



Demographic Characteristics as Correlates to the Choice of Librarianship as a Profession in Bayelsa State, Nigeria

March Akpowaide Mandu

Bayelsa State College of Health Technology, Nigeria

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Abstract

The purpose of this study was to determine the relationship between demographic characteristics and the choice of librarianship as a profession in Bayelsa state, Nigeria. The study was prompted by poor job performance, loss of interest and abandoning of the job as a result of demographic characteristics. The study was carried out using a correlation research design. Four research questions, four objectives guided the study and four research hypotheses were formulated and tested at the 0.05 level of significance. The population of the study was 47 Librarians permanently employed in the University libraries. The Census sampling technique was used for the study. This enables the use of all the 47 Librarians employed in the academic libraries in Bayelsa state. Questionnaire entitled "Demographic Characteristics and Choice of Profession Questionnaire" (DCCPQ). The instrument with the purpose of the study and the research questions were given to three experts in the Departments of Library and Information Science, Ignatius Ajuru University of Education, Rivers State, to validate the instrument. The experts validated items for clarity, relevance to the purpose of the study and the appropriateness of the language and the accuracy of the instructions to the respondents. The reliability of the instrument was established using the test-re-test method. Copies of the questionnaires were administered to 20 librarians at Rivers State University Library, Nkpolu, Rivers State, Nigeria who were not part of the main study. The data obtained from the administration were analyzed using the Pearson products moment formula. The result yielded a reliability coefficient of 0.65. The r-value was subjected to the Spearman-Brown Prophetic formula which yielded a coefficient of 0.82 signifying that the instrument was reliable for the study. Copies of the questionnaire were administered to the respondents by the researcher, with the research assistant each from the university under study. Linear Regression analysis was used to answer and test the null hypotheses at the 0.05 level of significance with the help of Statistics Package for Social Science (SPSS) version 23. The findings of the study showed the relationship between demographic characteristics and the choice of librarianship as a profession in Bayelsa state, Nigeria. It is recommended among others that Demographic characteristics should be considered by school counselors where students are guided to choose librarianship as a profession.

Introduction

Background to the Study

Librarianship has become a profession of interest to many people in Nigeria and other parts of the world. This wide choice of librarianship as a profession perhaps is a result of the lucrative of the profession, the increasing demand for librarians, the innovation, wide spread of the knowledge of the usefulness of libraries and information centers and the demographic characteristics equality of the profession.

These unique responsibilities made librarianship a profession of interest to both young and old in society. Librarianship is no doubt a distinctive professional profession that focuses on knowledge creation and

building an information-oriented society. According to Marshall, J. G., et.al., as cited in Kikon, (2018) "Librarianship has all the elements of any other profession. It is an honorable and dignified profession. It is one of the oldest as well as youngest professions. The librarianship profession came into being for the safekeeping of written and recorded information. The invention of the printing press, led to the flourish of written information and this led to the development of Library building and Librarianship as a profession". "Librarianship forms the foundation of specialization and various career opportunities including knowledge management, resources management. It is a worthy and valuable profession" (Danner, as cited in Kikon, 2018)

As a professional profession, it provides a living for those that engage in it. The librarianship profession has a long history of existence in developed countries. Unlike the developing countries, particularly Nigeria, when the profession came into existence with the establishment of some higher institutions of learning in the 60s. From the 60s to the 80s, librarianship witnessed very high growth as more library schools were established. According to Abubakar and Hassan (2010), the beginning of the 1990s witnessed an expansion in the number of LIS schools in Nigeria. A period that witnessed the establishment of various LIS schools in many institutions in Nigeria.

Presently, there are 40 approved and accredited Nigerian universities offering library and information science programmes (Fatherprada, 2018). This figure is changing every year, as more library schools are approved by Nigeria University Commission. Today, the number of library schools is still on increase. For example, additional two departments of library and information science were established at Niger Delta University, Wilberforce Island and Federal University, Otuoke, Bayelsa State. The expansion and wide knowledge of the librarianship profession are drawing the attention of undergraduate students and graduates of all other disciplines to develop an interest in the profession. This is evident in the continued increase in LIS schools and the number of enrollment in both undergraduate and post-graduate programmes in the country and as well as the number of students graduating from the library schools. Experience shows that several persons are developing an interest and as well choosing the profession for one reason or the other.

