

**LIBRARIANS PROFESSIONAL COMPETENCIES AND WORK ENGAGEMENT IN  
FEDERAL UNIVERSITIES IN NORTH WEST, NIGERIA**

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**Abstract**

*Work engagement is critical to the actualization of the mandate of any organization. In this competitive work environment it is impossible for organisations to survive and function well without highly engaged employees. The condition in Nigerian university libraries is worrisome as the level of work engagement of librarians is believed to be low as shown by many empirical studies. This trend is also observable in federal universities in North-West, Nigeria. This study investigated the influence of Librarians professional competencies on work engagement in federal universities in North West, Nigeria. Survey research design was adopted for the study. The target population comprised 332 librarians in federal universities in North West, Nigeria. Total enumeration was used to encompass all the librarians in federal universities in North West, Nigeria. Questionnaire was the instrument used for data collection. Out of 332 copies of the questionnaire distributed to the respondents, 305 were retrieved and found useful for the study. Data collected were analyzed using both descriptive and inferential statistics via SPSS. The results revealed that both the level of work engagement and professional competencies of librarians were high and Librarians professional competencies do significantly influence their work engagement in federal universities in North-West, Nigeria. The study concluded that librarians professional competencies can influence their work engagement in federal universities in North West, Nigeria. The study recommended that, the management of federal universities in collaboration with the federal university libraries in North-West, Nigeria should include Competency test among the criteria for testing librarians work engagement in federal university libraries in North-West, Nigeria. The management of federal universities in collaboration with the federal university libraries in North-West, Nigeria should maintain and continue to satisfy the job demands of librarians as well as to provide adequate job resources so as to sustain work engagement of librarians in their organizations.*

**Keywords:** Work engagement, professional competencies, federal universities, university libraries and librarians

**Introduction**

A librarians are professionally trained personnel in library and information science/or studies who engage in acquisition, processing and provide access to information resources in various formats both physically and virtually. They hold graduate or postgraduate qualifications in library and information science/ or studies. Universities consist of learners, scholars as well as researchers interacting and working together for the development of teaching - learning, research and community services. It is a warehouse of knowledge, a knowledge generation centre and a facilitator of learning. Knowledge-generation, knowledge-dissemination, teaching and learning, advancement of knowledge through community service,

leadership training are the basic functions of universities. The University library is anticipated to help in achieving these goals. University libraries are the types of libraries found in universities. They are repositories of wisdom of great intellectuals of the past and the present. Their materials and services are intended to support the academic programmes of the parent institutions as well as provide community services. That the library is the cornerstone of the tertiary institutions, the pivot around which all teaching evolves is widely recognised by scholars (Kasa, Allahde & Ladipo, 2021). Therefore, it is apt to say that no university can exist without a good library since their main objectives are teaching, learning, research and community services. These cannot be realised without highly engaged librarians.

The complication and enlarged rivalry in the 21st century establishments have led to an urgent need for planned work engagement in the global labour scheme (Satata, 2021). Work engagement approach is central to the incessant survival and supportable expansion of University libraries in the face of gradually viable academic environment. Highly engaged employees are essential resources of each organisation. Akinola (2020) described work engagement as a condition of cognizance in which employees regard their day-to-day work schedules to be generally significant, feeling optimistic about their job, and are involved in, dedicated and excited as well as passionate about their job. It give workers the required working capabilities to labour for the organisation with clear job characteristics for preferred organisational outcome while being engaged on the job.

Competencies are viewed as the situation or feature of being satisfactorily or well qualified to accomplish a specific job effectively. Professional competencies denotes to a standardised responsibility for an individual staff to perfectly perform a particular task (Lanzuela, 2018). It encompasses of a combination of knowledge, skills and behaviour employed to improve performance. Competencies according to Ditta, Sindhvani, Singh and Kumar (2020) denote to a group of unified abilities, attitudes, commitments, knowledge and other definite attributes of personalities or groups of personalities indispensable in a particular job environment. It is a set of attributes that associates with workers performance. It is the feature inside an individual that controls the performance of that person to the aim of the organisational setting. On other hand, Oyedokun, Oyewumi Lawal and Medinat (2018) described librarians' professional competencies as a combination of applied and theoretical know-how, skills, behaviour, and value necessary to enhance upon a performance. Hence, librarians' competencies connote all the necessary knowledge, insolence, and abilities needed to practice as a librarian or information specialist in different organisations to provide a multiplicity of value- added, modified and higher quality services in the library.

