Self-concept as determinant of job satisfaction among library personnel in universities in South-West, Nigeria

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Abstract
this paper examined the influence of self-concept on job satisfaction of library personnel in universities in South-West, Nigeria. survey research design was used with population of 669 library personnel. purposive sampling technique was used to select 23 universities using the criteria of first generation based on their years of establishment. total enumeration of 440 library personnel was used a validated questionnaire was used for data collection with Cronbach's alpha reliability index of 0.84 and 0.74 for self-concept and job satisfaction respectively. result of the descriptive statistics show high level of job satisfaction among library personnel in south-west, nigeria. also, result of regression analysis revealed that self-concept has a significant influence on both intrinsic and extrinsic job satisfaction of library personnel. the study therefore recommended that the university librarian should focused more on enhancing positive self-concept among library personnel to deliver quality information service to library users it also recommended that both extrinsic and extrinsic job satisfaction should be put in place for the benefit of library personnel in order to be more dedicated and productive.

Keywords: Self-concept, job satisfaction, library personnel, South-West, Nigeria

Introduction
Job satisfaction is as old as mankind. The issue of job satisfaction cuts across all kinds of human endeavours because there is need to have a sense of fulfillment in whatever one finds to do. Human beings must work to have satisfaction of the basics of life which include feeding, clothing and shelter. Chem, Sparrow and Cooper (2016) noted that job satisfaction is the expression of one's thinking and feeling towards work. Hence, job satisfaction could be regarded as a positive emotional state that one derived from the job experience. From the above, one can say that job satisfaction is associated with working conditions, career development opportunities, pay and promotions, supervision, feedback and cordial relationship with co-workers.

Target has been on patrons of the library and how library personnel should aim to satisfy their diverse information needs. In South-West universities in Nigeria, library personnel are not satisfied with their job and this has led to poor quality of information service delivery to the patrons/of university community (Opeke, Ikonne & Adewoyin, 2019). More so, library personnel with positive self-concept with self-fulfillment and patience will be able to satisfy the library clientele in terms of meeting their information needs because they are happy and satisfied with their jobs. Library personnel are not satisfied and happy when they have negative self-concept hence, they are not only limiting quality information service, but fore-stalls opportunities for library growth, enjoyment and satisfaction, thereby, leading to anxiety, depression and turnover. It is on the basis of the persistent complaints, dissatisfaction and poor performance of library personnel to meet the needs of the university community of users that this study seeks to investigate the extent to which self-concept influence

job satisfaction of library personnel in university libraries in South-West, Nigeria.

Conceptually, Renaweera and Bodhinyaka (2018) classified job satisfaction into intrinsic and extrinsic. Intrinsic job satisfaction can be looked from the angle of nature of work, recognition of achievement, ability to use initiative, involvement in decision making, relationship with co-workers and supervisors while extrinsic job satisfaction can be associated with payment of salary, remuneration, promotion policy, contingent rewards, condition of service, job security, administration, communication and sharing of information within the organization either verbal or in written form.

Moreso, Idiegbeyanose (2018) defined job satisfaction as the degree to which workers' needs and expectations are met in comparison to the prevailing national and global standard. A library personnel who does not get a sufficient pay will face the problem of maintaining his or her family life. This problem put library personnel far from being satisfied because of irregular promotion, salary, nature of work, supervision and cognitive reward and these could make them to quit their job. He concludes that job dissatisfaction could lead to absenteeism, lateness, grievances and decision to retire or employee's turnover, It is believed that satisfaction of library personnel at work influences many aspects of work such as dedication, efficiency, productivity, while dissatisfaction could lead to unwanted behaviors like truancy, lateness, and turnover rates. More so, it is believed that positive self-concept resulted into positive attitude towards the job and this indicates job satisfaction while negative attitude towards the job encourages negative ends such as sabotage and job

dissatisfaction. Therefore, it is noticeable among the organizational staff and library personnel in particular that when all these start to happen within an organization and specifically university libraries, it is a clear evidence that their workers are neither happy nor satisfied with their job.

