Perception of career path in library and information centres

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Abstract
Career reflects one's self-perception within one's social context in regard to one's past and present experiences as well as future plans. This paper focused on career path in library and information science. It discussed the historical background of library and information science (LIS) career in Nigeria. Libraries and librarianship have evolved over time in Nigeria. However, they have not yet gained a proper recognition or place among institutions and professions in the country. The paper further described the library and information science jobs you are currently available which include library services consultant; library manager; web archivist; integrated library system administrator among others. This paper also emphasized on educational requirement for one to become a librarian and influences on career path of individual. Challenges in the career path of library and information science practice are the professional requirement, mandatory publication in academic or professional journals (for academic librarians), among others. The paper recommended that stakeholders like the Nigerian Library Association (NLA), library schools, practicing librarian and information managers should market library services and create awareness of the potentials (job opportunities) of the library and information profession.

Keyword: Career path, information science, library, librarianship

Introduction
Career can be considered as a way an individual expresses himself and relates to society through life. Popoola (2004) sees career as a job, or profession for which one undergoes regulated education and training over a period of time and which one intends to follow for the whole of one's life. It is thus a chosen pursuit, life work and success in one's profession. Duberley, Mallon and Cohen (2006) described career as the sequence of major positions occupied by a person throughout his/her lifetime. It is a meaningful progression on a person's work life or a course pursued over a period of time. Choosing a career path or course of action essentially boils down to a career decision-making. The effectiveness of an individual's career decision-making relies heavily on the available information at the decision-making point.

Information is power and the more it is at one's disposal, the easier it is to make well-informed decisions. Often times, inability to choose a career path over another tend to indicate that one is lacking in sufficient information. Although work has different meanings for human beings, essentially, it is the 'backbone of an individual's life" (Paulter, 1995). The presence or absence of work is perhaps the most important pivotal point in a human's life. In order words, individuals spend their early years preparing for work, the major section of life doing chosen work, and the last part of life retired from work (Powlette, 2006).

Career path occurs in broad sequential stages; starting from childhood till death. The earliest stage is often a non-realistic conceptualization of one's potentials and the world. But with time, the child begins to be more realistic in

appraising himself with potential jobs. This second phase normally extends from about the end of primary school to secondary school. The third stage is referred to as realistic choice making. It has been observed that many people fail in jobs for psychological reasons, as just having the requisite skill is not a sufficient condition for success in a job. The impact of career path upon young person's is long-term and inestimable. Through the career development process, an individual fashions a work identity. According to Rafael (2007), career is the totality of work and leisure in which a person is involved in his or her whole life. Gibbons and Thomas (2009) suggested that the term 'career' encompasses various roles, circumstances and places that one encounters in a lifetime. To reflect the nature of such a comprehensive and complex self-development through the person's life span, it is advisable that the term 'career' be replaced by the phrase 'life career development'. Schreuder and Coetzee (2006) argued that while a job or occupation is a part of one's career, it does not represent the whole spectrum of this broad concept. Career means a lifestyle consisting of a sequence of work or leisure activities throughout one's lifetime.

In this paper, career reflects one's self-perception within one's social context in regard to one's past and present experiences as well as future plans. When the sense of career is expanded to multi-faceted phenomena of role integration in one's life experiences, factors such as work, education, family and the life, come into active play in the person's career choice and career building process (Issa & Nwalo, 2008). According to Super (2009) career can be recognized as the course of events which constitutes a life; the sequence of occupations and other life roles which combine to express one's commitment to

work in his or her total pattern of self-development; the series of remunerated and non-remunerated positions occupied by a person from adolescence through retirement, of which occupation is only one; includes work-related roles such as those of student, employee, and pensioner together with complementary a vocational, familiar, and civic roles. As a person enters into different phases of life, his or her views, and positions on career choice are defined and refined.