### **Statement of the Problem**

Work engagement is one of the main priorities of personnel managers and administrators in the contemporary era because it is a good predictor of work outcomes, organisational success, profitability, efficiency, effectiveness and performance. When workers are fully engaged they are more creative, advanced and facilitate development that allows establishments to progress positively over time with innovations in services and products. Adekoya, Jimoh, Okorie and Olajide (2019) emphasised that highly engaged workforce in organisations stimulates retaining of talents, facilitates patron trustworthiness and improves organsational performance and interested party importance. Despite its numerous advantages, observation and literature revealed that there is low level of work engagement among librarians in federal university libraries in North-West, Nigeria, (Demisse, 2019, Oladejo & Kareem 2019, & Ajibola, Mukulu & Simiyu, 2019). Gallup (2017) reported that 85% of the global workforce is not engaged and in sub Saharan Africa the report further reveals that only 17% of their workforce is engaged to their work. This will affect their creativity, innovations, competitive advantage, productivity and efficiency.

It appears that professional competencies of librarians in federal universities in North-West, Nigeria have not been fully explored to improve upon their work engagement. However, the researcher is of the view

that possession and application of professional competencies via required knowledge and expertise needed to carry out their job by the librarians may improve upon their work engagement. Hence, the researcher is set to find out the influence of professional competencies on work engagement of librarians in federal universities in North-West, Nigeria.

### **Objective of the Study**

The overall objective of the study is to find out if continuous professional development will influence work engagement of librarians in federal universities in North-West, Nigeria, while the specific objectives of the study are as follows to:

1. determine the level of work engagement of librarians in federal universities in North-West, Nigeria.
2. find out the level of professional competencies of librarians in federal universities in North-West, Nigeria.
3. determine the influence of professional competencies on work engagement of librarians in federal universities in North-West, Nigeria.

### **Literature review**

Work or job engagement means the degree to which workers devote themselves with their complete energies to work related activities. Work engagement is further described as a self-assured conduct or an optimistic state of mind at labour which delivers to successful job-interconnected outcomes (Taha & Shinwoo, 2019). An engaged staff is the one who is physically, mentally and ardently involved and keen around his/her labour and always defends the interests and ideals of his/her organisation (Nyen & Phan, 2020). Several studies have been conducted on the level of work engagement in organizations some which were reviewed:

Oladejo and Kareem (2019) surveyed Job concern factors and academic staff engagement in public universities in Lagos state, Nigeria. Respondents were 250 randomly selected academic staff from two purposively selected public universities in Lagos State. A self-constructed questionnaire was used for data collection Five null-hypotheses, tested at .05 level of significance, guided the study. Data collected were analyzed via inferential statistics, specifically one Sample t-test, Pearson Product- Moment Correlation, Pearson Chi Square, and Independent t-test respectively. Findings revealed that, the level of academic staff engagement in Lagos State public universities, Nigeria, was low. The study concluded that engaged academic staff will be able to give excellent teaching, community service, and research to the community, which will translate into quality output in terms of competent graduates. It was recommended that Government and institutional administrators should ensure that the working environment is made more conducive for scholarly works, employ more qualified staff, and avoid interpersonal discrimination among academic staff.

Influence of work engagement on job burnout among librarians in university libraries in Southern Nigeria was a study conducted by Akinola (2020). The goals of the research were to find out the level of work engagement amongst librarians working in university libraries in Southern part of Nigeria. The study used survey and the population for the study comprised of six hundred and twenty four (624) librarians from 38 public universities in Southern Nigeria, total enumeration was used. Mean and standard deviation were used to analysed the research questions and SPSS, 22.0 version was used in analysing the hypothesis. The findings of the study reveals that, the level of work engagement among librarians studied was at very high level and also the findings further reveals that they are passionate, excited, punctual, committed and exhibited reduced turnover intension. The study has provided a standpoint that will help universities workers and other tertiary institutions to identify their level of work engagement and take preventive

measures against job burnout. The study recommended that librarians in university libraries in Nigeria should be allowed to sustain high work engagement among their staff. More so, training on how to enhance work engagement should be organised by the library administration. This testify the role of training on work engagement of librarians.