Self-concept on the other hand, is based on what people think about themselves and how they view themselves. The mental image of the individual influences a person's identity, self-esteem, body image and role in the society. Self–concept is a representation that contains information about individuals. Yahaya and Ramli (2009) asserted that there are different components of self–concept: physical, academic, social and transpersonal. The physical aspect of self–concept relates to a person's view of his or her health, appearance, physical skill and sexuality. The academic self–concept relates to how well a person performs in education, his abilities and skills or in essence, his academic performance. The social self–concept describes how people relate to peers, close friends, family members and other people in the organization and the transpersonal self–concept describes how an individual relates to their supernatural or unknown and unforeseen issues.

Empirically, Opeke, Ikonne and Adewoyin (2019) in their study on job satisfaction among library personnel in public universities in South-West, Nigeria revealed that job satisfaction of library personnel in public universities was high with mean score of 3.63 on a scale of 5. Job security had the highest mean of 3.93 and permanent job had mean of 3.91 and 3.94 respectively. Relationship with co-workers had mean of 3.79; cooperation with co-workers had mean of 3.84; work itself had

mean of 3.77 (i.e. feeling of fulfillment in the work that library personnel are engaged in); and clarity of job description had mean of 3.75 and 3.78 respectively. Salary had the lowest mean of 3.19. This implies that the library personnel were not satisfied with their salary and when workers feel that their salary cannot meet their needs, their commitment to the organization might decrease.

Onuoha, Ogunjimi, and Owodunni (2016) carried out an empirical study on role clarity, self–concept and job satisfaction of library personnel in Ogun State, Nigeria. Out of 136 copies of the questionnaire distributed 120 were retrieved for data analysis and their findings confirmed the significant relationship between self–concept and job satisfaction with the average mean score of 3.46, and average standard deviation score is 0. 57 which suggest a high level of self-concept among library personnel in the university libraries. They surmised that the higher the self–concept among library personnel, the higher their job satisfaction.

To further support the need for self-concept Okonedo, Popoola, Emmanuel and Bamgboye (2015) in their empirical study on correlation analysis of demographic factors, self-concept and research productivity of librarians in public universities in South-West, Nigeria found that there was a significant relationship between self-concept and research productivity (R = 0.474, N = 142, p < 0.01) and only job tenure was found significant with research productivity. The result also revealed that the joint effect of demographic factors and self-concept on research productivity was not significant (F= 8.133 = 1.866; R = 0 .318, R^2 = 0.53, Adj. R^2 = .101, p < 0.05). It was concluded that self-

concept of librarians is high and as a result has an effect on the high research productivity on the proviso that the librarians are satisfied.

Yeceyurt and Yilmaz (2020) also carried out an empirical study on professional self-concept and job satisfaction among nurse in psychiatric clinics and their result revealed that professional self-c0oncept, attitude and skill score single nurses were higher than those of their married colleagues (p < 0.05) but married nurses scored significantly higher (P < 0.05) than the single on external job satisfaction; hence, there was positive correlation between professional self-concept and job satisfaction (p < 0.05).

Yu, Lee, Kim, Lim, Chang and Chae (2019) in their empirical study on professional self-concept and burnout among medical school faculty in South Korea discovered that professional self-concept scored highest in professional practice with value of 3.30, SD = 0.41; followed by satisfaction with mean value of 3.06, SD = 0.56 and communication with mean value of 2.89, SD0.51; while the professional scored the highest for skill with mean value of 3.44, SD = 0.38; followed by flexibility with mean value of 3.37, SD = 0.42 and leadership with mean score of 3.10, SD = 0.54. On the other hand, respondents scored for burnout on emotional exhaustion with mean value of 3.02, SD = 0.99; reduced personal accomplishment with mean value of 2.16, SD = 0.94, and the personalization scored mean value of 2.01, SD = 1.14 in decreasing order.

Objectives of the study
The objectives of the study are to:
1 determine the level of job satisfaction of library personnel in

university libraries in South-West, Nigeria; and

2 ascertain the self–concept of library personnel in the university libraries in South-West, Nigeria.

Research questions
The following questions are answered in the study:

1 What is the level of job satisfaction of library personnel in university libraries in South-West, Nigeria?
2 What is the self–concept of library personnel in the university libraries in South-West, Nigeria?

Hypothesis
The following hypothesis is tested in the study at 0.05 level of significance:

Ho: There is no significant influence of self–concept on job satisfaction of university library personnel in South-West, Nigeria.

