



Vol 7, Number 2, May 2023

**Ismail Raji Al-Faruqi on Ummah and
Its Relevance to Society 5.0**

Nabila Huringiin, Alia Safitri

**Language Shift and Endangerment of Sundanese Banten Dialect
in South Tangerang Indonesia**

Umi Kulsum, Azhari Dasman Darnis, Adang Asdari

**Muhammadiyah's Tajdid and Sufism between
Purification and Modernization**

*Zubair, Muhammad Farkhan, Zakiya Darajat, M. Agus Suriadi,
Masri Mansoer, Abdul Fattah*

**Rewriting '9/11 or US invasion of Iraq' Traumatic Memories
in Shaila Abdullah's Saffron Dreams**

Hasnul Insani Djohar

**The Correlation of Library Personnel Motivation Work Attitude and
Work Motivation to Job Performance in Nigeria**

Qudus Ajibola Bankole, Mohammed Lawal Akanbi, Kabiru Gambari Sulaiman

**The Strategies of Sufi Discourse in Fostering Communal Immunity:
The Sufi as a Nomadic Subject**

Tayeb Bouchoir

**Published by Faculty of Adab and Humanities
Syarif Hidayatullah State Islamic University, Jakarta, Indonesia**

Website : <http://journal.uinjkt.ac.id/index.php/insaniyat> | Email : journal.insaniyat@uinjkt.ac.id

e-ISSN : 2541-500X

p-ISSN : 2614-6010



INSANIYAT

Journal of Islam and Humanities

Vol. 7(2) May 2023



EDITORIAL TEAM OF INSANIYAT

JOURNAL OF ISLAM AND HUMANITIES

Editor in Chief

Ida Farida

Managing Editor

Ida Rosida

Editors

Zakiya Darajat

Umi Kulsum

Fauziyyah Imma R

Evi Zakiyah

Tuty Handayani

Prisinta Wanastri

Muhammad Azwar

Yasir Mubarak

Muhammad Anas Azizy

Assistants

Melinda Lusyyana

Latifah L

Akhri Ramdani

Arini Gustitania

Indah Suci Rahayu

Design Graphic and Layouter

Fakhri Najmuddin H



Table of Contents

Editorial Team

Table of Contents

Ismail Raji Al-Faruqi on Ummah and Its Relevance to Society 5.0.....(85)

Nabila Huringiin, Alia Safitri

Language Shift and Endangerment of Sundanese Banten Dialect in South Tangerang Indonesia(99)

Umi Kulsum, Azhari Dasman Darnis, Adang Asdari

Muhammadiyah's Tajdīd and Sufism between Purification and Modernization(113)

Zubair, Muhammad Farkhan, Zakiya Darajat, M. Agus Suriadi, Masri Mansoer, Abdul Fattah

Rewriting '9/11 or US invasion of Iraq' Traumatic Memories in Shaila Abdullah's Saffron Dreams(129)

Hasnul Insani Djohar

The Correlation of Library Personnel Motivation Work Attitude and Work Motivation to Job Performance in Nigeria(141)

Qudus Ajibola Bankole, Mohammed Lawal Akanbi, Kabiru Gambari Sulaiman

The Strategies of Sufi Discourse in Fostering Communal Immunity: The Sufi as a Nomadic Subject(157)

Tayeb Bouchoir

INSANIYAT

Journal of Islam and Humanities

The Correlation of Library Personnel Motivation Work Attitude and Work Motivation to Job Performance in Nigeria

Qudus Ajibola Bankole, Mohammed Lawal Akanbi, Kabiru Gambari Sulaiman

Department of Library and Information Science, Communication and Information Science, University of Ilorin, Ilorin, Nigeria

Email: ajibolabankole01@gmail.com
mohammedlawala@gmail.com
skgambari09@gmail.com

Abstract

The purpose of this study was to reconnoiter the effects of library personnel work attitude and motivation as correlates of job performance in a survey of public libraries in Kwara state, Nigeria. This study employed a descriptive survey method of correlational type. This study applied an enumeration survey technique or total census to all library personnel in a nominated public library in Kwara State of Nigeria. This study employs three objectives to guide the study. Findings showed that library personnel had a good attitude about their jobs, and library personnel work motivation showed that employees in the library are provided with good working materials, and their workplace's management provides library personnel with opportunities for training and development. Also, the study on the job performance of library personnel found that library personnel set reasonable priorities for task completion, and personnel is always on time for deadlines and completion of tasks. Conclusively, years of experience at a job correlate significantly with job performance, whereas work attitudes and motivation do not correlate significantly. Based on the results, this study suggests a good relationship between library management and personnel to ensure a positive working attitude. Also, the library personnel should be able to establish a good working relationship to reduce the possibility of turnover.

Keywords: Job performance, Library personnel, Motivation, Public Libraries, Work attitude, Work motivation.

How to cite: Bankole, Q. A, Akanbi, M. L., Sulaiman, K. G. 2023. "The Correlation of Library Personnel Motivation Work Attitude and Work Motivation to Job Performance in Nigeria." *Insaniyat: Journal of Islam and Humanities* 7(2), 141-156. <https://doi.org/10.15408/insaniyat.v7i2.28344>

Introduction

Public libraries are important because they are government agencies that collect, organize, and disseminate information resources. This, in turn, depends on the library personnel responsible for providing constructive and coherent library services. Any library's heads want their personnel to be productive and effective. The reason for this is that the best achievement of a library is to serve the needs of all categories of users, which is referred to as the library's goal and objective. Public libraries have made significant contributions to the



development of their community in all aspects, including teaching, learning, and the state's social, political, and economic development. There are two types of staff at the library: non-professional and professional. The researchers further stated that librarians (i.e., university degree holders) make up the professional staff of a library. In contrast, non-professional staff members include library officers, library assistants, and support staff, including porters, IT-specialist, word processors, maintenance personnel security guards, and message-bearers. Professionals and non-professionals collaborate to ensure the library provides the services the parent institution requires (Ndulaka, 2018).

