INTEREST AND SELF MOTIVATION AS CORRELATES OF CAPACITY BUILDING AND CAREER COMMITMENT: A STUDY OF FEMALE LIBRARIANS IN NIGERIA

INTERESSE E AUTO-MOTIVAÇÃO RELACIONADAS A CAPACITAÇÃO E COMPROMETIMENTO COM A CARREIRA: UM ESTUDO DE BIBLIOTECÁRIAS NA NIGÉRIA

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ABSTRACT: The study investigated Interest and Self Motivation as Correlates of Capacity Building and Career Commitment of Female Librarians in Nigeria. This was with a view to providing valuable data for stakeholders to guide in organizing career development progammes. The survey method of research was adopted for the study and the instrument for collecting data were the questionnaire, interview and focus group discussion. Findings of the study revealed that majority of female librarians in Nigeria never were interested in the profession before going in for it, but are now that they are in the field and are committed to their career to a great extent. However, their capacity building opportunities and efforts are very low. Therefore, the study recommends that the Nigerian Library Association (NLA) and other Organizers of Conferences and workshops for Librarians should make the dues affordable; arrange more training outlets and make workshops more of practical training sessions. Also, stakeholders of institutions with libraries should endeavor to make fund available for the provision of ICT infrastructure and platform, acquisition of current professional literatures on librarianship etc.

KEYWORDS: Career Commitment; Capacity Building; Female Librarians; Interest; Self Motivation; Self development

RESUMO: O estudo investigou o interesse e auto-motivação relacionados à capacitação e comprometimento com a carreira de Biblioteconomia sob a perspectiva de bibliotecarias na Nigéria. Este estudo teve como objetivo fornecer dados valiosos para orientar gestores na organização de programas de desenvolvimento da carreira. O método de investigação adotado para o estudo e o instrumento de coleta de dados foram o questionário, entrevista e discussão de grupo focal. Os resultados do estudo revelaram que a maioria das bibliotecárias do sexo feminino na Nigéria nunca foram interessadas na profissão antes de ingressar na carreira, mas agora que estão no campo de trabalho, estão amplamente comprometidas. No entanto, as suas capacidades para construir oportunidades e seus esforços são muito baixos. Portanto, o estudo recomenda que a Associação Nigeriana de Biblioteca (NLA) e outros organizadores de conferências e workshops para bibliotecários devam tornar esses acessíveis; organizar mais treinamento e fazer mais oficinas e sessões de formação prática. Além disso, os gestores de instituições com bibliotecas devem se esforçar para disponibilizar verbas para o fornecimento de plataforma e infra-estrutura de TIC, aquisição de literaturas profissionais atuais sobre biblioteconomia etc.

PALAVRAS-CHAVE: Comprometimento com carreira ; Capacitação; Bibliotecárias; Interesse; Auto-motivação ; Auto-desenvolvimento

1 INTRODUCTION

Interest in any life's endeavor is the driving force for its success. It is the enjoyable factor in what ordinarily would put others off what they term unpleasant. Interest Builds and sustains focus, self-motivation, and doggedness that is required to stay committed to course against all odds, thus in choosing a career, interest becomes very germane. According to Steve (2007, p.4), Interests are important considerations when choosing a career…. if you want a successful happy career it should mirror what you do best and what you enjoy doing. Persons spend most of their time at their career, it is therefore best if they enjoy most of it. Steve (2007, p.4), opined that a person's values and personality matter just as much as interests when Choosing a career and advises that, one must be able to determine which careers best align with them while

Akinmolayan (2012, p.2), averred that that a career plan first starts with an appraisal of one's talents, natural gifts, skills, interests and where one knows he/she can function best.

Even though, in Nigeria and some other parts of the world, the choice of a career is usually influenced by some factors like: Parents wish, Quest for the study of some presumed lucrative courses, Poverty, Lack of enough Educational guidance and The poor educational standard in Nigeria which do not treat some courses professionally enough. If these factors are considered and persons are allowed to choose the careers they have flair for, and properly educated in such fields, they will be motivated to be committed to same. According to Steve (2007, p.5), your level of commitment plays a key role in the process of creating a fulfilling career. Career commitment is important for career development and progression. This entails consistent capacity building to attain efficacy and relevance irrespective of any external contribution.