Historical background of library and information science career in Nigeria
Education for librarianship emanated out of a concern to develop an ideal profession to provide practitioners with appropriate working frameworks (Cord & Clements, 2010). Librarianship is a labor-intensive service profession just as effective library services demand a much skilled and efficient staff. The key to library development is personnel and modern librarianship requires personnel with adequate education and training. The training of librarians in Nigeria was a feature of the second half of the 20th Century when early modern libraries that were established alongside their research institutes had acute staffing problem (Nzotta, 1984). Initially, expatriate staff who manned the libraries could no longer cope with the management of the growing number of libraries. The need to educate and train more indigenous librarians arose, but without any training institutions in any of the African countries. This necessitated in-house training courses organized for indigenous staff by various libraries enabling them to sit for the United Kingdom Library Association examinations in the various British colonies (Aina & Serema, 2001). By the 1940s, the training of indigenous personnel to manage existing libraries began to attract more serious attention than ever. Some of the reasons advanced for the growing needs to promote

library education in Nigeria, then, according to Igbinosa (2007) included the following:

i. The demand for trained and professional librarians.
ii. There were libraries with large buildings and growing collections, which required expert management.
iii. The increase in world population and literacy required more libraries and qualified librarians to man them.
iv. Trained manpower is required for the complex and scientific nature of library operations.

Libraries and librarianship have evolved over time in Nigeria. However, they have not yet gained a proper recognition or place among institutions and professions in the country. In spite of the rich knowledge and information resources available in libraries, librarianship is among the least sought-after professions in Nigeria (Okoro, 2009). Strong academic background breeds good career. Lawyers, doctors, engineers, and accountants are traditionally held in high esteem because they all demand solid academic backgrounds. However, there are some other professions that require advance education but never receive due respect. Librarianship belongs to the latter category. Librarianship is a profession that is dedicated to serving the general public, providing timely and accurate information, thus contributing to the development of the society. However, the profession of librarianship hardly shares the glamour and respect of those other professions mentioned above. Igbinosa (2007) maintained that people, particularly students, do not like to pursue a career in librarianship. They do not realize that librarians are unsung heroes behind the successful stories of students, researchers, medical doctors, etc.

Current library and information science jobs

The number of library science careers continues to change, grow, and evolved especially in modern technology. Computers, social media, and other tools have all made it much easier for librarians to perform their duties and it's also opened up a wide range of new career paths that can be followed. Those thinking of earning a library science degree will want to consider just where they want their career to take them. The following are some of the library science careers one could choose to enter today:

i. *Library services consultant*: These professionals focus on providing their deep pool of knowledge and their skills to libraries around the country. It's much like a professional consultant for businesses, except that these professionals focus on helping libraries meet different issues and challenges ranging from integrating digital archiving tools into their efforts to the use of social media for promoting the library, and much more.
ii. *Library manager:* Library managers oversee the entire operative side of the library. Job titles in this area can include department manager, branch manager, director or associate director. They can be responsible for work schedules, evaluations of employees, managing budgets and training.
iii. *Web archivist:* Many major libraries have begun the process of building a solid website presence, and this process involves the archiving of all documents, records, microfilms, and more. Basically, the process involves transferring hard media into digital

form and then uploading it onto the website for access by employees or possibly by the public.

iv. *Integrated library system administrator:* This is a management style job that requires one to oversee the overall IT systems used in a library setting. It can be very challenging and responsibilities could include thing like managing interactive features, website issues, internal server problems, and more. It's essentially the IT position of the library world, and highly important.

v. *Metadata analyst:* You will lead and assist strategic efforts that are related to projecting the growth of data and also your company's metadata repository.

vi. *School librarian:* This isn't as new as some other positions out there in the librarianship field, but the fact is that school librarians today are more frequently tasked with being media managers and overseeing things like student's access to computers, videos, and other information resources.

vii. *Librarian of special collections:* Many public and private libraries have special collections of historic documents that need the skills of a librarian with a great deal of expertise in archives and extensive historic materials.

viii. *Manager of information services:* An information services manager is typically responsible for team management, training, research, data and resource management in either a government organization, nonprofit or private company.

ix. *Document control specialist:* Compile and assist in the internal publication of many types of records and files for private organizations.

You might work with engineering drawings, white papers, reports, and generally support project managers in gather and documenting records for various products and departments in a company.

x. *Archival consultant:* Be in charge of managing special paper and digital libraries at both public and private libraries around the country.

xi. *Web services librarian:* Leads the vision, design and management of a library's web presence to meet needs of students, faculty and staff of the school or university. Conduct analysis of the Website taxonomy and improve the user experience.

xii. *Metadata librarian:* This position may focus on one specific field or topic, but usually involves multiple subjects. Basically, it's the overall management of metadata in a library setting and could involve a wide range of different responsibilities.

xiii. *Archives technician–* Many libraries utilize multiple methods of archiving their documents. This position allows one to assume the position of managing the technology and systems used for archival purposes. It is challenging and frequently involves interesting situations that need to be addressed fully.

