

TEAMWORK PROFESSIONAL SKILLS AS CORRELATES OF ETHICS AND LEGAL RESPONSIBILITIES FOR LIBRARY GRADUATE'S EMPLOYMENT AND EMPLOYABILITY IN NORTH WEST NIGERIA.

BY

Abdu, A. K.

abdualiyu38@gmail.com

Department of Library and Information Science
SRM University Delhi-NCR, Sonapat, Haryana, India.

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Rabiatu, A. M.

rabiatu.abdulkadir@umyu.edu.ng

Department of Library and Information Science
SRM University Delhi-NCR, Sonapat, Haryana, India.

Abstract

The study was carried out on the teamwork professional skills as correlates of ethics and legal responsibilities for library graduate's employment and employability in north west Nigeria and employed a correlation survey design. The area of the study is North West Nigeria, which comprises of seven states, namely Jigawa, Kaduna, Kano, Katsina, Kebbi, Sokoto and Zamfara. The population of this study is 84 graduate's librarians. The scale was measured using likert scale. Strongly Agree (SA), Agree (A) Undecided (UD) Disagree (D) Strongly Disagree (SD). In order to determine the internal consistency of the instrument 15 copies of the instrument was administered to graduates librarians in Kaduna State which is not part of the study area to ascertain the internal consistency of the instrument. Research question (1). What are Teamwork Professional Skills Ethics of Graduate's Librarians? (2).What is Ethics and Legal Responsibilities of Graduate's Librarians? (3).What is Career Development of Graduate's Librarians? Were analyzed using Pearson product moment correlation (R). Pearson product moment correlation coefficient (r) with values ranging from 0.00-0.19 was considered as very weak relationship, values with 0.20-0.39 was considered as weak relationship, values with 0.40-0.59 was considered moderate relationship, values with 0.60-0.79 was considered strong relationship, and values with 0.80-1.00 was considered very strong relationship. Pearson product correlation analysis was used to ascertain the significant relationship among variables of the study at 0.05 level of significance, the responses to the items were interpreted by describing the strength of the correlation using the guide suggested for the absolute value of r as stated. The decision point of acceptance is that any item that fall between 0.40-0.59 and above is considered positive relationship. While items that fall between 0.40- below is considered negative relationship. Findings show that: There is positive and moderate relationship between Teamwork; Professional Skills; Ethics and Legal Responsibilities; there is no relationship in Career Development and Ethics and Legal Responsibilities of Graduate's Librarians. Recommendations: Institutions should develop the mine set of students on career development: graduates 'librarians to understand the values of Ethics; Legal Responsibilities and Students should be made part of teamwork when learning professional skills Ethics.

Keywords: Teamwork, Professional Skills, Ethics and Legal Responsibilities. Library, Employment and Employability, North West Nigeria.

Introduction:

Academic library is regarded as an essential facility for the administration of academic excellence in any academic institution, because the effectiveness and efficiency of academic libraries are measured by the richness of their collections and how they are preserved for access for teaching, learning, research and community services. These are libraries in universities, colleges of education and polytechnics. The primary responsibility of academic library is to aid the parent institution in carrying out its academic program, institutional teaching, study, and research objectives. Malmmo (2007) opined that academic library goes at length to provide all forms of human records in all fields of knowledge needed by members of the academic community for the successful pursuit of academic program such as teaching, study and research.

Teamwork is the collaborative effort of a group to achieve a common goal or to complete a task in the most effective and efficient way. Woods and West (2014) stated the concept of a team, as a group of interdependent individuals who work together towards a common goal. Katzenbach and Smith (2015) express the four key characteristics of a team include a shared goal, interdependence, boundedness and stability, the ability to manage their own work and internal process, and operate in a bigger social system. Chin, (2015). Cattani. Ferriani. Mariani and Mengoli (2013) stated the basic requirements for effective teamwork are an adequate team size. The context is important, and team sizes can vary depending upon the objective. West, (2012). Stated that a team must include fixed sizes based upon set rules, and work teams clearly

defined roles within the team in order for everyone to have a clear professional development skill regarded in academic library.

Professional development skills-also known as soft skills-support you in your everyday life at work, helping you to build stronger relationships with colleague, be noticed by senior staff and become more of a rounded member of your team. Such things come through experience. If you're looking to fast forward the next five years, professional development skills are the way to go.