Another study in Saudi Arabia by Alfifi, Mahrani and Alabdullah (2019) investigated the factors and levels influencing work engagement amongst nurses in Najran Hospitals, Saudi Arabia. The study was carried out in two (2) public hospitals. The nurses in the two public hospitals in Najran Hospitals, Saudi Arabia make up the population of the survey. A convenience sampling was used to select two hundred and eighty nine (289) staff, head nurses as sample size for the study. UWES and a self-developed questionnaire were used to determine factors influencing nurse engagement. Finding indicated that forty nine (49) % of the nurses were engaged on average level. The study concluded that, managerial factors, leadership issues and personal traits were positively and significantly associated with work engagement. The study recommended further study on burnout and turnover intention of nurses to ensure high-quality health care system.

Competencies are regarded as tools used by establishments, human resource experts, and professional associations, as well as educationalists in the planning, employment, performance and development of personnel in organisations. It is required for every individual staff in any organisation to be efficacious and excel in a given profession or vocation. A study titled workplace information literacy skills: Library professionals' competency at university libraries in Karachi, Pakistan was carried out by Ali and Richardson (2018) using an online survey via Google forms data was gathered from seventy seven (77) academic librarians working in twenty five (25) universities in Karachi, Pakistan. The survey contain six general characteristics: Searching techniques, library organizations, information literacy, information entities, research upkeep and general/individual attributes. Findings show that, the respondents possess decent information literacy skills in information searching and retrieval. Nonetheless, the average of all survey responses was 54.17 per cent, with 12 of the 24 proficiencies receiving scores of less than 50 per cent. Thus, indicating a normally general low level of Information Literacy proficiency in the workstation. The study concluded that there is general low level of information literacy competency in the workplace studied. The study recommended for further study on the potential impact of gender on features such as level of Information literacy skills and motivation to improve workplace proficiencies.

Salam, Akawu. and Sadiku (2018) conducted a survey titled competencies of librarians: A pivotal for real service delivery in University Libraries in Niger State. The population of the survey comprises forty (40) librarians working in two (2) university libraries in Niger State. The entire population was used (Total enumeration). Questionnaire was utilised as a tool for data gathering and data gathered was analysed through descriptive statistics. Finding reveals that the level of librarian's competencies was higher in providing traditional library services than electronic library services. The study concluded that librarians must understand that unceasingly improve upon their competencies for better service delivery. The study therefore, recommended that library management should allow and sponsor staff to attend CPD programmes so as to improve upon their proficiencies, librarians should try to apply their competencies in innovative and electronic information services.

Another study on of the assessment of cataloguing and classification competencies of librarians in Nigerian academic libraries was carried out by Bamise, Oluwaniyi and Igbeneghu(2019). Cross-sectional studies of eighty four classifiers from twenty academic libraries through the zones of the country were accidentally chosen for the survey. Their cataloguing and classification capabilities; obtainable cataloguing utensils and difficulties run into were assessed. Questionnaires were used to collect data. The mean value

for proficiencies in cataloguing and classifications is 3.3. Finding it suitable to make judgments in handling gray areas had the least score of 2.6. The mean value for the cataloguing apparatuses normally used is 3.4. DDC had the least score of 2.2. The study concluded that cataloguers can classify cataloguing entries under most precise Subject heading that exactly represent content using library of congress list of subject headings. They can also simply recognize access points; main entry and added entry. The study recommended that the management of academic libraries in Nigeria should provide sufficient up-to-date cataloguing tools. Cataloguers should be allowed to attend various seminars, conferences and seminars so as to update their skills and competencies.

### **Methodology**

Survey research design was adopted. The survey design is chosen because it is relatively convenient and affordable, data collection is easier, sources of data are easy to use, easy to read, it can be gathered and studied as desired for research needs using questionnaire as an instrument. The population for the survey consists of librarians in federal university libraries in North-West, Nigeria. The choice of federal universities in North-West is based on the fact that federal universities have more resources, facilities, services and experienced staff. Hence, this study's population is three hundred and thirty two (332) librarians across the entire federal university libraries in North-West, Nigeria. Total enumeration was used for the study since the size of the population is not large and it is homogeneous. Questionnaire was used for data collection. The questionnaire was titled: continuous professional development, professional competencies and work engagement. The instrument was sub-divided into 5 sections: A, B and C. Out of three hundred and thirty two (332) copies of the questionnaires distributed to the respondents three hundred and five (305) were returned within a period of three weeks respond period. A total of 91.9% respond rate was recorded. Data collected for the study was analysed via Statistical Product and Service Solutions software (SPSS Version 25) Descriptive and inferential statistics were used to analyse the data collected.