xiv. *Digital librarian:* Manage the digital library of many libraries and also private companies by handling content import, metadata management, virtual reference services, publisher communication and work closely with technology and sales staff.

xv. *Library technician:* This is basically the standard librarian position that most associate with the position. But it too is considered to be a 'fresh' position due to the large number of

unique challenges and techniques applied to it today. Card cataloging is gone, and today digital technologies are used to help manage libraries. Additional responsibilities could include a wide range of things, and this position's responsibilities are constantly shifting and evolving with the field itself.

xvi. *Law librarian:* This is a position that involves overseeing and managing libraries related to law. It may be a position that is offered by a specific legal firm, but could also be a government position.

xvii. *Director of content acquisition:* This role basically focuses on the purchasing and accumulation of resources and then the overall sharing of those resources. Those in this position are responsible for receiving, locating, and obtaining books, documents, and other pieces to add to a library and then overseeing the cataloging, archiving, and availability of those items.

xviii. *Research librarian:* Working in a research library setting, these professionals oversee things like medical documents and books as well as scientific papers and books.

xix. *Chief information officer:* Companies that tend to traffic in large amounts of electronic data frequently have a chief information officer that can in some cases come from a liberal arts background, such as a library science specialty.

xx. *Data officer* A corporate officer that specializes in utilizing information as an asset through data processing, data mining and analysis.

xxi. *Medical librarian:* These professionals frequently work on the faculty of either biomedical degree or healthcare degree programs. They teach health care professionals how to evaluate and access information and to contribute their expertise on many medical topics.

xxii. *Clinical informatics librarian:* You typically will evaluate, plan and develop many types of clinical support services in the special library in which you work. You also will provide specialized information services to many different project teams.

xxiii. *Library director:* This is generally the top leadership position in a library. You will usually oversee and prepare the budget, develop policies for employment and service, make strategic plans and fund raiser.

xxiv. *Library administrator:* This type of library professional will typically administer the operation of a technical library for a school, department or facility. Usually is in charge of all administrative duties that are related to scheduling, planning, and implementation of policy and needs assessment.

xxv. *Knowledge specialist:* You can work as a knowledge specialist for many different consulting firms where you will capture and process case summaries, case examples, proposals, tools and templates and also perform Meta tagging of case information.

These are just some of the hottest jobs available today in the field of librarianship. Finding the right position for you to enter involves determining where specific interests lie and then deciding on how to go about reaching those goals. There are many library science programs that provide a good generalized education in the field, while many more may offer specialized areas of study for one to take advantage of. In either

case, it's good to know that there are many different job opportunities out there for one to choose from.

Becoming a librarian

Librarians are keepers and disseminators of knowledge. They organize information and make it accessible to others. Depending on what specialty they choose, librarians may have responsibilities as varied as running public education programs, conducting research at top universities, teaching children to love reading or managing library employees. Read on to find out more about the different facets of library science, the educational path librarians must travel, and the final steps you'll need to take before earning the title of librarian.

Educational requirements

Get an undergraduate degree- In order to apply to an MLS program; you'll need an undergraduate degree from a college or university. There is no particular major requirement if you want to become a librarian, but common majors include English, Art History, Computer Science, and other courses of study that require research and technology skills.

If you plan to become a librarian in a specialized library, such as a law or science library, you may need a secondary degree in a specific field. In this case, make sure you choose a major with classes that cover the prerequisites you'll need for acceptance into a master's program in your field.

Don't wait until you have your degree- You can gain experience in a library before you finish your MLS, and even while you're still an undergraduate. Apply for a job at your university library or local public library. Many colleges hire students to staff reference desks and re-shelve books, among other duties. It's a good chance to find out whether you enjoy the library atmosphere

and want to pursue a career in library science.

i. Some libraries offer internships, whether paid or unpaid, as opportunities for students to get real world experience. If your university library doesn't already offer one, set up a meeting with the librarian to ask if there's a way you can get involved.

ii. Many schools have Student Library Association (SLA) chapters for students interested in information technology. Join your school's SLA, or start a chapter if your school doesn't have one.

iii. Network with librarians. Your volunteer work, part-time job, internship, or SLA chapter involvements are all opportunities to start relationships with librarians who could help you find a job down the line. Express your enthusiasm for librarianship, ask questions, and keep in touch after your internship ends.

