

LIBRARY RESOURCE ORGANISATION AND PRACTICES AMONG FEDERAL POLYTECHNIC LIBRARIES IN THE NORTH CENTRAL NIGERIA

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ABSTRACT

This study was designed to determine the resource organization practices among Federal Polytechnic Libraries in the North Central Nigeria. The objectives were to identify the method and facilities employed in organizing resources, to ascertain the extent of application of these facilities, to determine the competencies possessed by library staff and identify the challenges affecting the resource organization practices. It suggests strategies or measures that could be used to enhance resource organization practices. The study adopted a descriptive survey research design with a population of ninety seven library staff in the four federal polytechnic libraries in North Central Nigeria. Data were collected from this population using questionnaire and observation checklist. The respondents completed the questionnaire and returned, but one was not used and the remaining ninety six representing 99% response rate. Mean standard deviation frequencies and percentages were used to analyze the research questions. The result of the study revealed that librarians in these libraries used shelf organization, table and conventional catalogues as methods of organizing resources. Most of these libraries lack current facilities. Some librarians do not possess the needed competencies and they mainly depend on knowledge acquired from library school. The major challenges where highlighted among which as lack of budgetary provision, lack of current tools to mention but a few. The paper proffers recommendation on how these challenges can be ameliorated in order to enhance resource organization practices among the said Federal Polytechnics.

Keywords: Library, Resource Organization, Practices, Federal Polytechnic, North Central.

INTRODUCTION

Polytechnic education programme was established to provide practical and applied skills as well as the basic scientific knowledge to their products. The specific aims and objectives for the establishment of Polytechnic education in Nigeria according to Attama (2007), include: The production of high level and middle manpower as appropriate in areas necessary for agriculture, industrial, commerce and economic development. He also identified the solution of the technological problems and the needs of the Nigerian industry to produce technicians and technologists for direct employment.

The aims and objectives of the polytechnic education are achieved through teaching, learning and research; the accomplishment of which can only be achieved through a functional library with relevant information resources like books and e-books, academic journals, magazines, newspapers, and a lot more. Abiolu cited in Bello (2010), asserts

that libraries from time immemorial have been essential constituents of scholastic enterprise, hence the need for its establishment alongside academic institutions. The library is therefore, the centre point around which academic activities revolve. According to Aguolu (1989), Polytechnic library is therefore, an important organ in the polytechnic education. The academic health, intellectual vitality and the effectiveness in the provision of these technological skills and basic scientific knowledge, depend largely upon the state of the library.

Libraries in Polytechnics partner with the institution in attaining the objectives for which they are set up. The library objectives therefore, must be in congruence with the polytechnic objectives. These objectives are fulfilled by the library not only through the provision of adequate, current and quality information resources to the users but also that these resources must be organized for easy access. As it is imperative for the library to have good resources of specialized and general

knowledge, it is also very important that these resources must be well processed and organized to allow easy access to their information content. According to Ifidon (2006), a beautiful building, well stocked with information resources can only be appreciated if these resources are well organized to allow easy access to the information content.

Resource organization practices are the services which are performed in the library to bring together library resources of like terms in one place and separating the unlike terms. This is done to enhance easy access and quick retrieval of library resources. The basic resource organization practices in the libraries are cataloguing and classification, indexing, abstracting, and proper shelving. Moses (2009), points out that cataloguing and classification, indexing and abstracting, are the most intellectual activities or functions carried out by librarians. It is the foundation on which all other services or activities of a library are built. Oketunji (2009), Bello (2010) and Caudhary (2011) described information organization practices as involving processing, arranging, describing and storing records in order to make them accessible. According to them, it is referred to as a high-cost activity which serves as a key to all library collections. They also affirmed that without them, it would be difficult to know in detail what are in a collection. It is important that information resources that have certain common characteristics, are arranged together in order to make the use easy. Therefore, cataloguing is the intellectual process whereby a given work (the actual copy of a book) is described with all the bibliographical details and categorized by subjects and assigned a physical location in the library. While classification on the other hand, is the grouping of library information resources according to their classes and subject they treat.

