
Research Article

The Effect of Technical Skills on Productivity of Cataloguers in Tertiary Institutions in Edo State, Nigeria

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Abstract:

A situation whereby cataloguers are less productive the long lasting effect will be felt by the end users. It is in this regard, that this study investigated the attitude, and productivity of cataloguers in tertiary institutions in Edo State. Descriptive survey research design was adopted for this study. The population comprised of 81 cataloguers in Edo State. The study made use of total enumeration sampling technique. Reliability co-efficient of the constructs of this study are as follows: Productivity - 0.71, and Technical skills- 0.71. A validated questionnaire was used to collect data. Data was analysed using descriptive and inferential statistics. Findings of the study revealed that there was significant influence of attitude on the productivity of cataloguers (*Adj. R*²=0.100; *p*<0.002) in tertiary institutions in Edo State. The study concluded that attitude and technical skills have positive influence on productivity of cataloguers in Edo State. Therefore, the study recommended that institutions should strive to motivate cataloguers and provide current cataloguing and classification tools so as to ensure they have positive attitude to cataloguing. It was also recommended that cataloguers should be motivated whenever works are well done in order to boost their morale and positive attitude. Cataloguers should be offered regular training and retraining as this will boost their expertise in cataloguing.

Keywords: Technical skills, productivity level, cataloguing and classification.

Introduction

In today's progressively more competitive global dealing environment, institutions are compelled to invest in productivity improvement of workers in order to be more cost effective, innovative, and generally more competitive than other industry players (Awan & Tahir,2015). Some of the sources of competitive advantage for these institutions would include financial strength, tangible resources such as production facilities, locational advantages, intangible resources such as patents and technical knowhow, and the employees. Without strong human resources, institutions will not be able to achieve their set goals and objectives. It is eminent fact that workforce are the most significant advantage of any society (Tahmeem, & Sadia, 2018). Based on this it was admitted that organizations can achieve greater feat and growth only when they are able to attract, motivate and retain qualified employees by offering competitive salaries and rewards and ensuring that the work environment is conducive (Mayson, & Barrett 2016; Lohela-Karlsson, Nybergh, & Jensen 2018). Productivity is the ratio of outputs to inputs. It refers to the volume of output produced from a given volume of inputs or resources. If the institution becomes more productive, then it has become more efficient, since productivity is an efficiency measure (Samnani, & Singh, 2014). It is a measure of the efficiency of production.

The term productivity is one of the major drivers of success in the organization (Onyije, 2015). It has many benefits at various levels. Productivity growth is important to the firm because more real income means that the firm can meet its (perhaps growing) obligations to customers, suppliers, workers, shareholders, and governments (taxes and regulation), and still remain competitive or even improve its competitiveness in the market place(Hannon, Laing, Kohn, Clark, Pritchard & Harris, 2015).

Productivity of cataloguers could be said to be the number of items catalogued properly within a given period. A cataloguer that catalogues a total of 10-15 items manually in a day is said to be highly productive (Anyafulu & Okiki, 2017). This is because it could take a competent cataloguer nothing less than 45mins in cataloguing and assigning access point to an information material, considering the rigorous intellectual exercise involved in original cataloguing. A cataloguer may catalogue only an item for a whole day yet may not arrive at a suitable subject for such a material, at other times he may catalogue more than one and may also not be able to catalogue any in a whole day. Cataloguers need to have essential tools to carry out their duties. This consists of appropriate equipment, machinery and computer technology and also sufficient lighting, working space and ergonomically-correct seating (Akhtar,Boustani, Tsivrikos, & Chamorro-Premuzic, 2015). Poor work conditions owing to physical components leads to low production levels and an overall job dissatisfaction. Work environments that are not safe, like below standards work environments have a wide range of implications (Mukundi, 2016).Higher productivity calls for concerted efforts on the part of members of all groups engaged directly or indirectly in production. Such efforts may require in some cases far-reaching changes in the technical skills of all concerned.

