

PUBLICATION OUTPUT OF LIBRARIANS IN UNIVERSITY LIBRARIES IN EDO AND DELTA STATES OF NIGERIA

*Osaheni Oni and ²Afam Eziam

*Auchi Polytechnic Library, Auchi, Edo State, Nigeria.

²Department of Library and Information Science, River State College of Arts

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The study is aimed at bringing to limelight the publication output of librarians in the University libraries in Edo and Delta states. The population of the study consists of academic librarians in five university libraries in Edo and Delta States. The study revealed that few librarians from Edo and Delta states have 21 and above publications. A majority of the respondents published their work mostly in journals (print and electronic). The study also revealed that librarians from Edo and Delta states agree that promotion/ career advancement, contribution to knowledge and visibility/recognition are some of the major benefits derived from publication. Long working hours/time and heavy work load, high publication charge, finance and lack of incentives are the major constraints militating against the publication output of librarians of both states. The findings of the study would be useful to the library management and the university authorities on the need to create enabling conditions and fund for research activities. The study recommended collaborative publishing between librarians with higher degree and those with lower degree.

Key words: Academic Librarians, university libraries, publication output, media, promotion.

INTRODUCTION

Publication is the art of making printed materials, especially books, the communication of information to the public (Encarta Dictionary, 2006). The advent of information technologies brought about different media or publication formats such as e-journal, e-book etc. Sathe, Grady & Giuse (2003) asserted that electronic journals have become more mainstream move to supplant or complement the role of print journals in the scholarly environment. Publication is recognized all over the globe as an integral part of academics. Academics, as professionals, generally have two roles; they are responsible both for advancing knowledge and for communicating it (Adomi & Mordi, 2003). Frequent publications are one of the few methods at which scholars use to improve his visibility and attention. It is essential requirement for an academic staff to embark on research and publish the outcome of his findings in any format he so wishes (Kling & Spector, 2003)

Decree No 16 of 1990 in Nigeria, empowered the National University Commission (NUC) with a new guideline emphasizing publication requirements for Librarians similar to that of lecturers before promotion. Librarians in Nigerian Universities are expected to publish equal numbers of papers with lecturers before career advancement (Edem, 2004) Ogunrombi (2001) stressed that for librarians to be accepted as full academics, they should show evidence of sound publications, which are the hallmarks of true academics. Emphasis on publications as a precondition for academic promotion is universal; it is the quality of such publications that play the dominant role in the appraisal exercise. Many Nigerian University are now demanding that to qualify for promotion to the next grade, librarians must have the same number of publications as their teaching counterparts (Agboola & Oduwole, 2005) Research promotes advancement and recognition for librarians. Despite the numerous benefits derived from publishing, so many factors hinder the publication output of librarians in University libraries. Frequent question asked by Librarians is how am I going to perform research when I am required to work every day, 40 hours a week for a year? Edem & Lawal (2002) observed that the harsh socio-economic environment in Nigeria makes one wonder if librarians are really satisfied with their job and actually have the incentive to publish.

STATEMENT OF THE PROBLEM

The advancement of academic staff which librarians in academic libraries rests on the quantity and quality of research and publications output as shown in form of textbooks, journal articles, conference papers, chapters in books, technical

reports and the like. For librarians in academic libraries to be accepted as academics and advance in their chosen career, they must show evidence of publication. These publications enhance their visibility, prestige and promotion. Can librarians in University libraries combine their professional duties with the rigour of academic work such as publishing journals articles, books and workshop proceedings? Ochai & Nedosa (2004) observed that a teacher has research interest and he builds this into his teaching programme, but librarians do not have this type of opportunity.

It is against this background that this study attempts to investigate the publication output of librarians, the media or formats librarians publish their work, and problems militating against the publication output of librarians in Edo and Delta states University libraries in Nigeria.

RESEARCH QUESTIONS

What is the publication output of librarians in Edo and Delta State University libraries?

Which continent does librarians from Edo and Delta State University libraries publish their work?

What is the media/publication formats librarians in Edo and Delta State University libraries publish their work?

What are the benefits librarians in Edo and Delta States derive from publication output?

What are the problems librarians in Edo and Delta State University libraries encountered in their publication effort?

There is no significant difference between librarians from University libraries in Edo and Delta State with respect to their publication output.