In libraries and indeed polytechnic libraries in particular and other academic libraries, the retrieval of information resources can also be eased through indexing and abstracting. Indexing is the

process of preparing a list which specifies and indicates the information contents or topics in a document or group of documents. It is a detailed alphabetical listing of topics, names of persons, ideas and places as treated in information resources giving enough information about each items to allow for it to be identified and consulted. Abubakar (2001), states that indexing is a technique adopted by the indexer or librarian to enable readers have access to, as many publications as are available in their field of interest without much constraint. An ideal resource organization practices enhances abstracting services thereby making information resources available to the library patrons. Abstracting on the other hand, is the process of condensing information content of the important parts of the original recorded knowledge, publication or articles and presenting this information content with its descriptive elements using the language of abstracting or indexing. Tiwari (2011), describes abstracting as summary of an article with adequate bibliographic information that helps in tracing the original publications. Abstracts assist library users in a way that after going through the summary may on the spot determine whether or not to go for the original document.

The organization of library resources based on acceptable standard, will no doubt, save the time of the library patrons as access to the information resources will be easy and fast. Tiwari (2011), asserts that librarians will do well if they consider an established and widely used standard for resource organization rather than design and develop their own. He said further that it would be advisable to use only standard resource organization tools which the users will find useful later in any library he or she finds himself or herself.

Therefore, an essential duty of any library is to have good resources that are well organized based on widely used standard for their users. Unorganized resources jeopardize the services of the library.

STATEMENT OF THE PROBLEM

The organization of library resources is central to the mission of libraries. Today, libraries emphasize organization and access in order to be more service-oriented. The objective of libraries has shifted from hitherto preservation function to provision of information and user satisfaction. The need for organization is driven by the fact that the acquired information resources must be accessed easily by the user of the library to accomplish the planned library's goals. Effective organization provides for effective use of the resources. Well organized library resources enable researchers find bibliographic information in their fields and make the library a clearing house for bibliographic information. Effective organization promotes efficiency and user confidence in the library services.

Ineffective organization makes the library ineffective as it will not be able to serve the user community needs due to difficulties in information resource access and retrieval. The result of this will be ineffective teaching, learning and research activities with attendant effects on the products of the institutions. Unfortunately, poor organization appears to be the challenge in some of the polytechnic libraries today. Information resources are found scattered on the shelves; some other resources like the serials and government documents are not accessible because of lack of proper organization. It has also been observed by the researcher that resource organization practices seem to be far from being standard, perhaps owing to outdated resource organization tools and the use of the services of paraprofessionals in place of experienced librarians. This apparently poor resource organization in libraries of Federal polytechnics in North Central Nigeria, has not been a subject of known empirical investigation. This is the researchers' motivation for this study. It therefore, examines resource organization practices in the federal polytechnic libraries, with the aim of identifying problems and proffering solutions.

PURPOSE OF THE STUDY

The main purpose of the study is to inquire into the resource organization practices among polytechnic libraries in the North Central Nigeria. The specific objectives of the study are to:

1. Identify the method of resource organization in libraries.
2. Identify tools employed in the resource organization in the polytechnic libraries.
3. Ascertain the extent application of these tools to resources organization practices.
4. Ascertain the extent of resource organization competencies possessed by library staff in the libraries;
5. Identify the challenges affecting the effective and efficient resources organization in the libraries; and
6. Determine strategies for the enhancement of resource organization practices in libraries.

RESEARCH QUESTIONS

The following questions were formulated to guide the study:

1. What are the methods adopted in resources organization practices in the Polytechnic libraries?
2. What are the tools employed in the resource organization practices in the Polytechnic libraries?
3. To what extent are these facilities applied in resource organization practices in the Polytechnic libraries?
4. What are the resource organization competencies possessed by library staff in the libraries?
5. What are the challenges affecting effective resources organization practices in libraries?
6. What strategies or measures can be used in solving these challenges?

LITERATURE REVIEW

According to Imo (2007), resource organization is simply the description of resources to make it easy for a user of a library to identify the document in a collection. It is the description of a document with a view to representing it at a specific location among the collections of system. Resource organization in libraries generally plays two roles: first, they facilitate subject access by allowing the user to find out what work or document the library has on a certain subject. Secondly, they provide a known location for the information source to be retrieved e.g. (where it is shelved). It is the foundation on which all other services or activities of a library are built.

