

## **LIBRARY PERSONNEL COMMITMENT ON PRESERVATION PRACTICE OF LIBRARY RESOURCES IN ACADEMIC LIBRARIES IN NIGER STATE**

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### **Abstract**

*Library personnel commitment to preservation of library resources continue to decline despite many efforts by the library management to provide effective and efficient resources to the library users. This could be attributed to the poor attitude and lack of commitment exhibited by the library personnel to preservation practice of library resources in academic libraries. Few empirical work exists to support the commitment of library personnel to the preservation of library resources but it is not apparent that a study in Niger State, Nigeria has addressed the Library personnel commitment to preservation of library resources. This study examines commitment of library personnel on preservation of information resources in academic libraries in Niger State, Nigeria. The study adopted a descriptive survey design. A total enumeration technique was used for selecting 387 academic librarians as respondents for the study. Questionnaire was used for data collection and was analysed using descriptive statistics. The finding revealed that the result shows a grand mean of ( $\bar{x} = 2.88$ ,  $SD = 0.772$ ) on a scale of 4-point Likert-type scale. This implies that the librarians in Niger State practice preservation methods. However, there is still room for improvement on the methods of preservation as the threshold has not been reached. On the other hand, the result indicates a high level of commitment of library personnel to preservation practices in academic libraries in Niger State ( $\bar{x} = 2.95$ ,  $SD = 0.634$ ) on a scale of 4-point Likert-type. Commitment of library personnel was divided into three dimensions namely affective commitment, continuance commitment, and normative commitment. Library personnel commitment indicators: continuance commitment ( $\beta = 0.257$ ,  $t(311) = 3.097$ ,  $p < 0.05$ ) positively and significantly influenced preservation practices of information resources, while affective commitment ( $\beta = 0.104$ ,  $t(311) = 1.447$ ,  $p > 0.05$ ) and normative commitment ( $\beta = 0.030$ ,  $t(311) = 0.361$ ,  $p > 0.05$ ).*

**Keywords:** Commitment, Library Personnel, Preservation Practices, Tertiary Institution Libraries

### **INTRODUCTION**

Academic libraries are established in tertiary institutions to support and strengthen the academic programs of such tertiary institutions of learning. These include libraries of Universities, colleges of Education, Polytechnics, Monotechnics and other post-secondary education institutions. Academic libraries are set up with the goal of acquiring, processing, storing, preserving and disseminating information materials in any format to assist teaching, learning, research, and Community services. These information materials include textbooks, journals, conference proceedings, theses and dissertations, maps and atlases, are among the point

and digital information resources. Oluwaseun, Ottong and Ottong (2017) maintain that academic libraries are repositories of the wisdom of great thinkers of the past and present. Therefore, a library must ensure that its resources, in all formats, are preserved in an accessible form for as long as possible.

However, the library collects and collates materials published and unpublished, print and non-print in some depth locally and globally in all fields of knowledge besides those offered in the academics. Libraries have contributions to make to the educational and cultural life of the countries in which they are located. Olorunfemi and Ipadeola (2021) identify library collections as print and electronic materials that can be accessed either manually or electronically by users. The pillar of teaching, learning and research in any discipline is information resources. It is expected that librarians ensure that library collections are adequately preserved to meet the information needs of lecturers, researchers and students. In addition to the above definition. It includes university (academic) libraries are valuable information resource centres for learning and experience which through its personnel helps to preserve library resources, the users to find information, gather knowledge and create content for access and posterity.

Sadly, Academic libraries today face a lot of problems, materials in these libraries are vulnerable to harm at varying levels, destruction and deterioration due to carelessness, intensive use, poor storage conditions, unfavourable weather brought on by high temperatures and high relative humidity, sunlight, pest infestation, disasters, hyper acidity, media fragility, technological obsolescence and threats to data integrity. According to Osunrinde and Agbetuyi, (2018), one of the major crises facing libraries throughout the world is the rate of deterioration of their collections. Since information resources are composed primarily of organic materials, they are subject to natural deterioration. Alegbeleye (2023) ascertained that Paper collections are vulnerable to deterioration for many reasons. Paper collections are subject to what is often called "inherent vice," a term that describes inherent weaknesses in the chemical or physical structure of an object.

