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The Impacts of Public Libraries in Promoting Knowledge Society among Civil Servants in Nigeria

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Abstract

Public libraries serve as gateways to knowledge and culture by playing a fundamental role in society. The aim of this study is to examine the impacts of public libraries on the promotion of knowledge societies among civil servants in Oyo State, Nigeria. The total population was 570, and the sample size was 235 using a simple random sampling technique. The research design adopted was a descriptive survey. A questionnaire was used as an instrument for data collection, and a descriptive data analysis technique of frequency and the simple percentage was used. Findings revealed, firstly, that public libraries promote knowledge societies among civil servants through their collections, resources, and internet facilities to enhance the civil service culture. Secondly, public libraries have contributed significantly to improving and promoting knowledge societies as the civil servants make judicious use of the library facility to promote knowledge societies. Thirdly, public libraries have limitation that hindered the promotion of knowledge societies among civil servants; which are inadequate library materials, poor reading culture, inaccessibility to information resources, poor dissemination of information, and inadequate professional staff have. The recommendations of this study are the public libraries should provide more collections, adequate information resources tailored toward the promotion of knowledge societies, recruit professional staff and conduct regular training to improve their discharge of duties to meet the information needs of civil servants for the promotion of knowledge societies.

Keywords: Public Libraries Promotion, Knowledge Society, Civil Servants.

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Introduction

The shift from the industrial age to the information age is no longer new to most people. Man's search for knowledge has resulted in a tremendous quantity of information being



created and accumulated that can be used in different spheres of life. Today's world can boast of a knowledge-based society with many educated people. Therefore, the search for knowledge understands no boundaries, and boundaries have never fulfilled human thirst. However, Abdulsalam, Okezie, and Agbo (2013) noted that libraries and other information organizations in modern societies are established to respond to the information needs of communities. And for the information organizations to function well, there is the need to train the professionals who will be able to provide the needed resources and services to meet the development needs of individuals/governments. Nigerian society can guarantee library and information services to all Nigerians irrespective of location, age, religion, political, and ethnic affiliations through this process.

Public libraries are generally financed from government money like taxes, and they serve a broader range of users than academic, special, private, or other types of libraries. A public library is a general library where both print and non-print materials are made available, covering a wide range of subject areas, the range of materials as wide and varied as the reading needs of the people using the library. It is generally free and open to all without discrimination and entirely intended to provide services to the general public regardless of age, gender, status, occupation, or religion. The services are designed to be free or attract small fees to generate government funds used to maintain the library (Joy & Idowu, 2014).

Technologically, Information and Communication Technology developments mark the third wave of technological development the information revolution. These technologies are sometimes referred to as general-purpose technologies that have already had a widespread effect on companies' politics, and even people live far beyond expectations. In these cases, the exchange of information through an ICT infrastructure or a more radical concept of superhighways information, the principle of information society was mainly supported by technology (Adeyemi & Issa, 2020; Nath, 2017). With the introduction of fresh technologies like computers, the services provided by libraries have also experienced major shifts; telecommunications and the Internet make libraries the leader in knowledge management (Abdulsalami et al., 2013).

The development of public libraries in Africa reflects the various library systems of colonial countries. The famous subscription library and the first in Lagos were founded on Mr. The Tom Jones's estate. The oldest libraries are the current high court library and the Federal Ministry of Justice library, and both were launched in 1900. There is the Lagos library, a subscription library with a reference collection, and the Tom Jones Library, which was donated to the Government by citizens of Lagos. In 1946, the Lagos public library replaced the Lagos City council and the British Council, jointly owned by the Lagos library. A mobile library scheme was also launched in Lagos in the same year. Towards the end of the 1950s, the Federal Government established a federal library advisory committee on the example of the West African Libraries Association (WALA). This committee and successive British council librarians have submitted different proposals for national library services. A successful crash education program with some degree of success, creating a favourable climate for library development in Nigeria. The climate cleared in 1976 with the introduction of the Universal Primary Education Scheme.

Public libraries are established entirely with government grants inappropriate developing countries managed by public funds, and there are no direct fees to be made to anyone for their services. According to its purpose, public libraries should be easily accessible, and their doors open to free and equal use by all members of society. Public libraries are in the Western Region of Nigeria; especially its head office is in Ibadan. There are also public libraries in several major cities in the region.