The term "attitude" is still used to describe a person's propensity toward a thing, person, or group that affects how they react to it—whether that reaction is enthusiastic or ill-disposed, optimistic or pessimistic. In other words, an attitude is a persistent attitude toward somebody or objects typically expressed in behaviour (Chithra, 2018). The degree to which an employee empathizes with and is invested in their job is referred to as their "work attitude," as well as their affective and evaluative reactions. People's attitudes can affect how they behave in intimate and public settings, which can be beneficial or adverse (Val and Kemp, 2012). This problem is because when someone exhibits a certain attitude toward something, they might not respond to reality but rather to their image of it. According to Nwanzu and Bojehre (2016), work attitudes often comprise work happiness, involvement, and organizational commitment. Susanty, Miradipta, and Jie (2013), in their survey, made a note of the respondents' favorable work attitudes. People's attitudes show their feelings regarding a specific object or subject, so we should know this. Therefore, the term "work attitude" was used to describe a person's attitude toward their work in terms of how they feel, what they believe, what is best suited, and how they behave.

Shkoler and Tziner (2020) asserted in general and categorically that the superior must utilize a management style using the proper technique that best matches the departmental situation when working together in any work environment. For example, the head of libraries must use a good leadership style best suited to library operations, which will improve the library personnel's good work attitude. Consequently, in the workplace, attitude is crucial. It benefits both the organization and the individual employees. Organizations that promote positive workplace attitudes among their employees improve communication efficiency, teamwork, and collaboration. As a result, their employees have increased morale, reduced stress, and are more productive. Employees' fatigue and anxiety levels are reduced due to their upbeat attitude, as they are motivated and innovative in carrying out their duties. Reduced stress leads to decreased absenteeism (Fallah, 2017).

Tania (2017) argues that motivation is the circumstance that motivates personnel to accomplish organizational objectives. The process of directing the inherent dynamism of the learner toward several aims or targets is known as motivation (Bamigbose & Ladipo, 2017). Additionally, they claimed that in the workplace, in this case, a public library, motivation is a mental sensation that activates action, offers its purpose, and guides enthusiastic actions. Internal and external motivations are the two main categories used to describe motivation. Internal motivation is defined as motivation that results from completing an activity (Ledford, Gerhart & Fang, 2013). That is why Hassan and Romle (2015) postulated that personnel could be encouraged to complete an assignment since it makes them feel successful, competent, and fulfilled. Instead, external motivation originates from elements unrelated to the individual. It develops because of hoping to be rewarded externally for successful work through compensation, gains, enticement, advancement, and acknowledgement. According to Komolafe and Gbotosho (2019), motivation factors include pay and benefits, recognition for services rendered, financial incentives, appreciation, and favourable working conditions. The researcher further stated that in addition to financial incentives, the library might use

additional motivational strategies to boost personnel confidence, enable them to perform more effectively and help the facility and its patrons. The working environment may positively or negatively impact how well library personnel accomplish their duties. Library personnel would function more effectively if given the right conditions, such as a cosy workplace with enough space, computers, and the internet (Agada & Tofi, 2020).

Work motivation is one of the essential determinants of individual achievement in an organization. The impact of work motivation is the creation of employee work passion so that employee work productivity will increase. It is a set of behaviors that make someone want to work and provide a basis for someone to act specifically according to the goals directed (Dharma, 2018). Good work motivation can positively impact the formation of knowledge-sharing behavior and is proven to improve employee performance. The measurement of work motivation, which is reflected through task orientation, time utilization, leader trust, discipline, and appreciation, has a vital influence in enhancing library personnel's performance. Results of this research note that work motivation is reflected more by awards, with a value of 81.5% given to employee performance. However, the empirical facts on respondents' responses are that work motivation is reflected mainly by colleagues who are the biggest motivation (Iman et al., 2021). Olagoke and Adeyeye (2020) claimed that when it comes to "financial rewards," the level of work motivation is exceptionally high, implying that the personnel of the library value money benefits because they outweigh all other forms of encouragement. Work motivation is an incentive that encourages library personnel to carry out a task with diligence (Ali & Ahmed, 2016). Therefore, the library must be aware of the kinds of motivational variables that will aid the library personnel in doing well if it wants them to be successful information professionals and assist the institution in reaching its goals. The library is an effective place for motivation when employees are content, engaged at work, and liberated from their obligations.

Fattah (2017) defines job performance as completing primary tasks based on employees' expertise toward accomplishing organizational goals. More so, Lyida (2015) found that financial incentives further increased the job performance of library personnel but did not increase job satisfaction. The Nigerian Librarians' Registration Council (2014) states that the qualifications and attributes that library personnel should possess and exhibit while carrying out their tasks can be used to gauge the library's personnel performance. Competencies include intellectual ability, technical knowledge, skills needed, and observable behaviors. Academic ability, technical knowledge, skills required, and observable behaviors are examples of competencies. Anyim (2021b) uses librarian job performance as a gauge for the efficiency of library service delivery in the library system.

Consequently, at the Medan City Library and Archives Office, employee performance is significantly impacted by work motivation, according to Ginting and Sihombing (2021). This research demonstrates that employees at the Medan City Library and Archives office may perform better if they are motivated at work, and the workplace supervisor is approachable and able to give guidance, resulting in this personnel being more enthusiastic about their work and achieving more with library personnel to timely completion of the personnel job. Rahsel (2016) asserts that work motivation positively and significantly impacts performance. As a result, the more motivated you are at work, the better your performance will be. Also, performance levels are inversely correlated with work motivation levels. Performance and work motivation are related because they demonstrate how motivated employees are to achieve maximum results, illustrating how the effects work.

