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LIBRARIAN'S PROFESSIONAL DEVELOPMENT AS A CORRELATE OF JOB PERFORMANCE IN PUBLIC POLYTECHNIC LIBRARIES IN THE NORTH-CENTRAL, NIGERIA

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ABSTRACT

This study investigated the Influence of librarian's professional development as a coorrelate of job performance in public Polytechnic libraries in the North-Central, Nigeria. Three research questions and three hypotheses guided the study. The review of related literature was done under conceptual framework which identified the influence of librarian's professional development on attendance to conferences; attendance to workshops and attendances to in-service training in public Polytechnic libraries in the North-Central, Nigeria. The descriptive survey design was adopted for the study. The population of the study comprised 700 (Seven hundred) librarians from 13 (thirteen) public polytechnic libraries in the North-Central, Nigeria. A Sample of 300 (Three hundred) librarians from10 (Ten) selected public polytechnic libraries was used for the study. A 15-item structured questionnaire by the researchers tilted ''Librarians Professional Development and job Performance Questionnaire (LPDJPQ)'' was used for data collection. Descriptive statistics of Mean and Standard Deviation were used to answer the research questions while the Chi-Square (x) statistics tool was used to test the influence of librarian's job performance on the attendance to conferences, attendance to workshops and attendances to in-service training in public polytechnic libraries in the North-Central, Nigeria. Based on the findings of the study, it was recommended amongst others that Polytechnic administrators should be encouraged to allocate a separate budget for library staff annually, this must be sufficient enough to carter for all issues of librarian's professional development especially to attendance to conferences, seminars and

symposia among others. Also, the educational administrators should regularly organize workshops for librarians in order to update their knowledge and skills to enhance job performance in the polytechnic libraries. Furthermore, the Polytechnic administrators should endeavor to make sufficient funds available for the in-service training in public polytechnic libraries. Conclusion were made and the implications of the findings drawn.

Keywords: Influence, Librarian, Professional Development, Conferences, Workshops, In-service Training, Job Performance, North-Central Nigeria.

Introduction

Libraries are indispensable cornerstones of any society. There are indispensible because of the services they render. There are different types of libraries such as school libraries, public libraries, Academic libraries, National libraries and Special libraries. Each of these libraries is relevant to its community of service according to their information needs. Their user community also differs but in all, they all strive to render informational services and support its clientele in research and life-long learning. According to Aina (2015) academic library is one which is established in institutions of higher learning to support learning, teaching and research activities of the university. It complementarily serves two purposes of providing support to schools curriculum and for research of the students and the institution. Academic libraries include libraries in the Polytechnics, Universities and Colleges of Education. Libraries in Colleges of Education and Polytechnics are called College Libraries, while the libraries in universities are called university libraries.

A polytechnic is an academic institution that produces human resources vital for all spheres of life. It ensures the provision of knowledge through teaching/learning and research. The polytechnics in Nigeria were established to train technicians and technologists and to provide the middle level manpower for different sectors of the Nigeria economy. The fundamental objectives of polytechnic education are the training of professionally skilled workers, who are supposed to constitute manpower (Oche, 2020). They offer academic programme from Certificate to Higher National Diploma (HND) in different disciplines. The management of each polytechnic headed by a Rector, the regulatory agency of the polytechnic is the National Board for Technical Education (NBTE). However, it is impossible for polytechnic institution to achieve its aims/goals without an existence of a functional library. Elujekwute (2019) states that effective operation of educational institutions largely depends on the excellence state of its library. Elujekwute further emphasizes on the roles of libraries in human resource development and quality education would be impossible for polytechnics without existence of functional libraries that promote effective and efficient learning and job performance in educational institutions.

According to Alabi (2015) the objectives behind the establishment of library in polytechnics include: learning, readings and instruction; research purposes to meet the needs of the researchers, students, lecturers and other users. Afolabi (2014) defines a library as a place where print, digital and other non-print materials are collected, organized and made available for access and use. Afolabi further affirms that library may be made of walls, where these materials are stored; or it could be virtual where all information needed is stored on a computer with internet facilities, which will be accessible to its users. The ultimate aim of a

library is to provide information, which when accessed and used, could lead to knowledge generation and national development. According to Yaya and Adeeko (2016) a library provides the necessary training for individuals wishing to enter professional careers. A library remain an inseparable part of the polytechnic set up since it provides adequate information required to sustain and promote the intellectual activities. Oyegunle (2018) identifies library types to include Academic libraries, Special libraries, Public libraries and National Libraries. Each of these libraries is relevant to its community of services according to their information needs.

