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**OCCUPATIONAL HEALTH AND SAFETY (OHS) ISSUES AND OHS  
INFORMATION SOURCES UTILIZED BY PUBLIC UNIVERSITY LIBRARY  
PERSONNEL IN SOUTH – WEST, NIGERIA**

BY

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**ABSTRACT**

*A number of contemporary occupational health and safety (OHS) issues have been known to be confronting library personnel in public universities in the developed world and they have also expressed the need for variety of information sources and packaging to support them in overcoming or combating these problems. Whereas, studies on the relationship between Occupational Health and Safety (OHS) information needs, sources and utilization in public university libraries in South-West, Nigeria have probably received inadequate empirical attention. It is in the light of this that the present study investigated occupational health and safety issues, information sources and utilization in public universities in South-West, Nigeria. The study adopted descriptive survey research design of the ex-post-facto type. Considering the size of the population total enumeration method was used thereby covering the entire professional and Para-professional library personnel's in each of the thirteen (13) public university libraries studied giving a total of three hundred and forty- three (343) respondents. Out of 343 questionnaires sent out, 281 were successfully completed and returned and this represents 82%. The questionnaire was validated. Crombact Alpha reliability coefficient obtained was 0.875. Findings revealed that OHS information sources and utilization significantly impact job performance among personnel in public university libraries in South-West Nigeria with the values ( $R=0.83$ ,  $P<0.05$ ). The effect of occupational health and safety information utilization on job performance was significant ( $R = 0.260$ ,  $P< 0.05$ ) and similarly the effect of OHS availability and utilization on job performance was significant ( $R = .268$ ,  $P<0.05$ )*

**Key Words:** Occupational Health and Safety, Information Needs, Information Sources, Information Utilization, Library Personnel

**Introduction**

In any workplace, the safety of employees should be a priority. Whether one works in a low- or high-risk job, the company and its managers should maintain a healthy environment where safety is taken seriously. Managing workplace safety is as important for the company as it is for the employees. The law requires employers to provide, so far as is reasonably

practicable, a safe working environment for their employees. This includes providing such information, instruction, training and supervision to employees as are necessary to enable them to work safely. The effective communication of health and safety information is central to reducing the risk of injury and illness in the workplace. All employees require information, advice, assistance and training to do their work; fully understand the health and safety risks that are part of that work; and help keep their work environment safe (WorkSafe, 2008).

Section 17.3C of the Nigerian Constitution (1999) states that: ‘the state shall direct its policy towards ensuring that the health, safety and welfare of all persons in employment is safeguarded and not endangered or abused’. In furtherance of this development, the Federal Government of Nigeria in 2006 signed into law a national policy called ‘The Nigerian National Policy on Occupational Health and Safety’ (Bejide, 2011). This provides the way forward for the elimination or effective control of occupational Hazards and the protection of workers against work related illness, injury and diseases. This policy is government approach to achieving, inter alia, a national development philosophy of building a united, self-reliant and egalitarian economy through minimizing, so far as is reasonably practicable, the causes and effects of hazards inherent in the work environment

University libraries have long been recognized as the "hearts" of their universities. To fulfill their mission of supporting the educational objectives of their parent bodies, which include teaching, learning, research, and cultural development, the libraries had to develop and maintain standard books, journals, and audio-visual collections and services. It goes therefore to say that the absence of OHS information in libraries may lead to poor productivity and performance, increased absenteeism and other costs associated with ill health, possible serious injuries from accidents, low workers morale and not receptive to and not able to cope with change which may account for library reputation and corporate responsibility. Inadequate dissemination of OHS knowledge and information may also hamper action, limit the capacity to design and implement effective policies

