

## **Psychological capital as predictor of research productivity of librarians in public university libraries in North-East, Nigeria**

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### **Abstract**

Research productivity is one of the most important yardsticks for career progression of librarians in Nigerian university libraries. Despite its importance as a major requirement, literature have established a low level of research productivity among librarians in Nigerian university libraries. Psychological capital is crucial to enhancing research productivity of academics. However, there is a dearth of literature in relation to research productivity of librarians. Hence, this study examined psychological capital as predictor of research productivity of librarians in public university libraries in North-East, Nigeria. The study adopted survey research design. The population of this study comprised 361 librarians in public university libraries in North-East, Nigeria. A sample size of 190 respondents was determined using Taro Yamane's formula. Stratified sampling technique was used to select respondents. A structured and validated questionnaire was used to collect data. A response rate of 79% was achieved. Data collected were analysed using descriptive and inferential statistics. Findings revealed that, psychological capital ( $R^2 = 0.004$ ,  $\beta = 0.061$ ,  $t = 0.777$ ,  $p > 0.05$ ) had no significant influence on research productivity of librarians in public university libraries in North-East, Nigeria, even though the level of psychological capital was high. The study concluded that, the level of research productivity and psychological capital of librarians were higher. Psychological capital did not predict their research productivity in this study. The study recommended that, Management of public university libraries in the North-East, Nigeria should encourage librarians to engage in writing and publishing journal articles, textbooks and other publications in order to further sustain and enhance their research productivity. Knowledge and relevance of psychological capital should be inculcated into research activities of librarians at all levels of training in order to enhance research productivity of librarians in Nigeria. Finally, university managements should provide adequate funds for librarians to attend conferences and workshops, especially in the area of research skills and research collaboration. This would enhance their research productivity and enable them to attract grants from funding agencies.

**Keywords:** Public university libraries, psychological capital, research productivity

### **Introduction**

Research plays a critical role in the developmental process of any nation. Countries that fail to invest in research risk the intellectual erosion of their strength and will continue to depend on other nations at a higher cost (Simisaye, 2020). Research provides an opportunity for collaboration and networking among scholars and also allows communication with peers and experts across the world. The ranking of universities, locally and internationally, is largely based on the active research productivity of their scholars. This scenario was affirmed by the assertion that more research is done in developed countries

where it is heavily supported by resource endowment from government, industries and institutions in both private and public sectors of the economy. Whereas, developing countries are faced with several limitations like funding, institutional support and access to current information that makes support for research very low compared with advanced countries such as the United States of America, China, Japan, Germany, Britain and Canada whose budgetary provision is higher in order to overcome their developmental challenges and attain greatness. (Ndege, Migosi & Onsongo, 2011).

Globally, no nation can rise above the volume of its research. This according to Simisaye,( 2020). explains why some countries budget hugely for their research activities in order to achieve higher quality lives for their citizens The developed nations such as America, China, Japan, Germany, Britain and France, attained their status through enormous investment in research and development ( UNESCO Report, 2018). Consequently, The UNESCO Institute of Statistics (2018) reported the 2018 annual investment in research and development of the following countries spread across the continents of the world: United States of America, \$553 billion; China, \$475 billion; Japan, \$185.5 billion; and Germany, \$116 billion. In Africa, Egypt takes the lead with \$ 6.2 billion while South Africa, \$ 4.8 billion. On the other hand, Mba and Okechukwu (2019) described Africa's research productivity and Nigeria in particular as abysmally low, representing less than one percent (1%) of the world's research productivity. Similarly, South Africa with only twenty (20) universities had a research output of forty-seven thousand (47,000) publications, Egypt had thirty thousand (30,000) publications, while Nigeria's research productivity stood at only ten thousand (10,000) publications despite having over one hundred and seventy (170) universities, apart from Polytechnics, Colleges of education and research Institutes (Fonn, Ayiro, Cotton, Mbithi, Mtenje & Ezeh, 2018)