The organization of library resources is central to the mission of libraries worldwide. In earlier times, libraries were designed as store houses in order to preserve collections rather than organize and give access to them. Today's libraries emphasize organization and access to the information resources. The need for organization is driven by the fact that the acquired information resources must be accessed easily by the users of the libraries. Effective organization promotes efficiency and provides for effective use of the resources, thereby increasing users' confidence in the library services (Edoka 2000).

A well-organized library therefore, enables users to find information in their field of endeavour without stress. According to Muhammed (2011), the need for organization of resources stems from the need to ease the retrieval of needed information for access and use. This, he said is necessary as information are contained in different types of sources either in printed and non – printed formats without limitation to location and time. Resource organization practice involves the choice of cataloguing rules and systems, types of catalogues, styles of bibliographic citations, classification schemes, the shelf arrangement, and the retrieval device to be employed for easy access to the library collections. This is done by describing and

recording the items and assigning respective class mark to the materials based on the subjects they treat.

Methods for Resource Organization Practice in Library

In library, classification system is one of the methods adopted for resource organization practices. Each book can only be placed in one class to bring resources of the same subject together. A book can only have one physical place. However, in classified catalogue, one may have main entries as well as added entries. Most classifications system like Library of Congress Classification Scheme (LC), and Dewey Classification Scheme (DDC) also use cutter number to add a code for the author's mark. Aina (2004), described ICT as the technology used in organizing, processing, storing and dissemination of information. He further stated that ICT consists of computers, online searching, CD-ROMs, internet etc. These facilities allow the library staff and users to handle and manipulate information resources to meet the need of their users.

Modern technologies in libraries create a new forum for global information organization and access. The objective of any library is to collect relevant information resources, organize, preserve and disseminate to their intended patrons. These services can be enhanced by the use of appropriate information technology (IT). It has made it possible to handle information in a variety of forms. One of the important benefits of the application of IT to information organization that directly affects library users is the online public access catalogues (OPAC). This, according to Ajibero (2001), is a detailed list of holdings of a particular library or group of libraries or a database and to which users have direct access. He further reiterated that, a library with IT services has enormous potentials in the management of vast resources available in the library. Access to these resources is facilitated and the rising needs of library patrons can then be met effectively and efficiently.

Retrieval of information resources are dependent upon its having been well organized and if not organized it will be very difficult or impossible to find. Therefore, the methods that aid the process and retrieval of resources are very essential. This is why standard method is highly necessary for any library to have a perfect resource organization practices in order to serve the needs of the intended community. Muhammed (2011), asserted that proper resource organization is a channel in which a library user will identify whether or not the library has a copy or copies of a certain document which is compiled in a very simple bibliographic style such as author, title, Subject, classified, edition and date, which can be arranged to ease the retrieval of the document. Kochare (2010), stated that some of the major activities of organization practices in library remains the making available of library resources to the user with less effort in retrieving them. This can only be achieved with the use of standard and acceptable globalize methods.

The Tools for Resource Organization Practice in Libraries.

Resource organization is one of the major activities in libraries services. Therefore, before these services could be performed effectively and efficiently, some tools are required. These tools include: Library of Congress Classification Scheme (LCC), Dewey Decimal Classification Scheme (DDC), Universal Classification Scheme (UDC), Colon Classification (CC), Library of Congress Subject Headings (LCSH), Sears List of Subject Heading and Cutter Number Table among others. Classification of information resources today has depended so much on foreign classification scheme. Although, these classification schemes are good, but that they are predominantly bias towards the west where they originated. Put into question the functionality and relevance of our organization of resources, particularly the local resources as

allocated by the library of congress classification scheme. It is a known fact that resource organization in libraries requires consistency and uniformity. Oketunji (2009), rightly observed that it is impossible to do a good job in resource organization without ample and available tools and qualified professionals.

