

Demographic variables and attitude of cataloguer's towards cataloguing and classification of information resources in academic libraries

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Abstract

The study investigated the influence of demographic variables on attitudes of cataloguers' towards cataloguing and classifications of information resources in academic libraries in South-South Nigeria. Survey research design was adopted for the study. Population of 157 cataloguers was used through purposive sampling techniques. Data collected were analyzed using independent t-test and one-way Analysis of Variance (ANOVA). All the hypotheses were tested at 0.05 level of significance. The result shows that there was significant influence of gender, age, and working experience on cataloguers' attitude towards cataloguing and classification in academic libraries. The study concluded that cataloguers' should have positive attitude towards cataloguing and classification of information resources. The study recommended among others that training and re-training programmes should be organized for cataloguers to expose them to the new developments in the field.

Keywords: Cataloguers, demographic variables, cataloguing, classification, information resources, academic libraries

Introduction

A library is an integral part of any education system. Its primary function is to provide adequate information resources to their patrons. The academic library has been described as the "heart" of the learning community, providing a place for students to do their research and advance their knowledge. Librarians and other library staff provide numerous services, one of which is cataloguing and classification. Libraries are charged with the responsibility of collecting, processing and preserving of information resources. Such resources must be arranged in an orderly

manner so that users can retrieve without necessarily wasting much energy and time. To ensure efficient retrieval, the resources must be catalogued and classified.

Cataloguing and classification of library materials play a key role towards ensuring appropriate organization, of available information resources according to subject areas. A library having a million volumes of books that are not organized for easy retrieval could be judged as having nothing. Nwalo (2010) observed that, a building filled with books is not necessarily a library, unless those books have been organized for access and made available for use. Organization of materials started from man's inception. All over the world, men organize objects found within their environment with the aim of making them available whenever there is need. The emphasis is that information resources of various shapes and sizes acquired in libraries must be organized so that retrieval can be done easily. When resources are acquired in the library, they are arranged in specific patterns so that users can access them with ease.

Cataloguing is one of the most intellectual activities or functions carried out by cataloguers. It is the foundation on which all other services or activities of a library are built. Cataloguing and classification form the basis of organizing knowledge and information resources in the library. Oketunji (2009) described cataloguing as all services that involve processing, arranging, describing and housing records in order to make them accessible. It is referred to as a high-cost activity which serves as a key to all library collections. Without cataloguing of information resources no one knows in any detail what a collection contains, its full value for public access and exploitation. Bello (2010) opined that cataloguing and classification are steps or actions taken in information centres to facilitate access to information and information resources, such actions is referred to classification or categorization of information or the media carrying the information and indexing the information resources for easy retrieval. It is essential that the library information resources always be in good shape to encourage students to effectively utilize the information resources (Ekeng & Ekpang, 2021).

Caudhary (2011) stated that all library work is a matter of the storage and retrieval of information resources, and cataloguing is the aspect of library services devoted to storage. He further stated that the best cataloguing is that which facilitate the most accurate and complete retrieval. It is important that information resources that have certain common characteristics are arranged together. Therefore, cataloguing is the intellectual process whereby a given work (the actual copy of a book) is described with all the bibliographical details and categorized by subjects and assigned a physical location in the library. While classification in the other hand is the grouping of library information resources according to their classes and subject they treat. All careers in librarianship include work in cataloguing, which is always understood to be a major part of library functioning (Marcum, 2006). In like manner, Luther (2010) said, cataloguing and classification have always held a position in the curricula of library schools.

Cataloguers are the human resources or what we referred to as personnel or workforce within the organization responsible for performing bibliographic description of information resources for the purpose of achievement of goals and objectives of the organization.

Cataloguers

are responsible for cataloguing and classification of these materials to make it easy to access and retrieved these materials by the user of the library. The tasks of cataloguers are multifarious, they need to possess both technical knowledge and subject knowledge that will enable them performs the onerous tasks of cataloguing and classification. Byrd (2006) generally concluded that the need for expert cataloguers will not be diminished in the coming years. Cataloguers need to be key players in addressing the many challenges facing the libraries and the overall management and organization of information.

