

**INFLUENCE OF MOTIVATION AS PRE-EDITOR ON RESEARCH PRODUCTIVITY OF LIBRARIANS OF FEDERAL UNIVERSITY LIBRARIES IN NORTH-EAST NIGERIA**

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**Abstract**

*This study investigated influence of motivation as pre-editor on research productivity of Librarians of Federal University Libraries in North-East Nigeria. A quantitative method and survey design was adopted for the study. The population for this study comprised of 366 librarians of seven (7) federal university libraries in North-East, Nigeria, from which total enumeration was used for the study. The data collected were analysed using percentage, mean and standard deviation. The result revealed that motivation had a significant influence on research productivity of librarians of federal university libraries in North-East, Nigeria. The results of the study among others showed that extrinsic motivation had no significant influence on research productivity, while intrinsic motivation was found to have significant influence on research productivity. The study recommended among others that librarians federal university libraries in the North-East should engage in co-authored works in terms books, journal articles and conference papers in order to enhance their research productivity; that administrators of federal university libraries in the North-East should motivate librarians through prompt payment of academic allowances and good salary package, so as to improve their research productivity.*

**Keywords: Motivation, Research productivity, Librarians, Federal university libraries, North-East**

**Introduction**

Motivation plays a vital role in setting and achieving goals. It provides the drive and determination necessary to identify and pursue meaningful objectives. Motivated individuals are more likely to set ambitious goals and take consistent action to accomplish them. The term motivation came from the Latin word “movere” which means to move (Parashar, 2016). Literally, motivation reflects the underlying reason that makes people do something. Burns and Alexander(2020) described motivation as an act or process that gives a person a reason to do something in a particular way, or an explanation for a repeated behaviour, needs, and desires. In short motivation explains why a person does something. In an organizational framework, motivation can be defined as the cumulative processes that affect direction and behaviours in the workplace/condition (Girdwichai & Sriviboon,2020).

Research motivation is the force that influence librarians to conduct research in order to increase his/her research productivity. Motivation is expressed in two ways and in general it may either be extrinsic or intrinsic (Girdwichai & Sriviboon, 2020). Extrinsic motivation refers to “those factors that arise from outside the individual and often involve rewards such as trophies, promotion, money, social recognition or praise” that comes from outside. Intrinsic motivation refers “those factors that arise from within the individual, simply for the personal fulfilment of solving a problem” this includes curiosity, hobbies, desire or expectation of success and so on.

Many scholars have emphasized the importance of motivation among librarians in relation to their research productivity in other countries (Abejirinde, 2015, Bai, 2018; Tao, Zhao & Chen, 2019), and this study will investigate how it can be associated with Nigerian academics' research productivity in terms of no of journal articles, conference papers books, chapters in books, co-authored books, technical reports, patent and certified inventions, occasional papers. It is believed that high levels of motivation among librarians of universities can give rise to and sustain individuals' efforts to fulfil their goals, such as research publication, teaching and community service (Horodnic & Zait, 2015).

Universities in Nigeria need to pay attention to librarians' motivation because of its influence on work-related behaviour and effectiveness. This is because good working condition, promotion, job security, rewards and recognition lead to higher productivity. Nelson and Quick (2015) viewed motivation as factors that leads to positive mental health and challenge people to grow, contribute to the work environment and invest themselves in the organization. Abejirinde (2015) investigated the relationship between motivation and research productivity within private and public universities in Nigeria and found that promotion (as a motivator) has significant relationship with research productivity of librarians in universities. Bennell and Kwame (2018) found that sizeable percentages of university lecturers are poorly motivated in Sub-saharan Africa and South Asia. This might have resulted to most of the lecturers not being highly productive in research. It is also imperative to note that university physical facilities and IT infrastructure are key motivating factors in achieving research productivity. Subair, Okotoni and Adebakin, (2017) reported that poor facilities like modern laboratories, libraries, IT infrastructure in Nigerian universities have also contributed to low research productivity of academics. Facilities like modern laboratories, libraries, IT infrastructure that supports research are to be put in place in all our schools especially in higher institutions of learning. However, research productivity of librarians cannot be achieved without provision needed motivational support.

### **Statement of the Problem**

Librarians of universities are required to engage in research activities as one of the measures of their productivity. That is, they are expected to carry out research and publish the result in reputable outlets within and outside the shores of Nigeria. In spite of the relevance of research productivity to the career advancement and prestige of librarians as well as the universities, studies have indicated that academics in African universities including Nigerian are reportedly lagging behind their counterparts in western countries in terms of research productivity (Foster, Heppensta, Lazarz & Broug, 2019; Adams, King & Hook, 2015). Recent findings from Kpolovie and Onoshagbegbe (2017) and Adetoyeje, Donald, Adewale, and Tolulope (2019) also found low level of research productivity among librarians in Nigerian universities. The low level of research productivity has been impacting negatively on the status, prestige and rating of Nigerian librarians and academic institutions in Africa and worldwide.

