**INSTITUTIONAL SUPPORT OF FEMALE LIBRARIANS IN FEDERAL UNIVERSITIES IN SOUTH-WEST, NIGERIA**

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**ABSTRACT**

The university library is a vital part of higher educational institutions, offering a variety of resources and services to support academic programs and research. Institutional Support for female librarians is crucial for efficient information provision. While many female pursue non-corporate careers, those in the corporate world face challenges in developing their career due to lack of institutional support from parents body. This study explores institutional support for female librarians in federal universities in South-west, Nigeria.

The descriptive survey was adopted for the study; population comprised of 63 female librarians in seven universities in South-west, Nigeria. Total enumeration method was used to sample all female librarians and self-designed questionnaire was used for data collection. Data were analysed using descriptive statistic, Pearson’s Product Moment Correlation and multiple regression analysis was used to test the null hypotheses at 0.05 level of significance.

The result showed that on institutional support, institution has clear and transparent promotion criteria for female librarians (=3.00; std dev. = 0.78); policies promotion and gender equality are effectively implemented in the workplace (=2.94; std dev. = 2.94) and mentorship policies are in place (=2.92; std dev. = 0.80).

Institutional support for female librarians at the federal universities in South-west, Nigeria. Therefore, Females’ librarians in South-west, Nigeria institution has clear and transparent promotion criteria for female librarians, policies promotion and gender equality are effectively implemented in the workplace and mentorship policies are in place.

Universities library managements in South-west, Nigeria should identify favourable institutional support for female librarians. They should provide opportunities for leadership roles, clear and transparent promotion criteria for their career development and set out clear policies for promotion.

**Keywords:** Institutional Support, Female librarians

**Word count: 269**

Institutional support is the assistance provided to the library and its personnel by their parent body especially female librarians outside of their core terms of the agreement to improve their well being, which can influence their commitment to the universities and have positive effects on the development of the library and its collection to meet the information demand of their patrons. A female librarian of the twenty-first century faces severe challenges in different ways. However, female librarians rely heavily on institutional support in the form of infrastructure, staff training, timely promotion, favorable institutional policy, and the like to deliver the best services to their library patrons and the larger community. In addition, institutional support refers to employees’ perception concerning the extent to which the institution attached values to them or contributes and cares about their well-being or need. Institutional support is an important element in librarians’ job performance and well-being. However, adequate provisions for female librarians, physical or accommodation, health wellbeing, career goals, supervisor support in the form of guidance and recommendations for additional training where necessary, and fair treatment in terms of reward for extra-role performance and others would increase female librarians obligation to help the institution reach its goals and objectives. Based on this, female librarians that received institutional support from the university library will increase in role and extra-role performance and a decrease in withdrawal behaviours such as absenteeism and turnover (Musa and Ogunbote, 2021).

Universities libraries encounter global competition due to the advent of technology in modern time and managers in various institutions are energetically seeking avenues to gain competitive advantage wherein institutional support to satisfy employees is an important factor. Female librarians' perception or belief is that institutional support is a powerful instrument to show that institution or university library values her contribution to the success of the organization and cares or has a concern about her needs. Universities' library management which is concerned with female librarians will focus on library achievement (Eisenberger, Huntington, Hutchinson, and Sowa, 2015). For librarians, the university serves as an important source of socio-emotional resources, such as respect and caring, and tangible benefits such as wages and medical benefits regarded by the university, help to meet female librarian needs for approval, esteem, and affiliation. A positive value of a female librarian by the university library also provides an indication that increased effort will be noted and rewarded. Female librarians therefore, take an active interest in this regard which she held by the university library (Krishnan and Mary, 2016) expressing that institutional support is one of the most important institutional concepts that keep female librarians in the library since institutional support is known as a key factor or element that increasing the satisfaction of female librarians in the library.

Furthermore, female librarians evaluate their present institution by comparing previous ones and tend to compare the future of their job position in the library with similar positions in other universities libraries (Kanaga and Browning, 2017). This process employed by female librarians as a mental process affects the perception of their institutional support. Expectations of this perception in the female librarians' mind are outcomes such as considering female librarians' goodness by the university library, appreciation of the library and sharing common values between the university library and female librarians. Female librarian supported by the library has that feeling that support is given to them because she is valuable in the library. Female librarians who have that feeling that the library values and appreciates them are not only emotionally attached to their library in terms of affective, normative and continua and also have equal satisfaction with their job.

Generally, satisfaction is the way an employee feels about events, rewards, people, relations and the amount of mental gladness on the job (Imran, Arif, Cheem and Azeem, 2017; Somvir and Sudha, 2018)**. S**atisfaction is the degree of an employee's emotional orientation towards the work role occupied in the Organizations claim that employees or workforce who are satisfied with their job by reasons of several institutional factors such as leadership, pay/salary, promotion, opportunities, communication flow and working environment among others, feel highly committed to their organization. Job satisfaction among workers has been a major issue in the field of human resources, psychology and organizations (Mabaso, 2017). Satisfaction has been defined by Ezeamama (2019) as the level to which an employee enjoys and is satisfied in his or her working place. It is the attitude of workers towards their job. It also involves doing a job one love and being compensated for doing it well or eagerness and pressure derive from work. The influence of satisfaction on happiness and well-being is undeniable (Ayele,2014). It is an essential factor for personal fulfillment in the course of carrying out one’s duty.

