

**FACTORS MILITATING AGAINST EFFECTIVE LIBRARY ADMINISTRATION AMONG
LIBRARY STAFF IN ALEX EKWUEME LIBRARY, FEDERAL POLYTECHNIC OKO,
ANAMBRA STATE**

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ABSTRACT

The study was carried out to investigate the major factors that militated against effective library administration in Federal Polytechnic Oko, Anambra state. The study adopted survey research design. Four research questions with structured questionnaire were formulated to guide the study. The population of the study was 44 library staff. This comprised 23 Professional librarians and 21 support staff in Federal Polytechnic Oko, Anambra state. Purposive sample was adopted to sample 44 enumerated census of the population for the study. Data from the respondents were collated and analyzed with statistical mean, frequency and percentage. The findings of the study revealed that the factors militating against library administration in Alex Ekwueme Library were; epileptic electricity power supply, lack of training, lack of functionality of ICT and inadequate library staff but, epileptic electricity power, lack of training and inadequate staff were the major factors affecting effective library administration in the Federal Polytechnic. The study recommended among others that state and federal government should recruit more library staff to fill in necessary offices that have gaps; this will help to improve library administrative service delivery to staff and students in the Polytechnic.

Keywords: Administration, Library, Staff, Federal, Polytechnic, Librarians

Introduction

In history, it is sacrosanct that administration and management have practices long ago through the course and chronology of human civilization to the present Millennium century and without them, human activities would have suffered immensely. Thus, administration is bedrock of any established institution. Therefore, Administration is business of organization of human knowledge and information in libraries in our society. Without administration and management in library holdings, it will be difficult for easy and faster accessibility of information materials.

Administration can be defined as the act or process of administering, especially the management of a government or large institution in order to achieve the goals and objectives. Administration “is the force which lays down the object for which an organization and its management are to strive and the broad policies under which they are to operate (Infoscience.org, 2019).” Administration is that function of management which, in reality, executes or carries out the objectives for which the institution is planned, established and then organized. Organization ensures that men, materials, jobs, various units and their included activities are properly classified, defined and nicely arranged showing harmony and functional relationships, whilst administrative function ensures that personals are properly fitted to the jobs; works are performed properly with satisfaction; and that men, materials, finance and working conditions are congenial and satisfactory to yield the avowed result. Administration includes various functions or elements, and organization is one of those elements. Organization “relates to the establishment of a structure of authority and responsibility which is further defined and co-ordinate for the attainment of specific objectives.” It is a design of the structure, the grouping and classifying of positions, on the basis of which staff is chosen, whereas administration finds out devices to best carry out library’s planned goals with the help of judiciously selected staff (Infoscience.org, 2019).

Library administration means managing the performance of the operations and other activities of a library and then finally making important decisions for it (Edoka, 2000). Library Administration handles internal and external administrative matters for the Libraries, providing managerial leadership, strategic planning, resource management, development/fundraising, and direction of the overall operations of the University Libraries. Library and information centre’s are in the business of organization of knowledge and information since the Library Administration and Management: Innovative Practices and Potential Areas Thereof inception of these institutions. If we have a look at the history of library administration & management, one can see how libraries had been efficiently organizing the sources of information in each era, be it ancient, medieval or modern. During all these eras the only thing which came to the rescue of library professionals in the organization of knowledge and its exploitation were the innovative practices, which over a period of time became the integral component of library practices.

The present engraved library principles, laws, cannons, concepts, theories, seek their roots in the innovative practices which professionals of library had been practicing during all ages especially in absence of organized scientific lines of library science, the way most of the sciences including library professionals have been develop in modern era. Every new innovative practice adds to the present lot of library literature and the aim only is to help posterity to tread the footsteps which their predecessors have walked over (Pandita, 2013).