Training is a process of acquiring knowledge, skills and attitudes that are necessary for employee effectiveness and efficiency towards achieving organizational goals and objectives. Staff training is important because it enhances efficiency and productivity. Ajidahun (2007) opined that training of personnel enhances productivity; education and training are generally indicated as the most important direct means of upgrading the human intellect and skills for productive employment. Training is an activity which seeks to equip employees with necessary skills, attitudes and knowledge to enhance their performance towards the realization of the organizational aims and objectives. Atiomo (2000) indicated that training is the process of acquiring knowledge, skills and attitudes for the sole aim of executing a specific or present job more effectively and efficiently. Bantai (2008) viewed that training of staff is a venture that when embarked upon will translate into acquisition of better skills that will enhance the performance of the organization in its productive service as well as the individual. Ajidahun (2007) also agreed that training of personnel enhances productivity. According to him, education and training are generally indicated as the most important direct means of upgrading the human intellect and skills for productive employment. Productivity, which is enhanced by training, is not only limited to the establishment; the librarians and other graduates of the library can also

become more productive. There are several training methods that can be employed in libraries they are: On-the- job training, In-house lecture/demonstration, Job rotation. These methods can be described as: On-the-job training (OJT) is a practical approach to acquiring new competencies and skills needed for a job in a real, or close to real, working environment. Interactive Lecture Demonstration (ILD) are a student centered teaching method, in which students are asked to predict the outcome of an experiment, observe the outcome of an experiment, observe the outcome, and discuss it with respect to their former expectations. Job rotation is the systematic movement of employees from one job to another within the organization to achieve various human resources objectives such as orienting new employees, training employees, enhancing career development, and preventing job burnout. Chapra (2014), viewed that although there are several training methods that can be employed in libraries, the methods that should be adopted by the academic library should be the methods that will achieve the best results in terms of cost effectiveness and sustainability in some digital employability skills.

Digital employability skills as more and more people do go online to research, seek out information and purchase, companies of all shapes and sizes need people that know how to operate, promote and communicate online. Digital skills are crucial for businesses across industries that want to raise brand awareness, offer great social customer service, generate leads, and increase revenue. UNESCO's (2021) definition of digital skills is 'a range of abilities to use digital devices, communication applications, and networks to access and manage information. They enable people to create and share digital content, communicate and collaborate, and solve problems for effective and creative self-fulfillment in life, learning, work, and social activities. Serenko, Dumay, Hsiao, and Choo (2021), stated that students that learn digital skills not only make themselves more employable but future-proof their career by understanding key concept

and practices of Legal Responsibilities.

Legal Responsibilities is a set of rules that are created and are enforceable by social or governmental institutions to regulate behavior with its precise definition a matter of longstanding debate. Private individuals may create legally binding contracts, including arbitration agreements that adopt alternative ways of resolving disputes to standard court litigation (Pargendler, 2018). Caldwell, (2016) express the creation of a Legal Responsibilities themselves may be influenced by a constitution, written or tacit, and the rights encoded therein. Legal systems vary between jurisdictions, with their differences analyzed in comparative law. In civil law jurisdictions, a legislature or other central body codifies and consolidates the law through precedent (Tamblyn, 2019).

Professional development skills-also known as soft skills-support you in your everyday life at work, helping you to build stronger relationships with colleagues, be noticed by senior staff and become more of a rounded member of your team .Professional development come slowly through experience. Preservation of professional skills is another major challenge confronting preservation management in many libraries. Popoola (2003) believed that professional skills are who understand the nature of the materials in their library holding due to insufficient or lack of qualified manpower in each departments of most African. Professional skills dispose detailed technical information about materials handling and techniques of paper and bookmaking, the causes of deterioration or damage to the full range of library materials, the range of methods and materials that can be used in conservation treatment, and the implications of any treatment proposed. The Technical levels includes professional and scientific issues regarding the specificity and characteristics of material that heritage is made of as well as factors that endanger them, and the organization of restoration and conservation tasks. Some of the most important

issues at this level are the specific issues of storing written material , such as controlling and regulating microclimate conditions, using standards for handling written material, educating users about preserving written material; conducting professional and legal issues regarding preservation of material and other safety issues (protection from fire, flood, burglary, vandalism) organizing work in legal and financial framework of an institution where material is stored, and developing criteria for evaluating, assessing and choosing certain items of written material need to be conserved or restored legal ethics.

Ethics seeks to resolve questions of human morality by defining concepts such as good and evil, right and wrong, virtue and vice, justice and crime. Ferrell, (2015) express ethics as a field of intellectual inquiry, moral philosophy is related to the fields of moral psychology, descriptive ethics, and value theory as being sensitive to other peoples' needs. Martinez, (2019) explain the three major areas of study within ethics recognized today are, Meta-ethics, concerning the theoretical meaning and reference of moral propositions, and how their truth values (if any) can be determined that is being comfortable working with people of diverse backgrounds (Sinnott-Armstrong, 2019) Normative ethics, concerning the practical means of determining a moral course of action; Applied ethics, concerning what a person is obligated (or permitted) to do in a specific situation or a particular domain of action. Hsiao, and Choo, (2021) pointed as to take responsibility for own share of work. Therefore, Ethics or moral philosophy involves systematizing, defending, and recommending concepts of right and wrong behavior of professional skills of a librarian axiology possess of career development.