In Nigeria, female librarians are facing rough access to institutional supporting terms of research funding. Librarian’s research is often undervalued and unsupported and they do not enjoy comparable support as compared to other male librarian in the same library (Jacobs, Berg and Wyss, 2013). Additionally, the quality of a research publication is to publish in a reputable and prestigious recognized international database. Indexing such as Google Scholar, Scopus, , Web of Science (IngvildReynert,Folk, Altbach and Svein, 2017). Researches that publish in a reputable bodies or index in prestigious indexing bodies are considered to have higher scientific quality and greater chances of visibility as compared to non-indexed journals. Based on this, female librarians need to write and do research to assist her promotion. Article process charges are used to cover the attendant costs of producing journals, peer review, hosting the journal online, archiving and many other related functions. The ability to pay, may consider the role in the decision of whether to publish in certain quality journals or not. In that case, female librarians need institutional support of the parent bodies to publish the research work in reputable international data bases. In addition, librarians that received institutional support perform significantly better in research and more publication. Reward is another support for female librarians in the library. The reward will boost her morale and induce behaviour that is expected to enhance their research productivity.

Furthermore, institutional support on technology, include information communication and technology (ICT) hardware or software, antivirus, free internet access, cloud storage infrastructure. This will enhance female librarian not to be stranded at any stage of research. Similarly, regular attendance of academic conferences, workshops and trainings improves the experience of a research and improve her network with experts. At conferences, a researcher can gain experience on how to write presentation and disseminate Barnes and Beaulieu (2017). For example a farmer that goes to farm with hoe or cutlass to cultivate his or her farm, the plant germinated but he or she forgot to weed or remove unwanted plant in his or her farm. The question is that would the plant germinate the way it should germinate? Institutional support is an added weapon or equipment female librarian’s use as a stepping stone to achieve career pattern laid down for her to get to the top management. By attending or participating in conferences, local or international and to making funds available to assist them.

**STATEMENT OF THE PROBLEM**

Traditionally, it was believed that males are the primary breadwinners of the family and should have rapid career development to provide for the family. Female were often confined to non corporate career, but female empowerment has fueled their determination to pursue advanced degrees and establish themselves in their careers. However, the professional world has not always been welcoming to female, leading to rejection, criticism, and mistreatment. Those who manage to break free from traditional roles face challenges competing with male colleagues who may not readily share opportunities. This imbalance puts females at a disadvantage.

To alleviate the stress of female career development, there is a crucial need for institutional support, which is currently lacking in many institutions. The existing support available is not categorized as feminine or masculine, rather it is uniform, making it challenging for females to develop in their careers. Despite having career development in place, a significant number of them encounter barriers that impede their development. This research aims to examine the provision of institutional support and the fulfillment of established career patterns in relation to career development. The study specifically focuses on exploring how institutional support of female librarians in federal universities in South-west, Nigeria.

**1.3 Objectives of the study**

The main objective of the study is to investigate institutional support of female librarians in federal universities in South-west, Nigeria the specific objectives are to:

1. determine the level of institutional support of female librarians in federal universities in South-west, Nigeria;

**1.4 Research questions**

The research questions are built up from the objectives of the study and it is:

1. What are the levels of institutional support available of female librarians in federal universities in South-west, Nigeria?

**1.8 Operational definition of terms**

**Institutional support:** This refers to the support given to female librarians in form of

Policies, Regulations monetary and non monetary help that impel female librarians to

perform their duties in a very effective and productive manner**.**

**CHAPTER TWO**

**LITERATURE REVIEW**

**2.1 Introduction**

This chapter presents the review of relevant literature on the focus of the study institutional support of female librarians in federal universities in South-west, Nigeria.

2.3 Institutional support of female librarians

**2.3 Institutional support of female librarians**

Institution is often used interchangeably with the term Organization both in speech and in literature. However, there are other synonyms abound Uphoff and Buck (2016). Institution constitutes norms and behaviors that persist over a long period in time by serving socially valued purposes. Institutions have also been identified to exist to shape human interaction by establishing a stable structure through which the set down rules(formal) and norms (informal) that characterize human behavior in a given situation Chinomona and Moloi, (2014). Institutions exist to define human behavior by prescribing a set of constraints (norms of behavior, conventions and rules) and incentives which affect individual choices which in the long run affects the output of economies and societies. Institution is referred to deep aspects of social structure, which act as authoritative guidelines and constraints for behavior (Scott, 2005).Institutions are taken-for-granted rules that can be explicit and consciously perceived by individuals, or can be as implicit guidelines for individual’s actions (Ute, Uhlaner and Stride, 2015).

The Institutional support refers to the effort, assistance or encouragement that universities render or provide for female librarians informs of policies, regulations, monetary and non-monetary that impels librarians to perform their responsibilities in an effective and productive manner. Generally, universities that want to earn female librarians commitment must be ready to provide necessary support. For Instance, some of the institutional supports that can be provided by universities include: research support in form of conference sponsorship, research grants, publication support; technical support as well as pedagogical support particularly in a knowledge-based economy ([Al-Enazi, 2016](https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7058901/#bib1)). Research is important or essential to findings, innovations, development and adequate dissemination and implementation of knowledge in a broad spectrum of fields in a knowledge-based modern culture. Federal universities are anticipated to be the powerhouses of studies and provision of resources that a researcher can invest in securing a nation's future in an increasingly powerless and unpredictable environment.

