

# Collection Management Practices and Job Performance of Librarians in Academic Libraries in Lagos and Ogun State, Nigeria

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The study evaluated the influence of collection management practices on job performance of librarians in academic libraries in Lagos and Ogun State, Nigeria. The descriptive survey research design was adopted for this study. The population of the study was 191 librarians from 20 universities in Lagos and Ogun State. A structured and validated questionnaire was used for data collection. Data collected were analyzed using descriptive statistics (frequency count, tables, percentages, standard deviation and means) for research questions. The study showed significant effect of work environment on job performance in Lagos and Ogun State. The study concluded that collection management practices is key factors when considering the job performance of librarians in academic libraries as it has been proven that both significantly influence the job performance of librarians. The study also gave the following recommendations; university management should organize and equip librarians with the adequate resources as facilitators of collection management practices; university should provide librarians with much needed materials; university management should make sure that there is assessment of the job performance of librarians; university library should adopt all the constituents of collection management practices as it relates with the present technology era in order to engender good delivery from the librarians.

**Keywords:** Academic library, Collection Management Practices, Work Environment, Job Performance

## INTRODUCTION

Every organization is set up with the aim of fulfilling certain goals. Performance according to Unegbu, Babalola, and Basahuwa (2020) is a deliberate act of achieving set goals and objectives. Alijanzadeh and Limooni (2020) defined job performance as an activity carried out purposely for a job or it could be the result of the activity. To Ufuoma and Omekwu (2020) job performance is the measure at which an output is produced as result of the level of inputs given, while in the opinion of Hashmi, Ameen, and Soroya (2019), job performance provides insights into the human psychology of work behaviours and factors that motivates. Job performance which has gained a wide range of definition from various scholars is a determinant of the success or failure of an organization to a large extent (Igbinovia & Popoola, 2016). In the opinion of Okoye, Mbagwu, Moneke, and Abanum (2018), job performance are

actions and behaviours which promotes and support the social environment for the improvement of in-role which engenders effective and high productivity. It is the discharge of statutory duties based on library personnel field of specialization which is centered on the attainment of the library objectives (Ikonne & Fajonyomi, 2019) further stressed that in determining organizational performance, job performance has become the significant indicators. They further opined that a growing emphasis has been given to employee job performance as a source of competitive edge to promote responsiveness in enhancing the overall organizational effectiveness and efficiency. Based on this, it can be said that organizational performance is based on the job performance of the employees in the organization. Chukwunonso, Ayele, and Itodo (2020) conceptualized job performance as a construct which consist of many behavior, they noted that the construct of job performance is multidimensional, and they include:

quality, quantity, timeliness, cost-effectiveness, need for supervision and interpersonal impact.

Igbinovia and Popoola (2016) asserted that the performance in an organization is highly influenced by organizational culture which means that favourable organizational culture serves as a prerequisite for high performance both at individual and organizational level. Furthermore, problems associated with unhealthy competition, inappropriate behavioral patterns, ethical issues, individual values, unfavorable working conditions, jealousy, anger, hatred, lack of self-control and lack of understanding which happens among employees are factors which affect job performance (Igbinovia & Popoola, 2016). Tella and Ibinaiye (2020) on their part noted that even though an organization might provide support for its employee in order to enhance their performance, however this support might not be enough to provide a good job performance, they mentioned that organizational provision of training, professional development opportunities, employee's skill, abilities and personality are not capable of bringing out the best in an employee if there is no motivation which is the inner drive that makes an employee perform extraordinarily.