Academic library are social institution established to support teaching/learning and research. They generally stock relevant and recommended text from faculty to help in the various disciplines being pursue. A librarian is a person who is in charge of a library or has professionally been trained to work in a library or any information centre (Uwabuka and Helen, 2021). According to Librarianship Studies and Information Technology (2021) they are in charge or work professionally in a library and they are responsible for its management and services. The librarian takes care of library and its resources, collection management, circulation, and provision of services such as reference, information instruction, and training services among others. Librarians in Nigeria are considered certified and suitable to be called qualified librarian after certification by the regulatory body known as Librarians Registration Council of Nigeria (LRCN) established by degree No. 12 of 1995. "Certified Librarians are librarians who have the requisite qualification approved by the body of practice librarianship in Nigeria". A librarian is a specialist in the management of a library and has t he full responsibility to render library services to all the users.

Therefore, a librarian is a professionally trained person responsible for the care of library collection and their contents including the selection, processing and organization of materials, delivery of information, instruction and loan services to meet the needs of its user which means that their level of performance is expected to be efficiently in order to achieve these. The need for high level of performance among librarians through enhanced productivity and efficiency has always been acknowledged as an institutional goal of high priority (Senyah, Rosemary and Kwado, 2017). To achieve this, highly developed workforce is imperative. A good developed librarian tends to acquire high and relevant skills for competence and improved job performance. There is no gain saying the fact that individual's skills and techniques acquired through training and development programmes are significant determinant of such librarian's job performance (Nwosu, Adaora and Udo-Anyanwu, 2015).

Job performance refers to how people perform their job. It is the extent to which the day-to-day work is being carried out. Osadebe, Ewa and Njoku (2018) provided a generic definition of job performance as how one carries out the task, duties and responsibility associated with a particular job. It can also be referred to as achievement in terms of goals set. It is considered as an output of a librarian on the job, measurable in terms of quality and quantity of job done. This implies that there is a level of job performance that is expected from every librarian in Polytechnic libraries. Every institution is thus expected to be committed to creating equitable development opportunities that empower librarians for a high job performance. Although libraries and its staff are funded by their parent institutions and most times the funds are usually not sufficient enough for the development of librarians and library services. Yaya (2018) states that job satisfaction among librarians in Nigeria polytechnics, noted that poor

motivation of librarians results in moderate performance in their work place. The implication of this finding is that the job performance of the librarian must be improved and this calls for the understanding of the factors that affect job performance of which lack of librarian's professional development programmes like in-service training, attendance to conferences, attendance to workshops, and attendance to in-service training among others. These variables are needed to enhance job performance for the benefit of the library clientele.

Librarians professional development programmes is a necessary for achieving a high level job performance and it is the continuous learning approach that trains and develop librarians to acquire certain knowledge, skills and competence with the institutional goal of applying this to their job. Ukwoma and Akanwa (2018) explains that professional development as a continuing education and career training after a person has entered the workforce in order to help them develop new skills, stay updated on current trends as well as advance in their career. It involves learning to acquire or maintain professional certification such as academic degree and required skills to enhance one's assigned responsibilities (John and Fargo, 2017). It encompasses instructional or experimental means through which every organization develops, enhances and improves the capabilities, skills and overall performance of its employees with the goal of applying this to their job. Akpakwu (2012) notes that forms of professional development programmes as attendance to workshops, in-service training and conferences among others; Workshops provide hand-on-desk opportunity to acquire knowledge build, compare and discuss attitude on current job performance.

Conference is a meeting of people for discussion or exchange of views, usually the conference of librarian, teachers' supervisors and educational administrators among others can broaden their professional horizons and cultivate in participant members a professional team spirit. According to Chukwu (2017) conference programmes are used to help employees develop problem solving skills. It is a series of educational and work sessions groups of people meet together over a short period of time to concentrate on a defined area of concern. The theme chosen for conferences must be relevant to the organization's objectives. Ngu (2013) states that an organizations greatest asset is its people and so it makes sense to ensure that every employee is trained for the job he is doing and developed to take on future responsibilities within his scope of competence. This view is in consonance with view of Halidu (2015) who notes that, when the aim is broaden the experience of an individual, it becomes necessary to offer him opportunities to develop familiarity with different and/or longer range of the organizational operations. According to Ollor (2021) conference is a meeting often lasting on a particular subject or to bring together people who have a common interest and the conference leader must have the necessary skills to lead the discussion in a meaningful way without losing sight of the topic or theme. This is also an old method, but still a favorite training method. In order to escape the limitations of straight lecturing many organizations have adopted guided-discussion type of conferences in their training programmmes. In this method, the participants pool their ideas and experience in attempting to arrive at improved methods of dealing with problems which are common subject of discussion (Oyegunle, 2913).

The use of workshops in enhancing employees' knowledge and skills is gradually being recognized and workshops offer group of people working together an opportunity to be able to identify problems and proffer solution to them during discussion under the supervision of resource person or professionals. According to Godwin, Adeniran and Jamogha (2020)

workshops provide hand-on-desk opportunity to acquire knowledge build, compare and discuss attitude on current job productivity level. Workshop could be internal or external and aimed at equipping librarians with specialized knowledge and skills to perform certain duties and enhance functional attitude towards his work environment.

