

Entrepreneurship Development in University Libraries in the South-South Zone of Nigeria

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Abstract

Rationale of Study – This study examined entrepreneurship development in university libraries with a focus on reskilling, opportunities and challenges for library and information science practitioners in the South-South Zone of Nigeria.

Methodology – The study adopted the survey research design. Five research questions were postulated and one hypothesis formulated to find out the relationship between the professional characteristics of library and information science (LIS) practitioners and their perception towards entrepreneurship development. The population of the study was 150 LIS professionals drawn from all the government-owned universities in the South-South Zone of Nigeria. Data was collected using a questionnaire and analysed using descriptive and inferential statistics.

Findings – The findings show that LIS practitioners in the South-South Zone of Nigeria have a low perception towards entrepreneurship development even though they have the right skills needed for entrepreneurship. The benefits derived from entrepreneurship include control and flexibility of own time, among others. The study therefore concluded that no significant relationship exists between LIS practitioners' professional characteristics and their perception towards entrepreneurship development.

Practical Implications – Based on the findings, the researchers recommend that LIS schools and professional associations should organise sensitisation or orientation programmes on entrepreneurship development in order to re-write the perception of library staff towards entrepreneurship.

Originality – This is an original research; it does not have any material previously published or written by another researcher without due acknowledgements.

Keywords

Entrepreneurship development, LIS practitioners, government university libraries, South-South Zone, Nigeria

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1 Introduction

Entrepreneurship as a concept has been widely discussed in academic and industrial forums, especially when issues that bother on a developing economy are mentioned. In recent times, much attention has been paid to the idea of sustainable development especially with increase in the constant changing nature of information and communication technologies (ICTs). The present revolution of technology-driven society has made the use of technology in every sphere of life necessary for sustainable development. According to Esenjor (1992), real development involves the creative capacity of individuals to put goods and services through the imagination and practical application of their creative talents and productive labour force into use. Hence, entrepreneurship in Library and Information Science (LIS) is the bedrock of personal and national development. Hence, entrepreneurship in Library and Information Science (LIS) is the bedrock of personal and national development.

Unemployment has been a cankerworm eating deep into the fabrics of our society. Graduates, including those in LIS, are turned out every year without job opportunities or adequate entrepreneurial skills to cope with this challenge. This is coupled with the challenges posed by the influx of ICTs and its peripherals, new methods of information provision, dwindling budgets and changes in educational approaches. In developing countries like Nigeria, the alarming rate of unemployment has given rise to sporadic rural-urban migration in search for employment opportunities. The implication is that LIS professionals, as well as young graduates, heavily rely on the government as the sole provider of their means of livelihood and survival. The unemployment rate coupled with youth restiveness, moral decadence, high rate of criminality and poverty level have resulted in a decline in the standard of living (Ugwu & Ezeani, 2012).

As observed by Ugwu and Ezeani (2012), the government alone cannot be the sole provider of the means of production and labour. Thus, economic self-reliance is one of the recourses in addressing this problem. The realisation of this fact has seen increased advocacy for entrepreneurial skills in the LIS profession. This implies that entrepreneurship is a turning point for the high dependency rate fixed by individuals on government for survival.

Entrepreneurship in LIS profession is, therefore, a pragmatic approach towards self-employment and generation of employment opportunities. The success or failure of any organisation (whether profit or service-oriented) largely depends on the calibre of staff at its disposal. In this respect, entrepreneurship has assumed a new dimension due to its main contributions to the survival, growth and development of the world economy. It is fast becoming an increasingly popular

alternative career choice in the current economic slowdown. Entrepreneurship can play a major role in alleviating poverty, unemployment and underemployment (Batthini, 2012).

According to Ugwu and Ezeani (2012), entrepreneurship may be considered as the process through which entrepreneurs create, nurture and grow enterprises using a reasonable degree of initiatives, skills and competencies necessary to transform ideas into opportunities while deriving personal satisfaction, monetary rewards and independence. The truth remains that there are always better ways of doing things, especially when there is interest in any business. Therefore, businesses that want to keep enjoying patronage will strive to remain customers' favourite by adopting entrepreneurial skills and strategies. Hence, an entrepreneur is an innovator who creates innovations in an ever-changing environment to initiate and accelerate the process of economic, social and technical development.

Similarly, Eboh (2009) opined that entrepreneurship implies the process of creating value by putting together a unique package of resources to exploit an opportunity. It encourages and sustains economic dynamism and enables an economy to adjust successfully in a rapidly changing global economy. Without the willingness to take risk, there would be no successful businesses. In this changing environment, there is the need to identify products and services that will satisfy growing needs. Also, the resources to acquire production, distribution, marketing and sales of the products and services should be organized to achieve economic ends. It suffices to say that businesses do not fail but people do. Therefore, an enterprise is a reflection or extension of people managing it and mirrors their ability.