Nkanu (2008) and Ekwelem (2010), advanced the need for installation of computers in institution of higher learning, which can be used for resource organization and information dissemination. According to them computers have implications beyond teaching and learning. They help in organizing, analyzing and evaluating information resources. Ezeji and Mole (2010) attested that undergraduates in Nigeria find computer services very useful as they provides access to unimaginable resources. This goes a long way to help overcome the scarcity of new books in the libraries.

Competencies for Resource Organization in Libraries.

Lovato-Gassman (2003), identified some of the ways of acquiring the needed skills by the librarian through part-time employment, which translates into experience, internship and additional course work. This will supplement the library school courses. Ogundipe (2005), asserted that library skills, especially resource organization skills, can be acquired by incorporating the course 'Information Organization' in the mastery of library science program that will run for a whole session with emphasis on practical. According to him, for this to be actualized, the teachers must themselves be skilled experiences who have been resource organizers over a long time.

Omoniwa (2009), opined organization of information resources is one of the most intellectual activities or functions carried out by professional librarians. It, therefore, behooves on the librarian to

be a problem solver. Problem arises in all sorts and shapes in technical services by tracking down and deciding what to do with new arrivals. He further stated that information resource organization must have the knowledge of current tools for assigning subject heading and call numbers to assess the content of an item and determine not only how it relates to other items, but also what makes it unique. He again said that information resource organizer must be flexible as library profession is packed with rules, interpretations, rule modifications and proposals for new rules. Information organizer must be service-oriented, as the most important rule to remember in information resource organization is that the users need come first. Fatoki(2007) and Echezona (2011) maintained that the major role of academic libraries is to provide quickly the resources users need for teaching, learning, recreation and research. For that mission to be accomplished according to them, the librarian should have the necessary skill in organizing the library resources to meet the need of the patron community. There are, therefore, several ways by which needed competencies could be acquired. These include attending workshops, conferences, orientation, induction, and most importantly, librarians should involve themselves in continuing education. If all these are put in place, then the resource organizer must have provided stability in the accessibility and usability of library resources.

Challenges to Resource Organization in Libraries

Studies have shown that organizations of library resources are facing a number of challenges. This could be highlighted as lack of trained professional librarians, non-availability of current tools, funding, erratic power supply, and lack of local area network and choice of software. Iwhiwhu (2008), in his study, revealed that inadequate staff, ignorance and unawareness of resource organization tools, was a major challenge

confronting resource organization practice in most academic libraries

Azino (2006) asserted that every staff in the library is important to the growth of the library. The library is an information provider to a wide range of people in different categories most especially, the higher institution libraries. The inability of resource organizers to exercise their professional skills has caused a lot of resource backlogs in the technical services of most libraries. The main cause of resource backlog in most academic libraries today, may have to do with the inadequate number of trained staff as well as sudden staff departure. Oketunji (2009), averred that occasionally, resource backlog may largely be as a result of difficult and foreign language resources added to library collections. There is the lack of supervision and interpreting librarian and a lot of these resources are set aside by the in- experienced librarians thereby making such information not to see the light of the library until they become obsolete. Ebiwolate (2010), noted that resource organization is inhibited by inadequate funding and lack of qualified staff to organize the library resources. ICT literacy is one of the major challenges facing academic libraries in Nigeria as we move into the 21st century. Many libraries in Nigeria cannot afford to purchase and install computers and establish an internet connection to aid resource organization, especially when there is need for online services

Another vital challenge is inadequate power supply. We are at the era of information technology, where power supply is required. Arua (2005), observed that resource organization requires appropriate backup such as efficient telecommunication network and reliable power (electricity supply) so that the system will not be degraded or destroyed.

Strategies for Enhancing Effective Resource Organization in Libraries

Strategy is a plan intended to adopt in achieving certain purpose. For library to have

effective resource organization practices, certain strategies must be evolved. Smith (2003), stated that librarians must be curious in a way that library skills could be acquired. According to him, the conscious librarian will always add to their knowledge and thus become more efficient in the performance of their services. He noted that curiosity reflects the values and habit of learning.

