

Demographic Study of Librarians in Public University
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The study examined the influence of demographic study on innovation management, mentoring and reward system on employee commitment in public university libraries in Nigeria. The study adopted the survey research design. Multistage sampling technique was employed in the study. Simple random sampling was used to select five out of the six geo-political zones. Simple random sampling was used to select 3 states from each of the zones. Simple random sampling was employed to select 2 university libraries from the selected states, with a total of 552 librarians. Total enumeration was used for all the librarians in the selected university libraries. 400 questionnaires were duly completed and returned, representing 72.5% of respondents. The study revealed that ages 31-35 years has the highest number of staff 135 (38.8%), there are more male staff 252 (63%) while female staff 148 (37%), there are more Lecturer II staff with 136 (34%) the research also revealed that 282 (70.5%) staff had Masters Degree in Library Science (MLS) those that have served for 6-10 years are the most populated 103 (25.75%). It is recommended that gender equality should be taken into consideration during employment because there is a wide gap between the male and the female staff in public university libraries in Nigeria.

Keywords: **Innovation management, Mentoring, Reward system, Employee commitment, Public university libraries,**

Introduction

Demography is the study of human population, their statistics, diversity and distribution all over and the process through which population changes. Demography is very helpful for considering social and economic challenges and finding possible solutions. Socioeconomic demography are expressed statistically, such as age, sex, education level, income level, marital status, occupation, religion, birth rate, death rate, average size of a family, average age at marriage. According to Abadina and Mba (2014), is the study of the overall social positions of individuals within the social and economic domain. This entails occupation and income, educational attainment or level and family structure or size. Furthermore, it encompasses the study of the size, structure and distribution of the populations of human beings. Demographics may also be defined as the quantifiable characteristics of a given population. According to Popoola and Akande (2009) demography

is the study of population that involves birth, death and diseases in a particular community. Modern day demographic study is however not only population conscious but also has a time dimension (Popoola and Akande, 2009).

Demographic data are of two types, they are direct and indirect methods. Direct data entails very important statistics that track all births and deaths as well as certain changes in legal status such as marriage, divorce, and migration. Another demographic method of data collection is through census. It is usually collected by the government of a country through enumerating the names of citizens; usually the exercise occurs every 10 years. Census enables the enumerators to collect information about families or households in addition to individual characteristics such as age, sex, marital status, literacy/education, employment status, and occupation, and geographical location. They may also collect data on migration, language, religion, nationality and citizenship. On the other hand, the indirect method in present-day demography comprises asking people about siblings, parents, and children. Other indirect methods are necessary in historical demography.

The public university libraries are the university libraries that are funded by State or Federal Government of Nigeria. University libraries in Nigeria have had their antecedents. History has it that between 1948 and 1979, Nigerian university libraries were well stocked with books and other materials. The first generation universities even created extensions to accommodate their numerous books. By 1980, the economic fortunes of the country began to change, with some devastating effects on libraries and library services. The result was that university libraries became mere reading rooms than centres of serious academic and research work and a center for intellectual development. By the mid-1990s, the above scenario had literally reached a crisis point to the extent that many university libraries were recording a near zero percent growth rate (Ojoade & Ochai, 2000). In order for libraries and librarians to offer competitive services in this era of globalization, they must be knowledgeable, skillful, talented and committed. A high level of commitment is indispensable for increasing output and obtaining sustainable competitive advantage in the library.

Commitment is an emotional response that can be measured through people's behaviours, beliefs and attitudes (Whitener, 2001). Employees who possess a strong level of commitment enjoy continual stay in an organization. Committed employee feel a connection with their organization and they understand the goals of the organisation. Committed employees usually perform their jobs more than management expectations (Bragg, 2002).

According to Nguyen (2014) employee commitment increases job satisfaction, job performance and the overall productivity of the organization. Organizational commitment has been defined as employee state of being committed to assist in the achievement of the organization's goals and this involves employees' levels of identification, involvement and loyalty to the organization (Caught & Shadur, 2000). Meyer and Allen (1997) defined employee commitment as a psychological state that characterizes the employee relationship with the organization. It is the identification and connection between organization and employee activity that bound the employee emotionally as well as psychologically to the organization (Cheema, & Azeem, 2014; Kim, Eisenberger, & Baik, 2016, Wayne, Casper, Matthews, & Allen, Imran, Arif, 2013.).