In addition, as noted by Faborode (2016) research is one of the reasons universities were established. This indicates that universities libraries are the point of call for a researcher to visit. The key role is to generate, provide new knowledge by providing quality research resources and outstanding discoveries that will enhance quality learning and ultimately produce solutions to any issues of concern. However, universities libraries in Nigeria had over the years experienced a significant decline in this regards. National Universities Commission (NUC) also noted that the quantity and quality of research outputs in Nigerian tertiary institutions was the best in sub-Saharan Africa. However, Konijnenburg (2016) indicates that institutional support relates to a large extent the quality of the relationship between the library and the female librarians in form of institutional concern on Female librarians’ well-being, supervisor support and fair treatment. Furthermore, researcher has done many studies on female librarians’ attitudes and behaviors. The attitudes and behaviors of female librarians have gained much importance and determined female librarians’ possible future behaviours or commitments at work place. Female librarians’ perception about libraries attitude regarding their institutional support is based on their caring activities for example, reward contributing to their, well-being programs and opportunities to them, to participate in key libraries decisions to achieve it aim and objectives **(**Beheshtifar and Zare, 2017)**.** Such institutional support would ultimately shape female librarians’ work attitudes in the universities in form of commitment. Deductively*,* institutional support induces feelings such as being important and being useful for the universities and these feelings improve the personal functions of female librarians. Most literature highlighted, have proved that institutional support encourages female librarians to work better and more effectively and it encourages female librarians to satisfy her, universities expectations as they see the library is trying to meet their needs and improve their working and wellbeing.

In Fakhraei, Imami and Manuchehri (2015) studies, argue that when female librarians feel satisfied and supported by their universities, they will put in more effort in the work and will feel committed to the universities and leaving the library will be difficult for them. However, in other literature, this is not the case often with librarians in public libraries. As studies have shown that most librarians in the public sector have it in mind to quit or leave office, if they find better one unlike their counterparts in a private corporate system such as the oil and related industries. Aborishade and Obioha (2019) report that librarians in most public institutions demonstrate a lack of dedication, nonchalant attitude towards work and that some show signs of regret and dissatisfaction and as such show lack of commitment and many are intending to leave if they find a better offer somewhere else. In other words, institutional support plays a salient role in female librarians’ job satisfaction and encourage them to show’ commitment to the universities in which they serve or any type including libraries/librarians based on the relationship between institutional support, job satisfaction and dimensions of employees’ commitment as projected in social exchange and social identity theory. A significance amount of literature has been developed, Over the years, which seeks to improve understanding in reward system to female librarians and the extent to which they can influence the levels of her commitment, motivation and job satisfaction. Lawal, (2015) reward system or institutional support is one of the most widely researched subjects in the field of librarianship or organization, yet it remains one of the less understood topics. Additionally, in present days, the task of the universities where female librarians work create an avenue for institutional support which will cater for conducive environment which motivates female librarians to perform excellently, brilliantly and satisfactorily for the growth the a library or an organization.

In a wider context, there is an increase emphasis on female librarians as a key source of competitive advantage, often being regarded as the key differentiator between library as an organization and many library managers trying to comprehend the complexities of motivating female librarians at work and provide her with job satisfaction so that she can gain commitment. For those reasons, increased emphasis is given to financial and non-financial rewards from both library management and universities. Institutional support is primarily viewed as pay-offs for performance. The effective type of institutional support or reward incorporates both the extrinsic and intrinsic aspects. Extrinsic reward for extrinsic motivation comes in the nature of recognition, as in promotion and money for performance.

The most common forms are salary, overtime pay, and merit pay. For Sharma and Sadana (2015) intrinsic reward imparts motivation through job challenges and enjoyment of job activities. Intrinsic rewards include diversity of activities, participation in the decision-making process, greater job discretion and more challenging tasks. According to Brendford (2015) opines that, the major component of extrinsic motivation is salary, in a social economic system, the difficult aspect is that, no one will not concerned about his or he welfare when his or her life is deteriorating because his salary increase are not keeping pace with inflation. The institutional support should be constructed as to encourage female librarians to stay on the job and perform to progress in the library. Female librarians might want to compare what they get, from their job with what universities put into it. She can compares, her income and productivity with those of other female librarians working in the universities libraries. The inevitable outcome of this comparison process, Njoku (2017) is that, the comparison in salary will be either the same or not the same to other female colleagues with the result of satisfaction or dissatisfaction of libraries job.

The complex topic that has important role to play in the life of universities libraries success is compensation to the female librarians and for universities libraries to succeed, it must not look up to capital investment but to female librarians as the fundamental source of improvement with the understanding that human element and the universities libraries or organizations are synonymous (Dessle, 2015). However, compensation program is divided into two, they are direct and indirect forms of compensation. Direct compensation is the wages and salary while indirect is the marginal benefits a female librarian enjoys from the institutional support of universities as a result of working in the library. Universities should integrate the two and package it in form of institutional support to encourage the achievement of a library goal is what compensation is still all about.