Methods
Survey research design was used for the study. A validated questionnaire was used for data collection. The total population consisted of 669 library personnel from 46 universities in South-West, Nigeria. This was made up of 6 federal universities, 10 state universities and 30 private universities. A purposive sampling technique was used to select 23 universities - 3 federal universities 5 state universities and 15 private universities as well as a sample of 440 from the population of 669 for the study. A total of 440 copies of the questionnaire were administered to the library personnel. However, 356 completely filled copies were retrieved and analysed for the study. The reliability of the instrument was determined with Cronbach's alpha method which yielded reliability coefficient of 0.84 and 0.74 for self-concept and job satisfaction respectively. The coefficient is acceptable because it surpassed the minimum acceptable reliability level of 0.50. Frequency, percentages, mean, standard deviation and linear regression were used to analyze the data collected.S

Results
Table 1 presents the demographic information of the respondents by gender, age, marital status and educational qualification.

Table 1 presents the distribution of respondents according to their demographic information. Based on the analysis, 163(45.8%) of the library personnel surveyed were males while 193(54.2%) were females. The table indicates that female library personnel were more than their male counterparts in the university libraries used for the study. The table reveals that a majority of the library personnel in the university libraries in South-West, Nigeria used for the study were between 38-47 years of age followed by those within the age range 28-37. This implies that the library personnel with the age between 28 and 37; and between age 38 and 47 are fairly young and physically competent to carry out any assigned library job.

In addition, the table shows that a majority of library personnel in the university libraries are married. This implies that married library personnel are psychologically and emotionally stable and fulfilled thus, they are ready to take up any library jobs. More so, findings from the educational qualification of this section indicated that majority of the library personnel in university libraries in South-

West, Nigeria had masters' degrees followed by bachelor's degrees as indicated by 132(37.1%) and 97(27.2%) respectively. Consequently, the university libraries in South-West have competent professional librarians who can control the library affairs.

Research question one: What is the level of job satisfaction of university library personnel in South-West, Nigeria?
Table 2 presents data used to answer this question.

Table 2 reveals the level of job satisfaction of university libraries personnel in South-West, Nigeria. The table indicates that the library personnel are satisfied in terms of their intrinsic and extrinsic level of job satisfaction because they maintain high level of job satisfaction with ground mean of 3.09 on a scale of 4. Intrinsic job satisfaction contributed more to the level of job satisfaction of library personnel with the average mean of 3.23 and followed by extrinsic job satisfaction with the average mean of 2.90. Based on the decision rule, the analysis revealed that the mean value

from 2.98 to 3.42 maintained high level of job satisfaction under intrinsic. Under intrinsic job satisfaction, the result shows that working with peers often contributed more to intrinsic job satisfaction of library because it maintained high level with mean value of 3.4 The lowest level under intrinsic is 2.98 with the statement that says "each day of work seems like it will never end" The lowest level recorded 2.50 with the statement "I am satisfied with hazard allowance". Following the decision rule, the mean value of 1.50 to 2.49 which was considered to be low level of job satisfaction did not work for extrinsic job satisfaction because the mean value from 2.50 to 3.31 imply that the respondents maintained high level with their job satisfaction with the statements under extrinsic job satisfaction.

Research question two: What is the self-concept of library personnel in the university libraries in South-West, Nigeria?
Table 3 presents data used to answer this question.

Table 1: Demographic information (N=356)

Demographic variables	Number of respondents	Percentage (%)
Gender		
Male	163	45.8
Female	193	54.2
Age		
18-27 years	33	9.3
28-37 years	97	27.2
38-47 years	134	37.6
48-57 years	85	23.9
Above 57 yeas	7	2.0
Marital Status		
Married	292	82.0
Single	52	14.6
Divorced	7	2.0
Widow/Widower	3	0.8
Separated	2	0.6
Education		
SSCE/GCE	24	6.7

OND/NCE	51	14.3
HND	27	7.6
Bachelor Degree	97	27.2
Master's Degree	132	37.1
PhD	22	6.2
Others	3	0.8

Table 2: The level of job satisfaction of university library personnel in South-West, Nigeria