**Results and Discussion**

**Table 1: Demographic characteristics of the respondents**

Characteristics	Names of Universities	Frequency	Percentage
<b>University</b>	Ahmadu Bello University, Zaria	123	40.3
	Air Force Institute of Technology, Kaduna	16	5.2
	Bayero University, Kano	33	10.8
	Federal University, Birnin Kebbi	14	4.6
	Federal University, Dutsin-Ma, Katsina	34	11.1
	Federal University, Gusau Zamfara	18	5.9
	Federal University, Dutse, Jigawa	15	4.9
	Nigerian Defence Academy Kaduna	10	3.3
	Nigeria Police Academy Wudil	12	3.9
	Usumanu Danfodiyo University	30	9.8
<b>Gender</b>	Male	231	75.7
	Female	74	24.3
<b>Marital Status</b>	Single	37	12.1
	Married	265	86.9
	Divorced	3	1.0
<b>Age</b>	below 30 years	50	16.4
	31-40 years	121	39.7
	41-50 years	77	25.2
	51-60 years	52	17.0
	above 60 years	5	1.6
<b>Educational Qualification</b>	BSc/BA	128	42.0
	MLS/MSc	154	50.5
	PhD	23	7.5
<b>Designation</b>	Assistant Librarian	83	27.2
	Librarian II	57	18.7
	Lecturer I	56	18.4
	Senior Librarian	85	27.9
	Principal Librarian	24	7.9
<b>Years of Service</b>	Below 6	91	29.8
	6-10 years	114	37.4
	11-15 years	31	10.2
	16-20 years	26	8.5
	21-25 years	21	6.9
	26-30 years	3	1.0
	above 30 years	19	6.2

Source: Researcher's field work, 2022.

The result presented in Table 4.1 reveals the demographic characteristics of the participants of the study. The result showed that the institutions represented in the study, Ahmadu Bello University is have the highest percentage of librarians' respondents (40.3%) while respondents from Nigerian Defence Academy Kaduna are had the lowest percentage of librarians' respondents (3.3%). It also showed that there were 231

(75.7%) male and 74 (24.3%) female in the study. Also, 265 (86.9%) of the respondents were married, 121 (39.7%) were 31-40 years old. While 128 (42%) of the respondents had Bachelor's Degree, 154 (50.5%) of the respondents had Master degree. On designation, the result revealed that 85 (27.9%) of the respondents were Senior Librarians, 83 (27.2%) were Assistant Librarians, while 57 (18.7%) and 56 (18.4%) were Librarian II and Librarian I respectively. Finally, the result also revealed that 114 (37.4%) of the respondents had work experience of 6-10 years, and 91 (29.8%) had served for below 6 years, this implies that majority of the librarians in this study have just begun their careers in the library profession.

**Table 2: Level of work engagement of librarians in federal universities in North-West, Nigeria.**

level of Work Engagement	Very high level (%)	High level (%)	Low level (%)	Very Low level (%)	Mean	SD
<b>Job demands</b>					<b>2.87</b>	<b>.861</b>
<b>Quantitative demands</b>					<b>2.64</b>	<b>.905</b>
The degree which the quantity of library work assigned to you has intruded into your private life is	102(33.4)	118(38.7)	61(20)	24(7.9)	2.98	.923
To what magnitude the quantity of library job assigned has not made you meet the job demand target	67(22)	162(53.1)	55(18)	21(6.9)	2.90	.817
Relaxation is affected by the quantity of the job carried out in the library to a	88(28.9)	61(20)	129(42.3)	27(8.9)	2.69	.986
To what extent the quantity of library work assigned has lowered your self- esteem	36(11.8)	99(32.5)	130(42.6)	40(13.1)	2.43	.864
state the extent of responsibilities assigned to you	34(11.1)	68(22.3)	129(42.3)	74(24.3)	2.20	.934
<b>Cognitive demands</b>					<b>2.88</b>	<b>.924</b>
To what grade cognitive demands of the job requires the understanding of the job expectation	102(33.4)	140(45.9)	36(11.6)	27(8.9)	3.04	.899
Describe the degree you think critically to bring solutions to office matters	87(28.5)	158(51.8)	29(9.5)	31(10.2)	2.99	.888
Rate the extent at which cognitive demands are critical to solution of office problems	80(26.2)	151(49.5)	46(15.1)	28(9.2)	2.93	.882
The cognitive demands of the job is open to new approaches to improve the job	74(24.3)	157(51.5)	36(11.8)	38(12.5)	2.88	.920
When some apparatus does not operate well in the library, rate the amount of solution offered	66(21.6)	103(33.8)	78(25.6)	58(19)	2.58	1.030
<b>Emotional demands</b>					<b>3.05</b>	<b>.743</b>
Rate the degree of your self-control when interacting with the library patrons	99(32.5)	157(51.5)	49(16.1)		3.16	.678