In the words of McNamara (2016) institutional support includes issues regarding wage and salary programmes and structures accruing from job descriptions, and merit-based programmes, bonus-based programmes commission based programmes. Gomez-Mejia, Balkin and Cardy (2016) view institutional support as compensation as comprising of basic pay and fringe benefits. Base pay or cash pay is the direct pay provided by employers for work performed and these include salary, overtime pay, shift allowance, uniform allowances and pay contingent on performance like merit awards, incentive pay, bonuses and gain sharing while fringe compensating include required programmes such as social security, health benefits, pension plans, paid time off, tuition reimbursement and foreign service premium. Bernadin (2016) asserts that skill based pay also pose some risks in the area of employee paying higher compensation that are not offset by organization’s productivity.

Female librarians benefits, though a part of total compensation embrace non monetary form of compensation ranging from health care plans to pension or retirement plans, social security, insurance, family and medical leave. Cascio (2017) views compensation to include severance pay, payments for time not worked (vacations, sabbatical, holidays), those injured on the job, Foreign Service premiums, child care, tuition reimbursement and on campus accommodation. Other emerging trends in employee compensation embrace flexibility or what is known as cafeteria approach to reward. This allows female librarians to develop their career in order pay more attention on the library job rather than looking for ways to solve her personal issue,since what she earns cannot sustain her.

Bernadin (2016) emphasized the importance of universities being well-informed about the institutional support available to effectively manage, recruit, and employ female librarians in their libraries. University libraries often provide various forms of institutional support to female librarians, including retirement plans, medical care, leave benefits, sponsorship for professional development opportunities, and on-campus accommodations. Oetinger (2016) highlighted the strong link between job satisfaction and institutional support, indicating a positive relationship between the two. The perceived fairness of institutional support plays a key role in female librarians' satisfaction, with job security being a significant factor in future decision-making. Fajana (2017) further underlines the significance of cost, equity, motivation, and job satisfaction in helping female librarians stay focused and dedicated to their work.

The author further stated that institutional supports are usually unique and important part of the female librarians reward. Salary defines the different levels of pay for jobs or groups by reference of their relative internal value as determined by job evaluation to external relatives as established by market rate surveys and sometimes to negotiate rates of job. To Chiu Luk and Tang, (2016) the greatest institutional supports for female librarians are their psychological needs or non-financial incentives provided at their workplace. Ranaweera and Li (2018) female librarians were moderately satisfied with their jobs, due to institutional support they get from the universities. They were satisfied with the nature of work and career developments opportunities, salary and benefits. The study recommended increase in salary for female librarians. Additionally, the study recommended that universities should provide institutional support to aid their career development.

Saka, Akor and Opaleke, (2016) studied the influence of institutional support and job satisfaction on the performance of female librarians in universities. Herzberg’s two factor theory was the theory in which the theory was based. The results revealed that there was no significant relationship between institutional support and job satisfaction on the job performance among the female librarians. The study recommended that intrinsic and extrinsic factors should be applied. In addition, Akintayo, (2018) found that female librarians were satisfied with their jobs due to institutional support provided by federal universities. They indicated that they were very satisfied with the nature of work and were satisfied with responsibility, achievement, and recognition while satisfaction with promotion recorded a low level. It was recommended that the federal universities should look into the factors that are important to enhance job satisfaction of the female librarians.

In Akpan, Archibong and Undie (2016) they revealed that self funding was the main fund for research by female librarians in Nigeria Universities. It is also mention in findings of Baro, Basah and Obi (2017) they reported that a large number of the female librarian in the universities in Nigeria fund their research themselves from the little they are earning. In similar report by Okoduwa, Abe, Samuel, Chris, Oladimeji and Idowu, (2018) they agreed that, institutional support is available but female librarians have not tried to access it. Furthermore, many researcher reports that, there are bureaucratic bottle necks involved in the quest to access institutional support, they believe that there are institutional supports but there are some obstacles that could face their access to institutional support. This finding conforms with the findings byBaro, Bosah and Obi, (2017) who reported that a large number of the female librarian in the universities in Nigeria are discouraged from accessing research support as a result of severe condition attached to research grant.

It has been suggested that female librarians in federal universities are affected by the institutional support (Sandiford, 2017). Perceived institutional support is the level or degree in which female librarians feels supported by the federal universities (Whitmore, 2017). Institutional support comprises of resources, opportunities, privilege sand services which institution renderd to female librarians that made contributions to the social and academic or career development (Stanton-Salazar, 2019). Dunworth and Boldy, (2018) institutional support is the sources of knowledge and corresponding academic and emotional support designed to promote effective communication, relational competencies, effective help seeking behavior so female librarians can navigate effective and successfully within the terrain of the universities. The key factors to be included when considering determined the presence of institutional support. They include financial support and opportunities, emotional support from numerous sources, mentorship from university faculty and other significant individuals, in the professions, technical support from a variety of sources (Bond, 2015).

After an extensive review of the literature, Changes included making advising and mentoring into separate factor as well as adding professional socialization as a factor. The new model of institutional support comprises of financial support (money to pay for tuition), emotional and moral support (relationships with individual faculty, family, and students), mentoring (long-term relationship with a role model usually a cultural match),technical support (access to and assistance with computers, equipment, and skills needed to conduct research), academic advising (guidance for plan of study and specific courses), and professional socialization (activities to enhance skills and abilities as a professional) (Bond,Cason and Gray, 2015).

