
**DEMOGRAPHIC FACTORS AS PREDICTORS OF CAREER COMMITMENT OF
LIBRARIANS IN UNIVERSITIES IN SOUTH-WEST, NIGERIA**

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ABSTRACT: *The study investigated demographic factors as predictors of career commitment of librarians in Universities in South-west, Nigeria. The objectives of the study were to: (i) determine career commitment traits among librarians in the universities in South-west, Nigeria; and (ii) examine demographic factors of librarians in universities in South-west, Nigeria. Survey research design of correlational type was adopted for the study. Total enumeration technique was used to cover a study population of 295 librarians working in the universities in Ekiti, Lagos, Ogun, Ondo, Osun and Oyo States, Nigeria. Questionnaire was used for data collection. Two research questions were presented for the study, and two hypotheses were tested at 0.05 level of significance. Data collected were analysed using descriptive and inferential statistics at 0.05 level of significance. The findings of the study revealed that positive significant relationship existed between academic qualification and career commitment ($r = .195^{**}$, $p(.004) < .05$), job status and career commitment ($r = .591^{**}$, $p(.000) < .05$), years of professional experience and career commitment ($r = .575^{**}$, $p(.000) < .05$). Also, the findings revealed that gender and marital status could not significantly predict career commitment of librarians. The study concluded that that gender and marital status had no significant relationship with the career commitment of librarians in the universities in South-west, Nigeria. Hence both gender exhibit a moderate level of commitment to their career irrespective of their gender or marital status because they are professionals. Based on this finding, it becomes necessary to treat all librarians equally as there is no rationale for discrimination based on gender in policy issues that can assist them in their profession.*

KEYWORDS: demographic factors, career commitment, librarians, universities

INTRODUCTION

Libraries are established in the universities to support teaching, learning and research in the parent institution. University libraries are unique among other libraries because their collections are based on the academic programmes of their parent institutions which are geared toward achieving institutions objectives. A university library is an integral part of the university system that provides users with a conducive learning environment and resources that would enhance their intellectual performance. A university library collects, preserves, manages and archives

books and other forms of records and efficiently provides this collection of information to faculty and students of the community it serves.

In the process of supporting the university to carry out its set goals and objectives in the area of learning, teaching and research, librarians are employed in the university to perform their professional duties of meeting and satisfying the information needs of staff and students. The librarian is a professional in a library who plays a significant role in providing relevant information to users to satisfy their needs (Ajie, Soyemi & Omotunde, 2015). Librarians are the activators of functions and services in the libraries, as they possess skills in collection development, technical processing of information sources, user education and services. Librarians are experts in the organisation and retrieval of information in any format, they can be found in many organisations such as public, schools and university libraries. They are also found in government departments, hospitals, law firms, museums, and other large organisations where academic research is performed or where a large quantity of information is stored (Popoola, 2008). Some factors make academic libraries achieve their set goals and perform effectively in their parent institution. Such factors include funding, job and career commitment of library personnel, competence of library personnel, library information resources, leadership style etc. The career commitment of librarians has a bearing on the way they carry out their professional duties. Chapman (2013) defined career commitment as the strength of one's motivation to remain in a chosen career. In other words, career commitment involves an individual's attitude to work in a chosen profession/vocation. Yusuf and Ilo (2012) stated that career commitment means the ability to work towards advancing individuals profession. That is, career commitment is the ability of employees to remain in their career and be effective in all areas to see that goals are achieved.

According to Akintayo (2010), commitment involves identification, involvement and loyalty. The researcher saw commitment as a partisan satisfaction of the individual; when an individual genuinely identifies himself with a group, leader and subordinates, he is in effect saying that the goals and values associated with that cause have become his own. Self-consciously, he directs his efforts towards those goals and gains that give intrinsic satisfaction through self-achievement. Adio and Popoola (2010) identified three factors of career commitment. These include affective commitment, the degree at which people experience a sense of identification and involvement with chosen career; Continuance commitment, the cost associated with leaving or quitting the chosen career or line of work; and Normative commitment, the feeling that one is obligated to remain in a chosen career or line of work. According to Iroaganachi and Enwefa (2013), level of commitment plays a vital role in the process of creating a fulfilling career. Career commitment is important for career development and progression. This entails consistent capacity building to attain efficacy and relevance irrespective of any external contribution. The commitment of employees to careers is of prime importance to all organizations. Persons committed to their careers will, presumably, perform better and this will result in the better overall performance of the organization.