Some years past, it was the responsibility of organizations to develop their employees but today roles are changed and individuals are meant to build their capacity in attainment of career development. Story (2007, p.5), asserted that, "there has been a discernible shift of declared responsibility for career management towards the employee". He added that the "individual is seen as an active agent rather than as a passive recipient in the shaping of his or her career, and more as a sculptor than a sculpture" while Story (2007 p. 5), Mentioned that Bell; Staw (1989) supported this view by saying that "individuals have been perceived as lumps of clay, ready for their careers to be shaped by others".

> In recent years, many training policies have reflected this change in philosophy by clearly declaring the individuals to be responsible for their own career development, and the organization to be provider of a supportive environment. Under this philosophy, self-development in effect replaces the old corporate paternalism; in essence, persons have to be self motivated to take up the responsibility of building capacity which to large extent will depend on a strong interest in the career Bell; Staw, (1989, apud STORY, 2007 p. 5).

Such individuals are self-directed in adapting to the performance and learning demands of their careers. To them, their behaviour is internally driven, reflecting "the inherent tendency to seek out novelty and challenges, to extend and exercise their capacities, to explore and learn" (RYAN; DECI, 2000, p.70).

With the image crises and invisibility of librarians in Nigeria as it is in most parts of the world, interest and self motivation is required to stay fulfilled especially for Female librarians in Nigeria who are more than their male counterparts and only handful of them can be said to be successful which could be due to gender disparity or other feminine factors that hamper steady progress in women's careers like child bearing. However, in recent years women have emphasized capacity building despite their sex and gender issues. Female librarians are not exceptional in this course and Shawn (2005, p.12) concludes it by saying that women exhibit same zeal as their male counterpart to bring about accomplishment in the place of work irrespective of their roles as mothers and wives.

2 STATEMENT OF THE PROBLEM

The attainment of any career and developmental goal is dependent on availability of interested, motivated and qualified human resources. The library profession plays a vital role in empowering members of the society with knowledge. Yet the profession is hardly visible. A large number of people in Africa and especially in Nigeria are not familiar with the profession. According to Uzuegbu; Onyekweodiri (2011 p. 3), "people in Nigeria do not know about the Nigerian Library Association (NLA)", the Black Herald Magazine (2007), excluded NLA in its list of professional associations in Nigeria on the Web.

The internet list comprised of 89 professional bodies in Nigeria that cut across other disciplines like: Accounting, Engineering, Agriculture, Health, Government, Economics, Environment, Business, Law, Medicine etc but Librarianship also they are not well remunerated or cared for especially by Government. Yet some people are in

this field. More so, women are regarded as slow achievers and people with stunted career progression because of their sex and gender issues. Furthermore, the present information environment calls for new capabilities which can be acquired through series of training and skills acquisition programs. How then, are female librarians able to cope with their jobs, what is their driving force for capacity building and how do they derive fulfillment and satisfaction in their profession? It against this background that an investigation of interest and self motivation as correlates of capacity building and career commitment of female librarians in Nigeria is being embarked upon.

2.1 OBJECTIVES OF THE STUDY

The specific objectives of the study include the following:

To determine the reason (s) Nigerian female Librarians opted to study library science.

To determine factors that motivates female librarians for capacity building.

To determine the sustaining factor behind their career commitment

To ascertain the factors that hamper female librarians' commitment to their career

To proffer possible solutions to the career commitment challenges faced by female librarians in Nigeria.

2.2 RESEARCH QUESTIONS

Why did female librarians in Nigeria profession choose to study library Science?

What factors motivate female librarians in Nigeria towards capacity building?

What keep female librarians in Nigeria committed to their career?

What are the hindrances to female librarians' commitment to their career?

What do they think will be the Best Possible Solution and Way of overcoming the challenges.

2.3 RELEVANCE OF THE

The relevance of a study such as this will spur female librarians to make more positive effort at imparting their society and maintaining relevance in their profession. It will help female librarians in Nigeria to be self motivated and stay committed to their career. Finally, it will identify peculiar challenges faced by female librarians in Nigeria and proffer solution to same.