The choice of career is one of the most difficult decisions to make in life. According to Nyamwande (2016) career choice has lately become a very complicated science, considering that the decision is influenced by numerous factors. Yet, choosing the right career is important in ensuring that individuals lead rewarding lives, are motivated at their jobs and can achieve remarkable productivity, thus setting the stage for organizational success and sustainability. Given the importance of making the right career choice, individuals must be aware of the factors that influence such weighty decisions and do so from a point of knowledge. Thus, the choice of librarianship as a profession may be influenced by demographic characteristics. Lo, et al. as cited in Kikon (2018) highlight that choosing a career is influenced by both the internal and external forces we come across in our

lives. In the study, it is reported that we explore various educational factors, social, cultural and economic, as well as personal and professional reasons that influence students in choosing the library and information science (LIS) profession as a career. In some societies, demographic characteristics may determine the choice of career an individual may choose or engage in. Demographic characteristics, such as family background, level of education, gender, religion and race are very powerful determinants of an individual choice of profession. It might not be only a choice of profession but every other area of life. Nevertheless, demographic characteristics mean different things to different researchers. Oyewole and Popoola (2015) argued that demographic variables (characteristics) are personal factors that include age, gender, educational level, tenure or working experience, job level and monthly salary. Some frequently used demographic variables as gleaned from the literature include age, sex (gender), race/ethnicity, education, location of residence, socio-economic status (SES), income, employment status, religion, marital status, ownership (home, car, pet, etc), language, mobility, population size and family size.

Socio-economic Status is a very important determinant of individual well-being. Socio-economic status is a measure of one's combined economic and social status and tends to be positively associated with better health. This entry focuses on the three common measures of socio-economic status; education, income, and occupation (Baker, 2014). Socio-economic status can affect the overall functioning of a human being. Low socio-economic status and its correlates, such as lower educational achievement, poverty and poor health, ultimately affect our society. Inequities in health distribution, resource distribution, and quality of life are increasing globally. (American Psychological Association, 2019). In some societies, the type of career an individual may choose is determined by gender differences than socio-economic status.

USAID (2016) referred to gender as a set of roles, responsibilities, rights, expectations and obligations that are socially and/or culturally associated with being male or female. Gender also includes the power relations between and among women and men, and girls and boys. It's based on widely shared beliefs and norms within a society or culture about male and female characteristics and capacities. Similarities and differences will vary within and between societies and can change over time.

No matter how educated a woman is, in some societies,

they are not opportune to take on some careers that those societies believe to be men's affairs. This belief to a large extent has resulted in gender inequity in society, bringing the issue of gender inequity to a national and international affair.

Statement of the Problem

Demographic characteristic factors play important role in every individual to decide on the types of profession to practice in society. These factors have influenced many to choose the wrong profession. This, to an extent, has caused several damages such as gender inequity, abandoning the profession, lack of interest in the job or profession, less productivity, unproductivity, etc, due to frustration, anarchy and disunity in the family. In line with the above, the researcher observed that librarians are abandoning the librarianship profession for other professions that are, to them, more lucrative and perceived to have a higher benefits, including salaries, allowances and holidays. in Bayelsa state, Nigeria. This has resulted in poor performance among the few librarians in the discharge of their statutory duties in academic libraries. This situation has been a source of worry to library administrators and the various university managements in Bayelsa state, Nigeria. This is the reason why the researcher sees it necessary to investigate demographic characteristics as a correlate of librarians' choice of librarianship as a profession in Bayelsa state, Nigeria.

Objectives of the Study

The main purpose of this study is to determine the relationship between demographic characteristics and the choice of librarianship as a profession in Bayelsa state, Nigeria. Specifically, this study sought to:

1. Determine the relationship between the socio-economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa State, Nigeria.
2. Find out the difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria.
3. Ascertain relationship between educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa State, Nigeria.
4. Determine the relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa State, Nigeria.

Hypotheses

To guide this study, the following four null hypotheses are formulated:

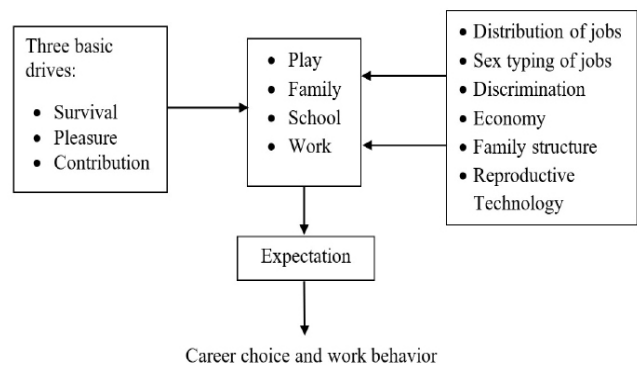
1. There is no significant relationship between the socio-economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.
2. There is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria.
3. There is no significant relationship between the educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.
4. There is no significant relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

Theoretical framework

1. Austin's Socio-Psychological Model of career choice and work (1984)

This section of the study presented the theory and model that was used in this study. Donald's Career Development Theory (Donald E. Super) and, Austin's Socio-Psychological Model of career choice and work behaviour will be used.

