

**ENTREPRENEURSHIP DEVELOPMENT IN UNIVERSITY
LIBRARIES: RE-SKILLING, OPPORTUNITIES AND CHALLENGES
FOR LIBRARY AND INFORMATION SCIENCE PRACTITIONERS
IN SOUTH-SOUTH ZONE OF NIGERIA**

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Abstract

The study examined entrepreneurship development in university libraries: reskilling, opportunities and challenges for LIS practitioners in South-South zone of Nigeria. The work determined the perception of LIS practitioners towards entrepreneurship development and identified the entrepreneurship skills possessed by LIS professionals amongst others. The study adopted the survey research design. Five research questions were postulated and one hypothesis was formulated in this study. The population of the study is 150 respondents drawn from all the government-owned universities in south-south zone of Nigeria. The instrument used for data collection was the questionnaire. The data collected were analyzed using descriptive and inferential statistics. The findings from the study indicated that LIS practitioners have a low perception towards entrepreneurship development even though they had the right skills needed for entrepreneurship. Also, it was revealed that there are numerous benefits derived from entrepreneurship as well as challenges facing it. The study also established that no significant relationship existed between demographic variables of library staff and their perception towards entrepreneurship development. Based on the findings, the researcher recommended that university library management should organize sensitization/orientation programmes on entrepreneurship development in order to re-write the perception of library staff towards entrepreneurship.

Keywords: Entrepreneurship development, LIS professionals and University libraries

Introduction

Entrepreneurship as a concept has been broadly discussed in educational and industrial forums, especially when issues that border on an emerging economy are mentioned. In current times, much attention has been paid to the idea of sustainable

development especially with regular progression in the constant changing nature of ICTs. The present revolution of technology-driven society has made the use of technology in every facet or spheres of our life necessary for sustainable development. According to Ezenjor (as cited in Eke, Igwesi & Orji, 2011), actual growth involves the creative ability of individuals to put services and goods through the imagination and productive labour force into use and practical application of their creative talents. Hence, entrepreneurship in library and information science is the bedrock of individual and national development as a solution to realizing sustainable development.

Unemployment has been a cankerworm eating deep into the fabrics of our society. Graduates, including those of Library and Information Science (LIS) are produced every year lacking job opportunities or adequate entrepreneurial skills to cope with this challenge, combined with those posed by the proliferation of ICTs and its peripherals, new approaches of information delivery, declining budgets and variations in educational methods. In developing countries like Nigeria, the worrying rate of unemployment has given rise to uncontrollable urban-rural migration for employment opportunities. The implication is that library and information professional, as well as fresh graduates greatly rely on government as the sole provider of their means of livelihood and survival. The unemployment rate coupled with youth restiveness, moral decadence, high rate of criminality and poverty level has resulted in decline in standard of living (Ugwu & Ezeani, 2012).

As observed by Ugwu and Ezeani (2012), government alone cannot be the sole provider of the means of production and labour. Thus, economic self-reliance would be the only recourse in addressing this teething problem, hence, the increased advocacy for entrepreneurial skills in the library and information profession. This implies that entrepreneurship is a turning point for the high dependency rate fixed by individuals on government for survival.

Entrepreneurship in library and information science discipline is therefore, a reasonable approach towards self-employment and job generation. The success or failure of any organization (whether profit or service-oriented) largely depends on the caliber of staff at its disposal. In this respect, entrepreneurship has assumed a new dimension due to its main contributions to the survival, growth and development of the world economy. It is fast becoming a progressively popular alternative job choice in the current economic predicament. Entrepreneurship can play a major role in alleviating poverty, unemployment and underemployment (Batthini, 2012).

According to Ugwu and Ezeani (2012), entrepreneurship may be considered as the process through which entrepreneurs create, nurture and grow enterprises using a reasonable degree of initiatives, skills and competencies necessary to transform, change in opportunities thereby deriving personal satisfaction, monetary rewards

and independence. The fact remains that there are always superior ways of achieving things, particularly when there is concentration in any business. Therefore, businesses (including library and information profession) that want to keep enjoying patronage will strive to remain the user's hobby by adopting/acquiring entrepreneurial skills and strategies. Hence, an entrepreneur is a pacesetter who initiates novel combinations in ever-mobile environment to initiate and hasten the process of social, economic and technical development.

Similarly, Eboh (2009) opined that entrepreneurship implies the process of creating values by putting together a unique package of resources to exploit an opportunity. It motivates and sustains economic drive and allows an economy to adjust effectively in a fast moving global economy. Without the readiness to take risk, there would be no prosperous businesses. In this changing environment therefore, there is the need to identify products and services to meet the rising needs and organize resources to carry out production, marketing, distribution and sales of the products and services to achieve economic end. It suits to infer that enterprises don't fail but individuals do. Therefore, an enterprise is a reflection or extension of people managing it and mirrors their ability.

Library and information practitioners (LIPs) today have arrived at the age where the role of information is increasingly emphasized as an economic mainstay, a marketable commodity and as a social wealth (Ugwu & Ezeani, 2012). This is because information which is now seen as the fourth factor of production and a necessity for personal and national development plays the role of creating power, wealth and technological innovations giving rise to new ideas relating to collection, processing and dissemination of information. The influx of ICT has left LIP with no choice than to give their esteemed users the best and latest information that is available electronically and otherwise.

