medical special library for instance would need current information on new scientific discoveries like information on disease outbreaks, new drugs that have been developed to combat a disease example improvements in Human Immune Virus(HIV) retroviral drugs and best ways on how to prevent the spread of viral diseases to mention but a few that may influence the quality of health services rendered. Information on economic factors that may have an impact on the demand, supply of goods and services, the dollar rates, staff regulations and policies to mention but a few, which will have a great significance on the growth and development of that parent organisation. Aina (2014) opined that artisans for instance need information that would improve their services and their productivity, and attract more customers which would in turn ensure the survival of that business organisation. The underutilisation of such information will also have a negative impact on the quality of goods and services rendered, as the staff members would be under equipped with the necessary information to use and take decisive decisions that will have positive impact on the overall organisational growth and development.

The use of special libraries is however guided by some written down policies for users on how they should behave in the library environment. Users are the central point of all library and information services as they are in constant demand for relevant and up to date information , hence the special library is expected to provide these specialised services to them .Such services include, the selective dissemination of information ,current awareness services, information repackaging, document delivery services and others. The services demanded are not static as user needs are dynamic. Library users make use of the library for a variety of reasons some use the library for specific reasons such as professional development,

research, personal information needs and for recreational purposes. It is therefore the duty of libraries to ensure that they provide services that would meet the requirement of the users at all times so as to encourage positive attitude towards the use of special libraries. Deng (2014) classified library users into two groups, active users and potential users, Active users actively utilize the library resources while potential library users are people with a unique profile that agrees to the specific requirements in which the organizational system was tailored. These group of people have been ignored in many user studies. In order to establish an adequate user friendly information facility, it is essential that one has to spot out the potential users and understand their information needs. The conversion from being a potential user to becoming an active user depends on the level of orientation the library offers the community it serves on the available information services. The library system seeks to provide all users with a welcoming, comfortable, and safe environment that promotes free intellectual exploration, research, and learning. Therefore the use of Special libraries exposes the staff to well-managed and diverse collections of library resources and facilities which are consistent with the circulation and access to databases policy of that particular special library.

Staff attitudes vary from individual to individual, some of which could be based on their upbringing, experience, education, skill, level of exposure, government policies, organisational policies and others. Velnampy (2013) opined that attitudes are the emotions and beliefs that largely determine the perception of employees about their environment, commit themselves to intended actions, and ultimately act accordingly as expected. This idea is further supported by Adesina et.al(2013) who postulated that attitudes are acquired through learning and can be changed through proper orientation. Attitudes once built would help to shape the experience an individual encounters with objects, subjects or persons .It can be said that people's attitudes are dynamic and constantly changing, thus new attitudes are formed and old ones are modified when an individual or group of individuals are exposed to new information and experiences . Abubakar (2013) further elaborates that all attitudes exhibited by people can be categorized into two major headings the explicit which means characters of attitudes that are formed and the implicit which are the behaviours or pattern of attitudes registered in our subconscious minds, and that these attitudes affect people's behaviours or reactions to issues in different ways. However, the attitude of users towards the use of special library plays a significant role in the continuous development of that library.

Academic profiles of users may also influence use of any particular special library which is responsible for the numerous information needs of the various departments found in an organisation. Such departments like administration, finance, advert and marketing, laboratories, communications department, to mention but a few, work together hand in hand to ensure sustainability, growth and development of the organisation. Users of such libraries have different academic backgrounds, this no doubt affects the way and manner in which they need and seek information. In special libraries, there are many users with very high educational qualifications such as PhD and master's degree especially special libraries of research institutes, who often use the library purposefully to advance in knowledge in their professional disciplines. This group of professionals are often in charge of the execution and implementation of policies in an organisation. Obochi (2014) observed that despite the high academic profile of special library users, they are not proficient in the use of libraries or information seeking skills. Paul et al (2010) said that library users have different academic backgrounds, while some are very educated, some are not too literate. This group of persons rely mostly on audiovisual resources for their information needs, while some are able bodied, a few could be disabled. Staff with high academic profiles use the library purposely to enhance their knowledge in specific subjects or disciplines. Researchers who are usually involved in the advancement of knowledge are professionals who create, plan, implement and execute policies.