According to Rasudin and Shohaimi (2017), an employee's commitment to his career is an important aspect in ensuring organisational effectiveness. A low level of commitment may increase withdrawal rates, thus affecting the organisation. The level of commitment and individual demonstrates in his/her career to a large extent determines the height of achievement in the same. To keep pace with new developments, maintain relevance and entrench best practices, professionals and para-professionals in various fields must demonstrate some level of commitment to their careers. Aryee and Tan (1992) cited in Awoyemi and Odefadehan (2017) research the career commitment of teachers and nurses in Singapore and observed that those who demonstrated commitment to their profession did so to keep up with new developments in their profession and to acquire additional skill and training. In the Nigerian university libraries, career commitment could be used as a measure of behaviour at work. Thus, some members of staff attitudes to work are poor, going by the complaints of stakeholders in education: lecturers, students and government.

Demographic factors (age, work experience and educational qualification) are considered in this research work as they are some of the major factors to consider when librarians are being employed in the university libraries. These demographic factors may positively predict career commitment or negatively predict career commitment of librarians. Studies (Adio, 2010; Animashaun & Oludemi, 2013; Johnson 2004; Adio & Popoola, 2010; Igere, 2020) have shown that demographic factors such as marital status, educational level, age and gender have a significant relationship with career commitment. Animashaun and Oludemi (2013) in their study on demographical and psychological factors as correlates of organisational and career commitment among prison officers in South-west, Nigeria noted that gender, age, educational qualification, job satisfaction, job stress, motivation, job stress and emotional intelligence are the real correlates of career and organisational commitment among prison officers in South-west, Nigeria. Adio (2010) reported that demographic factors such as age, sex, job position and number of years spent in the university influence the career commitment of librarians in federal universities in Nigeria. Igere (2020) also affirmed that demographic factors such as gender, marital status, age and academic qualification are very important factors in career commitment. The researchers submitted that an older person may be more committed than a younger person who may be ready to change job at any time. It is on this note that the study investigated demographic factors as predictors of career commitment of librarians in universities in South-west, Nigeria.

Objectives of the Study

The main objective of this study is to investigate demographic factors as predictors of career commitment of librarians in universities in South-west, Nigeria. The specific objectives of this study are to:

- i. examine demographic factors of librarians in the universities in South-west, Nigeria;
- ii. determine the career commitment traits of librarians in universities in South-west, Nigeria;

Research Questions

To achieve the identified objectives of the study, the following research questions were raised:

- i. What are the demographic factors of Librarians in universities in South-west, Nigeria?
- ii. What are the career commitment traits of librarians in universities in South-west, Nigeria?

Research Hypotheses

The following null hypotheses were tested at $p < 0.05$ level of significance:

H₀₁: There is no significant relationship between demographic factors (gender, age, marital status, educational background, job status, work experience) and career commitment of librarians in university libraries in South- west, Nigeria.

H₀₂: Demographic factors (gender, age, marital status, educational background, job status, work experience) will not significantly predict career commitment of librarians in universities in South-west, Nigeria.

LITERATURE REVIEW

Many of the researches concerning the causes of commitment have dealt with the personal characteristics of age, marital status, education, gender and work experience. An employee's age was found to be positively related to commitment (Animasahun & Oludemi, 2013; Adio & Popoola, 2010; Konya, Maltic & Palvovic, 2016; Rabindarang, Bing & Yin, 2014; Azeem, 2010; Amune, 2014; Armstrong, 2012).

Adio and Popoola (2010) revealed that marital status, educational level, age and gender have a significant relationship with career commitment. Animashaun and Oludemi (2013) in their study on demographical and psychological factors as correlates of organisational and career commitment among prison officers in South-west, Nigeria noted that gender, age, educational qualification, job satisfaction, job stress, motivation, job stress and emotional intelligence are the real correlates of career and organisational commitment among prison officers in South-west, Nigeria. Adio (2010) reported that demographic factors such as age, sex, job position and number of years spent in the university influence the career commitment of librarians in federal universities in Nigeria. Igere (2020) also affirmed that demographic factors such as gender, marital status, age and academic qualification are very important factors in career commitment. The researchers submitted that an older person may be more committed than a younger person who may be ready to change job at any time.