There are also a number of external contributors to the deterioration of paper collections including extremes of temperature and high relative humidity, careless handling of collections, theft and vandalism, fire, water, pests, pollutants and light. The example of wood pulp paper illustrates the way inherent vice and external agents combine to cause deterioration. Alegbeleye (2023) stated that microfilming as a valued strategy has not succeeded in Nigeria and the reasons for this state of affairs are provided. The author also claimed that in-house photocopy that is quite popular among some libraries is not usually carried out onto permanent durable paper, which renders such papers to deteriorate rapidly. Similarly, the author found that majority of microfilm strips examined had not only deteriorated but had also suffered from vinegar syndrome. Disasters scenario brought about by human error or natural events, pose the ultimate threat to collections. The results are immediate, calamitous and dramatic; unlike the slow and insidious process and deterioration that takes place in boxes and filing cabinets. Disasters, which can result from fire, flooding, storms, earthquakes or broken steam pipes, can damage or destroy a few items or entire collections. Vigilance, preparedness and recovery plans are the best guards against loss from disaster (Alegbeleye, 1993).

The scope of previous research on this very important subject matter in Niger State was limited to few preservation practices and few academic libraries only. The commitment of library personnel was not investigated, for instance, the work of Mohammed (2019) Abubakar (2016) and Adamu, Babalola and Udoudoh (2017) their studies did not emphasised on the commitment of the library personnel, which this current study is set to achieve. A preliminary survey of tertiary institutional libraries in Niger State was also conducted by the researcher, vast quantities of deteriorated was revealed by the libraries such as books and other documents have accumulated in many institutional libraries. These information resources are negatively affected by natural and human factors. Regrettably, in a country like Nigeria, workplace observations and practices in university libraries have indicated commitment problems like absenteeism, low performance, turnover rate and decline in the quality of service delivery to users, which could negatively affect the library existence and continuity.

In order to solve the problem of enormous and ever growing deterioration of information resources, it is

necessary to introduce preservation practices into the various tertiary institutional libraries in Niger state. Ideally, preservation should be adapted to the information resources of which the collections are made, this will enable reduced the deterioration of information resources in academic libraries in the Niger State.

### **Research Questions**

The following research questions are posed for the study:

1. What are the existing preservation practices in academic libraries in Niger State, Nigeria?
2. To what extent are library personnel committed to the preservation practices of library resources in academic libraries of Niger State?

### **Literature Review**

The strategies for preserving information materials aims to stabilize, strengthen and ensure that information resources are protected and they remain available for use by the present and future library clients. Oyeniyi (2015) defined preservation as all efforts and actions taken to elongate the lifespan of information material. The efforts for preservation may include planning, following principles and practices directed at preventing deterioration, or restoring damaged materials to a usable condition. Ozioko (2017) on the other hand defined preservation as activities which include all the managerial and financial considerations, including storage and accommodation provisions, staffing levels, policies, techniques, and methods involved in preserving library and archival materials and the information contained in them. Rathnabahu (2023) view preservation as a process that effectively extends the life or useful life of a living or non-living collection, the individual items or entities included in a collection, or structure, building or site by reducing the likelihood or speed of deterioration.

According to Alegbeleye (2023) preservation practices cover both preventive and remedial measures taken to protect and preserve information resources. Preventive conservation practices focused on taking proactive measures to prevent damage and deterioration to cultural heritage objects or artifacts. It involves implementing strategies such as proper storage, environmental control, regular maintenance and careful handling to minimize the risk of deterioration. On the other hand, remedial conservation involves addressing existing damage or deterioration in cultural heritage objects. It includes activities such as cleaning, repairing, stabilizing and restoring objects to their original condition to a state that allows for their safe display or use. Both preventive and remedial conservation play important roles in preserving cultural heritage for future generations.

However, because of the expense in establishing laboratories or workshops and the employment of seasoned conservators, many libraries in Nigeria especially in Niger state do not engage in remedial conservation but only limit themselves to preventive conservation practices. Emphasis in this study is on preventive conservation practices. Odutola and Alegbeleye (2019) claimed that information resources preserved in various libraries play an important role in the process of intellectual development, learning and research which expands users' perspectives in terms of learning, self-development and evaluation. This implies that if information resources are not properly preserved it will not be possible for library patrons to retrieve important information for academic, research and consultancy services.