### **Methodology**

The general objective of this study is to identify occupational health and safety (OHS) issues and sources of information utilized in public university libraries in South-West, Nigeria. The research design adopted was the descriptive survey research design of the *ex-post facto* type and the area of study is limited to the public university libraries in the South-West, Nigeria namely Lagos, Oyo, Ogun, Osun, Ondo, and Ekiti. The population of the study consists of 343 library personnel in public university libraries studied which consist of 210 professional and 133 Para -professional. The Sampling Technique used is the total enumeration and the instrument employed was the questionnaire and unstructured telephone interview. The questionnaire was designed to include both structured and semi-structured questions to make room for uniform answers and individual opinion of the public university library personnel. The questionnaire was divided into seven sections for ease of data analysis. Out of 343 copies of questionnaire distributed in the 13 public university libraries, 281 copies were retrieved. They were returned in sealed envelope. 62 copies of the questionnaire were not returned because the respondents were not available to state reasons for their actions.

A pre-test of the questionnaire was done in two libraries that are not part of the main study population namely Yaba College of Technology Library, Yaba and Federal College of Education Technical Library, Akoka. Fifty three (53) copies of the questionnaire were administered in both libraries 47 copies of questionnaire in Yaba College of Technology Library and 6 copies of the questionnaire in Federal College of Education Technical, Akoka to determine the reliability of the instrument. All sections of the questionnaire were subjected to Cronbach Alpha method of computing reliability coefficient of any research instrument. The research measuring instruments was therefore found to be both valid and reliable.

## **Discussion and Findings**

### *Demographic Characteristics of Respondents*

<b>Demographic</b>	<b>Characteristics</b>	<b>Study Sample</b>			
Characteristics	Categories	Frequenc y	Percentage	Mean	SD
Age(in years)	21-30	6	2.1	4.01(45.5711 )	.815
	31-40	74	26.3		
	41-50	113	40.2		
	51+	88	31.3		
	Total	281	100.00		
Gender	Male	204	72.6	1.27	.447
	Female	77	27.4		
	Total	281	100.00		
Educational Qualifications	Cert. in Lib. Science	5	1.8	3.84	1.155
	Dip. in Lib. Science	30	10.7		
	Bachelor's Degree	62	22.1		
	Master's Degree	123	43.8		
	PhD Degree	30	10.7		
	Others	31	11.0		
	Total	281	100		
Position in the Library	Univ. Librarian	9	3.2	6.97	3.059
	Dep. Uni. Lib.	11	3.9		
	Assist. Univ. Lib.	15	5.3		
	Prin. Librarian	32	11.0		
	Sen. Librarian	31	11.0		
	Librarian 1	34	12.1		
	Librarian 2	28	10.0		
	Chief Lib. Officer	29	10.3		
	Ass Chief Lib. Officer	27	9.6		



	Prin. Lib. Officer	24	8.5		
	Sen. Lib. Officer	17	6.0		
	Higher Lib. Officer	14	5.0		
	Library Officer	10	3.6		
	Total	281	100.0		
Yrs. of Experience	5-10 years	28	10.0	2.77(16.7935)	0.918
	11-15 years	74	26.3		
	16-20 years	114	40.6		
	21 years & Above	65	23.1		
	Total	281	100		
	No	42	14.9	1.15	0.357
	Total	281	100.0		

From the findings presented in the table above, which comprises demographical profile of respondents in public university libraries situated in six states of South-West, Nigeria, age distribution has four categories with 41-50 being the age group with the highest number of respondents and 21-30 being the group with the least number of respondents. On the average, the respondents were forty six years of age.

*Occupational Health and Safety (OHS) Issues confronting Library Personnel in Public Universities in South-West, Nigeria*