Describe the extent of supportive feedback given to library patrons	102(33.4)	146(47.9)	54(17.7)	3(1)	3.14	.730
What is the extent of attempt to convince patrons to support library system and services?	90(29.5)	156(51.1)	50(16.4)	9(3)	3.07	.757
Rate the level of politeness when dealing with colleagues and library patrons	77(25.2)	144(47.2)	79(25.9)	5(1.6)	2.96	.760
Describe the intensity of kindness and gentleness when dealing with patrons	79(25.9)	143(46.9)	73(23.9)	10(3.3)	2.95	.793
<b>Physical demands</b>					<b>2.89</b>	<b>.870</b>
The demands for standing to carry out library work is	74(24.3)	170(55.7)	48(15.7)	13(4.3)	3.00	.757
Rate the demands for sitting down to carry out library work	98(32.1)	109(35.7)	87(28.5)	11(3.6)	2.96	.867
Rate the demands for carrying books and other information resources from one location to another	89(29.2)	123(40.3)	76(24.9)	17(5.6)	2.93	.873
What is extent of demands for standing to carry out my library work	80(26.2)	114(37.4)	84(27.5)	27(8.9)	2.81	.927
Describe the extent of demands for operating computer in carrying out library job	71(23.3)	123(40.3)	79(25.9)	32(10.5)	2.76	.927
<b>Job Resources</b>					<b>2.68</b>	<b>.825</b>
<b>Physical job resources</b>					<b>2.58</b>	<b>.864</b>
Describe the availability of tools, facilities and equipment used to carryout library work	51(16.7)	131(43)	96(31.5)	27(8.9)	2.68	.856
Rate the degree of suitability of the tools, facilities and equipment used to carryout library job	40(13.1)	141(46.2)	91(29.8)	33(10.8)	2.62	.847
What is the extent of maintaining these tools, equipment and facilities	39(12.8)	141(46.2)	92(30.2)	33(10.8)	2.61	.844
To what extent is the lightening and office accommodation	27(8.9)	132(43.3)	116(38)	30(9.8)	2.51	.791
The extent of silence and ventilation in my working environment is	55(18)	93(30.5)	103(33.8)	54(17.7)	2.49	.984
<b>Cognitive Job resources</b>					<b>2.80</b>	<b>.799</b>
Rate the degree of consulting manuals , handbooks and other resources for information about library work	67(22)	145(47.5)	67(22)	26(8.5)	2.83	.868



Rate the level of use of the information retrieved from manual , handbooks and other resources for library job	57(18.7)	160(52.5)	64(21)	24(7.9)	2.82	.825
Describe the amount of assistance received from colleagues in relation to library work	65(21.3)	146(47.9)	69(22.6)	25(8.2)	2.82	.859
I learn more about my job from my supervisor in office to a	38(12.5)	173(56.7)	85(27.9)	9(3)	2.79	.691
Rate the extent of navigating online to find resources for library patrons	42(13.8)	157(51.5)	91(29.8)	15(4.9)	2.74	.753
<b>Emotional Job resources</b>					<b>2.67</b>	<b>.812</b>
My degree of interaction with difficult patrons at work is	63(20.7)	154(50.5)	60(19.7)	28(9.2)	2.83	.862
Rate the degree at which library work put you in emotional upsetting conditions	52(17)	157(51.5)	83(27.2)	13(4.3)	2.81	.762
The extent of control of my emotions when dealing with my colleagues in working place is	41(13.4)	163(53.4)	67(22)	34(11.1)	2.69	.841
Describe the amount of control of emotions when dealing with library patrons	38(12.5)	118(38.7)	139(45.6)	10(3.3)	2.60	.746
To what extent do you contact co-workers when in trouble with library work	30(9.8)	112(36.7)	121(39.7)	42(13.8)	2.43	.848
<b>Grand Mean</b>					<b>2.79</b>	<b>.845</b>