On the other hand, Mubofu, Mambo and Samzugui (2020) say to preserve information resources in good condition, it is important to maintain and control the environment to avoid the fluctuations of temperature and humidity. Alegbeleye (2023) stated that microfilming as a valued strategy has not succeeded in Nigeria and the reasons for this state of affairs are provided. In-house photocopy that is quite popular among some

libraries is not usually carried out onto permanent durable paper, which renders such papers to deteriorate rapidly.

In addition, the author also observed that preservation photocopy has greater value if appropriate alkaline paper is used in the transfer of the information content as this prolongs the useful life of the paper and the information as well. Phillips (2015) revealed that emergency preparedness, climate control, integrated pest management, care and handling policies. In the same vein, Anyaoku, Echedom, and Baro (2019) established that printed information resources suffer from deterioration due to the acids present in paper that cause damage to its fibers, and hence causing it to become brittle and discoloured over time. Therefore, preserving them through various strategies for future use is inevitable otherwise libraries will fail to share knowledge found in printed information resources with the next generations. Zeena and Suresh (2018) defined commitment as away employees display a highest level of devotion to assist in the achievement of the organization's goals.

Atmojo (2015) stated that organizational commitment is defined as a subordinate's identification with the mission, goals, and vision of the organization. This implies that staff has to accept all norms and values of the organization and be willing to be part of the success story. Commitment in term of technical skills which include ability to use tools, procedures and techniques of a specialized field needed to accomplish service delivery tasks, which include expertise in using equipment and tools. Research librarians should be able to provide best access to the collection physically and virtually through suitable preservation and conservation techniques. Mazayed et al, (2014) asserted that a committed employee is described as the one who stays with the library through thick and thin, attends tasks regularly, puts in a full day's work, defends a company's assets, shares company's goals.

However, Soenanta, Akbar and Sariwulan (2020) stated that, when a librarian has a low level of commitment to the library, he or she will tend to have low output and consequently, the proceeds of the library will be affected. In terms of library commitment among library personnel. Furthermore, Malik and Kanwal (2018) posited that librarians' level of commitment is meaningfully subjective by career stages, type of library work setting, and the number of dependents, such as conditions of service, physical working conditions, job recognition, job security, promotion and wages. All of these may affect the commitment of librarians to their libraries. For any academic library to be successful, the commitment of its librarians is essential in achieving the library goals and objectives. Such objectives and goals can only be attained when the management of the academic library pays attention to the welfare of her librarians which will boost the commitment of the librarians to their libraries, and the preservation of the information resources in these libraries. In agreement to the above definition, Yaya (2019) asserted that job satisfaction among librarians is very important because it contributes to the high job commitment and paves the right path in preservation practices. Thoughtful job satisfaction among library personnel will aid the libraries to find a device to uphold academic talents; lower absenteeism and turnover rate, as well as entice new best brains into the academic streak and the ability to preserve the information resources.

According to Mazayed et al, (2014) emphasised that in the beginning, the commitment was studied in social and religious organizations. They further stated that later on, with the increase in strained relationships between employees and their organizations, the concept of commitment was applied in the industry, considering labour as the important factor for continuous economic development. On the other hand, Mayowa-Adebara and Opeke (2019) the relationship between the library and its management has been studied primarily in the form of job involvement, loyalty, motivation, and was used in different contexts to explain the terminology.

The present study supported the study of Udofia and Ibegwam (2019) with an exception the continuance commitment which was found low, others (affective and normative) were found to be high in their study. An opposing result to the present study in terms of affective and continuance commitment was reported in the study of Ikolo (2018) who found that affective and continuance commitment was low among librarians in public universities in South East Nigeria. Confirming earlier findings of the studies of Seyyedmoharrami,

Dehaghi, Abbaspour, Zandi, Tatari, Teimori and Torbati (2019) that creating supportive climate make employees feel good about their work environment and consequently their commitment are enhanced. Findings indicated that librarians' commitment in public universities in South-South was high, implying that librarians are committed to their libraries.