Statements on job satisfaction	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Mean	Std	Remarks
Intrinsic job satisfaction							
Team work often contributed to overall development of the library.	0 (0.0%)	4 (1.1%)	200 (56.2%)	152 (42.7%)	3.42	0.52	Satisfied
I have the chance to be recognized 'in the society.	4 (1.1%)	5 (1.4%)	216 (60.7%)	131 (36.8%)	3.33	0.56	Satisfied
I have an interesting job that keep me from getting dissatisfied.	3 (0.8%)	21 (5.9%)	190 (53.4%)	142 (39.9%)	3.32	0.62	Satisfied
My supervisor and co-workers recognized my efforts	0 (0.0%)	17 (4.8%)	209 (58.7%)	130 (36.5%)	3.32	0.56	Satisfied
I am satisfied with the level of cooperation I receive from my co-workers in the library	3 (0.8%)	17 (4.8%)	202 (56.7%)	134 (37.6%)	3.31	0.60	Satisfied
My performance in the library routine, is encouraging.	2 (0.6%)	8 (2.2%)	222 (62.4%)	124 (34.8%)	3.31	0.54	Satisfied
My co-workers recognized my opinion on work issues	4 (1.1%)	11 (3.1%)	218 (61.2%)	123 (34.6%)	3.29	0.58	Satisfied
I am satisfied with the achievement in the library	2 (0.6%)	23 (6.5%)	202 (56.7%)	129 (36.2%)	3.29	0.61	Satisfied
My opinion on work issues contribute to the library development.	4 (1.1%)	18 (5.1%)	203 (57.0%)	131 (36.8%)	3.29	0.61	Satisfied
I am giving the opportunity to use my initiative on the job.	3 (0.8%)	17 (4.8%)	215 (60.4%)	121 (34.0%)	3.28	0.59	Satisfied
I have the chance to tell my junior staff what to do.	3 (0.8%)	17 (4.8%)	229 (64.3%)	107 (30.1%)	3.24	0.57	Satisfied
I am satisfied with the opportunities given to me to work independently.	5 (1.4%)	22 (6.2%)	212 (59.6%)	117 (32.9%)	3.24	0.63	Satisfied
The library job gives me the opportunity to challenge lives.	5 (1.4%)	19 (5.3%)	217 (61.0%)	115 (32.3%)	3.24	0.61	Satisfied
I can use my my abilities to do tangible things	4 (1.1%)	15 (4.2%)	237 (66.6%)	100 (28.1%)	3.22	0.57	Satisfied
I am respected.in the library.	1 (0.3%)	17 (4.8%)	241 (67.7%)	97 (27.2%)	3.22	0.53	Satisfied
I like the way my co-	4	27	210	115	3.22	0.63	Satisfied

Statements on job satisfaction	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Mean	Std	Remarks
workers get along with each other in doing their work.	(1.1%)	(7.6%)	(59.0%)	(32.3%)			
Negative attitude exhibited by most library supervisors affect productivity.	15 (4.2%)	47 (13.2%)	145 (40.7%)	149 (41.9%)	3.20	0.82	Satisfied
My contribution in the library management meeting often lead to accreditation success of the library.	6 (1.7%)	38 (10.7%)	194 (54.5%)	118 (33.1%)	3.19	0.69	Satisfied
My supervisor gives me opportunity to control and monitoring the staff under me..	10 (2.8%)	30 (8.4%)	208 (58.4%)	108 (30.3%)	3.16	0.69	Satisfied
Recommendations on my job by my supervisor is encouraging and satisfactory.	9 (2.5%)	33 (9.3%)	212 (59.6%)	102 (28.7%)	3.14	0.68	Satisfied
I participate in the decision making process in my department.	7 (2.0%)	45 (12.6%)	197 (55.3%)	107 (30.1%)	3.13	0.70	Satisfied
I have the freedom to use my own judgment.	10 (2.8%)	51 (14.3%)	204 (57.3%)	91 (25.6%)	3.06	0.71	Satisfied
My supervisor encourages and seats with me to plan my career development.	11 (3.1%)	55 (15.4%)	201 (56.5%)	89 (25.0%)	3.03	0.73	Satisfied
Each day of my work looks like it will never end.	7 (2.0%)	70 19(7.%)	199 (55.9%)	80 (22.5%)	2.98	0.71	Satisfied
Average Mean						3.23	
Extrinsic job satisfaction							
I have the ability and courage to communicate with my boss.	3 (0.8%)	18 (5.1%)	200 (56.2%)	135 (37.9%)	3.31	0.61	Satisfied
I have the ability and courage to communicate with my colleagues and clients in writing.	8 (2.2%)	21 (5.9%)	197 (55.3%)	130 (36.5%)	3.26	0.67	Satisfied
I follow the channel of communication in my place of work.	4 (1.1%)	31 (8.7%)	194 (54.5%)	127 (35.7%)	3.25	0.65	Satisfied
My promotion enhance the level of my job satisfaction.	18 (5.1%)	41 (11.5%)	196 (55.1%)	101 (28.4%)	3.07	0.77	Satisfied
I have the ability and courage to make oral presentation	11 (3.1%)	53 (14.9%)	195 (54.8%)	97 (27.2%)	3.06	0.74	Satisfied
My salary is regular and paid as at when due.	27 (7.6%)	55 (15.4%)	150 (42.1%)	124 (34.8%)	3.04	0.89	Satisfied
My boss recommends me	26	57	171	102	2.98	0.86	Satisfied