In a universally competitive environment in which the library operates, libraries face a significant shift amongst the organisational staff in relation to how they go about their search for information and the various medium used to achieve it. The importance and use of special libraries cannot be over emphasised, but still we find out that in most organisations, the staff attitudes towards the use of these libraries are not encouraging as revealed by the observations of one the researchers in the course of industrial training work experience.

In Nigeria, special library users are not numerous compared to the overall population of the organisations concerned as observed by the researchers during supervision in the course of student work industrial experience scheme. It is against this backdrop that the researcher seeks to find out the staff attitude and staff academic profile as factors influencing the use of two special libraries using the special libraries of Economic Community of West African States (ECOWAS) and Federal Ministry of Youths Development both located in Abuja, Nigeria.

Statement of research problem

Special libraries are underutilised by the parent organisation which it serves, as the staff of the organisation are not usually keen on library use. This is evidenced on the fact that a small proportion of the staff make use of the special library out of a large population of staff. Obochi (2014) observed that despite the high academic profile of special library users, they are neither proficient in the use of libraries or information seeking skills. It is amazing why staff members would not utilise the library for their academic and professional advancement.

It is based on this that the researchers embarked on this study to investigate the roles of staff attitude and staff academic profile as factors influencing the use of two special libraries in Abuja the Federal capital Territory of Nigeria.

Objectives of the study

The main objective of this research is to ascertain if staff attitude and academic profile are factors influencing the use of two special libraries in Abuja Nigeria. The specific objectives are to ;

1. find out the frequency of use of the library by the staff members of Economic Community of West African States and Federal Ministry of Youths Development Abuja;
2. find out factors that enhance the use of library resources in Economic Community of West African States and Federal Ministry of Youths Development. Abuja;
3. find out the attitude of staff of Economic Community of West African States and Federal Ministry of Youths Development towards library use;
4. find out if academic profile of staff members of Economic Community of West African States and Federal Ministry of Youths Development influence their library use;

Research questions

The following research questions guided the study;

1. What is the frequency of use of the library by staff members of Economic Community of West African States and Federal Ministry of Youths Development.?
2. What are the factors responsible for the use of library by staff of Economic Community of West African States and Federal Ministry of Youths Development?
3. What is the attitude of staff of Economic Community of West African States and Federal Ministry of Youths Development towards Library use ?
4. Does staff academic profile influence the use of the special libraries in Economic Community of West African States and Federal Ministry of Youths Development?

Hypotheses

The following hypotheses where tested at a 0.05 level of significance

Ho1: There is no significant relationship between staff attitude and the use of special libraries in Economic Community of West African States and Federal Ministry of Youths and Culture.

Ho2:   There is no significant relationship between staff academic profile and special library use Economic Community of West African States and Federal Ministry of Youths and Culture. Abuja Nigeria

Methodology

Research design

Survey research method was used by the researcher. The choice of the survey as the research design for the research was necessitated by the nature of the study. In survey research, the researcher selects a sample of respondents from a population and administers a standardized questionnaire to them. The questionnaire can be a written document that is completed by the person or group of persons being surveyed. Trochim et al (2016) postulated that the survey was a necessary area of measurement that is most suitable to be applied in social research.

Population of the Study

The population of the study is all the organisations personnel of the two special libraries selected for the study.

Table .1: Population of ECOWAS

S/N	Organisation	Statutory Appointees	Directors	professionals	Local staff	Total
1	ECOWAS	27	51	447	592	1,117

This demographic information was gotten from the Department of Human Resources of Economic Community of West African States, Abuja in November 2016

Table 2: Population of Federal Ministry of Youths and Development

S/N	Organisation	Professional	Administrators	Non-Professional	Total
1	FMYD	66	31	100	197

This information in Table 2 was gotten from the Human Resources Department of the Federal Ministry of Youth Development office, Abuja. In November 2016

The tables 1 and 2 show the staff population in the two special libraries.

Table 3: Total population of the study

Total population	Grand total
ECOWAS	1,117
FMYD	197
Total	1314

In Table 3, it is clear that Economic Community of West African States(ECOWAS), Abuja has a total employee strength of 1,117 as of October 2016. Out of this overall total, there are 27 Statutory Appointees, 51 Directors, 447 Professionals within the P1 - P6 Category and 592 Local Staff.