There is no significant difference between librarians from in Edo and Delta State University libraries in the media or format they publish their work.

There is no significant difference in the problems encountered in publication efforts by librarians from University libraries in Edo and Delta States.

LITERATURE REVIEW

Publication output of Librarians

The concept of publication output could be seen as the number of books or chapters in books, journal articles published, conference and workshop proceeding and other related publications such as bibliographies, abstracts, and indexes which are usually used in assessing one for promotion. Agboola & Oduwole (2005) opined that it is imperative of getting librarians in Nigeria Universities to publish so as to justify their status. It is accepted generally that career advancement and promotion decisions of academic staff including librarians are influenced stupendously by the quality and quantity of articles published (Nkereuwem, 2005). There are two basic avenues for building academic power, among other is through the research function and is based on providing knowledge for practical applications (Martin, 2007).

Some authorities in Nigerian Universities had made it lucid for all academic staff, that for your publication to be considered for appraisal exercise, it must be published in foreign/international or referred journals. According to Adomi & Mordi (2003), University of Benin and Ambrose Alli University overtly insisted on publication of articles in foreign or international journals as a precondition for promotion to a senior rank. According to the scholars, Delta State University, Abraka has made this a written promotion policy. This implies that a paper accepted and published abroad is therefore adjudged to be better in quality and content than the one published by a local or national journal, as the publication process have been subject to inappropriate influence. However, this insistence did not limit or hinder Nigerian librarians from publishing. Mabawonku (2001) carried out a study on the trends in library and information science research in Africa, 1991-2002; and revealed that Nigerian authors still constitute the largest single producer of library and information science research. In Nigeria for example, there is "publish or perish" syndrome hanging on the necks of academics. The possibility for academics to be promoted is weighted by their academic publications and contribution to scholarly activities. In a nutshell, to University librarians and lecturers working in the University environment, publication output is seen as important psychological factor in one's life because it enhanced advancements and contribution to knowledge in particular. Edem (2004) posits that academic qualifications have positive influence on the quantity of publications produced. He stressed further that librarians with Doctorate degrees published more academic papers; journal articles, chapters of books, conference and workshop papers than those with Masters and Bachelor degrees. The various categories of professional staff in University libraries in Nigeria are expected to publish some stipulated number of articles in order to move from one grade to the other. Edem, presented in tabular form librarians' ranks, qualification, work experience and number of publication required before promotion in Nigerian Universities.

Table 1: Distribution of publication requirements for librarians in university libraries in Nigeria

RANKS	QUALIFICATION AND EXPERIENCE	PUBLICATIONS REQUIRED
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Continuation of table 1

Graduate Assistant	A good first degree in any discipline and an interest in library work	None
Assistant Librarian	A good first degree in any discipline and an interest in library work	None
Librarian II	A good first degree plus Masters in library science with three years as Assistant Librarian.	None
Librarian I	First degree plus M. Sc or PhD with three years as Librarian II.	Three journal articles in referred journal
Senior Librarian	First degree plus M. Sc or PhD with three years as Librarian I.	Five journal articles in referred journal
Deputy University Librarian	First degree plus M. Sc or PhD with three years as Senior Librarian position.	fifteen journal articles in referred journal
University Librarian	First degree, M. Sc plus PhD with three years as Deputy Librarian position depending on vacancy.	twenty journal articles in referred journal

Source: (Edem, 2004).