Nevertheless, one crucial issue needs more inspection: what significant effects do work motivation and attitude have on the job performance of personnel in selected Kwara State public libraries in Nigeria? Employee work attitude and motivation are crucial in libraries,

just as in any other organization. Existing literature contends that employee motivation is critical to effective performance. Unfortunately, research on using motivation to get the most out of library personnel is lacking, especially in public libraries. Similarly, pertinent analyses regarding work attitudes, motivation, and performance have been undertaken in professional environments, although this research is rare in information institutions like libraries, archives, museums, and resource centers.

The broad objective of the study is to examine the library personnel's work attitude and work motivation as correlates of job performance in selected public libraries in Kwara State, Nigeria. This study aims to assess the work attitude of librarians in public libraries in Kwara State, Nigeria; then to determine the level of work motivation of librarians in public libraries in Kwara State, Nigeria; and finally to assess the level of performance of librarians in public libraries in Kwara. States, Nigeria.

At a significance level of 0.05, the research hypotheses were evaluated as follows: first, there is no significant relationship between years of work experience and job performance of library personnel in the public libraries in Kwara State; second, there is no significant correlation between work attitude and job performance of library personnel in the public libraries in Kwara State; third, there is no significant relationship between work motivation and job performance of library personnel in the public libraries in Kwara State; and fourth there are no significant effects of work attitude and work motivation on the job performance of library personnel in selected public libraries in Kwara State.

Method

This study uses a descriptive survey design of a correlational type; because it provides for using a questionnaire as a data collection tool, the descriptive survey design was deemed appropriate for this study. This design was used because, among other things, it is appropriate for studying and analyzing relationships among a large number of respondents or a geographically dispersed targeted population. It enabled the accurate and impartial measurement of the structures' dimensions of library personnel's work attitude, work motivation, and job performance of library personnel. The population represents the entire population from five selected public libraries in Kwara State to serve as the study's target population, which consists of librarians and library officers in Kwara State Library Board, Ilorin; National Library of Nigeria, Kwara State Branch, Ilorin; Offa Township Library, Offa; Tunde Idiagbon Library, Ilorin; and Awiye Memorial Town Library and Museum, Ijomo-Oro. (See table 2). The total enumeration technique or census survey was employed to choose 35 librarians and 66 library officers in Kwara State's five (5) participating public libraries. Since the study's target population isn't too big for the researcher to cover, this research uses the total enumeration approach or census survey. A questionnaire titled Library Personnel Work Attitude, Work Motivation, and Job Performance (LPWAWMJP) Questionnaire was used to collect data for this study. The questionnaire items were explicitly designed to achieve the study's objectives, total items comprising 32. Library and information research experts ensure the validity of the questionnaire instrument, and modifications to the research instrument are carried out based on expert observations, suggestions, and comments. This determined that the instrument had facial and content validity, confirming its suitability for this study. The questionnaire was administered to 20 librarians from the Lagos State Library Agency in Ikeja in this study to ensure the reliability of the questionnaire used to collect data.

Table 1.
The output of the test-and-retest analysis of the research instrument

Parts	Numbers of Items	Cronbach Alpha
Part1	12	0.731
Part2	15	0.832
Part3	5	0.841
Overall reliability	30	0.801

The two-week interval retest method was used. The collected responses were then subjected to Cronbach alpha. The overall reliability coefficient of the entire 32-item instrument was 0.801 Cronbach's α . This output test is considered high enough, confirming the questionnaire's reliability for use in the study. Table 1 contains the reliability coefficient for each sub-scale. The researcher and two research assistants administered the questionnaire on work attitude, motivation, and performance to the respondents in their respective libraries to make administration more accessible and to ensure a high response rate.

Table 2.
The distribution of questionnaires in each participating library

S/N	Name of libraries	Librarians	Library Officers	Total
1	A	25	33	58
2	B	5	3	8
3	C	2	8	10
4	D	1	16	17
5	E	2	6	8
Grand Total		35	66	101

The questionnaires were distributed during library hours because that was the most convenient time to contact library personnel. The respondents were given 101 questionnaires. They were distributed, and responses were collected as soon as they were finished. The respondent's cooperation and the research assistants' efforts ensured that the exercise went off without a hitch. Ninety-six copies of the questionnaire were returned and correctly filled, for a response rate of 97%, which was used in the analysis. Table 2 summarizes the administration of the questionnaire in each participating public library.

Results and Discussion

The following section presents the results of the study along with their explanation and discussion. Descriptive statistics such as frequency counts, percentages, mean, and standard deviation were used to analyze the respondents' bio-data and answer research questions 1-3. Furthermore, Pearson Product Moment Correlation and Multiple Regression Analysis are inferential statistics used to analyze research hypotheses 1-4 at a significance level of 0.05.

Table 3.
The gender distribution of respondents

S/N	Gender	Frequency	Percentage (%)
1	Male	60	62.5
2	Female	36	37.5
	Total	96	100.0

The gender distribution of the respondents, as revealed in Table, has 60 (62.5%) males and 36 (37.5%) females. This result implies that the vast majority of those polled were men.

Table 4.
The age distribution of respondents

S/N	Age	Frequency	Percentage (%)
1	less than 30	11	11.5
2	31-40	65	67.7
3	41-50	15	15.6
4	51-60	5	5.2
5	60 and more	0	0
	Total	96	100.0

The respondents' age distribution is displayed in Table 4. 65(67.7%) of the population is between the ages of 31 and 40, while 15(15.6%) is between the ages of 41 and 50. However, the older respondents—those over the age of 51—and the younger respondents—those under the age of 30—amount to roughly 5 (5.2%) and 11 (11.5%), respectively.

Table 5.
The distribution of educational qualifications of respondent

S/N	Educational Qualification	Frequency	Percentage (%)
1	ND	29	30.2
2	HND	37	38.5
3	BSc	24	25.0
4	MSc	6	6.3
5	PhD	0	0
	Total	96	100.0

The distribution of respondents in Table 5 exhibits the academic qualifications. They are ND and HND holders in the majority. 37 (38.5%) respondents have an HND, while 29 (30.2%) are ND holders. However, 24 (25.0%) respondents hold a BSC, 6 (6.3%) hold an MSc, and none possess a PhD.