Nwangi (2014) submitted that old workers are more likely to be committed to their career than young workers in any organisation because the older the employees, the more the tendency to place value on their career. Konya, Maltic and Palvovic (2016) also affirmed that older workers are more committed compared to younger employees because older people at the workplace lower their expectations to more realistic levels and adjust themselves better to their work situations. Based on these findings, one could reason that demographic factors play important

roles in the career commitment of librarians in the universities. It shows that demographic factors also had significant correlation with career commitment, for example Age and tenure are believed to be demographic characteristics, which are positively correlated with commitment. As people get older, they remain in their professions, their commitment increases, probably because alternative career opportunities diminish for older people or because commitment may be a successful strategy in getting along (Rabindarang, Bing & Yin, 2014).

Johnson (2004) opined that age, sex and marital status have important effects on career commitment and job satisfaction of workers in an organisation. Rabindarang, Bing and Yin (2014) emphasized that age is related to commitment in a way that older employees are more committed compared to younger employees and newcomers in an organization. Konya, Maltic and Palvovic (2016) asserted that an increase in the age of workers has a significant positive impact on their career commitment. The researcher emphasised that the older employees in organisations are more committed compared to younger employees. Armstrong (2012) opined that as people become older, they tend to be focused and stable in their career or occupation than the younger ones. The researcher stated that the reason for this could be that the younger ones are easily enticed by higher salaries and greater responsibilities which made them change jobs without any consideration than the older employees who tend to be more committed because they have a lot to consider before leaving their career.

On the contrary, Noordin and Jusoff (2009) noted that aged workers tend to plan their careers less. However, Southgate (2005) study on exploration of career salience, career commitment, and job involvement reported that the young groups of employees (20-29) years old are more committed to their career than the oldest group of employees (50-59) years old. Southgate (2005) further explained that the young groups of employees are new in their careers which made them to be more committed, stable and become responsible. For example, the young workers attach greater importance to advancement opportunities than the aged workers as such opportunities decline with age. Igere (2020) revealed that age has contributed negatively to career commitment. The researcher observed that the younger librarians are more committed to their career than the aged librarians in university in Southern Nigeria.

Jack (2004) study on gender and career commitment across some professions in selected developed countries found that professional women are more committed to their career than their male counterparts. Maier (2011) however noted that men and women experience similar levels of career commitment. Chughtai and Zafar (2006) in their study posited that gender does not significantly predict the commitment of teachers in Pakistan universities. Mathieu and Zajak's (1990) well-cited meta-analysis suggested there was a link between gender and commitment but the variations across professional groups led them to conclude that there was no consistent relationship between gender and commitment. Thus, there appears to be a lack of consensus as to whether gender and commitment are interrelated. It is also worthy of note that research into the perception of women's career commitment has reported that they are often perceived as less

committed than their male counterparts (Pala, Eker & Eker, 2008), specifically in professional groups (Adio & Popoola, 2010).

Some studies (popoola and Oyewumi, 2006; Oseil, Acquaah and Acheampong, 2015) revealed that those with fewer years of experience are more committed to their career than those who have spent many years. According to Oseil, Acquaah and Acheampong (2015), employees who have been with an organisation for fewer years probably have a longer period ahead of them to plan and think more about their careers than those who are about to retire. Popoola and Oyewumi (2006) affirmed that those with less work experience have a strong will to be committed to their career. This, therefore, indicates that those with fewer years of experience tend to be more committed to their career because they are still young and have a lot to cover and learn in the process.