Research productivity is an index which refers to the publication of papers in professional journals in form of peer-reviewed articles, books, chapters in books as well as presentation of research papers in conference proceedings that are cited and acknowledged by experts in the field of study (Kpolovie & Dorgu, 2019). Similarly, Okonedo, Popoola, Emmanuel and

Bamigboye (2015) defined research productivity as the quality and quantity of research published as textbooks, chapters in books, journal articles, conference and workshop proceedings, occasional papers, monographs, edited books, bibliographies, abstracts and indexes. Research provides the basis for knowledge that makes innovation and advancement in larger society, thereby creating social, economic, political, cultural and environmental impacts (Odeyimi, Bamidele & Adebisi, 2019).

In Africa, and Nigeria in particular, literature has shown that despite the abundant human and mineral resources, little attention is paid to research productivity even in universities. This perhaps might be one of the reasons why the global university ranking agencies scored Nigerian universities low (Times Higher Education, 2019). Research productivity is one of the major requirements in the career life of academic librarians, especially those working in universities. It is a fact that the quality and quantity of an institution's research is one of the indices of measuring its academic accomplishments and excellence. Thus, research productivity of academic staff is valuable, because, the quality and quantity of their publications are the determining factors in their performance evaluation, promotions, tenure, research grants and salary increment. Research productivity is often used interchangeably with publication output, publication productivity or research output. This is often measured by the quality and often quantity of research published as textbooks, or chapters in books, journals articles, conference proceedings, monographs, book reviews, bibliographies, abstracts and indexes published. Other studies which relate to research productivity have measured it in terms of high index citations, quality of research work and number of

publications. However, in this study, research productivity is measured in terms of the number of publications, both local or international.

Research provides an important background for librarians to become successful academics. It is a means through which academic librarians contribute to the existing body of knowledge. The productive works emanating from research are manifested in the form of journal articles, books, conference proceedings and many other productive works (Okonedo, 2015). In all these, publication is central to scholarly activity and recognition, a source of esteem, a requirement for individual's promotion, institutional excellence and visibility. Research productivity according to Aina (2004) is needed for expansion of the frontiers of knowledge and solution to problems emanating from practice which ultimately improves the skills and status of the researcher

In Nigeria, most of researches are carried out in different fields mainly by academic staff, including librarians in universities, this is because, apart from the fact that research is one of the three core mandates of a university it is also an important yardstick for recruitment, promotion, rewards, recognition and resource allocation. The production of research comprises a broad variety of outputs: collections, inventions, databases, patents, books, innovations and publications. Publications are significant aspect of academic staff's success, because it is perceived as a measure of personal merit (Alaaraj, 2018). Librarians employed to work in Nigerian university libraries have been accorded academic status similar to their teaching counterparts in the faculties. This was achieved during a negotiation which culminated into an agreement between the Federal Government of Nigeria

and the academic staff union of Nigerian universities in 1993. Thus, librarians with a Bachelor degree, master degree and PhD working as staffs in the library have the option to enjoy academic status by virtue of their appointments, since research is one of the core-mandates which academics must fulfil in order to progress. Thus, librarians are also under obligation to be productive in research and publications.

The importance of research to the development of the library profession and librarians, particularly those working in academic environment cannot be over-emphasized. This is because as noted by Ogbomo (2010), research enhances quality of service, knowledge sharing and problem solving in response to changing times and environment. Research is an important ingredient of human activity, because, it improves the quality of life of the citizenry by expanding the frontiers of knowledge, solving problems and addressing societal needs (Alzahrani, 2011). A good researcher acquires recognition, reputation and fulfils his esteem through publications. In the same vein, positions and rewards in universities are often determined by scholarly behaviour and publication outputs (Pal & Sarkar, 2020). However, despite the importance and requirements of research, Ejikeme (2011) lamented the low level of research productivity among librarians in Nigerian universities. This statement is corroborated by Tsafe, Basaka and Mohammed (2016)'s analysis of research productivity of librarians in sixteen (16) universities in northern Nigeria from 2000-2012. Which they found out that, one hundred and sixty-five (165) librarians produced only three hundred and seventy-three (373) publications within the period. This translates to only an average of two publications per librarian in 12 years. This suggests the need to interrogate the factors