Creating commitment among librarians is important, because without this it will be difficult for the library to achieve its strategic feat (Brisco & Claus, 2008; Fugate, Stank, & Mentzer 2009). Employee commitment in the library is important for effective service delivery in the areas of user education, documentation, organization of knowledge, circulation services among others. Library personnel may be more committed to their work if they feel high sense of social support which is motivator in its own right.

Three main types of commitment are:- affective, continuance and normative commitment have been reported in the literature (Meyer & Allen, 1991. Rhoades, 2014. Mercurio, 2015, Cheema & Javed 2017). Affective commitment is defined as an emotional attachment to an organization characterized by acceptance of organizational values and by willingness to remain with the organization. According to these scholars, affective commitment occurs when employee wishes to stay with the organization. Employee commitment is the sum of affective component, which refers to the employee emotional attachment to, identification with, and involvement in the organization.

On the other hand, continuance commitment occurs when an employee need to stay in an organisation. Continuance commitment refers to awareness of the costs associated with leaving the organization (Kaptein, 2013). Potential antecedents of continuance commitment include age, tenure, career satisfaction and intent to leave. The normative commitment occurs when the employee feels he/she ought to stay in the organization. The normative commitment has to do with feeling of obligations to the organization based on personal norms and values. For instance, the organization may have invested resources in training an employee in the form of institutional support, who then feels an obligation to put forth effort on the job and stay with the organization to repay the debt.

Employee commitment to library goal may be attached to certain underlying factors such as innovation management, mentoring and reward system. Innovation management has long been recognized as an important driver of economic growth. Most empirical studies conducted in the past showed that innovation leads to new products and services that are higher in quality and lower in price. For example, the Organisation for Economic Co-operation and Development (OECD) 2005 defined innovation as the implementation of a new or significantly improved product (good or a service), or process, a new marketing method, or a new organization method in business practices, workplace organization or external relations. Innovation management has been described as key determinants of employee commitment to the organisation. An innovative firm is one that has implemented at least one type of innovation in a given period of time.

The World Bank (2010) defined innovation as technologies or practices that are new to a given society. Although, they may not be new in absolute terms, these technologies must be diffused in that economy or society. Innovation activities, whether radical or incremental, are the aggregation of the transfer, generation, use, diffusion and assimilation of new knowledge, methods, processes and products within public and private organisations as well as the market they participate in. Innovation is a concept with varying definitions depending on the fields of study and social theories (Goldsmith & Foxall, 2003). For measurement purposes, a common feature of an innovation is that it must have been implemented. A new or improved product is implemented when it is introduced to the market. New processes, marketing methods or organizational methods are implemented when they are brought into actual use in the firm's operations (OECD, 2005).

Measuring innovation is an important issue in librarianship. This is because effective service delivery in the library depends on innovation. According to Shehu, Opele and Owolabi (2017), continual acceleration in innovative activities will sustain the existence of library and growth. Therefore, sustainable growth requires sustainable innovation, which requires that innovation be institutionalized in the libraries. The pace of change in libraries is daunting. In order to meet its patron's demands and effectively compete among the wide numbers of choices users have in order to meet their information needs, libraries are constantly required to reinvent themselves. If libraries are to remain competitive and viable in this knowledge era, they must positively harness the available innovation activities while remaining true to their mission of knowledge preservation by innovating. Innovation management encourages employee commitment in libraries. However, such practices may be

dependent upon mentoring and reward system which is two complementary variables in this study.

Mentoring is a term generally used to describe a relationship between a less experienced individual, called a mentee or protégé, and a more experienced individual known as a mentor. Traditionally, mentoring is viewed as a dyadic, face-to-face, long-term relationship between a supervisory adult and a novice student that fosters the mentee's professional, academic, or personal development (Donaldson, Ensher, & Grant-Vallone, 2000). Mentoring relates primarily to the identification and nurturing of potential for the whole person.