Therefore, the management of cataloguers is of paramount importance. To realize the library's unique function of serving as the one unbiased, non-partisan bureau of information for the users, cataloguers of the highest competence are essential. This calls for proper management of academic library personnel with a sense of purpose, focus, and direction. To increase efficiency, improve job satisfaction, and raise the employee morale, it is essential that cataloguers are viewed as a physiological, sociological, psychological and egoistic personnel. People bring to the workplace, a crystallized and complex set of cognition, personal feelings, desires, perceptions, and motives. Thus, one is concerned with matters such as security, relations with fellow workers, status, roles and personal needs. However, when an individual's is unsettled about these, his/her efficiency will be impeded.

A person whose various dimensions are harmoniously attuned will be more effective in his/her working environment. This idea is supported by Drucker (2012) who opined that happy workers are efficient and productive workers. Attitude of cataloguers to cataloguing and classification is the pleasurable and positive emotional state resulting from the appraisal of one's job experience. For the purpose of this study, it will be seen as the totality of feelings and dispositions of a person has towards his job.

Cataloguers' attitude toward cataloguing and classification refers to depending on their personal opinions and beliefs about the importance, impact, worth and usefulness of information resources. Attitudes of cataloguers towards cataloguing and classification play a fundamental role in the libraries. Success or failure of libraries depends on the attitudes of the cataloguers because they are the key responsible persons for initiating changes, innovations and for planning projects in their libraries. Integrating cataloguing and classification into library services requires positive attitudes and commitment on the part of cataloguers to explore and exploit information resources to its fullest potential (Library of congress 2013). Negative attitudes produce low worker morale and low productivity, while positive attitudes provide increased productivity, high morale and motivated response (Hanson 2013). Ankeny (2013) determined that cataloguing and classification application is more an attitudinal concern than technical.

The positive attitude and actions of a cataloguer can play an important role in the library. Studies on cataloguers' attitudes toward cataloguing and classification in libraries have been conducted in Nigeria, Uganda, Denmark, UK and India (Kipp 2013). The findings of these studies indicate that one of the major barriers in cataloguing and classification and enhancing the use of catalogue in libraries is not technical but attitudinal. They indicate that the attitudes of cataloguers

are an important force that can change the shape of libraries and information services in a country. Study of attitudes of cataloguers is of significance because if people responsible for cataloguing and classification respond poorly to it, the anticipated effectiveness of using catalogue will not be achieved. Failure to consider these attitudes leads to adversities and organizational losses. It is, therefore, imperative to have an understanding of complex and varied attitudes of cataloguers towards emerging cataloguing and classification innovations. It will help to ensure better utilization of a library's human resources and technologies.

Attitude as a concept is all about individual way of acting and behaving. It has a serious effect on employees work performance. The foundation of every organization is a positive attitude which could lead to higher performance and productivity. An individual in a work place can respond positively or negatively towards a certain ideas, objects, person or situation, it is attitudes that influence individual choice of action and responses to challenges incentives and reward together called stimuli; attitude is everything in life. The attitude of cataloguers could be measured in terms of effectiveness, skilfulness, mastering commitment, interpersonal relationship that exists among cataloguers. The cataloguers in the process of performing these tasks are faced with challenges which brought about change in the attitudes. A number of variables have been identified as having influence on cataloguers' attitude towards cataloguing and classification in academic libraries. Cataloguing and classification are an important aspect of a library particularly on accessing the library collection.

Statement of the Problem

Cataloguing and classification is an important aspect of a library, particularly on accessing the library collection. The main objective of a library is to provide information resources and users satisfaction through cataloguing and classification. The researcher observed that attitude of cataloguers towards cataloguing and classification of information resources appears to be vague in academic libraries in today. This is reflected in information resources seen scattered on the shelves in processing unit, some other resources like the serials and governments documents are not accessible because of improper cataloguing and classification. A number of new arrivals are supposed to be catalogued, classified and sent out to readers divisions but they stay longer than it suppose to be in the processing division of the academic libraries.