Influences on the career path of individual

Studies on factors influencing undergraduates' career choice indicated psychological (intelligence, abilities, aptitude and personality type), educational, religious, sociological, cultural, sex, occupational information availability, socio-economic status of parents and friends/peers.

Issues on the career choice in library and information science essentially can also be influenced by motivation to take technological training (Dick and Rallis, 1991). These areas have recorded great enrolment decline each year from 1993–1997, following four decades of annual increases. A continuing admissions decline in these areas may ultimately lead to a

shortage of skilled library and information science workers that could ultimately hurt education and society at large. Poor image of the library profession generally and the poor understanding of library science in schools were identified as contributing reasons for this situation.

Jakada (1988), for instance, finds that intelligence, interest, aptitude and personality type have great influence on the type of career an individual aspires to, and the choice that eventually follows. High-level intelligence facilitates good aspiration, as one with such intelligence benefits more from education, thus enhancing one's career opportunities and vice versa. Variables like interest and aptitude are considered as influencing factors because they help the individual to determine the necessary joy expected in vocational adjustment. Another is the personality type including temperament level and emotional stability. Holland (1997) posits that a person chooses a job that fits his personality most; implying that the individual expresses personality through his career choice. Members of a particular vocation have similar personalities which enable them respond to issues, problems and situations in uniquely similar ways, thus creating a characteristic interpersonal environment.

In recent times, there has been a growing anxiety arising from a situation whereby many more library school students opting for library and information science as a course of study only after failing to secure admission into other choice courses. This places the future of the profession in jeopardy, as mainly uncommitted professionals would populate the work-force in the near future. Meanwhile, the emergence of library schools, as a potent factor in shaping new philosophies and fostering new attitudes in the library profession has been a significant aspect of the evolution of the 20th Century

librarianship. As library education concerns itself profoundly with changes in the character of the library profession, it also recognizes and formulates objectives aimed at reflecting the present library problems and relating them to future professional needs. Library education is thus focused on transmitting knowledge and skills, which are necessary for successful performance in the profession.

This function places library school at the vortex of the profession. Naturally, librarianship responds to changes in the society in which it exists. The changes, which affect it especially in the last few decades, have been phenomenal. Some of these include the expanding frontiers of knowledge, the improvement in and application of, modern technology and hardware and the increased awareness and complexity in demand for information by the society the library exists to serve (Coetzee & Roythorne-Jacobs, 2007).

Critical issues in career path decisions
Career path is one of the most important decisions in the life of an individual. Issues in career path have far-reaching implications on the individual's future in terms of lifestyle, status, income, security and job satisfaction. Although personal philosophy, achievement and self-image are important factors in this decision, the external environment is also very important issue characterizing career and shaping aspirations. The values an individual holds, the successes and failures he experiences, the social class in which he has developed and his interests, strengths and capacities are only some of the factors which could affect his selection of a career. Thus, career path is not merely a decision of a moment but a complex and difficult process spanning years, if not a lifetime (Coetzee, Bergh & Schreuder, 2010).

There are many theories on career aspirations and choice, each emphasizing the organized and systematic provision of information needed to help individuals evaluate their personal experiences and aspirations so as to make an intelligent career choice. Holland (1997), for instance, holds the view that people in a particular profession have peculiar characteristics regarding social and developmental needs. These motivate them to create an environment reflecting not only their needs and personalities, but also one in which their skills, abilities, attitudes and values are accepted. Bandura, Barbaranelli, Caprara, & Pastorelli (2001) proposed six occupational environments and six matching models of personal orientation namely the Realistic, Intellectual, Social, Conforming, Artistic and Enterprising. These underscored career interests and preferences as parts of the total personality of the individual. To understand the role of occupation in the life of the individual demands a prior understanding of that particular individual and his needs.

Coetzee and Schreuder (2009) posit that an individual chooses more effectively if he knows his abilities; that fulfillment of his needs are crucial in job satisfaction and that occupational choice reflects one's personality and needs. This stresses the influence of psychological, social and economic factors in occupational choice. The individual chooses an occupation which best meets his strongest needs ranging from social, psychological to economic. This choice improves once is able to predict how well a prospective occupation can satisfy needs (Ferry, 2006). Job satisfaction depends on the extent to which an individual's occupational needs meet those needs that he considered most important. Thus, an individual's need is one of the determining factors in career choice. Other factors include important people in our lives, parents, admired works, working

experiences and peer influence. The occupation makes possible the playing of a role appropriate to the self-concepts since every occupation requires a characteristic pattern of abilities, interest and personality traits with tolerance wide enough to allow a variety of occupations for each individual and a variety of individuals in each occupation.