Table 6.
The years of work experience distribution of respondents

	Years of experience at work	Frequency	Percentage (%)
1	1-5	29	30.2
2	6-10	41	42.7
3	11-15	11	11.5
4	16-20	9	9.4
5	21-25	4	4.2
6	26-30	2	2.1
	Total	96	100.0

For your convenience, the respondents' years of work experience are in Table 6. According to the results, 11(11.5%) have 11-15 years of job experience, 9(9.4%) have 16-20 years of work experience, 4(4.2%) have 21-25 years of work experience, and 2(2.1%) have

26-30 years of work experience. The remaining 29(30.2) have 1-5 years of work experience. This result suggests that most responders had six to ten years of job experience.

Table 7.
Allocation based on the professional status of the respondent

S/N	Professional Status	Frequency	Percentage (%)
1	Librarian	29	30.2
2	Library Officer	67	69.8
	Total	96	100.0

The distribution of responders by professional status is shown in Table 7. The results showed that 29 (30.2%) responders are librarians or professionals, while 67 (69.8) are library officers or paraprofessionals. The result means that library officers comprised most of the sampled respondents.

Library Personnel's Work Attitude

In a working environment, attitude is crucial. Constructive attitudes can boost efficiency and improve library personnel relationships. Individuals must maintain a positive attitude if they want to work in an environment where employees are motivated and empowered (Chithra, 2018). The assumption that librarians have a positive work attitude is when they enjoy their work, are happy to help one another and take their work seriously (Judge & Kammeyer-Mueller, 2012).

Onwubiko (2019) affirmed that the most crucial element for efficient library services in a learning environment is the work attitude. If the library is to meet its stated goals, personnel attitudes toward their jobs must be constructive. Imperatively, the library's primary tool for promoting its services to the public continues to be the staff members' good attitudes toward their jobs, as failing to do so puts the library's efficient operation and management at risk. Chukwusa (2019) concluded that the library personnel had a favourable opinion of the democratic leadership style used by the university librarians and had a good attitude toward their work.

Vijayabanu and Swaminathan (2016) asserted that it is the responsibility of the management to take the lead in identifying the elements that will increase employee motivation and job satisfaction to increase efficiency and strengthen the company's ability to retain skilled employees. One may contend that attitudes about employment are societal attitudes as well. Work attitudes are multi-step concepts with traits (constant individual variations) and states (variance within individuals) features. Judge and Kammeyermueller (2012) stated that people's active hours are mostly spent at work, it's an important part of who they are, and how they treat their jobs has a big impact.

Table 8.
Library personnel work attitude average and standard deviation values in Kwara State public libraries

S/N	Work Attitude Items	SA	A	U	D	SD	Mean	SD
a	I despise my job as a library personnel.	0(0)	15(15.6)	0(0)	19(19.8)	62(64.6)	4.33	1.08
b	It's a pleasure to work in my library.	28(29.2)	57(59.4)	11(11.5)	0(0)	0(0)	1.82	0.61
c	The library is where I spend most of my time.	29(30.2)	47(49.0)	5(5.2)	15(15.6)	0(0)	2.06	0.99
d	I gladly accept and discharge any responsibility that is mine to complete.	31(32.3)	65(67.7)	0(0)	0(0)	0(0)	1.68	0.47
e	I put in more effort than is expected of me at work.	16(16.7)	56(58.3)	7(7.3)	17(17.7)	0(0)	2.26	0.94
f	Most of my time is spent chatting with my friends during work hours.	4(4.2)	28(29.2)	0(0)	37(38.5)	27(28.1)	3.57	1.28
g	I hate working under pressure.	12(12.5)	45(46.9)	0(0)	7(7.3)	32(33.3)	3.02	1.54

h	My job is closely supervised.	9(9.4)	27(28.1)	14(14.6)	31(32.3)	15(15.6)	3.17	1.26
i	I always get constructive feedback about my work	19(19.8)	3(3.1)	0(0)	27(28.1)	47(49.0)	3.83	1.54
j	I always know when changes that affect my work are conducted	25(26.0)	43(44.8)	0(0)	24(25.0)	4(4.2)	2.36	1.23
k	I think my work is appreciated	26(27.1)	40(41.7)	0(0)	30(31.3)	0(0)	2.35	1.18
l	I think the organization cares about me as an employee	0(0)	26(27.1)	0(0)	50(52.1)	20(20.8)	3.67	1.09
	Grand Total							

Table 8 revealed that the work attitudes of library personnel in public libraries in Kwara State, Nigeria were - I despise my job as library personnel (\bar{x} =4.33, SD =1.08); I always get constructive feedback about my work (\bar{x} =3.83, SD = 1.54); I think organization cares about me as an employee (\bar{x} =3.06, SD =1.09); during work hours, almost all of my time is spent chatting with my friends. (\bar{x} =3.57, SD = 1.28); my job is closely supervised. (\bar{x} =3.17, SD =1.26) I hate working under pressure (\bar{x} =3.02, SD =1.54).

The outcome of the findings on work attitude of library personnel, it was found that that the library personnel had positive work attitude. This showed that they like their work as library personnel; they always get constructive feedback about my work; they think the organization cares about me as an employee; and the library personnel job is closely supervised. This study is in agreement with Susanty, et al. (2013), and Chukwusa (2019) in their survey, they made note of the respondents' favorable work attitudes. A person's attitude shows their feelings regarding a specific object or subject, so we should be aware of this. Therefore, the term "work attitude" was used to describe a person's attitude toward their work in terms of how they feel, what they believe, and how they behave. This was also in line with Chithra (2018) that most employees have a positive attitude toward their job. However, some employees believe that better pay, incentives, and other benefits will lead to better work performance and a more positive attitude. Above all, self-confidence and an optimistic outlook can improve employees' attitudes toward their jobs.