MEDIA OR PUBLICATION FORMATS OF LIBRARIANS

Jason (2000) stressed that publishing is the process of production and dissemination of literature, the activity of making information available for public view. The scholar went further to add that in some cases authors may be their own publishers, meaning; originators and developers of content also provide media to deliver and display the content. Culler & Lamb (2003) opined that academic publishing is undergoing major changes emerging from the transition from the print to the electronic format. Jason (2000) averred that the development of printing press presented a revolution for communicating the latest research results to the academic community and supplement what a scholar could do personally. There is need for librarians to maintain print along side electronic journal publication because in Africa, only few privileged people can have access to electronic resources. Sathe, Grady & Giuse (2003) carried out a study on respondents' format preferences and discovered that different respondents preferred different formats for the same reasons, the most cited reason for preferring electronic journals include ease of access, ease of printing and of searching. However, in that study some of the respondents' also favoured print journal for aesthetic reasons. Librarians should deem it necessary to publish in the format that best suit their work and users. Today, publishing academic journals and textbooks is a large part of an international industry. The study carried by Schloman (2001) on the use of both print and electronic journals, confirmed that 75% of the respondents used print journals frequently and only about 25% used electronic journals to the same extent. In a contrary study, Roger (2001), observed that faculty use of electronic journals increased by 17.7% over the time period, while print use decreased by 8.7%. Librarians in their quest to advance in their chosen career and contribute to knowledge could publish in any convenient format. Some librarians are of the opinion that electronic publishing is not marketable. According to Stover (2003), it is mutually beneficial when two or more organizations agree to provide links to each others web journals. This approach moves away from the old competitive model that used to dominate academic publishing and moves more in the direction of a collaborative model that builds on the strengths of all parties involved. There is need for librarians in the University libraries in Nigeria to embrace modern technology in their research and publishing. This would help to improve the librarian's visibility and status in their academic environment and international as well.

BENEFITS OF PUBLICATION OUTPUT TO LIBRARIANS

In academic environment, particularly tertiary level, the advancement of academic staff rests on the quality and quantity of research output as shown in form of book publications, chapters in books, journal articles, technical reports and the likes. Adomi & Mordi (2003) remarked that publishing in foreign Journals helps to project the image not only of the academic but of his/her institution in other parts of the World. It has been noted that faculty publishing productively is often used as an index of departmental and institutional prestige and is associated strongly with an individual faculty member's reputation, visibility and advancement in the academic reward structure. These authors stressed that both the researcher and the institution he serves benefit from the outcome of publication output. Steady publication output is an important condition for continued employment and advancement. Frequently publishing is one of the few methods through which scholars reach his visibility and the attention that successful publication brings to the scholar and the sponsoring institution (Ahmadu, 2004). The main objective of publishing work remains communication of ideas with others, enhancing career prospects and gaining personal prestige (Kim, 2007). He stressed further that the purpose of scholarly publishing does seem to be changing. It is seen as moving away from knowledge dissemination to the building of an author's curriculum vitae/resume or reputation. It is generally accepted that tenure and promotion decisions among

academic staff in Nigeria are influenced heavily by quantity and quality of articles published (Nkereuwem, 2005). Career advancement prospects rank high in order of importance to every enthusiastic person (Edem & Lawal, 2002). They went on to add that publishing gives national and international visibility to the writer.

PROBLEMS MILITATING AGAINST LIBRARIANS' PUBLICATION OUTPUT

For quite some time now librarians have been documenting their view on the barriers militating against them if they are to perform their professional duties and also carry out research and publication activities (Olorunsola and Ibegbulam, 2003). Time was emphasized by scholars as one of the factors militating against their publication output. The teaching staff has research interest and builds this into his teaching programme, but librarians do not have this type of opportunity (Ochai & Nedosa, 2004). These scholars added that combination of professional duties with the difficulties of research and publishing journal articles, books and workshops proceedings was their greatest obstacle to career advancement. Zemon & Bahr (2005) observed that one major obstacle to publication by librarians is the absence of release time for research and writing. Work schedule in libraries is often cited by some librarians as a barrier to research and publication. Olorunsola & Ibegbulam (2003) remarked that, librarianship as an 8 a.m. to 4 p.m. job in Nigeria which requires constant job presence, severely limits the librarians' ability to meet promotion and tenure expectations. Many librarians have fallen short of the requirements for promotion even when, publication requirement are lower to accommodate them. The negative effect of this to many librarians are; stagnation, frustration and disappointment (Ochai & Nedosa, 2004). As a result of insistence on foreign and referred journal, some scholars also cited fear and anxiety as a factor impeding the publication output of librarians in Nigerian Universities. Some academics are afraid of sending papers abroad for publication, they are afraid of not meeting the requirements of acceptance. These scholars went further to stress that, unless they are able to break this barrier, their career will be installed and they will become frustrated. The insistence on publication on foreign or international journal, have stagnated some librarians as a result of their inability to meet the needed number of papers before promotion. As the case in Denmark, scholarly communication in Denmark is characterized by a strong focus on publishing in international, highly cited and prestigious journals (Elbaek & Nondal, 2007) Another important factor which accounted for the low scholarly productivity has been the poor local publishing industry. The unfortunate situation is that the publishing houses in the country have not been making publishing very easy for researchers and academic staff who want to publish with their exorbitant charges per article. University presses used to be indicative of a University's commitment to intellectual development and promotion and a sign of greatness; now they are considered a financial burden (Fuso, 2001). Job dissatisfaction is another factor limiting the publication output of librarians. The present economic crunch in Nigeria had made it impossible for normal working conditions to operate especially in University libraries (Nzotta, 2004). The scholar asserted that librarians in Nigeria are not satisfied with their working environment. Low funding has been a major problem hindering activities of research. He emphasized that, research process needs uninterrupted flow of adequate funds. Authorities sometimes dispose small amount of money for research and this is very small and most of the time non-existent. One could easily add that, if librarians are joyous and satisfied with their working situations their publication output will be influenced tremendously and positively. University administrators in Nigeria created limited incentives, opportunities for growth, education and advancement for their librarians' hence low publication productivity (Martin, 2007). Some scholars are also of the view that, librarian's lack of limited knowledge on research methods also affects their publication productivity. Promotion and tenure committees judge academics worth by how much and where they publish. Having knowledge of journal titles and outlets had also affected academic librarians publication output (Onohwakpor & Tiemo, 2006). According to these scholars, national or local journals that are easily accessible to library academic staff are rejected by the Appraisal and Promotion Committee (A&PC). They added that some librarians do not have knowledge of journal titles that are accepted by the A&PC and that most libraries do not subscribe to the foreign journals in librarianship, how would they publish, when there are no materials to read. A lot of importance is attached to conferences and seminars attended by academics. Conference attending contributes to continuing education. It may interest you to know that, library administrators do not send their junior staff to conferences or seminars. They claim that conferences are very expensive; consequently, these have huge and adverse effect on librarians' publication output.