Federal Ministry of Youths Development Abuja has sixty-six (66) Professional staff, thirty-one (31) Administrative staff, and one hundred (100) non-professionals. The total numbers of staff in the two selected libraries are (1314).

Sampling   technique and sampling size

Table 4. :**Sample size of the study**

S/N	ECOWAS	FMYD	Grand total
1	200	98	298

Two sampling techniques were used in this study. It was necessary to select sampling population from each of the organisations. Proportionate sampling technique was used to select total of 98 respondents (47. 9%) staff from FMYD out of 197 while 200 (17.9%) staff were selected from 1,117 of ECOWAS making a total of 298 staff. Selecting individually from each of the organisations using proportionate sampling technique was necessary because the organisation with the larger staff gets more population for the sample. Simple random technique was employed to select 98 respondents (49.7%) of the total population in FMYD which was deemed representative, while the same technique was employed to select 17.9% of the total staff in ECOWAS which was also deemed representative of a total of 200.

Sampling of the population was required because the total number of population of both organisations were large so the researchers adopted Reeves table (2014) in determining the sample size for the two organisations. The sample size for the two organisations were 298. Sampling fraction used for selecting the sample is 22.7% of the staff of the two organisations, selected by simple random sampling technique and proportionate sampling techniques, based on Reeves table. The researchers considered a sampling population of 298, representing a sampling fraction of 22.7% of 1314 respondents representative of the total population of the two organisations.

Instrument for Data Collection

The instrument used for the data collection was the questionnaire. The questionnaire was designed under two different subscales known as staff attitude questionnaire (SAQ) and staff academic profile questionnaire (SAPQ). It was designed under two sub-headings. Section A, requested for demographic information which includes, years of working experience, organisation and gender, Section B, was designed to find out the extent of use and factors responsible for use of the organisational libraries.

Validity and reliability of the instrument

The research instrument used by the researchers in this study is the questionnaire. The instrument used was validated by experts in library and information science, who examined and made necessary correction in terms of the structural and grammatical design of the questionnaire.

The Cronbach Alpha method was used to determine the reliability coefficients of the instrument. The values obtained were 0.62 for staff attitude questionnaire (SAQ) while the values obtained for staff academic profile questionnaire (SAPQ) was 0.81.

Method of data collection

The method of data collection for the study is through the administration of some copies of questionnaire which were personally distributed by the researchers. The administration of these copies of questionnaires were done solely by the researchers to the staff of the two organizations under study in order to collect the required information.

Data Analysis

Data collected from the administered copies of questionnaire were analysed using simple percentages with the use of tables, frequency counts and percentages which were used to get answers to research questions. The hypotheses were tested using the T- test method.

Data analysis according research questions

Research question one: What is the frequency of use of the library by staff members of Economic Community of West African States and Federal Ministry of Youth Development

Q1.Do you use the library?

Table 5: Library usage

Statement	Yes	Percent	No	Percent
Do you use the library	222	89%	28	11%

Table 5 reveals that 222(89%) of the respondents use the library while 28 (11%) of the respondents do not use the library.

Q2.How often do you visit the library?

Table 6: Frequency of library use.

Statement	Very often		Often		Not often	
How often do visit the library	FQ	%	FQ	%	FQ	%
	134	54%	63	25%	53	21%

Table 6 reveals that 134 (54%) of the respondents use the library very often, 63 (25%) of the respondents use the library often, and 53 (21%) of the respondents do not use the library.

Q3. The library environment is conducive

Table 7: library environment

Statement	SA		A		D		SD	
Library environment	FQ	%	FQ	%	FQ	%	FQ	%
conducive	35	14%	138	55%	35	14%	43	17%

Table 7 reveals that 173 (69%) of the respondent strongly agree and agree that the library environment is conducive while 78 (31%) of the respondent disagree and strongly disagree that library environment is conducive.

Q4. Does the library have comfortable seating arrangements?

Table 8: Seating arrangement

Statement	SA		A		D		SD	
Does the library have comfortable	FQ	%	FQ	%	FQ	%	FQ	%
seating arrangement	44	18%	98	39%	65	26%	44	18%

Table 8 reveals that 142 (57%) of the respondents strongly agree and agree that the library have comfortable seating arrangement while 109 (44%) of the respondents disagree and strongly disagree that the library have comfortable seating arrangement.

