


A comparative gender study of the factors affecting motivation of pro...

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A comparative gender study of the factors affecting motivation of professional and paraprofessional staff of selected private university libraries in Ogun State, Nigeria

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### Abstract

The purpose of the study is to identify the key factors of motivation for professional and paraprofessional library staff based on their gender and to identify how they rate the various motivational factors. The descriptive survey method was employed and five university libraries were selected for the study. The respondents comprise all professional and paraprofessional staff of the various libraries. 140 copies of questionnaire were distributed and a total of 107 representing 83.2% were duly completed and found usable for this research. Data analysis was done using frequency counts, mean rankings and percentages. Major findings revealed that high salary was ranked as the highest motivational factor by male and female professional and paraprofessional library staff other striking similarities were noticed between male and female library staff as regards the factors that could motivate them. The paper concluded that management of academic libraries should show greater interest in the welfare of the library staff to make them more valuable contributors to the success of the institution.

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