Observation by the researcher indicated that librarians have not been meeting the expected level of job performance in the library, especially in this present study locale. Scholars have pointed to the fact that the job performances of librarians in the Nigerian universities have not been meeting the set levels of expectation in certain tasks. Akor (2009) found the job performance of librarians to be at a low level in the North Central zone of Nigeria. In terms of publications output, Amusa, Iyoro and Olabisi (2013) as well as Babalola and Nwalo (2013) reported a low job performance of librarians. Likewise, Akor (2014) found the job performance of librarians to be low. Somvir (2012) observed that patrons complain at the decline in prompt services delivered by some academic librarians who appear tactless and hardly cope with their job-related problems. Reduced efficiency in services of the library, decline in prompt services and the misuse of resources as well as low turnout of research output are evidences of the librarians' low level of job performances. This situation, if allowed to persist may impinge negatively on the overall effectiveness of university libraries and academic culture of Nigerian universities (Nwosu, Ugwuegbu & Okeke, 2013). Davidescu, Apostu, Paul and Casuneanu (2020) showed that expectations of performance on a job are predicted by work-related behaviours of employees. They identified that library management appraise work-related behaviours of employees in the library to ensure these are well managed. It is these work-related behaviours that turn into tangible job performances needed to meet the goals and objectives of the library. Presently, it is not clear if the librarians in the Nigerian universities have found a pragmatic means of improving their work-related

behaviours to ensure effective performance on their job.

Academic libraries are known to be the intellectual heart of the university because of the wide range of information they possess which is usable for learning and research practices. This assertion was supported by Alegbeleye, Unegbu, Babalola, and Gbemi-Ogunleye (2020) who opined that in the university system, the major reason for the establishment of libraries is for the provision of qualitative information services and to engender knowledge acquisition for students in order to aid teaching and research for staff members of the university as well as the community where the library is located. In furtherance of this assertion, Unegbu et al. (2020) opined that the heartbeat of the university is a constituent of academic libraries because they play a major role to the success of the institution. The academic library plays a very essential role in supporting the mandate of their institution's research, teaching as well as community service by critically selecting, possessing, processing, keeping and giving out relevant information resources within and beyond their environments (Unegbu et al., 2020). The need for a library in an academic institution cannot be overemphasized because they help in fulfilling the purpose of aiding the curriculum and research in the university.

Emphasizing the importance of a university library, Ufuoma and Omekwu (2020) noted that university library offers services to the university in the area of learning, reading and advance research. They further noted that academic libraries are known for two major responsibilities which are: to aid and support the school curriculum and to support the research of the university, college as well as that of the students. Academic libraries are the "treasure house" of knowledge which meets the needs of academic, innovators, technocrats, researchers, students and those that falls within the confines of higher education, and this is because they reflect the community they serve (Ufuoma & Omekwu, 2020).

Academic librarians have responsibility to help students become information literate (Aharony, Julien, & Nadel-Kritz, 2020). They performed the core of the job that actually project the library. Such job includes, acquisition, processing, evaluating and weeding or information resources. It also involves some other specialized services such as: library consortia, selective dissemination of information, library loan, current awareness and any other required services. Arguably, when the information resources are not well consulted it becomes an issue to be worried about and may amount to waste of university resources (both personnel and fund). This could be as a result of librarians not developing good collection management skills or the unfavourable work environment factors which may lead to poor job performance. Inferring from what the job performance of librarians are, there seems to be a connection between collection management practice,

work environment and the job performance of library staff.

Collection management practices can be defined to be the transformation in scholarly communication practices which involves the impact of information technology and communication devices on the use of collection. This could also be seen as the new mode of information seeking behaviour and learning styles as well as the expansion of e-resources for acquiring, using and sharing knowledge and research (Horava, 2010). In the study of Mwilongo, Luambano, and Lwehabura (2020) they gave four major indicators of collection management practices (which will be adopted in this study) include selection, acquisition, evaluation and weeding (deselection). Collection management entails activities which involve acquisition of library materials, processing, organisation, conservation and preservation, storage, weeding, and promoting the use of the library materials (Kumar, 2012). Though sometimes collection development and collection management are used interchangeably, the dichotomy between these two terms is that while the former deals with the selection and acquisition of the library collection, the latter deals with the managing of the use, storage and organisation of the collection (Arinawati, 2011). Collection development involves the planning to procure the library collection to fulfil the goals of the institution, while collection management deals with the organisation, maintenance and dissemination of the collection for library clients (Kiran, 2010).