The position and responsibility of cataloguing and classification is to create easy and quick access to available information materials in the libraries (Adamu, Yunusa, & Miringa, 2017). Cataloguing and classification are methods of describing, organizing and providing access to all information materials available in a library or group of libraries. It is concerned with the correct and accurate physical description of a document (print and on print) which leads to a particular title in the collection showing the users the location of the book, its physical description and its subject content (Obiozor-Ekeze, 2017). To achieve this, the libraries need staff who are well trained; vast in the areas of cataloguing and classification with high technical skills because these are very important in the overall service delivery to the clientele.

Technical skills vary widely between industry and job type. For computer programmers, knowledge of various coding languages is considered a technical skill. Customer service representatives may need technical skills relating to customer management and telephone systems. Teachers might need technical skills related to instructional technologies and software applications ranging from student behaviour monitoring to grading. A skill is an ability to perform an activity in a competent manner. The skills of cataloguing and classification must be used to improve the end users experience of locating and retrieving information resources in the library. This is why cataloguer must be skilled enough to perform bibliographic description in all kinds of resources with the use of appropriate bibliographic tools such that users could easily and efficiently access the resources in the library irrespective of the method used whether manually or technologically (David-West & Angrey, 2018). The technical skills of the librarians must include using indexed resources through data based library catalogue, repositories, digital libraries, web resources etc. There should also be consistency and uniformity in description of these materials for easy information dissemination. Technical skills of librarians represent the distinct services needed to provide high quality professional support to users of bibliographic records. Technical skills in cataloguing and classification are apparent and unique to cataloguers; these are technical services which enhance the understanding and processing of information for easy access and retrieval (Bamise, Oluwaniyi, & Igbeneghu, 2019). Hence the primary technical skills librarian is to prepare bibliographic record and provide access and retrieval of items in the library. The activities expected of a cataloguer that require the core cataloguing skills include: original cataloguing which involves both descriptive and subject cataloguing, copy cataloguing, and authority control (Bello, & Mansor, 2012). Hence, these tasks cannot be done without following specific rules provided by: Anglo American Cataloguing Rules (AACR) and Machine Readable Cataloguing Standards (MARC). The knowledge of these technical skills is in the use of LCC, LCSH and DDC as the case may be, will be necessary to satisfy users' appetite for information needs in the libraries.

Tertiary institutions are the establishments providing facilities for teaching, learning and research and authorized to grant academic degrees such as Diploma, Bachelor, Master and Doctorates. Tertiary institutions play major roles in the manpower development of any nation, since it provides the high as well as middle level manpower needed for the social, economic and political advancement of a nation. One of the objectives of setting up tertiary institutions is to encourage and promote scholarship and conduct research in all fields of learning and human endeavours (Krishi, 2018). The three major infrastructures constituting tertiary institutions are teachers/classrooms, laboratories and libraries that contain a rich and balanced collection and equipment that can support teaching and learning process as well as research (Afolabi, 2014). The libraries in the Tertiary institutions are playing the roles of the imparting knowledge to the academic fraternity of an institution since ages without discrimination for the dissemination of knowledge among students of different cultural heritage (Saini, 2018). At the centre of every teaching, learning or research institution is a library.

The skills of cataloguing and classification must be used to improve the end users experience of locating and retrieving information resources in the library and invariably improving cataloguers' productivity. This is why cataloguers must be skilled enough to perform bibliographic description in all kinds of resources with the use of appropriate bibliographic tools which will lead to cataloguers' productivity at work and at such that users could easily and efficiently access the resources in the library irrespective of the method used whether manually or technologically. Nonetheless, Poor work conditions, poor planning, poor level of supervision owing to physical components leads to low production levels and an overall job dissatisfaction. Work environments that are not safe, like below standards work environments have a wide range of implications on the productivity of cataloguers in tertiary institutions. It is against this background that this study seeks to investigate the Attitudes, Technical Skills and Productivity of Cataloguers in Tertiary Institutions in Edo State, Nigeria