In a study of librarians' commitment to their profession, Igere (2020) found that the age of the librarians in university libraries do not significantly predict their career commitment, education, age and tenure are strong predictors of commitment. In another study of nurses, Meyer et al. (1993) proceeded to test for organisational and occupational antecedents and their relation to the three types of commitment – continuance, affective and normative. They found that continuance commitment was strongly associated with variables that increased investment, like tenure and position; affective commitment related to work satisfaction, and normative commitment related to both work satisfaction (similar to affective) and a general sense of obligation to others. The marital status of an employee is believed to have a positive influence on career commitment. This could be because married employees with dependent children are most times the breadwinners of their families; hence they have more personal responsibilities and greater financial burdens than their single counterparts. As a result, they are inclined not to risk leaving their career/profession. Marital status is also a demographic factor, which influences commitment. Current literature shows that married people are more committed than single people. This is because they need a stable job and career, due to their perceived responsibility for their families (Choong et al., 2012).

Individual characteristics such as age, religion and ethnic background; family characteristics such as marital status, number of children and work characteristics such as organizational tenure, positional tenure and salary may also contribute to the variance in the levels of career commitment of managers in different countries. Age and years of education are often cited as predictors for career commitment. Age is cited to affect career commitment because as people age, they become focused on career orientation and occupationally stability (Pala, Eker & Eker, 2008), the more time and energy (and other resources) that one invested into a career, the greater the stake and the more commitment to a particular career, and as individual ages and settles into a career, he/she tends to close off other career options because there is less time available to learn new skills and to develop the expertise that will bring commensurate financial rewards (Colarelli & Bishop, 1990).

Berry (2007) conducted a wide-ranging survey among the library staff of public and academic libraries and mentions that compared to the younger age group, the older library workers are happier in their jobs. Contrary to the findings of Berry (2007), Albanese (2008) reported that an overwhelming majority of the respondents in academic libraries across all age groups are satisfied with their jobs and profession. From a gender perspective, according to Marjanja and Kiplang'at (2003), vertical occupational segregation exists when both men and women work in the same job categories; this is manifested in the fact that men are commonly found to be doing the more skilled or better-paid work, affecting the job satisfaction of their female counterparts. This is echoed in studies done by Maxwell et al. (2007) and MacLean (2006). The length of service in an organisation is positively related to the level of internalisation of organisational values, which results in greater commitment from the individual (Amangala, 2013; Hellriegel et al., 2004; Igere, 2020). Amangala (2013) argued that gender is directly and negatively related to career planning, due to suggestions in the literature that women are somewhat less focused on advancement than men, and therefore are less likely to plan their career. The results of their study confirmed that women in the sample planned their career less. They also argue that older people tend to plan their careers less. Igere (2020) reported that education was strongly correlated with career commitment, this indicated that when employees are highly educated, they tend to stay on their career because the more they go higher academically, the higher they become hierarchically and the higher the benefits attached. Marital status was significantly correlated with career commitment, with married professionals scoring higher career commitment than single and divorced professionals; and a number of children was not correlated with career commitment (Konya, Matic & Pavlovic, 2016).

METHODOLOGY

The correlational survey was adopted for the study. The population for the study comprised of the Two Hundred and Ninety Five (295) librarians working in universities in South-west, Nigeria. The South-west comprises of six (6) states; Ogun, Oyo, Ondo, Lagos, Osun and Ekiti States. A breakdown of the population is shown in Table 1. Total enumeration technique was used to cover all the two hundred and ninety-five librarians working in the fourteen public universities and eight private universities selected in South-west, Nigeria. Eight private universities that were established before 2006 were selected for this study. They were chosen for this study because they have more librarians with professional experience than those that were recently established. Questionnaire was used for data collection and data were analyzed using descriptive and inferential statistics such as frequency counts, percentages, mean and standard deviation, Pearson Product Moment Correlation, Analysis of Variance and Regression analysis.

All test regarding retention or rejection of the null-hypotheses (H_0) were conducted at 0.05 level of significance ($P < 0.05$). The 0.05 level of significance was chosen as studies have shown that it is fairly reliable at this level to accept or reject an hypothesis. Out of the two hundred and ninety five (295) copies of questionnaire administered to the librarians, two hundred and twenty (220) were returned which represent 75% response rate for the study.