Collection development is an activity of collection management as a result, the nature of collection management practices make it more challenging area in the library work since maintaining the relevant materials to satisfy the demands of library users pursuing different disciplines entails a lot. Information is essential and so collection management tasks should be carried out with the idea of participation in interrelated programmes of the library and the parent institution (Filson, 2015). The main task involved in collection management is to make the information sources gathered useful and physically accessible to users of the library. That is why needs assessment should be done first so that resources kept in the library become relevant to the information needs of the users (Little, 2011). Collection management is a combination of several activities which basically deal with the planning, maintenance, preservation, evaluation and dissemination of the library's collection (Khan & Bhatti, 2012). The genesis of collection management practices can be traced to inadequate funds for libraries in the 70's, when budget allocation for libraries were reduced making it difficult for libraries to operate as they usually do. It was during the same period that increase in publication occurred and libraries had to acquire these materials for their users. Consequently, collection management principles were adopted to protect libraries from collapsing (Johnson, 2009).

To ensure easy monitoring of library activities most academic libraries operate under the following sections: Acquisition, Cataloguing, Circulation, Electronic Support, Technical Support (including bindery and photocopying sections), Periodicals and Physically Challenged. These sections are expected to carry out their respective functions to keep the libraries running. However, these libraries can perform library activities effectively if adequate funds are made available (Alemna, 2012).

Selection as one of the indicators of collection management practises which deals with the decision making of collection development processes (Sasikala, Nagaratnamani, & Dhanraju, 2014). It is the act of deciding what is brought into the library and in what quantity. Acquisition is the process of implementing the decision made in the selection process (Mwilongo et al., 2020). According to Usman, Olukade, Eromosele, and Abdulraheem (2019) speaking on evaluation as an indicator of collection management practices notes that it is associated with the determination of the strengths and weakness of a library collection in terms of quality, the extent to which collection supports and furthers the mission and purpose of the library. Benny (2015) speaking on weeding as an indicator of collection management practices as the process of revising and withdrawing the information resources which did not meet the collection management criteria.

### **Statement of the Problem**

Every employer wants the best performance from the employee, irrespective of the circumstances and situation. It is assumed that what constitutes individual work performance differs from one job to the other. Librarians are expected to perform their duty in a particular pattern as befit trained professionals which includes collection management practice: acquisition, processing of information resources, cataloguing, classification, and shelving, weeding, evaluation of library resources and other special services. Research and observation have shown that there is low job performance of academic librarians in the study locale. Previous studies have established low job performance in academic libraries (Babalola & Nwalo, 2013; Amusa, Iyoro & Olabisi, 2013; Akor, 2014; Somvir, 2012), as evident in decline in prompt service, reduced efficiency in library service, misuse of resources and low turnout of research outputs. The reason for the perceived shortfall in job performance of librarians might likely be linked to poor collection management practices and work environment factors. Although successful cases and examples of 'best practice' abound within the collection management literature but at a general level, the effective collection management practices in Nigerian academic libraries fall short of expectation and this has no doubt

adversely affected the utilisation of the university libraries and the job performance of librarians. This study therefore investigated the influence of collection management practices on job performance of librarians in academic libraries in Lagos and Ogun State, Nigeria.

### Objective of the Study

The general objective of this study is to ascertain the influence of collection management practices on job performance of librarians in academic libraries in Lagos and Ogun States, Nigeria. While the specific objectives are to:

- ascertain the level of job performance of the librarians in academic libraries in Lagos and Ogun State, Nigeria
- find out the extent to which collection management is practiced in the study area.

### Research Question

The study was guided by the following research questions.

- What is the level of job performance of librarians in academic libraries in Lagos and Ogun State, Nigeria?
- To what extent is collection management

practiced in academic libraries in Lagos and Ogun State, Nigeria?