Statement of the Problem

The main focus and nucleus of any libraries, particularly in tertiary institutions has been cataloguing and classification of all the library materials and how cataloguers should endeavour to satisfy users' varied information needs irrespective of their backgrounds through sound technical skills which leads to productivity of cataloguers. It also reflects the efficiency of internal operations or how well resources are used in the libraries. This efficiency can be raised through improved work processes by either reducing the amount of inputs required and/or increasing the capacity of the inputs to enhance cataloguers' output capacity. This is because they improve accessibility of library resources and ensure effective use of the library. Cataloguing & classification enable users to know what materials the library has by an author, a title, subject etc. Information resources are useless when accesses are not provided. This basic function is within the concept of cataloguing. Consequently, cataloguing is an essential process that provides access to all acquired information resources of the library; for it allows people to find information needed for

their personal and professional growth and development. However, it was observed that little attention has been given to cataloguers' technical skills and their productivity. This observation is based on the Poor work conditions, poor planning, poor level of supervision owing to physical components lead to low production levels and an overall job dissatisfaction and lack of basic technical skills needed at the technical unit that are affecting the materials. Because if they are not properly catalogued and classified this shall lead to most of the materials to be mis-shelved; invariably the users will not have access to them.

Therefore, there is a crucial need for an ample study of technical skills and productivity of cataloguers in higher institutions of learning. Previous studies on librarians technical skills and productivity of cataloguers had shown that most of the librarians do not have enough technical skills required towards cataloguing and classification department of the library, this is because of the rigorous processes entailed therein which invariably affect productivity of cataloguers. The current study endeavours to fill these gaps by undertaking a comprehensive study the impact of technical skills on productivity of cataloguers in tertiary institutions in Edo State, Nigeria.

Objectives of the study

1. To find out the productivity of cataloguers in tertiary institutions in Edo State.
2. To investigate the technical skills of cataloguers towards cataloguing and classification in tertiary institutions in Edo State.
3. To ascertain the relationship between technical skills and productivity of cataloguers in tertiary institutions in Edo State.

Research Questions

1. What is the productivity level of cataloguers in tertiary institutions in Edo State?
2. What are the technical skills of cataloguers towards cataloguing and classification in tertiary institutions in Edo State?

Hypothesis

1. There is no significant relationship between technical skills and productivity of cataloguers in tertiary institutions in Edo State.

Methodology

The correlational research survey was adopted for this study, because it sought to gain insight into the research variables and as well determine their interrelatedness and to allow the researcher gather relevant data from the population of the study within a stipulated period and within budget. The population of this study will consist of Professional and Para-professional librarians who by the rotational posting within the library have an opportunity with number of years in service to perform cataloguing duties in Edo state tertiary institutions, Nigeria. The entire population was 81 cataloguers in Edo state tertiary institutions. The study made use of total enumeration due to the small size of the population. The research instrument that was used for the study was a structured questionnaire as the main instruments. The questionnaire was tagged "Technical skills and Productivity of Cataloguers in Tertiary Institutions in Edo State" (TPCTI). Also, the data collected from the respondents with the aid of questionnaire were analysed with the aid of Statistical Package for the Social Sciences (SPSS). This was done through the use of descriptive statistical measures such as mean, frequency counts, percentages, and standard deviation, while the research hypothesis was tested using linear regression analysis to test the level of significance relationship of the independent variables with the dependent variable. The interpretation of the analysis was presented in tables, after which the discussions of the findings were made.

