

**ADEQUACY AND UTILISATION OF  
HUMAN RESOURCES IN HEALTH  
SCIENCE LIBRARIES IN LAGOS STATE**

**BY**

**IBEGWAM, AHIAOMA**  
**Matric No. 029033025**

**APRIL 2005**

# **ADEQUACY AND UTILISATION OF HUMAN RESOURCES IN HEALTH SCIENCE LIBRARIES IN LAGOS STATE**

*BY*

**IBEGWAM, AHIAOMA**

*MATRIC NO.029033025*

**A PROJECT SUBMITTED TO THE DEPARTMENT OF  
EDUCATIONAL ADMINISTRATION, SCHOOL OF  
POSTGRADUATE STUDIES**

**IN PARTIAL FULFILMENT OF THE REQUIREMENTS FOR  
THE AWARD OF THE DEGREE OF MASTERS OF  
EDUCATION (EDUCATIONAL ADMINISTRATION),  
UNIVERSITY OF LAGOS, AKOKA, LAGOS.**

**APRIL 2005**

## **CERTIFICATION**

This is to certify that this project was carried out by Ibegwam, Ahiaoma in the Department of Educational Administration, University of Lagos, Akoka.

---

Dr. R A Alani  
(Supervisor )

---

Date

## **ACKNOWLEDGEMENTS**

My profound gratitude goes to my supervisor, Dr. R.A. Alani, for his patience, advice and untiring effort in reading through this work.

My gratitude also goes to Dr. A.A. Adeogun, providing me with relevant documents during the earliest stages of this study. Professors, A.M. Ejiogu and E.O. Fagbamiye for allowing me to stand on their shoulders, to get a better view of life through the knowledge they imparted in and outside the classroom.

My course mates Chinedu Iwuala, Ade Jacob Adeyanju and Ifeoma Abraham-Ibe, thank you for being there for me.

## **ABSTRACT**

This study investigated the adequacy and utilization of human resources in health science libraries in Lagos. The literature was reviewed along the line of studies on human resources and utilization. Developments in the medical library profession in the areas of education and training were also reviewed. This review is aimed at identifying success factors for health science information education that would need to be present for the changing environment of healthcare at the dawn of the 21st century.

The descriptive research design technique was adopted for this study. The survey method was used and the study was carried out in all known health science related libraries in Lagos state. The sample consisted all professional librarians in the institutions visited, at least 10% of the student and lecturer population of such institutions. Three sets of questionnaires, and participant observation were used, to obtain data for the study. The data collected were analysed according to the research questions and hypotheses by using the mean rating/rank order, the Pearson Product Moment Correlation and Chi-Square statistical tools. The t-test was used for the verification of these statistical tools.

The findings revealed that the quantity and quality of manpower available in health science libraries were sufficient as attested to by the librarians and the students. The adequacy of the librarians was also demonstrated in their availability to attend to the needs of their clients as well as the ability to meet the expectations of the users who reported finding their assistance useful most times. The major problems encountered by the librarians in the provision of services were in the areas of external distraction sometimes due to the bad location of the library, mismanagement, inadequate funding and inflation.

This study concludes that there was significance between the adequacy of Medical library's human resources and the acquisition of knowledge by the faculty and staff of such institutions. The adequacy of Medical librarians will facilitate the effective utilisation of library facilities. The provision of library facilities will not enlarge the utilization ability of the medical librarians.

The implications for practice and for policy were stated to include that the Ministry of Education via the National Universities Commissions(NUC) should play a role in redressing the problem of the librarian's stress through inadequate financing by making a special case for the equipping of the health sciences libraries with human and material resources since it is the most 'public service offered to all members of the institution's community. The librarian also needs to embark on more public/community enlightenment about what services their users should expect from their institutional libraries and librarians.

The parent institution should ensure that their health science librarians consult and collaborate with other academics, to build a collection of information resources, provide access and manage these resources. Suggestions for further research were made.

## TABLE OF CONTENTS

	Page
CERTIFICATION.....	ii
DEDICATION.....	iii
ACKNOWLEDGEMENTS.....	iii
ABSTRACT.....	v
TABLE OF CONTENTS.....	vii
LIST OF TABLES .....	viii..

### CHAPTER ONE: INTRODUCTION

Background to the Study.....	
Problem of the Study .....	
Purpose of the Study .....	
Significance of the Study .....	
Research Questions .....	
Research Hypotheses .....	
Scope of the Study .....	
Limitations of the Study .....	
Definition of Terms .....	

### CHAPTER TWO: REVIEW OF LITERATURE

Introduction .....	
Studies on Human Resources .....	

Education and Training of the Health Science Librarian .....	
Utilization of human and other library resources .....	
Studies conducted in the United States of America .....	
Studies conducted in the United Kingdom .....	
Studies conducted in Latin American and Caribbean countries.....	
Studies conducted in Africa and Cuba .....	
Studies conducted in Nigeria .....	
Summary .....	

### **CHAPTER THREE: RESEARCH METHODOLOGY**

Research Design .....	
Population for the Study .....	
Sample and Sampling Procedure .....	
Research Instruments .....	
Validity of the Instrument .....	
Reliability of the Instrument .....	
Method of Data Collection .....	
Method of Data Analysis .....	

### **CHAPTER FOUR: ANALYSIS OF DATA AND RESULTS**

Answers to Research Questions .....	
Testing Hypothesis 1 .....	
Testing Hypothesis 2 .....	
Testing Hypothesis 3 .....	
Discussion of Findings .....	



<b>Appendices .....</b>	
Appendix 1:Questionnaire to Students-----	
Appendix 11:Questionnaire to Health Professionals -----	
Appendix 111:Questionnaire to Librarians-----	

## **CHAPTER FIVE: SUMMARY IMPLICATIONS AND CONCLUSION**

Summary.....	
Implication for Policy.....	
Implication for Practice.....	
Suggestion for further Research.....	
Conclusion.....	
<b>References.....</b>	
<b>Appendices.....</b>	
Questionnaires.....	
Treated scores from the response to the Questionnaire.....	
Tests of Hypotheses-----	

## **LIST OF TABLES**

- Table 1:** Quantity of Professional medical librarians in the health science libraries in Lagos.
- Table 2:** Qualifications of professional medical librarians in the health science libraries in Lagos.
- Table 3:** Availability and Relevance of the Librarians / Library Facilities to the learning ability of the student
- Table 4:** Availability and Relevance of the Library Resource to the Teaching and Learning Situation in Medical Institutions.
- Table 5:** The major problems encountered by the librarians in the health science library service?
- Table 6:** The implications of inadequate provision of library human and material resources for the effectiveness of medical education?
- Table 7:** Remedies for problems identified
- Table 8:** Test of adequacy of medical library's human and material resources in institutions will not facilitate the acquisition of knowledge by the users
- Table 9:** The cross tabulation of the gender and the adequacy of resources available in the libraries.
- Table 10:** Test of the provision for library facilities in enlarging the utilization ability of the medical librarians
- Table 11:** Cross tabulation of facilities and the relevance of librarian.
- Table 12:** Test of the influence of the adequacy of medical library's human and material resources on the effective utilization of the library facilities
- Table 13:** Cross tabulation of staff gender adequacy of human resources using T-test for further analysis.