The efforts of management during accreditation exercise to organize task force with intention of facilitating cataloguing exercise has shown in recent time that, even when these measures are being put in place, there are lapses on the part of cataloguers to catalogue the

materials. The management also have tried in their own little way to provide a conducive environment and good workings tools yet the cataloguers are not ready to perform their duties as expected. Therefore, this study sought to find out among other variables (such as demographic variables) whether gender, age, and working experience can influence their attitude towards cataloguing and classification of information resources in the academic libraries in South-south, Nigeria.

Purpose of the Study

1. To examine the influence of gender on cataloguers' attitude towards cataloguing and classification in academic libraries.
2. To find out if age has any influence on the attitude of cataloguers towards cataloguing and classification in academic libraries.
3. To determine if years of working experience has any influence on cataloguers' attitude towards cataloguing and classification in academic libraries.

Research Questions

The following research questions are posed to guide the study.

1. How does gender influence the attitude of cataloguers' towards cataloguing and classification in academic libraries?
2. How does age influence attitude of cataloguers towards cataloguing and classification in academic libraries?
3. To what extent does years of working experience influence cataloguers attitude towards cataloguing and classification in academic libraries?

Methodology

The research design adopted for this study is survey research design. The research was conducted in the six states that constitute the South-South zone of Nigeria. The population of this study as at the time of this study across the six institutions stands at 157. Those six institutions are University of Calabar library in Cross River state, University of Uyo in library Akwa Ibom state, Federal University of Otuoke library in Bayelsa State, University of Port Harcourt library in Rivers State, University of Benin library in Edo State and Federal University of petroleum resources library in Delta state. Therefore all the 157 cataloguers in the academic libraries in the six institutions were used as respondents. The sampling technique adopted for this study was purposive sampling technique. The questionnaire consists of two sections, A and B. Section A have questions on the background information of the respondent such as gender, age and working experience. Section B of the questionnaire was an attitude scale with 20 items well designed to elicit information from respondents on their attitude to cataloguing and classification. Section B included items on a four-point rating scale responses ranging from Strongly Agree (SA), Agree (A), Disagree (D) and strongly disagree (SD). This instrument was validated by experts and the reliability was measured using Cronbach's alpha.

The independent t-test and one-way analysis of variance (ANOVA) were used to test the hypotheses.

Results

Null Hypothesis 1: Gender has no significant influence on attitude of cataloguer's towards cataloguing and classification in academic libraries

The independent variable in this hypothesis is gender (male and female); while the dependent variable is attitude of cataloguer's towards cataloguing and classification in academic libraries. To test this hypothesis, attitude of cataloguers' towards cataloguing and classification in academic libraries from male and female were compared using independent t-test. The result of the analysis is presented in Table 1.

Table 1: Independent t test of the influence of gender on attitude of cataloguers' towards cataloguing and classification in academic libraries

Sex	N	\bar{x}	SD	t-value
Male	82	70.34	4.01	-2.109*
Female	72	71.77	4.43	

* Significant at .05 level, critical $t=1.96$, $df = 152$.

The result in Table 1 revealed that the calculated t-value of -2.109 is each higher than the critical t-value of 1.96 at 0.05 level of significance with 152 of degrees of freedom. With this result the null hypothesis that gender has no significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries was rejected. This implies that gender has a significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries.

Null Hypothesis 2: There is no significant influence of age on attitude of cataloguer's towards cataloguing and classification in academic libraries.

The independent variable in this hypothesis is Age (below 30, 30-40 and 41 and above); while the dependent variable is attitude of cataloguers' towards cataloguing and classification in academic libraries. To test this hypothesis, attitude of cataloguers' towards cataloguing and classification in academic libraries from below 30, 30-40 and 41 and above were compared using One-Way Analysis of Variance (ANOVA). The result of the analysis is presented in Table 2.

Table 2: Summary of data and one-way ANOVA of the influence of age on attitude of cataloguers towards cataloguing and classification in academic libraries

Age		N	\bar{X}	SD
Below 30 years	-1	34	67.7647	3.79840
30-40years	-2	78	70.5897	3.82893
41 and above	-3	42	74.4286	2.76866
Total		154	71.0130	4.26413

Source of variance	SS	Df	Ms	F	Sig of F
Between group	862.699	2	431.349	33.937*	.000
Within group	1919.275	151	12.710		
Total	2781.974	153			

* Significant at .05 level, df= 2, 151.

