

INFLUENCE OF SELF-EFFICACY ON CAREER COMMITMENT OF LIBRARIANS IN UNIVERSITIES IN SOUTH-WEST, NIGERIA

By

SARAH IBUKUN AKINOLA

And

GRACE OLAWUMI OYADELE

Abstract

Self-efficacy plays a critical role in career commitment, particularly in professions such as librarianship. In this study, the influence of self-efficacy on career commitment among university librarians in Southwestern Nigeria was examined. The problem of this study is that despite the critical role of librarians in academic development, the extent to which self-efficacy influences their career commitment in universities in Southwestern Nigeria remains inadequately understood. Data were collected using a descriptive survey research design with the aid of structured questionnaires. The entire population of 456 librarians was studied using the total enumeration method. The findings of the study highlight the significant influence and enhancement of self-efficacy dimensions on the career salience of librarians working in universities in Southwestern Nigeria. The study revealed that librarians in Southwestern Nigeria demonstrate a high level of resilience and adaptability in navigating complex situations, leveraging their expertise and knowledge to overcome obstacles and achieve desired outcomes. The study discovers that there exists a positive significant relationship between career salience and self-efficacy, meaning librarians with higher self-efficacy possess greater professionalism commitment, enhanced job satisfaction, and improved opportunity for career duration. Recommendations are policy interventions from university management to provide regular training, mentoring, and motivational strategies to enhance librarians' career commitment.

Keywords: Self-efficacy, Career Commitment, Librarians, University Libraries, Professional Development, Southwestern Nigeria

Introduction

In the information-based environment of contemporary higher learning, university libraries play a vital role in supporting teaching, learning, and research. The effectiveness of

these libraries largely depends on the enthusiasm, commitment, and expertise of librarians who are leading information service providers. Career commitment the degree to which an individual identifies with and is devoted to his/her professional vocation is widely recognized as an essential predictor of workplace performance, professional growth, and organizational allegiance (Abdulrahman & Usman, 2022). For university librarians, particularly in the developing world, maintaining a high degree of career commitment is crucial to address the cumulative challenges of digital transformation, diversity of clientele, and evolving patterns of scholarly communication. Self-efficacy is one of the major psychological variables influencing career commitment. Bandura (1997) originally defined self-efficacy as an individual's perception of his or her potential to execute the behaviors necessary to accomplish specific performance achievements. Present research has also established that self-efficacy directly impacts job satisfaction, professional resilience, and organizational commitment (Alawode & Opeke, 2023). In librarianship, self-efficacy is what enhances the confidence in handling digital resources, tackling users' information needs, and adherence to institutional changes factors strongly correlated with long-term career involvement (Ibrahim & Ajibade, 2021).

Empirical findings reveal that librarians who possess higher levels of self-efficacy are more likely to demonstrate positive attitudes towards professional functions, thereby enhancing commitment to long-term career goals. For example, Okere and Eke (2022) established a high positive correlation between self-efficacy and career commitment in Nigerian academic librarians, again underlining the importance of psychological empowerment in shaping occupational behavior. Similarly, Adigun et al. (2023) underscored that self-efficacy predicts librarians' willingness to embrace new roles and functions, particularly in ICT settings. Despite these comments, there is minimal research among librarians in Southwestern Nigerian universities, a very resource-rich subregion with first-class universities, that clearly discusses the connection between librarians' self-efficacy and career commitment. Librarians in this region of Nigeria are increasingly confronted by issues like limited opportunities for professional development, inefficient ICT infrastructure, and changing users' expectations that question their own agency and professional commitment. This study, therefore, seeks to determine the effect of self-efficacy on commitment of librarians working at universities in Southwestern Nigeria to their profession.

Statement of the problem

Career salience, or the relative importance that individuals assign to their careers, is critical to professional commitment and long-term success. However, many university librarians cannot maintain high career salience due to institutional and psychological circumstances, primarily low self-efficacy the confidence in one's capacity to handle professional challenges. Inability to adapt to technological shifts in library services has a tendency to deplete self-efficacy, leading to diminished job involvement, low morale, and disconnection from professional development. Additionally, limited career guidance, training, and career opportunities lower self-efficacy because librarians feel that they do not have the necessary skills for successful task performance. Undervaluation in workplaces, sub-poverty wages, and minimal recognition further lower career salience because librarians then view jobs as occupations without any direct implication in defining them. Despite the clear link between self-efficacy and career salience, no attention has been given to how librarians' self-perceived ability affects their career perspectives.

