

Research paper

Perception of medical information resources and job performance of medical practitioners in teaching hospitals in South-West Nigeria

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The study examines perception of quality of medical information resources and job performance of medical practitioners in teaching hospitals in South-West Nigeria. The study adopted the survey design to investigate six teaching hospitals in the South-western Nigeria. Multi-sampling was used to administer 391 copies of questionnaire to the medical practitioner but 390 were returned for data analysis, making the response rate to be 99.7%. Data obtained were analyzed using frequency, percentage, mean, standard deviation and linear regression. Findings revealed that the participants' overall perceptions of quality of medical information resources (MIR) in the libraries were high. positive and negative perceptions were regarding quality of MIR in the libraries were rated high by the participants. It is clear from this result that medical practitioners in the University teaching hospitals in South-West hold positive opinions regarding medical information resources in the libraries. It was, therefore, recommended that the management of teaching hospitals in South-West Nigeria should sustain relevant, accessible, useful and time saving medical information resources in the medical library based on the outcome of the that the participants overall score on 'positive perception' was high. This would enable the medical personnel to make meaningful attain optimal use of the medical information resources in the medical libraries.

Keywords: Job performance, Medical Information Resources, University Teaching Hospitals, South-West Nigeria

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INTRODUCTION

The importance of university teaching hospitals to improving the health of individuals cannot be overstated. In university teaching hospitals settings, there are various professional groups of workers that provide health care to citizens of the nation. The medical practitioners are among the health professionals which includes but not limited to doctors/physician, nurses and midwives, pharmacists, medical laboratory scientists, physiotherapists and radiographers, dieticians and Community Health Workers. In this paper, the medical practitioners are the medical doctors or physicians or dental surgeons (house officers, medical officers, resident doctors/ registrars and consultants) who are among the health professionals that takes care of the patients, teach and conduct research in medicine and medical research. Their job functions relate with the goals and objectives of the university teaching hospitals which support the objectives of the parent institutions. However, if the medical practitioners underperform in their job functions, it could negatively affect the set goals and objectives of the teaching hospitals. Also, failure of the medical practitioners to perform well in their job

responsibilities could derail the achievement of global health goals such as the sustainable development goals and advancement of protection of child's rights to healthcare. Hence, the job performance of medical practitioners is key to the achievement of the organizational goals (DesPain, 2021). In support of DesPain, Dieleman and Harnmeijer (2006) argued that, unprofessional job behaviours such as professional negligence and medical errors exhibited in form of misdiagnosis of illnesses, wrong treatment plans, wrong prescription of drugs, non-adherence to code of ethics are factors of poor job performance of medical practitioners in a clinical setting.

Hakala (2008) outlined many methods for determining job performance levels such as quantity, quality, consistency, timeliness, cost-effectiveness, absenteeism/ tiredness, creativity and innovation, and policy adherence, gossip and other personal habits are all considerations to consider. Any of these job-related variables, such as effort, skills, creativity and innovation, communication, technical competence, interpersonal competence, job knowledge, compliance to policies and right attitude can be used to assess the performance of medical practitioners. These factors may be some yardstick used for measuring the progress of medical practitioners' performance effectiveness as against institutional goals and objectives. In related study, Chirasha, Chipunza, and Dzimbiri (2017) investigate the key performance indicators and performance standards set at Gweru and Kwekwe City Councils in Zimbabwe. These performance indicators are quality work, employee output, communication and dependability (customer), controlling of costs (financial), planning, team working, problem solving and technical understanding (internal methods/organization procedure) and leadership management (learning and growth potential). Any of these constructs can be used to measure employee performance. Generally, employee performance with regard to quality service for customer needs, financials, internal procedures and learning and growth was low. The results also indicated that employees' performance were low levels of performance. Employee performance in any organizations is an important factor in delivering quality services to the citizens and the patients in particular.

Similarly, Shaju and Subhashini (2017) outlined various ways of measuring the level of performance to be job satisfaction, professional independence, organizational commitment, emotional intelligence, disciplined nature, collaborative working style, organizational citizenship behaviour. Furthermore, the measures were subdivided into personal, professional, general and extra attributes. The professional attributes include technical competency, skill level, accuracy, quality, reliability learning aptitude, initiatives, team spirit, sense of duty and drive and determination. Other personal attributes enumerated are discipline, honesty, integrity, loyalty, punctuality, politeness, moral ethics, optimism, behavioural etiquettes and trustworthy while the general attributes are dress code, medical fitness, communication skills, computer literacy and disciplinary cases. Finally, the extra attributes such as employees' education, professional experiences, additional achievements, honours and awards were used as indicators to measure the level of job performance. Nonetheless, the job performance of medical practitioners may depend to a certain extent on the perception of the quality of medical information resources (MIR).

