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**Integrity of librarians and job performance of some selected federal university libraries in
South-South, Nigeria**

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Abstract

The study investigated the integrity and job performance of some selected federal university libraries in South-South, Nigeria. The study adopted a descriptive study. The population of the study consist of 118 librarians. 118 librarians were distributed, and only 95 copies of the questionnaire were retrieved using descriptive statistics mean and percentage mean score of 2.5 and above and percentage score of 50%. The study revealed that the integrity traits of librarians in the university libraries under study are honesty, trust, dependability, sound judgement, wisdom and unbiased. The study further revealed the following as effects on integrity traits on the job performance of librarians as: to become a reliable organization, good reputation, rapid development, improve services, smart decisions and reduce employee turnover respectively. The study recommends that libraries should recruit librarians with a good history of integrity traits and also the library management should sponsor librarians to regular seminars/workshops on integrity or similar topics for rapid development and to improve library services.

Keywords:

Introduction

A university's system incorporates its library. It exists as a result to forward the goals of its parent company. Every library programme must complement the overall university programme. To put it another way, a university library should work to enhance its institution's goals. According to Aina (2004), the major goal of a university library is to support the goals of a university, which are in the areas of learning, teaching, research, and service. It should represent the character of the university. The university library's primary goal, according to Ekere (2006), is to serve the institution's goals, which are to advance teaching, learning, and research. Thus, undergraduates, postgraduates, professors, and other members of the university community are all intended users of the library. The management of the library makes sure to recruit qualified librarians with integrity traits to staff the various sections of the library and also to make sure they carry out their responsibilities diligently by developing friendly terms and relationships with library patrons and other library staff that would be crucial to the realisation of the goals and objectives of the library. In addition to handling sensitive official documents and attending faculty meetings, a librarian should be able to safeguard and preserve important information created for the general public and specific populations. The library management needs someone with integrity attributes in order for this to be possible. When providing library services to all user groups in their distinct tribes, colours, ages, etc., such librarians should be impartial and trustworthy in a way that reflects their character and integrity.

Integrity is simply being true, and authentic in one's actions and deeds and demonstrating sensibility, reasonableness, maturity and wisdom. Integrity was described by Pillay (2004) as a commitment to activity that is morally acceptable based on norms and fundamental values.

Integrity is a commitment to a set of moral principles that forbids engaging in dishonest behaviour in one's words, actions, or ideas (Azuka, 2009). A rogue librarian is, at best, a replica, a fake, and not the real thing. It is frequently claimed that a man's actions when no one is looking are the actual test of his character. While there are many different definitions of integrity in the workplace, it is generally understood to mean possessing morally upright qualities including good judgement, honesty, dependability, and loyalty. Doing the correct thing while no one is looking is a well-known definition of integrity. In order to meet the information demands of library patrons, a librarian with this quality would make sure that the appropriate service and information are provided. Integrity is the most important quality for a librarian to have at work since it improves job performance and fosters a pleasant workplace culture.

Job performance is the manner in which employees carry out the organization's tasks (Imran et al., 2012). Job performance refers to how employees carry out their daily jobs or the sum of all activities they are allocated. Any university library's success ultimately depends heavily on the performance of its librarians (Shaughnessy, 2017). The moral character of the librarians the library has available at any one time affects how well they accomplish their jobs. In light of the aforementioned, this study is intended to look at the honesty and efficiency of some chosen university libraries in South-South, Nigeria.

Statement of the problem

The management of the library is constantly looking for integrity in new employees. Integrity encompasses the majority of the factors that contribute to a positive library culture and support dedicated librarians with strong moral convictions and the instinct to act morally. Being honest, fair, courteous, and accountable in your obligations and responsibilities is what it means to operate with integrity. It encourages librarians to work with ideals and exposes them to the

accomplishments and contributions of others. In the workplace, integrity can take many different forms, but it mostly refers to possessing admirable personality attributes and work ethics, such as good judgement, honesty, reliability, and loyalty. A librarian with integrity is reliable, accountable, diligent, and honest, among other qualities. Therefore, integrity is a desirable attribute that every librarian should strive for because it will improve job performance.