Research questions

The following research questions were derived from the specific objectives:

1. What is the level of career salience of librarians in universities in southwestern, Nigeria?
2. What is the level of self-efficacy of librarians in universities in south western, Nigeria?

Hypothesis

1. There is no relationship between self-efficacy and career salience of librarians in universities in south western, Nigeria.

Literature review

Although there are a lot of ways to understand and measure resilience, the current study will focus exclusively on career resilience, as specifically defined by London (2017). The understanding of career resilience was advanced in 2017 with Human Resource Development Review published an integrated literature review on the construct by Paresh Mishra and Kimberly McDonald from Indiana University Purdue University. The review's purpose was to provide a review with "a focus on how Human Resources Development can assist in creating new knowledge initiatives that will enhance the development of individuals' Career Resilience"

(Akbari and Ghaffari, 2017). Their literature review included 43 articles that their method indicated were relevant which were summarized and then presented in a homological network. Akbari and Ghaffari, (2017) review showed studies had both focused on the antecedents and the consequences of career resilience. The antecedents were found to include personal factors (individual characteristics/traits, skills, attitudes, behaviours/habits, and career history) as well as contextual factors (supportive workplace, job characteristics, and supportive family). These factors contributed to career resilience. Career resilience in turn influenced participants' career satisfaction, intention to change careers, and subjective career success.

In conclusion they write, "...the complex environment in which career emerge, develop, and grow clearly demonstrate the need for Career Resilience. While the research to date is limited, it does identify a variety of personal and contextual factors that influence Career Resilience. More research is needed to clarify definition ambiguities and to determine how Career Resilience impacts important career outcomes". In addition to the articles reviewed by Mishra and McDonald (2017), there are additional articles worth review. The following articles were not included in Mishra and McDonald because they are opinion pieces, and not empirical research yet they are informative for this study. Both Szymanski (2019) and Borgen, Amundson, and Reuter (2018) argued career motivation can be used to enhance career resilience. Moffett, Matthew, and Fawcett (2019) wrote that career motivation is important for veterinarians. Seibert, Kraimer, and Heslin (2016) presented an argument that career motivation could be developed through a combination of psychological and staff development. Four additional studies were not included in Mishra and McDonald's (2017) study as they were published more recently.

Adeyeye and Akinyemi (2023) investigated the impact of mentoring on career development among librarians in federal tertiary institutions in Ogun State, Abeokuta. The study showed that mentoring provides guidance and professional counsel, which leads to career growth and satisfaction with one's career life. Librarians who undergo mentoring are apt to be informed of the long-term benefits of their careers and therefore lead to heightened career salience. Successful mentoring supports bridging the knowledge gap, enhances employees' confidence and reaffirms professional identity, thereby generating enhanced salience and long-term professional

salience. Naturally, job satisfaction has also been described as a key determinant of career salience.

Adio and Popoola (2010) explored the relationship between job satisfaction and career salience of librarians employed in the federal university libraries of Nigeria. The result implied that satisfied librarians were likely to be stronger in terms of career salience. It indicates that the imperative of universities in creating a conducive working environment which results in job satisfaction is much encouraged. It is because such librarians who are satisfied would be more energized, activeness, and likely to work in the post for a lengthy duration. If librarians are content in their work by being appreciated, professionally developing, and receiving favorable working conditions, their career salience is increased, fostering their salience to the profession. Other than job satisfaction and mentoring, institutional factors such as leadership styles, chances of promotion, and pay scales also play an equal role in fostering career salience among university librarians.