METHODOLOGY

The study employed a descriptive survey method to investigate the publication output of librarians in University libraries in Edo and Delta state of Nigerian. The population of this study consists of academic librarians in five University libraries in Edo and Delta States. They are: University of Benin library, Igbinedion University library, Benson Idahosa University library, Delta State University library and Novena University library. The total number of academic librarians in these libraries is fifty-five (55). The population for this study is few and as a result, the researchers decided to study the entire population. Egbule & Okobia (2001) stressed that the entire population can be studied or investigated when the population is not large, when there is enough time to conduct the study, and when the sole objective of the study is to provide accurate account of the population.

A questionnaire entitled "Publications Output of Librarians Questionnaire (POLQ)" was used as the instrument for data collection in this research as it contains questions. The questionnaire was made up of two parts. The first part consists

of biographical data such as name of the institution. The second part contains structured statements aimed at eliciting data on the Publication output of Librarians. The questionnaire was administered to the librarians in their respective University libraries under study. The data obtained from the questionnaire retrieved from the respondents was analyzed using simple percentage to answer the research questions and t-test of significance to test the formulated hypotheses. The test was performed at 0.05 level of significance.

RESULTS AND DISCUSSIONS

Table 1: University libraries sampled with response rate

University libraries	State	Sample used	Percentage
University of Benin City	Edo State	17	30.9
Igbinedion University, Okada	Edo State	9	16.4
Benson Idahosa University, Benin City	Edo State	8	14.5
Delta state University, Abraka	Delta State	18	32.7
Novena University, Amai	Edo State	3	5.5
Total		55	100%

Source: fieldwork, 2014.

Table 1 revealed the number of academic staff used as sample in the institutions studied. The table shows that Delta State University library with 18 (32.7%) respondents, University of Benin library with 17 (30.9%) respondents, Igbinedion University library with 9 (16.4%) respondents, Benson Idahosa University library with 8 (14.5%) respondents and Novena University library with 3 (5.5%) respondents. This is an indication that Delta State University library has more librarians with academic staff status when compared to other university libraries in the study. Ambrose Alli University library in Edo state was excluded in the study because it was used for the pilot study for reliability of the instrument.

RESEARCH QUESTIONS ANALYSIS

Research Question one

What is the publication output of librarians in Edo and Delta State University Libraries?

Table 2: The publication output of librarians in Edo and Delta States

Publications	Edo	Percentage	Delta	Percentage
None	4	12%	8	35%
1-5	14	41%	5	24%
6-10	9	26%	5	24%
11-15	1	3%	1	5%
16-20	-	-	-	-
21and above	6	18%	2	9%
Total	34	100%	21	100%

Source: fieldwork, 2014.

