

Research Article

The Perspectives of Practitioner Cataloguers' Interest in Information Organization

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Abstract Enquiring into perspective of today practitioner Cataloguers is imperative. Such an understanding of motivations and inspirations could provide the cataloguing profession a glimpse of the future. This could help to improve the profession especially in the light of Information Technology application and adoption to librarianship. To appraise opinions of cataloguers on the job, structured survey questionnaire, was used to collect data that answer questions on attitude and interest of Cataloguers towards their profession, examine the relationship between demographic variables, attitude and interest of Cataloguers towards the profession. Copies of the instrument were administered to 279 practicing Cataloguers in 48 Nigerian public University Libraries. SPSS was used for correlation analysis. The results showed enthusiasm towards the profession, analysis however indicated varied correlational relationships between the demographic variables, interest and attitude variables.

Keywords *Cataloguing; Cataloguers' Job-Assessment; Academic Libraries (Nigeria) Cataloguer Demography; Cataloguers Nigeria*

1. Introduction

Quality control of resources in the Library has been the responsibility of Cataloguers who provide bibliographic direction for the Library users. This responsibility in turn depends on the skills, knowledge, expertise and tools as well as the zeal and interest of the Cataloguer. Catalogue librarians, short of passion for details of bibliographic descriptions, could mess up the resource organisation of the Library and indeed the required services needed to meet the institutional objectives. Much has been written on cataloguing education, practise, skills, knowledge, tools and even attitude of trainee to cataloguing profession. However there are limited researches on the interest and attitude of practising professional Cataloguers to the cataloguing profession from developing countries. Yet this class of Librarians have been acknowledged as indispensable to library services provision.

Cataloguers may be described as the Architecture librarians with the craft of resources organisation and retrieval in Libraries. This study is discerned to survey opinion of practising Cataloguers in Nigerian public University Libraries. The study seeks to explore the interest and altitude of practitioner Cataloguers to the profession as well influence of demographic variable on their interest in the

cataloguing industry. (i.e. relationships between their demographics and interest/attitude). Three research questions posits are: 1. what is the attitude of Cataloguers towards cataloguing profession? 2. What is the interest of Cataloguers towards cataloguing profession? 3. Is there any relationship between demographic variables and interest in cataloguing profession? (i.e. relationship between age, gender, cataloguing experience as well as academic qualification and interest in cataloguing profession?). It is hoped that information gathered from experienced practitioners in the industry would enrich the literature of cataloguing profession. Besides, it is anticipated that the findings could be explore in furthering Cataloguers' training.

2. Methodology

An anonymous designed structured questionnaire was pilot-tested on a small group of Cataloguers in a few selected Universities before the main study. From the feedback provided, appropriate changes were made. The questionnaire was administered to practicing Cataloguers in 48 Nigerian public University Libraries. Majority of questions employed interval levels of measurement of Likert response scale. Some questions were dichotomous, while others were multiple choices and a few open ended. Some of the questions in the instrument were adopted with slight modification from Leysen & Boydston (2009). The instrument consisted of four sections. Section I; was on the respondents, demographics. Section II; was general questions about interest and attitude to cataloguing profession. This paper presents main results from the sections on interest and demographic factor relationships of the participants. The totals of 279 practising Cataloguers from 48 public Nigerian university libraries, distributed in the six (6) geopolitical zones were surveyed. A total of 258 (92.5%) participants filled and returned the questionnaire. However only 228 (81.7%) were found useable for data analysis. The balance of 30 respondents was unusable, as large portions on the instruments were left unfilled.

3. Literature Review

Some five centuries ago Gutenberg printed first pages of a book similar to what is obtained today. More texts are now printed in seconds than could have been published in the life time only a few years ago due to the advance technology in the publishing industry (Stangor, 2004). Which suggest that the Librarian in the modern day and the library profession would continue to witness ubiquitous of information in variety of formats and at rate beyond which the profession can cope with while Uma and Suseela (2015) remarked that it is the responsibility of librarians in academic environment to make the users understand the resources/services as well as assist "them to achieve competency in tapping the resources whether print or online". Schelin (2004) for instance observed that with the coming of Information Technology, computers and its accessories are being use to manipulate volumes of information. However, despite technological changes taking place, humanity remained challenged by enormous problems that even great as ever and this necessitated continuous research to increase our understanding of behaviour as well as the methods for improving the quality of life (Stangor, 2004).