Shehu, Opele and Owolabi (2017) described a mentor as an individual with expertise and the ability to help develop the career of a mentee. A core feature that defines mentoring relationship and distinguishes it from other types of personal relationship is that it is a developmental relationship embedded within the career context. While learning, growth and development may occur in many different types of work and close personal relationships, mentoring relationships are unique because their primary focus is on career growth and development of the less experienced person (Ragins & Kram, 2008). A new librarian, may receive mentorship in form of training, professional training begins from the moment he steps into the profession (Insala, 2013). Professional training and learning are required to be built on the existing foundation in order that new librarians can develop the depth of knowledge required over time. Mentoring a new and prospective professional provides an opportunity for both the new and the seasoned professionals to develop and refine the necessary skills to be successful in the rapidly evolving library and information profession.

The field of library and information science prepares librarians for the role of service provision. Yet, librarians may be less equipped through formal training for the scholarly demands of their own research and publication needs (Pan, 2010). The skills required to satisfy these demands are often times acquired on the job, especially with the support of experienced and versed librarians. Different institutions require that librarians pursue successful researches and publications for their promotion. Thus, the need for mentoring librarians to become as savvy as the clients they serve. The most productive and effective way for librarians to keep up with these changes is to seek professional development opportunities. Professional development is the continuous process of acquiring new knowledge and skills that relate to one's profession, job responsibilities or work environment (Spencer & Ard, 2006, Richie & Genoni, 2008).

Reward system enhances professionalism in librarianship. The reward system of an organization though differ from one organization to the other affects the motivation and employee satisfaction (Zafar, 2015). A fair reward system plays a dominant part in raising the morale of employee and promotes the efficient functioning of the organization. The concept of reward systems is based on the assumption that if an employer raises the employee morale through fair reward systems, and in this situation, employee commitment will follow (Armstrong, 2012).

The types of rewards available to employees and the manner of their distribution can influence the satisfaction of employees and the effectiveness of an organization. According to Zagoria (2005), rewards are intrinsic if they relate to feelings of personal achievement, growth and development including excelling in a very challenging or physical activity or a feeling of competence, achievement, responsibility, significance, influence and personal growth, status symbol, security, verbal recognition, symbolic awards, plaques, trophies and all other forms of benefits employees receive apart from pay. These types of rewards are called non-financial rewards (Zagoria, 2005). Rewards that are tied to work-related activities are generally extrinsic and they include monetary rewards such as salaries, fringe benefits, bonuses or stock options and may also be described as financial rewards (Zagoria, 2005).

Rewards system is crucial to the development of human resources in the library. Job content, developmental opportunities and performance appraisals are all important parts of the total reward system according to Zafar, (2015). Compensation is a type of reward system involving incentives and noncash benefits, performance appraisal, and work force development as well as base wages and salaries. Thus, in addition to providing for material needs, the compensation administrator must consider the employee's need for self-realization-the need to feel that he or she is having a real impact on the organization. There are other factors that are equally important to employees' morale, these include money, nature of work, organizational environment and style of management as well as organisation's past performance and its outlook for the future (Zafar, 2015).

The foregoing has shown that employee commitment can be seriously affected by innovation management, mentoring and reward systems in a library department if these indices are not adequately implemented in the process of providing information service to the library clientele.