Table 1: Response rate by Institutions (N = 220)

S/N	University	Sample Size	Return rate
1.	University of Ibadan	32	2 (66%)
2.	Obafemi Awolowo University, Ile-Ife	22	19(86%)
3.	University of Lagos, Lagos	24	11(46%)
4.	Federal University of Technology, Akure	12	11 (91%)
5.	Federal University of Agriculture, Abeokuta	23	15 (65%)
6.	Federal University, Oye-Ekiti, Ekiti	5	4 (80%)
7.	Ekiti State University, Ado-Ekiti	17	14 (82%)
8.	Olabisi Onabanjo University, Ago Iwoye	12	8 (66%)
9.	Lagos State University, Ojo, Lagos	17	16 (94%)
10.	Ladoke Akintola University, Ogbomoso	12	12 (100%)
11.	Adekunle Ajasin University, Akungba-Akoko	10	8 (80%)
12.	Osun State University, Osogbo	9	8 (89%)
13.	Tai Solarin University Education, Ijebu-ode	10	10 (100%)
14.	Ondo State University of Science and Technology	6	4 (67%)
15.	Babcock University, Ilisan Remo	17	10 (59%)
16.	Bowen University, Iwo	8	7 (88%)
17.	Ajayi Crowther University, Oyo	9	6 (67%)
18.	Covenant University, Ota	19	13 (68%)
19.	Bells University, Ota	7	5 (71%)
20.	Crawford University, Igbesa	6	4 (67%)
21.	Lead City University, Ibadan	11	9 (82%)
22.	Redeemer's University, Ede	7	5 (71%)
Total		295	220 (75%)

Presentation of Results on the Research Questions

Research Question One: What are the demographic factors of librarians in universities in South-west Nigeria?

Table 2: Demographic factors of Respondents in universities in South-west Nigeria (N = 220)

S/N	Variables	Labels	Frequency	percentage
1	Gender	Male	98	44.5
		Female	122	55.5
2	Age Range	21-25 years	3	1.4
		26-30 years	20	9.1
		31-35 years	37	16.8
		36-40 years	54	24.5
		41-45 years	40	18.2
		46-50 years	32	14.5
		51-55 years	19	8.6
		55-60 years	12	5.5
	61and above years	3	1.4	
3.	Marital Status	Single	20	9.1
		Married	195	88.6
		Divorced	4	1.8
		Widowed	1	0.5
4.	Job Status	Librarian II	71	32.2
		Librarian I	73	33.2
		Senior Librarian	45	20.5
		Principal Librarian	24	10.9
		Deputy University Librarian	4	1.8
		University Librarian	3	1.4
5.	Years of Professional Experience	1-5 years	52	23.6
		6-10years	80	36.4
		11-15years	46	20.9
		16-20years	20	9.1
		21-25years	17	7.7
		26-30years	4	1.8
		31-35years	1	0.5
6.	Highest Academic Qualification	Ph.D	13	6.0
		MLIS/MLS/MARM/MSC	207	94.0
Total			220	100

Table 2 presents demographic factors of librarians that participated in the study, result on the gender distribution of respondents' shows that, female librarians have the highest frequency 122

(55.5%), this implied that the majority of the librarians that participated in the study were female. Fifty-four (24.5%) of the respondents belonged to the age range of 36 – 40, 61 and above (1.4%) were the least represented. 195 (88.6%) of the respondents were married. The table also indicates that Librarian I had the highest representation (33.2%) of the total population of this study as regards job rank, only three University Librarians filled the questionnaire representing 1.4%. The implication of the data indicated that majority of the respondents fell in the lower cadre (Librarians II and I) of librarianship which both constituted (65.4 %). The table shows that 132 (60%) of the respondents had less than 10 years working experience, the least represented were those between 26 – 30 (1.8%) and 31 – 35 (0.5%) years. The result also showed that respondents on salary grade CONUASS 3 (32.7%) ranked the highest participants in the study, closely followed by those on CONUASS 2 (30.9%) while the least was CONUASS 7 (0.9%). The obvious reason for these results was that majority of the respondents were in the category of Librarian II and Librarian I, while the minority belonged to Deputy University Librarian and University Librarian cadre. The educational qualification distribution of respondents' shows that the holders of Master's Degree (MLIS/MLS, MARM etc) category of respondents had the highest frequency 207 (94%) and those with Ph.D were 13 (6%).