Increasing the level of job performance of medical practitioners may amount to stocking the medical libraries in the university teaching hospitals with adequate and current medical information resources in other to improve the job outcome and overall performance of individual medical practitioner. Inadequate, inaccessibility and outdated information resources may reduce the required outcome while performing duties. Lack of information resources may induce difficulties in producing high level of performance by doctors. However, when the job performance of medical practitioners is reduced, it might be connected to the perception held about the medical information resources available. The perception of MIR is the quality of MIR in terms adequacy, currency, reliability, availability and accessibility of MIR which may influence the perception of medical practitioners negatively or positively on the resources available in the library and on the internet.

Perception, according to Elnaga (2012) is a process that involves selection, organization, and interpretation of environmental factors and other sensory stimuli to make sense of the situation. Perception in this study represent the opinions, feelings and views of medical practitioners on the quality of medical information resources (MIR) in the library. According to Haliso and Aina (2012), the collection of the library must be current, relevant and adequate print and electronic information resources in order to provide quality services. The quality of MIR in terms of availability, usefulness, adequacy, accuracy, currency and reliability of MIR may influence the perception of medical practitioners negatively or positively on the resources available in the library. These factors are indicators used in this study to gauge the perception of MIR. According to Ndosu and Newel (2010), who expressed opinion that professional judgement in the administration of medicines requires reliable, evidence-based information sources for medical professionals in their roles of teaching, research and patient care. Ally Sornam, Priya, and Prakash (2013) examined the faculty perception on library facilities in Autonomous Arts and Science Colleges in Tamil Nadu, India to survey user's perception on information resources and services. The results of the study revealed that the faculty has a low perception of the library information resource, services, ICT facilities and infrastructure facilities of libraries of the library. The negative perception affected the faculties members because of the existing information resources. The negative perception on the available information resources and lack of using the information resources and databases lead to failure in activities such as clinical decisions on patient's management and care, educational and research activities. Against this backdrop, this

paper seeks to examine the perception of medical information resources and job performance of medical practitioners in teaching hospitals in South-West Nigeria.

Literature Review

Several works have been done on perception of medical information resources in relation to performance of employees in the work places. The quality of MIR in terms of availability, usefulness, adequacy, accuracy, currency and reliability of MIR may influence the perception of medical practitioners negatively or positively on the resources available in the library. On perception of availability as a key indicator of MIR, Nwachukwu, Abdulsalami, Lucky and Salami (2014) posit that the availability of information resources means ensuring the presence of information resources in both print and non-print for immediate use. Similarly, Onifade, Ogbuyi, and Omeluzor (2013) opined that information resources availability does not mean accessibility and utilization; hence, academic libraries have to market their resources and services to invite users. Nwankwo, Chukwu, Igbokwe, and Agbanu (2019) cautioned that availability of library information resources and services do not translate automatically to information resources awareness, accessibility and subsequent use. Ajayi and Akinniyi (2004) in their study-maintained frustration among information seekers due to the non-availability of sources. It is when MIR are available and accessible that users make use of it. Ekere, Omekwu and Nwoha (2016) have also identified that the general perception of users towards information facilities, resources and services is highly satisfactory in public libraries. Respondents were very highly aware of and satisfied with the availability of e-resources.