S/ N	OHS issues	Sample					Mean	SD
		Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree		
1	Lengthy Sitting	66 (23.5%)	148 (52.7%)	29 (10.3%)	29 (10.3%)	9 (3.2%)	2.17	1.007
2	Lengthy Standing	47 (16.7%)	191 (68%)	30 (10.7%)	11 (3.9%)	2 (0.7%)	2.04	0.703
3	Lifting Books	23 (8.2%)	110 (39.1%)	58 (20.6%)	74 (25.6%)	18 (6.4%)	2.83	1.098
4	Same Physical Position	40 (14.2%)	117 (41.6%)	77 (27.4%)	47 (16.7%)	-	2.47	0.933
5	Regular Bending	22 (7.8%)	108 (38.4%)	82 (29.2%)	68 (24.2%)	1 (0.45)	2.71	0.934
6	High Reaching	19 (6.8%)	113 (40.2%)	90 (32.0%)	38 (13.5%)	21 (7.5%)	2.75	1.023
7	Repetitive Movement	2 (0.7%)	132 (47.0%)	144 (51.2%)	1 (0.4%)	2 (0.7%)	2.53	0.560
8	Lot of Thinking	135 (48.0%)	98 (34.9%)	28 (10.0%)	20 (7.1%)	-	2.61	0.763
9	Emotional Strain	115 (40.9%)	67 (23.8%)	27 (9.6%)	60 (21.4%)	12 (4.3%)	2.87	0.997
10	Working to Deadline	121 (43.1%)	118 (42.0%)	37 (13.2%)	3 (1.1%)	2 (0.7%)	2.34	0.745
11	Heavy Use of Computer	161 (57.3%)	82 (29.2%)	35 (12.5%)	27 (9.6%)	2 (0.7)	4.21	1.280
12	Repetitive Strain Injuries	50 (17.8%)	112 (39.9%)	64 (22.8%)	53 (18.9%)	2 (0.7%)	2.45	1.013
13	Overexposure to VDU	44 (15.7%)	210 (74.7%)	25 (8.9%)	2 (0.7%)	-	1.95	0.522
14	Musculoskeletal Problems	26 (9.3%)	99 (35.2%)	63 (22.4%)	61 (21.7%)	32 (11.4%)	2.91	1.180
15	Poor Work Station Design	127 (45.2%)	78 (27%)	30 (10.7%)	39 (13.9%)	7 (2.5%)	2.18	1.065
16	Lack of Comfort	45 (16.0%)	184 (65.5%)	39 (13.9%)	11 (3.9%)	2 (0.7%)	2.12	0.712

17	Lack of Posture Support	48 (17.1%)	150 (53.3%)	29 (10.3%)	40 (14.2%)	14 (5.0%)	2.37	1.078
18	Loud Abuses	68 (24.2%)	90 (32.0%)	30 (10.7%)	28 (10.8%)	65 (23.1%)	2.91	1.177
19	Severe Punishment	196 (69.8%)	49 (17.4%)	-	28 (10.0%)	28 (10.0%)	1.66	1.264
20	Offensive Messages	49 (17.4%)	200 (71.2%)	-	4 (1.4%)	28 (10.0%)	1.62	1.234
21	Hiding of useful Document	204 (72.6%)	49 (17.4%)	-	12 (4.3%)	16 (5.7%)	1.53	1.092
22	Unjustified Criticism	57 (20.3%)	140 (49.8%)	28 (10.0%)	28 (10.0%)	28 (10.0%)	3.19	1.33
23	Sexual Harassment	85 (30.2%)	112 (39.9%)	56 (19.9%)	28 (10.0%)	-	3.49	1.503
24	Too Much Noise	56 (19.9%)	140 (49.8%)	-	56 (19.9%)	29 (10.3%)	3.79	1.179
25	Exposure to Cold	-	-	-	140 (49.8%)	141 (50.2%)	4.29	1.204
26	Exposure to Too Much Heat	85 (30.2%)	112 (39.9%)		28 (10.0%)	56 (19.9%)	4.50	0.501
27	Poor Lighting	48 (17.1%)	150 (53.4%)	29 (10.3%)	40 (14.2%)	14 (5.0%)	2.37	1.078
28	Dust in Workplace	60 (21.4%)	115 (40.9%)	27 (9.6%)	67 (23.8%)	12 (4.3%)	2.87	0.997
29	Lack of Fresh Air	112 (39.9%)	140 (49.8%)	29 (10.3%)	-	-	3.49	1.503
30	Smoke in my Workplace	56 (19.9%)	112 (39.9%)	85 (30.2%)	28 (10.0%)	85 (30.2%)	3.40	1.199
31	Accidents or Near Misses	90 (32.0%)	113(40.2%)	38 (13.5%)	21 (7.5%)	19 (6.8%)	2.75	1.023
32	Slipping or Stumbling	78 (27.8%)	127 (45.2%)	30 (10.7%)	39 (13.9%)	7 (2.5%)	2.18	1.065