Perhaps the low level of research productivity observed may be due to inadequate motivation of academics. Therefore, this study investigates influence of motivation on research productivity of librarians of Federal University Libraries in North-East Nigeria.

### **Objective of the Study**

The objectives of the study were to:

1. Find out the level of research productivity of librarians of federal university libraries in North-East, Nigeria.
2. Explore extent of motivation provided to librarians of federal university libraries in North-East Nigeria.

3. Investigate the influence of motivation on research productivity of librarians of federal university libraries in North-East Nigeria.

### Hypotheses

The null hypotheses formulated for this study will be tested at  $\alpha = 0.05$  level of significance.

H<sub>01</sub>: Motivation have no significant influence on research productivity librarians of federal university libraries in North-East Nigeria.

### Literature Review

Motivation for research can be considered an important factor influencing university academics' research productivity, and more specifically, publication in reputable international and local journals. Abdulsalam and Mawoli (2017) investigated motivation and job performance of librarians of state universities in Nigeria, using Ibrahim Badamasi Babangida University, Lapai, Niger State as a case study. The study revealed that librarian's motivation does not influence librarians research performance. The result further indicated negative correlation between motivation and research performance. Even though research productivity is prerequisite to staff promotion and trumpeted in the academy as "publish or perish." Given the fact that carrying out effective teaching by staff does not necessarily require expending personal cash but only effort, while in the case of research or publications such expenditure is unavoidable as the individual staff bears the entire financial responsibilities for research and publication. Hence, lecturers need to be given financial, logistic and technical support by their universities to enable them turnout optimal number of research needed for economic, administrative, social, and technological development.

Omojola (2019) also examined the factors that determine librarians job performance in Nigeria. The finding of his study showed that there is a significant relationship between of librarians' job performance and motivation. This implies that since motivation increases performance, librarians will be more productive if they are well motivated through prompt payment of salaries/allowances and making the environment conducive for them. The study of Simisaye (2019) revealed that inadequate motivation from employers is one of the major factors responsible for low research productivity among librarians in research institutes in South-West, Nigeria. This study also supports that of Micheal et al (2019) who found that motivation has direct effect on job performance of librarians.

Onoyase (2017) investigated motivation and job performance of lecturers of tertiary institutions in Nigeria; the finding reveals that, there is significant relationship between lecturers' salary/incentives and their job performance in terms of teaching, research and community service. This implies that lecturers in the Universities, Polytechnics and Colleges of Education are motivated to perform their job well with salary and other incentives. The probable reason for this result could be that payment of salary and provision of other welfare package make life enjoyable for lecturers and they experience a great sense of comfort. They therefore undertake their duties with great interest. Further analysis showed that there is significant relationship between lecturers' promotion and their job performance. This implies that promotion of lecturers enhances their performance. This may also be so because promotion brings about increase in salary and recognition for appointment to higher positions and this seem to boost the ego of librarians, give them a sense of belonging and therefore they execute assigned tasks with more zeal.

Bamgbose and Ladipo (2017) examined the influence of motivation on academic library employees' performance and productivity in Lagos, Nigeria and found that various forms of motivations like job security, wages and salary, relationship with colleagues, staff appraisal,

financial incentives, and reward were available to the library employees; and that most of the motivational parameters have influence on the performance of the library employees largely. Micheal, Alli, Lawal and Ajayi (2019) also investigated the role of organizational culture in moderating the relationship between motivation and librarians performance in a selected Nigerian university. The findings from the results of analysis suggests that there is a direct effect of motivation driven by financial rewards, promotion, and employee training and development regime on the performance of librarians of covenant university. Performance in this context includes teaching effectiveness, research output and university service engagement. However, Irfan and Marzuki (2018) studied the moderating effects of organizational culture on the relationship between work motivation and work commitment of university librarians. The result revealed that organizational culture moderates the relationship between work motivation and commitment of librarians in Pakistan.

### Methodology

The study adopted quantitative research methodology and specifically a survey research design. The population for this study comprises 366 librarians of federal university libraries in North-East Nigeria. The sample size for this study consisted of 366 librarians drawn from the seven federal university libraries: Army university Bui, Abubakar Tafawa Balewa University Bauchi, Federal University Wukari, Federal University of Kashere, Federal University Gashua, University of Maiduguri and Modibbo Adama University of Technology Yola. Total enumeration sampling was used to determine the sample size of the respondent's librarians from the all the seven (7) federal university libraries in the North-East, Nigeria.