3 THE CONCEPT OF CAREER AND CAREER COMMITMENT

Shawn (2005, p.10), opined that "Career has a significant presence in the commitment literature and the concept of a career has undergone rapid development and change". Career is a work or occupation path chosen by an individual. Individuals need to manage their careers in order to prepare for future employment needs and remain efficient and relevant in their present employment Thus an individual's attitude toward career is described as career commitment. According to Morrow, (1993) as quoted by Wang; Shen (2012, p.156), "Career commitment is recognized as a form of work commitment that individuals have on a career facet". Also Commitment has been defined as a "force that binds an individual to a course of action", (MEYER; HERSCOVITCH, 2001). Individuals with a strong degree of career commitment may show higher levels of expectations and requirements from the organization with which they have forged relationships. It also implies that highly career-committed individuals may be more motivated when their expectations are satisfied than those who are less committed. Commitment to career affects individuals' behaviors. Individuals who are highly committed to their careers have been known to spend more time in developing skills, and show less intention to withdraw from their careers and jobs (ARYEE; TAN, 1992, p. 290) and (BLAU, 1989, p. 89). Employees with high career commitment, however, consider leaving the organization when career growth opportunities in the organization are low (BEDIAN et.al., 1991, p. 331).

Career commitment was defined by Greenhaus (1971, p.211), as the "importance of work and a career in one's life". That same year, Hall (1971, p.54) defined career commitment as "the strength of one's motivation to work in a chosen

career role". From these early days, career commitment was conceived of as a construct capable of being further analyzed into three subscales: attitude to work; vocational planning or career salience; and relative importance of work in what is now termed "work-life balance" (BLOOM et.al., 2006) and (CLUTTERBUCK, 2003 p. 10). However a personal identification with work, recognizing the level of individual absorption in daily work activities has been termed "job involvement" or "job focus commitment" Lawler; Hall (1970), quoted by **(SCHOHAT; VIGODA-GODAT 2010 p. 101)**. Consequently Blau (1985), suggested a redefinition of career commitment as "one's attitude towards one's profession or vocation to restrict its application and avoid overlap with the broader concept of work" though this may be confused with professional commitment. Carson and Bedeian (1994 p.257-262) profferred, one's motivation to work in a chosen vocation, but in this case they are using motivation and commitment interchangeably.

> With increasing confusion over career issues, the problems with definitions, the existence of changing careers, and the growing emphasis on employability and life-long learning, it is suggested that a more tangible and perhaps equally rewarding focus of examination would be the employees' commitment to their personal and professional development (HALL et.al., 2005, p. 89).

4 WOMEN AND CAREER COMMITMENT

Women's career patterns fall into two categories which include working woman and home maker. However we shall be focusing on first group in this study. Women in the first category can work for as long as they desire after entering the labor market either in continuous employment or with some breaks. This group of women maintain a long term career in paid employment and chart a path for it. Charting a career path here include but not limited to planning and regulating their fertility, choosing to be childless and limiting the number and timing the arrival of their children to reduce disruption in their career. This is due to the fact that "women demanding elite career, collide with the

family devotion schema, a cultural schema model that defines marriage and motherhood as a woman's vocation" (BLAIR, 2003 p.2). In essence these women can be said to be very conscious in being committed to their career.

Steeve (2007, p.3) opined that "commitment is both mental and emotional. He stressed that commitment is an internal decision, not something that can be forced from outside". Commitment occurs when your thoughts and emotions are pointing in the same direction. If you make a mental decision but don't feel right about it, you're not committed. If you make an emotional decision that doesn't sit well with your intellect, you're not committed. Thus Female work commitment is the centrality of the work role as a source of intrinsic satisfaction relative to other adult roles, which may be expressed alternatively as plans, expectations, preferences, or aspirations for particular combinations of work and family roles and it is assumed that work commitment is a uni-dimensional construct underlying these expressions (BEILBY; BEILBY, 1984, p.235). Female work commitment reflects a more complex lifestyle choice in which both occupation and family involvement are embedded (ANGRIST; ALMQUIST, 1975; ALMQUIST et.al., 1980; COOMBS, 1979) in (BEILBY; BEILBY 1984, p.235).

5 METHODOLOGY

The survey method of research was adopted for the study and the instrument for collecting data were the questionnaire, interview and focus group discussion. 270 respondents were chosen for the study. The simple random sampling technique was used in choosing the study population. The respondents for the structured questionnaire, interview and FGD were chosen from among librarians all over Nigeria irrespective of where they work, at the 31st annual Cataloguing, Classification and Indexing Seminar/Workshop of the Nigerian Library Association (NLA), Which held from the 23rd to 28th of October, 2011, in Badagry, Lagos State, Nigeria. However, only 235 of the returned questionnaire were valid for the study.