The result on Table 2 revealed that the calculated F-value of 33.937 was higher than the critical F-value of 3.00 at .05 level of significance, with 2 and 151 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, age significantly influences attitude of cataloguers' towards cataloguing and classification in academic libraries.

Since Age have significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries, a post hoc analysis was employed using Fishers' Least Significant Difference (LSD) multiple comparison analysis. The result of the analysis is presented in Table 3.

Table 3: Fishers' Least Significant Difference (LSD) multiple comparison analysis of the influence of Age on attitude of cataloguers' towards cataloguing and classification in academic libraries

(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.
Below 30 years	Below 30 years	-2.82504(*)	.73266	.000
	30 and above years	-6.66387(*)	.82248	.000
30-40years	30-40years	2.82504(*)	.73266	.000
	41 and above years	-3.83883(*)	.68234	.000
41 and above years	41 and above years	6.66387(*)	.82248	.000
	41-50years	3.83883(*)	.68234	.000

* The mean difference is significant at the .05 level.

The result of the analysis in Table 3 showed that cataloguers whose age is 18-25years are significantly different in their attitude of cataloguers' towards cataloguing and classification in academic libraries from those whose age is either 25-30years or 35 and above years. Also cataloguers whose age is 25-30years are significantly different from those who are 35 and above years in attitude of cataloguers' towards cataloguing and classification in academic libraries.

Null Hypothesis 3: Year of working experience has no significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries.

The independent variable in this hypothesis is Year of working experience (Below 10 years 10-20 years and 20 years and above); while the dependent variable is attitude of cataloguers' towards cataloguing and classification in academic libraries. To test this hypothesis, attitude of cataloguers' towards cataloguing and classification in academic libraries from Below 10years, 10-20 years and 20 years and above Year of working experience were compared using One-Way Analysis of Variance (ANOVA). The result of the analysis is presented in Table 4

Table 4: Summary of data and one-way ANOVA of the influence of Year of working experience on attitude of cataloguers' towards cataloguing and classification in academic libraries

Year of working experience	N	\bar{X}	SD
Below 10years - 1	40	67.3500	3.71794
10-20 years - 2	62	70.5161	3.39113
20 years and above - 3	52	74.4231	2.74645
Total	154	71.0130	4.26413

Source of variance	SS	Df	Ms	F	Sig of F
Between group	1156.698	2	578.349	53.733*	.000
Within group	1625.276	151	10.763		
Total	2781.974	153			

*Significant at .05 level, $df= 2, 151$.

The result on Table 4 revealed that the calculated F-value of 53.733 is higher than the critical F-value of 3.00 at .05 level of significance with 2 and 151 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, Year of working experience significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries. Since Year of working experience has a significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries, a post hoc analysis was employed using Fishers' Least Significant Difference (LSD) multiple comparison analysis. The result of the analysis is presented in Table 5.

Table 5: Fishers' Least Significant Difference (LSD) multiple comparison analysis of the influence of Year of working experience on attitude of cataloguers' towards cataloguing and classification in academic libraries

(I) Year of working experience	(J) Year of working experience	Mean Difference (I-J)	Std. Error	Sig.
Below 10years	10-20 years	-3.16613(*)	.66535	.000
	20 years and above	-7.07308(*)	.68998	.000
10-20 years	Below 10years	3.16613(*)	.66535	.000
	20 years and above	-3.90695(*)	.61692	.000
20 years and above	Below 10years	7.07308(*)	.68998	.000
	11-20 years	3.90695(*)	.61692	.000

* The mean difference is significant at the .05 level.

The result of the analysis in Table 5 showed that cataloguers whose Year of working experience is Below 11years are significantly different in their academic performance from those whose Year of working experience materials is either 11-20 years or 20 years and above. Also cataloguers whose Year of working experience materials is 11-20 years are significantly different from those who are 20 years and above in attitude of cataloguers' towards cataloguing and classification in academic libraries.