Methodology

The research study adopted the survey design. The population of the study was made up of one thousand two hundred and twenty-nine (1229) librarians from 81 public university libraries in Nigeria. There are 41 Federal universities and 40 State owned universities that formed the setting of the study. The study covers five (5) out of the six (6) geo-political zones, namely North-Central, North-West, South-South, South-East and South-West excluding the North- East.. The sample size of the study was five hundred and fifty-two (552) librarians from 30 public university libraries out of the existing 81 public university libraries in Nigeria. Multistage sampling technique was employed to select librarians for participation in this study. First, purposive sampling technique was used to select five (5) geo-political zones out of the six (6) geopolitical zones in Nigeria namely South-West, South-South, South-East, North-Central and North-West respectively while North-East geo-political zone was excluded from the study due to the security situation in the zone. Then, a simple random sampling was used to select 3 states from each of the selected five geo-political zones including North-Central (Nasarawa, Plateau and Kogi); North-West (Kaduna, Kano, and Jigawa); South-South (Delta, Edo and Rivers) South-East (Anambra, Imo and Enugu) and South-West (Lagos, Ogun and Oyo). The sampled States was based on 50% of the total States in each geopolitical zone. Simple random sampling was then used to select 2 university libraries (one federal and one state university libraries) in each state and total enumeration census was used to select all the librarians in the selected university libraries. The instrument for data collection was questionnaire. The instrument was subjected to a thorough scrutiny of experts who assisted in evaluating bearing in mind the requirements of validity and reliability. Data collection was carried out by the researcher and six research assistants in the study areas. On the whole, 552 copies of questionnaire were administered to professional librarians in the five (5) geo-political zones of the study, out of which a total number of 400 copies were retrieved. Data was analysed using simple descriptive statistics such as tables, frequencies and percentages. Software Package for Social Sciences (SPSS) was used for the analysis of the collected data.

See table 1 for the sampled population for the study

The selected public universities and the number of librarians

Table 1. Sample size for the study

Geopolitical regions	States	Public Universities	No. of Librarians
North Central	Kogi	Federal University, Lokoja	15
		Kogi State University, Ayingba	18
	Nasarawa	Federal University, Lafia	6
		Nasarawa State University, Keffi	18
	Plateau	University of Jos, Jos	21
		Plateau State University, Bokkos	11
South East	Enugu	University of Nig. Nsukka	26
		Enugu State Uni. of Sc. & Technology	7
	Imo	Federal Uni. Of Technology Owerri	12
		Imo State University, Owerri	12
	Anambra	Nnamdi Azikiwe University, Awka	10
		Chukwuemeka Odumegwu Ojukwu Uni	10
North West	Jigawa	Federal University, Dutse, Jigawa State	9
		Jigawa State University	7
	Kaduna	Ahmadu Bello University, Zaria	70
		Kaduna State University, Kaduna	12
	Kano	BayeroUniversity, Kano	44
		The Police Academy Wudil	8
South South	Delta	Fed. Univ. of Petroleum Resources, Effurun	20
		Delta State University Abraka	18
	Edo	University of Benin	26
		Ambrose Ali University Ekpoma	10
	Rivers	University of Port-Harcourt	23
		Rivers State University of Science & Technology	9
South West	Lagos	University of Lagos	32
		Lagos State Univ. Ojo, Lagos	17
	Ogun	Federal Univ. of Agriculture, Abeokuta	25
		Tai Solarin Univ. of Education, Ijebu Ode	8
	Oyo	University of Ibadan	32
		LadokeAkintolo Univ. of Tech. Ogbomoso	16
Total	15 states	30 universities	552 Librarians

A total of five hundred and twenty two (522) copies of questionnaire were distributed to the respondents out of which four hundred (400) questionnaires were duly completed and returned, which represent 72.5% of the total respondents.

Findings and Discussion

Demographic characteristics of the respondents

Table 2: Distribution of response rate according to age

Age Category (years)	Frequency	%
20 -30	68	17
31-35	135	33.8
36-40	75	18.8
41-50	68	17
51 and above	54	13.4
Total	400	100

Table 2 reveals that most of the respondents fall within the age categorization of 31-35 years which is (33.8%) which is the highest of the total respondents, it was followed by 36-40 which became the second, then followed by 41-50 years and 20-30 years with (17%) and the last group was 50 years and above with (13.4%) This result reveals that majority of the staff are still within active stage of their life.