Figure 1. Need-based socio-psychology model of career choice and work



Austin stated that it was possible to conceptualize a common set of work motivations for women and men. This supplied the first four basic constructs to the model. The model was developmental, explaining changes in career choice. Two of the constructs were psychological (work motivation and expectations) and the other two are cultural/ environmental (sex-role socialization and the structure of opportunity). According to Austin, the model was based on four principles:

1. Work behaviour is a motivated activity

intended to satisfy three basic needs: survival, pleasure and contribution.

2. Career choices are based on expectations concerning the accessibility of alternative forms of work and their relative capacity to satisfy the three basic needs.

3. Expectations are shaped in part by early socialization through family, childhood play, school experiences and early work experiences, and in part by the perceived structure of opportunity.

4. Expectations developed through socialization and early perceptions of the structure of opportunity can be modified by changes in the structure of opportunity, and this modification in expectations can lead to changes in career choice and work behaviour. Expectations are important in occupational choice because men and women differ in their work expectations: that is, in their perceptions of what types of work are available or accessible to them and of what types of work can best satisfy their needs.

The basic principle of the Socio-psychology model was that personal characteristics and expectations could lead to changes in career choice and work behaviour. Also, the model dealt with changes in career choices as a result of demographic factors (family, gender, school, etc.), which this study also study.

2. Donald's Super Career Development Theory (1950)

The theoretical framework used for this study was Donald's Super career development theory. The theory was first propounded by Donald E. 1950. The theory proposed that career choice is affected by complex and multi-faceted biological, psychological, sociological, and cultural factors. Therefore, Donald supplements the trait-and-factor approach by constructing a comprehensive career theory in which (a) career development is seen as a lifelong process unfolding in a series of developmental stages and (b) career selection is not a one-shot decision but the cumulative outcome of a series decisions.

Donald stated that:

- People choose careers that allow them to express their self-concept. As someone's self-concept becomes more stable, so do career choices.
- People have various abilities, personalities, and self-concepts, and are qualified for a variety of occupations based on these and other characteristics, which change with time and experience.
- Multiple trial careers involve new growth, re-exploration, and re-establishment.

- Career maturity is the agreement between vocation and current life stage.

- A negative self-concept is related to less satisfying work choices. Work is seen as dissatisfying if it's not an expression of an individual's vocational abilities, interests, and values.

In applying the socio-psychological model of career choice and work behavior and Super career development theory, this study hypothesized that librarians' demographic characteristics have a relationship with their choice of librarianship as a profession among librarians in Bayelsa State, Nigeria. In other words, the study presumes that there exists a relationship between librarians' demographic characteristics and choice of career.

Conceptual Framework

Socio-economic Status

Baker (2014) defined socioeconomic status (SES) as a measure of one's combined economic and social status and tends to be positively associated with better health. This entry focused on the three common measures of socioeconomic status; education, income, and occupation.

Socio-economic status of parents influences the entirety of an individual. It determines the type of job they engage in, the type of school they attend as well as the type of hospital they use in society. Socioeconomic status (SES) is the relative position of a family or individual along with a hierarchical social structure, based on access to, or control over, wealth, prestige, and power. It is used to measure social-economic class. It is usually used as a way of measuring income, level of education, and occupational prestige. Although these indicators of SES are separable, they tend to be correlated. These indicators help individuals in choosing a career in society (Rao, 2017).

Gender

Gender is said to be one of the factors that determine the activities of people in society. In some societies, there are limitations to the nature of activities women and men involved in the society. However, the influence of gender on career choice may differ in different countries where people hold different cultures (Phathara-On, Mohmand and Majid, 2016).

Griffin et al. and Ahuja et al. as cited in Mtemeri (2017) established that, in America, when gender beliefs are salient they shape behaviour most powerfully by affecting people's sense of what others expect of them. And that gender influences behaviours

and preferences across a variety of contexts.

Parents' Educational Background

Background, simply, is the kind of family you come from and the kind of education you have had. It is a belief in our contemporary society that the level of education of an individual determines the choice of career. The education levels of such individuals may also extend to the children's choice of career. Carter cited in Udoh and Sanni (2012) in his study also supported the view that a child learns about occupations through examples of the parents as they visit their parents' workplaces. If the impression there is good then the child seeks to identify with the occupation but if they are bad, the child rejects such occupation.

Parents play a significant role in this case as they pressure the career choice of their children in many ways such as direct inheritance and the condition of apprenticeship or role model. The results of different studies indicated that parents' profession, their knowledge and income level in various professional areas, the norms, beliefs, information about modern occupations, spotlight on the local and international job market, and the skills they acquire can affect children of their career selection (Saleem et al. as cited in Asad, et al., 2018).