### METHODOLOGY

The research design used in this study is the descriptive survey research design. Survey research design was employed in this study because the researcher investigated an existing situation on the effect of collection management practice on the job performance of librarians. The population of this study consists of 191 librarians in both public and private universities in Lagos and Ogun State, Nigeria. The total enumeration was adopted in this research. This means that the totality of all the elements in the population was used during the study. This type of sampling techniques occurs when the researcher rationalised the choice of sampling based on convenient and research purpose. This technique was preferred due to the manageable size of the population. In addition, total enumeration was adopted because it eliminates biasness as well as makes inference more accurate and precise. Therefore, 191 librarians in academic libraries in Lagos and Ogun State was used as sample size. The research instrument used in this study was self-constructed questionnaire. Data collected in this study was coded and analysed using the Statistical Package for Social Science Software (SPSS V.22). Precisely, descriptive statistics such as frequency count, percentage mean and standard deviation was used to provide answers to research questions.

### RESULTS

**Research Question One: What is the level of job performance of librarians in academic libraries in Lagos and Ogun State, Nigeria?** This question is aimed at determining the level of job performance of librarians in academic libraries in Lagos and Ogun State.

**Table 1.** Level of Job Performance of Librarians in Lagos and Ogun State

S/N	Level of Job Performance	High	Moderate	Low	Very Low	Mean	Std. Dev.
	<b>Team work</b>	Average mean	3.76				
1.	I maintain good relationship with my co-workers in order to achieve organisational goal to a high extent	110(85.9%)	18(14.1%)	0(0%)	0(0%)	3.86	0.35
2.	I listen carefully to what others have to say to a high extent	102(79.7%)	24(18.8%)	2(1.6%)	0(0%)	3.78	0.45

**Table 1. continues**

3.	I am always ready to back a good suggestion in the common interest of any group to a high extent	100(78.1%)	26(30.3%)	2(1.6%)	0(0%)	3.76	0.46
4.	I am able to influence people without pressurising them to a high extent	90(70.3%)	38(29.7%)	0(0%)	0(0%)	3.70	0.46
5.	I go out of my way to help people in the group to a high extent	88(68.8%)	40(31.3%)	0(0%)	0(0%)	3.68	0.47
	<b>Accuracy</b>		Average mean	3.69			
6.	I carry out my duty in the library based on facts	96(75%)	32(25%)	0(0%)	0(0%)	3.75	0.44
7.	I am very careful in displaying my responsibilities to avoid mistakes that can negatively affect the library as well as other staff	96(75%)	30(23.4%)	2(.6%)	0(0%)	3.73	0.48
8.	I do my work with strict confidence	90(70.3%)	36(28.1%)	2(1.6%)	0(0%)	3.68	0.50
9.	I am thorough when I am doing my work	86(67.2%)	42(32.8%)	0(0%)	0(0%)	3.67	0.47
10.	I make my instructions clear without ambiguity	88(68.8%)	38(29.7%)	2(1.6%)	0(0%)	3.66	0.57
	<b>Communication</b>		Average mean	3.38			
11.	I contribute my ideas to the development of the library without fear of rejection or segregation	76(59.4%)	42(32.8%)	6(4.7%)	4(3.1%)	3.48	0.73
12.	I have excellent communication skills.	62(48.4%)	62(48.4%)	2(1.6%)	2(1.6%)	3.44	0.61
13.	Information i receive in the library are always genuine and legit.	54(42.2%)	68(53.1%)	4(3.1%)	2(1.6%)	3.36	0.63
14.	I am satisfied with the communication within the library	58(45.3%)	56(43.8%)	14(10.9%)	0(0%)	3.34	0.67
15.	I am always updated on the recent development at work	56(43.8%)	58(45.3%)	10(7.8%)	4(3.1%)	3.29	0.75
			Average mean	3.59			
	<b>Leadership style</b>						
16.	I encourage team work in the library.	88(68.8%)	40(31.3%)	0(0%)	0(0%)	3.69	0.47