responsible for under-productivity among librarians in public universities in North-East, Nigeria. Failure to conduct research by any librarian in Nigerian university may result to stagnation in the same rank which often times make them frustrated in the system. University libraries are strategic to the advancement of research and innovation. So, librarians are critical elements to the development and conduct of empirical research in order to find solutions to emerging challenges in their fields, this therefore, calls for the incorporation of psychological capital in the research process of academic librarians in Nigerian public universities.

Psychological capital also called positive psychology. According to Joya & Edan (2016) Psychological capital has been found to influence research productivity in the sense that, it eliminates doubt and disbelief in the individuals' capability to carryout research. Psychological capital denotes the affirmative mental state that manifests in personal stages of growth and development of a person that is characterized by resilience, hope, efficacy and optimism. Psychological capital is a human resource power that can overcome the challenges of today and the future with its openness to development as a high-level positive structure. Individuals with high esteem and confidence are more likely to be productive in their endeavours. Psychological capital is generally found to have immense contribution toward providing competitive advantage of an individual since it is difficult for individuals to behave the same way. The Psychological Capital (commonly referred to as PsyCap) is generally found to influence behaviour and attitude of an individual which, in turn, has a direct impact over improving his performance (Newman, Ucbasaran & Zhu, 2014). This is because PsyCap determines

the emotional intelligence of people and enables them to be motivated by staying unaffected due to negative consequences. Hence, it enables an individual to foster innovation and creativity that will be able to boost performance. A clear understanding about PsyCap will enable an individual as well as the organizational performance. Moreover, the positive Psychological Capital helps to inculcate a motivating and supportive work culture thereby enabling people to stay ahead of competition. This will help to design task as librarians with higher motivation are expected to efficiently achieve research goals.

According to Avey, Luthans, Smith, and Palmer (2010), the four core constructs of PsyCap are efficacy, hope, optimism and resilience, which are directly related to attitudes and emotions of individuals that might affect their behaviour or behavioural intentions. These four fundamental constructs of PsyCap are the key factors needed to form a psychological capital structure for good research. Efficacy is a perception or belief regarding one's personal abilities, while optimism is a positive expectation, and therefore less related or connected to an individual's actual ability. On the other hand, hope is related to the attitude of mind or way of thinking which plays a directive role in performance. Lastly, resilience concerns positive adaptation and the ability to bounce back from adversity.

It is believed that a healthy work environment creates a good feeling among employees and motivates them to achieve higher degree of success. Moreover, psychological capital is directly linked with well-being of individuals which, in turn, will be reflected in terms of their performance. in other words, psychological capital is concerned with bringing improvement within an individual both personally and

professionally. The occupational health has been found to be directly associated with The physical well-being of individuals. Thus, individuals prefer to work with organizations having positive work environment which, in turn, enables a firm to retain a pool of competent employees.

The positive psychological state of an individual provides the confidence to take certain degree of risks generally referred to as self-efficacy. It also enables a person to reconstruct paths for achieving his goals and encourages sustenance in a challenging situation. These factors depict that psychological capital is positively related to the improvement of performance at a particular research role. Peterson, Luthans, Avolio, Walumbwa and Zhang (2011) opined that psychological capital is manifested through motivation levels, enhancement of cognitive capabilities and capability to pursue goals. All the above stated attributes enable an individual to achieve a higher degree of success by bringing constant improvement in performances and research in particular. In the same vein, the links between individual PsyCap and librarians research productivity is very important (Petrides, Mikolajczak, Mavroveli, Sanchez-Ruiz, Furnham & Pérez-González, 2016; Walker, Dunlop, Liew, Staples, Johnson & Ben-Meir, 2016).in the North-East, Nigeria