Brief History of Alex Ekwueme Library Federal Polytechnic Oko

What is presently known as Alex Ekwueme Library, Federal Polytechnic, Oko started with the institution in 1979 when it was called the Anambra State College of Arts and Science. It was designed to offer remedial course for students at the GCE ordinary and advanced level examinations. The library was located at a one –room apartment with 400 volumes of books mostly in the fields of classics and literature. When the institution was upgraded to a College of Arts, Science and Technology on June, 1980 more books were acquired in the areas of science, environmental studies and technology. The growth of the library was sustained, collection development being expectedly dictated by the institution’s curricula and the level of teaching and research at that time. On June 27th 1984, the college was formalized as Anambra State Polytechnic, Oko, through the Edict No. 12 of 1985. The library was then moved from the one room it occupied to its present location and more books were acquired to beef up the collection to ten thousand volumes (Fedpolyokoedu, 2015).

Library Administration in Alex Ekwueme Library

At this time, the first professional Liberian was appointed to supervise the library attendants and organize the library in line with established procedures in any academic library. This was in 1981 when

Professor C. Ezeilo was the Rector. In 1993, the quality of its education programs, the availability of vital infrastructure and personal initiatives of Professor Ben Nwabueze (SAN), the then Minister of Education, the Polytechnic was taken over by the Federal Government. Since then, the library has benefited from library intervention programs was taken over of TETFund. Some philanthropic organizations and individuals have come to the aid of the of the library in the last few years since the dynamic leadership of Professor Godwin Onu came into existence, For example, in 2011 Sir Emeka Offor Foundation donated a total of 939 volumes of books through its BOOK For Africa (BFA) program. This is not the first time this illustrious son of Nigeria is coming to the aid of tertiary institutions in Nigeria. He has earlier in July, 2011 donated the sum of 10 million naira for the renovation of the dilapidated infrastructure in Alex Ekwueme Library. This has enabled the management of the Polytechnic to give a face-lift to the library. At present, the library can boast of more than 200,000 volumes of the current books, most of them being in the areas of science and technology. There is a digital library unit in the library. The staff have benefited from the training in the unit in the library. The Staff have benefited from the training in the use of UNESCO Micro - CDSISIS and the greenstone software for library digitalization. In May, 2011 two staff of Alex Ekwueme Library attended the one-day workshop organized on e-book usage by Elsevier under the aegis of UNESCO/NBTE in Kaduna (Fedpolykoedu, 2015).

But recently, many factors have posed challenges for effective administration of the Library information services to staff and students of the Polytechnic. The library staff are not going for training and retraining on current library and ICT trends for information services to users. Shortage of staff delay administrative service rendered to staff and students. Many ICT facilities in Library are available to not been utilized by either staff or students due poor power supply and adequate skill staff to operate them. The study will investigate those factors militating against Library administration in the Library.

Statement of the Problem

Effective administrative information services in the libraries have help to improve in the type of information service delivery to readers in the library. When Alex Ekwueme Library In Federal Polytechnic Oko Anambra state was established, the primary objective is to provide effective and efficient information materials services to staff, students and intend researchers in the institution which was possible as of then. But recently, affective administration of information services to staff and students were not obtainable in the library, making difficult for users to get adequate information they need for their information needs in our society. Thus, the study is posed to investigate factors that hinders effective information services delivery in the library

Purpose of the Study

The main purpose of the study is to investigate those factors militating against effective library administration in Alex Ekwueme Library in Federal Polytechnic Oko. Specifically, the study intended to :

1. Determine epileptic power supply as a factor militating against effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko.
2. Find out lack of training of Library staff as a factor militating against effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko.
3. Ascertained lack of functionality of ICT facilities as a factor militating against effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko.
4. Determine inadequate library staff as a factor militating against effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko.

Research Methodology

Research Design/Area of Study

The study adopted survey research method. This covered only Alex Ekwueme Federal Polytechnic Oko with major administrative sections Readers department, Reference Section, Technical service section, administrative section.

Population of the Study

The population of the study was 44 library staff. This comprised 23 Professional librarians and 21 support staff in Alex Ekwueme Library Federal Polytechnic Oko, Anambra state.