A profound look at the various dimensions of commitment revealed that librarians express affective commitments to their libraries than continuance and normative commitments which were moderately high. In corroboration to this, Oyovwevotu, (2018) and Irefin, and Ali (2014) who found that the level of employee commitment of the staff of the libraries was very high. Also, in agreement, Mayowa-Adebara (2018) found that commitment is an emotional response that can be measured through librarians' behaviours, beliefs and attitudes. Committed and satisfied librarians have been found in libraries that apply participatory management, open communication, and chances for attainment which are clear indications of job satisfaction. The correlation between organizational commitment and job satisfaction has been pondered for ages by several professionals.

According to Mekonnen, Bires and Berhanu (2022) Lack of commitment may have negative impact on preservation management. For instance, the bane of preservation in Croatian libraries was attributed to personnel activities being based on individual effort rather than collective responsibility, and it was observed that enthusiasm and communication between subjects on different levels is scarce. However, in the study of Rasaki and Abioye (2018) said preservation commitment in the management of British libraries revealed inadequacy in conceptual skills about preservation of library resources among librarians this was evident among library personnel as majority still regarded preservation as a specialised activity, normally applicable to special collections and rare or valuable items and not as responsibility of all (Eden et al., 1997).

Adegbaye, Agboola and Buraimo (2021) asserted that library depend on committing staff to build, maintain modest benefits and achieve results. Librarians who exhibit high commitment on the preservation of the information resources and spend less period away from their jobs and are less liable to depart from the library. In agreement to the above view, Ogunbanjo, Awonusi, Awoyemi and Olaniyi (2022) opined that staff with a high level of normative commitment feel that they ought to remain with the library. Continuance commitment is created by the high costs related to leaving the library and creates a feeling of needing to continue service. Establishing a warm pleasant working environment will go a long way toward improving the preservation practices and productivity.

Discussing on the commitment Ahmadi et al, (2018) librarians considered their career goals as important and valuable, successfully performed their assigned tasks, had a sense of belonging and commitment to organization, and enjoyed from their membership, a situation similar to this study. Training contributed highest to job commitment while counselling offered the least contribution to job commitment. This result provides insight into ways to facilitate better career development for librarians by paying attention to all the constructs captured in the study. Several empirical, conceptual and theoretical literature reviewed in the study corroborates this finding. Library management commitment comes in when a librarian identifies with a particular library and its goals and wishes to maintain the membership of that library as a result of job satisfaction and job involvement.

### **Methodology**

The survey research design was adopted for this study. The target population for this study comprised of professional and para-professional librarians in the sixteen academic libraries in Niger State. There are 387 library personnel for the study.

Sampling techniques are steps and procedures used in selecting respondents for a study. For this study, the researcher used total enumeration census. Total enumeration is a type of purposive sampling technique where the researcher chooses to examine the entire population that have a particular set of characteristics. Research data was collected through a self-constructed questionnaire with item adopted and adapted from

related literatures. Face validity was determined by having the researcher's supervisor and experienced educators in the library and information science field evaluate the instrument. The research questions set for the study were analysed using descriptive statistics to present Frequency counts, mean and standard deviation, tables, and percentages. Simple linear regression and multiple linear regressions were the statistical methods used to test the influences and the differences of the three variables

**Research Question One:** What are the existing methods of preservation practices in academic libraries in Niger State, Nigeria?

### Methods of preservation practices

**Table 3**  
Methods of preservation practices

Preservation Practices	Strongly agree (4)	Agree (3)	Disagree (2)	Strongly disagree (1)	Mean	Std.
<b>Proper Storage</b>					<b>2.87</b>	<b>0.782</b>
Books in my library are stored under adequate temperature conditions	147 (46.7%)	147 (46.7%)	9 (2.9%)	12 (3.8%)	3.36	0.720
The relative humidity under which books are stored in my library is adequate	90 (28.6%)	187 (59.4%)	24 (7.6%)	14 (4.4%)	3.12	0.726
My library has adequate air-conditioners to ensure stable condition of temperature and humidity	99 (31.4%)	92 (29.2%)	74 (23.5%)	50 (15.9%)	3.03	0.947
My library uses light bulbs as light sources	66 (21.9%)	129 (41.0%)	106 (33.7%)	14 (4.4%)	2.97	0.688
There is good air circulation in my library	72 (22.9%)	120 (38.1%)	80 (25.4%)	43 (13.7%)	2.91	0.747
My library uses fluorescent light as light source	51 (16.2%)	120 (38.1%)	115 (36.5%)	29 (9.2%)	2.84	0.749