The selection of an occupation constitutes an implementation of the self-concept construct, requiring a person to recognize one's self as a distinctive individual and to be aware of the similarities between one another. Thus, knowledge of self is crucial in making an adequate and wise choice; suggesting that career choice is developmental in nature; and not an event, which occurs at a particular point in time. Career path can also be influenced by interest; as students often indicate that they would like an 'interesting' job. Interests are, of course, very personal; to the extent that two people may be interested in the same activity for quite different reasons. Such features as mental stimulation, sense of achievement, excitement and using one's abilities are central to the description of a career that is interesting. Some effects of interests on career choice are that an interest may be significant in it and therefore be vital to career choice. It can also point to jobs where similar satisfactions can be derived. Indeed, occupations can be grouped together where they have common interest elements, though one does not need to satisfy all of one's interests in a job; since some will be achieved through external activities.

An individual's skills and interests are, however, only a part of the picture when making choices about what to do in future. Other factors influencing choice include one's values and temperament. An individual's scale of value is usually based on his belief and attitudes about what he considers as important in life. Thus, if one's

values match closely those of his work or colleagues', one is likely to feel a sense of pride in the chosen career and therefore be happy to devote time and energy to it. However, it is important to note that value systems do change over time such that what is considered as appropriate today may cease to be so in five or ten years' time. At any rate, values do become more important as one gets older. Examples of values include autonomy, authority, variety, services, economic reward, prestige, social interaction and creativity.

Consequently, many youths are most unsuited for their careers as they usually find themselves in jobs where they could not satisfy their value needs. When this occurs, they constitute nuisance to themselves and their employers. They are usually unable to contribute meaningfully to the society and ultimately become liability to the nation. Close contact with new entrants into some Nigerian library schools showed that many of them would have preferred other courses of study to librarianship. It seems also that many fresh students in these schools offered to study librarianship only after being rejected by the department of first choice owing to low scores obtained at the University Matriculation Examination. They probably have tried in vain to secure admission into other choice courses and opted to study librarianship only as last resort. It has been observed that only a few of them usually apply to read library and information science as a first choice course. It is on record, for instance, that the Department of Library, Archival and Information Studies, University of Ibadan had only 29 candidates who chose the course originally, in the 2002/2003 academic session. Out of this, only 19 candidates, who had 210 and above cut-off marks, were on the first admission list of 56 candidates in all; implying that many of the admitted students came from subsequent

lists, consisting of candidates who, perhaps, could not meet up with the cut-off requirements of their preferred courses. Discussion with some lecturers in these library schools showed that this trend pervades the schools. In fact, some of the students often express readiness to defect, as it were, to other professions on completing their program in library and information studies.

Challenges in the career path of library and information science practice
One primary role of librarians is to provide leadership and expertise in the design, development and ethical management of knowledge-based information systems in order to meet the information needs and obligations of the patron or institution. At the core of the concept of the "information professional" are those people who manage the acquisition, organization and dissemination of information to an identifiable group of users. The operation of the knowledge and skills is undertaken in diverse number of work situations. The delivery mechanism and the nature of the dissemination process could vary and need not necessarily be technologically based. This is without prejudice to the fact that the traditional environment for the information professionals has usually been the library. In predicting the imminent growth in information which exploded in volume one hundred years later, Joseph Henri of Smithsonian Institute, opined that the progress of mankind is based on research, study, and investigation which, in turn, generate wisdom, knowledge or, simply, information. He contends that for practically every item of interest, there is some record of knowledge pertinent to it and that unless this mass of information is properly arranged, and the means furnished by which its content may be ascertained, literature as well as science will be over-whelmed by

their own unwieldy bulk (Coetzee, Bergh & Schreuder, 2010). Not only is information now considered as a cultural and social asset, more importantly, it is a remarkable development that it is now being purchased at high prices.