The table above reveals that public university libraries personnel have varied occupational health and safety issues ranging from lengthy sitting; lengthy standing; lifting books; sitting in same physical position; regular bending; high reaching; repetitive movement; lot of thinking; emotional strain ; working to deadline); heavy use of computer; repetitive strain

injuries; over exposure to VDU; musculoskeletal problems; poor work station design; lack of comfort; lack of posture support, loud abuses; severe punishment; offensive messages; hiding of useful document; unjustified criticism; sexual harassment; too much noise; exposure to cold; exposure to too much heat; poor lighting; dust in workplace; lack of fresh air; smoke in workplace; accidents or near misses and slipping or stumbling that are confronting them.

The reason for the variation above may be as a result of type/level of the job roles and managerial positions, which implies that as their job roles varies, so will issues confronting them. Also, out of the thirty-two issues that were highlighted, 90% of the respondents agree with the issue that has to do with “sabotaging a person's work by deliberately withholding or supplying incorrect information, hiding documents or equipment, not passing on messages and getting a person into trouble in other ways”. This is followed by “heavy use of computer technology resulting in eyestrain, headaches and backaches” (86.5%); “repeated threats of dismissal or other severe punishment for no reason”(86.4%); and the least issue being “encountering musculoskeletal problems such as eye strain, burning eyes, blurred vision, focusing difficulties and headaches” (44%).

This is in consonance with the claims of Verzosa (1999) who pointed out that library workers face a number of hazards like physical discomfort which is an uncomfortable feeling of mental painfulness or distress or the state of being tensed and feeling pain, physical discomforts library workers complain frequently of are: too much standing, too much sitting, too much arm-stretching, too much bending, and discomforts resulting from prolonged computer keyboard operation and exposure to dust and dirt, and other indoor pollutants which have potential to very serious effects on their health and/or safety. Adeyemi's (2010) study on ‘ICT facilities: ergonomic effects on academic library staff also confirmed that library personnel are faced with a variety of ergonomic problems that have led to tension, stress, headaches, and other pain.

Neville (1981), Lemu (2007) and Ajala (2011) also corroborated OHS issues in their studies. Neville pointed out that librarians in public service areas normally complain more about stress than librarians in technical and other service areas in the library and such conditions as ventilation, lightings, use of technology, and leadership styles of library managers add to the stress encountered by librarians; Lemu states that Library and information professionals in university environment have multiplicity of roles to perform and this could make the librarians experience fatigue resulting in job stress and Ajala concluded that the fast-paced library environment has turned the library and information professional a stress high risk profession. It can then be said that public university library personnel cannot prioritize their occupational health and safety issues. The reason for variation may be type/level of the job roles and managerial positions, which implies that as their job roles varies, so will issues confronting them.

*OHS Information Needs of Library Personnel in Public Universities in South-West, Nigeria*

S/ N	OHS Information needs of University Library Staff	Sample					Mean	SD
		Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree		
1	To ensure safety at work	84 (29.9%)	118 (42%)	39 (13.9%)	39 (13.9%)	1 (0.4%)	2.45	0.909
2	To have knowledge of hazards prevention	79 (28.1%)	146 (52%)	14 (5%)	42 (14.9%)	-	2.77	0.761
3	For day to day operations	2 (0.7%)	26 (9.3%)	40 (14.2%)	63 (22.4%)	150 (53.4%)	2.44	0.873
4	To ensure best practices	3 (1.1%)	38(13.5%)	95 (33.8%)	103 (36.7%)	42 (14.9%)	3.51	0.942
5	To obtain up-to-date information to pass to other workers	33 (11.7%)	39 (13.9%)	84 (29.9%)	122 (43.4%)	3 (1.1%)	2.49	0.911
6	To know where to get good and reliable equipment or tools for work	10 (3.6%)	3 (1.1%)	148 (52.7%)	41 (14.6%)	79 (28.1%)	2.81	0.762
7	For improvement of Health and Safety planning	2 (0.7%)	25 (8.9%)	38 (13.5%)	65 (23.1%)	151 (53.7%)	2.43	0.860