### Result and Discussion

This section presented the results of this study based on research questions and hypothesis as follows:

**Research question one:** What is the level of research productivity of librarians of federal university libraries in North-East Nigeria?

**Table 2: Level of Research Productivity of Librarians**

Types of Publications	6 and above (%)	4-5 (%)	2-3 (%)	0-1 (%)	Mean	SD
Journals articles	83(25.8)	72(22.4)	62(19.3)	105(32.6)	2.41	1.189
Conference/Seminar/Workshops papers	48(14.9)	52(16.1)	99(30.7)	123(38.2)	2.08	1.066
Co- authored textbooks	66(20.5)	29(9)	40(12.4)	187(58.1)	1.92	1.220
Monographs	56(17.4)	42(13)	28(8.7)	196(60.9)	1.87	1.193
Textbooks	30(9.3)	49(15.2)	69(21.4)	174(54)	1.80	1.014
Book chapters	39(12.1)	37(11.5)	57(17.7)	189(58.7)	1.77	1.066
Technical reports	44(13.7)	30(9.3)	39(12.1)	209(64.9)	1.72	1.101
Scientific peer-reviewed bulletins	41(12.7)	25(7.8)	38(11.8)	218(67.7)	1.66	1.072
Occasional papers	43(13.4)	26(8.1)	28(8.7)	225(69.9)	1.65	1.093
Patent and Certified Invention	35(10.9)	22(6.8)	34(10.6)	231(71.7)	1.57	1.019
Working papers	21(6.5)	14(4.3)	74(23)	213(66.1)	1.51	.855
<b>Grand Mean</b>					<b>1.81</b>	<b>1.08</b>

**Decision rule: 1.5-2.0=Very low, 2.1-2.49, low, 2.5-3.49= high, 3.5-4.0=very high**

Table 4.2 presents the result on the level of research productivity of librarians in federal university libraries in North-East Nigeria. The grand mean (1.81, SD=1.08) reveals that the level

of research productivity of librarians in the region is very low. The result further explains that their level of publishing journal articles (mean=2.41), and conference /seminar/workshop papers (mean=2.08) were low. Co-authored textbooks (mean=1.92), Monographs (mean=1.87), and textbooks (mean=1.80) were very low.

**Research question two:** What is the extent of motivation of librarians of federal university libraries in North-East Nigeria?

**Table 3: Extent of Motivation of Librarians**

Items	Very High Extent (%)	High Extent (%)	Low Extent (%)	Not at all (%)	Mean	SD
As a researcher, I am motivated by....						
<b>Intrinsic Motivation</b>					<b>3.47</b>	<b>.591</b>
my inner drive to work hard is to a	190(59)	122(37.9)	8(2.5)	2(0.6)	3.55	.579
my desire to achieve goals is to a	161(50)	153(47.5)	8(2.5)		3.48	.548
the love I have for my career is to a	164(50.9)	145(45)	13(4.0)		3.47	.575
my interest for research is to a	159(49.4)	131(40.7)	32(9.9)		3.39	.663
<b>Extrinsic Motivation</b>					<b>2.38</b>	<b>.719</b>
job security provided by my university to employees is to a	79(24.5)	84(26.1)	155(48.1)	4(1.2)	2.74	.843
leadership styles that encourage me to engage in research is to a	41(12.7)	68(21.1)	200(62.1)	13(4)	2.43	.763
positive attitude exhibited by most my colleagues is to a	29(9)	84(26.1)	205(63.7)	4(1.2)	2.43	.672
peaceful work environment in my university is to a	31(9.6)	77(2.9)	211(65.5)	3(0.9)	2.42	.676
opportunity provided for training and career development by my university is to a	37(11.5)	67(20.8)	205(63.7)	13(4)	2.40	.743
care given to me by my boss is to a	34(10.6)	75(23.3)	198(61.5)	15(4.7)	2.40	.739
conducive work environment provided by my employer is to a	35(10.9)	62(19.3)	220(68.3)	5(1.6)	2.39	.699
fair treatment given me by my university is to a	27(8.4)	75(23.3)	212(65.8)	8(2.5)	2.38	.673
effective implementation of government laws and policies in my institution is to a	21(6.5)	83(25.8)	206(64)	12(3.7)	2.35	.659
security of lives and properties provided by my university is to a	36(11.2)	67(20.8)	188(58.4)	31(9.6)	2.34	.801
availability of operational tools and equipment that can enhance my research is to a	20(6.2)	74(23)	218(67.7)	10(3.1)	2.32	.637
salaries and wages provided by my university is to a	27(8.4)	64(19.9)	198(61.5)	33(10.2)	2.26	.754
good working conditions provided by university is to	20(6.2)	55(17.1)	226(70.2)	21(6.5)	2.23	.658
academic allowances paid to lecturers by my university is to a	26(8.1)	53(16.5)	204(63.4)	39(12.1)	2.20	.754
<b>Grand Mean</b>					<b>2.62</b>	<b>.690</b>