Despite the fact that research productivity is a major requirement for every academic librarian in public universities in Nigeria, a number of studies such as Tsafe, Basaka & Muhammed(2018) and Umar and Kabir (2018) have revealed that some librarians have not been measuring up in writing and publishing research works, particularly among those in public university libraries in Nigeria. Personal observation by the researcher points to the fact that some librarians

remained on the same rank for many years perhaps as a result of low publication deficit. The low level of research productivity of librarians ultimately results in stagnation on the same rank, frustration, low morale and poor visibility locally and internationally in their field of study. The Low level of research productivity is also evident in the 2021 global universities ranking, which used publication outputs of academic staff, including academic librarians as one of the major criteria. In Nigeria, no university has made it to the list of the best 1000 universities in the world. University of Ibadan established since 1948, ranked 1231, Ahmadu Bello University, Zaria ranked 2262 and Covenant University 130, University of Nigeria, Nsukka 1622 and University of Lagos, 166 in terms of their visibility in the global research (Global Webometric Ranking of Universities, 2021). This is a reflection of under productivity largely in terms of research activities. Perhaps the low level of research productivity of librarians in university libraries could be reversed and their productivity improved, if their level of psychological capital was higher, coupled with the dearth of literature on psychological capital in relation to the research productivity of academic librarians especially in public university libraries in the North-East, Nigeria. In the light of the above, this study investigates psychological capital as a predictor of research productivity of librarians in public university libraries

### **Objectives of the study**

The objectives of the study are to:

1. explore the level of research productivity of librarians in public university libraries in North-East, Nigeria;

2. determine the level of psychological capital of librarians in public university libraries in North-East, Nigeria;
3. ascertain the influence of psychological capital on research productivity of librarians in public university libraries in North-East, Nigeria; and
4. examine the factors inhibiting research productivity of librarians in public university libraries in North-East, Nigeria.

### Research questions

The following questions are answered in the study:

1. What is the level of research productivity of librarians in public university libraries in North-East, Nigeria?
2. What is the level of psychological capital of librarians in public university libraries in North-East, Nigeria?
3. What are the factors inhibiting research productivity of librarians in public university libraries in North-East, Nigeria?

### Hypothesis

The following hypothesis is tested in the study:

H<sub>01</sub>: Psychological capital has no significant influence on research productivity of librarians in public university libraries in North-East, Nigeria.

### Methods

Survey research design was adopted for this study. The population of the study consisted of 361 academic librarians, drawn from fourteen (14) public Universities libraries in the North-East geo-political- zone, Nigeria. The universities are made up of state and federal governments located in six states namely: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe. While the Universities are: Abubakakar Tafawa Balewa University, Bauchi, Bauchi state university, Gadau, Borno state university, Maiduguri, University of Maiduguri, Modibbo Adama University, Yola, Adamawa state university, Mubi, Federal university, Gashua, Bukar Abba Ibrahim University, Damaturu, Federal university, Kashere, Nigeria Army university, Biu, Gombe state university of Science & Technology, Kumo, Gombe state university, Gombe, Federal university, Wukari and Taraba state university, Jalingo. Taro Yamane Formula was used to determine the sample size of 190 from the population based on the proportion/strata of each university under study. The instrument used for data collection is a structured questionnaire titled "Psychological capital as predictor of Research productivity of librarians in public university libraries" To determine the reliability of the instrument for data collection, a pilot study was conducted by administering 30 copies of the questionnaire to academic librarians at Kenneth Dike Library, University of Ibadan, Nigeria. The result of the Cronbach's Alpha value tested at 0.005 level of significance showed, psychological capital .952 and Research productivity .848. this is considered reliable because the value is above 0.7. Data for the study was collected by the researcher with the support of 6 research assistants spread across the six states in the North-East, Nigeria within a period of six weeks. Data collected were

analyzed using The Statistical Package for Service Solution Software (SPSS) in form of descriptive statistics (frequencies, percentages and tables) and inferential analysis (linear regression).