8	Self actualization	1 (0.4%)	40 (14.3%)	96 (34.2%)	100 (35.6%)	44 (15.7%)	3.52	0.93 4
9	For current occupational hazards and risks associated with the library workplace	4 (1.4%)	34 (12.1%)	38 (13.5%)	118 (42.8)	87 (31.0%)	2.50	0.92 2
10	To improve on the library health and safety policy issues	11 (3.9%)	43 (15.3%)	76 (27.0%)	147 (52.3%)	4 (1.4%)	2.83	0.78 2
11	For information to be used at staff orientation	64 (22.8%)	150 (53.4%)	37 (13.2%)	26 (9.3%)	4 (1.4%)	2.44	2.49
12	To meet library set objectives	86 (30.6%)	120 (42.7%)	38 (13.5%)	34 (12.1%)	3 (1.1)	0.885	0.91 1

The table above indicates major OHS information needs as follows: self actualization ( $\bar{X}$  = 3.52, SD = 0.934), to ensure best practices ( $\bar{X}$  = 3.51, SD = 0.942), to improve on the library health and safety policy issues ( $\bar{X}$  = 2.83, SD = 0.782), to know where to get good and reliable equipment or tools for work ( $\bar{X}$  = 2.81, SD = 0.762), to have knowledge of hazards prevention ( $\bar{X}$  = 2.77, SD = 0.761), for current occupational hazards and risks associated with the library workplace ( $\bar{X}$  = 2.50, SD = 0.922), to obtain up-to-date information to pass to other workers ( $\bar{X}$  = 2.49, SD = 0.911), to ensure safety at work ( $\bar{X}$  = 2.45, SD = 0.909), for information to be used at staff orientation ( $\bar{X}$  = 2.44, SD = 2.49), for day to day operations ( $\bar{X}$  = 2.44, SD = 0.873), for improvement of Health and safety planning ( $\bar{X}$  = 2.43, SD = 0.860), To meet library set objectives ( $\bar{X}$  = 0.885, SD = 0.911).

Majority of the respondents (80%) agree that employees require provision of Occupational Health and Safety information, to have knowledge of hazards prevention while (73.3%) agree that they need the information to meet library set objectives. The study found that public university libraries personnel need occupational health and safety information to ensure safety at work. Some of their needs are almost similar to those put forward by Worksafe (2008) which include formulating company's health and safety policy; the location and nature of hazards in the workplace; procedures for safe operation; maintenance and replacement of protective equipment; injury and incident reporting procedures; procedures for resolving health and safety issues; emergency and first aid procedures and safety signs and symbols.

*Sources through which OHS Information is made available to Library Personnel in Public Universities in South-West, Nigeria*

S/N	Sources of OHS Information	Highly Available	Available	Rarely Available	Not Available
1	Staff Handbook	141 (50%)	59 (21%)	39 (14%)	42 (15%)
2	Library Bulletin Board	179 (64%)	20 (7.1%)	32 (11.4%)	50 (17.8%)
3	Library Health and Safety Policy	18 (6.4%)	13 (4.6%)	80 (28.5%)	170 (60.5%)
4	Departmental Meetings Minutes/Actions	151 (53.7%)	51 (18%)	44 (15.6%)	35 (12.4%)
5	Work Procedure Documents	135 (48%)	64 (22.7%)	61 (21.7%)	20 (7.1%)
6	Documents Provided during Induction of New Staff	98 (34.8%)	95 (33.8%)	50 (17.8%)	38 (13.5%)
7	Professional Associations	109 (38.7%)	76 (27%)	38 (13.5%)	58 (20.6%)
8	Safety Signs and Symbols in the Library	125 (44.4%)	71 (25.3%)	56 (19.9%)	29 (10.3%)
9	Culls obtain on Occupational Information	17 (6.0%)	15 (5.3%)	122 (43.4%)	127 (45.19%)
10	Information Leaflets Published by the Library	88 (31.3%)	78 (27.7%)	49 (17.4%)	66 (23.5%)
11	Face-to-Face Discussion and Demonstration	25 (8.89%)	33 (11.4%)	99 (35.4%)	124 (44.13%)