Furthermore, in-service training is another factor in librarian's motivation to perform effectively in educational institutions. One most important concern and duty of the educational administrators is professional development of its staff through in-service training. Whenever possible and necessary, the librarian should be given opportunity to attend relevant useful courses or programmes which will update their skills and knowledge in doing their job thereby improving their condition of service. According to Elujekwute (2019) training helps librarians to obtain new qualifications, new relevance in their workplace and communities, increase salaries and allowances, skills and knowledge as well as effective job productivity in educational organizations. Where opportunities for training are lacking, qualified and experienced staff has the tendency to look elsewhere and these are usually to the disadvantages of their institutions. Elujekwute further states that in-service training refers to all those activities that contribute to professional growth and qualification of an employee. For example, participating in workshops, seminars, conferences, symposia and visit to educational institutions among others that give the employee a sense of security and feeling of self confidence while discharging his/her routine duties. Mbagwu and Nwachukwu (2011) states that in-service-training is a continuity education of librarians and other educational workers leading to the improvement of their professional competence, with the rapid increase in human knowledge, new approaches, new method of doing work and new avenues for the employees are being introduced among others. If a librarian fails to keep himself in touch with these developments, he is proving himself as ineffective in library profession. According to Asante, Adu-Sarkodee and Akussah (2014) in order to achieve this end, it is necessary that great opportunities of in-service training be provided for librarians in polytechnic institutions in order to motivate them and enhance their job productivity level in schools.

The role of libraries in human resources development and how library remain a place for learning which implies that no educational institution especially the polytechnic can offer effective service without the professional competence of its workforce, considering the need for libraries to compete favourably in this digital age (Ofoegbu and Ofoegbu, 2017).This development has made it important that librarians do not have to rely on their qualification alone for effective job performance in their institutions. This present situation of academic libraries in Nigeria which polytechnic is one is worrisome given this innovative technological age of information globalization. There is need for polytechnic libraries and librarians to rise up to the challenge posed by information explosion. This will involve the provision of quality librarians professional development activities necessary for enhanced job performance; we need to understand the relevance of professional development as related to job performance of polytechnic librarians. This study therefore is designed to explore the librarian's professional development as a correlate of job performance in polytechnic libraries in the North-Central states, Nigeria.

Statement of the Problem

Poor job performance of librarians in some polytechnic libraries in North-Central, Nigeria has been a recurring decimal. Some librarians have received queries for inefficiency in quality of

services such as acquisition services, conferencing services, circulation (reader services) cataloguing and classification services and administration services among others. These roles could be effectively carried out when the personnel are skillfully competent and knowledgeable. Despite these important responsibilities of library personnel, some of them still exhibit poor attitude towards their work and these they serve which may be due to lack of attendance to workshops and conferences attendance and in-service training among others. This apparent attitude exhibited by the library personnel might therefore may leads to lack of commitment to work, absenteeism and lateness to work in order hands lower morale and lowers job performance in Polytechnic libraries. This however, may affect meeting the information needs of library users thereby hindering the general progress in teaching/learning, research and institutional development if this scenario is not properly addressed. It also may negatively influence librarian's job performance in polytechnic libraries in North-Central, Nigeria. These speculations are weight enough to warrant an empirical investigation on librarian's professional development as a correlate of job performance in public Polytechnic Libraries in the North-Central, Nigeria.

Purpose of the Study

The purpose of this study is to investigate the librarians' professional development as a correlate of job performance in public Polytechnic Libraries in the North-Central, Nigeria. Specially, the study sought to:

1. Determine the relationship between attendance to conferences and librarian's job performance in public Polytechnic Libraries in the North-Central, Nigeria.
2. Examine the relationship between attendance to workshops and librarian's job performance in public Polytechnic Libraries in the North-Central states of Nigeria.
3 Find out the relationship between attendances to in-services training and librarian's job performance in Public Polytechnic Libraries in the North-Central, Nigeria.

Research Questions

The following research questions guided the study:

1. What relationship exists between attendances to conferences and librarian's job performance in public polytechnic libraries in the North-Central, Nigeria?
2. What relationship exists between attendances to workshops and librarian's job performance in public polytechnic libraries in the North-Central, Nigeria?
3 What relationship exists between attendances to in-service and librarian's job performance in the public polytechnic libraries in the North-Central, Nigeria?

Research Hypotheses

The following hypotheses were formulated and tested at 0.05 level of significance.

1. There is no significant relationship between attendance to conferences and librarians job performance in public Polytechnic libraries in the North-Central, Nigeria.
2. There is no significant relationship between attendance to workshops and librarians job performance in public Polytechnic libraries in the North-Central, Nigeria.
3. There is no significant relationship between attendance to in-service training and librarian's job performance in public Polytechnic libraries in the North-Central, Nigeria.

Significance of the Study

The result of this research would be beneficial to the heads of polytechnic libraries, librarians, clientele, researchers and librarianship. The head of polytechnic libraries would benefit from the outcome of the study as the areas of professional development programme that would enhance job performance and productivity would be exposed, serving as a leadership guide. These would enable appropriate design of suitable professional development schedule such as attendance to conference, attendance to workshops and in service training.