The descriptive statistical method of analysis was used for data analysis. Data were coded in simple percentages and presented in tables. Data obtained through the

questionnaires, FGD and interviews were discussed in relation to the research questions.

6 PRESENTATION/DISCUSSION OF FINDINGS

6.1 Table 1: The Reason Nigerian Female Librarians chose to study library Science

Reason(s)	Agree	Strongly agree	Disagree	Strongly disagree	No comment
Library profession is a very good one and is as prestigious as the others like law, medicine, engineering etc.	84 (35.7%)	127 (54%)	14 (6%)	10(4.2%)	-
I studied Library Science because it was the only option left for me.	33 (14%)	85 (36.1%)	17 (7.2%)	90 (38.2%)	10 (4.2%)
I studied Library Science because I loved the course and wanted to be a Librarian.	67 (28.5%)	28 (12%)	127 (54%)	10 (4.2%)	3 (1.2%)
I became a Librarian because I admired those in the profession and wanted to be like them.	61 (26%)	39 (16.5%)	94 (40%)	41 (17.4%)	-
I studied Library Science because I was told to start with and change to a better course later.	115 (49%)	29 (12.3%)	51 (21.7%)	39 (16.5%)	1 (0.4%)
I studied Library Science because I listened to a career talk about the profession and its prospect	50 (21.4%)	34 (14.5%)	76 (32.7%)	53 (22.5%)	22 (9.3%)
I studied Library Science because I read about it and saw its career prospect.	90 (38.3%)	38 (16.3%)	45 (19.1%)	40 (16.9%)	22 (9.5%)
I studied Library Science because of the low financial involvement.	7 (2.9%)	3 (1.4%)	83 (35.4%)	124 (52.6%)	18 (7.6%)
I studied Library Science because I wanted to be a Lecturer in the field.	68 (29.1%)	35 (15.1%)	92 (39.2%)	22 (9.5%)	15 (6.3%)

I studied Library Science because I just wanted to be a graduate.	17 (7.1%)	7 (2.9%)	79 (33.6%)	121 (51.4%)	11 (4.7%)

Table 1 above revealed that 211(90%) of total respondents believe that Library profession is a very good one and is as prestigious as the others like law, medicine, engineering. Also 118 (50%) studied Library Science because it was the only option left for them and 144 (61%) studied Library Science because they were told to start with it and change to a better course later. More so, 129 (55%) of respondents studied Library Science not because they listened to a career talk about the profession and its prospect rather, 128 (54%) claimed that they studied Library Science because they read about it and saw its career prospect. Even though majority of the respondents claimed that librarianship is as good and prestigious as any other, this realization may have come after their time in school because it is obvious that many of them never loved the course for what it is but entered for it as a last option or with the intention to change to a "supposed" better course later.

6.2 Table 2: Nigerian Female Librarians Career Commitment

Statements	Agree	Strongly Agree	Unsure	Disagree	Strongly Disagree
I like this career too well to give it up.	75 (32%)	94 (40%)	5 (2%)	28 (12%)	34 (14%)
If I could go into a different profession which paid the same, I would probably like it	89 (38%)	101 (43%)	12 (5%)	14 (6%)	19 (8%)
If I could do it all over again, I would choose to work in this profession	68 (29%)	103 (44%)	-	38 (16%)	26 (11%)
I definitely want a career for myself in this profession	94 (38%)	75 (32%)	21 (9%)	34 (14%)	40 (17%)
If I had all the money I needed without working, I would probably still	52 (22%)	30 (13%)	-	96 (41%)	56 (24%)

continue to work in this profession.					
I am disappointed that I ever entered this profession	19 (8%)	42 (18%)	9 (4%)	73 (31%)	92 (39%)
This is the Ideal profession for a life's work	73 (31%)	92 (39%)	-	30 (13%)	49 (21%)

Table 2 showed that169 (71%) of the respondents like this career too well to give it up and 190 (81%) claimed that they would prefer their profession to any other which paid the same of money. Also 169 (71%) definitely want a career for myself in the profession while 165 (70%) were not disappointed that they ever entered this profession and they claimed that this is the Ideal profession for a life's work. Although 165 (70%) disagreed that If they had all the money needed without working, they would probably still continue to work in this profession. It can be deduced from the above that irrespective of the interest and regard female librarians claim have for their profession, the dignity of labor is not important to them.