Library and Information Practitioners (LIPs) are currently witnessing an age where the role of information is increasingly emphasised as an economic mainstay, a marketable commodity and as a social wealth (Ugwu & Ezeani, 2012). This is because information which is now seen as the fourth factor of production and a necessity for personal and national development plays the role of creating power, wealth and technological innovations. This gives rise to new ideas relating to collection, processing and dissemination of information. ICTs have left LIPs with no choice than to give their users the best and latest information that is available electronically and manually.

Consequently, there is also a corresponding expansion in the employment market for LIPs. For the success of library and information centres as an effective communication system, the development of manpower to operate in diverse information settings has become paramount. This is because finding a solution to everyday problems is the goal of many visionary entrepreneurs. It is a way of developing ideas to address the society's greatest challenges because if LIPs do not get

it right now in terms of ICTs and satisfying the users, then private investors or users will not wait for them (Onaade, 2012).

LIPs need to be equipped with the right skills, attitude and values that are necessary for improved library services and coping with increasing entrepreneurship opportunities created by ICTs. Thus, the library as a service-oriented organisation has as its primary focus on the provision of intellectual access to information. Kimmons (2013) posited that the library shares many characteristics with a small business which requires entrepreneurial skills and for it to be successful, their services must attract and sustain clients; generate and manage budgets; provide quality services and products; resolve occasional clients complain; maintain records; and hire, train, evaluate, motivate and renew staff.

However, if LIPs do not acquire the prerequisite skills to confront the growing challenges, the practitioners from other fields will peek into their (librarians') areas of work specialisation and usurp the opportunities. This is because skills have become generic and multidisciplinary in this fast-paced digital age. Hence, entrepreneurship development among LIPs, involving re-skilling and exploring opportunities, cannot be overemphasised in university libraries.

2 Problem Statement

The world in the 21st century is witnessing a wave of entrepreneurship happening with more and more individuals looking for self-empowerment and business ownership (Carree & Thurik, 2002). In other words, entrepreneurship is now a key driver of our economy (Shreesh, n.d.). Despite the fact that entrepreneurship development has become an indispensable tool for economic and social development, the researchers' observations and interactions with library and information science practitioners have shown that they are yet to embrace this new wave. These professionals seem to be contented with the salaries they get from their jobs and tend to rely on the promise of pensions when retired. Could this be due to reduced interest in entrepreneurship or the inability to recognise entrepreneurial opportunities? Is this situation true of LIS practitioners in the university libraries in South-South zone of Nigeria? What entrepreneurial opportunities are available to these LIS practitioners? What are the entrepreneurial skills possessed by them? What are the benefits of entrepreneurial skills to these practitioners? Based on the aforementioned issues, this study investigated entrepreneurship development among LIS practitioners in university libraries in South-South zone of Nigeria.

Research Questions

- 1) The following research questions guided this study:

- 2) What is the perception of LIS practitioners in university libraries in the South-South Zone of Nigeria towards entrepreneurship development?
- 3) What are the entrepreneurial skills possessed by LIS practitioners in university libraries in the South-South Zone of Nigeria?
- 4) What are the entrepreneurial opportunities available for these practitioners?
- 5) What are the benefits of entrepreneurship development to LIS practitioners in university libraries in the South-South Zone of Nigeria?
- 6) What are the challenges facing entrepreneurship development among LIS practitioners?

Hypothesis

The following null hypothesis was tested during this study at 0.05 level of significance:

- 1) There is no significant relationship between the professional characteristics of LIS practitioners and their perception towards entrepreneurship development in South-South zone of Nigeria.

This study is of great benefit to LIS practitioners, researchers and other information seekers.

LIS practitioners may benefit from this study as the findings will reveal to them the entrepreneurial opportunities that are available for them to delve into and the benefits of embracing entrepreneurial development in the long-run. The findings of this study will also give a glimpse to LIS practitioners on the challenges facing entrepreneurship development in Nigeria and suggest trusted ways to combat them in order to boost their interests in entrepreneurship. Finally, this study is beneficial to researchers and other information seekers as the findings from this study will serve as a valuable literature for further research in a related topic.

3 Review of Literature

This section presents and reviews literature relevant to the topic of study. The subheads are arranged in line with the research questions highlighted in the introductory section of this research.