Perception of usefulness depicts the extent to which medical practitioners perceived the utilization of MIR in the library in the act of delivering quality healthcare services and deriving benefits. Perception of utilization of MIR could improve performance and thereby improve the patronage thus translating to knowledge update. This is supported by Cothran (2011) who's study found that graduate students used google scholars a lot because they found it easy to learn, easy to use, and easy to navigate. Perception of adequacy of MIR is a condition in which information resources are perceived good enough both in quantity and quality to meet the information needs of users for a particular purpose. Hence, it is important to stock medical library to attract patronage by medical practitioners. To this end, Ugwuanyi, Okwor and Ezeji (2011) in their study noted that the abundance of information resources makes the library a potential learning environment and good measure of an institution's excellence and quality. This means that adequate medical information resources may indicate provision of quality care to patients. Poor performance may be as a result of inadequate, unavailability, inaccessibility, irrelevant and outdated information resources. Perception of reliability of MIR is another measure of perception of MIR. The perception of reliability of MIR is the extent to which the information resources are perceived to carry thorough, correct and certified information which is free of error. This means that the medical information resources must be perceived to be trustworthy, credible and authentic in giving genuine information to support medical practitioners' work activities. Hence, the reliability of MIR may satisfy the information needs of medical practitioners in order to achieve better work outcome. To this end, Simou (2016) established that respondents found Internet (90%) and health professionals (79%) to be available, trustworthy and satisfactory in seeking health information.

The perception of medical doctor on the quality of MIR may create a positive work behaviour or have love of work that may bring about a reasonable work outcome and better clinical decision capable of improving the work activities of medical doctors. Perception is also the impression or opinion formed on the resources which will in turn influence the actions and behaviour of medical practitioners positively or negatively towards the accomplishment of job tasks and utilization of medical information resources. Perception of quality of Medical Information Resources (MIR) can be either positive or negative. Positive perception on quality of MIR available in their respective medical libraries may translate to enriching their effort in achieving high performance in their respective job functions. On the other hand, negative perception of the quality of MIR may have negative effect on the use of MIR and the job outcome. Improving the job performance of medical practitioners may amount to stocking the medical libraries in the university teaching hospitals with quality MIR in order to improve their perception towards the utilization of the library resources. This means that when the job performance of medical practitioners is reduced, it might be connected to the perception held towards the resources available in the library. The positive perception of medical practitioners on MIR indicates trust in MIR or satisfaction of the MIR available in the library and on the internet. Trust or satisfaction in MIR will increase the expected improved job performance thereby bringing about positive work outcome that will determine the richness of patient's care provided by medical practitioners. The expectation of medical practitioners may be that the medical information resources should be one that is accessible, accurate and up-to-date to meet their work needs. Similarly, Wanyama (2014) in his research revealed that employee's positive perception is a significant factor in employees' acceptance to work in that organization and the employee having job satisfaction. If the medical practitioners hold positive perception about their jobs and information resources in the library, it will strengthen the relationship between job performance and the expectation of meeting the information needs desired for better work outcome.

Gallant, Irizarry, Boone and Kreps (2011) attested that health professionals seek information from sources that are reliable, convenient and easy to access and it is the duty of medical libraries to meet this need. Haliso and Aina (2012) contended that medical libraries should meet high standard of quality both in content and expression to enable employees to effectively use the library collection to acquire more knowledge to improve performance. The authors further stated that improving the quality, availability and use of relevant library collection may have the potentials to radically improve healthcare delivery. Hence, the positive perception held by medical practitioners towards using MIR is key to their medical practices. To support this, Ojo and Popoola (2015) stated that the functions expected of a teaching hospital will be difficult to attain without a well-organized, effective, and efficient health information management system put in place for medical practitioners' use. Hence relevant and current medical information is needed to increase the performance of doctors for clinical decision making and patient's care. However, the organization and accessibility of medical information have remained poor, usually resulting in inappropriate decisions and medical errors.

Negative perception on MIR could affect the job performance of medical doctors. Negative perception of MIR is when the information resources available in the library does not meet the desired information needs of the users due to limited, inadequate, inaccessible, irrelevant and out-dated medical information resources. These factors can draw medical practitioners away from using the information resources thereby leading to having limited knowledge which may influence job performance in terms of decreasing the quality-of-care patients receive. When medical information resources cannot attract its use, invariably it lacks value and therefore cannot be used. Medical information resources' perception in terms out-dated resources, inaccessibility, inadequacy and inaccuracy of MIR and general dissatisfaction of the MIR could have influence on the conduct of good provision of quality health care delivery. Idiakheua and Obetoh (2012) argued that, when medical practitioners are dissatisfied with medical information resources in the library, the zeal to use the library in carrying out work activities might reduce thereby leading to undesirable behaviours such as library absenteeism which affects the level of performance. To further elaborate, Dike (2017) noted that the material and learning opportunities available in the library should be well suited to stimulating the creative and critical thinking needed for today's world. Widayati, Tamtomo, and Adriani (2017) in a separate study contended that quality of service is affected by frequency of visits in community health centre. It is therefore important to pay attention to negative perception on MIR to encourage patronage of MIR by medical practitioners.