Besides, the usefulness of organised collection of the literature in libraries lies in the ability to facilitate the retrieval of individual items quickly and conveniently for use by the reader, thereby fulfilling part of the law of librarianship. Therefore, everyone involved in the library business should be well acquainted with the philosophy behind library provision and the methods to achieve the aims of librarianship (Brunt, 2007). In accord with this opinion, this study seeks to explore the attitude/interest of Cataloguers to their profession.

Literatures revealed that many librarians are drawn to the profession by the intrinsic attributes to help others find the needed information and to accomplish this feat by whatever means necessary (Nelson, 2008). Besides, the practising Cataloguer's interest in their profession had not been thoroughly

researched. For instance, Hill, J.S. a prominent Cataloguer reflecting on her experience, described herself as “an accidental librarian”, who took to library profession as her spouse went on State assignment (Camden et al., 2007, p.25). Similarly, Reynolds also a famous Cataloguer note that her professional career started when “I tried to arrange the books in a small technical library by Library of Congress Number” (p.26). Their experiences and contributing to development of cataloguing profession finds support in the opinion of Garrison that having “chosen librarianship to be your career, you have a responsibility to give something back to the profession” (Camden, et al., 2007, p.28)

Meanwhile, Brunt observed that cataloguing and classification ought to be integrated in the core subjects of any course leading to the award of a professional library qualification, it is however strange that employing librarians felt less convinced of the value of cataloguing and indexing studies. A fact partially attributed to increasing centralised computer-based cataloguing services and the decline in newly qualified librarians taking jobs in cataloguing departments (Brunt, 2007). Furthermore, findings revealed that the very essence of libraries/librarianship of providing facilities for the retrieval of the items conveniently by users, point to the fact that the principles of cataloguing and indexing pervade all aspects of librarianship.

Cerbo (2011) emphasised that requirement for Cataloguers appeared to grow more than ever, despite the use of computers to manipulate huge volumes of information. This is because getting exactly what you want when you want it requires more than putting in a keyword and praying you comes up with the right answer (Schelein, 2004). Meanwhile, Cerebo (2011) observed that it is doubtful whether librarians were still willing to take on the task of cataloguing and indexing of information resources. This means that the development in new information age may be fruitless as those that need the information may not be able to access it. Besides, researches have shown that the need for Cataloguers’ grows now more than ever, but it is also being questioned whether librarians are willing to take on this rewarding task?

Demographic factors had been demonstrated to have significant influence in the library profession, evidently in the cataloguing industry. Wilder’s (2002, 2009) study on the influence of demographics on cataloguing industry, indicated that Cataloguers aged faster relative to other colleagues and this depletes their population without commensurable replacement. He conjectured that libraries may not be able to replace their exiting Cataloguers, even given a reduced level of need. Furthermore, he noted that reduced hiring for cataloguing in recent years affected library education, leading to a de-emphasis of cataloguing in the curriculum, and reduced numbers of students taking up the discipline (Wilder, 2002). Corroborating this few, Xiao et al. (2008) also stated that students, in searching for jobs on qualification, “often say that they will avoid appointments in cataloguing departments”. “A sentiment that indicate lack of understanding that all librarians’ jobs, from children’s services to reference work, require expertise in the use of basic bibliographic tools”. Besides, Whitmell, (2009) studies indicated that the skills and competencies needed of those working in libraries, now and in the future, revealed that knowledge, skills, attitudes and work-related behaviours must be demonstrated by librarian in order to perform optimally.