Personal Interest

Dewey as cited in Harackiewicz and Hulleman. (2010) once described interest as "being engaged, engrossed, or entirely taken up with" an activity, object, or topic.

Personal interest refers to the individuals' interest in their chosen professions (Liaw, Wu, Lopez, Chow, Lim, Holroyd, & Wang, as cited in Asad, Shoaib, Rao & Noor ul ain, 2018). Personal interests are learned from parents, in school, from friends, and your life-long experiences. Interest plays a very important role in motivating people to do the right things that they like. A very strong and motivating interest in anything will boost to do it wholeheartedly. Studies done in many countries and different cultures came up with different results; for example, personality types and interest is a factor that impacts career choices made by the students in Kenya (Ahmed et al., as cited in Asad, Shoaib, Rao & Noor ul ain, 2018).

Empirical Studies

Socio-economic Status of Family and Choice of Career

Singh and Chander (2013) investigated socio-economic background and career choice factors

professional inclination of library and information science (LIS) students in India. The purpose of the study is to assess the professional inclination, academic and social background, family status and occupation, gender distribution, choice of work, and perceptions of aspirant LIS students. The study examined the various career choice factors and sources of motivation that influence the students of the LIS profession. The study used the correctional design method. The data has been collected from the 251 LIS students enrolled in five prominent universities in North India.

The results indicated that the majority of female students join the LIS profession because of employment opportunities. Most of the respondents were from rural areas, hail from middle-class families and their educational background in Arts/Humanities and Social Science subjects. The majority of the respondents choose the LIS profession as their primary career because of the better employment possibilities. The study recommended public awareness about the LIS profession in India.

Taylor, Perry, Barton, and Spencer (2010) surveyed to know the motivations for choosing a library career of MLIS students. The study adopted a descriptive survey method. The population of the study consisted of library and information science master students. The findings showed an overwhelming majority of current MLIS students (76%) indicated that job function was the primary motivator in their decision to pursue librarianship as a career. The study made some recommendations based on the findings of the study to encourage students to see librarianship as one of the most important careers in the 21st century.

Waaiker, Sonneveld, Buitendijk, Van Bochove, Inge and Weijden (2016) investigated the role of gender in the employment, career perception and research performance of recent Ph.D. graduates from Dutch Universities. The study was carried out as a result of the sharp increase in the number of female Ph.D. graduates in the Netherland, the share of females among newly graduated PhDs is almost on par with that of males and a considerable body of scientific studies has investigated the role of gender in the academic workplace and the role of gender in the careers of all Ph.D. graduates, including those outside academia, has been studied less. In this study, we investigate gender differences in the type of job, occupation, career perception and research performance of recent PhDs. The study is based on a survey of persons who obtained a Ph.D. from one of five Dutch universities between 2008 and early 2012. We show that gender

differences in post-PhD careers are non-existent in some aspects studied, but there are small differences in other aspects, such as the sector of employment, type of contract, involvement in teaching and management, and career perception. In contrast, male and female PhDs differ sharply on two factors. The first is a field of Ph.D., with females being heavily underrepresented in engineering and the natural sciences. The second is part-time employment, females being much more likely to work part-time than males, especially if they work in the Netherlands. In later career stages, the combination of the small and large differences can be presumed to affect the career progression of female PhDs through cumulative disadvantage.

Kawamoto, Daisuke, Yoshihisa, Tomo, Nobuyuki, and Masanori (2016) investigated gender differences in preference of specialty as a career choice among Japanese medical students. The purpose of this study was to investigate the factors contributing to specialty preference in career choice among Japanese medical students. A total of 368 medical students completed the survey giving an 88.2 % response rate. The subjects comprised 141 women aged 21 ± 3 (range, 18–34) years and 227 men aged 22 ± 4 (range, 18–44) years. Binary Logistic regression analysis was performed using specialty preferences as the criterion variable and the factors in brackets as six motivational variables (e.g., Factor 1: educational experience; Factor 2: job security; Factor 3: advice from others; Factor 4: work-life balance; Factor 5: technical and research specialty; and Factor 6: personal reasons).