Statements on job satisfaction	Very Dissatisfied	Dissatisfied	Satisfied	Very Satisfied	Mean	Std	Remarks
for promotion as at when due.	(7.3%)	(16.0%)	(48.0%)	(28.7%)			
I feel satisfied with job security in my place of work.	18 (5.1%)	81 (22.8%)	170 (47.8%)	87 (24.4%)	2.92	0.82	Satisfied
I have adequate sources that enhance my job performance.	19 (5.3%)	76 (21.3%)	179 (50.3%)	82 (23.0%)	2.91	0.81	Satisfied
I am satisfied with my salary considering the level of my education and status.	30 (8.4%)	83 (23.3%)	163 (45.8%)	80 (22.5%)	2.83	0.87	Satisfied
My promotion is regular.	40 (11.2%)	82 (23.0%)	147 (41.3%)	87 (24.5%)	2.81	1.03	Satisfied
I am satisfied with the policies and guidelines attached to promotion in my place of work.	29 (8.1%)	84 (23.6%)	171 (48.0%)	72 (20.2%)	2.80	0.85	Satisfied
I am satisfied with income allowances and other benefits attached to my job	37 (10.4%)	87 (24.4%)	150 (42.1%)	82 (23.0%)	2.78	0.92	Satisfied
I am satisfied with the opportunities given to attend job related seminar, conferences and workshops.	41 (11.5%)	77 (21.6%)	162 (45.5%)	76 (21.3%)	2.77	0.92	Satisfied
I am satisfied with present salary.	44 (12.4%)	93 (26.1%)	145 (40.7%)	74 (20.8%)	2.69	0.94	Satisfied
The university management provides adequate emolument packages for enhancement of job security.	33 (9.3%)	115 (32.3%)	136 (38.2%)	72 (20.2%)	2.69	0.89	Satisfied
I am satisfied with hazard prevention packages provided in my place of work.	34 (9.6%)	109 (30.6%)	148 (41.6%)	65 (18.3%)	2.69	0.88	Satisfied
I am satisfied with hazard allowances paid to library personnel.s.	48 (13.5%)	136 (38.2%)	115 (32.3%)	57 (16.0%)	2.50	0.92	Satisfied
Average Mean						**2.90**	
Ground Mean						**3.09**	

Decision rule: (0-1.49 = Very Low Level), (1.50-2.49 = Low Level), (2.50-3.49 = High Level), (3.50-4.0 = Very High Level)

Table 3: The self-concept of library personnel in the university libraries in South-West, Nigeria