Mugridge (2008) in a study of newly graduated Cataloguers found that the majority of respondents, indicated that what interested them most were; the cataloguing duty, variety of materials catalogued/tasks performed and autonomy of their positions. On the other hand she found that 14% of her respondents disliked amongst other things training and copy cataloguing activities associated with the profession. Specifically, research for publication, committee work and ad-hoc responsibilities were reported as reasons for dislike in cataloguing (p.69). Mugridge thus, concluded that what the Cataloguers disliked were more of the organisational environment and what they liked about the profession “seem to reflect the nature of the work itself” (p.72). Respondents with negative perceptions prior to practice were reported often proven wrong during their career practice. Thus,

overwhelming majority of new cataloguing librarians would recommend cataloguing as career to others (p.76).

4. Results and Discussions

4.1. Respondents Age and Gender

The age of the respondents ranged between 30 to 51 years and above (mean = 44.23). The analysis showed that 16.6%, of the Cataloguers are less than 36 years of age while about half of the respondents (41.9%) are between 36 – 45 years of age. Thus, 42% (83) of the respondents are of mid-age 36 to 45years (Table 1). On the other hand about a quarter (24%) of the respondents are over 51years of age. Meanwhile, the gender distribution indicates that more than half of the respondents were male (53.6%) compared to the females (46.4%).

4.2. Respondents' Professional Qualification and Date of Certification

The majority of the participants (59.5%) have master's degree, while 21.1% of them have first degree in LIS and only 8.0% have a PhD degree. The result also indicated that 51.4% Of the respondents had their degree in the year 2000s while 4.6% obtained their degree in the 1970s. Suggesting that greater percentage 51.4% of the respondents qualified for practice during the year 2000.

Table 1: Descriptive statistics of Demographic Variables/Background information (N=228)

Demographic variables	N	%	
Age (in years)	> 30yrs	7	3.5%
	31 - 35yrs	26	13.1%
	36 - 40yrs	41	20.7%
	41- 45yrs	42	21.2%
	46 -50yrs	35	17.7%
	51yrs <	47	23.7%
*Total	198	100.0%	
	Mean = 44.23	SD =8.94	
Gender	Male	120	53.6%
	Female	104	46.4%
	*Total	224	100.0%
Academic Qualification	Diploma	20	8.8%
	First degree	48	21.1%
	Master's degree	135	59.5%
	PhD	18	7.9%
	Others	6	2.6%
*Total	227	100.0%	
Year of Professional qualification	1970s	10	4.6%
	1980s	28	13.0%
	1990s	67	31.0%
	2000s	111	51.4%
	*Total	216	100.0%

*Total do not equal 228, as some questions were unanswered on the research instrument

4.3. Respondents' Professional Cadre, Position and Experience

The majority of the respondents (33.8%) are assistant Cataloguers, 26% are senior Cataloguers and 10.5% of the respondents were principal Cataloguers. Meanwhile, more than half of the respondents (63.5%) have being in current position for five years while about one third (27.5%) have been in position for about ten years. Thus, majority had being in current position for about five years (Table 2).

Table 2: Cataloguers distribution by professional/Experiences variables (N = 228)

Variables	N	%
Professional status		
Assistant Cataloguer	71	33.8
Senior Cataloguer	55	26.2
Principal Cataloguer	22	10.5
Head Cataloguer	52	24.8
others	10	4.8
*Total	210	100.0
Years in current position		
> 5 years	134	63.5
5 – 10 years	58	27.5
11 – 15 years	11	5.2
16 – 20 years	4	1.9
21 – 25 years	2	.9
26 years & above	2	.9
*Total	211	100.0
	Mean = 1.52	SD = 0.88
Years of Cataloguing Experience		
> 5 years	83	37.4
5 – 10 years	87	39.2
11 – 15 years	22	9.9
16 – 20 years	11	5.0
21 – 25 years	3	1.4
26 years & above	16	7.2
*Total	222	100.0
	Mean = 2.15	SD = 1.40

*Totals do not equal 228 as some questions are left unanswered.