6.3 Table 3: Factors that Motivate Female Librarians in Nigeria Toward Capacity Building

Motivation for Capacity Building	Agree	Strongly Agree	Disagree	Strongly Disagree	No Comment
I am motivated to build capacity in my profession because of the working condition of librarians at the higher level irrespective of where they work (academic or non-academic).	49 (21%)	42 (18%)	63 (27%)	80 (34%)	-
I am motivated to build capacity in my profession because of the interest I have in the nature of the profession.	82 (35%)	63 (27%)	42 (18%)	30 (13%)	16 (7%)
I am motivated to build capacity in my profession because I want to be	120 (51%)	101 (43%)	-	9 (4%)	-

relevant at all times in the field and to my society.					
I am motivated to build capacity in my profession because of the attractive salary in the profession.	44 (19%)	31 (13%)	94 (40%)	68 (29%)	-
I am motivated to build capacity in my profession because of the incentives that come with promotions.	28 (12%)	40 (17%)	98 (42%)	72 (31%)	-
I am motivated to build capacity in my profession because I want to reach the peak of my career.	106 (45%)	122 (52%)	-	-	7 (3%)
I am motivated to build capacity in my profession because I want recognition in the field.	80 (34%)	96 (41%)	33 (14%)	26 (11%)	-

Table 3 revealed that majority of the total respondents were motivated to build capacity in the profession because of the interest they have in the nature of the profession, 221 (94%) want to be relevant at all times in the field and to their society while 228 (97%) were motivated because they want to reach the peak of their careers and176 (75%) want recognition in the field. On the contrary, 162 (69%) of respondents, disagreed that they build capacity because of the salary while 170 (72%), are not motivated by incentives that come with promotions, and 143 (61%) are not motivated by working condition of librarians at the higher level irrespective of where they work (academic or non-academic). This confirms Decandido (1999, p.46) claim, when he said that librarianship is not a highly paid profession and supported by the interview response.

6.4 Table 4: Female Librarians Capacity Building Opportunities and Efforts after library school Education

Capacity Building Opportunities/Efforts	Agree	Strongly agree	Disagree	Strongly disagree

My library carries out routine in-house training for professional staff	134 (57%)	59 (25%)	19 (8%)	23 (10%)
I subscribe to latest librarianship journals	14 (6%)	37 (16%)	110 (47%)	73 (31%)
I depend solely only on the education I received in library school	16 (7%)	11 (4.6%)	146 (62%)	61 (26%)
Video conferencing	-	-	-	-
Reading web based resources	16 (7%)	44 (19%)	40 (17%)	134 (57%)
Attached to an experienced mentor	7 (3%)	5 (2%)	94 (40%)	129 (55%)
Staff exchange	12 (5%)	16 (7%)	127 (54%)	80 (34%)
Annual Cataloguing, Classification and Indexing Seminar/Workshop of the Nigerian Library Association (NLA)	42 (18%)	66 (28%)	19 (8%)	107 (45.5%)
Electronic discussion lists and weblogs	21 (9%)	42 (18%)	132 (56%)	40 (17%)
On the job training experience	136 (58%)	68 (29%)	12 (5%)	19 (8%)
Training from Software vendors	44 (19%)	42 (18%)	21 (9%)	127 (54%)
Peer training	49 (20%)	35 (15%)	60 (25.5%)	91 (39%)

Table 4 revealed that 192 (82%) majority of female librarians build capacity through routine in-house training for professional staff in their libraries. Others 204 (86%) of respondents agreed that rely on the job training experience while a number of female librarian 102 (43%) claimed that their capacity build is the Annual Cataloguing, Classification and Indexing Seminar/Workshop of the Nigerian Library Association (NLA). It was obviously revealed that female librarians in Nigeria have not yet imbibed the tradition of mentorship as only 12 (5%) of respondents agreed to have been under a mentor. Majority, 174 (74%) disagreed that they build capacity by Read web based resources. This is because many databases are very expensive not readily affordable by many Nigerian libraries.