Aiyebelehin et al. (2020) examined the influence of these factors on librarians' intentions to exit their careers in university libraries in Nigeria. They found that librarians would remain longer in their careers if they have supportive leadership, favorable career progression opportunities, and attractive remuneration. Supportive leadership provides a sense of belonging and motivation, while career progression opportunities provide librarians with a sense of direction and professional growth. Equitable compensation schemes also increase job security and overall job satisfaction, again increasing career salience. The findings of these studies necessitate university administrators to adopt policies and practices that enhance career salience among librarians. Mentorship programs should be institutionalized so that librarians are guided in their careers as well as provided with professional development opportunities. Additionally, the creation of a supportive work environment that guarantees job satisfaction through wages at competitive levels, appreciation, and professional development opportunities is important in guaranteeing librarians' career salience. Universities must also place emphasis on leadership development programs that prepare library managers with the appropriate skills to create an inclusive and supportive workplace. Career salience among university librarians is shaped by several factors, such as career development opportunities, mentoring, job satisfaction, leadership styles, promotion opportunities, and salary. By improving these aspects, university management

can increase librarians' sense of belonging to and allegiance with their profession and, consequently, more efficient library services and a stronger academic support system.

Not only are high self-efficacy librarians more confident of their ability to perform tasks effectively, but they are also more likely to view their job as value-added and an essential component of their professional and personal identity. These studies highlight that librarians who possess a high sense of self-efficacy are likely to exhibit higher career salience such as career salience, job performance, and productivity. This is because self-efficacy gives rise to resilience, flexibility, and motivation, which are competencies required for professional achievement in the rapidly evolving information landscape. Moreover, when librarians believe that their contributions are meaningful and significant, they are more likely to be committed to professional development, embracing new technology, and actively engaging in sharing knowledge as well as contributing to academic services.

Methodology

A descriptive survey design of the correlational type was adopted for this study. The population of the study consisted of all 456 librarians in southwestern university libraries in Nigeria. This includes federal universities, state universities and private universities in Nigeria. Total enumeration technique was adopted for the study and all the entire population was participating in the entire study. Thus, all the academic librarians in southwestern universities libraries in Nigeria participated in the study. The structured questionnaire was used for data collection because it enables large amount of information to be collected from a large number of people in a short period and relatively in a cost-effective way (Alegbeleye et al, 2016). The questionnaire was developed to collect data on demographics of the respondent, career motivation and career salience of universities librarians. Mean and standard deviation was used on research question sections. The result of data analysis for research questions one and two was interpreted using real limit of numbers as follows: 0.00-0.49 (strongly disagreed), 0.50-2.49 (disagreed), 2.50-3.49 (agreed), 3.50-4.00 (strongly agreed). Pearson Product Moment Correlation statistics will be used to answer research questions of research questions. Regression statistics was used to test the hypotheses at 0.05 level of significance. A total of 456 copies of the questionnaire were administered to librarians in universities in south western, Nigeria. Out of the

administered questionnaire, 321 copies were returned and found useful for analysis. This gave a response rate of 71.05%.

Results of Analysis

Research Question one: What is the level of self-efficacy of librarians in universities in Southwestern, Nigeria?

Table 1.1: Self-efficacy of librarians

S/N		
1	Mastery Experience	(Weighted Mean =3.24)
2	Vicarious experience	(Weighted Mean =3.23)
3	Social persuasion	(Weighted Mean =3.24)
4	Physiological state (	Weighted Mean =3.21)
Weighted Mean =3.23		

Table 1.1a: Test of norm showing level of self-efficacy of librarians in universities in Southwestern, Nigeria

Interval	Mean index	Level of self-efficacy	Frequency	Percentage
1-48		Low	15	4.7
49-96	77.4611	High	306	95.3

Table 1.1 showed a comprehensive analysis of the self-efficacy levels among librarians in Southwestern Nigeria, categorizing the factors influencing their self-efficacy into four main domains: Mastery Experience, Vicarious Experience, Social Persuasion, and Physiological State. The weighted mean for self-efficacy is calculated as 3.23, indicating a high level of self-efficacy among librarians in this region.

The analysis of the study reveals a strong sense of career salience among librarians in Southwestern Nigeria, reflecting their confidence in problem-solving abilities, resourcefulness, goal attainment, and coping mechanisms. These findings provide valuable insights into the factors contributing to librarians' dedication and commitment to their professional roles within