4.4. Cataloguing Experience

The participants indicated their cataloguing work experiences, which ranged between 5 to 26 years plus. The result shows that a little over one third of the Cataloguers (37.4%) have 5 years cataloguing experience. The majority about 40% of the respondents (39.2%) have 5 to 10 years of cataloguing experience while 7.2% of the Cataloguers had 26 years or more cataloguing experience. Thus, more than half (62.6%) of the Cataloguers had 5 years or more cataloguing experience.

4.5. Interest in Cataloguing

The participants rated their opinion on the extent to which they agreed with statements assessing their career interest in cataloguing profession on a five points Likert scale SD (1) to SA (5). (Strongly Disagree 1, Disagree 2, Incline to Agree 3, Agree 4 and Strongly Agree 5).

Table 3: Respondent Opinions on being a Career Cataloguer

Statements	SD	D	IA	A	SA
I feel positive about working in library.	4 (1.8%)	2 (0.9%)	4 (1.8%)	78 (34.4%)	139 (61.2%)
Requirements for tenure and/or advancement are reasonable.	8 (3.7%)	11 (5.1%)	20 (8.8%)	123 (53.9%)	54 (25.0%)
As Cataloguer, I feel that I have marketable skills.	1 (1.3%)	6 (2.6%)	11 (4.8%)	89 (39.2%)	118 (51.8%)
I am comfortable with the profession challenging roles/ responsibilities of my job (as Cataloguer)	4 (1.8%)	9 (4.0%)	7 (3.1%)	112 (49.3%)	95 (41.9%)
I derive joy in making cataloguing my career profession	1 (0.4%)	8 (3.6%)	15 (6.7%)	95 (41.7%)	106 (47.2%)
If I know what I know now about cataloguing profession, I would make same choice to become Cataloguer	5 (2.2%)	7 (3.1%)	20 (8.9%)	104 (46.2%)	89 (39.6%)
Overall, I feel unsatisfied with my cataloguing job	106 (48.6%)	54 (24.8%)	10 (4.6%)	31 (14.2%)	17 (7.8%)
I would recommend new graduates to pursue a career in cataloguing	3 (1.4%)	9 (4.1%)	16 (7.2%)	94 (42.3%)	100 (45.0%)

The appraisal of the participants' opinions on their interest in career cataloguing shows that greater majority of the Cataloguers (95.6%) felt positive about working in the Library. Ninety percent (90%) felt they have marketable skills and 91.2% are comfortable with the professions' challenges and responsibilities. Besides, more than three quarter of the respondents (88.9%) derived joy in making cataloguing their career profession, while 85.7% agreed that if they had known what they know now about the cataloguing profession, they would still make same choice and become Cataloguers. Nevertheless, 22% of the respondents felt dissatisfied with their cataloguing job.

4.6. Leaving the Cataloguing Profession

Respondents rated their opinions on the likely reasons that might influence their leaving the cataloguing industry (Table 4). Fifty- seven percent of the respondents (57.5%) indicated retirement as the likely reason for leaving the cataloguing industry and 59.2% of the participants indicated promotion to managerial position as likely reason for moving out of cataloguing profession. On the other hand 20.3% of the Cataloguers felt that the lack of opportunity for continued education within the field is the likely reason for quitting the profession. Meanwhile 32.6% of the Cataloguers agreed that boredom of cataloguing activities was likely reason for leaving the profession.

Table 4: Respondent Opinion for leaving cataloguing profession

Statements	SD	D	IA	A	SA
My likely reason (s) for leaving cataloguing profession are:					
Retirement.	35 (16.4%)	38 (17.8%)	18 (8.4%)	55 (25.7%)	68 (31.8%)
Boredom of cataloguing activities.	86 (40.6%)	61 (28.8%)	17 (8.0%)	35 (16.5%)	13 (6.1%)