**Table 1. continues**

17.	I develop vision for the future of the library	86(67.2%)	42(32.8%)	0(0%)	0(0%)	3.67	0.47
18.	I recognise and encourage every input made by other staff in the library	74(57.8%)	48(37.5%)	6(4.7%)	0(0%)	3.53	0.59
19.	I take risks when i discover new ideas that can promote the library	40(62.5%)	44(34.4%)	2(1.6%)	2(1.6%)	3.58	0.61
20.	I enjoy delegation in carrying out duties in the library	74(57.8%)	46(35.9%)	8(6.3%)	0(0%)	3.52	0.62
	Range	70.0	50.0	14.0	4.0	0.57	
	Grand Overall Mean		3.61				

**Source: Field Survey (2021)**

The level of job performance of the librarians in libraries in Lagos and Ogun State were explained and the result revealed the following. Inferring from the Grand overall mean ( $\bar{x}=3.60$ ), it could be said that the job performance of librarians in academic libraries in Lagos and Ogun State is high. Inferring from the analysis, it could be deduced that librarians have a high level of job performance related to team work ( $\bar{x}=3.76$ ). Specifically, the librarians noted that they maintain good relationship with their co-workers in order to achieve organisational goal to a high extent ( $\bar{x}=3.86$ ), they listen carefully to what others have to say to a high extent ( $\bar{x}=3.78$ ), They are always ready to back a good suggestion in the common interest of any group to a high extent ( $\bar{x}=3.76$ ), they are able to influence people without pressurising them to a high extent ( $\bar{x}=3.70$ ) and they also go out of their way to help people in the group to a high extent ( $\bar{x}=3.68$ ). In regards to accuracy the level of job performance of the librarians is high with an average mean of ( $\bar{x}=3.69$ ). Specifically, the librarians respondents that they carry out their duty in the library based on facts ( $\bar{x}=3.75$ ), they are very careful in displaying their responsibilities to avoid mistakes that can negatively affect the library as well as other staff ( $\bar{x}=3.73$ ), they do my with strict confidence ( $\bar{x}=3.68$ ), they are thorough when they am doing their work ( $\bar{x}=3.67$ ) and they make sure their instructions are clear without ambiguity ( $\bar{x}=3.66$ ). In regards to communication, the level of job performance is moderate with an average mean of ( $\bar{x}=3.38$ ), specifically the librarians agreed that they contribute their ideas to the development of the library without fear of rejection or segregation ( $\bar{x}=3.48$ ), they have excellent communication skills ( $\bar{x}=3.44$ ), they receive genuine and legit information ( $\bar{x}=3.36$ ), they are satisfied with the communication within the library ( $\bar{x}=3.34$ ) and they are always updated on the recent development at work ( $\bar{x}=3.29$ ). In regards to leadership style, the librarians job performance is high with an average mean of ( $\bar{x}=3.59$ ). specifically they noted that the encourage team work in the library ( $\bar{x}=3.69$ ), they develop vision for the future of the library ( $\bar{x}=3.67$ ), they recognise and encourage every input made by other staff in the library ( $\bar{x}=3.53$ ), they take risks when they discover new ideas that can promote the library ( $\bar{x}=3.58$ ) and they enjoy delegation in carrying out duties in the library ( $\bar{x}=3.52$ ). The result also shows that the range of the mean score is 0.55.

**Research Question Two: To what extent is collection management practiced in academic libraries in Lagos and Ogun State, Nigeria?** This research question seeks to find out the extent to which collection management is practiced in academic libraries in Lagos and Ogun State.