The light levels in my library are adequate	49 (15.6%)	185 (58.7%)	63 (20.0%)	18 (5.7%)	2.84	0.774
My library does not experience fluctuations in light and humidity levels	54 (17.1%)	211 (67.0%)	35 (11.1%)	15 (4.8%)	2.78	0.824
My library controls the ultra-violet rays,	66 (21.0%)	102 (32.4%)	106 (33.7%)	41 (13.0%)	2.72	0.754
My library does not use wooden shelves	61 (19.4%)	103 (32.7%)	106 (33.7%)	45 (14.3%)	2.65	0.762
Books in my library are not jumpacked on the shelves	51 (16.2%)	185 (58.7%)	57 (18.1%)	22 (7.0%)	2.61	0.865
My library maintains micro- climate for special materials	44 (14.0%)	111 (35.2%)	134 (42.5%)	26 (8.3%)	2.55	0.833
<b>Handling of Library Materials</b>					<b>2.85</b>	<b>0.953</b>
My library practices Integrated Pest Management (IPM)for pest control	116 (36.8%)	92 (29.2%)	53 (16.8%)	54 (17.1%)	3.23	0.961
My library disposesof waste materials properly in the library	100 (31.7%)	107 (34.0%)	55 (17.5%)	53 (16.8%)	3.13	0.917
My library does not permit eating in thelibrary	95 (30.2%)	90 (28.6%)	72 (22.9%)	58 (18.4%)	2.91	1.033
My library sets trapsfor pests in the library	98 (31.1%)	85 (27.0%)	51 (16.2%)	81 (25.7%)	2.77	1.232
Books and journalsin my library are carefully handled	57 (18.1%)	101 (32.1%)	112 (35.6%)	45 (14.3%)	2.56	0.738
My library has strictrules governing handling of	60 (19.0%)	97 (30.8%)	105 (33.3%)	53 (16.8%)	2.52	0.835

library materials

<b>Disaster Preparedness</b>					<b>2.99</b>	<b>0.974</b>
My library has fireperiodic drills	123 (39.0%)	80 (25.4%)	56 (17.8%)	56 (17.8%)	3.23	1.023
My library has smoke detectors	98 (31.1%)	94 (29.8%)	73 (23.2%)	50 (15.9%)	3.03	0.940
My library has fire detectors	96 (30.5%)	102 (32.4%)	63 (20.0%)	54 (17.1%)	3.03	0.954
My library has fire suppression systems	98 (31.1%)	94 (29.8%)	73 (23.2%)	50 (15.9%)	3.03	0.940
My library has training programmes to forestall disasters	80 (25.4%)	124 (39.4%)	66 (21.0%)	45 (14.3%)	3.03	0.762
My library has a disaster control team	97 (30.8%)	89 (28.3%)	77 (24.4%)	52 (16.5%)	2.97	0.979
My library has security guards	89 (28.3%)	98 (31.1%)	79 (25.1%)	49 (15.6%)	2.95	0.914
My library has smoke suppression systems	101 (32.1%)	88 (27.9%)	61 (19.4%)	65 (20.6%)	2.93	1.107
My library has a disaster management plan	101 (32.1%)	88 (27.9%)	61 (19.4%)	65 (20.6%)	2.93	1.107
My library has CCTV cameras in sensitive parts of the library	92 (29.2%)	98 (31.1%)	66 (21.0%)	59 (18.7%)	2.92	1.017



My library uses key-control system for security of the library	102 (32.4%)	81 (25.7%)	70 (22.2%)	62 (19.7%)	2.92	1.100
Access to sensitive materials such as thesis/dissertations is protected	76 (24.1%)	117 (37.1%)	72 (22.9%)	50 (15.9%)	2.89	0.847
Digital Preservation					2.76	0.922
My library has a digital preservation policy	82 (26.0%)	106 (33.7%)	76 (24.1%)	51 (16.2%)	2.89	0.902
My library has regular backup practices	84 (26.7%)	101 (32.1%)	80 (25.4%)	50 (15.9%)	2.89	0.909
File formats used for our digital collections are widely supported	82 (26.0%)	93 (29.5%)	82 (26.0%)	58 (18.4%)	2.76	0.998
One of the preservation strategies of my library is refreshing of digital materials	76 (24.1%)	98 (31.1%)	87 (27.6%)	54 (17.1%)	2.74	0.933
One of the preservation strategies of my library is migration of digital information	76 (24.1%)	86 (27.3%)	102 (32.4%)	51 (16.2%)	2.72	0.916