Table 2 reveals the publication output of librarians in Edo and Delta States. 14 (41%) of the respondents from Edo State have published between 1-5 articles, while 5 (24%) of the respondents from Delta State have published 1-5 articles also. 9 (26%) of the respondents from Edo State have published 6-10 articles, while 5 (24%) of the respondents from Delta State have published between 6-10 number of article. 6 (18%) of the respondents from Edo State have published 21 articles and above, while 2 (9%) of the respondents from Delta State have published 21 articles and above. This is an indication that only few librarians from Edo and Delta States have 21 and above publications. This could be attributed to years of working experience, high qualification such as Ph.D . This corroborates the findings of Edem (2004) who in his study reported that qualification has positive effect on the quantity of publications produced.

Research Question two

Which continent does librarians from Edo and Delta State University libraries publish their work?

Table 3: The continents of the World where librarians from Edo and Delta States publish their works

continents	Edo	Percentage	Delta	Percentage
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Continuation of Table 3

Africa	24	71%	13	62%
Asia	3	9%	1	5%
Australia	2	6%	-	-
Europe	9	26%	10	48%
America	5	15%	3	14%
No response	6	18%	6	29%

Source: fieldwork, 2014.

Table 3 shows the continents librarians published their research work. Africa is having the highest percentage from both States with Edo 24 (71%) and Delta 13 (62%). This is followed by Europe, with Edo 9 (26%) and Delta 10 (48%). This is an indication that majority of the librarians from both States published their works in Africa than any other region. This could be either due to lack of knowledge about international journals or fear of rejection of their work. This finding is in agreement with that of Onohwakpor & Tiemo (2006) when they said having knowledge of journal title and outlets had also affected academic librarians' publication output.

Research Question three

What is the media/publication formats librarians in Edo and Delta State University libraries publish their work?

Table 4: Media formats in which Librarians from Edo and Delta States published their work.

	States	Agree		Disagree		Undecided		Total	
		No	%	No	%	No	%	No	%
Journal (print only)	Edo	27	79	5	15	2	6	34	100
	Delta	15	71	7	33	1	5	21	100
Journal (print and electronic)	Edo	19	56	15	44	-	-	34	100
	Delta	11	52	5	23	5	23	21	100
Journal (electronic only)	Edo	17	50	11	32	6	18	34	100
	Delta	11	52	8	38	2	10	21	100
E-print repository	Edo	1	3	29	85	4	12	34	100
	Delta	5	4	19	90	1	5	21	100
Conference proceedings	Edo	11	33	22	65	1	3	34	100
	Delta	2	10	18	86	1	5	21	100
Text book/monographs(print only)	Edo	11	33	22	65	1	3	34	100
	Delta	4	19	16	76	1	5	21	100
Text book/monographs(print and electronic)	Edo	4	12	29	85	1	3	34	100
	Delta	2	10	18	86	1	5	21	100
e- book	Edo	-	--	33	97	1	3	34	100
	Delta	1	5	19	90	1	5	21	100
Patents	Edo	-	--	31	92	3	9	34	100
	Delta	-	--	20	96	1	5	21	100
Chapters in referenced book	Edo	6	18	27	79	2	6	34	100
	Delta	6	29	14	67	1	5	21	100
Public lectures	Edo	11	33	22	65	1	3	34	100
	Delta	4	19	16	76	1	5	21	100
Research/technical report	Edo	7	21	25	74	2	6	34	100
	Delta	4	19	16	76	1	5	21	100

Source: fieldwork, 2014

The result on media or publication formats in which librarians in Edo and Delta States revealed that 27 (79%) librarians from Edo State have Published in journals (print only). while 13 (62%) librarians from Delta State have published in journals (print only). This finding is in direct contrast with the study of Roger (2001) who reported that faculty publishing on electronic journals increased by 17% over the time period, while publishing on print decreased by 8.7%. The study revealed that librarians from both states have also publish some of their work in print and electronic journal with Edo 19(56%) and delta 11 (52%). A majority of the respondents from both state agreed that they also publish in electronic journal only with 11(52%) Delta and 17 (50%) Edo. These findings agrees with the study carried out by Schloman (2001)