Ofordile (2007), recommended that library administrators should make adequate provision for librarians' development program by making funds available. He further stated that the librarians should be willing to improve in their work within and outside the library. The library an important place in any institution is a center of knowledge. it is therefore, expected that all staff that are exposed to users are supposed to be well trained. The training and retraining is required in every librarian. A librarian without the knowledge of how information can be accessed and described is seriously out of the field of librarianship. According to Ogbonyomi (2009), the resource organizer as a trained professional, is expected to bring his information filtration skills to bear upon his jobs in such a way that there is a balance between recall and relevance in any information search. One way of doing this, according to Oladele (2008) in Ogbonyomi (2009), is for the resource organizers in particular to be conversant not only with the characterization of metadata scheme, but how to generate metadata that are reflective of their information resources.

Stoffle, Morris and Trejo (2003), observed the creation of an enabling environment from organizational level. They argued that for the librarian to organize the needed resources in the library, there must be limitless innovative opportunities and flexible supportive infrastructure. They also stated that librarians on their own, must utilize the required tools.

Catz and Mackhie (2007) in Susan and Baby (2012), opined that technology is the portal through

which librarians interact with information available. They asserted that librarians of this decade have had to possess a portfolio of technology related skills in order to complement and support the skills familiar with different operating systems.

As reviewed, there is no doubt that the librarians are confronted with challenges which must be overcome, if they are to be relevant in the present scheme of information resource organization.

METHODOLOGY

The research design of this study was descriptive survey research which involves systematic and comprehensive collections of information about the opinions, attitudes, feelings, belief and behaviors of people through observation, interview and administering of questionnaire. The researcher used descriptive statistical method to analyze the data. Specifically, frequency percentages (%) and mean (\bar{x}) was used to analyze each item on the questionnaire for the purpose of answering the research questions. Each item on the questionnaire was presented in a tabular form for clarity while the four point scale method which requires strongly agree, agree, strongly disagree, disagree was used for calculating the mean result. The values assigned to the different scaling statements were thus;

SA = strongly agree 4

A = Agree 3

D = Disagree 2

SD = strongly disagree 1

On a four point rating scale, the cutoff point was obtained by adding up to the value (all the scores) in the scale and dividing it by the number of scores,

$$\text{e.g. } \frac{4+3+2+1}{4} = \frac{10}{4} = 2.5.$$

Any item ranked from 2.5 and above, was

considered useful whereas items ranked below 2.5 was considered as negative.

Table 1: Population of the Study by Polytechnics

S/N	NAME OF POLYTECHNIC LIBRARY	NO OF LIBRARY STAFF
1.	Federal polytechnic Library, Bida	22
2.	Federal polytechnic Library, Idah	24
3.	Federal polytechnic Library, Nassarawa	21
4.	Federal polytechnic Library, Offa	30
Total		97

ANALYSIS OF DATA AND DISCUSSION

Table 2: Means responses of library staff in the Federal Polytechnic Libraries in the North Central Nigeria on the methods employed in resource organization practices.

S/N	METHODS	VHE	HE	LE	NE	MEAN (X)
1.	Shelf organization	47	25	11	13	3.10
2.	Online	11	27	31	27	2.22
3.	CD Rom	9	17	34	36	2.00
4.	Data Base	9	16	31	40	1.93
5.	Microform	6	11	36	43	1.79
6	Use of table	34	33	11	18	2.84
7	Use of conventional catalogue	39	28	12	20	2.95
8	Use of online catalogue	9	19	19	49	1.87
9	CAS	8	23	32	33	2.06
10.	SDI	8	15	35	38	1.92
11.	Indexing	15	23	25	33	2.20
12	Abstract	15	16	26	39	2.07
13	Computerization	22	18	26	30	2.33

Key: VHE-Very highly employed, HE- Highly Employed, LE Less Employed, NE- Not Employed.

The result presented in table 1, indicated that of all the methods adopted in resource

organization, the highest adopted by respondents is, shelf organization, with the highest mean of 3.10. Use of conventional catalogue follows this with the mean of 2.95. The third in the rank is the use of table with the mean 2.84. The rest have negative mean of 2.33 for computerization: Online 2.22, Indexing 2.20, Abstracting 2.07, CAS 2.06, CD Rom 2.00. Data base and SDI used for online catalogue and microform have less than 2.00 mean of 1.93, 1.92, 1.87 and 1.79 for the rest four respectively.