Hypothesis One: There is no significant relationship between demographic factors (Gender, Age, Marital status, Highest Academic Qualification, Job status and Years of professional experience) and Career Commitment of Librarians in University libraries in South-west, Nigeria

Table 3: Pearson Product Moment Correlation (PPMC) Showing the Relationship between Demographic Factors and Career commitment of the Respondents in University Libraries (N = 220)

	Career commitment	Gender	Age	Marital status	Educational status	Job status	Work experience
Career commitment	1						
Gender	.103 .128	1					
Age	.144* (.033)	-.127 (.060)	1				
Marital status	.069 (.311)	.087 (.197)	.088 (.196)	1			
Highest Academic Qualification	.195** (.004)	-.114 (.092)	.013 (.852)	.017 (.799)	1		
Job status	.591** (.000)	-.011 (.877)	-.156* (.020)	-.057 (.404)	.181** (.007)	1	
Years of professional experience	.575** (.000)	-.023 (.734)	.314** (.000)	.053 (.430)	.209** (.002)	.592** (.000)	1
\bar{x}	61.55	1.56	40.75	1.98	1.56	2.6364	11.0364
S.D	10.29041	0.498	9.64229	0.399	1.19	1.985	2.17888

* Sig. at 0.05 level

Table 3 shows that there were positive significant relationship between Career Commitment and Highest Academic Qualification ($r = .195^{**}$, $p(.004) < .05$), Job status ($r = .591^{**}$, $p(.000) < .05$), Years of professional experience ($r = .575^{**}$, $p(.000) < .05$); Career Commitment had a significant relationship with Age ($r = .144^*$, $p(.033) < .05$) but had no significant relationship with Gender ($r = .103$, $p(.128) > .05$) and Marital status ($r = .069$, $p(.311) > .05$) respectively. Hence, while Age, Highest Academic Qualification, Job status and years of professional experience could influence Career commitment of Librarians in University libraries in South-west, Nigeria, Gender and Marital status could not.

Hypothesis one was therefore rejected

The finding is in line with the findings of Adio and Popoola (2010) who revealed that demographic factors have positive significant relationship with career commitment of librarians in Federal universities in Nigeria. The finding also supports Konya, Maltic and Palvovic (2016) that significant relationship exists between demographic factors (work experience, age and education) and career commitment. The finding on gender is also in tandem, with the findings of Chughtai and Zafar (2006) who concluded in their study that there was no consistent relationship between gender and commitment. This finding contradicts Jack (2004) study on gender and career commitment across some professions in selected developed countries, who found that professional women are more committed to their career than their male counterparts and Mathieu and Zajaks (1990) well-cited meta-analysis suggested there was a link between gender and commitment but the variations across professional groups led them to conclude that there was no consistent relationship between gender and commitment.

Hypotheses Two: There is no significant joint prediction of Demographic factors (gender, age, marital status, educational background, job status and years of professional experience) on career commitment

Table 4: Summary of Regression Analysis Showing Joint Prediction of Gender, Age, Marital Status, Highest Educational Background, Job Status and Years of Professional Experience on Career Commitment (N = 220)

R	R Square	Adjusted R Square	Std. Error of the Estimate			
.703	.494	.480	7.4227			
A N O V A						
Model	Sum of Squares	DF	Mean Square	F	Sig.	Remark
Regression	11454.937	6	1909.156	34.651	.000	Sig.
Residual	11735.513	213	55.096			
Total	23190.450	219				

Table 4 shows the joint contribution of the six independent variables (gender, age, marital status, educational background, job status and years of professional experience) to the prediction of the dependent variable i.e. career commitment. The table also shows a coefficient of multiple

correlation ($R = .703$ and a multiple R^2 of $.494$). This means that 49.4% of the variance was accounted for by six predictor variables when taken together. The significance of the composite contribution was tested at $\alpha = 0.05$. The table also shows that the analysis of variance for the regression yielded F-ratio of 34.651 (significant at 0.05 level). This implies that the joint contribution of the independent variables to the dependent variable was significant and that other variables not included in this study may have accounted for the remaining variance.