**Table 2.** Extent to Which Collection management is Practices in Academic Libraries in Lagos and Ogun State

S/N	The Extent to Which Collection Management is Practiced	High	Moderate	Low	Very Low	Mean	Std. Dev.
	<b>Selection Library resources are selected based on:</b>						

**Table 2. Continues**

1.	Format and ease of use to a high extent	84(65.6%)	44(34.4%)	0(0%)	0(0%)	3.66	0.48
2.	Contemporary or permanent value to a high extent	82(64.1%)	40(31.3%)	6(4.7%)	0(0%)	3.59	0.58
3.	Readability or ability to sustain interest to a high extent	74(57.8%)	50(39.1%)	4(3.1%)	0(0%)	3.55	0.56
4.	Popular interest to a high extent	66(51.6%)	60(46.9%)	2(1.6%)	0(0%)	3.50	0.53
5.	Reputation of author, publisher, producer or illustrator to a high extent	74(57.8%)	40(31.3%)	12(9.4%)	2(1.6%)	3.45	0.73
Average mean						3.55	
<b>Acquisition Library resources are acquired through:</b>							
6.	Purchase	90(70.3%)	28(21.9%)	8(6.3%)	2(1.6%)	3.61	0.68
7.	Gifts/Donations	70(54.7%)	38(29.7%)	18(14.1%)	2(1.6%)	3.37	0.79
8.	In-house self-generated efforts	54(42.2%)	34(26.6%)	30(23.4%)	8(6.3%)	3.06	0.96
9.	Exchanges	46(35.9%)	32(25%)	38(29.7%)	10(7.8%)	2.90	0.99
10.	Legal deposit law	42(32.8%)	22(17.2%)	38(29.7%)	24(18.8%)	2.65	1.14
Average mean						3.12	
<b>Evaluation Library resources are evaluated based on:</b>							
11.	Policy	72(56.3%)	38(29.7%)	16(12.5%)	2(1.6%)	3.40	0.77
12.	Universe of participants	50(39.1%)	52(40.6%)	18(14.1%)	6(4.7%)	3.15	0.85
13.	Survey design/Data Elements	32(29.7%)	54(42.2%)	30(23.4%)	4(3.1%)	3.00	0.82
14.	Coordinator interviews	42(32.8%)	44(32.8%)	28(21.9%)	10(7.8%)	2.95	0.95
15.	Public versus private institution reporting	50(39.1%)	32(25%)	32(25%)	12(9.4%)	2.95	1.02
Average mean						3.09	
<b>Weeding Library resources are weeded based on the following factors</b>							
16.	Irrelevant to the needs and interests of the library's community	78(60.9%)	32(25%)	12(9.4%)	6(4.7%)	3.42	0.85
17.	Worn beyond mending or rebinding	80(62.5%)	24(18.8%)	14(10.9%)	10(7.8%)	3.35	0.97
18.	Of no discernable literacy or scientific merit.	54(42.2%)	34(26.6%)	20(15.6%)	18(14.1%)	2.98	1.08

**Table 2. Continues**

19.	Superseded by a new edition or by a much better book on the subject	46(35.9%)	38(29.7%)	32(25%)	12(9.4%)	2.92	0.99
20.	The material is easily obtainable from other library	24(18.8%)	30(23.4%)	48(37.5%)	26(20.3%)	2.41	1.02
	Range	48	38	Average mean		3.02	
	Grand Overall Mean	3.20		38	24	1.01	