The study would be of immense benefit to the librarians because it would help them build sufficient awareness on the librarians' professional development as a link to job performance and promote their zeal to participate in conferences, workshops and in service training which would enhance the quality of service rendered. Their confidence and credibility in the profession would be also be enhanced as the quality of service is visibly improved. The findings of the study would assist researchers and provide them valuable information on the topic and also provide appropriate materials to researchers who may wish to carry future studies on professional development as correlates to job performance in future in other geographical area of the country. It would also provide to the clientele valuable information as reference materials in the area of librarian's professional development and job performance.

Finally the study would complement and add immensely to the existing body of knowledge in librarianship. Literature and work done in the field or related study and as well as fill the exciting gap in librarian's professional development as a correlate of job performance in public polytechnic libraries in the North-Central, Nigeria.

Review Related Literature

This section reviewed literature which is pertinent and relevant to the study.

Concept of Professional Development

Professional development is the learning or training carried out intensively and collaboratively to enable learners or students to earn or maintain certified credentials ranging from academic degrees to formal course work, attending conferences, workshops and in-service training and informal learning opportunities in the form of practice. According to Kisby Holler (2009) professional development is the learning that is grounded in day-to-day practice and is designed to enhance content specific instructional practice with the intent of improving staff knowledge and skills. Professional development involves learning to obtain or maintain professional credentials such as academic degrees and skills required to improve one's assigned responsibilities (Halid, 2015). It is imperative to appreciate that the most performing of employees are open minded and ready to learn to improve upon their current location. Professional development is an effective tool that can be used to achieve the identified situation and that professional development can hence, be achieved through formal course work, attendance to conferences, workshops and in-service training as well as other informal strategies. Professional development is a training that occurs in the form of consultation, coaching, lesson study, mentoring, reflective supervision and technical assistance among others.

Therefore, professional development is conceptualized as training or orientations deliberately undertaken by librarian in order to acquire, refresh, acquaint and improve his/her credentials,

skills, techniques and proficiency. These training which mostly short term courses are occur formally in the form of workshops, conferences and in-services training among others.

Librarian's job performance

Librarian's job performance is the measurement of the quality of services given to clientele by librarians in the school which is the rightly intended accomplishment of the library. According to Elujekwute (2019), librarians job performance refers to the degree to which a librarian executes a particular role responsibility, in accordance with specified standards, librarian's performance means the behaviour of a librarian which changes differently with the change in surrounding environment, in such a way that when a particular task is assigned together, he/she successfully takes action to carry it out. Gbemi-Ogunlaye, Alegbeleye, Unegbu and Babalola (2020) look at librarian's job performance as the measurement mainly in the terms of his clientele (students) ability to pass to or fail examination (internal and external). Abba and Dawala (2009) described librarians' job performance as the ability of the librarians to combine relevant inputs for the enhancement of learning process. It is also described as the duties performed by librarians at a particular period in the school library in achieving educational organizational goals. Agada and Tofi (2020) defines librarians' job performance as the extent of desired outcomes of librarians who have been assigned a specific task or given responsibilities to perform which may result to achieving the school objectives; it is the extent of work achievement of a librarian in a school which results to producing quality learners who will become useful and functional to the society after school. Therefore, in the context of this study, job performance is defined as the act of successful attainment, accomplishment and the execution of tasks as a result of efforts aimed at the achievement of the institutions goal by the librarian.

Attendance to Conferences as Correlate of Librarians Job Performance in Public Polytechnic Libraries in the North-Central, Nigeria

Conference is a meeting of people for discussion or exchange of views; usually the conference of librarians, teachers, supervisors and educational administrators among others can broaden their professional horizons and cultivate in participant members a professional term spirit. According to Owolabi (2016) conference programmes are used to help employees develop problem solving skills. It is a series of educational and work session's groups of people that meet together over a short period of time to concentrate on a defined area of concern. The theme chosen for conferences must be relevant to the organization's objectives. Ngu (2013) states that an organizations greatest assets is its people and so it makes sense to ensure that every employee is trained for the job he is doing and developed to take on future responsibilities within his scope of competence and enhance his job performance. According to Mbagwu and Nwachukwu (2011) conference is a meeting often lasting on a particular subject or to bring together people who have a common interest and the conference leader must have the necessary skills to lead the discussion in a meaningful way without losing sight of the topic or theme. Conference is a face-to-face or on-line development tools used for bringing groups of people together to communicate ideas, policies or procedures through a good presentation and sharing information in a collaborating manner, raising points of debates or discussing issues as an organized plan in which the members seek to develop knowledge and understanding by obtaining a considerable amount of oral participation. Halawi and Itaydar (2018) states that conferences addresses varieties of topics in many areas and these conferences are an excellent opportunity to enrich professional knowledge and at

the same time to form connection with people from the same field of knowledge and for researchers to present and discuss their work, either at an individual level, group level or organized by a professional bodies such as the International Federation of Library Association (IFLA) and American Library Association (ALA) among others. Conferences according to Ifidon (2016) is a means of professional development whether local, national or international, encourages library and librarians professional development, improve relations among librarians, open new horizons in the profession and helps to recognized the interdependence of knowledge and information. Library and information professionals attend conferences and seminars in order to improve on their basic education, gain new concepts and get specializations that are relevant to the needs of the work place.