Career development in a professional demand to take initiative and work with little supervision from old and experienced staff are acquainted with the new approaches, policies, ideas and concepts. Staff development aligns work goals with the mission and vision of

employer enable university staff to become effective and efficient. According to Akpan (1992), staff development is the process whereby an employee understands institutional common business practices that enabled to grow in the job through acquisition of wide experience, breadth and increasing confidence resulting from the exercise of varied and tested responsibilities in order to enable him reach the top or achieve his/her best in his profession of employment. In view of this, Cole (2002). Serve on work committee's staff development is any learning activity which is directed towards further needs rather than present needs and which is concerned more with career growth than immediate performance. Professional skills are regarded to be of utmost significance for the individuals in promoting well-being and goodwill. In leading to effective growth and development, in carrying out one's job duties in a well-organized manner, in maintaining pleasant and amiable terms and relationships with each other and in enriching one's career prospects, the individuals need to pay attention towards the development of professional skills.

The general employability skills above helped us to get hired and to keep any job. In addition, anyone who wants to advance in their careers and people working in higher-level jobs should have professional skills. Thus, the focus of staff development in universities is on their future staff requirements as well as on the growth needs of their individual workers, to learn new skills and take on different projects and understand the different roles of co-workers. It is against this backdrop that the needs to determine teamwork professional skills as correlates of ethics and legal responsibilities for library graduate's employment and employability in North West Nigeria.

Purpose of the Study

1. Relationship between teamwork professional skills ethics and ethics and legal responsibilities of graduate’s librarians.
2. Relationship between teamwork professional skills ethics and career development of graduate’s librarians
3. Relationship between ethics and legal responsibilities and career development of graduate’s librarians

Research Question 1: What are Teamwork Professional Skills ethics of graduate’s librarians?

S/n	Items	X	SD	RMK
1.	Be comfortable working with people of diverse backgrounds.	3.02	1.21	D
2.	Be sensitive to other peoples' needs.	3.17	1.32	D
3.	Take responsibility for own share of work.	3.23	1.62	D
4.	Contribute to team goals.	3.02	1.33	D

Table1 shows that items ranges from 3.02 to 3.17 all items were below 3.50 cutoff point meaning all the graduates disagree with items on teamwork professional skills ethics of graduate’s librarians.

Research Question 2: What are Ethics and Legal Responsibilities of graduate’s librarians?

S/n	Items	X	SD	RMK
5.	Take responsibility for own decisions and actions.	2.77	1.37	D
6.	Understand and follow company rules and procedures.	2.63	1.18	D
7.	Be honest and trustworthy.	2.44	1.22	D
8.	Act professionally and with maturity.	3.02	1.46	D

Table 2: shows that items ranges from 2.44 to 3.02 all items were below 3.50 cutoff points meaning all the graduates disagree with items on ethics and legal responsibilities of graduate’s librarians.

Research Question 3: What is Career Development of graduate’s librarians?

S/n	Items	X	SD	RMK
9.	Learn new skills and take on different projects.	3.04	1.28	D

10.	Serve on work committees.	2.90	1.41	D
11.	Take initiative and work with little supervision.	3.23	1.33	D D
12.	Understand your industry and common business practices.	3.13	1.36	D
13.	Align your work goals with the mission and vision of your employer.	3.75	0.97	A
14.	Understand the different roles of coworkers.	3.62	0.99	A

Table 3: shows that items ranges from 2.90 to 3.62 items numbers 13 and 14 were above 3.50 therefore graduates agree with those items while items numbers 9, 10, 11 and 12 were below 3.50 cutoff points meaning all the graduates disagree with items on Career Development of graduate's librarians.

Methodology

The study employed a correlation survey design. Correlation survey design is concerned with establishing relationship between two or more variables in the same population. The area of the study is North West Nigeria, which comprises of seven states, namely Jigawa, Kaduna, Kano, Katsina, Kebbi, Sokoto and Zamfara. The population of this study is 84 graduate's librarians. The scale was measured using likert scale. Strongly agree (SA), Agree (A) Undecided (UD) Disagree (D) Strongly disagree (SD) In order to determine the internal consistency of the instrument 15 copies of the instrument was administered to graduates librarians in Kaduna state which is not part of the study area to ascertain the internal consistency of the instrument. Research questions one, two, three, were analyzed using Pearson product moment correlation (R). The Pearson product moment correlation coefficient (r) with values ranging from 0.00-0.19 was considered as very weak relationship, values with 0.20-0.39 was considered as weak relationship, values with 0.40-0.59 was considered moderate relationship, values with 0.60-0.79 was considered strong relationship, and values with 0.80-1.00 was considered very strong relationship. Pearson product correlation analysis was used to ascertain the significant