Table 3: Observation check list of the facilities available in resource organization practices in Federal Polytechnic Libraries, Bida, Idah, Nassarawa and Offa.

S/N	Facilities for resource organization practice	FED. POLY BIDA		FED. POLY IDAH		FED. POLY NASSARAWA		FED. POLY OFFA		TOTAL
		A	NA	A	NA	A	NA	A	NA	
1	Cutter number table	√		√		√		√		3
2	Library of congress classification scheme	√				√		√		4
3	Dewey Decimal classification scheme		√	√			√		√	1
4	Universal Decimal Classification Scheme		√		√		√		√	0
5	Colon Classification Scheme		√		√		√		√	0
6	Anglo American cataloguing Rule (AACR2)		√	√		√			√	2
7	Dictionary	√		√		√		√		4
8	Thesaurus	√			√		√		√	1
9	Perforator		√	√			√		√	1
10	Library of Congress subject heading	√		√		√		√		4
11	sears list of subject heading		√	√			√		√	1
12	Catalogue Cabinet	√		√		√		√		4
13	Catalogue Cards	√		√		√		√		4
14	Notes books		√		√		√		√	0
15	Computer		√	√			√		√	1
16	Abstract		√		√		√		√	0
17	Bibliography		√		√		√		√	0
18	Indexing		√		√		√		√	0
	Total	7/18	11/18	11/18	7/18	6/18	12/18	6/18	12/18	

Key: A – Available, NA – Not available, % percentage

The result presented in table 2 indicates the eighteen (18) facilities believed to be very indispensable to resource organization practices in the four (4) Federal Polytechnic Libraries in the North Central Nigeria under study. Seven (7) representing 39% resource organization facilities are available in Federal Polytechnic, Bida while eleven (11) representing 61% are not. Those available are listed as follows in ranking order. Cutter number table, library of congress classification scheme, Dictionary, Thesaurus,

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Library of Congress subject headings, catalogue cabinet and catalogue cards. Eleven (11) representing (61%) resource organization facilities are available in Federal Polytechnic, Idah while seven (7) representing (39%) are not. The available facilities are listed in ranking order. Cutter number table, library of congress classification scheme, Dewey Decimal Classification Scheme, Anglo American Cataloguing Rule 2 (AACR2), Perforator, sears list of subject heading, catalogue cabinet, catalogue cards, and computer. Six (6) representing (33%) resources organization facilities are available in Federal Polytechnic Nasarawa while twelve (12) (67%) are not. The available facilities are listed in ranking order. Library of congress classification scheme, Anglo American cataloguing Rule 2 (AACR2), Dictionary, Library of congress subject heading, catalogue cabinet, catalogue cards. Six (6) (33%) Resource organization facilities are available in Federal Polytechnic Offa while twelve (12) (67%) are not. The available facilities are listed in ranking order. Cutter number table, library of congress classification scheme, Dictionary, Library of congress subject heading, catalogue cabinet, and catalogue cards. This is in line with the researcher's observation as contained in observation checklist.

Table 4: Mean Responses on the extent of Application of Facilities in Resource Organization Practices in Federal Polytechnic Libraries in North Central Nigeria.

S/N	FACILITIES	VGE	GE	LE	NA	MEAN (X̄)
1.	Library of congress classification scheme	70	22	3	1	3.67
2.	Dewey Decimal Classification Scheme	9	8	26	53	1.71
3.	Universal decimal classification scheme	6	5	26	59	1.56
4.	Colon classification scheme	2	5	22	67	1.39
5.	Cutter number table	47	19	10	20	2.96
6.	Anglo American cataloguing rule (AACR2)	65	13	6	12	3.36
7.	Dictionary	60	20	4	12	3.33
8.	Thesaurus	25	13	16	42	2.21
9.	Catalogue cabinet	62	20	6	8	3.41
10.	Library of congress subject heading	68	20	4	4	3.58
11.	Sears list of subject heading	9	8	26	53	1.71

KEY: VGE-Very Great Extent, **GE-** Great Extent, **LE-** Less Extent, **NA** –Not Applied

Table 3, shows the mean responses of the extent of application of facilities in resource organization practices in the polytechnic libraries under study. The highest facility by the respondents is library of congress classification scheme with the highest mean of 3.67. Library of congress subject heading follows with a mean of 3.58. The next is catalogue cabinet with a mean of 3.36; Dictionary, 3.33 and cutter number table 2.96 mean. The rest have negative mean of 2.21 for thesaurus; Dewey decimal classification scheme and sears list of subject heading 1.71, respectively. The universal decimal classification scheme 1.56 and colon classification scheme has the least mean of 1.39.