Attendance to Workshops as correlate of Librarians job performance in Public Polytechnic binaries in the North-Central, Nigeria

The use of workshop in enhancing employees knowledge and skills gradually being recognized and workshops offers group of people working together, an opportunity to be able to identify problems and proffer solutions to them during discussion under supervision of resource person or professionals. According to Madukoma, Akpa and Okafor (2014) workshops provides hand-on-desk opportunity to acquire knowledge build, compare and discuss attitude on current job performance. Workshops could be internal or external and aimed at equipping librarians with specialized knowledge and skills to perform certain and enhance functional attitude towards his/her work environment. The polytechnic are expected to be committed to creating equitable development opportunities that empower their librarians for high job performance. Libraries and its staff are funded by parent institutions and most at times, the funds are usually not sufficient enough for the development of librarians in Nigeria public polytechnic libraries. Nebeolise (2013) notes that poor motivation by the polytechnic libraries results to low job performance in their work places. The implication of the above is that librarians' job performance must be improved and this call for the understanding of the factors that affect job performance as a result of lack of librarian's professional development programmes has been so identified as parts and parcel of poor job performance in polytechnic libraries. However, Nebeolise further maintains that there is lack of professional development programmes in most libraries in the study area and this has hindered librarians' job performance in polytechnic libraries regards to quality services delivery, professional career development, skills and knowledge acquisition and seemingly affecting job performance in public polytechnic libraries.

Therefore, librarian's professional development is a necessity for polytechnic librarians for achieving a high job performance in schools. According to Bamgbose and Ladikpo (2017) librarians' professional development includes increase in productivity, improvement in quality of task or work, knowledge and skills, high job satisfaction, less occupational stress in performing job task, attitudinal change, enhancing the use of tools and machines reduced wastage, accident, lateness and absenteeism among others. Bosede, Basiru and Fehintoia (2021) laments that librarian's professional development programmes should be geared towards improving efficiency and job performance. According to Cobblah and Vander (2016) librarian's professional development provides a means of maintaining acceptable librarian's job performance and achieving educational organization goals attainment. The absence of these programmes thus often manifest problems of inefficiency, ineffectiveness, incompetence and low job performance. Owing to the fact that human beings are main resources in higher

educational organization that must be motivated for job performance, the quality of librarian's professional development is important consideration, since the quality of a librarianship is dependent on the availability of professional development programmes. As a result there is absolute need to continuously enhance librarians' knowledge, skills and competences by providing them with opportunity of attending development programmes that would enable them in acquiring processing, organizing, preserving, disseminating and receiving information and knowledge management for effective and efficient service delivery in polytechnic libraries. According to Oribabor (2013) educational institutions may have qualified staff with appropriate instrument and equipment yet the quality of job performance may fall below the expected standard, because of lack of adequate knowledge and skills which are acquired through professional development programmers through attending of workshops, conferences and in-service training among others. This means that no educational institutions especially polytechnic can offer effective services without the professional competence of its workforce considering the need for polytechnic libraries to compete favourably in this digital age. Saidu, Saka and Kur (2020) observes that the job performance of the librarians in public polytechnic libraries in the North-Central, Nigeria has been deteriorating over the years, hence, the quality of service in the libraries have attracted several complaints from the users in terms of efficiency as there has been delay in rendering services to users. Their role is so enormous that polytechnics cannot function effectively without librarians. The present situation of academic libraries in the North-Central, Nigeria is worrisome given the innovative technological age of information globalization. There is a need for polytechnic libraries and librarians to rise up to the challenge posed by information explosion.

Attendances to In-Service Training as Correlate Librarians Job Performance in Public Polytechnic Libraries in the North-Central, Nigeria

In this modern age of science and technology with attendance challenges, it has become imperative for educational administrators (rectors) to keep librarians abreast with knowledge and new concepts and skills that will augment their optimal performance in libraries. This calls for the need for the provision of in-service training such as study leave with or without pay, seminars, workshops and symposia in educational matters. According to Akpakwu (2012) in-service programme is a process for continuous updating of librarians' knowledge, skills and interest in their chosen fields. It is a means for continuous professional development or growth, which encourages the extension of technical assistance by school administrators. In-service librarian's education is an integral part of professional development programmes which is organized for librarians while in service. Anyaegbu and Wali (2019) states that librarian who has low commitment to the profession prior to training became highly committed after they were given opportunity to go for in-service training. Elujekwute (2019) observes that in-service training improves librarians' skills and boosts their motivation which in turn leads to higher job performance, less job stress and increase in productivity and profitability in the institution. One most important concern and duty of the educational administrators is professional development of its staff through in-service training whenever possible and necessary, the librarian should be given the opportunity to attend relevant useful courses or programmes which will update their skills and knowledge in doing their job thereby improving their condition of service. Elujekwute further adds that attendance to in-service training helps librarians to obtain new qualification, new relevance in their workplace and communities, increase salaries and allowances, skills and knowledge as well as effective