Continuation of Table 6

Long daily working hour/time constraints	Edo	28	82	6	18	-	-	-	-	-	-	34	100
	Delta	19	91	2	9	-	-	-	-	-	-	21	100
Heavy workload	Edo	22	65	9	26	3	9	-	-	--	--	34	100
	Delta	14	67	7	33	-	-	-	-	--	--	21	100
Lack of/ poor limited knowledge of research method	Edo	2	6	9	26	15	44	7	21	1	3	34	100
	Delta	3	14	5	24	10	48	2	9	1	5	21	100
Finance	Edo	18	53	10	29	6	18	-	-	-	-	34	100
	Delta	12	57	7	33	2	9	-	-	-	-	21	100
Lack of job satisfaction	Edo	5	15	15	44	9	26	4	12	1	3	34	100
	Delta	4	19	10	48	6	29	-	-	1	5	21	100
Lack of limited knowledge of publication outlet	Edo	1	3	10	29	16	47	6	18	1	3	34	100
	Delta	2	9	8	38	10	48	1	5	-	-	21	100
Lack of incentives	Edo	17	50	16	47	1	3	-	-	-	-	34	100
	Delta	12	57	4	19	5	24	-	-	-	-	21	100
High paper rejection	Edo	4	12	6	18	16	47	6	18	2	6	34	100
	Delta	4	19	7	33	8	38	1	5	1	5	21	100
None recognition of some of my work by my institution	Edo	3	9	2	6	17	50	10	29	2	6	34	100
	Delta	6	29	2	9	11	52	1	5	1	5	21	100
Limited /few available local journal to send articles	Edo	2	6	9	26	15	44	6	18	2	6	34	100
	Delta	4	19	5	24	11	52	1	5	-	-	21	100
High publication charge	Edo	19	56	8	23	7	21	-	-	-	-	34	100
	Delta	14	67	6	29	1	5	-	-	-	-	21	100

Source: fieldwork, 2014

The study revealed that both librarians from Edo and Delta States strongly agreed that long working hours/time constraint with Delta State having the highest percentage of 19 (91%) and Edo 28 (82%); and heavy work load with Delta State 14 (67%) and Edo State 22 (65%) are the major problems militating against the publication output of librarians. The study is in conformity with the work of Olorunsola & Ibegbulam (2003) who remarked that, librarianship as an 8 a.m. to 4 p.m. job in Nigeria which requires constant job presence, severely limits the librarians' ability to meet promotion and tenure expectations. Many librarians have fallen short of the requirements for promotion even when, publication requirement are lower to accommodate them. The negative effect of this to many librarians are; stagnation, frustration and disappointment (Ochai & Nedosa, 2004). On the issue of lack of or limited knowledge of research

method, the result revealed low percentage from both states, with Edo 2 (6%) and Delta 3 (14%). This is an indication that lack of or limited knowledge of research method is a minor problem and not a major one. Other problems indicated by the librarians from both states are; High publication charge, Finance and lack of incentives. These findings are in agreement with the study of Nzotta (2004) who stressed that the present economic situation in Nigeria had made it impossible for normal working conditions to operate especially in University libraries. The scholar asserted that librarians in Nigeria are not satisfied with their working environment. He further stressed that Low funding has been a major problem hindering activities of research in Nigeria universities.

TESTING OF HYPOTHESES

Hypothesis one

There is no significant difference between librarians from University libraries in Edo and Delta States with respect to their publication output.

Table7: Summary table of t-test analysis showing the publication output of Librarians from the University libraries in Edo and Delta States

States	N	- X	SD	DF	t-cal	t-crit	Level significance	of Decision	remark
Edo	34	2.94	9.79						
				53	2.30	2.01	0.05	Rejected	significant
Delta	21	2.24	1.36						
Total	55								

Source: fieldwork, 2014

The result presented in table 7 shows that the null hypothesis tested was rejected. This is because the t-calculated value of 2.30 is more than the t-critical value of 2.01. This is an indication that there is a significant difference between librarians from University libraries in Edo and Delta States with respect to their publication output.

Hypothesis two

There is no significant difference between librarians from University libraries in Edo and Delta States in the media or format they publish their work.