The findings showed that women significantly preferred pediatrics, obstetrics & gynecology, and psychology to men. Men significantly preferred surgery and orthopedics to women. For both genders, a high odds ratio (OR) of “technical & research specialty” and a low OR for “personal reasons” were associated with a preference for surgery. “Technical & research specialty” was positively associated with preference for special internal medicine and negatively for pediatrics. “Work-life balance” was positively associated with a preference for psychology and negatively for emergency medicine. Among the women only, “technical & research specialty” was negatively associated with preference for general medicine/family medicine and obstetrics & gynecology, and “job security” was positively associated with general medicine/family medicine and negatively for psychology. Among men only, “educational experience” and “personal reasons” were positively, and “job security” was negatively associated with preference for pediatrics. For both

genders, “work-life balance” was positively associated with a preference for controllable lifestyle specialties. The study concluded that Japanese medical students have dichotomized some motivations for their specialty preference based on gender. Systematic improvements in the working environment are necessary to solve these issues.

These empirical studies are related to this present study as both studies investigate the relationship between socio-economic status and choice of career. They both used similar research designs, questionnaire methods to elicit data and statistical analyses. However, the categories of respondents and geographical location used in some of the studies are not similar. Nevertheless, the findings of the literature reviewed are related.

Gender and Choice of Career

Waaier, Sonneveld, Buitendijk, Van Bochove, Inge and Weijden (2016) investigated the role of gender in the employment, career perception and research performance of recent Ph.D. graduates from Dutch Universities. The study was carried out as a result of the sharp increase in the number of female Ph.D. graduates in the Netherlands, the share of females among newly graduated PhDs is almost on par with that of males and a considerable body of scientific studies has investigated the role of gender in the academic workplace and the role of gender in the careers of all Ph.D. graduates, including those outside academia, has been studied less. In this study, we investigate gender differences in the type of job, occupation, career perception and research performance of recent PhDs. The study is based on a survey of persons who obtained a Ph.D. from one of five Dutch universities between 2008 and early 2012. We show that gender differences in post-PhD careers are non-existent in some aspects studied, but there are small differences in other aspects, such as the sector of employment, type of contract, involvement in teaching and management, and career perception. In contrast, male and female PhDs differ sharply on two factors. The first is a field of Ph.D., with females being heavily underrepresented in engineering and the natural sciences. The second is part-time employment, females being much more likely to work part-time than males, especially if they work in the Netherlands. In later career stages, the combination of the small and large differences can be presumed to affect the career progression of female PhDs through cumulative disadvantage.

Kazi, Sharif and Ahmad (2017) studied the

factors influencing students' career choices. The motivation behind the research study was to investigate the factors that influence the career selection choice of the student and create a possible alignment between their preferences and the institution's curriculum and offerings. The study used a correlational research design. The structured questionnaire was distributed among MBA/BBA students enrolled in different universities of Karachi. Data were collected from 120 participants and analyzed using SPSS. Correlation and multiple -regression were applied as statistical tools to test the hypotheses.

The results of the study revealed that gender and interest in the subject is the most dominant factor influencing career choices of business students $f(1,118) = 12.304, p$. Based on the findings recommendations were made to address issues confronting the choice of career among young men and women

Parents' Educational Background and Choice of Career

Nwoke (2011) investigated the impact of parents' educational background, age, and gender on the vocational choice among Nigerian adolescents from 8 secondary schools in Abuja municipal. The study adopted a descriptive survey method. The population of the study consisted of secondary school students. The findings revealed that parents' educational background seems to influence and propel the type of courses children study in tertiary institutions and their subsequent vocational choice. Based on the findings some recommendations were made.

Udoh and Sanni (2012) investigated the influence of parental background variables (Parents' attitudes towards occupations, Parents' levels of formal education, and Parents' occupation) on the career choice of secondary school students in the Uyo Local Government Area. Three hypotheses were raised to guide the study. This ex-post-facto survey employed the simple random sampling technique in obtaining data from a sample of 200 SS3 students from 11 public secondary schools in the Uyo Local Government Area using the "Parental Variables and Career Choice Questionnaire" (PVCQ) designed by the researchers. The hypotheses were subsequently tested using chi-square at $p \leq .05$ level of significance.

Data analyses revealed that parents' attitudes towards occupations, parents' level of formal education, and parents' occupation exert influence on the career choice of secondary school students in the Uyo Local Government Area. It was recommended that parents

should desist from pressuring their children into taking up careers they do not possess the requisite abilities and that government should train and employ more career counselors to assist these students in their career choice and preparation through the implementation of a comprehensive programme of career education. Some recommendations were made based on the findings.

Hu (2014) study investigated the influence of parents educational background on choice careers among some selected private institution workers in India. The study used a descriptive research design. The population comprised 345 private institution workers. A questionnaire was used to gather data. The study revealed that parents' level of formal education, and parents' occupation influence the career choice of workers. Based on the findings some recommendations were made.