Although it has been noted that there is literature on librarians' honesty and job performance, no study has been done on the subject with particular reference to a few chosen university libraries in South-South, Nigeria. Therefore, this study is being conducted to close the information gap.

Objectives of the study

The general objective of the study is to investigate the integrity of librarians and job performance in some selected university libraries in South-South, Nigeria. The specific objectives were:

1. To identify the integrity traits posed by librarians in some selected university libraries in South-South, Nigeria
2. To find out the effects of integrity traits on the job performance of librarians in some selected university libraries in South-South, Nigeria

Research questions

1. What are the integrity traits poses by librarians in some selected university libraries in South-South, Nigeria?
2. What are the effects of integrity traits on the job performance of librarians in some selected university libraries in South-South, Nigeria?

Literature review

University libraries are set up to aid in the accomplishment of the parent institutions' vision and goal. University libraries are those that have been developed within the university to assist teaching, learning, and research that takes place within the university community, as Nkamnebe, Udem, and Nkamnebe (2014) pointed out. Thus, the vision and goals of the university it serves are entwined with those of the university library. The primary function of university libraries is to provide information resources in a variety of formats to support the institution's four main goals: teaching, learning, research, and community development. University libraries play a crucial role in providing the knowledge necessary for the effectiveness of all university stakeholders, earning them the nickname "the hearts of the university community" (Ogunsola, 2004). Librarians must have specific integrity traits, such as trustworthiness, responsibility, hard work, and honesty, among others, in order to efficiently carry out their duties to their superiors, coworkers, subordinates, and library patrons without showing favouritism or bias.

Integrity is the discipline of being truthful and demonstrating a steadfast and unwavering adherence to high moral and ethical standards. Integrity is defined in ethics as being honest, true, or accurate in one's activities. According to Harmaily (2016), integrity is a notion that denotes conformity of behaviour to ideals and principles. Since a conscience that cannot lie is the foundation of integrity, frequent honesty can be seen as a sign of integrity. Conscience is constantly connected to kindness and universally acknowledged truth, thus morals, ethics, and the law shouldn't be in contradiction with one's conscience. Integrity is the ability to make our words and actions match, or in other words, to keep your word and deliver on your commitments (Covey, 2016). In many instances, a librarian's honesty is crucial to performing a job effectively and efficiently (Fatokun et al., 2010). Integrity-driven librarians should be fostered to become the

library's mainstay personnel (Suleman et al., 2020). A university library that employs a large number of honest librarians will undoubtedly perform at a high level. The things that affect a job's performance are what determine it (Hao & Yazdanifard, 2015). As a result, employee performance might also be characterised as the results that employee achieves in carrying out a specific task based on experience, abilities, time, and seriousness (Hasibuan, 2013). Meanwhile, Robbins (in Kasmir, 2018) added that the relationship between motivation, opportunities, and abilities determines performance. The aforementioned suggests that a librarian's integrity affects job performance.

On this basis, the performance of librarians will be impacted by their integrity in their work. According to Fritz et al(2013) .'s study on how integrity of behaviour positively and significantly influences organisational performance, there is a strong correlation between integrity and librarian job performance. According to a study by Brockner et al. (2014), self-integrity has a beneficial impact on both organisational performance and corporate volunteering. According to a 2019 study by Purba, there is a significant and positive correlation between employee performance and integrity. Wetik (2018) claimed that an employee needed integrity in order to perform their obligations and responsibilities. This required them to be truthful, brave, wise, and accountable. Integrity was a form of someone's responsibility for what he does and the results are in accordance with correct norms, values or principles, and a firm stand without coercion from any party.

Researchers attempted to use Zahra's declared work satisfaction markers in this study. Integrity, according to Syamsir and Embi (2020), was a match between the heart, voice, and deed. There are frequently issues with the moral character of employees and their ability to execute their jobs. Performance and integrity are interconnected. An employee's integrity must be supported in

addition to their skill. People with good competence won't function well if their integrity is not upheld. Low honesty at work, a lack of responsibility, and other issues with employee integrity are frequently seen. According to the findings of the observations, there is still a dearth of employee accountability for doing their jobs. Numerous research have demonstrated how honesty may affect worker performance.