## Results

A total 190 questionnaires were administered to the respondents, out of

which 165(87%) were returned and used for this study.

The data shown in Tables 1 –3 were collated to enable the researcher provide answers to the research questions raised in the study.

**Research question one:** What is the level of research productivity of librarians in public universities in North-East, Nigeria?

**Table 1: Level of research productivity of librarians in public university libraries in North-East, Nigeria**

Types of publications	6 and 4-5 (%) above (%) HL VHL	2-3 (%) LL	0-1 0-2 VLL	Mean	SD
Journal articles	35 (21.2%)	58 (35.2%)	44 (26.7%)	28 (17.0%)	2.61 1.004
Conference proceedings/papers	7 (4.2%)	41 (24.8%)	57 (34.5%)	60 (36.4%)	1.97 0.886
Textbooks	15 (9.1%)	28 (17.0%)	47 (28.5%)	75 (45.5%)	1.90 0.992
Monographs	12 (7.3%)	22 (13.3%)	68 (41.2%)	63 (38.2%)	1.90 0.895
Book chapters	6 (3.6%)	35 (21.2%)	52 (31.5%)	72 (43.6%)	1.85 0.881
Co-authored textbooks	10 (6.1%)	31 (18.8%)	49 (29.7%)	75 (45.5%)	1.85 0.932
Technical reports	10 (6.1%)	25 (15.2%)	39 (23.6%)	91 (55.2%)	1.72 0.934
Scientific peer-reviewed bulletins	7 (4.2%)	22 (13.3%)	41 (24.8%)	95 (57.6%)	1.64 0.869
Grand Mean				1.93	0.92

**Decision rule:** 1.5 – 2.0 = Very low, 2.1 – 2.49 = Low, 2.5 – 3.49 = High, 3.5 – 4.0 = Very high

Table 1: presents the result on the level of research productivity of librarians in public university libraries in North-East, Nigeria. The grand mean (1.93, SD = 0.92) reveals that the level of research productivity of librarians in public university libraries in North-East, Nigeria is very low. The result revealed that publishing of journal articles is high (mean = 2.61) while other types of

publications are very low. This result shows that North-East Nigerian public university librarians have not given serious attention to other type of publications or are not familiar with them.

**Research question two:** What is the level of psychological capital of librarians in public university libraries in North-East, Nigeria?

**Table 2: Level of Psychological Capital of librarians**

<b>Level of psychological capital of librarians</b>	<b>Very high (4)</b>	<b>High (3)</b>	<b>Low (2)</b>	<b>Very Low (1)</b>	<b>Mean</b>	<b>Std.</b>
<b>Optimism</b>					<b>3.24</b>	<b>0.611</b>
My optimism in representing my performance as a librarian is	61 (37.0%)	97 (58.8%)	7 (4.2%)	-	3.33	0.554
My optimism in analysing a long-term problem to find a solution is	53 (32.1%)	103 (62.4%)	8 (4.8%)	1 (0.6%)	3.26	0.573
My optimism in contacting people outside my institution (such as other librarians, head of libraries) to discuss problems is	57 (34.5%)	89 (53.9%)	19 (11.5%)	-	3.23	0.640
My optimism about what will happen to me in the future as it pertains to research is	50 (30.3%)	100 (60.6%)	13 (7.9%)	2 (1.2%)	3.20	0.627
The feeling of setting research targets/goals for myself as useful is	50 (30.3%)	92 (55.8%)	22 (13.3%)	1 (0.6%)	3.16	0.662
<b>Resilience</b>					<b>3.31</b>	<b>0.638</b>
My ability to device ways to reach my current research goals is	64 (38.8%)	92 (55.8%)	9 (5.5%)	-	3.33	0.577
My believe that uncertainty does not discourage me from achieving my research goals is	69 (41.8%)	80 (48.5%)	15 (9.1%)	1 (0.6%)	3.32	0.661
My ability to meet the research goals that I have set for myself is	68 (41.2%)	82 (49.7%)	14 (8.5%)	1 (0.6%)	3.32	0.652
If I should find myself in a fix, my believe that there are many ways to get out of it is	68 (41.2%)	79 (47.9%)	18 (10.9%)	-	3.30	0.657
My ability to do one research task repeatedly and never give-up is	62 (37.6%)	85 (51.5%)	18 (10.9%)	-	3.27	0.645
<b>Hope</b>					<b>3.35</b>	<b>0.629</b>
When I have a setback in research, my hope that every problem has a solution is	80 (48.5%)	79 (47.9%)	5 (3.0%)	1 (0.6%)	3.44	0.588
My ability to look on the bright side of things regarding my research process is	77 (46.7%)	75 (45.5%)	13 (7.9%)	-	3.39	0.630