Personal Interest and Choice of Career

Damilola, Ajayi and Adetayo (2018) investigated the factors influencing the career choice of library and information science students in Federal Polytechnic Ede, Osun State. The major objectives of this study were to find out the factors that influence the choice of librarianship as a career among students, the level of students' perception of library and information science as a career and to find a way out of how library and information science can become a reputable discipline in the society. The study adopted a correlational research method. A total number of 127 newly admitted students into LIS were purposely chosen. Enumerative sampling techniques were adopted. Structured questionnaires were used for data collection.

Findings of the study revealed that 78(70.9%) of the students were influenced based on their interest in the course, to seek knowledge 77(70.0%) and Career expectation 60(54.5%). The study also found out that the student's level of perception towards choosing librarianship as a career, and it was indicated that Library and information science is a lucrative field 95(86.4%), Library and information science is a professional course 93(84.6%), it offers job security 76(69.1%) and they will like to further their career in librarianship 60(54.5%). Furthermore, the study found that librarianship as a career should be introduced to secondary schools' curricula in Nigeria 99(90.0%). Based on the findings some recommendations were made in the study.

Nyamwange (2016) studied the influence of students' interests on career choices. The study sought

to examine the influence of interest on career choice decisions among first-year university students. To address this objective, the study utilized two hundred and ninety-six (296) first-year students selected from six universities. The Respondents were selected using purposive as well as systematic sampling approaches within the descriptive survey design. They responded to a specially designed questionnaire and the data collected were analyzed descriptively using the Statistical Package for Social Sciences as the main tool of analysis. The study concluded that students' interest is significant in determining career choice decisions for an individual career. In conclusion, some recommendations were made to tackle some of the challenges revealed in the study.

Summary of Literature Reviewed

The reviewed literature centered on theory and model, empirical studies on demographic characteristics and choice of career as a profession. Specifically, the study reviewed demographic characteristics, factors affecting the choice of career and demographic characteristics and choice of librarianship as a profession. Moreover, the review revealed that demographic characteristics and choice of career (profession) is an area of lively discussion among educators, managers and employers of labour. Specifically, in Nigeria, very few studies are related to demographic characteristics and the choice of librarianship as a profession. Hence, there is a knowledge gap on demographic characteristics and choice of librarianship as a profession in Bayelsa State, Nigeria. The concern of this present study is to fill this gap.

Methodology

Research Design

The study adopted a correlation research design. The purpose of correlation research design is to determine the relationship between two or more variables (Gall, Gall & Borg, 2003). Correlation design is suitable for this study because it enables the researcher to determine the relationship that exists between demographic characteristics and the choice of librarianship as a profession.

Area of the Study

The area of study is Bayelsa State, Nigeria. The state consists of eight local government areas and twenty-five development centers. The area is situated in the coastal part of Nigeria and shares a common

boundary with Rivers State and Delta State. The area is politically designed as the core Niger Delta in Nigeria. The main occupation of the inhabitants includes fishing, farming and carving. Similarly, the majority of those that engaged in white scholar jobs are working in the civil services, while few are working in the banking sector. Thus, in the education sector, federal and state higher institutions are catering for the education needs of the inhabitants. The majority of languages spoken by inhabitants of the state are Izon and English language. Though, there are other minor languages.

The population of the Study

The population of this study was librarians employed in the academic libraries in Bayelsa state, Nigeria. According to the University's records (2019), there were 47 Librarians permanently employed in the University libraries.

Sample and Sampling Technique

The Census sampling technique was used for the study. This enabled the use of all the 47 Librarians employed in the academic libraries in Bayelsa state. Thus, there is no need for sampling because of the relatively small size of the population. According to Chipeta (2008) for a small population, there is little or no point in sampling. Using the entire population eliminates sampling error and provides data on individuals in the population.

The instrument for Data Collection

This study used a questionnaire to elicit data from the respondents. Questionnaire entitled "Demographic Characteristics and Choice of Profession Questionnaire" (DCCPQ) was used to collect data. The response format ranged from SA= strongly agree 5, A=agree 4, D= disagree 2 to SD= strongly disagree 1.

Validation of the Instrument

The instrument with the purpose of the study and the research questions were given to three experts in the Departments of Library and Information Science, Ignatius Ajuru University of Education, Rivers state to validate the instrument. The experts validated items for clarity, relevant to the purpose of the study and the appropriateness of the language and the accuracy of the instructions to the respondents.

Reliability of the Instrument

The reliability of the instrument was

established using the test-re-test method. Copies of the questionnaires were administered to 20 librarians at Rivers State University Library, Nkpolu, Rivers State, Nigeria who were not part of the main study. The data obtained from the administration were analyzed using the Pearson products moment formula. The result yielded a coefficient of 0.55. The r-value was subjected to the Spearman-Brown Prophetic formula which yielded a coefficient of 0.72 signifying that the instrument was reliable for the study.