Source: Researcher's field work, 2022

**Decision rule: 1.5-2.0=Very low level, 2.1-2.49, low level, 2.5-3.49= high level, 3.5-4.0=very high level**

The result on the level of work engagement of the respondents as presented in table 4.2 reveals that their work engagement level is high (grand mean=2.79, SD=.845). Furthermore, level of job demand was high (mean=2.87) as well as the level of job resources (mean=2.68). Under job demands, the result revealed that quantitative demands was high (mean=2.64), also, cognitive demands (mean=2.88), emotional demands (mean=3.05), and physical demands (mean=2.89), were all high. Similarly, under job resources, level of physical job resources was high (mean=2.58). Cognitive job resources (2.80), and emotional job resources (mean=2.67) were also high.

**Table 3: Level of professional competencies of librarians in federal universities in North-West, Nigeria**

Indicate your level of competencies	Very high level (%)	High level (%)	Low level (%)	Very Low level (%)	Mean	SD
<b>Knowledge</b>					<b>2.94</b>	<b>.750</b>
My understanding of how to evaluate different information sources is	67(22)	188(61.6)	47(15.4)	3(1)	3.05	.642
My expertise to process various information resources in the library is	88(28.9)	143(46.9)	67(22)	7(2.3)	3.02	.776
My ability to select various information resources into the library is	71(23.3)	169(55.4)	54(17.7)	11(3.6)	2.98	.745
My awareness of various information resources in various formats is	81(26.6)	150(49.2)	58(19)	16(5.2)	2.97	.817
My understanding of how to motivate workers toward the attainment of organisational aims and objectives is	84(27.5)	130(42.6)	88(28.9)	3(1)	2.97	.777
My familiarity with the sophisticated and emerging technologies used in service delivery in our libraries is	67(22)	163(53.4)	72(23.6)	3(1)	2.96	.704
The extent to which I can retrieve relevant information for the patrons is	75(24.6)	149(48.9)	68(22.3)	13(4.3)	2.94	.798
The extent to which I can determine the information needs of our library patrons is	61(20)	166(54.4)	65(21.3)	13(4.3)	2.90	.759
My expertise to disseminate relevant information in different format to the patrons is	52(17)	165(54.1)	75(24.6)	13(4.3)	2.84	.750
My capacity to conduct various researches to find solution to many existing problems in my library is	50(16.4)	150(49.2)	98(32.1)	7(2.3)	2.80	.733
<b>Skills</b>					<b>2.84</b>	<b>.807</b>
My capability to communicate fluently is	103(33.8)	139(45.6)	44(14.4)	19(6.2)	3.07	.854
My ability to communicate politely is	99(32.5)	128(42)	55(18)	23(7.5)	2.99	.900
My ability to handle digital information resources is	61(20)	171(56.1)	60(19.7)	13(4.3)	2.92	.750
My capacity to use and apply matters of information privacy and security in electronic environment is	80(26.2)	138(45.2)	70(23)	17(5.6)	2.92	.843
The extent to which I can apply copyright law is	48(15.7)	155(50.8)	91(29.8)	11(3.6)	2.79	.746
My ability to disseminate information resources ethically is	58(19)	144(47.2)	82(26.9)	21(6.9)	2.78	.831
My capability to organise information resources ethically is	45(14.8)	164(53.8)	74(24.3)	22(7.2)	2.76	.790
The extent to which I can use sophisticated and emerging technologies in service delivery in our libraries is	66(21.6)	117(38.4)	98(32.1)	24(7.9)	2.74	.887
My capacity to manipulate multimedia information resources is	38(12.5)	165(54.1)	85(27.9)	17(5.6)	2.73	.747
My proficiency to handled plagiarism is	28(9.2)	164(53.8)	94(30.8)	19(6.2)	2.66	.731
<b>Grand Mean</b>					<b>2.88</b>	<b>.779</b>