My ability to rely on past research experience to helps me to achieve success in the future is	73 (44.2%)	76 (46.1%)	14 (8.5%)	2 (1.2%)	3.33	0.684
My hope in managing difficulties during research is	64 (38.8%)	88 (53.3%)	13 (7.9%)	-	3.31	0.611
My hope to over difficulties in research is	63 (38.2%)	88 (53.3%)	13 (7.9%)	1 (0.6%)	3.29	0.635
<b>Self-Efficacy</b>					<b>3.46</b>	<b>0.608</b>
My confidence to plan before starting my research work is	96 (58.2%)	58 (35.1%)	11 (6.7%)	-	3.52	0.621
The way I approach research with creativity is	83 (50.3%)	76 (46.1%)	6 (3.6%)	-	3.47	0.569
The believe I have in my ability to conduct research is	82 (49.7%)	77 (46.7%)	6 (3.6%)	-	3.46	0.568
My ability to see myself as being pretty successful in research is	78 (47.3%)	73 (44.2%)	12 (7.3%)	2 (1.2%)	3.38	0.675
<b>Grand Mean</b>					<b>3.34</b>	<b>0.622</b>

**Decision rule: 1.5 – 2.0 = Very low, 2.1 – 2.49 = Low, 2.5 – 3.49 = High, 3.5 – 4.0 = Very high**

The level of psychological capital of librarians in North-East, Nigeria as seen in Table .2 is high (grand mean = 3.34, SD =0.622). The result further reveals that optimism (mean = 3.24), resilience (mean = 3.31), hope (mean = 3.35) and self-efficacy (mean = 3.46) are all high. The results suggest that majority of librarians in North-East, Nigeria believe in their capacity to exhibit behaviours necessary to produce specific performance attainments in the library. On optimism, the librarians indicated that their optimism in analysing a long-term problem to find a solution is high (mean = 3.26), while on resilience the

librarians indicated that their ability to device ways to reach current research goals is high (mean = 3.33). On hope, the librarians specified that their ability to look on the bright side of things regarding research process is high (mean= 3.39), while on self-efficacy, the librarians stated that the confidence to plan before starting their research work is very high (mean = 3.52).

**Research question three:** What are the factors inhibiting research productivity of librarians in public university libraries in North-East, Nigeria?

**Table 3: Factors inhibiting research productivity**

Factors	Yes (%)	No (%)
Inadequate motivation	128 (77.6)	37 (22.4)
Poor internet connectivity	128 (77.6)	37 (22.4)
Time constraint	127 (77.0)	38 (23.0)
Epileptic power supply	126 (76.4)	39 (23.6)
Excess work load	116 (70.3)	49 (29.7)
Financial constraint	104 (63.0)	61 (37.0)
Lack of research skills	60 (36.4)	105 (63.6)
Lack of computer skills	60 (36.4)	105 (63.6)

Table 3 shows the factors that inhibit research productivity of librarians in public university libraries in North-East, Nigeria. The result reveals that 128(77.6%) of the respondents indicated that inadequate motivation and poor internet connectivity were the challenges to their research productivity. Also, 127 (77.0%) of the respondents indicated time constraint as a factor that hindered research productivity of

librarians in public university libraries in North-East, Nigeria.