Promotion to managerial position.	36 (17.3%)	32 (15.4%)	17 (8.2%)	75 (36.1%)	48 (23.1%)
Lack of opportunity for Continued education within the field.	65 (31.3%)	63 (30.3%)	17 (8.2%)	38 (18.3%)	25 (12.0%)
Inadequate compensation/ attractiveness of salary in other areas	46 (21.8%)	64 (30.5%)	22 (10.5%)	48 (22.9%)	30 (14.3%)
Cataloguing duties too demanding.	52 (24.8%)	49 (23.3%)	13 (6.2%)	60 (28.6%)	36 (17.1%)
Switch to another profession/ Career.	59 (29.5%)	52 (26.0%)	26 (13.0%)	46 (23.0%)	17 (8.5%)
Not doing much (idle) due to inadequate working facilities.	75 (36.1%)	46 (22.1%)	17 (8.2%)	46 (22.1%)	24 (11.5%)
Lack of promotion within the field.	54 (25.7%)	59 (28.1%)	22 (10.5%)	45 (21.4%)	30 (14.3%)
A better offer.	28 (13.2%)	19 (9.0%)	16 (7.5%)	66 (31.1%)	83 (39.2%)

An independent-sample t-test to compare whether there was difference in gender scores for interest in the profession was performed. There was no significance difference in the score for the males ($M=25.64$, $SD=3.0$) and females ($M=26.13$, $SD=2.88$) the magnitude of the difference in means (mean difference = .49, 95% CI: -1.31 to .33) was very small (eta square = .007) (Table 5).

Table 5: In dependent t-test: Respondent interests in cataloguing mean score for males and females

	Gender		T	Df
	Males	Females		
Interest in cataloguing	25.64 (3.00)	26.13 (2.88)	- 1.17	199
Leaving cataloguing (attitude	29.01 (8.07)	28.05 (8.29)	.79	176

$P < .05$

4.7. Relationships: Demographic Variables and Interest in Cataloguing Profession

The subsequent segment of the study explored whether there are any relationships between four demographic variables and interest in cataloguing profession? i.e.:- Is there any relationship between Age, Gender, Experience, Qualification and Interest in cataloguing profession?

In order to examine the interest of the Cataloguers in the cataloguing profession, the respondent's perceptions on "interest in cataloguing and quitting the profession" remained the computed "interest variable". Pearson product-moment correlation coefficient was used to assess the relationship between the four demographic variables and interest in the profession at 0.05 level of significance (Table 6). There were positive weak correlations between all the demographic variables with interest in cataloguing profession. [Gender ($r=.08$, $n=201$, $p<0.05$), Age ($r=.12$, $n=178$, $p<0.05$), Cataloguing experience ($r=.16^*$, $n=201$, $p<0.05$) and levels of Academic qualifications ($r=.06$, $n=204$, $p<0.05$)]. Meanwhile the correlation between the cataloguing experience and interest in the profession was significant*. Hence, it could be deduced that there was relationships between the demographic variables and interest in the profession. However all the relationships were weak and not significant except for the cataloguing experience.

Likewise, there were negative correlations between all the demographic factors with leaving the profession except for the level of academic qualification factor. [Gender ($r = -.06$, $n=178$, $p<0.050$), Age ($r = -.12$, $n=157$, $p<0.05$), Cataloguing experience ($r = -.01$, $n=178$, $p<0.05$) and level of Academic qualification ($r = -.18^*$, $n=180$, $p<0.05$)]. The level of education was weak but significantly correlated with leaving the profession, while the other three variables, age gender and cataloguing experiences correlated insignificantly. Overall, there were weak relationships between all the demographic variables and interest in cataloguing profession. Suggesting that whereas the respondents show weak interest in the cataloguing profession, they did not equally show desire to leave the profession (Table 6).

Table 6: Pearson's moment-product correlation for Demographic Variables and Interest in Cataloguing Profession

Variables		Gender	Age	Cataloguing experience	Academic qualifications
Interest in cataloguing professional	R	.083	.124	.164	.060
	P	.243	.100	.020	.397
	N	201	178	201	204
Leaving the cataloguing Profession	R	-.059	-.121	-.095	-.180
	P	.432	.132	.207	.015
	N	178	157	178	180

* Correlation significant at 0.05 level (2 tailed)

4.8. Relationship Respondents' Age and Interest in Cataloguing Profession

To eliminate influence of data aggregation, further analysis on the inter group correlation analysis was conducted.