With the formation of the state, many libraries were established. Since then, in the states of Edo and Delta. The Library Board is very active in providing library services in both states. The East Regional Government established the Regional Library Board in 1955 to provide library services to the local community. The United Nations Educational, Scientific, and Cultural Organization (UNESCO) was then involved in a pilot project with an Eastern Regional government to establish a Library Council in the area. Several states were formed from the Eastern Territory in 1967. The Middle East State Library Board was formed in 1971 by Decree No. 17, Decree established the River State Library Council in 1971, and Decree created the Southeastern State Library Council in 1973. This council is charged with providing library services to the public. Since 1976, there has been further restructuring and renaming of the states in the region. The new names are the states of Anambra, Enugu, Imo, Ebonyi, Rivers, Cross-River, Akwa Abom, and Bayelsa. All of these states have library boards that are in charge of providing library services to citizens.

However, the key characteristics of a knowledge society can be outlined as follows: the mass and polycentric production, transmission, and application of knowledge are dominant; the price of most commodities is determined by the knowledge needed for their development and sale rather than by the raw material and physical labor that is needed to produce them; a large portion of the population attains higher education; a vast majority of the population have access to information and communication technologies and the Internet; a large portion of the labor force are knowledge workers who need a high degree of education and experience to perform their job well; both individuals and the state invest heavily in education and research and development, and organizations are forced to innovate continually.

However, these are important characteristics of a knowledge society with which civil servants derived their promotion. Essentially promotion is the means of informing your users what you do and what you can do. The benefits for those who promote their library services include increased usage, increased value in the organization, education of users, and changed perceptions. The promotional plan emerges from the marketing plan. It is to do with achieving the objectives that have been forecast. It involves a description of the service requiring publicity; a description of the audience at which publicity is targeted; details of the campaign method to be employed, including the type of publicity to be used and method(s) of distribution; execution of campaign; analysis of campaign performance. Setting clear promotional objectives will also ensure knowledge distribution among civil servants in Nigeria, especially in Oyo state. It should be accepted that promotional activities have not met their goals from time to time. Against this background, this study examines the perceived impacts of public libraries in promoting knowledge societies among civil servants in Oyo state.

Over time, the library is perceived as a social instrument that creates a link in the communication system, essential to every culture and society. However, the library is observed to create wealth, knowledge, and information essential for promoting civil servant knowledge. The world has moved from the industrial age to the information age. The search for knowledge has led to the creation and accumulation of tremendous amounts of information that promote knowledge societies. However, some are still unaware of the information around them and thus create a problem. The majority are not aware of the public libraries' impact in promoting knowledge societies, and those that are aware find it difficult to access. Yi (2016) asserted that the number of different library professional positions and years involved in all library services made no difference in promoting knowledge in society. Patil and Pradhan (2014) noted that promotion is meant to educate civil servants on using the library and its resources and upkeep their expertise by providing information appended

in various sources available in the library. However, factors such as poor reading habits, inadequate library staff, poor reading culture, and inadequate library materials are perceived to influence public libraries on promoting knowledge societies among civil servants.

Based on the description of the problems above, the main objective of this study is to examine the impacts of public libraries on the promotion of knowledge societies among civil servants in Oyo State. Based on the objective, this research will specifically discuss: (1) the factors that influence public libraries in the promotion of knowledge societies among civil servants in Oyo State, (2) the extent to which knowledge societies among civil servants in Oyo State are promoted, (3) the process of public libraries assists in promoting knowledge societies among civil servants in Oyo State, (4) the factors hindered the promotion of knowledge societies among civil servants in Oyo State, and (5) the solutions to the factors that hinder the promotion of knowledge societies among civil servants in Oyo State.

Method

The study examined the perceived impacts of public libraries in promoting knowledge societies among civil servants in Nigeria. However, because of the nature of the study, the population of the study includes civil servants who make use of the Oyo State Library Board (OYSLB) and the National Library Oyo State Branch. A descriptive survey was adopted. The study used a questionnaire as an instrument for data collection and descriptive data analysis technique of frequency and simple percentage. Based on the data collected for the two libraries. The total number of civil servants registered between 2019 to March 2020 with both libraries is 214 and 356, respectively, making 570. The study adopts a simple random sampling technique to give all respondents an equal chance of being selected. Moreover, the sample size for the population of 570 is 235 using *Slovin Formula* ($n=N/(1+Ne^2)$)