3.1 Perception towards entrepreneurship development

Fostering entrepreneurship through training has received increasing attention from all around the world. Entrepreneurship development has the potential to reduce poverty and foster economic and financial prosperity but more individuals are yet to have positive mind-set towards it (Iqbal, Malhem & Kokash, 2012). The implementation of entrepreneurship programmes in Nigeria has suggested that staff of university libraries are more ardent and devoted to the programme. However, Dutse, Mamaki and Djib (2013) noticed that due to the nature of their training, LIS

practitioners viewed entrepreneurship as boring and risky as their ambitions are to enjoy white-collar jobs that have certainty of income and are pensionable. Similarly, reports from enterprising nations like Nigeria indicated varied perceptions of LIS practitioners towards entrepreneurship development.

Lawan, Envuladu, Mohammad, Wali and Mahmoud (2015) in their study on the perception and attitude of individuals in Bayero University towards entrepreneurship opined that since customs, traditions and beliefs vary with population groups, a good understanding of the perceptions of local beneficiaries of entrepreneurship development is crucial for the success of the implementation of entrepreneurship programmes in organisations. Lawan *et al.* concluded that despite the on-going awareness on entrepreneurship development in Nigeria, there still exists a poor perception and negative attitude towards embarking into it especially among LIS practitioners. In the same vein, De Gobbi (2014) in his study on academic staff in sub-Saharan Africa argued that having a positive perception towards entrepreneurship increases the chances of becoming successful entrepreneurs and suggested that staff should embrace entrepreneurial development in order to fulfil both personal and economic goals.

Renjini (2016) in his survey on perception towards entrepreneurship in Cochin City, India found out that the majority of the respondents had a positive perception towards it as a career. According to Renjini, even though the majority (90%) of the individuals perceived entrepreneurship as a distinguished career, very few (10%) were willing to take it up as their career. Renjini further concluded that the majority of the respondents would rather hope for white collar jobs rather than go into entrepreneurship.

3.2 Entrepreneurship Skills Required by Staff

An individual venturing into entrepreneurship is expected to possess certain skills and competencies. According to Usman and Gopakumar (2018), skill is the ability to perform a specific task well. For library professionals, general and specific professional skills are indispensable. Ugwu and Ezeani (2012) viewed entrepreneurial skills as those tasks, competencies, attitudes and values that are deemed critical to succeed in the field of entrepreneurship. These include creativity and innovativeness, decision making, planning, marketing and technical skills which enable entrepreneurs to operate fully in their line of business.

According to Jain (1998), LIS professionals who are interested in starting a venture in the library and information science field should possess specific entrepreneurial skills. These include are a combination of knowledge and appropriate motives or traits that an individual should possess to perform a given task. These skills, according to Batthini (2012) include but are not limited to

initiatives, opportunity seeking, persistence, information seeking, concern for high quality of work, commitment to work contract, efficiency orientation, systematic planning, problem solving, self-confidence, assertiveness, persuasion, and use of influence strategies, among others.

In another development, Ugwu and Ezeani (2012) highlighted professional and managerial skills required for successful entrepreneurship to include information technology (IT) skills, information literacy skills, managerial skills and personal entrepreneurial skills. Hence, these soft skills underlie the characteristics of a person which result in effective and superior performance of a job. Skills may be hard and soft, but they can be seen in successful entrepreneurs. These skills can be developed through proper training interventions (Batthini, 2012). In the light of the above, Ugwu and Ezeani (2012) further posited that LIS practitioners should strive to improve their overall entrepreneurial skills through the acquisition of various forms of ICT skills and development of entrepreneurial culture and mind-set.

3.3 Entrepreneurial Opportunities Available for LIS Practitioners

Writing on entrepreneurial opportunities, Elonye and Uzuegbu (2013) viewed entrepreneurship as the process by which an individual (or team) identifies a business opportunity and acquires and deploys the necessary resources required for its exploitation. The exploitation of entrepreneurial opportunities may include actions such as developing a business plan, hiring the human resources, acquiring financial and material resources, providing leadership, and being responsible for the venture's success or failure. According to Batthini (2012), entrepreneurship is becoming an increasingly popular alternative career choice in the current economic slowdown. It can play a major role in alleviating poverty, unemployment and underemployment. LIS graduates who have a burning desire to make profession as a hobby and aim to accomplish, build an enterprise, wish to be independent, enjoy freedom and challenges in this field may opt entrepreneurship as a career and become a Librapreneur (Batthini, 2012).

Batthini (2012) further asserted that LIS professionals interested in entrepreneurial development may explore the possibilities to start a new venture and become successful and fulfil their entrepreneurial dreams. Batthini identifies the following as some of the entrepreneurial opportunities available LIS practitioners: book publishing, book distribution, periodical subscription agency services, newspaper dealership, book trade, stationary dealership, document binding, library lending services, provision of reading rooms, consultancy services, career counselling, library software development, online book trade, and digital publishing.