Q5. Is the library policy user friendly?

Table 9: library policy

Statement	SA		A		D		SD	
Is the library policy	FQ	%	FQ	%	FQ	%	FQ	%
user friendly	11	4%	152	61%	54	22%	33	13%

Table 9 Reveals that 163 (65%) of the respondents strongly agreed and agreed that the library policy is user friendly while 87 (36%) of the respondents disagree and strongly disagree that the library policy is users friendly.

Research question 2: what are the factors responsible for the use of library by staff member of Economic Community of West Africa States and Federal Ministry Development Abuja.

Q6.The library has adequate information resources

Table 10: Adequacy of Information resources

Statement	SA		A		D		SD	
The library has adequate information resources	FQ	%	FQ	%	FQ	%	FQ	%
	115	46%	31	12%	63	25%	42	17%

Table 10 Revealed that 146 (58%) of the respondents strongly agree and agree that the library has adequate information resources while 105 (42%) of the respondents disagree and strongly disagree that the library has adequate information resources.

Q7.The information resources are relevant

Table 11: Relevant information resources

Statement	SA		A		D		SD	
The information resources is relevant	FQ	%	FQ	%	FQ	%	FQ	%
	73	29%	83	33%	42	17%	52	21%

Table 11 revealed that 156 (62%) of the respondents strongly agree and agree that the information resources provided by the library is relevant while 94 (38%) of the respondents disagree and strongly disagree that the information resources is relevant.

Q8. The information resources are current

Table 12: Currency of information resources

Statement	SA		A		D		SD	
The information resources is current	FQ	%	FQ	%	FQ	%	FQ	%
	76	30%	44	18%	99	40%	33	13%

Table 12 reveal that 120 (48%%) of the respondents strongly agree and agree that the information resources is current while 132 (53%) of the respondents disagree and strongly disagree that the information resources is current.

Q9.The information resources support the organisation's objectives

Table 13: Suitability of information resources as regards organisation objectives

Statement	SA		A		D		SD	
The information resources support the organisation objectives	FQ	%	FQ	%	FQ	%	FQ	%
	87	35%	77	30%	58	23%	29	12%

Table 13 reveal that 164 (65%) of the respondents strongly agree and agree that the information resources supports the organisations objectives while 87 (35%) of the respondents disagree and strongly disagree that the information resources supports the organisations objectives.

Q10. The resources help professional growth of the staff members.

Table 14: Professional growth of the staff members as result information resources

Statement	SA		A		D		SD	
Does the resources help professional growth of the staff member	FQ	%	FQ	%	FQ	%	FQ	%
	46	18%	125	50%	57	23%	23	9%

Table 14 revealed that 171 (68%) of the respondents strongly agree and agree that the resources help professional growth of the staff member while 80 (32%) of the respondents disagree and strongly disagree that the resources help professional growth of the staff members

Research question 3: what is the attitude of staff members of Economic Community of West Africa State and Federal Ministry of Youth Development?

Q 11:.Are you arrogant?

Table 15: Arrogant attitude of staff members

Statement	SA		A		D		SD	
Are you arrogant	FQ	%	FQ	%	FQ	%	FQ	%
	42	17%	10	4%	125	50%	73	29%

Table 15 revealed that 52 (31%) of the respondents strongly agree and agree that they are arrogant while 198 (79%) of the respondents disagree and strongly disagree that they are arrogant.

Q12. Are you nonchalant?

Table 16: Nonchalant attitude of staff member

Statement	SA		A		D		SD	
Are you nonchalant	FQ	%	FQ	%	FQ	%	FQ	%
	10	4%	48	19%	115	46%	77	31%

Table 18 revealed that 58 (23%) of the respondents are nonchalant while 192 (77%) of the respondents disagree and strongly disagree that they are nonchalant

Q13. Are you snobbish?

Table 17: snobbish attitude of staff members

Statement	SA		A		D		SD	
Are you snobbish	FQ	%	FQ	%	FQ	%	FQ	%
	8	3%	83	33%	83	33%	75	30%

Table 17 revealed that 91 (36%) of the respondents strongly agree and agree that they are snobbish while 158 (63%) of the respondents disagree and strongly disagree that they snobbish.