This model has been applied to study library assistance in other universities, persistence as well as other programs of higher education and found to be a valid list of factorswhich constitutes strong institutional support (Bond, Cason and Gray, 2015). Studies indicate that federal universities libraries need to provide for the social and emotional needs of their female librarians (Rong and Preissle, 2019) in that, if female librarians have a perception that the institutional supports,may have a powerful influence on their desire to put in more effort in achieving library aims and objectives. Federal universities library that make a deliberate effort to support female librarians through their policies may help increase more them with high qualifications (Thomas, 2019).

Tinto’s (2020) in her seminal study, demonstrated that commitment from federal universities library to the female librarians might influence their intention to work hard in the library. Institutional support also provides to female librarians with a network to assist them in overcoming challenges and barriers which impact self-appraisals and psycho-social well-being (Stanton-Salazar, 2016). When female librarians experience greater exposure toclear organized institutions, they perceive their faculty as being more invested in their learning and career development, and they report being more academically motivated and engaged in their research (Roksa, Trolian, Blaich, and Wise 2017). Not all female librarians utilize institutional supports in universities, so focusing on perceived institutional support might be more important for female librarian’s outcome (Whitmore, 2017).Perceived institutional support is linked to psychological resiliency and well-being of Female librarians, and self-esteem and psychological disposition (Gottfried, Fleming, and Gottfried, 2021). Perceived social support refers to the existence of or availability of people on whom an individual can rely on, as well as people who let others know that they are cared about, valued, and loved (Whitmore, 2017). Positive effects of social support include improved coping with the environment Perceived institutional support is linked to academic resiliency. Aspects of institutional support can positively impact academic outcomes such as female librarian’s persistence. For example, greater persistence is reported when female librarians work collaboratively with library.

**CHAPTER THREE**

**METHODOLOGY**

**3.1 Introduction**

This chapter described the method and procedures used for the study. The chapter was discussed under the following sub-headings :research design, population of the study, sampling technique and sample size, data collection instrument, data collection procedure and method of data analysis.

**3.2 Research design**

The descriptive research design of correlational type was adopted for the study. Descriptive research focuses on the collection of data and information about the research problem to enable the researcher to test hypotheses or answer questions about the current issue of the subject of the study. The method was adopted because, it is the best method used in studying the distribution and degree of relationship among variety of random variables. The method is also considered appropriate in obtaining reliable information. In addition, it facilitated the test of hypotheses on the influence of the independent variables on the dependent variable (Siedlecki, 2020). Likewise, the descriptive survey research of the correlation type does not encourage the manipulation of the variables of interest in the study. The researcher could only report what had happened on the field. It was also to discover relationships among variables and to allow the prediction of future events.

**3.3 Population of the study**

The populations of this study are female librarians in federal universities in South-west, Nigeria. According to the data collected, from seven (7) federal universities in South-west of Nigeriathey are; University of Ibadan (UI), Ibadan, University of Lagos (UNLAG), Akoka, Yaba Lagos, Obafemi Awolowo University (OAU), Ile-Ife,Federal University of Agriculture (FUNAAB), Abeokuta, Federal University of Technology (FUTA), Akure, Federal University, (FUOYE), Oye-Ekiti and Federal University of Health Sciences, Ila-Orangun. The data collected from the universities libraries gave the total number of 63 female librarians. This number forms the population of the study (Table 3.1)

**Table 3.1 Population of the study**

|  |  |  |
| --- | --- | --- |
| **S/No** | **Federal Universities** | **Number of female librarians** |
|  | University of Ibadan, Ibadan(UI), Ibadan | 15 |
|  | University of Lagos (UNILAG), Akoka Yaba, Lagos | 9 |
|  | ObafemiAwolowo University (OAU), Ile-Ife | 13 |
|  | Federal University of Agriculture(FUNAAB), Abeokuta | 12 |
|  | Federal University of Technology (FUTA), Akure | 6 |
|  | Federal University (FUOYE), Oye-Ekiti | 6 |
|  | Federal University of Health Sciences, Ila-Orangun | 2 |
|  | **TOTAL** | **63** |

**Source: field survey, 2023**

**3.4 Sampling technique and sample size**

This study employed total enumeration methods. The researcher could control the population size based on time and cost. A total of 63 respondents, all female librarians, were included in the study using total enumeration to guarantee strong participation. Therefore, employing total enumeration was essential as the respondents were few and easily manageable. Consequently, all 63 female librarians took part in the research.

**3.5 Research instrument**

A self-developed questionnaire titled “institutional support of female librarians in federal universities (ISFLFU)” was designed for data collection. The questionnaire was divided into five (5) different sections, sections A – E, Section A of the questionnaire focused on the demographic information of the respondents such as Name of the institution, Age group, Educational qualification, Years of working experience, Religion and Marital status. Section B elicited information on institutional support; there were 10 items in the section. The instrument was structured to enable the respondents express their opinion on different rating scales. Sections A, has the rating scale of (4) Strongly agree (3), Agree (2), Disagree (1), Strongly Disagree.

**3.6 Data collection procedure**

The data collection procedure involved collection of a letter from the Head of Department of Library, Archival and Information Studies to the respondents introducing the study and the researcher. A total number of 63 copies of the questionnaire were administered to female librarians. The researcher met the respondents, administer the questionnaire, ample time will be given for their completion and copies of completed questionnaire were collected immediately after respondents had dully filled them on appointed date.