3.4 Benefits of Entrepreneurship Development

Entrepreneurship development can be regarded as the building block of an economy. It is beneficial, not only to those who venture into it but also to the economy as a whole. In her article on the benefits of entrepreneurship, Isidro (2012) maintained that even though some individuals choose entrepreneurship in order to bring to life their visions and ideas, others do it for the potentially higher income. Isidro further noted that whatever the reasons for individuals going into entrepreneurship, several benefits are enjoyed which include but are not limited to freedom to pursue own vision; control and flexibility over own time; opportunity to learn and gain knowledge; a sense of pride and fulfilment in accomplishing things; confidence in knowing what one can do; potential earnings that exceed salaried jobs; reaping of full rewards; and a chance to share one's learning. Edward (2017) is of the view that the gains attached to entrepreneurship cannot be overemphasised. Some of the gains of engaging in entrepreneurship include the growth of managerial abilities, being self-employed by creating personal businesses, promoting better standard of living, overall economic development, and optimisation of capital, among others.

3.5 Challenges Facing Entrepreneurship Development among LIS Practitioners

Entrepreneurship development has the potential to encourage and transform LIS practitioners from dependent earners into independent, self-directed, lifelong earners. Despite its numerous benefits, entrepreneurship development among LIS practitioners is subject to a number of factors which militate against it. In the opinion of Ugwu and Ezeani (2012), Molaro (2013) and Farkas (2006) identified them distinctly as follows:

- 1) **Lack of Entrepreneurial Spirit:** Many LIS practitioners lack the entrepreneurial spirit to generate viable businesses that would make them relevant in the knowledge age. Yet, a good number of non-librarians are going magnificently enterprising. Many of the newest and often most used technologies that deal with information and library science have been created by people who are outsiders to the profession.
- 2) **Fear of Competition and Failure:** Fear of competition and failure hinder LIS practitioners from venturing into entrepreneurship. These fears may arise out of lack of basic entrepreneurship training which would enable them to identify and harness the abundant opportunities available in their environment.
- 3) **Lack of Knowledge on how to interact with Entities that make Businesses Succeed:** Many LIS practitioners do not know how to interact with necessary entities such as banks, suppliers, customers, venture capitalists, distributors and advertising agencies. They are indispensable players in every successful business.

- 4) **Lack of Specific Skills:** It should be noted that the clients' population are rapidly changing as the technologies for servicing them is changing too. Many LIS professionals lack various forms of ICT skills relevant for entrepreneurship. These skills include the desktop publishing, online collaborative skills, social media management skills among others
- 5) **Inability to Generate Compelling Business Ideas:** Many LIS professionals have all it takes to become successful entrepreneurs. However, those aspiring to be entrepreneurs are faced with the problem of how to generate compelling business ideas for new entrepreneurial businesses. Not knowing how to generate ideas would breed frustration, make the aspiring entrepreneur to start a business similar to the one he has seen around him. Besides, the entrepreneur not having the entrepreneurial mind-set of bringing about a change, creating an invention or beating competition soon give up when faced with endless competition from existing businesses (Elonye & Uzuegbu, 2013).

4 Theoretical Framework

This study is anchored on the theory of entrepreneurial self-efficacy. In the past, some writers (Gartner, 1989; Chandler & Jansen, 1992; Boyd & Vozikis, 1994) have provided evidence of the increasing emphasis on the role of self-efficacy in the study of entrepreneurship, including areas such as entrepreneurial career preferences, intentionality, and performance. According to De Noble and Jung (1999), Entrepreneurial Self-Efficacy (ESE) is an individual's confidence in his or her ability to successfully perform entrepreneurial roles and tasks. McGee, Peterson, Mueller and Sequeira (2009) viewed ESE as a construct measuring a person's belief in his ability to successfully launch an entrepreneurial venture. As such, ESE can be used a framework to assess library practitioners' perception of embracing entrepreneurial development or going into a new business venture.

The measure of entrepreneurial self-efficacy has been widely adopted for identifying entrepreneurial intentions and consequently entrepreneurial conduct, and for investigating how library and information practitioners can be encouraged to improve their entrepreneurial knowledge (Foleide, 2011). This is the rationale behind adopting ESE as the anchor for this research. The perception of these practitioners to a large extent determines the level they are willing to go into entrepreneurship. Linking the variables of this study to this theory, it can be developed further that if the perception of librarians is positive, they would benefit immensely from the various career opportunities available in the field of library and information science despite the challenges they may encounter along the way.