Discussion of Findings

The result of the first hypothesis indicated that, gender has a significant influence on attitude of cataloguers' towards cataloguing and classification in academic libraries. The findings are in line with the view of Kumasey, Delle, and Ofei (2014) who discovered that there is significant influence of gender on attitude of cataloguers' towards cataloguing and classification in academic libraries. Gender refers to the biological differences between male and female. Obviously, males and females differ automatically. As a rule, males are more physically active than females. Females tend to be more verbal than male, men value independence and achievement while women value intimacy and attachment, men are action oriented, they take care of business, while women are people oriented and they take care of others.

Women express a more instrumental attitude to work while men have more instrumental attitude to work than women. Gender is a factor that determine cataloguers' attitude towards cataloguing and classification. Women are interested in cataloguing which is bibliographic description of information material. One of which is when the material has more than one subject which creates confusion as to what class number that will be assigned. This was ranked first. Some materials have subjects that have more than one class number. In so doing, Librarian suggested that the cataloguer must check the material first as to where it should be added or classified. In summary, there is a significant relationship between gender and attitude of cataloguers. The study also indicates that women are interested in cataloguing which

is bibliographic description of information material. This implies that women are interested in the work of cataloguing and classification more than men.

The result of the second hypothesis study indicated that, the calculated F-value of 5.707 was higher than the critical F-value of 3.00 at .05 level of significance, with 2 and 151 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, age significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries. The finding is in line with the view of Wilder (2006) who revealed a heavy decline in cataloguers' age compared to their non-cataloguer colleagues. This indicated that the older employees are committed to the organization because the younger ones can leave the organization anytime as a result of future job opportunities, unlike the older employees who have invested much in the organization and their turn over intention reduces with the years of job tenure. Salami (2008) also showed a higher commitment for older and married employees. Also, younger employees showed more commitment to working because they are faced with fewer job offers and have less experience. Cataloguers' age has been of much concern in library literature. Ageing of librarians particularly those of cataloguers was noted with concern in literature.

The result of the third hypothesis indicated that, the calculated F-value of 5.286 was higher than the critical F-value of 3.00 at .05 level of significance, with 2 and 151 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, year of working experience significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries. The finding of this study agrees with that of Khan (2013) who believed that in any organization, working experience has been found to be a very critical factor towards work productivity. This study indicates that there is significant influence of working experience on attitude of cataloguers' towards cataloguing and classification in academic libraries. According to the finding of this study it was discovered that employees initially have high moral when starting a job, but that it drops during the first few years of services and then increases as the number of years of service increases.

The work experience is an indicator of exposure to working ethics, some level of responsibilities and contributions to the profession. Result of this findings showed that seventy-eight percent (78%) of the respondents have between 5 to 26 years total work experience. While eighteen percent (18%) or seven of respondents have over 26 years of library work experience. As the experiences is narrowed down to catalogue work experiences, sixty-two (62%) constituting 23 of the respondent and five percent (5%) two percent of the respondents had put in 5 -10 years and 11 – 15 years cataloguing experience respectively. Another eight percent (8%, 3) of the respondents have over 30 years of cataloguing work experience. With such wealth of experiences, quality assessments of cataloguing profession maybe anticipated.

Conclusion

Based on the results of the study the following conclusions were reached.

1. Gender significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries.
2. Age significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries.
3. Year of working experience significantly influenced attitude of cataloguers' towards cataloguing and classification in academic libraries.

Recommendations

On the basis of the findings of this study, the following recommendations were made:

1. The study recommends that training and re-training programmes should be organized for cataloguer's to expose them to the new development on the field. Once the cataloguer's are exposed to new development on the field in one way or the other, they will gain a greater knowledge on how to organize information resources.
2. Library management should endeavor to send as many cataloguer's as possible to attend workshops, seminars, and conferences. On return of this cataloguer's, an immediate in-house training should be organized in the form of train-the-trainee system to impact the knowledge acquired to enhance their services.
3. Cataloguer's on their own should make efforts out of their merger salaries to attend seminars, conferences and workshops. This will go a long way to increase their productivities and competencies.

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