**Source: Field Survey (2021)**

The result revealed the level at which collection management is practiced in academic libraries in Lagos and Ogun State. The study revealed that the collection management practices in academic libraries in Lagos and Ogun State is Moderate with overall mean value of ( $\bar{x}$ =3.20). Specifically, they noted that library resources are selected based on format and ease of use to a high extent ( $\bar{x}$ =3.66), contemporary or permanent value to a high extent ( $\bar{x}$ =3.59), readability or ability to sustain interest to a high extent ( $\bar{x}$ =3.55), popular interest to a high extent ( $\bar{x}$ =3.50), reputation of author, publisher, producer or illustrator ( $\bar{x}$ =3.45). In regards to acquisition, collection management practices is moderate with an average mean of ( $\bar{x}$ =3.12). specifically they noted that library resources are acquired through purchase ( $\bar{x}$ =3.61), gifts/donations ( $\bar{x}$ =3.37), in-house self-generated efforts ( $\bar{x}$ =3.06), exchanges ( $\bar{x}$ =2.90), legal deposit law ( $\bar{x}$ =2.65). Evaluation as a collection management practice is moderate with an average mean of ( $\bar{x}$ =3.09). The librarians noted that library resources are evaluated based on policy ( $\bar{x}$ =3.40), universe participants ( $\bar{x}$ =3.15), survey design/data element ( $\bar{x}$ =3.00), coordinator interviews ( $\bar{x}$ =2.95) and public versus institution reporting ( $\bar{x}$ =2.95). In regards to weeding, collection management practices is moderate with an average mean of ( $\bar{x}$ =3.02). specifically, the library resources are weeded based on the following factors; irrelevant to the needs and interests of the library's community ( $\bar{x}$ =3.42), worn beyond mending or rebinding ( $\bar{x}$ =3.35), of no discernable literacy of scientific merit ( $\bar{x}$ =2.98), superseded by a new edition or by a much better book on the subject ( $\bar{x}$ =2.92) and also the material is easily obtainable from other library ( $\bar{x}$ =2.41).

### Discussion of Findings

The study examines the effect of collection management practices on the job performance of librarians in Lagos and Ogun State academic libraries. The field survey conducted by the researcher analyzed, interpreted and the result is discussed below.

From the study, the level of job performance is high because the indicators of job performance as noted in the field survey were recorded to have high response from the librarians. The findings agree with the finding of Arshad and Ameen (2010) who did a research on service quality of University of Punjab's libraries from users' points of view but it is in contrast with the findings of the study by Mardani and Sharifmoghadam (2012) on quality of library services in Tehran University of Medical Sciences in which users did not agree with librarians that the library provide them with the desired level of services. There is also a slight difference in the findings of this study and that of Pedramnia, Modiramani and Ghanbarabadi (2012) in which it was discovered that the highest score for job effectiveness was Service effect while the lowest score was Library as place; the present study also recorded the highest score for Service effect but the lowest score went to Information control. The findings also showed a departure from the studies of Cook, Heath, Thompson and Webster (2003) and Rehman (2012) all of whom found Information control had the highest score while Library as place had the lowest score.

It could also be inferred from the study that the rate at which collection management is practiced in the selected university libraries is moderate. This is against the study of Pradhan (2016) who noted that there is a growth and development in collection management practices in the university library. However, it is in consonance with the study of Kahn (2016) who in his own study observed that academic libraries are lagging behind in the collection management practices. Likewise, the study of Sasikala, Nagaratnamani and Dhanraju (2014) finds correlation with the study noting that though some of the libraries are adopting collection management, however, majority are still following the tradition methods of library collection. This is also true for Giri, Sen and Mahesh (2016) who likewise observed that there is no stability for collection management practices in the academic libraries. Chaptula (2014) also reported this but he associated the poor practice of collection management to poor funding. There is a correlation between the findings of this study



and the work of Nwosu and Udo-Anyawu (2015) who explained that there are flaws in the overall process of collection management.

## CONCLUSION

The job performance of librarians in academic libraries is a major determinant to how well a library can meet the goal of the parent institution since it is one of the responsibility of the library. It could be inferred from the findings of this study that collection management practices is key factors when considering the job performance of librarians in academic libraries as it has been proven that both significantly influence the job performance of librarians. In this case it is important to note that in order to ensure a good job performance in academic library, this factor should be worked upon.

## RECOMMENDATIONS

Sequel to the findings of this study, the following recommendations are hereby made:

1. University management should organize and equip librarians with the adequate resources as facilitators of collection management practices.
2. University management should undertake periodic assessment of the job performance of librarians.

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