the academic community. The study revealed that librarians in Southwestern Nigeria demonstrate a high level of confidence in their problem-solving abilities, reflected in their proactive approach to addressing challenges and finding solutions. They exhibit resilience and adaptability in navigating complex situations, leveraging their expertise and knowledge to overcome obstacles and achieve desired outcomes. This confidence in problem-solving contributes to their effectiveness in fulfilling their duties and responsibilities within the library environment. This results support the finding of Adeyemi and Adebayo (2020) that librarians engage in continuous learning and professional development to enhance their skills in information retrieval, classification, and dissemination. Moreover, studies by Ogungbeni et al. (2019) highlight the innovative approaches adopted by librarians to address information needs and challenges in diverse community settings, showcasing their adaptability and problem-solving prowess. Resourcefulness and Goal Attainment: Librarians in Southwestern Nigeria exhibit resourcefulness in fulfilling their professional responsibilities, further reinforcing their career salience. Research by Idowu and Akanwa (2019) underscores the multifaceted roles played by librarians as information specialists, educators, and community leaders, requiring them to leverage available resources efficiently to achieve organizational goals. Additionally, studies by Ogunsola and Oyeboade (2017) emphasize the importance of goal setting and strategic planning in guiding librarians' actions and priorities, facilitating goal attainment and professional growth.

Table 1.1 showed the level of self-efficacy of librarians in universities in Southwestern, Nigeria. 4.7% (n=15) librarians had a low level of self-efficacy, and 95.3% (n=306) librarians had high level of self-efficacy. Hence, there is a high level of self-efficacy among librarians in universities in the study. The results of the analysis offer a comprehensive understanding of the self-efficacy levels among librarians in Southwestern Nigeria, highlighting the factors that influence their beliefs in their capabilities across various domains. The categorization of these factors into four main domains; Mastery Experience, Vicarious Experience, Social Persuasion, and Physiological State provides valuable insights into the multifaceted nature of librarians' self-efficacy perceptions. Mastery experience emerges as a significant determinant of librarians' self-efficacy levels, reflecting their past accomplishments and successes in performing tasks and achieving goals.

Librarians draw confidence from their previous achievements, viewing them as evidence of their competence and capability to succeed in similar situations in the future. Positive mastery experiences serve to bolster librarians' self-beliefs and enhance their confidence in their abilities. Vicarious experience, which involves observing and modeling the behavior of others, also influences librarians' self-efficacy perceptions. By witnessing the successes and failures of their peers and colleagues, librarians gain insights into what is achievable and develop role models to emulate. Positive role modeling and mentorship contribute to the reinforcement of self-efficacy beliefs, whereas negative experiences may undermine confidence levels. Social persuasion, such as feedback, encouragement, and support from others, plays a crucial role in shaping librarians' self-efficacy beliefs. Positive reinforcement and constructive feedback from supervisors, colleagues, and mentors serve to validate librarians' capabilities and boost their confidence. Conversely, criticism, discouragement, or lack of support may erode confidence levels and undermine self-efficacy perceptions.

To support this findings, Zimmerman, (2020) highlights the dynamic nature of librarians' self-efficacy perceptions, which are influenced by a combination of past experiences, social interactions, and physiological factors. Librarians who have positive mastery experiences and supportive social environments are more likely to have higher self-efficacy beliefs, while those experiencing stress and negative social comparisons may exhibit lower self-efficacy. Understanding the multifaceted nature of self-efficacy among librarians is crucial for designing interventions and support systems that promote confidence, resilience, and professional development in the workplace. Social interactions within the work environment can influence librarians' self-efficacy perceptions through various mechanisms. Research by Stajkovic and Luthans (2018) suggests that supportive feedback and encouragement from colleagues and supervisors can boost librarians' confidence in their abilities, leading to higher self-efficacy. Conversely, negative social comparisons and criticism may undermine self-efficacy beliefs Gist and Mitchell(1992). Additionally, studies by Tschannen-Moran (2019) emphasize the role of social persuasion in shaping self-efficacy, as librarians' perceptions of their competence are influenced by the expectations and evaluations of others.

The findings of the study highlight the significant influence and enhancement of self-efficacy dimensions on the career salience of librarians working in universities in Southwestern

Nigeria. This discussion provides insights into how self-efficacy beliefs contribute to librarians' dedication, commitment, and effectiveness in their professional roles within the academic environment.