**3.7 Method of data analysis**

The data was analysed quantitatively using the descriptive statistics. Simple percentages were used to analysed the demographic information of the respondents. Descriptive statistics such as frequency count and percentages, means and standard deviation was used to answer the research questions one to four while multiple regression analysis was used for research question five. For the test of hypotheses, the hypotheses 1 to 3 were answered using the Pearson Product Moment Correlation (PPMC) analysis to determine the level of significant relationships. For the fourth hypotheses, multiple regression analysis was used. All of the hypotheses were tested at null with the degree of freedom set at 0.05 level of significance. Analysis of the information obtained from the data collected was done on computer using the Statistical Package for Social Science (SPSS) software version 21.

**CHAPTER FOUR**

**RESULTS AND DISCUSSION**

**4.1 Introduction**

This chapter presents the results of data analysed and the results in a descriptive form with the use of frequency count, percentages, Pearson Product Moment Correlation (PPMC) and Regression Analysis. The chapter was presented in the following order: Questionnaire distribution and response rate**,** demographic information of respondents, answers to research questions, test of hypotheses and discussion of findings.

**4.2 Questionnaire distribution and response rate**

A total number of 63 copies of the questionnaire were administered to the female librarians across the 7 federal universities in South-west, Nigeria. These universities were from South-west states comprising: University of Ibadan (UI), Ibadan, University of Lagos (UNILAG), Akoka, Yaba Lagos, Federal University of Agriculture (FUNAAB), Abeokuta, Obafemi Awolowo University (OAU), Ile-Ife, Federal University of Technology, (FUTA) ,Akure, Federal University (FUOYE), Oye Ekiti, Federal University of health Sciences, Ila Orogun. A total of 63 copies of the questionnaire were returned and found useful for the study’s analysis. This gave a response rate of 100%. The response rates of the administered copies of the questionnaire were shown in Tables 4.1

**Table 4.1 Questionnaire distribution and response rate**

|  |  |  |  |
| --- | --- | --- | --- |
| **Federal Universities** | **Copies of questionnaire** | | **Response rate(%)** |
| **Distributed** | **Returned and used** |  |
| University of Ibadan, Ibadan (UI), Ibadan | 15 | 15 | 23.8 |
| University of Lagos (UNILAG), Akoka Yaba, Lagos | 9 | 9 | 3.2 |
| Obafemi Awolowo University (OAU), Ile-Ife | 13 | 13 | 20.6 |
| Federal University of Agriculture (FUNAAB), Abeokuta | 12 | 12 | 9.5 |
| Federal University of Technology (FUTA), Akure | 6 | 6 | 9.5 |
| Federal University (FUOYE), Oye-Ekiti | 6 | 6 | 14.4 |
| Federal University of Health Sciences, Ila-Orangun | 2 | 2 | 19.0 |
| **TOTAL** | **63** | **63** | **100.0** |

**Source: Field survey 2020**

Table 4.1 shows the breakdown of the number of respondents surveyed in the federal universities in South-west. The population of female librarians in federal universities in South-west, Nigeria are: University of Ibadan (UI) had the highest number of respondents 15 (23.8%),compared with other universities in the study, Obafemi Awolowo University (OAU), Ile-Ife had the second highest number of respondents 13 (20.6%), while Federal University of health Sciences had the lowest number of respondents 2 (19.0). Repondents used in this study were female librarians.

**4.3 Demographic information**

The demographic information identified the characteristics of the female librarians which include: name of the institution, age group, educational, qualification, years of working experience, religion and marital status in the seven (7) federal universities in South-west, Nigeria.

**Table 4.2: Demographic characteristics of the respondents**

|  |  |  |  |
| --- | --- | --- | --- |
| **S/N** | **Institution** | **Frequency** | **Percent (%)** |
| 1 | University of Ibadan (UI) | 15 | 23.8 |
| 2 | University of Health Sciences, Ila Orangun | 2 | 3.2 |
| 3 | Obafemi Awolowo Unversity, (OAU) Ile Ife | 13 | 20.6 |
| 4 | Federal University Oye-Ekiti (FUOYE), | 6 | 9.5 |
| 5 | Federal University of Technology, Akure (FUTA) | 6 | 9.5 |
| 6 | University of Lagos (UNILAG), Akoka Yaba, Lagos | 9 | 14.4 |
| 7 | Federal University of Agriculture Abeokuta (FUNAAB) | 12 | 19.0 |
|  | **Total** | **63** | **100.0** |
|  | **Age** | **Frequency** | **Percent (%)** |
| 1 | 25 to 35years | 23 | 36.5 |
| 2 | 36 to 40years | 5 | 7.9 |
| 3 | 41 to 50years | 16 | 25.4 |
| 4 | 51 years and above | 19 | 30.2 |
|  | **Total** | **63** | **100.0** |
|  | **Working Experience** | **Frequency** | **Percent (%)** |
| 1 | Less than 1 year | 10 | 15.9 |
| 2 | 1 to 5 years | 15 | 23.8 |
| 3 | 6 to 10 years | 9 | 14.3 |
| 4 | 11 to 15 years | 5 | 7.9 |
| 5 | 16 to 20 years | 10 | 15.9 |
| 6 | Above 21 years | 14 | 22.2 |
|  | **Total** | **63** | **100.0** |
|  | **Religion** | **Frequency** | **Percent** |
| 1 | Christianity | 53 | 84.1 |
| 2 | Islam | 10 | 15.9 |
|  | **Total** | **63** | **100.0** |
|  | **Marital status** | **Frequency** | **Percent** |
| 1 | Married | 42 | 66.7 |
| 2 | Single | 21 | 33.3 |
|  | **Total** | **63** | **100.0** |

Table 4.2 shows the breakdown of the demographic characteristics of female librarians in federal universities South-west, Nigeria. The findings showed that 15(23.8%) of the respondents were from University of Ibadan (UI): 13(20.6%) of the respondents were from Obafemi Awolowo University, (OAU), and 2(3.2%) respondents were from University of Health Sciences, Ila Orangun.