Self-concept statements	Very True	True	Untrue	Very Untrue	Mean	Std.
Physical self-concept						
I have healthy body.	253 (71.1%)	98 (27.5%)	5 (1.4.%)	0 (0.0%)	3.70	0.49
I have good physique.	236 (66.3%)	115 (32.3%)	5 (1.4%)	0(0.0%)	3.65	0.51
I do well in sports or games.	118 (33.1%)	174 (48.9%)	60 (16.9%)	4 (1.1%)	3.14	0.76
I have more sex appeal.	98 (27.5%)	154 (43.3%)	79 (22.2%)	25 (7.2%)	2.91	0.88
Average mean				**3.35**		
Academic self-concept						
I like to reason rapidly while doing my job.	172 (48.3%)	181 (50.8%)	3 (0.8%)	0 (0.0%)	3.47	0.52
I have the urge for attaining mastery of doing things related to my job.	172 (48.3%)	176 (49.4%)	7 (2.0%)	1 (0.3%)	3.46	0.55
My job performance contributes to the accreditation success of the university.	171 (48.0%)	176 (49.4%)	8 (2.2%)	1(0.3%)	3.45	0.56
My research publications assure me of promotion as at when due.	128 (36.0%)	150 (42.1%)	67 (18.8%)	11(3.1%)	3.11	0.81
Average mean				**3.37**		
Social self-concept						
I am a friendly person.	215 (60.4%)	133 (37.4%)	7 (2.0%)	1 (0.3%)	3.58	0.55
I forgive people easily.	181 (50.8%)	157 (44.1%)	17 (4.8%)	1 (0.3%)	3.46	0.60
I have interest and love for others.	156 (43.8%)	188 (52.8%)	9 (2.5%)	3 (0.8%)	3.40	0.58
I usually like people around me when doing my job.	153 (43.0%)	165 (46.3%)	32 (9.0%)	6 (1.7.%)	3.30	0.70
Average mean				**3.44** U		
Transpersonal self-concept						
I usually think of a solution if problem arise on the job.	135 (37.9%)	209 (58.7%)	10 (2.8%)	2 (0.6%)	3.34	0.56
I can face any hallenges in life.	138 (38.8%)	186 (52.2%)	27 (7.6%)	5 (1.4%)	3.28	0.66
I know how to handle unforeseen challenges or situation in my job.	113 (31.7%)	218 (61.2%)	20 (5.6%)	5 (1.4%)	3.23	0.61
I avoid problems.	30 (8.4%)	74 (20.8%)	122 (34.3%)	130 (36.5%)	2.01	0.96
Average mean				**2.97**		
Grand mean				**3.28**		

Decision rule: (0-1.49 = Very Low), (1.50-2.49 = Low), (2.50-3.49 = High), (3.50-4.0 = Very High)

Table 3 reveals that all the constructs under self-concept were true with grand mean of 3.28 on a scale of 4. Social self-concept with highest mean value of 3.44 contributed more to the self-concept of library personnel followed by academic self-concept with mean value of 3.37. Next to academic self-concept is physical self-concept with mean

value of 3.35 and transpersonal self-concept having the least mean value of 2.97 though still regarded as high based on the decision rule. However, the findings further revealed that the statement that says "I have healthy body" contributed more to physical self-concept. This is because the physical structure is the determinant factor for the employment of library personnel. On academic self-concept, the statement that says "I like to reason rapidly while doing my job" contributed more to the academic self-concept with highest mean value of 3.47. The statement that says "My regular research publications assure me of promotion as and when due" which was still high with mean value of 3.11 indicated that having required publications did not guarantee regular promotion of librarians. In the area of social self-concept, the statement that says "I am a friendly person contributed more to the social-concept with high mean value of 3.58 followed by 'I forgive people easily" with mean value of 3.46. The statement that says "I am interested in others" with mean value of 3.40 and "I usually like people around me when doing my job" with mean value of 3.30 indicated that all the constructs under social concept

were confirmed to be true. On transpersonal self-concept, the statement that says "If l have problem on my job, l can usually think of a solution "with mean value of 3.34 contributed more to the transpersonal self-concept followed by the statement "I can face any challenges in life" and "I know how to handle unforeseen situation in my job" with mean value of 3.28 and 3.23 respectively. The statement that says 'I run away from my problem had low mean value of 2.01 based on the decision rule which indicated that it has negative insignificant contribution to transpersonal self-concept.

Ho   There is no significant influence of self–concept on job satisfaction of university library personnel in South-West, Nigeria.

This hypothesis is split into two in order to address intrinsic and extrinsic job satisfaction of the library personnel

Ho (a): There is no significance influence of self-concept on intrinsic job satisfaction of university library personnel in South-West, Nigeria.