Sang-il, Hayoung, Jeong-Whun, Hee, Eun-Young, Yoon and Kyooseb (2012) also examined physicians' perceived needs, benefits and concerns regarding health information exchange in South Korea. The results revealed that physicians' overall perceptions were positive despite their concerns about information safety and security. A study conducted by Ekere, Omekwu and Nwoha (2016) examined users' perception of the facilities, resources and services of the MTN digital library's facilities, infrastructure and services at the University of Nigeria, Nsukka with regards to the effectiveness and efficiency of the library system. The findings of the study showed that the general perception of users towards the facilities, resources and services of the MTN digital library, UNN was highly satisfactory. Respondents were very highly aware of and satisfied with the availability of e-resources such as the World Wide Web, WIFI and search engines as opposed to online indexes and abstracts, video CDs, CD-ROMs, online databases and portals. Akpojotor (2016) also conducted a study to investigate the awareness and usage of electronic information resources among postgraduate students of library and information science in Southern Nigeria. The results obtained revealed that postgraduate students are quite aware and highly use electronic information resources. The study also reported that postgraduate LIS students are skilled in the use of electronic information resources. Based on the findings the study concluded that electronic information resources are essential tools for empowering postgraduate students of library and information science in Southern Nigeria.

Obade et al (2020) revealed that respondents had a high positive perception on the accessibility of e-resources such as e-journals, e-newspapers, e-books e-magazines, e-preprints, CD ROM, e-projects, e-lecture notes, e-research reports and online databases in Nasarawa state to a high extent. Likewise, Ajuwon (2015) contends that health professionals perceived highly that the internet affords them unprecedented access to huge volume, high quality, current and relevant health care information. Iroaganachi and Izuagbe (2018) revealed that ProQuest, JSTOR, and EBSCOhost were the most perceived regularly accessible online databases. This indicates that MIR in the library is not outdated, well organized and information overload does not discourage users from using the library. Ally Sornam et al (2013) who studied the faculty perception on Library facilities in Autonomous Arts and Science Colleges in Tamil Nadu, India revealed that the faculty has a negative perception of the library collections, services, ICT facilities, and manpower and infrastructure facilities of libraries in these colleges. Iroaganachi and Izuagbe (2018) found that ProQuest, JSTOR, and EBSCOhost were the most perceived regularly accessible online databases. Ally Sornam et al (2013) who studied the faculty perception on Library facilities in Autonomous Arts and Science Colleges in Tamil Nadu, India revealed that the faculty has a negative perception of the library collections, services, ICT facilities, and manpower and infrastructure facilities of libraries in these colleges.

Ndosi and Newel (2010) expressed that doctor's perceptions of medical information resources in the library may act as prime tool used to acquire knowledge and skills in order to increase the level of performance of medical practitioners for

successful completion of assigned task and work outcome leading to effective performance at workplace. Elnaga (2012) examined the relationship between perception and workplace behaviours and discovered that perception may increase or decrease the cognitive abilities and the different skills in the enhancement of job activities. Wanyama (2014) found that positive perception on the MIRs may create a positive work environment in the organization especially when the employees are willing and committed to actualizing organizational goals. While Mohanty and Mohanty (2014) showed that perception on work-life balance impacts.

Aberese-Ako et al (2014) examined the role of perceived organizational injustice on the morale of frontline health workers in public hospitals. Their findings showed that most workers perceived injustice in distributive, procedural and interactional dimensions at various levels in the health system. At the national policy level this included poor conditions of service among workers. At the hospital level, it included perceived inequity in distribution of incentives, lack of protection and respect for workers. These influenced frontline worker motivations negatively which in turn led to poor response to client needs which is one of the factors responsible for poor clinical performance. Agha et al (2017) on their research work on perception on work-life balance discovered that perception on work and personal life enhancement had a positive relationship with job satisfaction. Sweerts (2015) found that the more information a person can retrieve and process, the harder it becomes to make decision. This may have effect on the performance of employees.