The Table 4.2 further revealed that: majority of respondents 23(36.5%) were between the ages of 25-35 years, 5(7.9%) of the respondents were between the age range of 36-40 years, 16(25.4%) of the respondents were between the age range of 41-50 years and 19(30.2%) of the respondents were between the age range of 51 and above.

According to the respondents’ years of experience, majority of the female librarians 10(15.9%) have been on the job for the period of less than 1 year, however, 15(23.8%) respondents have worked for 1-5 years on the job, 9(14.3%) respondents have been on the job for 6-10 years, 5(7.9%) respondents with working experience ranging from 11-15 years, 10 (15.9%) with working experience ranging from 16-20 years, 10(15.9 %) respondents with working experience ranging from 16-20 years and 14(22.2%) respondents with above 21 years working experience. It is also show in the table 4.2. thatreligion status of the respondents: 53(84.1%) were identified as Christian and 10(15.9%) of the respondents identified as Muslim. Majority of the respondents 42(66.7%) were married and 21(33.3%) of the respondents were single.

**Research Question 2: What is the level of institutional support available for female librarians in federal universities in South-West, Nigeria?**

In order to ascertain the respondent’s response on the level of institutional support available for female librarians in federal universities in South-west, Nigeria. Female librarians were instructed to point out their agreement or disagreement with items that were developed as contained in the scale that was used to measure the construct. The results were presented in Table 4.5

**Table 4.5: The level of institutional support available of female librarians in federal universities in South-west, Nigeria**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **S/N** | **Item Description** | **SA(%)** | **A(%)** | **D(%)** | **SD** (%) |  | S. Dev. | **Rank** |
| 1 | The institution provides financial support for professional development opportunities(conferences, workshops, training programs) of female librarians. | 10  (27.0) | 34  (54.0) | 14  (22.2) | 5  (7.9) | 2.78 | .81 | 9 |
| 2 | Mentorship programs are available to support the career growth of female librarians. | 13  (20.6) | 31  (49.2) | 13  (20.6) | 6  (9.5) | 2.81 | .87 | 6 |
| 3 | The institution has clear and transparent promotion criteria for career advancement of female librarians. | 17  (27.0) | 31  (49.2) | 13  (20.6) | 2  (3.2) | 3.00 | .78 | 2 |
| 4 | There are equal opportunities for both male and female librarians to take on leadership roles. | 14  (22.2) | 40  (63.5) | 6  (9.5) | 3  (4.8) | 3.03 | .71 | 1 |
| 5 | Policies promoting gender equality are effectively implemented in the workplace for female librarians. | 14  (22.2) | 40  (63.5) | 6  (9.5) | 3  (4.8) | 2.94 | .89 | 3 |
| 6 | The institution recognizes and values a diverse set of skills and contributions from female librarians. | 10  (15.9) | 29  (46.0) | 16  (25.4) | 8  (12.7) | 2.63 | .89 | 10 |
| 7 | Work-life balance initiatives, such as flexible working hours, are in place. | 7  (11.1) | 33  (52.4) | 13  (20.6) | 10  (15.9) | 2.59 | .89 | 11 |
| 8 | Female librarians are well-represented in leadership positions within the library. | 10  (15.9) | 34  (54.0) | 15  (23.8) | 4  (6.3) | 2.79 | .78 | 7 |
| 9 | The institution supports research and publication activities for female librarians. | 16  (25.4) | 30  (47.6) | 10  (15.9) | 7  (11.1) | 2.87 | .92 | 5 |
| 10 | The institution actively addresses gender-based discrimination. | 13  (20.0) | 30  (47.6) | 14  (22.2) | 6  (9.5) | 2.79 | .88 | 8 |
| 11 | Family-friendly policies are in place to support female librarians. | 13  (20.6) | 37  (58.7) | 8  (12.7) | 5  (7.9) | 2.92 | .80 | 4 |
|  | **TOTAL** | **12**  **(19.0)** | **34**  **(54.0)** | **12**  **(19.0)** | **5**  **(8.0)** |  |  |  |
|  | **N=63, Average mean=2.83, Weighted mean=2.50** | | | | | **2.83** | **0.83** |  |

**Key; Strongly Agree(SA=4), Agree(A=3), Disagree(D=2), Strongly Disagree(SD=1)**

Table 4.5 presents the level of institutional support available for female librarians in federal universities in South-west, Nigeria. The findings revealed that: equal opportunities for both male and female librarians to take on leadership roles(=3.03; std dev. = 0.71); institution has clear and transparent promotion criteria for career advancement (=3.00; std dev. = 0.78); policies promotion and gender equality are effectively implemented in the workplace (=2.94; std dev. = 2.94); family and friend policies are in place (=2.92; std dev. = 0.80); institution support research and publication activities (=2.87; std dev. = 0.92); Work-life balance initiative such as flexible working hours are in place (=2.59; std dev. = 0.59); and recognition and values a diverse set of skills from female librarians (=2.59; std dev. = 0.89).