Literature Review

Productivity is a commonly used concept, but is often not well tacit. It can mean different things to different people — for example, financial professionals may view productivity through a prism of revenue, costs and profit, whereas engineers consider productivity from a technical perspective, such as in terms of the operational capacity of plant and equipment(Lestari, Syabarudin, Zurnali, &Murad, 2018).When used as a general term it is applicable to a wide area of economic activities, information contexts and other circumstances (Ugoani & John, 2016).Consequently, productivity applies virtually to all disciplines and spheres of human endeavour. Productivity is related to a much combination of factors necessary to achieve predetermined organization goals. Productivity reflects efficiency and effectiveness with which capital, machines, time, human and material resources are utilised to produce a valuable output (Mayson, &Barrett, 2016).Productivity is the ratio of outputs to inputs. It refers to the volume of output produced from a given volume of inputs or resources. If an institution becomes more productive, then it has become more efficient, since productivity is an efficiency measure (Samnani, &Singh, 2014).

Productivity of Cataloguers

Productivity can be defined as the work related expected outcome of an employee (cataloguer) and how well the description and grouping of information materials in the library are being done by the cataloguer. Productivity of cataloguer is measured according to, in terms of quality, quantity, timeliness, currency, accuracy, etc. of record created¹⁸. In the same vein, productivity

of cataloguers could be said to be the number of items catalogued properly within a given period. A cataloguer that catalogues a total of 10-15 items manually in a day is said to be highly productive (Anyafulu & Okiki, 2017). This is because it could take a competent cataloguer nothing less than 45mins in cataloguing and assigning access point to an information material, considering the rigorous intellectual exercise involved in original cataloguing. A cataloguer may catalogue only an item for a whole day nonetheless may not arrive at an appropriate subject for such a material, at other times he may catalogue more than one and may also not be able to catalogue any in a whole day. Cataloguers need to have essential tools to carry out their duties. This consists of appropriate equipment, machinery and computer technology and also sufficient lighting, working space and ergonomically-correct seating (Akhtar, Boustani, Tsivrikos, & Chamorro-Premuzic, 2015). Poor work conditions owing to physical components leads to low production levels and an overall job dissatisfaction of cataloguers. Work environments that are not safe, like below standards work environments have a wide range of implications (Mukundi, 2016). Workplace environment plays vital role in workers' productivity (Allan, 2019). It could determine to a greater extent the way employees use their skills and their level of motivation. Hence, productivity is a property of behaviour or, plainly put, as what people do at work, an expected value. In other words, cataloguers' behaviour may be distinguished as helping or hindering libraries' performance.

Concept of Technical Skills of Librarians in Cataloguing and Classification

Technical skill is knowledge about and proficiency in a specific type of work or activity. It includes competencies in a specialized area, analytical ability, and the ability to use appropriate tools and techniques. Literatures indicated that the technical skills required of the professional cataloguer for practice include: descriptive and subject cataloguing skill, classification skill, subject analysis and authority control skills (Yusuf, 2015). That is why technical skills play an essential role in producing the actual results a company is designed to produce. Others were knowledge in use of subject headings, MARC, AACR, database and IT Skills. Thus with the advent of ICT that revolutionised information organisation as has never been witnessed since Gutenberg invention of moveable cast types, it could be argued that information access, retrieval and storage in libraries (i.e. cataloguing) still remain the entire process of bibliographic control (i.e. description and subject analysis of information resources to provide organization, orderliness and access to all library acquired resources). The structure in cataloguing thus remains basis for subsequent information retrieval and cataloguers are essential in library service to complement and create resource discovery too that aid users in their search. The traditional skills of cataloguers have been expanded by the present electronic environment.