My library has trained staff in digital preservation	70 (22.2%)	90 (28.6%)	104 (33.0%)	51 (16.2%)	2.66	0.882
Digital materials in my library are generally securely protected	70 (22.2%)	92 (29.2%)	98 (31.1%)	55 (17.5%)	2.65	0.915
Grand Mean					2.87	0.908

**Source: Researcher's Field Survey, 2024**

**Decision Rule: 1.0-1.74 = Strongly disagree; 1.75-2.49 = Disagree; 2.50-3.24 = Agree; 3.25-3.99 = Strongly agree**

Table 3 reveals the descriptive analysis of the methods of preservation practices in academic libraries in Niger State. The result shows a grand mean of ( $x = 2.87$ ,  $SD = 0.908$ ) on a scale of 4-point Likert-type scale. This implies that the librarians in Niger State practice preservation methods. However, there is still room for improvement on the methods of preservation as the threshold has not been reached. The Table further shows that disaster preparedness had the highest mean of  $x = 2.99$ , while digital preservation had the lowest mean of  $x = 2.76$ . In corroboration to this, Ishola, (2017) on his study on Preservation practices and Disaster Management of Frequently-Use Collections in University Libraries: A Case Study of Three University Libraries. The study found that there is no written preservation and conservation policy in the university libraries studied, and even in cases where a preservation policy exists, it is often unwritten and not adhered to. Similarly, Catherine (2017) examined the preservation of information sources in polytechnic libraries in South Eastern States of Nigeria. The study found out that the problem of preservation of information sources in the polytechnic libraries are dust and disintegration of books and that the library did not adopt the use of modern technology.

**Research Question Two:** To what extent are library personnel committed to the preservation practices of library resources in academic libraries of Niger State?

**Table 2. Commitment of library personnel to preservation practices**

Commitment	Very high level (4)	High level (3)	Low level (2)	Very low level (1)	Mean	Std.
<b>Affective Commitment</b>					<b>3.07</b>	<b>0.586</b>
My preference to work on preservation of library materials in this library over others at the time I joined is	102 (32.4%)	189 (60.0%)	24 (7.6%)	0	3.25	0.583
The willingness to put in more effort on preservation of library materials than expected in this library is	67 (21.3%)	241 (76.5%)	7 (2.2%)	0	3.19	0.446
My enthusiasm	63	224	28			208

My emotional attachment to this library in its preservation efforts is	68 (21.6%)	193 (61.3%)	54 (17.1%)	0	3.04	0.622
My loyalty towards my library management in its preservation effort is	61 (19.4%)	179 (56.8%)	75 (23.8%)	0	2.96	0.657
The tendency for me to remain in this library due to its commitment to preservation even to my disadvantage is	55 (17.5%)	164 (53.0%)	96 (30.5%)	0	2.87	0.681
<b>Normative Commitment</b>					<b>2.89</b>	<b>0.654</b>
The obligation I feel to work for the same library because of my interest in preservation is	53 (16.8%)	190 (60.3%)	72 (22.9%)	0	2.94	0.628
The sense of loyalty which I feel this library deserves from me because of its interest in the preservation practices is	42 (13.3%)	189 (60.0%)	84 (26.7%)	0	2.87	0.619
The necessity for me staying in this library because of its interest in preservation is	47 (14.9%)	164 (52.1%)	104 (33.0%)	0	2.82	0.669
My obligation to remain with my current employer because of my interest in preservation is	57 (18.1%)	157 (49.8%)	101 (32.1%)	0	2.86	0.695
My desire not to leave this library because of the strong sense of attachment to its preservation programmes is	54 (17.1%)	188 (59.7%)	73 (23.2%)	0	2.94	0.633
My respect for the library authorities because of their commitment to preservation is	59 (18.7%)	166 (2.7%)	90 (28.6%)	0	2.90	0.682
<b>Continuance Commitment</b>					<b>2.88</b>	<b>0.662</b>