Table 4 (a): Coefficients of the linear regression analysis showing the result of influence of self-concept to the prediction of intrinsic job satisfaction of university library personnel

	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	31.293	3.877		8.071	0.000
Self-concept	0.880	0.073	0.537	11.974	0.000
$R = 0.537^a$; $R^2 = 0.288$; F = 143.367; P < 0.05					

a. Dependent Variable: Intrinsic Job satisfaction

Table 4 (a) indicates a positive significant influence on job satisfaction outcome (i.e, β = 1.411; t = 10.258; $p < 0.05$). This outcome

implied that self-concept is a potent contributor to intrinsic job satisfaction of library personnel in South–West, Nigeria.

Nevertheless, the result of the F-value of 143.367 with probability close to zero percent showed statistically that self-concept has a significant influence on intrinsic job satisfaction of university library personnel in South-West, Nigeria. Hence, the null hypothesis is hereby rejected. Therefore, there is a significance influence self-concept on intrinsic job satisfaction of university library personnel in South-West, Nigeria.

Ho (b): There is no significance influence self-concept on extrinsic job satisfaction of university library personnel in South-West, Nigeria.

Table 4: (b): Coefficients of the linear regression analysis showing the result of influence of self-concept to the prediction of extrinsic job satisfaction of the university library personnel

	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	24.224	4.917		4.927	0.000
Self-concept	0.537	0.093	0.293	5.761	0.000
R = 0.293[a] ; R^2 = 0.086; F = 33.193; P < 0.05					

a. Dependent Variable: Extrinsic Job satisfaction

Table 4: (b) reveals a positive significant influence on job satisfaction of library personnel (i. e, $\beta = 0.537$; $t = 5.761$; $p < .05$). The finding implies that self-concept has positive significant effect on extrinsic job satisfaction of library personnel in South–West, Nigeria. Nevertheless, the result of the F-value of 33.193 with probability close to zero percent showed statistically that self-concept has a significant influence on extrinsic job satisfaction of university library personnel in South-West, Nigeria. Hence, the null hypothesis is hereby rejected. Therefore, there is a significance influence of self-concept on extrinsic job satisfaction of university library personnel in South-West, Nigeria.

Discussion
Research question one was raised to determine the level of job satisfaction of library personnel in university libraries in South-West, Nigeria. On the level of job satisfaction, the study revealed that library personnel in South-West, universities Nigeria were satisfied in terms of their intrinsic and extrinsic level of job satisfaction. The findings corroborated the study of Mocheche., Bosire and Raburu (2017) who reported that the female teachers had slightly higher mean score of 51.52, with a standard deviation of 3.0 and standard error of 0.240 in job satisfaction compared to the male teachers who had a mean score of 50.29, with a standard deviation of 5.58 and standard error of .544 in their level of job satisfaction. To further support job satisfaction of library personnel, Fanimehin (2015) on his empirical study on the influence of power and career progression on job satisfaction of library personnel in the Federal Civil Services of Nigeria confirmed that there is a significant correlation of educational career progression and job satisfaction of library personnel with mean score of job satisfaction of 20.3216 (SD =

4.5313) and educational qualification with mean score of 20.4554 (SD = 5.8550).

Essentially, the finding from Opeke, Ikonne and Adewoyin (2019) revealed that job satisfaction of library personnel in public universities was high with mean score of 3.63 on a scale of 5. Job security had the highest mean of 3.93 and permanent job had mean of 3.91 and 3.94 respectively. Relationship with co-workers had mean of 3.79; cooperation with co-workers had mean of 3.84; work itself had mean of 3.77 (i.e. feeling of fulfillment in the work that library personnel are engaged in); and clarity of job description had mean of 3.75 and 3.78 respectively. Salary had the lowest mean of 3.19. This implies that the library personnel were not satisfied with their salary, when workers feel that their salary cannot meet their needs, their commitment to the organization might decrease.

Research question two looked into the self-concept of library personnel in university libraries in South-West, Nigeria. Findings revealed that library personnel possessed physical self-concept with average mean of 3.35. This implied that they are physically competent for any library operations. As regards academic self-concept with average mean of 3.37 implied that library personnel were working cooperatively for the growth and development of the library. Going by the social self-concept with average mean of 3.44 indicated that library personnel in the university libraries are friendly, likes their customers and worked with free mind without keeping malice and it is on that basis that library can progress and satisfied the needs of the library users. On transpersonal self-concept with average mean of 2.97, the result revealed that library personnel can handle any unforeseen situations on the job and as well solving problems that may arise in the library.