OBJECTIVES

The specific objectives of the study are to:

1. examine the perception of medical practitioners on the quality of medical information resources in university teaching hospitals in South-West, Nigeria;
2. determine the influence of perception of the quality of medical information resources on job performance of medical practitioners in university teaching hospitals in South-West, Nigeria.

Research Questions

The study provides answers to the research question:

What are the perceptions of medical practitioners on quality of medical information resources in the libraries?

Research Hypotheses

The study sought to provide answers to the following research questions:

Ho: Perception of the quality of medical information resources will not significantly influence job performance of medical practitioners in university teaching hospitals in South-West, Nigeria.

METHODS

The study used the descriptive research design to investigate the job performance of medical doctors in university teaching hospitals in South-West, Nigeria. The population of this research consisted of 2,913 medical doctors in University Teaching Hospitals in South-West geopolitical zone of Nigeria. Southwestern Nigeria is one of the six geopolitical zones and made up of six states are Lagos, Ondo, Osun, Ogun, Ekiti, and Oyo. The university teaching hospitals in the region are: University Teaching Hospital, Ado Ekiti, Lagos University Teaching Hospital, Idi-Araba, Lagos, Olabisi Onabanjo university Teaching Hospital, Sagamu, University of Medical Sciences, Ondo, Obafemi Awolowo University Teaching hospital, Ile-Ife and University College Hospital, Ibadan. The sample size of the study was 391 medical doctors, based on Taro Yamane sampling size determination formula. A 3-stage sampling technique comprising purposive, proportionate stratified and accidental sampling methods were adopted for the study. The research instrument indicated a reliability index of 0.788, signifying that the research instrument is reliable. Out of the 391 copies of questionnaire administered, 390 copies were retrieved for data analysis which constituted 99.7% of the response rate. Inferential statistics (simple linear regression) was used to answer the research hypotheses.

FINDINGS

The respondents' analyzed demographic data are shown in Table 1

Table 1. Respondents' demographic information

Demographic Variables	Frequency (n)	Percent (%)
Gender		
Male	255	65.4%
Female	135	34.6%
	390	100.0%
Age		
Below 30 years	117	30.0%
30-40 years	156	40.0%
41-50 years	97	24.9%
51-60 years	17	4.4%
Above 60 years	3	0.7%
	390	100.0%
Years of experience		
1-10 years	242	62.1%
11-20 years	101	25.9%
21-30 years	35	9.0%
31-40 years	9	2.3%
41 years and above	3	0.8%
	390	100.0%
Highest educational qualification		
MBBS	225	57.7%
MSC	98	25.1%
PHD	67	17.2%
	390	100.0%
Professional qualification		
FRCS	213	54.6%
FRCP	85	21.8%
FMCS	75	19.2%
FMCP	5	1.3%
FWACS	7	1.8%
FWAC	5	1.3%
	390	100.0%
Area of specialization		
Community medicine	22	11.7%
Internal medicine	17	9.0%
Paediatrics	28	14.9%
Surgery	37	19.7%
Obstetrics and gynaecology	52	27.7%
Haematology	30	16.0%
Pathological science	2	1.1%
	188	100.0%
Job position		
Medical officer	106	27.3%
Senior medical officer	68	17.5%
Registrar	113	29.1%
Consultant	101	26.0%
	388	100.0%

Source: Researcher's Field Survey, 2021

The result of the study on gender is shown in Table 1. Table 1 revealed that two hundred and fifty-five respondents (n=255, 65.4%) were males while 34.6% (n=135) of the respondents were females. This suggests that there are more male medical practitioners than females in the University teaching hospitals in South-west, Nigeria. Hence, the

University teaching hospitals in South-west, Nigeria is male-dominated profession. The result on age revealed that 70.0% of the respondents (n=273) were below 40 years of age. These are usually the active working ages. From the result, it could be concluded that many employees in the medical sector under study were still in their prime age, young and energetic. Therefore, most members of the medical work force are within the productive age, which encourages efficient, effective and productive performance. Sixty-two percent (62.1%) of the medical personnel in the University teaching hospitals had 1-10 years' work experience while those with 41 years and above were 0.8%. This result showed that many of the participants in the study area have worked in the medical sector for quite a while. By implication, the tacit knowledge and job experience of the medical practitioners can be vital in achieving organizational effectiveness of the University teaching hospitals.