Work Motivation and Library personnel

Motivation is everything a manager is aware of that influences the direction and rate at which an employee exhibits a complete dedication to the success of the company (Al-Madi, et al., 2017). Kuranchie-Mensah and Amponsah-Tawiah (2016) asserted that intrinsic and extrinsic are the two main categories of motivation. This demonstrates that various incentives have varying effects on library personnel motivation, which over time may translate into organizational commitment. It may be possible for the administrator of the library to establish a workplace that will enhance the efficiency and motivation of library personnel by taking advantage of Lilin (2018) discovery that there is a relationship between job happiness and work motivation.

Any firm must have employees who are motivated at work since it influences their output, loyalty, and efficiency (Salleh et al., 2016). According to Al-Madi et al. (2017), companies must pay specific attention to motivating their human resources if they want to maintain their competitiveness, withstand challenging days, and get the full dedication, ability, and advantages from their staff. A disgruntled and demoralized employee might also leave the company or cause trouble, which also promotes inefficiencies, reduced performance, or dedication in accomplishing the institution's aims and objectives (Ademodi & Akintomide, 2015).

In any workplace, having a highly engaged team is a strategic advantage and a vital strategic resource (Munyua, 2017). As a result, robust and consistent motivation at all ranks is crucial for libraries. This would make library personnel's delighted and motivate them to strive hard for both their professions and the firm. According to Dwivedula, Bredillet and Mueller (2013), workplace motivation is a multifaceted idea. Internal motivation depends on

a person's decision to anticipate their actions, which could involve dedication, while external motivation is focused on a person's understanding of the workplace setting, for instance, the appropriateness of incentives against the efforts made forth.

Table 9.
Work motivation of library personnel average and standard deviation values in in Kwara State public libraries

S/N	Work Motivation Items	SA	A	U	D	SD	Mean	SD
a	My personal/family life and work life are well-aligned.	32(33.3)	45(46.9)	10(10.4)	0(0)	9(9.4)	2.05	1.13
b	I am frequently acknowledged for a job well done.	17(17.7)	49(51.0)	0(0)	30(31.3)	0(0)	2.45	1.11
c	Family members offer me encouragement and recognition.	23(24.0)	56(58.3)	9(9.4)	8(8.3)	0(0)	2.02	0.82
d	My job and my personal health are a good match.	23(24.0)	51(53.1)	7(7.3)	15(15.6)	0(0)	2.15	0.96
e	I can do my job without becoming exhausted.	20(20.8)	57(59.4)	0(0)	19(19.8)	0(0)	2.19	0.98
f	I'm able to continue living in my current home because to this job.	25(26.0)	43(44.8)	15(15.6)	13(13.5)	0(0)	2.17	0.97
g	I have enough emotional energy for the job.	21(21.9)	49(51.0)	15(15.6)	0(0)	11(11.5)	2.28	1.15
h	Because of my job, I can adjust my hours.	15(15.6)	55(57.3)	0(0)	26(27.1)	0(0)	2.39	1.05
i	Our workplace's library management provides library personnel with opportunities for training and development.	11(11.5)	33(34.4)	24(25.0)	16(16.7)	12(12.5)	2.84	1.20
j	Employees in my organization are entitled to annual leave and bonuses.	15(15.6)	27(28.1)	30(31.3)	10(10.4)	14(14.6)	2.80	1.25
k	Our organization's management fosters a positive working environment for its employees.	21(21.9)	60(62.5)	9(9.4)	2(2.1)	4(4.2)	2.04	0.88
l	All employees in my organization are provided with adequate working materials	0(0)	14(14.6)	20(20.8)	35(36.5)	27(28.1)	3.78	1.01
m	My organization offers flexible working hours.	12(12.5)	49(51.0)	17(17.7)	18(18.8)	0(0)	2.43	0.93
n	In my workplace, all employees are given enough information to do their jobs.	17(17.7)	54(56.3)	0(0)	25(26.0)	0(0)	2.34	1.05
o	In my workplace, employees are treated with equity, fairness, and justice.	18(18.8)	21(21.9)	30(31.3)	17(17.7)	10(10.4)	2.79	1.23
Weighted Mean 2.59								

The results in Table 9 revealed that the work motivation of library personnel in the public libraries in Kwara State, Nigeria was - all employees in my organization are provided with adequate working materials (\bar{x} =3.78, SD =1.01); our workplace's management provides library personnel with opportunities for training and development (\bar{x} =2.84, SD =1.20); employees in my organization are entitled to annual leave and bonuses (\bar{x} =2.80, SD =1.25); in my workplace, employees are treated with equity, fairness, and justice (\bar{x} =2.79, SD =1.23); I am frequently acknowledged for a job well done (\bar{x} =2.45, SD =1.11) my organization offers flexible working hours (\bar{x} =2.43, SD =0.93); because of my job, I can adjust my hours. (\bar{x} =2.39, SD =1.05); in my workplace, all employees are given enough information to do their jobs. (\bar{x} =2.34, SD =1.05).

The outcome of this study also indicated that the work motivation of the library personnel is based on fact that all employees in my organization are provided with adequate working materials, their workplace's library management provides library personnel with opportunities for training and development, employees in my organization are entitled to annual leave and bonuses, in my workplace, employees are treated with equity, fairness, and justice, employees are frequently acknowledged for a job well done, and my organization offers flexible working hours. This result is in consonant with the results Popoola and Fagbola (2021); the researchers suggested that when library personnel members receive training, especially training that is designed to give them the chance to grow; they may feel that they are valued by the firm as people. This accentuates their sense of worth and, as a result, aids in the development of a stronger work engagement.