It was also indicated by the respondents that the institutional supports available of female librarians are: female librarians are well represented in the leadership positions within the library work-life (=2.79; std dev. = 0.78); mentorship pograms are available to support the career development (=2.81; std dev. = 1.87) and institution actively address gender based discrimination (=2.79; std dev. =0.88).

**4.6 Discussion of findings**

The discussion section is organized in line with the major findings from the research questions, research hypotheses and according to the objectives of the study.

**4.6.2 Institutional support available for female librarians in federal universities South-west, Nigeria**

The institutional support available for female librarians in federal universities South-west, Nigeria include: opportunities for leadership roles, clear and transparent promotion criteria for career advancement, policies promotion and and gender equality are effectively implemented in the workplace, family and friend policies are in place and Institution support research and publication activities.

This finding is in accord with a previous study carried out by Chabaya, (2015) whose study conducted in Zimbabwe universities are responsible for providing well-grounded institutional and informal support structures that boost the professional development of female librarians. Johnston and Williams (2015) who performed research in Qatar on the topic: Future training of female librarians. The training will help female librarians advance in their careers. Their research discovered that Qatari female librarians require cataloguing training, as well as RDA, electronic resource management, information literacy, and copyright issues. The findings suggested that the majority of female librarians that responded, had poor catalog skills and that they required informal training programs to advance their careers in the event of promotion and to increase library objectives. However, financing was discovered to be the primary obstacle. The study suggested that informal training programs for female librarians be implemented in order for them to develop knowledge in many sections of the library. Generally, universities that want to earn female librarians commitment must be ready to provide necessary support. For Instance, some of the institutional supports that can be provided by universities libraries include: research support in form of conference sponsorship, research grants, publication support; technical support as well as pedagogical support particularly in a knowledge-based economy. In Fakhraei, Imami and Manuchehri (2015) studies, supported that when female librarians feel satisfied and supported by their universities, they will put in more effort in the work and will feel committed to the universities and leaving the library will be difficult for them.

However, in other literature, this is not the case often with librarians in public libraries, as studies have shown that most librarians in the public sector have it in mind to quit or leave office, if they find better one unlike their counterparts in a private corporate system such as the oil and related industries. Aborishade and Obioha (2019) supported that statement, that librarians in most public institutions demonstrate a lack of dedication, nonchalant attitude towards work and that some show signs of regret and dissatisfaction and as such show lack of commitment and many are intending to leave if they find a better offer somewhere else.

**CHAPTER FIVE**

**SUMMARY, CONCLUSION AND RECOMMENDATIONS**

**5.1 Introducton**

The study examined the institutional support and of female librarians in federal universities in South-west, Nigeria**.** This research is quantitative research employing a descriptive survey method. A questionnaire designed by the researcher was used for data collection. From the population, 63 participants were chosen and 63 questionnaires were fully completed and used for analysis. The data from the questionnaire was analysed using frequency, percentage, means and standard deviation. Pearson Product Moment Correlation (PPMC) and Multiple Regression Analysis was carried out using statistical Package Social Sciences Software (SPSS 25.0) for this study.

**5.2 Summary of the findings**

The following are the summary of the study:

1. The institutional support available for female librarians in federal universities South-west, Nigeria include equal opportunities for leadership roles, clear and transparent promotion criteria for career advancement, and clear policies for promotion.

**5.3 Conclusion**

Institutional support of female librarians in universities in South-west, Nigeria. The study concluded that female librarians are opened to changes, career development and activities required for their career upgrade. It therefore appropriate that university libraries design career development process that will enable both male and female librarians to flourish and excel on their job.

**5.4 Recommendations**

Based on the findings of the study, the following recommendations are made:

1. Females’ librarians in South-west, Nigeria engage more in networking, pursuing professional development and seek mentorship as well to always yearn for satisfaction and recognition in their profession.
2. Universities library managements in South-west, Nigeria should identify favorable institutional support for female librarians. They should provide opportunities for leadership roles, clear and transparent promotion criteria for their career advancement and set out clear policies for promotion.
3. Universities library managements in South-west, Nigeria are encouraged to provide more financial support especially for the female librarians to facilitate their research and publication processes as well as speed up their promotion opportunities.
4. Among the challenges to career development of female librarians in federal universities in South-west, Nigeria are limited access to leadership roles, gender-based discrimination and institutional demand, therefore managements of university libraries should provide effective means of reducing the tension and conflicts that occur in workplace.
5. The university library should advocate for resources to support female librarians and to contribute to their scientific knowledge based information technology handling skill and social media usage and to promote the work of female librarians in areas of researcher and service delivery.

**5.5 Suggestion for Further studies**

This study examined institutional support of female librarians in federal universities South-west, Nigeria. The researcher could not have covered all the areas expected. It is on this basis that further research can be carried out in the following areas in other states in Nigeria

2. Stress and work life-balance on job performance among selected female Librarians in federal universities in South-west, Nigeria as one point of intervention to increases Career Development on Job performance.

3. Institutional support and job satisfaction as determinants of career development in Nigeria universities.

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