Table 1 indicates that medical practitioners with MBBS (57.7%, n=225) have the highest educational qualification while PhD is the least at 17.20% (n=67). This type of result is expected since as university teaching hospitals will more likely give higher priority to employing people with basic qualifications than others. The very few participants that possess doctorate degrees indicate the need for medical doctors to upgrade their qualifications, a situation which the National Universities Commission has constantly complain about. Table 1 indicates that medical practitioners with 54.6% (n=213) possessed FRCS while FWAC is the least at 1.3% (n=5) and FMCP (N=5, 1.3%). This shows that most staff in the University teaching hospitals, Nigeria have the basic professional qualification in medicine. Obstetrics and gynaecology unit had the highest number of staff, 27.7% (n=52) while Pathological science (1.1%, n=2) was the least. This result also suggests that the sample cut across the various units in the University teaching hospitals under study. Twenty-nine percent (29.1%, n=113) of employees in the study were registrars while the senior medical officers were 17.5% (68). This suggests that registrars participated more in the study. This result could also imply that the University teaching hospitals under study are largely dominated by registrars.

Research question: What are the perceptions of medical practitioners on medical information resources in the libraries?

Table 2. Perceptions of medical practitioners on medical information resources

Perception on quality of medical information resources	Strongly Agree (4)	Agree (3)	Disagree (2)	Agree (1)	Mean	Std.
Positive perception					3.02	0.58
The medical information resources in the library are relevant to my professional needs	129(35.4)	176(48.4)	50(13.7)	9(2.5)	3.17	.75
The medical information resources in the library are accessible to medical doctors	136(37.1)	163(44.4)	57(15.5)	11(3.0)	3.16	.80
Medical information resources in the library are useful to doctors to satisfy their work needs.	138(37.3)	162(43.8)	56(15.1)	14(3.8)	3.15	.81
Going to the library to source for medical information resources is never a waste of time	133(36.2)	159(46.3)	62(16.9)	13(3.5)	3.13	.81
The medical information resources in the library are of good quality	90(24.7)	176(48.4)	83(22.8)	15(4.1)	2.93	.80
There are adequate non-print books and journals to meet my work needs	85(23.5)	164(45.4)	80(22.2)	32(5.9)	2.85	.89
The medical information resources in the library are up-to-date	58(16.0)	172(47.5)	103(28.5)	29(8.0)	2.72	.83
Negative perception					2.19	0.70
Information obtained from the library is usually outdated	54(15.4)	138(39.4)	105(30.0)	53(15.1)	2.45	.92
Information resources in the library are poorly organized	60(16.9)	140(39.5)	117(33.1)	37(10.5)	2.37	.88
Information overload discourage me from using online resources	84(24.1)	161(46.1)	52(14.9)	52(14.9)	2.19	.97

Table 2. continuation

Information resources in the library are not reliable	95(26.8)	147(41.4)	84(23.7)	29(8.2)	2.12	.91
I do not think I can get exactly what I need from the MIR in the library	102(27.5)	151(40.7)	86(23.2)	32(8.6)	2.10	.92
The use of electronic resources often distracts me from doing my work because they are not useful	102(27.3)	173(46.3)	60(16.0)	39(10.4)	2.08	.92
I doubt the authenticity of information resources in the library	111(31.1)	141(39.5)	76(21.3)	29(8.1)	2.06	.91
Perception (Average Weighted Mean = 2.59)						

Source: Researcher's Field Survey, 2021

Decision Rule: 1.0-1.74 = Strongly Disagree; 1.75-2.49 = Disagree; 2.50-3.24 = Agree; 3.25-4.0 = Strongly Agree.

Criterion mean = 2.5

The result of Table 2 shows that respondents indicated 'agree' showing that the participants' overall perceptions of quality of medical information resources (MIR) in the libraries (Average Weighted Mean = 2.59) was high. Perceptions of MIR was divided into two dimensions namely negative and positive perceptions. The average mean values of the dimensions of perceptions were also calculated. Of the two dimensions of perception, positive perceptions (weighted mean = 3.02) were higher regarding medical information resources (MIR) in the libraries while negative perceptions (weighted mean = 2.19) were rated lower by the participants. In other words, the participants overall score on 'positive perception' was above average, on a scale of 4. This shows that the MIRs in the library are relevant to their professional needs (mean = 3.17), are accessible (mean = 3.16), useful to satisfy their work needs (mean = 3.15), saves time in sourcing for information (mean = 3.13). However, the participants overall score on 'negative perception' on MIR was below average on a scale of 4. This indicates that MIR in the library is not outdated (mean = 2.45), well organized (mean = 2.37) and information overload does not discourage users from using the library (mean = 2.19). It is clear from this result that medical practitioners in the University teaching hospitals in South-West hold positive opinions regarding medical information resources in the libraries.