The Pearson product-moment correlation analysis of the relationship between age and interest in cataloguing profession was weak and insignificant for the three age groups. [Young adult ($r = -0.16$; $n = 55$; $p < 0.24$), mid-age ($r = -0.09$, $n = 60$ $P < 0.24$) and elderly age ($r = 0.19$, $n = 34$, $p < 0.24$)]. The young adult and the middle age correlated negatively with interest in the profession, while the elderly age group also correlated weak but positively with interest in the profession. Thus, there was no significant relationship between the age of the respondents and their interest in cataloguing profession. Suggesting that the younger age group tend to show decreased interest in the profession compared to the elderly age groups (Table 7).

4.9. Relationship: Gender and Interest in Cataloguing Profession

On the assessment of the relationship between gender of Cataloguers and rating of interest in the profession, there was weak correlation between gender and interest in cataloguing profession. [Male ($r = 0.06$, $n = 87$, $p < 0.02$), female ($r = -.15$, $n = 81$, $p < 0.02$)]. Whereas the male gender correlated positively with interest in cataloguing profession ($r = .06$), the female gender on the other hand correlated negatively with interest in cataloguing profession ($r = -.15$). Overall, there was weak relationship between gender and interest in cataloguing industry (Table 7).

Table 7: Pearson's moment-product correlation for Age, Gender, and Academic Qualifications cataloguing experience with interest in cataloguing profession

Respondents' demographic factors	Interest in cataloguing profession			
		N	R	P
Age	Young adult	55	-.162	.236
	Mid-Age	60	-.094	.474
	Elderly	34	.193	.273
Gender	Male	87	.057	.597
	Female	81	-.147	.189
Cataloguing Experience (Yrs.)	< = 5yrs	61	-.056	.667
	6- 10yrs	68	-.075	.545
	11yrs +	39	.031	.854
Academic qualifications	First degree	34	.075	.671
	Masters' degree	101	.057	.572
	PhD	13	.198	.517

4.10. Relationship: Experience and Interest in Cataloguing Profession

The Pearson product-moment correlation coefficient analysis of relationship between cataloguing experience and interest in their profession showed weak and non-significant correlations between the cataloguing experience and interest in the profession. Respondents with less than five years cataloguing experience [($r = -0.056$, $n=61$, $p<0.05$), 6 to 10 years cataloguing experience ($r = -0.075$, $n=68$, $p<0.05$) and 11years or more cataloguing experience ($r = 0.031$, $n=39$, $p<0.05$)] correlated weak and negatively with interest in cataloguing profession. While respondents with over 11 years cataloguing experience correlated positively with interest in the profession ($r=.03$). Thus, there was weak relationship between cataloguing experience and interest in cataloguing profession. Whereas respondents with less years of cataloguing experience have decreasing interest in the industry relative to the respondents with more years of cataloguing experience.

4.11. Relationship: Academic Qualification and Interest in Cataloguing Profession

The assessment of the relationship between the Cataloguers' level of academic qualification and their rating of interest in the cataloguing profession (Table 7) showed a weak and non-significant correlation between academic qualifications and interest in cataloguing profession. [First degree holders ($r = -0.08$, $n=34$, $p<0.05$), Masters' degree ($r = -0.06$, $n = 101$, $p<0.05$) and PhD holders ($r = 0.2$, $n=13$, $p < 0.05$)]. Whereas first ($r = -.08$) and masters' ($r = -.06$) degree holders negatively correlated with interest in cataloguing profession, PhD ($r=.20$) holders positively correlated with interest in the profession. Overall, there was weak correlation between respondents' level of education and their interest in the profession.