It can be seen from the table that library bulletin board was the most highly available source of occupational health and safety information with 179 (64%), next is the minutes of departmental meetings 151 (53.7%), staff handbook 141 (50%), others are work procedure documents 135 (48%), face-to-face discussion and demonstration 25 (8.89%), safety signs and symbols in the library 125 (44.4%), library health and safety policy 18 (6.4%). On the other hand, the least occupational health and safety information source for the public university library workers is the information leaflets published by the library 88 (31.3%) closely followed by the documents provided during induction of new staff 98 (34.8%) and culls obtain on occupational information 17 (6.0%). Other source mentioned is Professional Association.

Studies by (Ononogbo 1985; Bii and Otiike (2003) observed that information could be obtained through various sources like interpersonal means, mass media, print formats and non-print formats. In their study on provision of health information sources, Bii and Otiike (2003) on the other hand pointed to the fact that health information sources predominantly used by the

respondents studied were the interpersonal sources such as friends, parents, relatives, healthcare workers and radio but that the most widely used and effective media of information are the mass media – the radio, television, and newspapers because they have the advantages of wide circulation and timely dissemination of information. The implication of this is that public university library personnel obtain most of their occupational health and safety information from Library Bulletin Board, The findings is not surprising in view of the fact that the respondents are likely to make use of the source or sources available and accessible to them.

*Utilization of OHS Information by Respondents*

S/ N	Information Utilization	Always	Sometimes	Seldom	Never	I Do not need such information	Mean	Mean Rank	SD
1	Safety needs	202 (71.9 %)	36 (12.8%)	31 (11.0 %)	7 (2.5%)	5 (5.1%)	3.00	8	0.64 1
2	Hazards Prevention	136 (48.4 %)	96 (34.2%)	40 (14.2 %)	9 (3.2%)	-	2.74	4	0.73 8
3	Day-to-day Operations	158 (56.2 %)	85 (30.2%)	33 (11.7 %)	5 (1.8%)	-	2.84	6	0.72 2
4	Best practices and resources	148 (52.7 %)	81 (28.8%)	37 (13.2 %)	15 (5.3%)	-	2.50	1	0.78 9
5	Pass up-to- date information to the workers	174 (61.9 %)	87 (31%)	20 (7.1%)	-	-	2.76	5	0.57 0
6	Where to get good and reliable equipment or tools for the job	180 (64.1 %)	81 (28.8%)	20 (7.1%)	-	-	2.72	3	0.56 0

7	For improvement of OHS planning	95 (33.8%)	89 (31.7%)	52 (18.5%)	45 (16.6%)	-	2.65	2	0.971
8	Self-actualization	126 (44.8%)	97 (34.5%)	33 (11.7%)	25 (8.9%)	-	2.96	7	0.816

Analysis in the table shows safety needs ( $\bar{X}$  =3.00, SD= 0.641), self-actualization ( $\bar{X}$  =2.96, SD=0.816), day-to-day operations ( $\bar{X}$  =2.84, SD=0.722), pass up-to-date information to the workers ( $\bar{X}$  =2.76, 0.570), hazards prevention ( $\bar{X}$  =2.74, SD= 0.738), where to get good and reliable equipment or tools for the job ( $\bar{X}$  =2.72, SD=0.560), for improvement of OHS planning ( $\bar{X}$  = 2.65, 0.971), best practices and resources ( $\bar{X}$  = 2.50, SD= 0.789). It could be inferred that the most utilized OHS information by the public university library personnel is safety needs with mean 3.00 while the least use OHS information is “best practices and resources” with mean 2.50.