Where **n** is the sample size, **N** is the total population, and **e** is the confidence level. Using the above formula to calculate the sample size (n) for the study where:

$$\begin{aligned} N \text{ (population)} &= 570 \\ e \text{ (confidence level of 95\%)} &= 0.05 \\ \text{Sample size (n)} &= \frac{570}{1 + 570 (0.05)^2} \end{aligned}$$

$$n = 235.1$$

$$n = 235 \text{ (approximately)}$$

Sample (n=235)

S/N	Name of Library	Population	Percentage in Population	Sample Size
1.	OYSLB	214	37.5%	88
2.	National Library Ibadan	356	62.5%	147
	TOTAL	570	100%	235

The study used a questionnaire as an instrument for data collection. The study adopts descriptive statistics (simple percentage and frequency count) as the analysis method.

Result and Discussion

This chapter describes the study results from the research conducted on the public servant in Oyo state, namely The Factors that influence Public Libraries in promoting knowledge societies among civil servants, the respondent's perception of how public libraries assist civil servants through the promotion of knowledge societies. The respondent's perception of

how public libraries promote knowledge societies among civil servants, The hindrances to promoting knowledge societies among civil servants, and solutions to resolve the hindrances to promoting a knowledge society among civil servants.

Concept of Knowledge

Abdulsalami, Okezie, and Agbo (2013) stated that the term “knowledge society” was first used by Peter Drucker in 1969 and was built on the concept of the information society. The study opined that knowledge society includes all community members in developing and using knowledge in a more comprehensive and richer notion where knowledge society emphasizes the development, production, and use of data and knowledge in society. Knowledge is a significant element of any human activity as a significant creative force and center of the economy. Technology advances have facilitated information access and use more efficiently than before.

Maier and Schmidt (2015) also described a knowledge society as a human organization based on modern knowledge created and representing the fresh quality of life support systems. It is based on the need to distribute knowledge, access information, and the ability to transfer information to knowledge. Anyaoku, Osuigwe, and Oguaka (2014) stated that Knowledge societies could identify, produce, process, transform, disseminate, and use the information to construct and apply human development knowledge. Alam (2016) posited that a knowledge society is a learning society quickly expanding and continually circulating the globe. Economic achievement and a culture of ongoing innovation rely on employees’ ability to continue to learn from each other and themselves.

Wessels, Finn, Wadhwa, and Noorman (2017) posited that knowledge society produces, organizes, shares, and makes knowledge accessible to all its members that can be used to enhance the human condition. Gokhale-Shahade (2014) stated that information had become an essential resource for economic growth, development, and job creation because its value and investment are intangible. Furthermore, the research identified factors that differentiate a knowledge society from an information society: simple access to information, the capacity to absorb and interpret information, and the capacity to use the information for conversion to enhance society’s performance.

Vali (2013) stated that the knowledge society is one of complexity, diversity, reflexivity, and interpretation of information. Formal, non-formal, or informal education is a requirement and a significant pillar of the knowledge society. Vali (2013) further emphasized the role of education in a knowledge-based society. The research showed how respondents expressed their agreement or disagreement with the significance of training programs that develop the skills needed by the knowledge society. The study observed that active involvement in continuous training activities when referring to constructivist tools and technologies appears due to a paradigm of complexity, an integrative paradigm, and a reflexivity and interpretation paradigm. This study shows that information can not alter the conduct of those who learn by itself but by how it is treated, the structured manner, and the atmosphere it travels.

Owoeye and Abolarinwa (2016) stated that a knowledge society is the aggregate of people, organizations, or systems collecting or disseminating information. The knowledge society has a major effect on information policy issues. The research further indicated that one way of capturing the knowledge of society is to consider how data operations occur among people and organizations engaged in the daily procedures of creating, disseminating, and using the information in the community. However, civil servants need distinct information tools ICTs for daily tasks which contribute to the performance of labour (Akanbi, Ogunleye, & Sulaiman, 2020).

Promotion of Knowledge Societies among Civil Servants

Civil servants must behave independently and in the “government interest”. Civil servants can serve as significant “counterweight(s)” to political forces in the constitutional execution phase. Civil servants are closely involved in the policy process and tend to have qualities that make them suitable to influence or even guide the implementation of the constitution. In particular, they are loyal to an overarching set of principles, the “public interest,” autonomous of government policy objectives (MacDonnell, 2015). Civil servants are essential for any society’s life and survival. It is a bigger component of the literate community and requires a great deal of information to operate.