However, in several of their research in the civil service, Rosmi and Syamsir (2020), Tasi and Syamsir (2020), Febrina and Syamsir (2020), and Wahyuni and Syamsir (2020), for example, discovered that integrity and a number of other characteristics strongly affected employee performance. Simponi Rahmadani (2020) and Nur Jayanti and Syamsir (2019) both conducted studies that demonstrated the impact of integrity on employee performance. These studies all shown how integrity affects or influences the performance of civil servants in governmental organisations.

Methodology

This study adopted the descriptive survey design. The area of the study is the six federal university libraries in South-South, Nigeria. The population of the study consists of 118 librarians in all the federal universities libraries in South- South Nigeria. A total of 118 copies of the questionnaire were distributed and 95 copies of the questionnaire were retrieved using descriptive statistics mean and percentage mean score of 2.5 and above and percentage score of 50% were considered as acceptable by the respondents.

Table 1

Integrity traits pose by librarians

| S/N | Items | SA | A | D | SD | -x | Decision |
|-----|----------------|----|----|----|----|-----|----------|
| 1 | Honesty | 44 | 38 | 12 | 1 | 3-3 | Accepted |
| 2 | Trust | 43 | 40 | 10 | 2 | 3.3 | Accepted |
| 3 | Dependability | 37 | 34 | 9 | 15 | 2.9 | Accepted |
| 4 | Sound Judgment | 41 | 32 | 8 | 14 | 3.0 | Accepted |
| 5 | Wisdoms | 42 | 36 | 13 | 4 | 3.2 | Accepted |
| 6 | Unbiased | 49 | 31 | 10 | 5 | 3.3 | Accepted |

The data presented in table 1 revealed that six (6) identified items on the integrity traits of librarians in the university libraries under study are: honesty (3.3), trust (3.3), dependability {2.9), sound judgment (3,0), wisdom (3.2) and unbiased (3.3) respectively. One can therefore infer that the integrity traits in the university libraries under review are justified.

Table 2

Effects of integrity traits on the job performance of librarians

| S/N | Items | SA | A | D | SD | -x | Decision |
|-----|-----------------------------------|----|----|----|----|-----|----------|
| 1 | To become a reliable organization | 37 | 36 | 12 | 10 | 3.0 | Accepted |
| 2 | Good reputation | 42 | 38 | 10 | 5 | 3.2 | Accepted |
| 3 | Rapid development | 36 | 39 | 13 | 7 | 3.0 | Accepted |
| 4 | Improve productivity | 35 | 38 | 12 | 10 | 3.0 | Accepted |
| 5 | Smart decisions | 41 | 42 | 8 | 5 | 3.2 | Accepted |

| | | | | | | | |
|---|--------------------------|----|----|----|---|-----|----------|
| 6 | Reduce employee turnover | 36 | 41 | 11 | 7 | 3.1 | Accepted |
|---|--------------------------|----|----|----|---|-----|----------|

The data presented in table 2 revealed that six (6) identified items on the effects of integrity traits on job performance of librarians as follows: to become a reliable organization (3.0), good reputation (3.2), rapid development (3.0), improve services (3.0), smart decision (3.2) and reduce employee turnover (3.1). This implies that there is a strong relationship between integrity traits and job performance in the university libraries under study.

Conclusion

Integrity is also related to performance, an achievement of good results achieved by always upholding honesty and other moral values. The word integrity comes from the root word "integrated", which means that various parts of character and skills play an active role in us, which can be seen from our decisions and actions. To be able to produce good performance in the university libraries, librarians must have within himself must be honest, courageous, fighting, build good relationships, good at organizing oneself, organized and well planned. The form of self-integrity ownership appears in the form of good performance or results. The integrity possessed by librarians will be shown in the quality work results. So therefore, the integrity librarians and employee performance have a good and positive relationship.

Recommendations

The study recommends thus:

1. It is advisable to recruit librarians with good history of integrity traits
2. The library management should sponsor librarians to regular seminars/workshops on integrity or similar topics for rapid development and to improve library services.

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