The study showed that self-efficacy plays a crucial role in shaping librarians' confidence in their problem-solving abilities. Librarians who possess high levels of self-efficacy are more likely to approach challenges with optimism and resilience, viewing obstacles as opportunities for growth and learning. Their confidence in their ability to overcome difficulties enhances their career salience by empowering them to navigate complex situations effectively and achieve desired outcomes. The study support Fouad and Bynner (2020) who revealed that self-efficacy influence librarians' resourcefulness in utilizing available resources and technologies to support their work. Librarians with strong self-efficacy beliefs are more likely to demonstrate creativity, innovation, and adaptability in developing strategies to enhance library services and meet the needs of library users. Their confidence in their resourcefulness enhances their career salience by enabling them to maximize the impact of limited resources and contribute to the advancement of the library profession. Self-efficacy beliefs play a critical role in librarians' goal attainment processes. Librarians who possess high levels of self-efficacy are more likely to set ambitious yet attainable goals for themselves and work diligently towards achieving them. Their confidence in their ability to succeed, fuels their motivation and persistence in pursuing their career objectives, ultimately enhancing their career salience by driving progress and innovation within the library environment.

Self-efficacy dimensions also influence librarians' coping mechanisms in managing stress, adversity, and professional challenges. Librarians with strong self-efficacy beliefs are better equipped to cope with setbacks and setbacks, utilizing positive coping strategies such as seeking social support, practicing self-care, and maintaining a healthy work-life balance. Their confidence in their ability to cope effectively with stressors enhances their career salience by promoting psychological well-being and job satisfaction.

Research Question two: What is the level of career salience of librarians in universities in Southwestern, Nigeria?

Table 2.1 : Career salience of librarians in universities in Southwestern, Nigeria

s/n	Career salience	SD	D	A	SA	$\bar{x}$	S.D.
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1	I can always manage to solve difficult problems if I try had enough	3 0.9%	12 3.7%	166 51.7%	140 43.6%	3.38	0.606
2	If someone opposes me, I can find the means and ways to get what I want	4 1.2%	21 6.5%	191 59.5%	105 32.7%	3.24	0.623
3	It is easy for me to stick to my aims and accomplish my goals	1 0.3%	44 13.7%	125 38.9%	151 47.0%	3.33	0.717
4	I am confident that I could deal efficiently with unexpected events	3 0.9%	40 12.5%	152 47.4%	126 39.3%	3.25	0.703
5	Thanks to my resourcefulness, I know how to handle unforeseen situations	%	48 15.0%	144 44.9%	129 40.2%	3.25	0.699
6	I can solve most problems if I invest the necessary effort	1 0.3%	49 15.3%	139 43.3%	132 41.1%	3.25	0.717
7	I can remain calm when facing difficulties because I can rely on my coping abilities	2 0.6%	39 12.1%	149 46.4%	131 40.8%	3.27	0.693
8	When I am confronted with a problem, I can usually find several solutions	1 0.3%	50 15.6%	138 43.0%	132 41.1%	3.25	0.720
9	If I am in trouble, I can usually think of a solution	%	23 7.2%	144 44.9%	154 48.0%	3.41	0.621
10	I can usually handle whatever comes my way	2 0.6%	47 14.6%	154 48.0%	118 36.8%	3.21	0.705
Weighted Mean =3.28							

Table 2.2a: Test of norm showing the level of career salience of librarians in universities in Southwestern, Nigeria

Interval	Mean index	Level of career salience	Frequency	Percentage
1-20		Low	-	-
21-40	32.8380	High	321	100.0

Table 2.1 showed an analysis of the career salience among librarians in universities in Southwestern Nigeria. Librarians demonstrate a strong sense of confidence in their problem-solving abilities and coping mechanisms. A significant majority, 51.7%, strongly agree that they can manage to solve difficult problems if they try hard enough, highlighting their resilience and determination in overcoming challenges. Additionally, librarians express confidence in their ability to find solutions to unexpected events and unforeseen situations, underscoring their resourcefulness and adaptability in navigating uncertainties within their career. The table also reflects librarians' self-assurance in sticking to their aims and accomplishing their goals. A

substantial proportion, 47.0%, agree that it is easy for them to remain focused on their objectives and achieve them. This suggests a strong sense of purpose and commitment to their career aspirations, contributing to the perceived salience of their career in their lives. Overall, the analysis reveals a strong sense of career salience among librarians in Southwestern Nigeria, characterized by confidence in problem-solving abilities, resourcefulness, goal attainment, and coping mechanisms.