14. Are you liberal?

Table 18: liberality of staff members

Q Statement	SA		A		D		SD	
Are you liberal	FQ	%	FQ	%	FQ	%	FQ	%
	68	27%	102	41%	23	9%	57	23%

Table 18 reveals that 170 (68%) of the respondents strongly agree and agree that they are liberal while 89 (32%) of the respondents disagree and strongly disagree that they are liberal.

Q15.Are you open to new ideas.

Table 19: openness to new ideas

Statement	SA		A		D		SD	
Are open to new ideas	FQ	%	FQ	%	FQ	%	FQ	%
	125	50%	52	21%	52	21%	21	8%

Table 19 revealed that 177 (71%) of the respondents strongly agree and agree that they are open to new ideas while 73 (29%) of the respondents disagree and strongly disagree that they are open to new ideas.

Research question 4: How does the staff academic profile influence the use of libraries in Economic Community of West African State and Federal Ministry of Youths Development.

Q16.Identify your qualifications

Table 20: qualifications

Statement	Response	Percentage
SSCE	13	5.2%
ND/NCE	13	5.2%
DEGREE	66	26.4%
MASTER DEGREE	66	26.4%
PHD	92	36.8%
Total	250	100%

Table 21 reveals that 13 (5.2%) of the respondents qualification is SSCE, 13(5.2%) of the respondents qualification is ND/NCE, 66 (26.4%) of the respondents qualification is degree, 66 (26.4%) of the respondents qualification is master degree, and 92 (36.8%) of the respondents qualification is PHD.

Q17.Do you use the library as a result of your academic profile

Table 22: Use of library, based on academic profile

Statement	SA		A		D		SD	
You use the library as a result of your academic profile	FQ	%	FQ	%	FQ	%	FQ	%
	39	16%	116	46%	63	25%	36	14%

Table 22 reveals that 145 (62%) of the respondents strongly agree and agree that they use the library as a result of their academic profile while 99 (39%) of the respondents disagree and strongly disagree that they use the library as a result of their academic profile.

Q. 18 What is your purpose of using the library?

Table 23: purpose of using the library

Statement	Response	Percent
Reading of newspaper	35	14
Research purpose	104	42
For leisure	26	10
For reference purpose	86	34

Table 23 reveals that 35 (14%) of the respondents use the library for the purpose of reading newspaper, 104 (42%) of the respondents use the library for research purpose, 26 (10%) of the respondents use the library for leisure purpose, and 86 (34%) of the respondents use the library for reference purpose.

Q19.Using the library helps your professional advancement

Table 24: professional advancement

Statement	SA		A		D		SD	
Using the library helps your professional advancement	FQ	%	FQ	%	FQ	%	FQ	%
	63	25%	73	29	94	38%	21	8%

Table 24 revealed that 137 (54%) of the respondents strongly agree and agree that the use of library helps their professional advancement while 115 (46%) of the respondents disagree and strongly disagree that the use of library helps their professional advancement.

Q. 20 Using the library makes you more knowledgeable

Table 25: knowledge advancement

Statement	SA		A		D		SD	
Using the library makes you more knowledgeable	FQ	%	FQ	%	FQ	%	FQ	%
	95	38%	76	30%	65	26%	22	9%

Table 25 revealed that 95 (38%) and 76 (30%) of the respondents strongly agree and agree that the use of library makes them more knowledgeable while 65 (26%) and 22 (9%) of the respondents disagree and strongly disagree that the use of library makes them more knowledgeable.

4.3 **Hypotheses Testing**

Two hypotheses were tested at 0.05 level of significant, the result of the T-test hypotheses are as follows

H01: There is no significant relationship between staff attitude and use of special library.

Table 26: T- test on relationship between staff attitude and use of special library.

	use of library	*Staff attitude*
Mean	79.4	63
Variance	724.8	0
Observations	5	5
Pooled Variance	362.4	
Hypothesized Mean Difference	0	
Df	8	
t Stat	1.362134	
P(T<=t) one-tail	0.105134	
t Critical one-tail	1.859548	
P(T<=t) two-tail	0.210268	
t Critical two-tail	2.306004	

Table 26 revealed that there is a significant relationship between staff attitude and use of special library at an alpha level of 0.05 significance. The "t Stat value 1.362134 is < then t Critical two-tail value 2.306004. In the same vein the Probability P(T<=t)two-tail value 0.210268is greater than 0.05 significant. Thus, the independent null hypothesis is rejected.