Further analysis shows that they always use information on the following: safety needs 202 (71.9%); hazards prevention 136 (48.4%); day-to-day operations 158 (56.2%); best practices and resources 148 (52.7%); passing up-to-date information to other workers 180 (64.1%); where to get good and reliable equipment or tools for my job; for improvement of OHS planning 95 (33.8%) and self actualization 126 (44.8%).

With all the mean score approximated to 3, it shows that being in possession of Occupational Health and Safety information contributes to most of the factors. On the other hand, 95 (33.8%) of the respondent sometimes utilize OHS information on improvement of organizational OHS planning. This implies that more orientation is required for public university library personnel’s on Occupational Health and Safety information.

This finding agreed with the study of Choo (2007) when he stated that the usefulness or value of information is based not only on subject matter or how well the information content matches a query or topic, but also on the requirements, norms and expectations that arise from the user’s work and organizational contexts. Information use occurs when the individual selects and processes information which leads to a change in the individual’s capacity to make sense or to take action. Neelemaghan (1981), Uhegbu (2001) and Afolabi (2004) buttress these findings. According to Neelemaghan one of the prerequisites for information utilization is accessibility because accessibility of information in whatever medium and quantity will be meaningless if it does not meet the need of the audience in terms of economic, social, political, cultural, scientific and technological while Uhegbu affirms that, without available good information, accessibility will be difficult and its utilization impaired while Afolabi reiterates that information use leads to better decisions by managers; it endangers growth and development and erroneous conceptions, views and opinions on programmes and activities of



institutions and organizations are corrected when information is properly collected, used and disseminated

*Impact of OHS Information Utilization to Job Performance*

S/ N	JOB PERFORMANCE	SA	A	U	D	S D	Mea n	SD
1	<b>Creative and innovative ability:</b>							
	i. Creative thinking.	219 (77.9 %)	42 (14.9 %)	20 (7.1%)	-	-	1.92	0.404
	ii. unique ideas	266 (94.7 %)	15 (5.3% )	-	-	-	1.05	0.225
	iii. building a shared vision with subordinate and peers	209 (74.4 %)	66 (23.5 %)	6 (2.1%)	-	-	1.28	0.494
2	<b>Dependability and timeliness:</b>							
	i. Jobs within areas of specific responsibility are completed in a timely manner and within budget.	213 (75.8 %)	61 (21.7 %)	7 (7.5%)	-	-	1.27	0.496
	ii. Work output is of quality and quantity.	165 (58.7 %)	85 (30.2 %)	31 (11.0 %)	-		1.81	0.614
	iii. Complete assignments within schedule.	215 (76.5 %)	28 (10.0 %)	37 (13.2 %)	1 (0.4 %)		2.04	0.495
3	<b>Leadership quality:</b>							
	i. Influence others to translate vision into action.	183 (65.1 %)	97 (34.5 %)	1 (0.4%)	-		1.66	0.463
	ii. Exercise good judgments by making sound and well informed decision.	191 (68.0 %)	85 (30.2 %)	5 (1.8%)			1.34	0.510
	iii. Respond appropriately to the needs and feelings	187	87	7 (2.5%)	-		2.28	0.504