**Decision rule: 1.5-2.0=Very low, 2.1-2.49, low, 2.5-3.49= high, 3.5-4.0=very high**

The extent of motivation of librarians as seen in table 4.5 is high (grand mean=2.62, SD=.690). The result further reveals that intrinsic motivation of librarians is high (mean=3.47), however, extrinsic motivation was found to be low (mean=2.38). This implies that they are more intrinsically motivated than they are externally. On intrinsic motivation, the respondents indicated that they are motivated by their inner drive to work hard to a very high extent (mean=3.55), and by their desire to achieve goals to a high extent (mean=3.48). They are also motivated by the love they have for their career (mean=3.47) as well as their interest for research to a high extent (mean=3.39). On extrinsic motivation, the respondents indicated on the average that they are motivated to a high extent by the job security provided by their university to employees (mean=2.74). They are motivated to a low extent by the leadership styles that encourage them to engage in research (mean=2.43), as well as the attitude exhibited by their colleagues (mean=2.43), and the work environment in their university (mean=2.42).

**Hypothesis One: Motivation has no significant influence on research productivity librarians of federal university libraries in North-East Nigeria.**

**Table 4: Influence of Motivation on Research Productivity**

Variables	<i>B</i>	<i>T</i>	<i>Sig.</i>	<i>R</i> <sup>2</sup>	<i>F(df)</i>	<i>ANOVA (Sig.)</i>
(Constant)	5.320	1.350	.178	.171	32.830 (2,319)	.000
extrinsic Motivation	-.147	-.538	.591			
intrinsic Motivation	.501	8.009	.000			

Dependent Variable: Research Productivity

The result presented in table 4.13 showed that the indicators of motivation ( $F(2,319)=32.830$ ,  $R^2=.171$ ,  $p<.005$ ) do have a significant influence on research productivity. The result also revealed that extrinsic motivation ( $\beta=-.147$ ,  $t=-.538$ ,  $p>0.05$ ) had no significant influence on research productivity, while intrinsic motivation ( $\beta=.501$ ,  $t=8.009$ ,  $p<0.05$ ), was found to have significant influence on research productivity. This implies that intrinsic motivation had the ability to predict research productivity. Therefore, the null hypothesis is rejected and restated: indicators of motivation do have significant influence on research productivity of librarians of federal university libraries in North-east Nigeria.

### Discussion of findings

The study found that the level of research productivity of librarians in federal university libraries in North-East Nigeria is very low. This implies that librarians in federal universities in the North-East, Nigeria have not been keeping up to expectation to their research responsibility. It also discovered that journal articles were mostly published by the librarians. Also, they attended conferences, seminars and workshops of which they produce papers for. They also co-authored textbooks, and published textbooks as well as monographs. This supports the view of Okanedo et al (2015) who stated that “research productivity is the quality, and often the number(quantity) of research published internationally as textbooks, or chapters in books, journal articles, conference/workshop proceedings, occasional papers, monographs, edited books, bibliographies, abstracts, and indexes published”.

Motivation was found to have significant influence on research productivity of librarians in federal university libraries in North-East, Nigeria. This supported earlier discovery of Horodnic and Zait (2015) who found that motivation had significant influence on research productivity among academics of economics and/or business administration and other disciplines, as well as that of Omojola (2019) whose study showed that a significant relationship exist between librarians’ job performance and motivation. The study negates the finding of

Abdulsalam and Mawoli (2017) that librarian's motivation does not influence librarians research performance. The study of Simisaye (2019) revealed that inadequate motivation from employers is one of the major factors responsible for low research productivity among librarians in research institutes in South-West, Nigeria. This study also supports that of Micheal et al (2019) who found that motivation has direct effect on job performance of librarians. This study supports the finding of Lan et al (2020), whose results showed that both intrinsic and extrinsic factors have significant relationship with lecturers' job performance.

### Conclusion and Recommendations

Based on the findings of the study, it can be concluded that reveals that the level of research productivity of librarians in the region is very low and There is a significant influence of motivation on research productivity and thus can predict the research productivity of librarians in federal university libraries in North-East, Nigeria. Based on the result the following recommendations were made:

1. Librarians' federal university libraries in the North-East should be motivated to engage in co-authored works in terms books, journal articles and conference papers in order to enhance their research productivity.
2. The administrators of federal university libraries in the North-East should motivate librarians through prompt payment of academic allowances and good salary package, so as to improve their research productivity.
3. Librarians' federal university libraries North-East should sustain their level of intrinsic motivation.

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