H02: there is no significant relationship between staff academic profile and use of library

Table 27: T-test on relationship between staff academic profile and use of library

	USE OF LIBRARY	*ACADEMIC STAFF PROFILE*
Mean	79.4	60.4
Variance	724.8	33.8
Observations	5	5
Pooled Variance	379.3	
Hypothesized Mean Difference	0	
Df	8	
t Stat	1.542525	
P(T<=t) one-tail	0.08076	
t Critical one-tail	1.859548	
P(T<=t) two-tail	0.161519	
t Critical two-tail	2.306004	

Table 27 Reveals that there is a significant relationship between academic staff profile and use of library at an alpha level of 0.05 the "t Stat value 1.542525is < the t Critical two-tail value 2.306004.In the same vein the Probability P(T<=t)two-tail value 0.161519is greater than 0.05 significant. Thus, the independent null hypothesis is rejected.

Discussion of findings based on the research questions

Research question 1: What is the frequency of use of the library by staff members of Economic and Community of West African State and Federal Ministry of Youths Development in Abuja.

Majority of the respondents opted that they use the library as showed in Table 3 with the 222 representing 89% of the total respondents showing the staff members of ECOWAS and FMYD often use the library. The staff member of ECOWAS and FMYD strongly agree

and agree that the their library has a conducive environment, with the frequency of 173 (69%) and friendly library policy that facilitate their use of the library with a frequency of 163 (65%), however the library seating arrangement is comfortable as 142 (57%) of the total population disagree and strongly disagree to the seating arrangement of the library being comfortable. It is evident that the most of the staff members of the organizations are active users. This is in agreement to the findings of Deng (2014) who classified library users into two groups, active users and potential users, Active users are those who effectively make use of the library and its resources. The response of all the data presented above show that staff of ECOWAS and FMYD use the library, and the library environment is conducive, library policy is user friendly, seating arrangement is not comfortable.

Research question 2: What are the factors responsible for the use of library by Staff member of Economic Community of West African States and Federal Ministry of Youth Development.

The factors responsible for use of library by ECOWAS and FMYD staff members are adequacy of information resources, relevance of information resources, suitability of information resources as regards organisational objectives and impact on professional growth. The total respondents with the highest frequency strongly agree and agree that the library has adequate information resources with 146 (58%),relevance of information resources to staff member is 156 (62%), suitability of the information resources to the objective of the organisation with 164 (65%), and enhancement of professional growth of staff members with 171 (68%). This is in accordance to the findings of Ocholla (2013) stated that the use of library provides conclusive results in advancing the administrative process of the organisation, since they indicate the success and shortcoming in services provided by the library to library users. Though the library holds adequate information resources, majority of the respondents disagree and strongly disagree that information resources provided by the library are current which may hinder improvements in all spheres of the organizations, this is further supported by Liu, (2012) who opined that, among the issues encountered by members of staff, are those related to information provision and library services.

Research question 3: what is the attitude of staff members of Economic Community Of West African State and Federal Ministry of Youth Development

The following factors were used to measure the attitude of ECOWAS and FMYD staff members. They were arrogance, nonchalance, snobbish attitude, liberal and openness to new

ideas. Majority of the respondents while measuring their attitude greatly disagree that they were not arrogant in their attitude with the highest frequency of 198 (79%),193 (77%) disagree that they are not nonchalant, 158 (63%) disagree that they are snobbish, however majority of the respondents strongly agree and agree that they are liberal in their attitude with the highest frequency of 170 (68%) and 177, while (71%) of the respondents strongly agree that they are open to new ideas .The findings is in contrast with the findings of Gorman(2006) and clark (2013) who opined, that the low patronage and negative attitude of users towards the library, whether Special, academic or public libraries is as a result of orientation. Thus the staff members of ECOWAS and FMYD have a positive attitude towards the use of their libraries.