job performance in educational organizations and where opportunities for training are lacking, qualified and experienced employees has the tendency to look elsewhere which usually becomes disadvantageous to their institutions. According to Ekpenyong and Imo (2016) in-service training refers to all those activities that contribute to professional development/growth and qualification of an employee. For example, participating in workshops, seminars, conferences, in-service, symposia and visit to educational institution among others can give the employees a sense of security and feeling of self confidence while discharging their routine duties in their institutions.

Methodology

Descriptive survey design was adopted for the study. The population of the study comprised seven (700) librarians from thirteen (13) public Polytechnic in the North-Central, Nigeria. A sample of three hundred (300) librarians was randomly selected from thirteen public polytechnics in the North-Central, Nigeria. Stratified random sampling technique was used to select the sample size because the population was heterogeneous. A 15-items structured questionnaire developed by the researchers titled ''Librarian Professional Development and Job Performance. Questionnaire (LPDJPQ)'' was used for data collection. The questionnaire was validated by experts in the Department of Library and Information Science, Federal Polytechnic, Nasarawa, Nasarawa State. The questionnaire was trial tested using 40 librarians from four (4) public Polytechnic that were not part of the sampled population. The data collected was analyzed using Cronbach Alpha Correlation Co-efficient which yield 0.83. The coefficient indicated high internal consistency which proved that the instrument was reliable to be used for field work. The data collected was analyzed using simple descriptive statistics of Mean and Standard Deviation to answer research questions. A mean cut-off-point of 2.50 was used for decision making. Any mean score of 2.50 and above was accepted as been significant while any mean score below 2.50 was rejected as not been significant. The research hypotheses were tested using Chi-square (x) test of goodness of fit at 0.05 level of significance.

Results of the Findings

Research Question One

What relationship exists between attendance to conferences and librarians job performance in public polytechnic libraries in the North-Central, Nigeria?

Table 1

Mean Rating and Standard Deviation of Librarians Job Performance as Correlate of Attendance to Conferences in Public Polytechnics libraries in North-Central, Nigeria.

S/No	Item Description	SA	A	D	SD	$\bar{X}$	STD	Decision
1	Conference attendance has helped to update my knowledge, skills and procedures of doing my work.	118	142	21	11	3.26	0.75	Accepted
2	Conference attendance has helped me to develop more courage to deal with my job challenges.	162	103	16	11	3.42	0.76	Accepted
3	Conference attendance has helped me utilize more wealth of professional expertise and experience in performing my duties.	93	114	34	51	2.86	1.06	Accepted
4	It has helped me identify my job strength and potentials.	131	117	23	21	3.23	0.88	Accepted
5.	Conference attendance enhanced performing my duties successfully	153	109	11	19	3.36	0.84	Accepted
	Cluster Mean/Standard Deviation					**3.23**	**0.86**	**Accepted**

Source: Field work

The result from the collected and analyzed shows that the items 1-5 have Mean scores and Standard Deviations as follows 3.26(STD 0.75), 3.42 (STD 0.76), 2.86(STD 1.06), 3.23(STD 0.88) and 3.36(STD 0.84) respectively. Based on the boundary criteria for decision making, it means the Mean scores for items 1-5 were above the cut-off point of 2.50; indicating a high level of acceptance that attendance to conferences influenced on librarian's professional development in public polytechnics libraries. The respondents have indicated that conference attendance helped them update their knowledge, skills and procedure in doing their work in the library and also helped them to develop more courage to deal with their work challenges. The respondent agreed that conference attendance helps them to utilize more wealth of professional expertise and experience in performing their duties in the library. Also, it has helped them to identify their job strength and potentials and enhanced them in performing their duties successfully. The cluster Mean of 3.23 with the Standard Deviation of 0.86 were above the cut-off point of 2.50 which implies that attendance to conferences has influence on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria to a high extent.

Research Question Two

What relationship exists between attendance to workshops and librarians job performance in public polytechnic libraries in the North-Central, Nigeria?

Table 2

Mean Rating and Standard Deviation of Librarians Job Performance and Attendance to Workshops in Public Polytechnic libraries in the North-Central, Nigeria.