Hypothesis: Perception of quality of medical information resources will not significantly influence job performance of medical practitioners in university teaching hospitals in South-West, Nigeria.

Table 3. Simple linear regression analysis of perception on quality of medical information resources and job performance of medical practitioners

Predictors	B	Beta (β)	T	P	R ²	Adj. R ²	F	ANOVA (Sig.)
(Constant)	2.936		27.577	.000	0.027	0.025	10.871	0.001*
Perception of MIR	.119	.166	3.297	.001				
Dependent Variable: Performance of medical practitioners Predictor: (Constant), Perception on MIR DF (F-Statistic) = 1, 385 DF (T-Statistic) = 384								

Source: Field Survey Results, 2021

Table 3 shows that perception on quality of medical information (MIR) resources significantly influenced job performance of medical practitioners in University teaching hospitals in South-West, Nigeria ($R^2 = 0.027$, $\beta = 0.166$, $t(384) = 5.691$, $p < 0.05$). The model shows that perception of medical information resources explains 2.5% ($R^2 = 0.025$) variation in job performance of medical practitioners. This implies that perception on quality of medical information resources predicts job performance of medical practitioners in University teaching hospitals in the study area. In other words, medical practitioners with positive perceptions on MIR are likely to perform highly on the job and vice-versa. Hence, the null hypothesis which states that perception on quality of medical information resources will not significantly influence job performance of medical practitioners in University teaching hospitals in South-West, Nigeria was rejected. This result suggests that improving perception on quality of medical information resources has a strong connection with job performance of medical practitioners in the University teaching hospitals. The regression model generated from the data in Table 4.6 is:

Regression Model:

$$JP = 2.936 + .119 P + u \dots\dots\dots \text{Model 1}$$

Where:

JP = Job performances

P = Perception on MIR

u = Disturbance term (All uncaptured variables that can influence JP but not included in the model)

According to the result of the regression model 1, holding perception on quality of MIR to a constant zero, job performances would be 2.936, implying that in the absence of perception of quality of MIR, medical practitioners in the University teaching hospitals in South-West, Nigeria would still perform highly on the job considering the fact that, other factors (denoted by u such as leadership style, work stress, etc) not investigated in the study can still influence job performance. The model also shows that when perception of MIR is improved by one unit on a measurement scale, there will be corresponding increase in job performance of medical practitioners by 0.119 (11.9%). This result shows that perception of MIR is a strong predictor of job performance of medical practitioners. This result suggests that perception of MIR should be considerably integrated into organizational policies of the University teaching hospitals to improve job performance.

DISCUSSIONS

Research question two sought to find out the perception of quality of MIR in the library and by medical practitioners in university teaching hospitals in South-West, Nigeria. This finding also shows that the participants overall score on 'positive perception' was above average, on a scale of 4. This shows that the MIRs in the library are relevant to their professional needs, accessible, useful and saves time in sourcing for information. This finding was supported by the study of Sang-il, Hayoung, Jeong-Whun, Hee, Eun-Young, Yoon and Kyooseob (2012) done in South Korea who revealed that physicians' overall perceptions on perceived needs, benefits and concerns regarding health information exchange were positive. The finding was also supported by the study of Ekere and Nwoha (2016) done in South East Nigeria on users' perception of the facilities, resources and services of the MTN digital library's facilities, infrastructure and services with regards to the effectiveness and efficiency of the library system. Their finding showed that the general perception of users towards the facilities, resources and services of the MTN digital library, UNN was highly satisfactory. The finding of this study also shows that participants held high positive perception on the usefulness of MIR in the study area. The finding supports Akpojotor (2016) who investigated the perception of postgraduate students of library and information science toward electronic information resources in Southern Nigeria universities. The results obtained revealed that postgraduate students' have a very high positive perception toward the ease of use and usefulness of electronic information resources. This finding is also in agreement with the study of Abubakar (2020) done among pharmaceutical science students of the University of Jos. The study discovered that the respondents held positive perception on almost all the information resources listed in the library such as books, journals, internet, computers, e-journals, e-books, online databases, audio-visual, government publications, monographs and standards were considered useful by the users. Also, the finding of this study shows that participants held high positive perception on the accessibility of MIR in the study area. This finding is supported by Salman et al (2020) who examined the availability, accessibility, and use of electronic information resources among undergraduate students in Osogbo, Osun state Nigeria. Their finding showed that OPAC, Ebscohost, Research4Life, ScienceDirect, and e-resources (textbooks and journals) on Nursing, Law, Medical Laboratory Science, and Public Health were accessible but were not sufficient for adequate use by the respondents.