Research question 4: How does the staff academic profile influence the use of libraries in Economic Community of West African States and Federal Ministry of Youth Development.

Majority of the respondents are PHD, Master degree, and degree holder with the total frequency of 224 (89%). This indicates that most of the staff members of ECOWAS and FMYD are well educated which in turn facilitate their use of library as majority of the respondents strongly agree and agree that their academic profile influence their use of library with the total frequency of 155 (62%). In the same vein the purpose of their use of the library is mainly for research and reference purposes with the highest frequency of 190 (76%). The use of library by staff members of ECOWAS and FMYD influence the professional advancement of staff members as majority of the respondents strongly agree and agree to this assertion with a total frequency of 136 (54%), and 171 (58%) of the total respondents strongly agree and agree the use of the library increase their knowledge base. The findings of this study are in agreement to the findings of Ocholla (2013) who stated that the use of library provides conclusive results in advancing the administrative process of the organisation, since they indicate the success and shortcoming in services provided by the library to library users .

Discussion of findings based on the tested hypotheses

Hypothesis 1: There is no significant relationship between staff attitude and use of special library.

Table 26 indicates the T-test table showing the relationship between staff attitude and use of special library. From the result, a statistically significant relationship was found between staff

attitude and use of special library in ECOWAS and FMYD (P(T<=t)=0.210268, P<0.05). Since there is a significant relationship between staff attitude and use of special library, it implies that staff attitude has positive relationship with use of special library. Prior to this, the hypothesis is rejected, which implies that there is a significant relationship between staff attitude and use of special library. This hypothesis has revealed significant positive relationship contrasted to all the questionnaire statement that reveal staff attitude, for instance openness to new ideas, not arrogant, snobbish, nonchalant, in their attitude trigger the staff of ECOWAS and FMYD to use the library judiciously. The findings is in alignment to the findings of Mchombu (2012) and Ocholla(2013) were they pointed out that there is a significant relationship between user attitude and their use of the library.

Hypothesis 2: there is no relationship between academic profile and use of library

Table 27 indicates the T-test table showing the relationship between academic profile and use of library. From the result, a statistically significant relationship was found between academic profile and use of special library in Economic Community of West Africa State and Federal Ministry of Youth Development (P(T<=t)=0.161519, P<0.05). Since there is a significant relationship between academic profile and use of library, it implies that academic profile has positive relationship with use of library. Prior to this, the hypothesis is rejected, which implies that there is a significant relationship between academic profile and use of library. This hypothesis has revealed significant positive relationship contrasted to all the questionnaire statement that reveal academic profile, for instance use of library for professional advancement, knowledge acquisition, and research and reference purposes. This is in accordance with the findings of Marcinek (2015) who opined that academic profile of users influence the use of library a great deal, because users academic profile is dynamic, libraries must constantly evaluate their resources and services to cope with increasing user expectation and cope with the modern day advancement.

 Conclusion

Based on the findings, special libraries tend to have a large population of users with numerous academic qualifications, as the research findings have shown that the bulk of the organisational staff members are professionals with Degrees, Masters and Doctorates who are

in constant demand for current and relevant information in their various specialised field of study. Thus the need for provision of current and relevant diversified information resources is greatly needed as most respondents complained as deduced from their responses from the questionnaire that although the library had relevant resources the bulk of these resources were not current. These findings also showed that staff attitude towards use of special libraries in this organizations are positive and their academic qualifications to a great extent influence their use of the library. It is concluded that current and relevant information resources are relevant tools that when effectively utilized would lead to the overall development of the organisation's staff.

Recommendations

Based on the results of the findings of this study, the following recommendations are offered by the researchers:

1. Relevant and current information resources should be made available for the organizational staff in other to foster the economic development of the organisations.
2. The library should create awareness on the use and importance of library to Economic Community of West African States and Federal Ministry of Youth Development staff members, as the research study has shown that people only use the library for research and reference purposes.
3. Since library users are open to new ideas as revealed from the research, the library should acquire more information materials that would facilitate professional advancement of staff members of Economic Community of West African States and Federal Ministry of Youth Development.
4. It was observed during the course of this research that both libraries were greatly understaffed and thus needs to recruit professional librarians whom would improve greatly the quality of services offered and also organise knowledge effectively in these special libraries.

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