To support the above findings, Onuoha, Ogunjimi, and Owodunni (2016) in their empirical study on role clarity, self–concept and job satisfaction of library personnel in Ogun State, Nigeria confirmed the significant relationship between self–concept and job satisfaction with the average mean score of 3.46, and average standard deviation score is 0.57. This indicated a high level of self-concept among library personnel in the university libraries in South-West, Nigeria. They surmised that the higher the self–concept among library personnel, the higher their job satisfaction. To further support the need for self-concept Okonedo, Popoola, Emmanuel and Bamgboye (2015) in their empirical study on correlation analysis of demographic factors, self-concept and research productivity of librarians in public universities in South-West, Nigeria established that there was a significant relationship between self-concept and research productivity (R = 0.474, N = 0.142, p < 0.01) and only job tenure was found significant with research productivity. The result also revealed that the positive joint effect of demographic factors and self-concept on research productivity was not significant (F = 8.133 = 1.866; R = 0.318, R^2 = 0.53, Adj. R^2 = 0.101, p < 0.05). It was concluded that self-concept of librarians is high and as a result has an effect on the high research productivity on the proviso that the librarians are satisfied.

Yeceyurt and Yilmaz (2020) also carried out an empirical study on professional self-concept and job satisfaction among nurse in psychiatric clinics and their result revealed that professional self-concept, attitude and skill

score single nurses were higher than those of their married colleagues (p < 0.05) but married nurses scored significantly higher (P < 0.05) than the single on external job satisfaction; hence, there was positive correlation between professional self-concept and job satisfaction (p < 0.05). However, all the empirical studies supported the need for self-concept as it formed the basis for all motivated behavior that individual exhibited positively or negatively in the society. But the most welcomed self-concept in libraries and organizations is positive self-concept for such institution to grow and survive.

Hypothesis one focused on the relationship between self-concept and job satisfaction of library personnel in university libraries in South-West, Nigeria. Result analysis of hypothesis one revealed that self-concept has a significant influence on intrinsic and extrinsic job satisfaction of library personnel in university libraries in South-West, Nigeria. To corroborate further, Okonedo, Popoola and Bamgboye (2015) in their empirical study of self-concept, knowledge sharing and utilization on research productivity among librarians in public universities in South-West, Nigeria confirmed that there were relative significant effects of self-concept and knowledge utilization on research productivity of librarians in public universities in South-West. It was concluded that librarians who possess high self-concept and who properly make use of knowledge gained through knowledge sharing will have high research productivity and job satisfaction.

Conclusion
Based on the findings of this research work, it was concluded that self-concept positively influenced job satisfaction of library personnel in the university libraries in South-West, Nigeria. This indicated the relevance and importance of self-concept in the library and information sector. The findings also indicated different attributes of self-concept which encompass physical, academic, social and transpersonal self-concept respectively. It exposed the individual. differences in respect to their skills, performance and ability to withstand the challenges or unforeseen issues. The variable under study (self-concept) revealed positive influence on job satisfaction of library personnel in the university libraries in South-West, Nigeria. Therefore, it is very important for university libraries to have the right kind of leadership that has managerial leadership skills, that will improves positive self-concept and enhances job satisfaction of library personnel and other employees in the organizations to remain a value adding entity.

Based on the findings of the study, the following recommendations are made:

1. The top-level library management of the universities under study should frequently put into consideration the feelings of library personnel both academic and non-academic staff towards their job, in order to know strategies to put in place that could boost their positive self-concept and enhance their job satisfaction. In this connection, salaries and allowances of library personnel should be paid promptly, grant promotions based on merit and create good working relationship among personnel in order to enhance their job satisfaction and minimize their turnover intensions.

Ayoola Olusegun Onasote, Abayomi Imam, Gabriel Sola Olawale, Olayinka Buraimo, Titilayo Kikelomo Aluko-Arowolo amd Francis Olufemi Olusanya: Self-concept as determinant of job satisfaction among library personnel in universities in South-West, Nigeria

2. Self-concept is the basis for all behavior that individuals exhibit positively or negatively in any organization hence, the library management and leaders in government parastatals should evolve a policy that would promote positive self-concept among the library personnel for efficient information service delivery and to have a sense of belongingness.

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