Table 3: Distribution of staff according to gender

Gender	Frequency	%
Male	252	63
Female	148	37
Total	400	100

Table 3 above shows that the combination of librarians in public university libraries in the five (5) geo-political zones revealed that there are more male staff with a figure of 252 representing (63%) than female staff working with a figure of 148 representing (37%) in public university libraries in the five (5) geo-political zones. This means that males dominated the public university libraries in the 5 geo-political zones. The finding implies that there are more male staff in public university libraries in the 5 geo-political zones than the female, this reveals gender bias and that there are more gaps to be filled in gender disparity. It is certain that male and female have different personalities which are biological and also portray psychological manifestations which ultimately have influence on their performance in specific tasks. The above describes sexual differences which is different from social inclination of male and female gender.

Table 4: Distribution of staff according to marital status

Marital status	Frequency	%
Single	81	20.3
Married	318	79.5
Widow	1	.2

Total	400	100
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Table 4 shows the distribution of respondents according to marital status. The table shows that there was more married staff in the public university libraries in the 5 geo-political zones, with the figure of 318 (79.5%). This was followed by single staff with the population of 81(20%) then a widow (.2%). The study reveals that there are more married staff in public university libraries in the 5 geo-political zones than the single and widow staff.

Table 5: Distribution of Response rate of the staff according to their designation/rank

Rank	Frequency	%
Assistant Librarian	76	19
Librarian II	136	34
Librarian I	118	29.5
Senior Librarian	53	13.25
Principal Librarian	12	3
Deputy Uni. Librarian	2	.5
University Librarian	3	.75
Total	400	100

Table 5 shows the distribution of respondents according to their rank. The Table shows that there were more Librarian II Staff 136 (34%) in the public university libraries sampled in the 5 geo-political zones, than any other ranks. This was followed by Librarian I, 118 (29.5%) and the rank with lowest were Deputy University librarians 2 (.5%) then University Librarian 3 (.75%). The result shows that there are younger librarians in the public university libraries in the 5 geo-political zones than older ones.

Table 5: Distribution of Respondents according to qualification and experience

Discipline	Frequency	%
PhD	23	5.75
MLS/MSc/MARM/M.ED	282	70.5
BLIS/BLS/Bed.LS	95	23.75
Total	400	100

Table 5 revealed that most of the librarians in the public university libraries in the 5 geo-political zones have Masters Degree 282 (70.5%) followed by those with First Degree that is BLS/BLIS 95 (23.75%) and then PhD with 23 representing (5.75%).

This implies that they were all literates and should be able to appreciate innovation management, mentoring, reward system and employee commitment in public university

libraries in Nigeria. This will influence their productivity, service provision and research output.

Table 6: Working Experience

Years in Service	Frequency	%
1 – 5	64	16
6 – 10	103	25.75
11 - 15	92	23
16 – 20	86	21.5
21 – 25	47	11.75
26 and above	8	2
Total	400	100

Table 6 shows the working experience of sampled librarians in public university libraries in the 5 geo – political zones of Nigeria. The highest frequency of the working experience of librarians as shown on the above table are those that have served for 6-10 years with 103 staff representing (25.75%). Followed by those that have served for 11-15 years with 92 staff representing (23%) then 16-20 years with 86 (21.5%) lastly, those with 26 years and above were 8 (2%).

Conclusion and Recommendations

This study is aimed at contributing to the employee commitment and also the understanding of the demographics of librarians in terms of innovation management, mentoring and reward system of Librarians in public university libraries in Nigeria. The study revealed that ages 31-35 years has the highest number of staff 135 (38.8%) it also reveals that there are more male staff 252 (63%), while female staff 148 (37%), it shows that there are more Lecturer II staff with 136 (34%), the research also revealed that 282 (70.5%) staff had Masters Degree in Library Science (MLS), those that have served for 6-10 years are the most populated with 103 staff representing (25.75%). to this end, it is recommended that:

- Gender equality should be taken into consideration during employment because there is a wide gap between the male and the female staffs in public university libraries in Nigeria.
- Demographic study should be taken seriously because it is through this results that demographic studies will be utilized by government to allocate resources to needed infrastructures.
- Demographic study should be encouraged so that there will be a comprehensive database/statistic for all ages, sex, educational level, income level, marital status,

occupation, religion, birth rates, death rates and average size of the overall family of Nigerian citizens.

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