Consequently, making these enormous libraries and archives available in a clear and organized manner by using the proper technologies is currently the greatest challenge for all those involved in knowledge management, comprising the production, organization and transmission of information. Hundreds of libraries and information centers have recently begun to capture images of books, pamphlets, journal articles, manuscripts, photographs, slides, and other materials in digital forms and have been storing them for retrieval from within and without their facilities (Chope, & Johnson, 2008). Thus, as technological progress produces more capable and less expensive information technologies, there is a strong impetus towards developing and using computer systems in all human activities including library operations. In this vein, Chen (2004) remarks that the implementation of information and communication technologies has received widespread attention, and to a recognizable extent, taken a central place in a lot of areas of personal and institutional management. Furthermore, Baruch (2004) reiterates the above succinctly in the following statements: Reasonable integration of the new information and communication technologies into the processes of production and administration has given rise to new forms of work organization, management and planning, which can help master the processes of production operation, control, quality control and information transfer and facilitate the process of adaptation to the ongoing evolution of the economic, social and cultural environment.

Some of the issues or obstacles to career achievement are the professional requirement, mandatory publication in academic or professional journals. Also, the supervisory role may not be suitable for some individuals. One who excels in technical competence might be lacking in either the interest and/or the necessary interpersonal and social skills to manage others effectively. Another potential problem is librarians who have been promoted on the basis of their technical competence unable to pull away from that technical work. Some may feel the need to maintain both the technical competence and their supervisorial responsibilities. Finally, mentor relationships have the potential to sour and create resentments.

Integration or inclusion of para professional into Librarians Registration Council of Nigeria (LRCN) as being practiced in other profession like Council for the Regulation of Engineers in Nigeria (COREN), and Medical Laboratory Registration Council of Nigeria (MLRCN). To include para-professional cannot be out of place because it is practiced by other professional regulatory councils in Nigeria. For instance, what is obtainable at COREN shows that there are four categories of registration for engineering personnel, and that all the categories are considered to be important and taken into cognizance. For instance,

Nomenclature	Qualification
Engineers	Bachelor of Engineering (B.Eng.)
Engineering Technologists	HND in Engineering
Engineering Technicians	ND/OND in Engineering

Engineering Craftsmen   Certificates from Technical Colleges/SSCE

Whereas, LRCN has only two categories of registrations, that is, those with first degree in librarianship, and those from other fields and possess master's degree in librarianship. This implies that those with HND, ND/OND and SSCE/GCE/WASSC are left out.

Professional burnout: The tasks of entry level reference librarians have been the subject of many articles on professional burnout. Miller discusses overworked reference staff and the seemingly never-ending responsibilities taken on by reference librarians. Two of the most labor-intensive functions are library instruction activities and computer-assisted reference services. Librarians often handle the clerical components of these functions due to staff shortages. Other challenges presented in this paper are application of ICT, Lack of/inadequate monitoring is an issue in this profession, Low self-esteem, insufficient faculty/staff strength, inadequate physical facilities/ infrastructure, disparity in salary scales among LIS professionals, lack of finance/ inadequate funds and lack of financial assistance and sponsorship.

This article has discussed in some depth the need for a career planning approach for information professionals. The library or information organization can also benefit by identifying its needs through a human resources management system. Long-term professionals' development is crucial to both the organization and the information professional.

Conclusion

Choosing a career by the individual is one of the most important, yet, difficult decisions to make in a life time, since everyone reserves that right to make the choice. In modern society, every individual always had concern for this need though dealing with it without a real understanding of how individuals make their choice. The child dreams of what to become in future but finds out in time that the goals to be attained in life changed just as the preferred career became largely influenced by what is possible to be done. The individual looks forward to a fulfillment in a chosen career by its reward system, although the rewards are not the same for everyone. Some are into careers so as to be looked up to others derive great satisfaction from a job well done.

One can choose a content area or develop specialized skills that can be applied to a variety of problems. Examples of the former would include subject specialists, reference librarians and catalogers. An example of the latter is system librarian. The choice of an appropriate specialization must be made in the light of professional trend and local budgetary constraints. This key decision forms the base for a productive and successful career. One who excels in technical competence might be lacking in either the interest and/or the necessary interpersonal and social skills to manage other effectively.

The following are recommended in the light of what has been presented so far:

1. Stakeholders like the Nigeria Library Association (NLA), library school, and practicing librarian and information managers should market library services and create awareness of the potentials (job opportunities) of the library and information profession;

2. Library and information science professionals must undergo retraining to attain new skills, such as knowledge of information communication technology (ICT);

3. There is need for regulatory council such as LRCN to provide a clear cut career path for the profession and

make available a standing ethical policies in the profession as it is obtainable in other professions;

4. Managers should continue to provide career opportunities to employees and also, to provide job enhancement and job enlargement opportunities.

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