Ingelevic (2016) stated that the knowledge society opens up fresh possibilities for prosperity and well-being and enables citizens to engage actively in society. The increasing gap between the information-rich and the information-poor has exposed social tensions and marginalization. The study further stated that the knowledge society substituted the role and tasks of the library. One of the library’s primary tasks is to generate democratic access to all published information. Jiyane, Majanja, Mostert, and Ocholla (2013) opined that the information and knowledge society offers enormous opportunities and benefits to people regarding access and use of information.

Jiyane, Majanja, Mostert, and Ocholla (2013) observed that knowledge is the main input in economic activities within the data and knowledge society resulting in a fresh information economy because the information is considered economically valuable in the information and knowledge society. It can be used in health, education, social services, and trade to encourage human development. Yi (2016) investigated effective techniques for promoting library services and resources. The only survey collected data from 400 academic librarians in thirty-seven Australian universities. Quantitative and qualitative data were analyzed using descriptive and inferential statistics. The result indicated that public libraries better understand techniques for promoting services and resources.

Public Libraries and Knowledge Societies

Public libraries serve as gateways to knowledge and culture by playing a fundamental role in society. Public libraries also assist in guaranteeing an accurate record of previous generations’ information generated and accumulated. In a world without libraries, research and human knowledge would be difficult to advance or preserve the cumulative knowledge and heritage of the world for future generations. White (2012) asserted that libraries depict different things for different people, where mothers can take children to read their first stories, enables students to study, borrow a book, access the Internet, or conduct research. This statement implies that the library offers a way to obtain access to information. Owoeye and Abolarinwa (2016) stated that the library is a significant organization that, if tightly guided and controlled by information policy, plays a prominent role in shaping the knowledge society.

Basri, Yusof, and Zin (2012) affirmed that the public library provides information because it has the expertise to acquire, disseminate, organize and administer information. Owoeye and Abolarinwa (2016) further stated that the library is not only a collector but also a steward, protecting the legacy of the nation and ensuring equal access for people. Oyelude and Bamigbola (2012) posited that all forms of knowledge are available in the library, development of collections in libraries guarantees that what is focused on is acquired by those accountable. The knowledge is collected in distinct formats, methods, and media, while a lot is invested in libraries to organize (catalog and classify) the collection. The study further stated that public libraries apply the all-important choice of what to leave for users and how to leave it to them. Access and reference facilities take care of these; the path is, therefore, accessible to knowledge users.

Abdulsalami, Okezie, and Agbo (2013) opined that the library's primary function is to provide users with current and available information resources. It also supplies materials in databases, electronic serials, complete texts, and traditional journals, depending on user areas of responsibility. Bell and Javorka (2016) stated that public libraries' roles continually evolve. Libraries shift from the stereotype of stuffy spaces supervised by overzealous librarians to a location of community commitment, professional growth, and lifelong learning. Mandic, Stazic, Cupar, and Ivanovic (2016) stated that libraries as cultural institutions must actively support their patrons' encounters with literature, art, and music for communication between distinct generations, cultures, and groups of concern. The library's role as a communications centre is reflected in its various exhibitions, concerts, theatre performances, and other events in collaboration with other institutions, associations, and artists.

Factors affecting the Promotion of Knowledge Societies by Public Libraries

A knowledge society is one in which knowledge becomes a major creative force, a major component of any human activity. Economic, social, cultural, and other human activities depend on a huge volume of knowledge and information (Balloni & Targowski, 2015). Alam (2016) noted that the attempt to create a knowledge-based society starts off successfully by bringing together the entire set of present-day values that must prove the capacity to recreate a global society's attitudes and practices. The perspective of knowledge summons and aligns the efforts towards producing new knowledge through research activity, transferring knowledge through education and professional training, disseminating the knowledge by publishing and utilizing knowledge in the society's best interest, especially through innovation.

Data analysis

The analyzed data are primary, and they are presented in tables using frequency counts and simple percentages. A total of 235 questionnaires was administered to the respondents out of which 225 were retrieved and analyzed giving the response rate of 95.7%.