Method of Data Collection

The researcher personally visited the university libraries and administers the questionnaire to the respondents with the help of one research assistant per school. The researcher completed the process of the administration of the questionnaire within one month. To ensure speedy completion of the process within the indicated period, the researcher follow-up contact with the research assistant involved and proceed to analyze the data collected.

Method of Data Analysis

Simple linear regression analysis was used to analyze the data related to the research questions one and two by finding the relationship between the two variables. In taking decisions in research questions, the presentation of Nwana (2007) suggestion was used. Nwana (2007) presented the correlation coefficient (r) with scores as:

0.00 – 0.20 = Very low relationship

0.21 – 0.40 = Low relationship

0.41 – 0.60 = Moderate relationship

0.61 – 0.80 = High relationship

0.81 – 1.00 = Very high relationship.

In making decisions on the hypotheses, the null hypothesis was rejected because the calculated value was greater than the t-critical value.

Results and Discussion

This chapter presents the analysis of data generated through the questionnaire interpretation and discussion of findings. The results of the study are presented question by question and hypothesis by hypothesis in tables. The interpretation is given underneath the tables to reveal the finding of the study.

Testing of Hypotheses

Hypothesis 1

H_{01} There is no significant relationship between the economic status of parents and the choice of librarianship as a profession among librarians in

Bayelsa state, Nigeria.

The result in Table 1 shows the relationship between the economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. The table also reveals the F- value as 101.503 and the p-value as .000. However, since the p-value is less than 0.05 ($p < 0.05$), the null hypothesis states that there is no significant relationship between the economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria is rejected while the alternative is retained. Therefore, it can be concluded that there is a significant relationship between the economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

Hypothesis 2

There is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria.

Table 2 presents the results of the t-test analysis of the difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria. The result shows that the probability value (.000) is greater than 0.05 ($p > 0.05$) with t-value (-1001) and 45 degrees of freedom. Since the probability value is greater than 0.05 ($.000 < 0.05$) the null hypothesis which states that; there is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria is retained while the alternative is rejected. It can therefore be concluded that there is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria.

Hypothesis 3

There is no significant relationship between the educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

The result in Table 3 shows the relationship between the educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. The table also reveals the F- value as 252.026 and the p-value as .010. However, since the p-value is less than 0.05 ($p < 0.05$), the null hypothesis states that there is no significant relationship between the educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria is rejected

while the alternative is retained. Therefore, it can be concluded that there is a sign there is a significant relationship between educational background and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

Hypothesis 4

There is no significant relationship between

personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

The result in Table 4 shows the relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. The table also reveals the F- value as 199.531 and the p-value as .000. However, since the p-value is less than 0.05 ($p < 0.05$), the null hypothesis which

Table 1. Linear Regression on the relationship between the economic status of parents and choice of librarianship as a profession among librarians in Bayelsa state

Source of Variance		Sum of Squares	Df	Mean Square	F	p-value
	Regression	40.833	1	40.833	101.503	.000
	Residual	18.103	45	.402		
	Total	58.936	46			

a. Dependent Variable: Choice of librarianship

b. Predictors: (Constant), Socio economic status

Table 2. The Summary of the Independent sample t-test difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state

Gender	N	SD	X	Df	t. Cal	p- value	Remark
Male	21	18.45	49.24				
				45	-1001	.332	NS
Female	26	16.49	54.35				

Table 3. Linear Regression on the relationship between educational background of parents and choice of librarianship as a profession among librarians in Bayelsa state

Source of Variance		Sum of Squares	Df	Mean Square	F	p-value
	Regression	50.007	1	50.007	252.026	.010 ^b
	Residual	8.929	45	.198		
	Total	58.936	46			

a. Dependent Variable: Choice of librarianship

b. Predictors: (Constant), educational background

Table 4. Linear Regression on the relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state

Source Variance		Sum of Squares	Df	Mean Square	F	p-value
	Regression	48.090	1	48.090	199.531	.000
	Residual	10.846	45	.241		
	Total	58.936	46			

a. Dependent Variable: Choice of librarianship

b. Predictors: (Constant), Personal interest

states that there is no significant relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria is rejected while the alternative is retained. Therefore, it can be concluded that there is a significant relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

Findings of the Study

Based on the hypotheses, the following were the findings of the study

i. that there is a significant relationship between the economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

ii. that there is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria.

iii. that there is a significant relationship between educational background and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

iv. that there is a significant relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria.