Table8: T-test analysis showing the difference between librarians from University libraries in Edo and Delta States in the media or format they publish their work

States	N	- X	SD	DF	t-cal	t-crit	Level significance	of Decision	remark
Edo	34	29.41	5.20						
				53	1.10	2.01	0.05	Accepted	not significant
Delta	21	27.71	4.10						
Total	55								

Source: fieldwork, 2014

Table 8 reveals that the null hypothesis tested was accepted. This is because the t-calculated value of 1.10 is less than the t-critical value of 2.01. This shows that there is no significance difference in the media or format librarians from Edo and Delta States University libraries publish their work. Therefore, the findings revealed that librarians from both states use similar media or format in publishing, which is more of journals (print and electronic).

Hypothesis three

There is no significant difference in the problems encountered in publication efforts by librarians from Edo and Delta states.

Table 9: Summary table of T-test analysis showing difference in the problems encountered in publication efforts by librarians from Edo and Delta States

States	N	- X	SD	DF	t-cal	t-crit	Level of significance	Decision	remark
Edo	34	48.15	6.87						
				53	0.66	2.01	0.05	Accepted	not significant
Delta	21	49.71	7.98						
Total	55								

Source: fieldwork, 2014

The result presented in table 7 reveals that the null hypothesis tested was accepted. This is because the t-calculated of value 0.66 is less than the t-critical value of 2.01. This shows that there is no significance difference in the problems encountered by librarians from Edo and Delta States in their publication efforts. The finding simply indicates that librarians from both states are experiencing the same barriers in their attempt to carry out research and publish their findings. This finding corroborates with the study of Ochai & Nedosa (2004) who stressed that time constraints as led to stagnation, frustration and disappointment many librarians have been facing in libraries.

FINDINGS OF THE STUDY

The study reveals that:

The study reported that only few Librarians from Edo and Delta states have 21 and above publications. It was discovered from the study that majority of the respondents from both state publish their work in Africa region. A majority of the respondents published their work mostly in journals (print and electronic). The study also revealed that librarians from Edo and Delta states agree that promotion/ career advancement, contribution to knowledge and visibility/recognition are some of the major benefits derived from publication. Long working hours/time and heavy work load, high publication charge, finance and lack of incentives are the major constraints militating against the publication output of librarians of both state. The study pointed out that there is a significant difference between librarians from University libraries in Edo and Delta States with respect to their publication output. It was also discovered from the study that there is no significance difference in the media or format librarians from Edo and Delta States University libraries publish their work. That is, librarians from both states use similar media or format in publishing their work. This shows that there is no significance difference in the problems encountered by librarians from Edo and Delta States with respect to their publication efforts.

CONCLUSION

From the foregoing, it can be concluded that academic librarians of the University libraries under study are aware of the importance of publications in their chosen career. Academic librarians who want to accelerate in his/her chosen profession should try as much as possible to leapfrog those barriers such as long daily working hour, time constraints, heavy work load and finance that may hinder their publication output and prevent them from advancing in their profession. It was discovered from the study that promotion, career advancement, visibility, recognition and contribution to knowledge are the major benefits librarians derived from publishing, and only those academic librarians that take research and publication seriously are likely to enjoy these benefits. Identification of some of the obstacles militating against librarians in their research and publication assignment and the provision of adequate or appropriate solution would go a long way in helping them in overcoming the resultant restricted career advancement, frustration and disappointment many of them (librarians) have faced even till today. Beside the need to digitize, publish and archive our own institutions' research publications, libraries have other reasons for moving in this direction. An often-mentioned

concerned of the editors of journals in Nigeria is that, without Web presence and digital content, they will not be read at all. The typical university student of today, the future doctorates and researchers, do not put much value in research not accessible online. If this content is not available via search engines, then it simply doesn't exist.

RECOMMENDATIONS

Based on the findings of the study, the following recommendations are hereby made on how librarians can advance in their career: first and foremost, Librarians in University libraries can browse the Internet for International Journals in librarianship and have access to the editor to publish their research results. Secondly, Librarians are encouraged to collaborate in publishing, that is Ph.D holders to collaborate with lower degree holders such as Bachelor and Master degree with fewer years of working experience to publish in order to enable them advance in their career. Furthermore, the library administrators should provide written policy on release time to enable librarians' carry out their research and publication role alongside their professional duties. Finally, Government, University management and cooperate bodies should encourage researchers financially by way of providing them with research grants knowing fully well that research help in solving societal and economic problems.

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