Technical skills include cataloguers' ability to apply ICTs and other related cataloguing tools in the conduct of their work (Bello, & Mansor, 2012). This necessitates the knowledge of automated cataloguing system, professional knowledge coupled with technical skills. As cataloguers has the responsibility to facilitate patron access to information resources. These tasks cannot be done without following specific rules provided by: Anglo American Cataloguing Rules (AACR) and Machine Readable Cataloguing Standards (MARC). The knowledge of these cataloguing rules and skills in the use of LCC, LCSH, DDC as the case may be will ever be relevant in academic libraries. A cataloguer with his or her professional qualification, having learnt a little bit of theory on continuously completes new records. He or she is cumbered with formatting; punctuation and ensures that everything displays in the catalogue is accurate. He or she checks punctuation, uniformity with existing records and authorities and access points. Good cataloguers will not just copy a catalogue without reviewing the records because records that are perfect at an instance are hard to find. There may be misspellings, punctuation errors. Apart from importing records, a cataloguer creates electronic reading lists, makes decisions regarding terminology in order to create appropriate locations for the various items such that searching the catalogue becomes easier for the use of DVDs, CDs, books on tape, electronic documents, reference materials, books, magazines and indigenous publications using cataloguing tools with his/her sharpened pencil and eraser. A seasoned cataloguer ensures that the author and title are correct, look through the book, turn to bibliographic tools and provide the best, most accurate record. Attention to details is the hallmark of an exceptional cataloguer because he or she knows that accurate bibliographic records and improved access is a good advertisement for the library. However, regular training and conferences attendance will help cataloguers keep abreast of changing cataloguing rules and tools (Sokari, Gama, Haliru, Olayemi, & Yemi-Peters, 2017). Nevertheless, experience has shown that these tools are poorly utilised due to lack of skills by the cataloguers. Another challenge in the utilisation of the tools is non-availability of the tools. It is impossible to use what is not available. Hence, for cataloguers to perform optimally cataloguing tools and resources must be readily available and the cataloguers must possess the necessary competencies to use them (Fadekemi, Tunji & Bruno, 2019). The necessity for cataloguers and technical services librarians did not change but, rather, the requirements of the positions did. Therefore, cataloguers training which also refers to capacity building, manpower/human resource/staff or personnel development, are quintessential to library development as it is in every organization. It serves as the driving force for efficiency and speed in access to materials that in turn affect utilization that leads to user satisfaction. Professional development is the process by which professionals keep current the knowledge, skills, and abilities needed to function effectively in their profession (John-Okeke, 2017). Cataloguing consisting of bibliographic description, subject analysis, and classification are the required skills and competencies of cataloguers or librarians but considered to be the most difficult.

The standards that structure the niche in the library information sphere known as cataloguing are based on principles articulated by Anthony Panizzi, Charles Coffin Jewett, Charles A. Cutter, S.R. Sears, and Seymour Lubetzky, about which every first year

library and information science student learns. Collectively, the intellectual work of these men form the core of cataloguing theory and influence the way cataloguers construct and amend existing standards (Cabonero, & Dolendo, 2013). Another major issue is that there is a serious dearth of skilled cataloguers by retirement and with the explosion of information creation and the increasing number of new formats which are non-textual materials (videos, CDs etc) the concern is to train more adequately skilled cataloguers as the scenario above is not very different observing among libraries. cataloguers and metadata practitioners (as they are called these days) are expected to be conversant and demonstrate knowledge of: established local, national and international standards and protocols to catalogue and classify library materials and resources; established local, national and international standards and protocols for metadata and/or other content structuring systems; tagging to incorporate customer input into library content management structures and; new developments in content organisation and structure. Inferably, understanding those standards would expose cataloguers to the world of digital cataloguing environment and help them to appreciate the enormous changes and advancements that accompany it. Skill areas include professional skills and technological skills. Professional skills comprise cataloguers' ability to catalogue, classify, index, abstract, perform subject analysis and other related tasks. Cataloguers have to master cataloguing principles and be skilled in the application of conceptual frameworks, standards and principles used by the library. For example, they have to be skilled in: the use of RDA and AACR2 in the formulation of a consistent cataloguing data and authorized catalogue entries; applying universal standards to local needs; cataloguing and classifying materials using DDC, LC accurately; indexing information; using lists of subject heading like the LC and Sear's lists and; analyzing information contents. Technological skills include cataloguers' ability to apply ICTs and other related cataloguing tools in the conduct of their work (Yusuf, 2015). Technical skill entails the ability of librarians to: use MARC, HTML, XML and metadata schemas like Dublin Core and similar schema; manipulate OPACs; adapt models such as FRBR, RDF and FRAD to library data; use bibliographic databases, library management systems and institutional repositories; create, analyse, edit, evaluate and transform metadata; encode machine readable data and convert records from one metadata schema to another; search internet and database; design web pages; use OCLC bibliographic formats and standards; use Library of Congress-Program for Cooperative Cataloguing Policy Statements (LC-PCC PSs); use Library of Congress Name Authorities; use CONSER Cataloguing Manual (for Serials) (Gopeh & Agwunobi, 2016).