Sample and Sampling Technique

The sample for the study was 44 respondents. Purposive sampling technique was used to select the population staff of the Alex Ekwueme Library, Federal Polytechnic Oko, Anambra state.

Method of Data Analysis

Descriptive statistics (mean, frequency and percentage scores) were used to analyze the data collected in respect of the research questions. The mean was used to give answer to the research questions and frequency to ascertain the number of scores in the data, while percentage scores for establishing level of effect of those factors as they affect administration in the library. To determine the extent of agreement and disagreement by a respondent to an item and establish decision rule, boundary and real limits of numbers was used as follows:

Response Mode	Rating Scale (Weight)	Rating Scale Limit NO.
High Extent = (HE)	4	- 3.50 – 4.00
Moderate Extent = (ME)	3	- 2.50 – 3.49
Low Extent = (LE)	2	- 1.50 – 2.49
Very Low Extent = (VLE)	1	- 0.50 – 1.49
Undecided = (U)	0	- 0.00

Demographic Distribution of the Population

Table 1

S/N	Library Staff	Number of Staff	Percentage %
1.	Professional Librarian	23	52%
2	Support Staff	21	48%
	Total	44	100%

Table 1 contained demographic statistics of the sampled population. It indicated that there are more professional librarians (52%) than support staff for administrative information delivery to staff and students in Alex Ekwueme Library, Federal Polytechnic Oko.

Research Question 1:

To what extent is epileptic Electricity power supply affect effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko?

Table 2 Professional Librarian Support Staff

s/n	Item	\bar{X}	%	Decision	\bar{X}	%	Decision
1	Epileptic electricity power affect office information usage and services	2.83	6.43%	ME	2.67	6.06%	ME
2	Epileptic electricity power affect e-library services to staff and students	3.56	8.09%	HE	3.48	7.90%	ME
3	Epileptic electricity power affect circulation service section of the Library	2.52	5.72%	ME	2.70	6.13%	ME
4	Epileptic electricity power affect Technical service delivery of information to staff and students	2.50	5.68%	ME	2.55	5.79%	ME
5	Epileptic electricity power affect data storage and retrieval for use in the Library	2.90	6.59%	ME	2.98	6.77%	ME
	Grand Mean	2.86	32.51%	ME	2.87	32.65%	ME

Table 2 contained items 1 to 5 with mean scores of professional Librarians and support staff. The grand mean of professional staff 2.86 (32.51%) and support staff 2.87 (32.65%) revealed that to a moderate extent, epileptic electricity power supply distorts effective administration among library staff in Alex Ekwueme Library Federal Polytechnic Oko.

Research Questions 2:

To what extent is lack of training of Library staff affect effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko.

Table 3 Professional Librarian Support Staff

s/n	Item	\bar{X}	%	Decision	\bar{X}	%	Decision
6	Lack of training affect staff professionalism in the Library	3.56	8.09%	HE	3.33	7.56%	ME
7	Lack of training affect library staff skills in ICT facilities	2.68	6.09%	ME	2.88	6.54%	ME
8	Lack of training affect library staff skills in cataloguing and classification	2.45	5.56%	LE	2.50	5.68%	ME
9	Lack of training affect library staff Technical service delivery of information to staff and students	2.56	5.81%	ME	2.60	5.90%	ME
10	Lack of training affect library staff affective data storage and retrieval for use in the Library	2.70	6.13%	ME	2.67	6.06%	ME
	Total	2.79	31.68%	ME	2.79	31.74%	ME

Table 3 has items 6 to 10 with mean scores of professional Librarians and support staff on lack of training. The grand mean of professional staff 2.79 (31.68%) and support staff 2.79 (31.74%) revealed that to a moderate extent, inadequate training of Library staff slow effective administration among them in Alex Ekwueme Library Federal Polytechnic Oko.

Research Question 3:

To what extent is lack of functionality of ICT facilities affect effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko?