S/No	Item Description	SA	A	D	SD	$\bar{X}$	STD	Decision
6.	Workshops attendance enhanced me to become more competent to perform my duties.	181	75	21	15	3.45	0.84	Accepted
7.	Workshops attendance made me feel more motivated in performing my assigned duties	119	125	40	8	3.22	0.78	Accepted
8.	Workshops attendance has helped me to advance in knowledge of my performing my duties.	132	120	17	23	3.24	0.88	Accepted
9.	Workshops attendance has helped me to responds to changing work needs in my institution.	113	130	31	18	3.16	0.85	Accepted
10.	Workshops attendance assisted me to become more aware and to learn new technological tools in doing my work.	115	136	27	14	3.21	0.80	Accepted
	Cluster Mean/Standard Deviation					**3.26**	**0.83**	**Accepted**

Source: Field work

The result from the data collected and analyzed shows that the items 6-10 have Mean scores and Standard Deviations as follows, 3.45(STD 0.84), 3.22(STD 0.78), 3.24(STD 0.88), 3.16(STD 0.85) and 3.21(STD 0.80) respectively. Based on the boundary criteria for decision making, it means the mean scores for items 6-10 were above the cut-off point of 2.50; indicating a high level of acceptance that attendance to workshops influenced on librarians job performance in public polytechnic libraries in the North-Central, Nigeria. The respondents have indicated that attendance to workshops enhanced them to become more competent in performing their duties in the polytechnics libraries and also made them feel more motivated in performing their assigned duties. The respondents agreed that attendance to workshops has helped them advance in the existing knowledge of their job. Also they agreed that attendance to workshops assisted them to become more aware and learn new technological tools that help them to perform their work effectively. More so, the respondents have indicated that workshops helped them to responds to changing work needs in their workplace. The Mean of 3.26 and Standard Deviation of 0.83 was also found to be above the cut-off point of 2.50. This implies that attendance to workshops influence librarian's job performance in public polytechnics in the North-Central, Nigeria to a high extent.

Research Question Three

What relationship exists between attendances to in-service training and librarian's job performance in public polytechnic libraries in the North-Central, Nigeria?

Table 3

Mean Rating and Standard Deviation of Librarians Job Performance and Attendance to In-Service Training in Public Polytechnic libraries in North-Central, Nigeria.

S/No	Item Description	SA	A	D	SD	$\bar{X}$	STD	Decision
11.	In-service training enhanced my knowledge, skills and competence in performing my duties.	127	118	35	12	3.23	0.83	Accepted
12.	In-service training has helped me to become more confident in performing my work in school.	133	108	28	23	3.20	0.91	Accepted
13.	In-service training enhanced my acquisition of diverse job skills.	101	110	35	46	2.92	1.05	Accepted
14.	In-service training assisted me to develop more expertise and confidence as a library staff.	141	122	15	14	3.34	0.71	Accepted
15.	In-service training has helped me to explore and understand various job tasks in library management.	166	134	25	17	3.20	0.83	Accepted
	Cluster Mean/Standard Deviation					**3.18**	**0.88**	**Accepted**

Source: Field work

The result reveals that items 11-15 have Mean score and Standard Deviation of 3.23(STD 0.82), 3.20(STD 0.91), 2.92(STD 1.05), 3.34(STD 0.71) and 3.20(STD 0.83) respectively. Based on the boundary criteria for decision making, it means the mean scores for items 11-15 were above the cut-off point of 2.50; an indication that attendances to in-service training has positively influence librarian's job performance in public polytechnic libraries in the North-Central, Nigeria. The respondents agreed that in-service training enhances their knowledge, skills and competence in performing their duties and also they become more confident over their work. More so, that in-service training helps them in acquisition of diverse skills towards their job. They have also agreed that in-service training assists them to develop more expertise and confidence as a library staff. Thus, harmonizing in totality that in-service training helps them to explore and understand the various job tasks in library management. The cluster Mean of 3.18 with the Standard Deviation of 0.88 were found to be above the cut-off point of 2.50 which implies that attendances to in-service training influence librarian's job performance in public polytechnic libraries in the North-Central, Nigeria to a high extent.

Testing Research Hypotheses

In testing the three hypotheses of this study, the Chi-Square (x) statistical tool was used to test the hypotheses at 0.05 level of significance and the result are presented on table 4 to 6 and the detailed analysis as shown below.

Hypothesis 1

There is no significant relationship between attendance to conferences and librarians job performance in public polytechnic libraries in the North-Central, Nigeria.

Table 4

Chi-square (x^2) test of librarians on the influence of attendance to conferences on job performance in public polytechnic libraries in the North-Central, Nigeria.

Opinion	Observed Frequency	Expected Frequency	df	Level of Sign.	X^2cal	X^2tab	Decision
No Influence	47(16%) 245(84%)	146(50%) 146(50%)	1	0.95	3.84	3.84	Ho not accepted

Values in parentheses are percentages (=135.97, df = 1, p = 0.0 > 0.00)

Table 4, shows that the descriptive and inferential statistics of percentages and Chi-Square (x^2) were used to test the influence of attendance to conferences on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria. The results shows that 84% of the respondents agreed that attendance to conferences have significant influence on librarian's job performance in public polytechnic libraries as against 16% respondents who disagreed.