Table 4.1
Demographic Information of the Respondents

Demographic Information	Frequency	Percentage (%)
Gender		
Male	95	42.2
Female	130	57.8
Total	225	100.0
Age		
21-30 years	51	22.7
31-40 years	66	29.3
41 years & above	108	48.0
Total	225	100.0

Educational qualification		
HND	44	19.6
BSC	94	41.
MSC	47	20.9
PHD	4	1.8
Others	36	16.0
Total	225	100.0
Years of Experience		
5 - 10	83	36.9
11 - 15	55	24.4
16 - 20	41	18.2
21 - 25	16	7.1
26 and above	30	13.3
Total	225	100.0

Source: Fieldwork (2021)

Table 4.1 shows that 95 respondents (42.2%) are male while 130 respondents (57.8%) are females indicating that we have more female respondents in the population. From the population, 51 respondents (22.7%) are within 21-30 years of age, 66 respondents (29.3%) are within 31 – 40 years of age, while 108 respondents (48.0%) are within the range of 41 years and above indicating a larger percentage of the respondents are 41 years and above.

It is also observed that 44 respondents (19.6%) have an HND certificate and 94 respondents (41.8%) have a BSC degree. 47 respondents (20.9%) have MSC degree while 4 respondents (1.8%) have PhD degree. At the same time, 36 respondents (16.0%) have other qualifications not specified. From the statistics, it could be seen that most of the respondents have a BSc degree. Finally, 83 respondents (36.9%) have 5 - 10 years of experience, 55 respondents (24.4%) have 11 - 15 years of experience. 41 respondents (18.2%) have 16 - 20 years of experience. 16 respondents (7.1%) have 21 - 25 years of experience, while 30 respondents (13.3%) have 26 and above years of experience; the majority of the respondents have 5 – 10 years of experience in the civil service.

The Factors that influence Public Libraries in the promotion of knowledge societies among civil servants.

Table 4.2 shows the response on the factors that influence public libraries in the promotion of knowledge societies, with respondents 214 (95.1%) strongly agreeing that public libraries have been helpful in the promotion of knowledge societies through their collections. In comparison, 11(4.9%) respondents disagreed that it has been helpful. It also shows that 193(85.7%) respondents strongly agreed that public library resources are tailored toward the promotion of knowledge societies for civil servants, while 32 respondents (14.2%) strongly disagreed that public libraries resources are tailored toward the promotion of knowledge societies for civil servants.

Table 4.2
Factors that influence Public Libraries in the promotion of knowledge societies among civil servants

S/N	STATEMENTS	SA	A	D	SD
1	Public libraries have been helpful in the promotion of knowledge societies through its collections	119 (52.9%)	95 (42.2%)	9 (4.0%)	2 (0.9%)
2	Public libraries resources are tailored towards the promotion of knowledge societies for civil servants	73 (32.4%)	120 (53.3%)	28 (12.4%)	4 (1.8%)
3	The Internet facilities in the public libraries assist to provide services for promotion of knowledge societies	92 (40.9%)	104 (46.2%)	24 (10.7%)	5 (2.2%)
4	The presence of public libraries in the state has aided the promotion of knowledge societies.	73 (32.4%)	127 (56.4%)	42 (9.8%)	3 (1.3%)
5	The public libraries have influenced and enhanced the civil service culture in the state through the promotion of knowledge societies.	75 (33.3%)	110 (48.9%)	36 (16.0%)	4 (1.8%)

Source: Fieldwork (2021)

Moreover, 197(87.1%) respondents strongly agreed that the internet facilities in the public libraries assist in providing services for the promotion of knowledge societies, while 29 (12.9%) of respondents strongly disagreed that the internet facilities in the public libraries help to provide services for promotion of knowledge societies. It also observed that 200(88.8%) of respondents strongly agreed that public libraries in the state have aided the promotion of knowledge societies while 45(11.2%) of respondents strongly disagreed that the presence of public libraries in the state has helped the promotion of knowledge societies.

Conclusively, 185(82.2%) of respondents strongly agreed that public libraries have influenced and enhanced the civil service culture in the state through the promotion of knowledge societies, while 40 (17.8%) of respondents strongly disagreed that the public libraries have influenced and enhanced the civil service culture in the state through the promotion of knowledge societies.

How do Public Libraries assist civil servants through the promotion of knowledge societies?