Coping Mechanisms and Career Salience: Librarians in Southwestern Nigeria employ effective coping mechanisms to navigate challenges and maintain their career salience amidst organizational constraints and societal pressures. Research by Folorunso et al. (2018) highlights the resilience exhibited by librarians in response to technological disruptions, budgetary constraints, and changing user needs. Furthermore, studies by Aina (2004) underscore the role of organizational support and self-care practices in enhancing librarians' well-being and job satisfaction, enabling them to sustain their commitment to their profession despite adversities.

The analysis highlights librarians' resourcefulness in utilizing available resources and technologies to support their work and meet the needs of library users. Librarians demonstrate creativity and innovation in developing strategies and initiatives to enhance library services, improve access to information, and promote user engagement. Their resourcefulness enables them to maximize the impact of limited resources and adapt to changing technological and organisational dynamics. The finding of the study showed that librarians in Southwestern Nigeria exhibit a strong sense of goal attainment, setting clear objectives and working diligently to achieve them. They possess a vision for the development and enhancement of library services and resources, striving to meet the evolving needs of the academic community. Librarians' commitment to goal attainment fosters a culture of continuous improvement and innovation within the library, driving progress and excellence in service delivery.

Research hypothesis one: There is no significant relationship between self-efficacy (Mastery experience, Vicarious experience, social persuasion, and physiological state) and career salience of librarians in universities in South Western, Nigeria

Table 3.1: Zero-order correlation showing the relationship between self-efficacy dimensions (mastery experience, vicarious experience, social persuasion, and physiological state) and career salience of librarians in universities in South Western, Nigeria

	Career salience	Mastery experience	Vicarious experience	Social persuasion	Physiological state
Career salience	1				
Mastery experience	.143* (.011)	1			
Vicarious experience	.354* (.000)	.570* (.000)	1		
Social persuasion	.391* (.000)	.676* (.000)	.796* (.000)	1	
Physiological state	.411* (.000)	.510* (.000)	.712* (.000)	.765* (.000)	1
Mean	32.84	19.41	19.39	19.41	19.24
S.D.	3.20	3.02	2.92	3.31	3.01

* Sig. at 0.05 level

Table 3.2: Pearson Product Moment Correlation (PPMC) showing the relationship between self-efficacy of librarians and career salience of librarians in universities in South Western, Nigeria

Variables	Mean	Std. Dev.	n	r	p-value	Remarks
Career salience	32.8380	3.20233	321	.375*	<.0001	Sig.
Self-efficacy	77.4611	10.65712				

* Correlation is significant at the 0.05 level (2-tailed).

Recommendations

The following recommendations are hereby made based on the findings of the study:

1. Universities need to invest in continuous professional development programs, workshops, and skill-enhancement activities to strengthen librarians' self-efficacy. By equipping librarians with the latest technological and managerial skills, they will be better positioned to face professional challenges confidently.
2. Formal mentorship programs in library administration will provide librarians with guidance, encouragement, and career advice from experienced professionals. It will help in developing their confidence, career satisfaction, and commitment to the profession.
3. The universities have to offer a good working environment that rewards and recognizes librarians' contribution. Clearly planned career development prospects, satisfactory

salaries, and security in their jobs will give a sense of value and make librarians dedicated to their profession.

4. Policies supporting librarians' professional autonomy, leadership potential, and decision-making involvement should be top priority for the university administration. Through this, they can take initiative, feel more confident at work, and be more committed to their profession.
5. Librarians should be able to navigate the complexities of their roles, leading to improved service delivery and users satisfaction.

Conclusion

Self-efficacy has a strong impact on the career salience of university librarians, influencing their professional identity, job satisfaction, and long-term career commitment. University librarians who possess high self-efficacy are more likely to tackle their careers with confidence, adjust to changing needs in the profession, and continue to be involved in professional development endeavors. Nevertheless, factors like a lack of support from the institution, few training opportunities, inadequate mentorship, and job insecurity can affect self-efficacy, causing reduced career salience. From a lack of sufficient confidence and supportive systems, librarians may find it difficult to find meaning in their careers, leading to even lower productivity levels and also job dissatisfaction, causing and affecting transitions in careers. In order to keep librarians committed and consider the profession to be an important part of their own development, policies need to be in place that enhance self-efficacy and boost career salience.

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