Table 4 also show that Chi-Square (x^2) calculated value of 135.97 was greater than the Chi-Square(x) table value of 3.84 checked at 0.05 level of significance and at 1 degree of freedom. The null hypotheses were therefore not accepted. This implies that attendance to conferences have significant influence on librarians job performance in public polytechnic libraries in the North-Central, Nigeria.

Hypothesis 2

There is no significant relationship between attendance to workshops and job performance in public polytechnic libraries in the North-Central, Nigeria.

Table 5

Chi-square (x^2) test of librarians on the influence of attendance to workshops and job performance in public polytechnic libraries in the North-Central, Nigeria.

Opinion	Observed Frequency	Expected Frequency	df	Level of Sign.	X^2cal	X^2tab	Decision
No Influence	47(16%) 245(84%)	146(50%) 146(50%)	1	0.95	135.97	3.84	Ho not accepted

Values in parentheses are percentages (=135.97, df = 1,p = 0.0 > 0.00)

Table 5, shows that the descriptive and inferential statistics of percentages and Chi-Square (x^2) were used to test the influence of attendance to workshops on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria. The result shows 84% of the *respondents* agreed that attendance to workshops have significance influence on librarian's job performance in public polytechnic libraries as against 16% respondents who disagreed.

Table 5, also show that Chi-Square (x^2) calculated value of 135.97 was greater than the Chi-Square table value of 3.84 checked at 0.05 level of significance and at 1 degree of freedom. The null hypothesis was therefore not accepted. This implies that attendance to workshops have significant influence on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria.

Hypothesis Three

There is no significant relationship between attendances to in-service training and librarian's job performance in public polytechnic libraries in the North-Central, Nigeria.

Table 6

Chi-Square (x^2) test of librarians on the influence attendances to in-service training and job performance in public polytechnic libraries in the North-Central, Nigeria.

Opinion	Observed Frequency	Expected Frequency	df	Level of Sign.	X^2cal	X^2tab	Decision
No Influence	58(20%)	146(50%)	1	0.05	108.93	3.84	Ho Not
	234(80%)	146(50%)					Accepted

Values in parentheses are percentages (x^2=108.93, df = 1, p = 0.0 > 0.00)

Table 6, shows that the descriptive and inferential statistics of percentages and Chi-Square (x^2) were used to test the influence of attendances to in-service training on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria. The result shows that 80% of the respondents agreed that attendances to in-service training have significant influence on librarian's job performance in public polytechnic libraries as against 20% respondents who disagreed.

Table 6, also show that Chi-Square (x^2) calculated values of 108.93 were greater than Chi-Square (x^2) table value of 3.84 checked at 0.05 level of significance and at 1 degree of freedom. The null hypothesis was therefore not accepted. This implies that attendances to in-service training have significant influence on librarian's job performance in public polytechnic libraries in the North-Central, Nigeria.

Discussion of Findings

Based on the analysis of research questions and testing the hypotheses the following findings were organized and discussed here for easy understanding.

The first finding of this study revealed that attendance to conferences has significant relationship on librarian's job performance in the public Polytechnic libraries in the North-Central, Nigeria. This finding is in line with the views of Ifidon (2016) who stated that attendance to conferences is a means of librarian's professional development and encourages improved relations among librarians, open new horizons in the profession and helps to recognized interdependence of knowledge as well as helps in their job performance in schools.

The second finding of this study revealed that attendance to workshops has significant relationship on librarian's job performance in public Polytechnic libraries in the North-Central, Nigeria. This findings corroborates with the opinions of Umoh (2017) who maintained that there is poor job performance in public Polytechnic libraries, hence there is lack of professional development programmes in most libraries in the North-Central, Nigeria.

The third finding of this study revealed that attendance to in-service training has significant relationship to librarian's job performance in public Polytechnic libraries in the North-Central, Nigeria. This finding agrees with the views of Elujekwute (2022) who observed that attendance to in-service training improves librarian's knowledge, skills and boasts their

motivation; this in turn leads to higher job performance, less job stress and increase productivity level and profitability in the institutions.

Conclusion

Based on the findings of this study, it was concluded that librarian's job performance on attendance to conferences, attendance to workshops and attendance to in-service training has significant influence on the librarian's professional development in public Polytechnic libraries in the North-Central, Nigeria.

Recommendations

1. Polytechnic administrators should be encouraged to allocate a separate budget for library staff annually, this must be sufficient enough to carter for all issues of librarians professional development especially to attendance to conferences, seminars and symposia among others.
2. The use of workshops in enhancing employee's knowledge and skills is gradually being recognized and workshops offers group of people working together, opportunity to be able to identify problems and proffer solution. Therefore, educational administrators should regularly organize workshops for librarians in order to update their knowledge and skills to enhance their job performance in the school libraries.
3. It is necessary that great opportunity for in-service training be provided for libraries in polytechnic institutions in order to motivate them and to enhance their job performance in schools. Therefore, in order to achieve this end the educational administrators should endeavor to make sufficient funds available for the in-service training in public polytechnic libraries.

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