Library Personnel Job Performance

Clearly described, job performance refers to the degree of output attained when completing a certain work or project. It could be described as a procedure or method of carrying out a duty or task, or as the accomplishment of a specific task concerning the correctness, thoroughness, and cost of already established standards (Billikopf, 2014). Correspondingly, Anyim (2020) believes that performance reflects how effectively the workforce is achieving the organization's mission and objectives. The definition of job performance is the application of one's abilities to produce products and services that satisfy a specified need. A crucial aspect of a person's physical existence has been and continues to be his job. Job performance is a complicated and multidimensional factor (Zafar et al., 2014). Al-Omari and Okasheh (2017) showed in their study that the main workplace circumstances that can adversely affect job performance and need to be addressed are situational restrictions, which include noise, office furniture, ventilation, and light. However, improving their working environment is crucial because it will make it possible to attain the desired job results and goals.

Table 10.
Job performance of library personnel average and standard deviation values in Kwara State public libraries

S/N	Job Performance Items	SA	A	U	D	SD	Mean	SD
a	I am always on time for deadlines and completion of tasks.	36(37.5)	60(62.5)	0(0)	0(0)	0(0)	1.62	0.48
b	I make it a point to arrive at work on time.	58(60.4)	38(39.6)	0(0)	0(0)	0(0)	1.40	0.49
c	I am always punctual for work and appointments.	58(60.4)	32(33.3)	6(6.3)	0(0)	0(0)	1.46	0.61
d	I act in the required manner in response to issues.	55(57.3)	41(42.7)	0(0)	0(0)	0(0)	1.43	0.49

e	In my library, I set reasonable priorities for task completion.	53(55.2)	37(38.5)	0(0)	0(0)	6(6.3)	1.64	0.99
Weighted Mean 1.67								

In Kwara State, Nigeria, Table 10 demonstrated that the library personnel job performance was - in my library, I set reasonable priorities for task completion ($\bar{x}=1.64$, $SD=0.99$); I am always on time for deadlines and completion of tasks ($\bar{x}=1.62$, $SD=0.48$); I am always punctual for work and appointments. ($\bar{x}=1.46$, $SD=0.61$).

The survey outcome of the third research question, which concerns library personnel job performance found that in their library, library personnel set reasonable priorities for task completion, always on time for deadlines and completion of tasks, and always punctual for work and appointments. This result is in line with the position Thoha (2017) said that individual performance is largely determined by individual characteristics such as abilities, needs, beliefs, determination, willingness, experience, knowledge and expectations.

Testing of the Hypotheses

This section presents the study's hypotheses' statistical findings, explanation, and discussion of how they were interpreted. The significance level for testing the four specified null hypotheses was $\alpha = 0.05$.

Table 11.
Synopsis of PPMC test of the relationship between years of work experience and job performance of library personnel in Kwara State public libraries

Variable	Mean	SD	N	Correlation®	Sig.P	Remarks
Years of Work Experience	2.17	1.11	96	0.221	0.030	Significant
Job Performance	1.50	0.50				

Correlation is significant at $p < 0.05$ level

The mean and standard deviation scores of years of work experience were ($\bar{x}=2.17$, $SD = 1.11$), while those of job performance were ($\bar{x}=1.50$, $SD = 0.50$), according to the results in Table 11. The findings also revealed a significant positive correlation between years of work experience and job performance of library personnel in Kwara State, Nigeria ($r = 0.221$, $df = 94$ $p < 0.05$). As a result, years of work experience influence the job performance of library personnel in Kwara State, Nigeria. Thus, the null hypothesis was rejected.

Table 12.
Synopsis of PPMC test of the relationship between work attitude and job performance of library personnel in Kwara State public libraries

Variable	Mean	SD	N	Correlation®	Sig.P	Remarks
Work Attitude	2.84	0.49	96	0.051	0.622	Not Significant
Job Performance	1.50	0.50				

Sig $p > 0.05$

The mean and standard deviation scores of work attitude were ($\bar{x}=2.84$, $SD = 0.49$), while those of job performance were ($\bar{x}=1.50$, $SD = 0.50$), according to the results in Table 12. The findings also revealed no significant correlation between library personnel's work attitude and job performance in public libraries in Kwara State, Nigeria ($r = 0.051$, $df = 94$

$p > 0.05$). It was concluded that work attitude did not affect the job performance of library personnel in Kwara State, Nigeria. As a result, null hypothesis two was accepted.

Table 13.
Synopsis of PPMC test of the relationship between work motivation and job performance of library personnel in in Kwara State public libraries

Variable	Mean	SD	N	Correlation®	Sig.P	Remarks
Work Motivation	2.44	0.60	96	0.065	0.529	Not Significant
Job Performance	1.50	0.50				

Sig p > 0.05

The mean and standard deviation scores of work motivation were ($\bar{x}=2.44$, $SD = 0.60$), while those of job performance were ($\bar{x}=1.50$, $SD = 0.50$), according to the results in Table 13. Additionally, the results demonstrate no correlation between library personnel job performance and work motivation in Kwara State public libraries in Nigeria ($r = 0.065$, $df = 94$ $p > 0.05$). Work motivation did not appear to influence the job performance of library personnel in public libraries in Kwara State, Nigeria. As a result, null hypothesis three was accepted.

Table 14.
Analysis of respondents' job performance using hierarchical regression.

S/No.	Variables	Beta	Adj.R	Adj.R ²	Change in Adj.R ²	F	df	p value
Step1	Work attitude	.051	-.051	.008	.003	.245	1; 94	.622
Step2	Work motivation	-.054	.065	-.006	.004	.400	1; 94	.529

The results of a hierarchical regression analysis performed on field data about the respondents' work attitudes, work motivation, and job performance are shown in Table 14. Job performance is the dependent variable, whereas work motivation and attitude are independent factors. Work attitude was incorporated into the regression model in the initial stage of the analysis, and it was discovered that there was no significant impact on respondents' job performance (Beta .051; $Adj. R^2 = .008$ $F(1, 94) = .245$, $p = .622$). The adjusted $R^2 = .008$ indicates that the respondents' work attitude explained a significant variable of 0.8% in their job performance. Work motivation was shown to have no significant impact on respondents' organizational commitment when it was included in the regression model at the second stage of the study (Beta = $-.065$, ($Adj. R^2 = -.006$, change in $Adj.R^2 = .004$, $F(1, 94) = .400$, $p = .529$). Work motivation also had a statistically significant variation of -0.6% with a change in $Adj. R^2$ of 0.4% in respondents' job performance. Overall, one may therefore conclude that work motivation and attitude do not significantly affect the library personnel's job performance in public libraries in Kwara state, Nigeria.