Analysis and Discussion of the Findings

Table: Demographic information of respondents in Edo state Tertiary Institutions

S/N	Tertiary Institutions in Edo State	Frequency	Percentage
1	University of Benin	29	31.8
2	Ambrose Alli University	7	8.6
3	Edo University Iyamho	3	3.7
4	Samuel Adegboyega University, Ogwa	4	4.9
5	Benson Idahosa University, Benin City	5	6.2
6	Igbinedon University, Okada	2	2.5
7	Federal Polytechnic, Auchi	7	8.6
8	Edo State Polytechnic, Usen	2	2.5
9	Lighthouse Polytechnic, Evbuobanosa	4	4.9
10	Shaka Polytechnic, Benin City	3	3.7
11	Kings Polytechnic, Ubiaja	3	3.7
12	College of Education, Ekiadolor-Benin	4	4.9
13	Edo state college of Agriculture, Iguorakhi	5	6.2
14	Edo State College of Education, Igueben	3	3.7
	Total	81	100

Table 4.1 above revealed the demographic distribution of respondents in Edo state tertiary institutions. University of Benin, Benin City has the highest number of respondents 29(31.8%) followed by Ambrose Alli University with respondents of 7(8.6%) and Federal Polytechnic Auchi 7(8.6%) respectively.

Research question 1: What is the productivity of cataloguers in tertiary institutions in Edo State?

Table 2. Productivity level of cataloguers in Tertiary Institutions in Edo State?

Productivity level of Cataloguers Items	Very High		High		Low		Very Low		Mean	S.D
	Freq	%	Freq	%	Freq	%	Freq	%		
The number of information materials catalogued daily increased through the cataloguers' efficiency.	15	18.5	66	81.5	0	0	0	0	3.18	.390
Utilization of current catalogue tools improve the quality of work get done by the cataloguers	43	53.1	37	45.7	1	1.2	0	0	3.51	.527
Training and retraining in the area of ICT brings about innovation and cataloguers productivity	54	66.7	19	23.5	8	9.8	0	0	3.56	.669
Cataloguers do always complete their duties with the specified cataloguing tools according to library job description	10	12.3	62	76.5	9	11.1	0	0	3.01	.487
All in all, I think cataloguers in my institution's library are quite committed to their cataloguing job	53	65.4	24	29.6	4	4.9	0	0	3.60	.584
Total	31	38.0	47	58.0	3	4.00	0	0	3.36	.503

Table 2 above revealed the distribution of respondents' productivity of cataloguers in tertiary institutions in Edo State. The table revealed that majority of respondents responded to the utilization of current catalogue tools to improve the quality of work get done by the cataloguers with 'Very High' of 15(18.5%) and 'High' 66(81.6%) with mean (3.18) and was closely followed by respondents that the cataloguers in their institution's library are quite committed to their cataloguing job with 'Very High' of 53(65.4%) and 'High' 24(29.6%) with mean (3.60). It was also shown that cataloguers in respondents' institution's libraries are quite committed to their cataloguing job with mean (3.60) and training and retraining in the area of ICT brings about innovation and cataloguers productivity level with mean score (3.56).