Table 4.3 shows the distribution of respondents based on how public libraries assist civil servants through the promotion of knowledge societies, with 182 respondents (80.9%) strongly agreeing that public libraries are equipped with resources that can aid them in the discharge of their duties through the promotion of knowledge societies. In comparison, 43 respondents (19.1%) strongly disagreed that the public libraries are equipped with resources that can aid them in the discharge of their duties through the promotion of knowledge societies. It is also that 168 (74.7%) of respondents strongly agreed that public libraries provide internet facilities on varieties of local and international information for the promotion of knowledge societies, while 57 respondents (25.3%) strongly disagreed that public libraries offer internet facilities on varieties of local and global information for promotion of knowledge societies.

Table 4.3
**Shows the respondents perception of the way public libraries assist
 civil servants through the promotion of knowledge societies**

S/N	STATEMENTS	SA	A	D	SD
1	The public libraries are equipped with resources that can aid them in discharging their duties through promotion of knowledge societies.	77 (34.2%)	105 (46.7%)	35 (15.6%)	8 (3.6%)
2	Public libraries provide Internet facilities on varieties of local and international information to promote knowledge societies.	61 (27.1%)	107 (47.6%)	49 (21.8%)	8 (3.6%)
3	The public libraries organize sensitization programs on the health and well-being of civil servants to promote knowledge societies.	55 (24.4%)	99 (44.0%)	53 (23.6%)	18 (8.0%)
4	The public libraries are more accessible for readers for the promotion of knowledge societies	68 (30.2%)	127 (56.4%)	23 (10.2%)	7 (3.1%)
5	The public libraries have influenced and enhanced the civil service culture in the state through the promotion of knowledge societies.	49 (21.8%)	137 (60.9%)	34 (15.1%)	5 (2.2%)

Source: Fieldwork (2021)

However, 154 (68.4%) of respondents strongly agreed that public libraries organize sensitization programs on health and other well-being of civil servants for promotion of knowledge societies, while 71(31.6%) of respondents strongly disagreed public libraries organize sensitization programs on health and other well-being of civil servants for promotion of knowledge societies. It is also seen that 195 (86.7%) of respondents strongly agreed that the public libraries are more accessible for readers for promotion of knowledge societies while 30 (13.3%) strongly disagreed the public libraries are more accessible for readers for promotion of knowledge societies. Finally, 186 respondents (82.7%) strongly agreed that the public libraries make user registration stress free for civil servants for the promotion of knowledge societies 59(17.3%) of respondents strongly disagreed that the public libraries make user registration stress free for civil servants for the promotion of knowledge societies.

The extent to which Public Libraries promote knowledge societies among civil servants in Oyo State

Table 4.4 shows the respondents' opinion on the extent to which public libraries promote knowledge societies among civil servants in Oyo state, with 203 respondents (39.6%) strongly agreeing that the public libraries have contributed significantly to the improvement and promotion of knowledge societies while 22 respondents (0.4%) strongly disagreed that the public libraries have contributed considerably to the advancement and promotion of knowledge societies. It is also seen in the table that 176 respondents (78.2%) strongly agreed that civil servants do make use of the library faculty for the promotion of knowledge societies, while 49 respondents (21.8%) strongly disagreed that the civil servants do make

use of the library faculty for the promotion of knowledge societies.

Table 4.4
Indicated the respondent's perception of how public libraries promote knowledge societies among civil servants in Oyo state.

S/N	STATEMENTS	SA	A	D	SD
1	The public libraries have contributed significantly to the improvement and promotion of knowledge societies	89 (39.6%)	114 (50.7%)	21 (9.3%)	1 (0.4%)
2	Civil servants do make use of the library facility for the promotion of knowledge societies	61 (27.1%)	115 (51.1%)	42 (18.7%)	7 (3.1%)
3	The libraries are not fully equipped and do not contribute much to the promotion of knowledge societies	74 (32.9%)	102 (45.3%)	43 (19.1%)	6 (2.7%)
4	Civil servants make judicious use of the library faculties because it is contributing to promotion of knowledge societies	59 (26.2%)	112 (49.8%)	44 (19.6%)	7 (4.4%)
5	Civil servants do not usually make use of the public libraries because it has low promotion in knowledge sharing	58 (25.8%)	95 (42.2%)	59 (26.2%)	13 (5.8%)

Source: Fieldwork (2021)