Conclusion

The research scrutinized the relationship between work attitude, work motivation, and library personnel job performance. Based on its data, this study's conclusions suggest no significant correlation exists between job performance, work motivation, and work attitudes. Additionally, it was found that library personnel have a positive work attitude and are highly motivated thanks to suitable work environments, fairness and justice at work, flexible scheduling, the availability of training and development programs, and acknowledgement for a job well done, among other things. This finding explains why increased motivation

tends to influence their job performance positively.

Based on the study's findings, the following suggestions are made, first, to ensure a positive work attitude; second, there should be a cordial relationship between library management and the library personnel; third, excellent workplace relationships must be established among library personnel to reduce the likelihood of turnover; fourth, when library personnel receives training, especially training that focuses on giving them possibilities for growth, they may feel more valued by their employer, which strengthens their self-worth perception and, thus, aids in the development of better job performance; the library administration is also accountable for identifying each library personnel ability and putting the right incentive plan in place.

References

- Ademodi, D. T., & Akintomide, O. A. (2015). A comparative study of levels of job satisfaction among librarians in private and public universities in Ondo State. *Journal of Information and Knowledge Management*, 5(11), 1-9.
- Agada, E. O., & Tofi, S. T. (2020). Influence of Work environment and training on job performance of library personnel in university libraries in Nasarawa State, Nigeria. *International Journal of Research and Innovation in Social Science (IJRISS)*, 4(5), 51-60.
- Ali, R., & Ahmed, M. S. (2016). The impact of reward and recognition programs on employees' motivation and satisfaction: an empirical study. *International Review of Business Research Papers*, 5(4), 270-279.
- Al-Madi, F. N., Assal, H., Shrafat, F., & Zeglat, D. (2017). The impact of employee motivation on organisational commitment. *European Journal of Business and Management*, 9(15), 134-145.
- Al-Omari, K., & Okashe, H. (2017). The influence of work environment on job performance: A case study of engineering company in Jordan. *International Journal of Applied Engineering Research*, 12(24), 15544-15550
- Anyim, W. O. (2020). Performance Management Approaches for Effective Service Delivery in Federal University Libraries in South East, Nigeria. *Library Philosophy and Practice (e-journal)*, 4169. <https://digitalcommons.unl.edu/libphilprac/4169>.
- Anyim, W. O. (2021b). Cross-training and Development of Librarians for Effective Job Performance in University Libraries: Methods, Challenges and Prospects. *Library Philosophy and Practice (ejournal)*, 5220. <https://digitalcommons.unl.edu/libphilprac/5220>.
- Bamigbose, A. A., & Ladipo, S. O. (2017). Influence of motivation on academic library employers performance and productivity in Lagos. *Information Impact: Journal of Information and Knowledge Management*, 8(2), 33-47. <https://doi.org/10.4314/ijjkm.v8i2.3>
- Billikopf, G. (2014). *Employee discipline and termination*. <https://nature.berkeley.edu/ucce50/ag-labor/7labor/14.htm>.
- Chithra, N. (2018). *Employee's work attitude – Sulekha organization*. *Shanlax International Journal of Commerce*, 6(1), 54-64. <https://doi.org/10.5281/zenodo.2532943>.

- Chukwusa, J. (2019). *Perceived democratic leadership style of university librarians and library staff work attitude. Library Philosophy and Practice (e-journal)*, 2446. <https://digitalcommons.unl.edu/libphilprac/2446>.
- Dharma, Y. (2018). The effect of work motivation on the employee performance with organization citizenship behavior as intervening variable at bank Aceh Syariah. *Proceedings of MICoMS 2017 (Emerald Reach Proceedings Series)*, 1, 7-12. <http://doi.org/10.1108/978-1-78756-793-1-00065>.
- Dwivedula, R., Bredillet, C., & Meuller, R. (2013). Work motivation as a determinant of organisational and professional commitment in temporary organisations: Theoretical lenses and propositions. *Journal of Project, Program & Portfolio Management*, 4(1), 11–29.
- Popoola, S. O., & Fagbola, O. O. (2021). Work-life balance, self-esteem, work motivation, and organizational commitment of library personnel in federal universities in Southern Nigeria. *International Information & Library Review*, 55(3), 214-228. <https://doi.org/10.1080/10572317.2020.1840244>.
- Fallah, J. K. (2017). The importance of attitude in workplace. ResearchGate https://www.researchgate.net/publication/343447135_The_Importance_of_Attitude_in_Workplace.
- Fattah, A. H. (2017). The effect of organizational culture, leader behavior, self-efficacy, and job satisfaction on job performance of the employees. *Jurnal Terapan Manajemen dan Bisnis*, 3(2), 102-110.
- Ginting, F. A., & Sihombing, N. (2021). The effect of self-efficiency, work motivation and supervision on employee performance with work discipline as intervening variables in the services library and archives Medan city. *South East Asia Journal of Contemporary Business, Economics and Law*, 24(6), 185-195.
- Hassan, A. I., & ABD, R. R. (2015). Intrinsic factors of job satisfaction among lecturer of Bauchi state university Gadau, Nigeria. *International Journal of Administration and Governance*, 1(4), 87-91.
- Iman, N., Nurwati, Hatani, L., & Juharsah. (2021). Effect of leadership and work motivation on employee performance through knowledge sharing behavior. *Archives of Business Research*, 9(11), 34-50.
- Judge, T. A., & Kammeyer-mueller, J. D. (2012). *Job Attitudes*. <https://doi.org/10.1146/annurev-psych-120710-100511>.
- Komolafe, R. S., & Gbotosho, A. S. (2019). Staff motivation as correlates of job performance of library staff in Osun State University, Osogbo, Nigeria. *Journal of Human Resource and Leadership*, 4(3), 17-29.
- Ledford, G. E. Jr., Gerhart, B., Fang, M. (2013). Negative effects of extrinsic rewards on intrinsic motivation: more smoke than fire. *WorldatWork Journal*, 22(2), 17–29.
- Librarians' Registration Council of Nigeria (LRCN) (2014). *Minimum standards and guidelines for academic libraries in Nigeria*. <http://www.lrcn.gov.ng>.