relationship among variables of the study at 0.05 level of significance. Correlation refers to a quantitative measure of the degree of correspondence. The degree to which two variables are related is expressed as a correlation coefficient, which is a number between +1.00 and -1.00. Two variables that are not related have a correlation coefficient near 0.00. Two variables that are highly correlated will have a correlation coefficient near +1.00 or -1.00. A number near +1.00 indicates a positive correlation: As one variable increases, the other variable A number near -1.00 indicates a negative correlation: As one variable increases, the other variable decreases because very few pairs of variables are perfectly correlated, predictions based on them are rarely +1.0 or -1.0. The responses to the items were interpreted by describing the strength of the correlation using the guide suggested by Evan (1996) for the absolute value of r as stated. The decision point of acceptance is that any item that fall between 0.40-0.59 and above is considered positive relationship. While items that fall between 0.40- below is considered negative relationship.

Results:

Hypothesis1: Teamwork Professional Skills ethics has no influence on Ethics and Legal Responsibilities of graduate’s librarians.

Table 1: Pearson Correlation Summary of the Relationship between Teamwork Professional Skills ethics and Legal Responsibilities of graduate’s librarians.

Correlations			
		Teamwork Professional Skills ethics	Ethics and Legal Responsibilities
Teamwork Professional Skills ethics	Pearson Correlation	1	.489**
	Sig. (2-tailed)		.000
	N	84	84
Ethics and Legal	Pearson Correlation	.489**	1
	Sig. (2-tailed)	.000	

Responsibilities	N	84	84
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** . Correlation is significant at the 0.01 level (2-tailed).

Result presented in Table 1 shows that there is a positive and moderate relationship (+.48) between Teamwork Professional Skills ethics and Ethics and Legal Responsibilities of graduates’ librarians.

Hypothesis 1: Teamwork Professional Skills ethics has no influence on Ethics and Legal Responsibilities in Library.

Table 1: Pearson Correlation Summary of the Relationship between Teamwork Professional Skills ethics and Ethics and Legal Responsibilities of graduate’s librarians

		Correlations	
		Teamwork Professional Skills ethics	Ethics and Legal Responsibilities
Teamwork Professional Skills ethics	Pearson Correlation	1	.489**
	Sig. (2-tailed)		.000
	N	84	84
Ethics and Legal Responsibilities	Pearson Correlation	.489**	1
	Sig. (2-tailed)	.000	
	N	84	84

** . Correlation is significant at the 0.01 level (2-tailed).

Result presented in Table 1 shows that there is a positive and moderate relationship (+.48) between Teamwork Professional Skills ethics and Ethics and Legal Responsibilities of graduates’ librarians.

Relationship between Teamwork Professional Skills ethics and Career Development of graduate’s librarians.

		Correlations	
		Teamwork Professional Skills ethics	Career Development
Teamwork Professional Skills ethics	Pearson Correlation	1	-.309**
	Sig. (2-tailed)		.004
	N	84	84
Career Development	Pearson Correlation	-.309**	1
	Sig. (2-tailed)	.004	

N	84	84
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** . Correlation is significant at the 0.01 level (2-tailed).

Result presented in Table 2 shows that there is a no relationship (-.004) between Teamwork Professional Skills ethics and Ethics and Career Development of graduates’ librarians
 Relationship between Ethics and Legal Responsibilities and Career Development of graduate’s librarians.

		Correlations	
		Career Development	Ethics and Legal Responsibilities
Career Development	Pearson Correlation	1	.253*
	Sig. (2-tailed)		.020
	N	84	84
Ethics and Legal Responsibilities	Pearson Correlation	.253*	1
	Sig. (2-tailed)	.020	
	N	84	84

*. Correlation is significant at the 0.05 level (2-tailed).

Result presented in Table 1 shows that there is a negative relationship (-0.25) between Career Development and Ethics and Legal Responsibilities of graduates’ librarians

Findings:

1. Learn new skills and take on different projects.
2. Take initiative and work with little supervision.
3. Align your work goals with the mission and vision of your employer.
4. Understand the different roles of coworkers.
5. There is a positive and moderate relationship (+.48) between Teamwork Professional Skills Ethics and Legal Responsibilities of graduates’ librarians.

6. There is a no relationship (-.00.4) between Teamwork Professional Skills ethics and Ethics and Career Development of graduates' librarians.
7. There is a negative relationship (-0.25) between Career Development and Ethics and Legal Responsibilities of graduates' librarians.

Recommendations:

1. Institution should develop the mine set of students on career development
2. Graduates' librarians of understand the values of ethics and legal responsibilities
3. Students should be made part of teamwork when learning professional skills ethics

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