5 Methodology

The key respondents of this research are the LIS practitioners who work in the university library setting. This category of respondents was preferred by the researchers because this set of staff is more inclined to fully understand the concept of entrepreneurship development with regards to their educational background. The population for this study was 150 persons. This consisted of all the librarians in the government-owned university libraries in the South-South Zone of Nigeria (*see table 1*) (Source: Academic Planning Units of the Universities). In this study, the survey research design was adopted. Both primary and secondary data were used. The research instrument used for primary data collection was the questionnaire. The research instrument was validated by research experts in the Department of Library and Information Science, Delta State University, Abraka. The data collected were analysed using the descriptive and inferential statistics. Frequencies were used to analyse the demographic data of the respondents; mean and standard deviation were used to analyse the data received from the research questions. The formulated null hypothesis was tested using multiple regression analysis so as to disclose the relationship existing among all the variables of the study. Statistical Package for the Social Sciences version 23 was used for data analysis.

Table 1: Librarians in University Libraries in South-South Zone of Nigeria

Name of University	Practitioners' Population
University of Port Harcourt	19
University of Calabar	20
University of Benin	19
University of Uyo	13
River State University of Science and Technology	16
Cross Rivers State University of Technology	14
Ambrose Alli University	16
Delta State University	18
Niger Delta University	15
Total	150

6 Data Analysis and Interpretation

This section focuses on presentation of the results, testing of hypothesis and discussion of the findings.

6.1 Analysis of Demographic Data

This section presents results regarding the category of LIS professionals' gender, age, marital status and number of years spent. Figure 1 shows that both males and females participated in the study but the female respondents were more in number. The data also revealed that the majority of the LIS professionals in this study fall within the age bracket of 36-45 years.

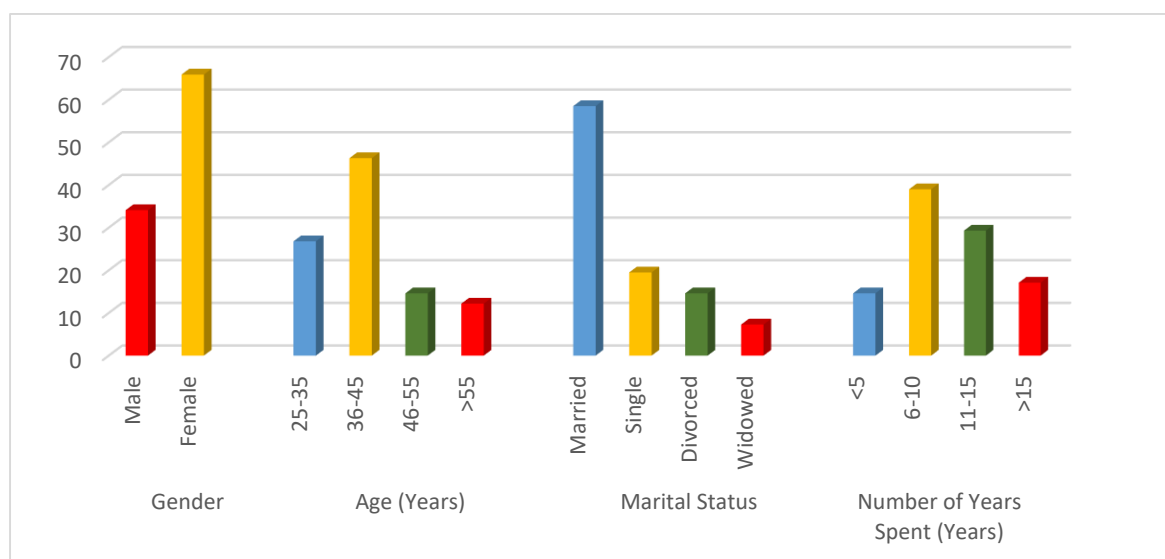


Fig. 1: Graphical representation of the demographic variables of the respondents

6.2 Answering the Research Questions

This section is devoted to answering the research questions using the data collected from the respondents. The results are presented in Table 2, 3, 4, 5 and 6.

Decision Rule: If the average mean is greater than the criterion mean (2.50), then the statement is significant and should be accepted and if it is less than the criterion mean, do not accept.

$$\text{Criterion mean} = \frac{4 + 3 + 2 + 1}{4} = \frac{10}{4} = 2.50$$

Table 2: Mean Rating of the Perception of LIS Practitioners towards Entrepreneurship Development

S/N	Statements	Mean	SD	Decision
1	Entrepreneurship can be considered as a career option in today's globalised world	2.85	0.98	High
2	Those who cannot get a decent job venture into entrepreneurship	2.49	1.24	Low
3	Entrepreneurship is for the less educated people	2.41	1.17	Low
4	I would rather be my own boss rather than work for someone else	2.32	0.78	Low
5	There is no limit to what you can earn in business	2.20	1.11	Low
6	I like challenges that really stretch my abilities rather than things I can do easily	2.17	0.86	Low
7	Entrepreneurship is a rewarding career	2.15	0.98	Low
8	Venturing into entrepreneurship is a risky business	2.12	1.02	Low
9	There are huge profit margins in business	1.90	0.96	Low
10	Business is for those who want to become rich	1.80	0.84	Low
11	Money is what motivates individuals towards entrepreneurship	1.59	0.89	Low
Average Mean		2.18	0.98	Low
Criterion Mean = 2.50				

Table 2 shows the mean rating of the perception of LIS practitioners towards entrepreneurship development. The results show that the mean rating for the items ranged from 1.59 to 2.85, with an average mean of 2.18, which is less than the criterion mean of 2.50. This implied that the perception of LIS practitioners towards entrepreneurship development is low.