Further, 176 respondents (78.2%) strongly agreed that the libraries are not fully equipped and don't contribute much to the promotion of knowledge societies, while 49 respondents (21.8%) strongly disagreed that the libraries are not fully equipped and don't contribute much to the promotion of knowledge societies. It is observed that 171 respondents (76.0%) strongly agreed that civil servants make judicious use of the library faculties because it contributes to the promotion of knowledge societies. While 54 respondents (24.0%) strongly disagreed that civil servants make judicious use of the library faculties because it contributes to the promotion of knowledge societies. Finally, 153 respondents (68.0%) strongly agreed that civil servants do not usually make use of the public libraries because it has a low promotion in knowledge sharing. In comparison, 72 respondents (32.0%) strongly disagreed that civil servants do not usually use public libraries because it has a low promotion in knowledge sharing.

The hindrances to the promotion of knowledge societies among civil servants

Table 4.5 shows the respondents' opinions on the hindrances to the promotion of knowledge societies, with 214 respondents (95.1%) strongly agreeing that inadequate library materials hinder the promotion of knowledge societies. While 11 respondents (4.9%) strongly disagreed that inadequate library materials hinder the promotion of knowledge societies. Also, table 2 shows that 16 respondents (96.0%) strongly agreed that poor reading culture impedes the promotion of knowledge societies. While 9 respondents (4.0%) disagreed that reading culture hinders the promotion of knowledge societies.

Table 4.5

The hindrances to the promotion of knowledge societies among civil servants

S/N	STATEMENTS	SA	A	D	SD
1	Inadequate library materials	105 (46.7%)	109 (48.4%)	7 (3.1%)	4 (1.8%)
2	Poor reading culture	89 (39.6%)	127 (56.4%)	9 (4.0%)	0 (0%)
3	Inaccessibility to information resources	92 (40.9%)	115 (51.1%)	18 (8.0%)	0 (0%)
4	Poor dissemination of information	92 (40.9%)	54.2 (54.2%)	6 (2.7%)	5 (2.2%)
5	Inadequate library staff	72 (32.0%)	125 (55.1%)	25 (11.1%)	4 (1.8%)

Source: Fieldwork (2021)

Moreover, 207 respondents (92.0%) strongly agreed that the inaccessibility of information resources hinders the promotion of knowledge societies. While 18 respondents (8.0%) disagreed that inaccessibility of information resources hinders the promotion of knowledge societies. It is also observed 214 respondents (95.1%) strongly agreed that poor dissemination of information hinders the promotion of knowledge societies. In contrast, 11 respondents (4.9%) strongly disagreed that poor dissemination of information hinders the promotion of knowledge societies. Finally, 196 respondents (87.1%) strongly agreed that inadequate library staff hinders the promotion of knowledge societies, while 29 respondents (12.9%) strongly disagreed that inadequate library staff hinders the promotion of knowledge societies.

The solutions to resolve the hindrances to promoting a knowledge society among civil servants

Table 4.6 shows the respondents indicating the solutions to the hindrances to the promotion of knowledge societies among the civil servants. 219 (97.3%) respondents strongly agreed that the provision of adequate library materials in the public libraries is a solution to the hindrances to the promotion of knowledge societies among the civil servants, while 6 respondents (2.7%) disagreed that the provision of adequate library materials in the public libraries is a solution to the hindrances to the promotion of knowledge societies among the civil servants. The table also shows that 217 respondents (96.4%) strongly agreed that improving reading culture among the civil servants is a solution to the hindrances to the promotion of knowledge societies among the civil servants, while 8 respondents (3.6%) strongly disagreed that improving reading culture among the civil servants as the solution to the hindrances to the promotion of knowledge societies.