Hypotheses Testing

This section presents results on the test of hypotheses. Three (3) hypotheses were formulated

Table 4.5 Distribution of Linear Regression Analysis of Technical skills and Productivity of cataloguers

Model	Beta	T	Sig.	R	R2	Adj. R ²	F
(Constant)	2.582	11.234	.000	.365 ^a	.133	.122	12.124
Technical Skills	.237	3.482	.001				

a. Dependent Variable: Productivity level

b. Predictors: (Constant), Technical Skills

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1					
Technical Skills	.237	.068	.365	3.482	.001
(Constant)	2.582	.230		11.234	.000

a. Dependent Variable: Productivity Level

The above table 4.5 revealed the Regression analysis of relationship between technical skills and the level of productivity. The value of technical skills is .237 which shows a positive sign. This indicates that Technical Skills has a positive effect on the Level of productivity of cataloguers in Edo State. In the same vein, the significant value of the Technical Skills is 0.001 which is less than 0.005 which denotes that there is significant relationship (coefficient=.237) between Technical Skills and productivity of cataloguers ($r=0.133$, $p<0.05$) in Edo State. That is 13.3% variance is accounted for productivity levels of cataloguers while the remaining variance are explained by other variables not considered in this model. Hence, this study rejects the null hypothesis that there is no significant relationship between Technical Skills and Productivity of cataloguers in Edo State.

Summary of findings

The data gathered and evaluated found that the majority of respondents at Edo state tertiary institutions had "Very High" productivity responses based on the quality of current catalogue tools used to increase the quality of work completed. Furthermore, the majority of respondents felt that they were knowledgeable about cataloguing and classifying schemes, which are often used to categorize information materials. Similarly, the majority of respondents stated that inadequate undergraduate training has an impact on cataloguers' confidence, morale, and attitude toward cataloguing and classification in libraries. The linear regression analysis indicated that technical skills has a positive effect on the Level of Productivity of cataloguers in Edo State. Therefore, there is a significant relationship between technical skills and productivity of cataloguers in Edo State tertiary institutions.

Finally, in Edo State, the relationship between the independent variable (technical skills) and the dependent variable (productivity) of cataloguers in tertiary institutions was significant.

Conclusion

The survey received replies from 81 catalogers across Edo State's academic institutions. It was discovered that cataloguers' technical skills and productivity have a substantial link. There was a substantial positive association between cataloguers' technical skills and their productivity in Edo State, according to the findings. Because the majority of cataloguers demonstrated lack of adequate training during their undergraduate, which have impacts on cataloguers' technical skills, towards cataloguing and classification in libraries. Course lecturers in the departments of Library and Information Science should ensure that students participate in more practical classes of information resource organization than theory in order for them to be very familiar with it. This activity will invariably boost the productivity of library cataloguers.

Cataloguers play an important part in the development of library services in general. This is because the activity of cataloguers continues to be the basic place where other components of the profession circle. The productivity of cataloguers at Edo State's tertiary institutions was found to be reasonable due to the use of contemporary catalogue tools to increase the quality of work done by the cataloguers.

The research also revealed that cataloguers in Edo State University's libraries are dedicated to their work. Training and retraining in the field of ICT has a favourable impact on their ability to innovate and increase their productivity.

Recommendations

- ✓ Since the levels of cataloguers' morale, attitudes, and knowledge are the keys in the information production process, the institutions libraries should strive to motivate the cataloguers so as to ensure they have positive quality technical skills in order to be committed to their works.
- ✓ Cataloguers should be offered regular training and retraining, conference opportunities as well as in-house training for newly employed ones so that these will help them keep abreast of changing cataloguing rules and tools for effective service delivery in academic libraries in tertiary institutions in Edo State.
- ✓ To broaden and strengthen cataloguers' technical skills and raise their productivity, enough contemporary cataloguing equipment must be made available in all academic libraries in tertiary institutions libraries in Edo State Nigeria.

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