Table 5: Mean responses of Staff in the Federal Polytechnic Libraries in the North Central Nigeria on the competencies needed.

S/N	COMPETENCIES	VGE	HP	LP	NP	MEAN (X̄)
1	Organizing skills	58	28	5	5	3.43
2	Decision making skills	36	36	11	13	2.98
3	Online cataloguing skills	38	27	13	18	2.77
4	Research skills	33	39	9	15	2.93
5	Flexibility skills	25	41	15	15	2.79
6	Innovative skills	26	33	20	17	2.70
7	Language skills	39	33	12	12	3.03
	Development of team spirit	37	34	9	16	2.95
9	Initiative skills	44	41	2	9	3.25
10	Computer skills	48	24	10	14	3.1

Key: VHP - Very highly possessed, **HP-** Highly possessed, **LP-** Less possessed, **N-**Not possessed.

The table depicts that of all the needed competencies, the highest required by the respondents is organizing skills with the highest mean of 3.43. Initiative skills follow this with the mean score of 3.25. The third in the rank is computer skill with 3.10; followed by language skill of 3.03. The others are Decision making skills 2.98, Development of team spirit 2.95; Research skill 2.93; Flexibility skills 2.79; online cataloguing 2.77 and innovative skill of 2.70.

Key: VHP- Very Highly Possessed, HP- Highly Possessed, LP- Less Possessed, NP- Not possessed.

Table 5, revealed that of all the needed competencies, the highest possessed by the respondents is organizing skills with the highest mean of 3.10. Innovative skills followed with the mean score of 3.03. The others are decision making skills 2.86, research skills 2.84, and Initiative skills 2.70. The rest have negative mean of 2.22 for online cataloguing skills, language skills, 2.20; development of team spirit and flexibility skills have 1.92 and 1.79 respectively.

Table 7: Percentage responses on the method of competencies in resource organization acquired by staff in the Federal Polytechnic libraries in the North Central Nigeria.

S/N	OPTIONS	NO OF RESPONSES	PERCENTAGE (%)
1	Induction/orientation	79	82
2	Workshops/conferences/symposia	12	13
3	On the job training	85	89
4	Formal professional education	96	100
5	Job Rotation	81	84
6	Internship	68	71
7	Participatory management training	14	15
8	Seminar	15	16

Table 6, revealed that 96 respondents representing 100% accepted to have acquired their skills through formal professional education. 85 respondents representing 89% acquired their skills from on the job training. 81 respondents representing 84% received their skills through job rotation. 79 respondents representing 82% said they acquired their skills through internship. 15 respondents representing 16% agreed to have attended seminars. 14 out of 96 respondent representing 15% accepted partaking in participatory management training while 12 respondents representing 13%, agreed to have ever attended workshops/conferences/ symposia.

Table 8: Mean response of staff in the polytechnic libraries in the North Central Nigeria on the challenges confronting them for effective resource organization.

S/N	OPTIONS	SA	A	D	SD	MEAN (ST)
1	Lack of budgetary provision for on the job training	52	29	9	5	3.35
2	Lack of current tools	38	33	13	12	3.01
3	Inadequate space	46	27	13	10	3.13
4	Lack of appropriate software	57	20	9	10	3.29
5	Lack of power supply	64	23	6	3	3.54
6	Lack of skilled librarians	10	20	30	36	2.04
7	Lack of IT personnel	31	34	16	15	2.84
8	Non availability of internet facilities	38	29	14	15	2.93
9	Inadequate computers	53	27	14	5	3.39

Key: SA- Strongly Agreed, A- Agreed, D- Disagreed, SD- Strongly Disagreed.