The findings of the study revealed the joint contribution of the six demographic factors as predictors of career commitment. This implies that the joint contribution of the demographic factors to career commitment was significant. The findings is in line with Igere (2020) who established that demographic factors are predictors of career commitment of librarians in universities in Southern, Nigeria. The finding is also similar to the findings of Adio and Popoola (2010) who revealed that demographic factors significantly predict career commitment of librarians in Federal universities in Nigeria. In a similar report, Animasahun and Oludemi (2013), Maier (2011) also found that work demographic factors predict career commitment significantly.

Table 5: Summary of Regression Analysis showing the Relative Contribution of Gender, Age, Marital Status, Educational Background, Job-status and Years of Professional Experience to Career Commitment (N = 220)

Model	Unstandardized Coefficient		Standardized Coefficient	T	Sig.
	B	Std. Error	Beta Contribution		
(Constant)	36.464	4.062		8.977	.000
Gender	1.762	1.030	.085	1.711	.089
Age	-.270	.062	-.253	-4.364	.000
Marital status	1.825	1.273	.071	1.434	.153
Highest Educational background	.508	.435	.059	1.168	.244
Job status	1.330	.353	.257	3.771	.000
Years of professional experience	2.306	.336	.488	6.855	.000

Table 5 reveals the relative contribution of the six independent variables to the dependent variable, expressed as beta weights, viz: Gender($\beta = .085$, $P > .05$), Age($\beta = -.253$, $P < .05$), Marital status($\beta = .071$, $P > .05$), Highest academic qualification ($\beta = .059$, $P > .05$), Job status ($\beta = .257$, $P < .05$) and Years of professional experience($\beta = .488$, $P < .05$), respectively. Hence, it could be deduced that Age, Job status and work experience were significant i.e. could independently and significantly predict career commitment while gender, marital status and highest academic qualification could not.

Summary of Findings:

The study examined demographic factors as predictors of career commitment of librarians in universities in South-west, Nigeria. The selected demographic factors are gender, age, marital status, job status/rank, academic qualification and years of professional experience

The findings revealed that:

1. The age distribution of the respondents revealed that the majority of them i.e 54 were aged between 36 and 40 years. This age bracket may be seen as years of active service and experience on the job. Thus, librarians within this age bracket are likely to be more productive than their counterpart who fell within the 51 and 60 age bracket.
2. The result on the gender distribution of the respondents shows that the majority of them (122) of the total number were females. This implies that there were more females than male librarians in the universities in South-west, Nigeria.
3. The result on the marital status of the respondents shows that the majority (195) were married. This implies that they will show more commitment to their job and profession than single workers. This is because married workers are not likely to be hopping for jobs here and there like the single unmarried staff. The moment they are married, they stay together with their family and are committed to their jobs and professions.
4. The distribution of the respondents as regards the years of professional experience as a librarian was ranged between 1 and 35 years. The result shows that the majority of the librarians fell between 6 and 20 years. This implies that the majority of librarians in the university libraries in South-west, Nigeria had spent an active part of their years in the librarianship profession.
5. On the issue of the highest academic qualification of respondents, the result shows that 207 of the total respondents were master's degree holders. This implies that the respondents had at least a master's degree in Library and Information Science or related course which is a training ground for librarians in the university.
6. There is a significant relationship between age, job status/rank, academic qualification, years of professional experience and career commitment of librarians in universities in South-west, Nigeria.

CONCLUSION

Commitment to career is a variable that cannot be overemphasized base on its importance in any organization. This led to considering some factors that will lead to the achievement of the term commitment. It is evident from the analysis of the data that gender and marital status do not significantly predict career commitment of librarians in the universities in South-west, Nigeria. Hence both gender exhibit a moderate level of commitment to their career irrespective of their gender or marital status because they are professionals. Based on this finding, it becomes necessary to treat all librarians equally as there is no rationale for discrimination based on gender in policy issues that can assist them in their profession. Job-status, age, years of professional experience and academic qualifications are demographic factors that have a significant influence on the career commitment of librarians in universities in South-west, Nigeria. The experience

one gathers during work over years is bound to help the librarian overcome associated challenges in future. With this victory over challenges, job satisfaction and career commitment are evident. The study therefore recommends that the library managers and administrators in universities in South-west, Nigeria should endeavour to consider the demographic variables of the librarians when recruiting them. Especially, age and academic qualification are very significant features when planning and recruiting librarians in the university library.

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