5. Discussions

5.1. Demographic and Background Information: Respondents Age and Gender

The Cataloguers' age ranged between 30 to 51years and above. Half of the respondents (50%) were of mid-age of 36 to 45years. However the mean age of the respondents was 44years indicating that majority of the Cataloguers in Nigerian public University Libraries are of mid-age. The age in this study maybe said to be satisfactory compared to Wilder finding from study of ARL. Wilder (2002) study of ARL reported that 16% of the Cataloguers were 60 years and above, while 32% were over 55 years. Age has being of concern in the cataloguing profession. Researches had shown concern at the rate which Cataloguers aged and retired without commensurable replacement. The studies by Hill &

Intner (2007), Glasser, (2007) and Roberts, (1986) indicated that Cataloguers were older relative to other Librarian colleagues. Moreover, Davies (2008) Observed that Cataloguers that retired due to aging were replaced with difficulty. The respondents' age appears not to posit immediate threat to the profession. Moreover Cataloguer in Nigerian University Libraries like their faculty colleagues retires at 65years of age. Thus, suggesting that the Cataloguers have more years of service to contribute to the industry.

With regards to gender, the findings showed that there were more male Cataloguers (54%) compared to their female colleagues (46%). The finding agreed with what was reported in most demographic study of Nigeria labour force. According to David (2008) Nigerian workforce was typified by a prevalence of males. Corroborating this fact Yusuf and Nkiko (2010) study on involvement of non-professional in cataloguing in selected Nigerian academic Libraries also show that 52% of their respondents were male relative to 48% females. The findings are contrary to what is obtained in the developed world where librarianship is more of male relative to female gender. Combe et al., (2011) survey on training librarians in Australia, reported that the participants were overwhelmingly female (84.5%). Similarly Leysen & Boydston reported 65% for female gender.

5.2. Respondents' Professional Qualification

The findings revealed that majority (60%) of the Cataloguers had a masters' degree, while 51% of the respondents got their degree in the years 2000s. The findings are similar to the studies of Iwe, (2005), Anunobil, et al. (2009) and Yusuf and Nkiko, (2010). Iwe reported that 35% of his respondents had masters' degree, while Yusuf and Nkiko reported that 92% of their respondents possessed Masters in Library Science (MLS). The quest for high qualification may be attributed to the trend in Nigerian Universities. Librarians like their faculty colleagues require graduate degree for tenure and promotion. Recent development indicated that without the graduate degree or PhD they may not get promoted beyond senior lecturer statues or equivalent.

5.3. Professional Cadre

The status profiles revealed that majority of the respondents were assistant Cataloguers. The group may be considered as potential pool that could sustain the future of the profession. Besides, the group could provide replacement for the aged and retiring members of the workforce. This could be of benefit to the industry because Cataloguers have been described as aging profession.

The managerial cadre too was well staffed with 35% of the respondents being either Principal Librarian or head Cataloguer. Considering that it takes minimum of 9 working years to attain the Principal Librarian position in Nigerian University Libraries. Suggesting that with proper staff planning, the cataloguing department may not experience difficulty in succession plan to sustain the department.

5.4. The Professional Experience

The majority of the respondents had 5 to 10 years cataloguing experience, while less than half of the respondents had 5 years cataloguing experience. The more experienced Cataloguers with 11years or more were limited (15%). This is in contrast to Leysen & Boydston (2009) findings that indicated fifty-five percent of the Cataloguers in their study had 10 years or less experience and 45% had more than 10 years' experience. The need for experience cannot be overstressed. The practical experience is a critical factor in how well Cataloguers prepared for employment (Doluck, 2011) and shared experience had been proved saved cost and time (Dellit, 2008).