6.5 Table 5: Challenges Faced by Female Librarians in the Area of Training and Capacity Building.

Challenges	Strongly Agree	Agree	Strongly Disagree	Disagree
Conferences/ workshops attendance are not affordable	108 (46%)	26 (11%)	33 (14%)	68 (29%)
Conferences/ workshops are usually ill-timed for me	29 (12.3%)	14 (6%)	94 (40%)	98 (42%)
No ICT infrastructure/platform to practice what has been learnt as our libraries are traditional in nature	126 (54%)	20 (8.5%)	30 (13%)	59 (25%)
My institution cannot pay honorarium to invite a professional to train me	64 (27%)	90 (38%)	37 (16%)	34 (14.4%)
As a professional librarian I am too busy to have time for training others	52 (22%)	38 (16%)	33 (14%)	112 (48%)
librarianship training outlets in Nigeria are not enough	73 (31%)	115 (49%)	7 (3%)	40 (17%)
I am not usually able to attend Conferences/workshops because of gender issues (breast feeding childbearing and rearing, pregnancy etc)	42 (18%)	54(23%)	75 (31%)	64(27%)
There is a dearth of current professional literatures on librarianship	26 (11%)	115 (49%)	45 (19%)	49 (21%)
library workshops in Nigeria are theoretical as there are usually no practical training sessions	141(60%)	66 (28%)	-	28 (12%)
We don't have practical training manuals for core library operations in my library	73 (31%)s	14 (6%)	103 (44%)	45 (19%)

From table 5 above, 134 (57%) of the total respondents claimed that Conferences and Workshops attendance are not affordable thus it becomes difficult for them to partake of same while 173 (74%) of respondents agreed that Conferences and workshops are usually ill-timed for them and 146 (62%) agreed that there no ICT infrastructure and platform to practice what they have learnt as their libraries are still

traditional in nature. Also, 154 (65%) of respondents claimed that the institution where they work is not able to pay honorarium to invite a professionals to train them. This shows that many Nigerian libraries are not really buoyant. 145 (61%) agreed that they are too busy as professional librarians to train others.

More so, 188 (80%) of the respondents agreed that training outlets in Nigeria for librarians are not enough this may have accounted for the Conferences/ workshops timing challenge faced by many female librarians. However, 139 (59%) of the respondents disclaimed that gender issues (breast feeding childbearing and rearing, pregnancy etc) prevents them from attending Conferences and workshops. Although this is not a clear majority, it means that about 41% of respondents face this challenge. Furthermore, 141 (60%) of respondents claim that their challenge is that there is a dearth of current professional literatures on librarianship, in essence, Nigerians are not just publishing enough, they are also not acquiring enough literature. 207 (88%) of respondents claimed that library workshops in Nigeria are theoretical as there are usually no practical training sessions while 148 (63 %) of respondents agreed that there no practical training manuals for core library operations in their libraries. these corroborates the fact that many Nigerian libraries are still in their development stages and because there are no practical sessions during training, it is not encouraging enough.

7 CONCLUSION AND RECOMMENDATIONS

Findings from the study revealed that there is a relationship between interest in a profession, motivation for capacity building and commitment to a career which will culminate in career development. Obviously, majority of Nigerian librarians never were interested in the profession before going in for it, they only studied it because it was the last option for them at the time and some took it with the aim of changing to another course at a later time as corroborated by result of the focus group discussion. Even though they are convinced that librarianship is as good as other professions like Medicine and law, claim to have great interest in it now that they are in the field and are

committed to their career, female librarians seem not to take dignity of labor as important to them. Also female librarian's capacity build opportunities and effort are very low and one wonders the impact these will have on their career development. More so, Nigerian female librarians are faced with a number of challenges in the area of training and capacity building.

Therefore, the study recommends that the Nigerian Library Association (NLA) and other Organizers of Conferences and workshops for Librarians should make the dues affordable, arrange more training outlets in other to attract more attendees and make workshops more of practical training sessions as the name implies. Also, government, organizations and proprietors of institutions where there are libraries should endeavor to make fund available for the provision of ICT infrastructure and platform, acquisition of current professional literatures on librarianship and practical training manuals for core library operations in their libraries to enable librarians develop themselves and practice what they have learnt to keep pace with current trends.

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