Table 3: Mean rating of the Entrepreneurial Skills possessed by LIS Practitioners

S/N	Statement	Mean	SD	Decision
1	Decision-making skills	3.27	0.74	Accepted
2	Leadership skills	3.27	0.59	Accepted
3	Planning skills	3.22	0.65	Accepted
4	Knowledge of skills for managing business establishments and the possible challenges involved in business operations	3.20	0.89	Accepted
5	Information technology skills	3.17	0.73	Accepted
6	Negotiation skill	3.17	0.70	Accepted
7	Marketing skill	3.15	0.79	Accepted
8	Knowledge of legal issues associated with business	3.12	0.77	Accepted
9	Personal entrepreneurial skills	3.10	0.79	Accepted
10	Evaluating skills	3.05	0.77	Accepted
11	Information literacy skills	3.00	0.63	Accepted
12	Time management skills	2.98	0.16	Accepted
13	Productive skills	2.93	0.26	Accepted
14	Managerial skills	2.93	0.42	Accepted
15	Knowledge of characteristics of successful business practitioners	2.93	0.85	Accepted
16	Skills in formulating goals	2.93	0.72	Accepted
	Organisational skills	2.93	0.68	Accepted
17	Ability to identify and or create viable business opportunities in an environment	2.90	0.73	Accepted
18	Knowledge of avenues for raising capital financing business	2.90	0.96	Accepted
18	Interpersonal skills	2.88	0.77	Accepted

19	Innovative skills	2.85	0.65	Accepted
20	Digital literacy skills	2.83	0.49	Accepted
21	Knowledge of financial literacy	2.75	0.28	Accepted
22	Knowledge of business information sources	2.67	0.47	Accepted
23	Knowledge of strategies for starting successful profitable business	2.66	0.82	Accepted
24	Creative skills	2.41	0.74	Rejected
Average Mean		2.97	0.66	Accepted
Criterion Mean = 2.50				

Table 3 shows the mean rating of the entrepreneurial skills of LIS practitioners for entrepreneurship development. From the results, a mean rating ranging from 2.41 to 3.27 was obtained. The average mean is 2.97, which is higher than the criterion mean. Hence, except for item 26, all the items were accepted as entrepreneurial skills possessed by LIS practitioners.

Table 4: Mean rating of the Entrepreneurial Opportunities Available for LIS Practitioners

S/N	Statements	Mean	SD	Decision
1	Book Publishing and Trading	3.41	0.59	Accepted
2	Web publishing	3.37	0.48	Accepted
3	Email publishing	3.10	0.53	Accepted
4	Development of computer software	2.98	0.16	Accepted
5	Public relations officer/services to company	2.97	0.46	Accepted
6	Compilation of Bibliographies	2.93	0.26	Accepted
7	Operation of business centre	2.90	0.37	Accepted
8	Information Services to the Visually Impaired	2.86	0.43	Accepted
9	Information brokerage and consultancy services	2.85	0.47	Accepted
10	Production and sale of library equipment	2.83	0.49	Accepted

11	Bookselling business	2.82	0.73	Accepted
12	Documentary services	2.81	0.38	Accepted
13	Compilation of Directories	2.80	0.46	Accepted
14	Computer programming	2.79	0.21	Accepted
15	Abstracting and indexing services to publishers	2.76	0.51	Accepted
16	Internet service provider	2.74	0.40	Accepted
17	Advert agency	2.73	0.59	Accepted
18	Writing articles, conference papers and organising workshops in area of LIS	2.70	0.51	Accepted
19	Operation of cyber business	2.65	0.19	Accepted
20	Internet search service	2.58	0.17	Accepted
21	Computer maintenance	2.48	0.11	Accepted
22	Organisation of a Private Library	2.41	0.74	Rejected
23	Desktop publishing	2.39	0.66	Rejected
24	Establishing and Maintaining Libraries for Organisations	2.34	0.76	Rejected
Average Mean		2.80	0.44	Accepted
Criterion Mean = 2.50				

From the results in Table 4, all the items except for items 22, 23 and 24 had mean rating that is greater than the criterion mean, with an average mean of 2.80. This means that from items 1 to 21 were accepted as entrepreneurial opportunities in Library and Information Science.