The analysis shown on table 7 on the challenges facing the effective resource organization practices in polytechnic libraries indicates that lack of power supply, with 3.54, ranks highest among the challenges faced by the respondents. This is followed by the inadequate computers with 3.39. Lack of budgetary provision for the job training ranked third with 3.35.

Lack of appropriate software ranked 3.29, followed by inadequate space with 3.13. Others are lack of current tools with 3.01, Non availability of internet facilities 2.93, Lack of IT personnel 2.84 and lack of skilled librarians as the list and last with 2.04.

Table 8: Mean responses of the staff on the strategies that could be adopted to enhance resource organization practices among Federal Polytechnic libraries in the North Central Nigeria.

S/N	STRATEGIES	SA	A	D	SD	MEAN (ST)
1	Enhancement of library budget for the job training	60	26	2	8	3.43
2	Procurement of current tools by libraries	53	24	7	12	3.22
3	Provision of enough space by libraries	45	30	7	14	3.10
4	Developing in house/customized software by libraries	40	37	7	12	3.09
5	Provision of regular power supply	68	20	3	5	3.57
6	Encouraging further studies, workshop and conference by libraries	62	22	5	7	3.44
7	Employment of IT personnel by libraries	31	38	13	14	2.85
8	Provision of computers by libraries	55	26	6	9	3.32
9	Provision of internet facilities by libraries	50	32	5	9	3.28

Table 8, shows that there are many strategies that could be adopted for the enhancement of resource organization practices among the Federal Polytechnic libraries, all the nine options listed, all of them were positively rated as strategies to be adopted. The strategies in ranking order are: provision of regular power supply 3.57, encouraging further studies, workshops and conferences by libraries 3.44, enhancement of library budget for on the job training 3.43, provision of computer by libraries 3.32, provision of internet facilities by libraries 3.28, procurement of current tools by libraries 3.22, provision of enough space by libraries 3.10, developing in-house/customized software by libraries 3.09 and employment of IT personnel by libraries 2.85.

The result shows that librarians have not been able to provide the necessary services in their libraries because of non-adherence to methods of resource organization practices. Librarians in Polytechnics should adapt to various methods of resource organization practices. In the libraries where methods of resource organization are not practiced, vital information resources will be lost. Also, in libraries where there are no current resource organization facilities, an information resource organizer will find it difficult to organize information resources adequately and efficiently thereby, placing resources inappropriately on the shelves. The resultant effects will be separation of like terms.

The findings revealed that librarians of the polytechnics are not sent for seminars, conferences and workshops by the management of the institutions. This implies that most of the librarians in the Polytechnics are not updated. Seminars, conferences and workshops are where new developments in the field of librarianship are discussed and training carried out to keep librarians abreast of new development in the field.

Since the Polytechnic libraries are mainly used by researchers, who know what they want and

why they want it. There is the need for librarians to provide more skills so that resources can get to the shelves within a shortest possible time. In libraries where there is no improvement in the organization of resources, there is bound to be a lot of backlogs of work, this making vital information obsolete.

CONCLUSION

Organization of library resources is central to the mission of libraries worldwide. Effective organization of library resources promotes efficiency and user confidence in the library services. From the forgoing, it is evident that most of the libraries in these Polytechnics lack necessary current facilities like Anglo-American Cataloguing Rules2 (AACR2) computer, abstract, bibliography and indexing, which are essential tools for resource organization practices. Facilities like library of congress classification scheme, library of congress subject heading, catalogue cabinet, dictionary and cutter number table that are used in resource organization practices, are just a few and some are obsolete. Some librarians in the Polytechnic libraries do not possess the needed resource organization competencies. Librarians on their own should sacrifice their hard earned salaries to attend seminars, conferences and workshops. Therefore, management should make fund available, current tools should be provided and staff should be encouraged to attend seminars/workshops and conferences. Also, conducive environment should be provided for greater productivity. These are very necessary, because their productivity is hinged on their level of competency to ameliorate the challenges confronting effective resource organization practices and to avoid backlogs of unprocessed books in the libraries of Federal Polytechnics in the North Central Nigeria.

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