Source: Researcher's field work, 2022

**Decision rule: 1.5-2.0=Very low, 2.1-2.49, low, 2.5-3.49= high, 3.5-4.0=very high**

The result in table 4.4 presents the participants responses on their level of professional competencies. The grand mean revealed that the librarians professional competencies was high (grand mean=2.88, SD=.779). This implies that the librarians are professionally competent. The result also revealed that professional knowledge (mean=2.94), as well as skills (mean=2.84) of the respondents were also high. On the professional knowledge of Librarians, the respondents indicated that their understanding of how to evaluate different information sources (mean=3.05), expertise to process various information resources in the library (mean=3.02), and their knowledge on how to select various information resources into the library (mean=2.98), were high. Similarly, on professional skills, the respondents indicated that their capability to communicate fluently (mean=3.07), and politely (mean=2.99), and ability to handle digital information resources (mean=2.92) were high. The implication of these findings is that librarians possess high level of competencies, which will assist in developing a strong organizational culture, build a more dedicated workforce. They will also assist in ensuring consistent performance standards for librarians, which can promote work engagement, retention and realization of the organizational aims and objectives.

**Table 4: Influence of librarians competencies on work engagement**

Variables	<i>B</i>	<i>T</i>	<i>Sig.</i>	<i>R</i> <sup>2</sup>	<i>F(df)</i>	<i>ANOVA (Sig.)</i>
(Constant)	39.824	11.415	.000	.485	142.266 (2,302)	.000
Knowledge	.402	8.301	.000			
Skills	.396	8.169	.000			
Dependent Variable: Work Engagement Predictor: Competencies DF (F Statistic) = 2, 302 T Statistic (DF) = (304) 11.541						

**Source: Field Survey Results (2022)**

The result presented in table 4.8 showed that the librarian competencies ( $R^2=.485$ ,  $\beta =.696$ ,  $F (2,302) = 142.266$ ,  $p<0.05$ ) do have significant influence on work engagement of librarians. The result revealed that librarians professional competencies accounts for 48.5% ( $R^2=.485$ ) of the changes in librarians work engagement. This implies that increase in the level of Librarians professional competencies will increase their level of work engagement. Furthermore, the result revealed that librarians knowledge ( $\beta=.402$ ,  $t=8.301$ ,  $p<0.05$ ), and skills ( $\beta=.396$ ,  $t=8.169$ ,  $p<0.05$ ), were found to have significant influence on their work engagement, and this implies that librarians knowledge and skill were good predictors of work engagement. Therefore, the null hypothesis is rejected and restated: Librarians professional competencies do significantly influence their work engagement in federal university libraries in North-West, Nigeria

**Conclusion**

The study investigated the influence of professional competencies on work engagement of librarians in federal universities in North-West, Nigeria. The study established that professional competencies is essential component for higher work engagement of librarians in federal universities in North-West, Nigeria the variable was responsible for the changes in work engagement of librarians. The level of librarians' work engagement was high. The study therefore concluded that professional competencies are vital components for higher work engagement of librarians in federal universities in North-West, Nigeria. The study further indicated that there is an association between the empirical, theoretical and statistical

evidences among the variables studied. Based on the findings of this study it can be inferred that professional competencies are the basic factors necessary for high work engagement of librarians in federal universities in North-West, Nigeria which can also lead to higher performance, creativity, innovations, competitive advantage, productivity and efficiency in organizations.

### Recommendations

In line with the findings of this study, the following recommendations were made:

1. The management of federal universities in collaboration with the federal university libraries in North-West, Nigeria should try to maintain and continue to satisfy the job demands of librarians as well as to provide adequate job resources so as to sustain work engagement of librarians in their organizations.

1. The management of federal universities in conjunction with the federal university libraries in North-West, Nigeria should maintain the level of professional competencies of librarians in federal universities in North-West, Nigeria by sponsoring them to further their education, attend seminars, workshops and conferences regularly.
2. Competency test should be included among the criteria of testing librarians work engagement in federal university libraries in North-West, Nigeria.
3. The federal ministry of education, Nigeria University commission and other non-governmental agencies should provide more funds to federal university libraries for the improvement of the library system, services as well as for training and development of librarians so as to learn and update their competencies.

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