		of different people in different situations.	(66.5 %)	(31.0 %)					
4	<b>Relationship with co-workers:</b>								
	i.	Adapt and work with others.	187 (66.5 %)	87 (31.0 %)	7 (2.5%)	-	-	2.28	40.504
	ii.	Solve problems by negotiation/discussing with colleagues.	155 (55.2 %)	121 (43.1 %)	5 (1.8%)	-	-	1.59	0.502
5.	<b>Effective and efficiency:</b>								
	i.	Perform technical (professional) tasks with efficiency and effectiveness.	161 (57.3 %)	119 (42.3 %)	1 (0.4%)	-	-	1.58	0.502
	ii.	Perform difficult tasks with sound results.	134 (47.7 %)	131 (46.6 %)	16 (5.7%)	-	-	1.58	0.599
	iii.	Information use helps me to put in more than I am required to do on my job.	163 (58% )	117 (41.6 %)	1 (0.4%)	-	-	1.42	0.502
6.	<b>Team building:</b>								
	i.	Pass on information to his/her co-workers in order to help them to perform their work effectively.	172 (63% )	109 (38.8 %)	-	-	-	1.61	0.458
	ii.	Encourage employees in his/her department to participate in deciding how the work gets done.	209 (74.4 %)	66 (23.5 %)	6 (2.1%)	-	-	1.29	0.518

Responses in the above show the effect of OHS information utilization on job performance. The result reveal that creative thinking ranked first in the first category (creative

and innovative ability) with the mean and standard deviation score of ( $\bar{X} = 1.902, 0.404$ ), while the last category (team building) to encourage employees in their departments to participate in deciding how the work gets done with mean and standard deviation score of ( $\bar{X} = 1.61, 0.458$ ). With each of the mean scores, it shows that availability and utilization of Occupational Health and Safety information influence job performance of library personnel in public universities in South-West Nigeria. The above findings has direct correlation to the findings of Antonelli, Baker, McMahon & Wright, (2006) in their study that found that organizations with effective health and safety policy tend to have good corporate relationship that can help in attracting and maintaining competent and safety-conscious workforce. They therefore concluded that effective health and safety policy boost competitive position of an organization by way of contribution to increased performance, quality output and efficiency. Similarly, Akpan (2011) study corroborate this position when he found that tardiness and absenteeism could be minimized in a firm with effective health and safety management system, as workplace hazards and accident could be drastically reduced and based on that, adequate attention would be on effective performance so that organization can meet up with services in terms of time and quality.

### **Conclusion**

The study sets out specifically to find out occupational health and safety (OHS) issues confronting library personnel in public universities in South-West Nigeria, the various OHS information needs, sources and utilization. The study reveals major OHS issues facing the respondents as lengthy sitting; lengthy standing; lifting books; sitting in same physical position; regular bending; high reaching; repetitive movement; lot of thinking; emotional strain ; working to deadline); heavy use of computer; repetitive strain injuries; over exposure to VDU; musculoskeletal problems; poor work station design; lack of comfort; lack of posture support, loud abuses; severe punishment; offensive messages; hiding of useful document; unjustified criticism; sexual harassment; too much noise; exposure to cold; exposure to too much heat; poor lighting; dust in workplace, lack of fresh air and heavy use of computers. Information needs of public university library personnel were found to be linked largely to their activities. The specific areas of needs identified are ensuring safety at work, to have knowledge of hazards prevention, to obtain up-to-date information to pass to other workers, for current occupational hazards and risks associated with the library workplace, to improve on the library health and safety policy issues, for information to be used at staff orientation and to meet library set objectives.

The study revealed that Library Bulletin Board was the most highly available source of occupational health and safety information, staff handbook, others are work procedure documents, face-to-face discussion and demonstration, safety signs and symbols in the library, library health and safety policy. On the other hand, the least occupational health and safety information source for the public university library workers is library information leaflets, closely followed by the documents provided during Induction of new staff and culls obtain on occupational information. Other source mention by the public university library personnel is professional association. Library personnel highly utilized information sources for safety



needs, hazards prevention, day-to-day operations, best practices and resources, passing up-to-date information to other workers, getting good and reliable equipment or tools for job, for improvement of OHS planning and self actualization.

Finally, OHS information availability and utilization is found to play a crucial role in enhancing the job performance of library personnel in public universities in South-West, Nigeria There is no doubt that innovative solutions to the problem of improved job performance of library personnel in public university in South-West, Nigeria reside in different information sources which only need to be made accessible for library personnel to utilize.

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