My choice of job in this library makes me committed to preservation	50 (15.9%)	209 (66.3%)	56 (17.8%)	0	2.98	0.581
Benefits from staying in this library due to interest in preservation practices is	53 (16.8%)	177 (56.2%)	85 (27.0%)	0	2.90	0.655
The possibility of me not leaving the library because of my profession interest in preservation practices when I get better job opportunities is	51 (16.2%)	181 (57.5%)	83 (26.3%)	0	2.90	0.645
My desire to continue to work in this library to preserve cultural heritage is	56 (17.8%)	157 (49.8%)	102 (32.4%)	0	2.85	0.694
My aspiration to have lifetime employment, if possible, with the library because of interest in preservation practices is	57 (18.1%)	130 (41.3%)	128 (40.6%)	0	2.77	0.734
<b>Grand Mean</b>					<b>2.95</b>	<b>0.634</b>

**Source: Researcher's Field Survey, 2024**

**Decision Rule: 1.0-1.74 = Very low level; 1.75-2.49 = Low level; 2.50-3.24 = High level; 3.25-3.99 = Very high level**

The library personnel were asked to indicate their level of commitment to preservation practices in Table 4.4. The result indicates a high level of commitment of library personnel to preservation practices in academic libraries in Niger State ( $\bar{x} = 2.95$ ,  $SD = 0.634$ ) on a scale of 4-point Likert-type. Commitment of library personnel was divided into three dimensions namely – affective commitment, continuance commitment, and normative commitment. The average mean values for each of the commitment constructs were also calculated. Of the three dimensions measured, affective commitment had the highest rating ( $\bar{x} = 3.07$ ) while continuance commitment had the lowest rating ( $\bar{x} = 2.88$ ) among the library personnel. One could infer from the findings that the library personnel in academic libraries in Niger State had a high level of preference to work on preservation of materials, hence, their affective commitment.

## Discussion of Findings

The study reveals that the preservation practices of information resources in academic libraries in Niger State is significantly high. The study also found that proper handling of books, environmental and humidity

control, photocopying, digitization, microfilming and implementation of digital preservation strategy are the various methods of preservation practices in academic libraries in Niger State. In line with this finding is that of Mubofu, Mambo and Samzug (2022) who revealed effective preservation methods for information resources such as photocopying, binding, digitization, migration, and emergency preparedness plans public university libraries in Tanzania. The level of commitment of library personnel to preservation practices of library resources in academic libraries of Niger State. The result from the study showed a high level of commitment of library personnel to preservation practices.

Research question two ascertained the level of commitment of library personnel to preservation practices of library resources in academic libraries of Niger State. The result from the study showed a high level of commitment of library personnel to preservation practices. This finding is in consonance with earlier findings from Allahde and Oluremi (2019) and Mayowa-Adebara (2018), who found high levels of commitment (affective, continuance and normative) among librarians. The present study supports the study of Udofia and Ibegwam (2019) with an exception of continuance commitment which was found low, others (affective and normative) were found to be high in their study. An opposing result to the present study in terms of affective and continuance commitment was reported in the study of Ikolo (2018) who found that affective and continuance commitment were low among librarians in public universities in South East Nigeria. Similarly, Seyyedmoharrami, Dehaghi, Abbaspour, Zandi, Tatari, Teimori and Torbati (2019) found that creating supportive climate (trust, support and incentives of employees) make employees feel good about their work environment and consequently increases their level of commitment.

### **Conclusion and Recommendation**

Despite having high levels of preservation practices, the study observes that academic libraries in Niger State have no preservation policy plan on how to preserve library information resources and this has led to the extent of degradation of information resources. The libraries centred their attention mainly on acquiring, cataloguing, binding, shelving and making them available with scant attention to their preservation. The role of preservation practices will help to protect millions of publications from deterioration in the academic libraries in Niger State as any loss to such materials is in some cases simply irreplaceable. Therefore, preserving this intellectual, and cultural heritage becomes not only the academic commitment but also the moral responsibility of the librarian. Although the level of commitment of library personnel towards preservation practices is high, there is still room for improvement. Based on the findings of this study, this study concludes that existing methods of preservation and commitment of library personnel have a significant influence on preservation practices in academic libraries in Niger State.

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