Table 4.6
**The solutions to resolve the hindrances to promoting
a knowledge society among civil servants**

S/N	STATEMENTS	SA	A	D	SD
1	Provision of adequate library materials	121 (53.8%)	98 (43.6%)	6 (2.7%)	0 (0%)
2	Improved reading culture	110 (48.9%)	107 (47.6%)	7 (3.1%)	1 (0.4%)
3	Increased accessibility to information resources	121 (53.8%)	95 (42.2%)	8 (3.6%)	1 (0.4%)
4	Increased dissemination of information facilities	102 (45.3%)	108 (48.0%)	14 (6.2%)	1 (0.4%)
5	Recruiting and training of public libraries staff	103 (45.8%)	115 (51.1%)	6 (2.7%)	1 (0.4%)

Source: Fieldwork (2021)

However, 216 respondents (96.0%) strongly agreed that increased accessibility to information resources among civil servants is a solution to the hindrances to the promotion of knowledge societies among the civil servants, while 9 respondents (4.0%) strongly disagreed that increased accessibility to information resources among civil servants is a solution to the hindrances to the promotion of knowledge societies among the civil servants. It is also observed that 210 respondents (93.3%) strongly agreed that increased dissemination of information facilities among civil servants is a solution to the hindrances to the promotion of knowledge societies among the civil servants while 15 respondents (6.7%) strongly disagreed that increased dissemination of information facilities among civil servants is a solution to the hindrances to the promotion of knowledge societies among the civil servants.

Finally, 218 respondents (97.0%) strongly agreed that recruiting and training of public libraries staff to meet the needs of civil servants for promotion of knowledge society is a solution to the hindrances to the promotion of knowledge societies among the civil servants while 7(3.0%) strongly disagreed that recruiting and training of public libraries staff to meet the needs of civil servants for promotion of knowledge society is a solution to the hindrances to the promotion of knowledge societies among the civil servants.

Result Discussion

The study's findings revealed that public libraries promote knowledge societies among civil servants through collections, resources, and internet facilities. The presence of public libraries in the state has aided the promotion of knowledge societies. The findings of this study is supported by Aliyu (2012) that public libraries provide all members of the society with resources and services regardless of ethnicity, nationality, age, ethnicity, or religion with the challenge and chance to create new and interesting methods of developing services. It also revealed that public libraries assist civil servants in organizing sensation programs on health and other well-being of civil servants. The finding of this study is consistent with Alam (2016) that through public libraries, people can learn fresh understanding and abilities, learn about private health and well-being, learn about government and local authority services, and seek employment and business growth information.

Another findings also revealed that public libraries had contributed significantly to improving and promoting knowledge societies through judicious use of the library facilities. This study's finding complies with Basri, Yusof, and Zin (2012) that public library provides information because it has the expertise to acquire, disseminate, organize and administer information. It also showed that inadequate library materials, poor reading culture, inaccessibility of information resources, poor dissemination of information, and inadequate library staff are hindrances to the promotion of knowledge societies among civil servants. This is not consistent with the findings of this study by Singh, Mittal and Goyal (2012) that the speed of present-day microprocessors, decreasing the size of storage media and moving towards storage, global access to the Internet are the problem of public libraries.

Finally, the findings of the study also showed the provision of adequate library materials, increased accessibility to information resources, increased the dissemination of information facilities among civil servants to increase the promotion of knowledge societies and recruitment and training of library staff to meet the needs of civil servants for the promotion of knowledge societies are solutions to the hindrance of the promotion of knowledge societies among the civil servants. To buttress this finding, Jain and Jibril (Jain & Jibril, 2016) affirmed that the roles and functions of public libraries in society are the provision of information, dissemination and promotion of culture, and the preservation of knowledge.

Conclusion

It is established that the perceived impact of public libraries in the promotion of knowledge societies is based on identification, production, process, transformation, dissemination, and usage of information to construct and apply human development knowledge. Civil servants have a quest for knowledge, and this quest for knowledge is for the promotion of learned societies. It is also concluded that public libraries have enhanced the civil service culture by promoting knowledge societies and knowledge sharing. The libraries organize sensational programs on health and the well-being of civil servants, which enlightens their knowledge and its benefits to society and life generally. It is also established that library collection, internet facilities, and societal culture, among others, influence public libraries to promote a knowledge society. Based on the findings of this study, it is worthy to strongly affirm that the impact of public libraries is crucial for the promotion of knowledge societies, as shown in the study.

In light of the findings of this study, the following recommendations are proffered: public libraries should provide more collections and adequate information resources tailored towards the promotion of knowledge societies, public libraries should increase the accessibility of information resources among civil servants to enhance and improve the promotion of knowledge societies, public libraries should recruit professional staff and conduct regular training to improve their discharge of duties to meet the information needs of civil servants for the promotion of knowledge societies, the public libraries should provide services to improve the reading culture among civil servants, and last public libraries should increase the promotion of knowledge sharing among civil servants.

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