**Hypothesis:** Psychological capital has no significant influence on research productivity of librarians in public universities in North-East, Nigeria.

This hypothesis formulated is tested using simple regression analysis at 0.05 level of significance and presented in the Table 1.

**Table 3: Influence of psychological capital on research productivity**

Predictors	B	Beta ( $\beta$ )	T	P	R <sup>2</sup>	Adj. R <sup>2</sup>	F	ANOVA (Sig.)
(Constant)	1.611		3.896	0.000				
Psychological Capital	0.096	0.061	0.777	0.438	0.004	-0.002	0.604	0.438

Dependent Variable: Research productivity  
 Predictor: (Constant), Psychological capital  
 DF (F-Statistic) = 1, 163

Presented in Table 3 is the result of the regression analysis on the influence of psychological capital on research productivity of librarians in public universities in North-East, Nigeria. The result shows that the R<sup>2</sup> (0.004) of the regression model indicate that .4% of the change in research productivity was explained by psychological capital. The psychological capital reveals that ( $\beta=0.061$ ,  $t$  (164) = 0.777, sig. =.438  $p > 0.05$ ) had no

significant influence on research productivity of librarians in public university libraries in North-East, Nigeria. This implies that the level of psychological capital of the librarians cannot determine their research productivity. Therefore, the null hypothesis is accepted.

### Discussion

This section reports and discusses the findings of the study in line with previous

scholarly literature. The research questions and hypothesis drawn for the study were intended at determining the levels of research productivity and psychological capital of librarians and the influence of psychological capital on research productivity of librarians in public university libraries in North-East, Nigeria.

Research question one sought to find out the level of research productivity of librarians in public university libraries in North-East, Nigeria. The study found that the level of research productivity of librarians in public university libraries in North-East, Nigeria is very low. This low level of research productivity of librarians found out in this study is consistent with the findings of Simisaye (2019) and Lawal and Olawale (2020) who revealed very low level of research activity of academic staff in Research Institutes in South-West, Nigeria and Bowen university respectively. Adetomiwa (2018) also made similar observation regarding the low research productivity of academic staff in Nigeria. On the other hand, this finding disagreed with the finding of Okonedo (2015) who revealed that there is a high level of research productivity of librarians in public universities in South-West, Nigeria. Also, a report released by the University World News on the proportion of publications from Nigeria in comparison with other African countries also corroborated the low level of research productivity in Nigeria. The country's low research output probably reflects the low priority accorded to research and development by government and decision-makers in Nigeria. The implication of this is that, more encouragement and support is needed by the management of public universities in Nigeria to enhance research productivity of librarians in their various institutions.

The findings of this study showed that journal articles constitute the greater part of research productivity of librarians in public university libraries in North-East, Nigeria. This is probably attributed to the fact that journal articles are giving more priority by academic librarians or that publishing journal articles are easy, less time consuming and cheaper to publish than other types of publications. This finding is consistent with Okiki and Mabawonku (2013), Okonedo (2015) and Simisaye (2019) who found out that journal articles ranked highest by publication types followed by conference proceedings. It also is worth noting that the number of articles published in journals is given more priority for promoting researchers and academics. It is therefore implied that academic librarians in public university libraries in North-East, Nigeria, would not have much problem with their promotion, since the study had established that their research productivity in terms of journal publication is high.