Table 5: Mean rating of the Benefits of Entrepreneurship Development to LIS Practitioners

S/N	Statements	Mean	SD	Decision
1	The control and flexibility you have over your own time	2.98	0.16	Accepted
2	Effective method for bridging the gap between science and the market place, creating new enterprise.	2.93	0.26	Accepted

3	The freedom to pursue your own vision	2.86	0.15	Accepted
	The sense of pride and fulfilment in accomplishing things	2.85	0.47	Accepted
4	The opportunity to learn and gain knowledge	2.83	0.49	Accepted
5	Focusing on developing understanding and capacity for pursuit, of entrepreneurial behaviour, skills and attributes	2.80	0.46	Accepted
6	The confidence you gain in knowing that you can do it	2.79	0.34	Accepted
7	Promotion of innovative market strategies to the professional to become outstanding entrepreneur	2.71	0.60	Accepted
8	Preparation of individuals to create a business enterprise	2.68	0.68	Accepted
9	Equipping of library professionals with diversified knowledge and creative abilities to initiate, establish and run business that will contribute to national development.	2.41	0.74	Rejected
10	Preparation of individuals to successfully operate a business enterprise	2.34	0.76	Rejected
Average Mean		2.74	0.46	Accepted
Average Mean = 2.50				

Table 5 shows the mean rating of the benefits of entrepreneurial development to LIS practitioners. The result shows that items 1 to 9 had a mean rating higher than the criterion mean with an average mean of 2.74. This implied that all the items, except items 10 and 11 were accepted as the benefits of entrepreneurship development to LIS practitioners.

Table 6: Mean rating of the Challenges facing Entrepreneurship Development in University Libraries

S/N	Statements	Mean	SD	Decision
1	Problem of generating compelling business ideas	3.15	0.30	Accepted
2	Difficulty in commercialising professional skills	3.00	0.25	Accepted
3	Misplacement of priority	2.98	0.16	Accepted
4	Unwillingness or incompetence to market one's professional skills and competence	2.95	0.22	Accepted

5	Lack of professional skills and competence	2.93	0.34	Accepted
6	Loss of free time	2.93	0.26	Accepted
7	Lack of safety net for entrepreneurs	2.91	0.38	Accepted
8	Lack of ICT skills	2.90	0.37	Accepted
9	Difficulties in finding customers	2.86	0.75	Accepted
10	Unavailability of fund	2.85	0.15	Accepted
11	Lack of knowledge on how to interact with entities that make businesses succeed	2.85	0.47	Accepted
12	Lack of specific skills	2.83	0.49	Accepted
13	Difficulty in getting external finance	2.78	0.17	Accepted
14	Fear of the unknown	2.74	0.17	Accepted
15	Bureaucracy (Difficulties to obtain licenses and certificates)	2.73	0.37	Accepted
16	Fear of losing one's property	2.71	0.74	Accepted
17	Negative attitude towards entrepreneurship	2.63	0.36	Accepted
18	Insecure income	2.59	0.26	Accepted
19	Fear of competition	2.22	0.75	Rejected
20	Low competitive spirit	2.18	0.78	Rejected
21	Lack of entrepreneurial spirit	2.17	0.70	Rejected
22	Fear of failure	2.02	0.31	Rejected
Average Mean		2.72	0.40	Accepted
Criterion Mean = 2.50				

Table 6 shows the mean rating of the challenges facing entrepreneurship development in university libraries. The result shows that all the items except items 19, 20, 21 and 22 had a mean rating greater than the criterion mean of 2.50. The average mean is 2.72, which is also greater than the criterion mean of 2.50. By this result, items 1-18 were accepted as the challenges facing entrepreneurship development in university libraries.

Table 7: Regression analysis of the relationship between the respondents' demographic variables and their perception towards entrepreneurship development

Model	Sum of Square	df	Mean Square	F	Sig
Regression	.826	4	.207	1.375	.247 ^b
Residual	17.719	118	.150		
Total	18.545	122			
Variables in Equation					
Model	Unstandardised Coefficient		Standardised Coefficient	t	Sig
	B	Std. Error	Beta		
Constant	2.088	.221		9.438	.000
Gender	-.047	.079	-.058	-.602	.548
Age	.047	.039	.114	1.195	.235
Marital Status	-.026	.037	-.065	-.702	.484
Number of Years Spent	.047	.038	.114	1.244	.216