This finding corroborates the report of Obade et al (2020) who revealed that respondents had a high positive perception on the accessibility of e-resources such as e-journals, e-newspapers, e-books e-magazines, e-preprints, CD ROM, e-projects, e-lecture notes, e-research reports and online databases in Nasarawa state to a high extent. Similarly, Ajuwon (2015) maintains that health professionals perceived highly that the internet affords them unprecedented access to huge volume, high quality, current and relevant health care information. The finding also substantiates the report of Iroaganachi and Izuagbe (2018) in South-Western States in Nigeria. Their result showed that ProQuest, JSTOR, and EBSCOhost were the most perceived regularly accessible online databases. Also, the participants overall score on 'negative perception' on MIR was below average on a scale of 4. This indicates that MIR in the library is not outdated, well organized and information overload does not discourage users from using the library. This study agrees with Ally Sornam (2013) who studied the faculty perception on Library facilities in Autonomous Arts and Science Colleges in

Tamil Nadu, India. Their results revealed that the faculty has a negative perception of the library collections, services, ICT facilities, and manpower and infrastructure facilities of libraries in these colleges.

Hypothesis one found that perception on medical information (MIR) resources significantly influenced job performance of the medical practitioners. Findings from scholarly literatures have generated a positive and negative relationship between perception on MIR and job performance. On the positive side, this finding agrees with Ndosu and Newel (2010), who expressed that the doctor's perceptions of medical information resources in the library may act as prime tool used to acquire knowledge and skills in order to increase the level of performance of medical practitioners for successful completion of assigned task and work outcome leading to effective performance at workplace. The finding also corroborates Elnaga (2012) and Wanyama (2014), and Mohanty and Mohanty (2014). Elnaga (2012) examined the relationship between perception and workplace behaviours and discovered that perception may increase or decrease the cognitive abilities and the different skills in the enhancement of job activities. Supporting the view of Elnaga, Wanyama (2014) found that positive perception on the MIRs may create a positive work environment in the organization especially when the employees are willing and committed to actualizing organizational goals. While Mohanty and Mohanty (2014) showed that perception on work-life balance impacts. On the contrary, some studies were in disagreement with the findings of the present research. Notable examples are Aberese-Ako et al (2014) and Agha et al (2017). Aberese-Ako et al (2014) revealed that most workers perceived injustice in distributive, procedural and interactional dimensions at various levels in the health system. These influenced frontline worker motivations negatively which in turn led to poor response to client needs which is one of the factors responsible for poor clinical performance. The finding also disagrees with Sweerts (2015) who found that the more information a person can retrieve and process, the harder it becomes to make decision. This may have effect on the performance of employees. On the contrary, Agha et al (2017) discovered that perception on work and personal life enhancement had a positive relationship with job satisfaction.

Conclusions and Recommendations

The study concludes that the medical practitioners in the University teaching hospitals in South-West hold positive and strong opinions regarding the quality of medical information resources in the libraries. It was also clear from the study that improving perception on quality of medical information resources has a strong connection with job performance of medical practitioners in the University teaching hospitals. However, in the absence of perception on the quality of MIR, the medical practitioners would still perform highly on their job and non-job specific tasks based on the fact that other factors not examined in the study can still influence job performance. Therefore, the paper recommended that, the management of teaching hospitals in South-West Nigeria should sustain relevant, accessible, useful and time saving medical information resources in the medical library based on the outcome of the that the participants overall score on 'positive perception' was high. This would enable the medical personnel to make meaningful attain optimal use of the medical information resources in the medical libraries.

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