Research question two investigated the level of psychological capital of librarians in public university libraries in North-East, Nigeria. The result showed high level of psychological capital of librarians in public university libraries in North-East, Nigeria. This finding is in agreement with the findings in earlier study of Ayoku and Okafor (2015) and one by El-Shobaky, El-Talla and Abu-Naser (2020) who found that the level of Psychological Capital was high among Palestinian in Palestine universities and among employees in Qasidi Merbah university, Ouargla, Algeria respectively. However, Popoola and Tabuke (2021) study that academic library employees' level of psychological capital was moderate does not agree with the findings of this study. It can be noted that librarians in public universities in North-East, Nigeria who exhibited a high level of psychological capital would display

moderate or average level of job performance. An individual's positive psychological state of development is characterised by having confidence (self-efficacy) to take on challenges and put in the necessary effort to succeed at challenging tasks; make a positive attribution (optimism) about succeeding now and in the future; perceive goals appropriately and, when necessary, redirect paths to goals (hope) in order to succeed; and when beset by problems and adversity, sustain effort and bounce back and even beyond (resilience) to attain success.

The finding calls to mind the fact that employers are on the lookout for employees with positive psychological resources in order to achieve competitive advantage over their counterparts. This is because with positive psychological resources, employees are positioned better for eventualities that may arise in the course of their jobs, tackle them head-on with the best of their ability, take informed and independent decisions when the need arises and bounce back on course when beset by uncertainties. This assertion supports Alea, Hadis, Mostaghimi & Mahmoud Reza (2015) who aver that many experts in the organisation and management fields believe that psychological capital is a competitive advantage in today's challenging work environment. Those individuals with high psychological capital have stronger beliefs in their ability to handle job-related obstacles and have positive expectations of outcomes.

This study found that the factors that hinder research productivity of librarians in public university libraries in North-East, Nigeria are inadequate motivation, poor internet connectivity, time constraint, epileptic power supply, excess work load, and financial constraint. This supports the finding of Ali (2016) who reported lack of

motivational support and lack of adequate research facilities as hitches to the research productivity of academic staff in the region. This implies that librarians in the institutions under study are not adequately motivated. The work load was also identified to be too much and as such they do not have enough time to carry out their research works. Unstable power supply which also affects the level of internet connectivity was also identified as a factor that inhibited research productivity. Poor internet connectivity could also be as a result of low bandwidth made available to the librarians of the institutions.

The hypothesis revealed that psychological capital had no significant influence on research productivity of librarians in public universities in North-East, Nigeria. In contrast to the findings of this study, Hsing-Ming et al. (2017) discovered that psychological capital of preschool teachers has significant positive influence on professional commitment. Similarly, Khamis (2018) revealed that there is a significant influence on the dimensions of psychological capital on the job performance of employees in Algeria. , Abu-Saif (2018) Also, found out that there is a direct relationship between Psychological Capital and the quality of work life. The implication of this finding is that, psychological capital did not contribute to the research productivity of librarians in public university libraries in North-East, Nigeria, therefore, experts in the field of psychology should be employed by the management of university libraries to teach librarians about how psychological capital could be applied in research activities with the aim of improving their level of research productivity.

## Conclusion

Research productivity is an important yardstick for measuring academic performance of academic librarians in Nigerian university system. Librarians like their teaching counterparts in the faculty, carryout research and publish their findings in form of textbooks, chapters in book, co-authored books, journal articles and conference proceedings. The result of this study shows a very low level of research productivity among librarians in public university libraries in North-East, Nigeria. Whereas, the level of their psychological capital is higher, it did not predict research productivity of librarians in this study.

The following recommendations were made based on the findings:

1. Management of public university libraries in the North-East, Nigeria, should encourage librarians to engage in writing and publishing journal articles, textbooks and other publications in order to further sustain and enhance their research productivity,
2. Knowledge and relevance of psychological capital should be inculcated into research activities of librarians at all levels of training in order to enhance research productivity of librarians in Nigeria.
3. University managements should provide adequate funds for librarians to attend conferences and workshops, especially in the area of research skills and research collaboration. This would enhance their research productivity and enable them to attract grants from funding agencies.

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