- Lilin, W. S. (2018). Factors affecting the job performance of employees at work place in the higher education sector of China. *International Journal of Scientific and Research Publications*, 8(1), 219-223.
- Lyida (2015). Monetary incentives improve personnel job performance: Work organization and mental health problems. [Doctoral thesis].
- Munyua, K. M. (2017). *Influence of intrinsic motivation on job performance and organizational commitment among the employees: Case of K-Unity, Kiambu County, Kenya* [Master thesis]. University of Nairobi. <http://erepository.uonbi.ac.ke/handle/11295/101671>.
- Ndulaka, C. M. (2018). *Libraries role information services for conflict Resolution*. <https://www.ijrsre.com>.
- Nwanzu, C. L., & Bojeghre, N. H. A. (2016). Gender, work-family conflict and family-work conflict: a test of domain flexibility and domain salient perspectives. *Journal of Social and Management Sciences*, 11(1), 27-36.
- Olagoke, M. A., & Adeyeye, Y. S. (2020). Influence of motivation on the job satisfaction of library personnel in selected private universities in South Western Nigeria. *Jewel Journal of Librarianship*, 15(1), 103-112.
- Onwubiko, E. C. (2019). Effect of Library staff Attitudes on Job Performance: A study of the library of Alex Ekwueme federal university, Ebonyi State, Nigeria. *Library Philosophy and Practice (e-journal)*, 2669. <https://digitalcommons.unl.edu/libphilprac/2669>.
- Popoola, S. O. (2018). *Work motivation scale. Department of Library, Archival and Information Studies*. University of Ibadan.
- Rahsel, Y. (2016). The effect of work motivation on the performance of central administration employees of Universitas Padjadjaran Bandung (Study in the General Administration section of UNPAD). *Journal of Master Management*, 2(2), 208-220.
- Ramadhani, D. S. (2016). Leadership and motivation on employee performance at Balai Pengembangan Kegiatan Belajar (BPKB) special region Yogyakarta (DIY). *Journal of Office Administration Education*, 5(2), 163-173. <http://journal.student.uny.ac.id/ojs/index.php/adp-s1/article/view/4605/4271>
- Salleh, S. M., Zahari, A. S. M., Said, N. S. M., & Ali, S. R. O. (2016). The influence of work motivation on organisational commitment in the workplace. *Journal of Applied Environmental and Biological Sciences*, 6(5), 139-143.
- Susanty, A., Miradipta, R., & Jie, F. (2013). Analysis of the effect of attitude toward works, organizational commitment, and job satisfaction, on employee's job performance. *European Journal of Business and Social Sciences*, 1(10), 15-24. <http://www.ejbss.com/recent.aspx>.
- Shkoler, O., & Tziner, A. (2020). Leadership styles as predictors of work attitudes: a moderated-mediation link. *Amfiteatru Economic*, 22(53), 164-178. <http://doi.org/10.24818/EA/2019/53/164>.
- Tania, Y. (2017). The influence of transformational leadership style and work motivation on employee performance at PT. Premier Management consulting. *AGORA*, 5(1).

- Thoha, M. (2017). *Contemporary Public Administration Science*. Publisher Kencana. Jakarta.
- Val, C., & Kemp, J. (2012). Leadership styles. *Pathways: The Ontario Journal of Outdoor Education*, 24(3), 28-31.
- Vijayabanu, U., & Swaminathan, V. D. (2016). Relationship between job satisfaction and organizational commitment on coping with organization change. *International Journal of Information Research and Review*, 3(1): 1636-1639
- Zafar, N., Ishaq, S., Shoukat, S., & Rizwan, M. (2014). Determinants of employee motivation and its impact on knowledge transfer and job satisfaction. *International Journal of Human Resource Studies*, 4(3), 49–69.

إنسانيات

مجلة جامعة إسلامية إنسانية

Vol 7, Number 2, May 2023

**Ismail Raji Al-Faruqi on Ummah and
Its Relevance to Society 5.0**

Nabila Huringiin, Alia Safitri

**Language Shift and Endangerment of Sundanese Banten Dialect
in South Tangerang Indonesia**

Umi Kulsum, Azhari Dasman Darnis, Adang Asdari

**Muhammadiyah's Tajdid and Sufism between
Purification and Modernization**

*Zubair, Muhammad Farkhan, Zakiya Darajat, M. Agus Suriadi,
Masri Mansoer, Abdul Fattah*

**Rewriting '9/11 or US invasion of Iraq' Traumatic Memories
in Shaila Abdullah's Saffron Dreams**

Hasnul Insani Djohar

**The Correlation of Library Personnel Motivation Work Attitude and
Work Motivation to Job Performance in Nigeria**

Qudus Ajibola Bankole, Mohammed Lawal Akanbi, Kabiru Gambari Sulaiman

**The Strategies of Sufi Discourse in Fostering Communal Immunity:
The Sufi as a Nomadic Subject**

Tayeb Bouchoir

إصدار كلية الآداب والعلوم الإنسانية

جامعة شريف هداية الله الإسلامية الحكومية، جاكرتا-إندونيسيا

Website : <http://journal.uinjkt.ac.id/index.php/insaniyat> | Email : journal.insaniyat@uinjkt.ac.id