Educational Implications of Findings

The finding of hypothesis one revealed that there is a significant relationship between the economic status of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. This finding implies that the family with parents of high economic status influences, to a greater extent, the choice of career of the wards/children. The influence may be a good one or the opposite may be the case where a student is forced to take a course that the student is not interested in. The resultant effect of this forceful choice of career causes students to drop out of school.

Education gives young people proper knowledge, a realistic perspective and enables them to plan their future careers most suitably. Likewise, if choosing the right career should be made earlier, there will be no regret in the future. Having the right career can provide satisfaction to a person. On the other hand, choosing the wrong career can make a person feel bored. In other words, it can be a worse option that can ruin a person's future. Therefore, a person needs to have a lot of consideration for career choice. Some students of university consider their future as a fantastic adventure. Many believe that they would

be able to work in the market upon completion of their study as they have planned to become pilots, professors, doctors, accountants, IT experts, lawyers, etc. Career choice has a significant impact on the life of any person because if they fail to choose they fail to get a job.

The finding of hypothesis two revealed that there is no significant difference in the responses of male and female librarians on the choice of librarianship as a profession in Bayelsa state, Nigeria. This finding implies that irrespective of the group or gender you find yourself that should not impede professional development. Even though girls can match boys in terms of how well they do at science and mathematics in school, if those aren't their best subjects and they are less interested in them, then they're likely to choose to study something else. However, gender influences behaviours and preferences across a variety of contexts. While there is some debate about the degree to which these differences are biological versus socially influenced, several notable trends have emerged. Among them are gender differences in interdependence and connectedness

The finding of hypothesis three revealed that there is a significant relationship between the educational background of parents and the choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. The implication is that when parents adopted a career for a child there is a tendency for examination malpractice and drop out of school. Parents' educational background may influence students' views on whether or not, to continue their education and the direction of their career choice. Parents may demand their children assume their profession, a family business, or go for a particular vocation based on what they think the family needs. Children become confident by allowing them to take their own decision, they should be allowed to choose their careers, it also makes them feel that they have the ability to take some decisions in their life.

The finding of hypothesis four revealed that there is a significant relationship between personal interest and choice of librarianship as a profession among librarians in Bayelsa state, Nigeria. This implies that Career interests reflect stable preferences for certain work activities and work environments. Aligning one's work environment with his or her interests will not only increase satisfaction at work but also enhance the potential for achieving career success. The benefits of matching careers with interests are not limited to individual employees. From an organizational

perspective, choosing employees with the best fit not only contributes to higher job performance, which ultimately influences organizational effectiveness but also helps to control turnover rates. Employees whose career interests are congruent with their jobs are more likely to be satisfied with work and find intrinsic motivation to stay in the work environment longer.

Summary, conclusion and recommendations

The study sought to determine the relationship between demographic characteristics and the choice of librarianship as a profession in Bayelsa state, Nigeria. Four specific objectives, four research questions and four hypotheses were formulated to guide the study. Three theories were adopted. Literature related to this study was presented under the following headings: theoretical framework, conceptual framework, related empirical studies and summary of review of related literature. The researcher adopted an appropriate research method. An appropriate statistical tool and package (SPSS) was used for the analysis. The finding revealed that there is a significant relationship between demographic characteristics and the choice of librarianship as a profession in Bayelsa state. Only gender indicated a no significant relationship and choice of librarianship as a profession. Based on the findings conclusion and recommendations were made accordingly.

Contribution to knowledge

The study had been able to empirically establish that there is a significant relationship between demographic characteristics and choice of librarianship as a profession in Bayelsa state, Nigeria, taking into consideration socio-economic status of parents, educational background of parents and personal interest, while gender is empirically established that it does not positively differ in the choice of librarianship as a profession.

Conclusion

The library field is unique from other professions because it is associated with information and communication skills and “feminization.” The demographic characteristics of librarians are imperative in the choice of librarianship as a profession in Bayelsa state, Nigeria. This working field is not gender-biased, it is all dependent on the demographic characteristics of the librarians in the profession.

Recommendations

Judging from the conclusion of the study, the following were recommended:

- i. Demographic characteristics should be considered by school counselors where students are guided to choose librarianship as a profession based on their performances in relevant subject areas and personal interest
- ii. The administrators of libraries should create awareness that librarianship as a profession is not gendered biased through regular sensitization of staff and students.
- iii. The Federal Government should make librarianship a noble profession and encourage professionalism in the discipline through the enactment of relevant laws, and enforcement of same, to regulate the operations of library personnel and librarians.
- iv. The school administrators should encourage parents to educate their children on the need to become professional librarians. This could be done through symposiums, seminars, PTA meetings, etc.

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Corresponding Author

March Akpowaide Mandu
Marchmandu9@gmail.com