$\alpha = 0.05$, $R = 0.211$, $R\text{-Square} = 0.045$

Dependent Variable: Perception of towards Entrepreneurship Development

Predictors (Constant): Gender, Age, Marital Status, Number of Years Spent

Table 7 shows a multiple regression analysis, which was run to determine the relationship between LIS practitioners' professional characteristics and their perception towards entrepreneurship development. The result showed that the model (combination of all the predictors) as a whole did not predict the perception of LIS practitioners towards entrepreneurship development. The model as a whole explains 21% of perception towards entrepreneurship development, $R^2 = 0.045$, $F(4, 122) = 1.375$, $p > 0.05$ level of significance. Hence, the null hypothesis is accepted, indicating that there is no significant relationship between the professional characteristics of LIS practitioners and their perception towards entrepreneurship development. However, age and number of years spent

make the strongest unique contribution in explaining perception towards entrepreneurship development (with a Beta value of 0.11 for both) while gender makes less of the contribution (with a Beta value of 0.06). All the variables did not make a statistically significant unique contribution to the equation with a P-value of 0.55, 0.24, 0.48 and 0.22 for gender, age, marital status and number of years spent respectively, which are greater than 0.05 level of significance.

7 Discussion of the Findings

From the foregoing analysis, it can be seen that the research questions which were designed for this study have been critically examined and answered. This section is devoted to discussing the findings of this study in relation to literature that exists on the subject matter.

As shown in Table 3, the perception of LIS practitioners towards entrepreneurship development is low. This finding is in agreement with Lawan *et al.* (2015) who opined that despite the on-going awareness on entrepreneurship development in Nigeria, there still exists a poor perception and negative attitude towards venturing into it especially among LIS practitioners. However, this finding disagrees with Renjini (2016) who found out that library staff in India had a positive perception towards entrepreneurship as a career.

From the finding of the study as revealed in Table 4, LIS practitioners possessed requisite entrepreneurial skills. This finding agrees with Ugwu and Ezeani (2012) who highlighted professional and managerial skills required for successful entrepreneurship to include information technology (IT) skills, information literacy skills, managerial skills and personal entrepreneurial skills.

As revealed in Table 5, the entrepreneurial opportunities available for LIS practitioners include book publishing, web publishing, development of computer software, public relations services, and compilation of bibliographies, among others. This finding corroborates the statement of Batthini (2012) who identified entrepreneurial opportunities in LIS profession to include book publishing, book distribution agency, periodical subscription agency, newspaper dealership, operation of cyber businesses, and computer programming, among others.

From the results of the study as displayed in Table 6, the benefits of entrepreneurship development to LIS practitioners include control and flexibility of own time; effective method for creating new enterprise; freedom to pursue own vision; opportunity to learn and gain of knowledge. This finding corroborates Isidro (2012) who maintained that whatever the reasons for individuals going into entrepreneurship, several benefits are enjoyed which include but are not limited to: freedom to pursue own vision; control and flexibility over own time; a sense of pride and fulfilment in

accomplishing things; confidence in knowing what one can do; potential earnings that exceeds salaried jobs; reaping of full rewards; and a chance to share one's learning.

From the findings of this study as revealed in Table 7, the challenges facing entrepreneurship development in university libraries include problem of generating compelling business ideas, difficulty in commercialising professional skills, misplacement of priority, loss of free time, lack of ICT skills, lack of specific skills, and unavailability of funds, among others. This finding supports the Elonye and Uzuegbu (2013) who highlighted the challenges to entrepreneurship development to include fear of competition, lack of entrepreneurial spirit and lack of specific skills amongst others.

The result of the tested null hypothesis revealed that there is no significant relationship between the demographic variables of the LIS practitioners and their perception towards entrepreneurship development. This finding disagrees with that of Singh and Singhal (2015) that gender, type of family, family background and degree of course have significant impact on an individual's perception or intention for entrepreneurial development.

8 Conclusion

Entrepreneurship development is, no doubt, a paramount aspect of the continuous change taking place in recent times. It is a core prerequisite for university library staff to engage in entrepreneurship in order to enjoy the gains which outweighs the pitfalls. Based on the findings of this study, it can be concluded that LIS practitioners has a low perception towards entrepreneurship development even though they have the right skills needed for entrepreneurship. Also, it is safe to conclude that there are varieties of career opportunities university library staff can undertake in entrepreneurship which yields numerous benefits, although there are challenges they may encounter. However, it can be concluded that no significant relationship exists between the professional characteristics of LIS practitioners and their perception towards entrepreneurship development.

9 Recommendations

Based on the findings of this study, the following recommendations are hereby made:

- 1) LIS schools and professional associations should organise sensitisation programmes on entrepreneurship development in order to change the perception of library staff towards entrepreneurship.

- 2) LIS schools and professional associations should set up a committee to address the issues that have to do with the challenges facing entrepreneurship development among staff in university libraries.
- 3) Professional associations should set up workshops and seminars on entrepreneurship development in order for LIS practitioners to acquire the business acumen required to engage in any entrepreneurial venture.

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