Table 4 Professional Librarian Support Staff

s/n	Item	\bar{X}	%	Decision	\bar{X}	%	Decision
11	Lack of functionality of ICT facilities affect staff and students use of e-library.	3.68	8.36%	HE	3.57	8.11	HE
12	Lack of functionality of ICT facilities affect Library ICT compliance	2.89	6.56%	ME	2.90	6.59	ME
13	Lack of functionality of ICT facilities affects electronic cataloguing and classification of literatures in the Library.	3.70	8.40%	HE	3.85	8.75	HE
14	Lack of functionality of ICT facilities affects library staff knowledge and skills on current ICT trends	3.55	8.06%	HE	3.58	8.13	HE
15	Lack of functionality of ICT facilities affects internet access and usage among library staff	2.65	6.02%	ME	2.60	5.90	ME
	Total	3.29	37.4%	ME	3.30	37.48%	ME

Table 4 has items 11 to 15 with mean scores of professional Librarians and support staff on lack of functionality of ICT facilities. The grand mean of professional staff 3.29 (37.4%) and support staff 37.48 (37.48%) revealed that to a moderate extent, lack of functional ICT equipment negates effective administration among Library staff in Alex Ekwueme Library, Federal Polytechnic Oko.

Research Question 4:

To what extent is inadequate library staff affects effective library administration among library staff in Alex Ekwueme Library, Federal Polytechnic Oko?

Table 5 Professional Librarian Support Staff

s/n	Item	\bar{X}	%	Decision	\bar{X}	%	Decision
16	Inadequate library staff increase slow information materials service delivery to staff and students	2.80	6.36%	ME	3.30	7.50	ME
17	Lack of Library staff affect Library ICT compliance	2.07	4.70%	LE	2.25	5.79	LE
18	Inadequate library staff slow cataloguing and classification of acquired new literatures in the Library.	2.76	6.27%	ME	2.68	6.09	ME
19	Inadequate library staff reduced effectiveness and efficiency in library staff office duties and responsibilities.	3.80	8.63%	HE	3.95	8.97%	HE
20	Inadequate library staff promote overload of work among library staff in the Library	3.73	8.47%	HE	3.66	8.31	HE
	Total	3.03	34.43%	ME	3.16	36.66%	ME

Table 5 has items 16 to 20 with mean scores of professional Librarians and support staff on inadequate library staff. The grand mean of professional staff 3.03 (34.43%) and support staff 3.16 (36.66%) revealed that to a moderate extent, inadequate library staff effective administration among few Library staff in Alex Ekwueme Library, Federal Polytechnic Oko.

Discussion of Results

The results in the table 1 to 5 showed that professional librarians are more in number than support staff in Alex Ekwueme Library Federal Polytechnic Oko. That among the four factors like; epileptic electricity power supply, lack of training, lack of functionality of ICT facilities and inadequate staff, lack of functionality and inadequate staff are the major factors militating against effective administration of information service delivery among the Library Staff in Alex Ekwueme Library in Federal Polytechnic Oko

Conclusion

Alex Ekwueme Library in Federal Polytechnic Oko Anambra was established to provide and preserve information services to staff and students of the Polytechnic. The study investigated challenges facing the Library on effective administrative information services to staff and students. The investigation showed that there are four factors like; problem of power supply, lack of training of the Library staff, ICT facilities not functioning affectively and inadequate library staff to carryout major duties in the Library. These challenges affect effective and efficient information service delivery to users among the Library Staff in the school.

Recommendations

From the findings and conclusion of the study, the following were recommended to further guide the study as investigated:

1. *Staff Recruitment*; the federal government through the Ministry of Education should assess the strength of staff and process of staffing in the Library. This will enable them to know how many staff recruit and how to recruit them.
2. *Funds for Training*; Government and other stakeholders in education sector should support the Polytechnic Library by providing needed funds to training their already existing staff on current trends in ICT. This will help them to be abreast with modern application of ICT facilities in the Library.

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