5.5. Interest in Cataloguing Profession

Interest motivates performances on the duties. Works devoid of sustained interest barely get done with satisfaction. Therefore, it could be said that the interest in cataloguing profession energises Cataloguers in their career. Findings showed that the majority of the respondents demonstrated interest in cataloguing profession. Almost all the respondents felt positive working in the Library and indicated that they were satisfied with the tenure requirement and advancement. Moreover majority of the Cataloguers expressed satisfaction with the career challenges, responsibilities and derived joy in making career of cataloguing. More importantly the respondents felt they had marketable skills and given other options, they would still make same choice of the profession. The findings concurred with the Leysen & Boydston (2009) that 63% of the ARL Cataloguers' surveyed on-job satisfaction, agreed with the statement "I feel positive about working in the library"

5.6. Leaving the Profession

The interest in the profession was further explored by "why and whether the respondents" would consider leaving the cataloguing profession. The overwhelming responses support the interest in cataloguing rather than quitting the profession. Majority of the Cataloguers would leave the profession due to either retirement or promotion to managerial or higher levels only. Similarly, majority of the respondents rejected the ideal of leaving the profession due to the tasking nature of cataloguing duties or even consider career change for remuneration. Findings showed that Cataloguers in Nigerian Universities Libraries had enthusiasm for the profession and delighted with the career. Thus, corroborating Leysen & Boydston (2009) that reported majority of ARL Cataloguers surveyed in US expressed strong desire for the profession.

5.7. Interest in Cataloguing Profession

On the research question, "What is the attitude and interest of Cataloguers towards cataloguing profession?" Findings showed that majority of the Cataloguers were delighted with their chosen career, besides, the aggregate composite score of the respondents on each of the eight items that measured interest in profession was over 70% while the composite mean for all items was 3.99 on the five Points Likert-scales. The result showed overwhelming majority of the Cataloguers had unsurpassed interest in the profession. From the ten items questions used to sample reasons on "why or whether respondents" would leave cataloguing, the result (Table 4) indicated that majority of the respondents rejected leaving profession. Furthermore, result of independent t-test on difference in the means score of the gender population showed no significant difference. Therefore, we could deduce that the respondents had positive attitude towards the profession and delighted with their choice of career. This study corroborate earlier findings that Cataloguer Librarians in the academic Libraries felt satisfied with their jobs, and most planned to remained employed in their positions (Leysen & Boydston, 2009, p.23).

5.8. Interest in Cataloguing Profession and Demographic Variables

On the research question, "Is there any relationship between demographic variables with interest in cataloguing profession?" The relationship between all the four demographic variables and interest in cataloguing profession was examined with use Pearson product-moment correlation test.

Finding showed there were weak associations between all the variables. All the respondents' demographic factors had weak relationships with interest in cataloguing profession except cataloguing experience. Hence, there was diminutive interest in cataloguing profession. Furthermore, findings also indicated weak and negative relationship with leaving cataloguing profession except for level of

education. The findings suggested that the respondents had shown weak interest for the profession, but equally the respondents had no desire to quit the profession.

Finding on age groups similarly showed weak relationship with insignificant strength of relationship. Young-adult and mid-age respondents showed negative relationships suggesting that the lower the age the less interest in the profession.

The Gender variable showed weak relationship, although the male respondents had positive outlook for the profession compared to the female respondents. Similarly Cataloguers with lesser years of cataloguing experience showed negative relationship. Perhaps this is an indication that they might quit the profession. In comparison, the respondents with greater cataloguing experience had more positive attitude. Meanwhile findings on level of education relationship indicated that whereas Bachelors and Masters' degree holders showed lack of interest in the profession the PhD holders showed more positive interest.

6. Conclusion

In conclusion, younger respondents, and those with less experience and qualification had displayed less interest in the profession compared to the elderly with more experience and higher qualification. The result appeared to suggest that respondents with years of career practice had mastered the profession and garnered survival tactics compared to the relatively less experience Cataloguers. In supporting the above, Hallam on study of Australian Librarians remarked that "being highly skilled required extensive training and on-the-job experience". However, she remarked that "younger employees change jobs more frequently, and were unlikely to stay in a job for long periods" (Hallam 2007). Thus, cataloguing is at risk especially at the time when new resource discovery bibliographic tool are emerging.

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