Consequently, there is also a corresponding expansion in the employment market for LIP. For the realization of library and information centres as an actual communication method, the development of manpower to operate in diverse information settings has become paramount. This is because looking for an answer to everyday difficulties is the goal of numerous visionary entrepreneurs. It is a way of developing ideas to address our society's greatest challenges because if the LIP does not get it right now in terms of ICT and satisfying users, neither private investors and/or users will wait for us (Onaade, 2012).

Library and information practitioners need to be equipped with the right skills, values and attitude that are essential for better library services and dealing with growing entrepreneurship opportunities created by ICT. Therefore, the library as a service-based body has as its major focus the provision of intellectual access to information. Kimmons (2013) posited that the library shares many characteristics with a small business which requires entrepreneurial skills and for it to be

successful, their services must:

- (a) Attract and sustain clients;
- (b) Produce and manage budgets;
- (c) Offer quality services and products;
- (d) Resolve rare clienteles complain;
- (e) Maintain records; and
- (f) Hire, train, motivate, evaluate and renew staff.

However, if library and information practitioners do not acquire the prerequisite skills to meet with these growing challenges, practitioners from other fields will peek into their (librarians) areas of work specialization and usurp the opportunities. This is because abilities (skills) has become universal and multidisciplinary in this fast-paced digital era. Hence, entrepreneurship development among library and information practitioners, involving re-skilling and exploring opportunities cannot be overemphasized in university libraries.

Statement of the Problem

The world in the 21st century is experiencing a trend of entrepreneurship going on with more and more persons searching for self-empowerment and business ownership. Likewise, entrepreneurship is now a key driver in the new economy. Despite the fact that entrepreneurship development has become an indispensable tool for economic and social development, personal observations and interactions with library and information science practitioners have shown that they are yet to embrace this new wave. These professionals seem to be contented with the stipends they get from their jobs and tend to rely on the promise of pensions when retired. Could this be attributable to absence of interest in the attainment of entrepreneurial skills or the inability to recognize entrepreneurial opportunities in this changing world? Is this situation true of LIS practitioners in the university libraries in South-South zone of Nigeria? What career opportunities are available to these LIS practitioners? What are the entrepreneurial skills possessed by them? What are the benefits of entrepreneurial skills to LIS practitioners? Armed with these issues, this study investigated entrepreneurship development in university libraries: re-skilling, opportunities and challenges for LIS practitioners in South-South zone of Nigeria.

Research Questions

The following research questions were raised to guide this study:

- i. What is the perception of Library and Information Science (LIS) practitioners towards entrepreneurship development?
- ii. What are the entrepreneurial skills possessed by these practitioners?
- iii. What are the career opportunities available for these practitioners?
- iv. What are the benefits of entrepreneurship development to LIS practitioners?

- v. What are the challenges facing entrepreneurship development in university libraries?

Hypothesis

The following null hypothesis was tested during this study at 0.05 level of significance:

- (i) There is no significant relationship between demographic variables and entrepreneurship skills of librarians in university libraries in South-South zone of Nigeria.

Objectives of the Study

The main objective of this study was to investigate entrepreneurship development in university libraries in terms of: re-skilling, opportunities and challenges for LIS practitioners in university libraries in South-South zone of Nigeria. However, the specific objectives were to:

- i. Determine the perception of LIS practitioners towards entrepreneurship development;
- ii. Find out the entrepreneurship skills possessed by LIS practitioners;
- iii. Identify the career opportunities available for LIS practitioners;
- iv. Reveal the benefits of entrepreneurship development to LIS practitioners; and to
- v. Investigate the challenges facing entrepreneurship development in university libraries.

Justification/ Significance of the Study

This study is of great benefit to university library managements, LIS practitioners, researchers and other information seekers. The managements of university libraries will benefit from this study as the findings from this study will enlighten them to see the need to encourage their staff to embrace entrepreneurship and develop the additional skills that will empower them to transform ideas into viable businesses, create job opportunities, etc. and thus, guide them in the formulation of policies that will bring about stimulated interests among LIS practitioners with regards to entrepreneurial development.

More so, LIS practitioners will benefit from this study as the findings will reveal to them the career opportunities that are available for them to delve into and the benefits of embracing entrepreneurial development in the long-run. The findings of this study will also give a glimpse to LIS practitioners on the challenges facing entrepreneurship development in Nigeria and suggest trusted ways to combat them. Finally, this study is beneficial to researchers and other information seekers as the findings from this study will serve as a valuable literature for further research in a related topic.

REVIEW OF RELATED LITERATURE

Perception towards Entrepreneurship Development

Fostering entrepreneurship through training has received increasing attention from all around the world. Entrepreneurship development is committed extremely to poverty reduction and fostering economic and financial prosperity but more individuals are yet to have positive mindset towards it (Iqbal, Malhem & Kokash, 2012).

Experience with the implementation of entrepreneurship programmes in Nigeria has suggested that staff of university libraries is more ardent and devoted to the programme, perhaps due to the nature of their training. However, university library staff, according to Dutse, Mamaki and Djib (2013) viewed entrepreneurship as boring and risky as their ambitions are to enjoy white-collar jobs that have certainty of income and are pensionable.

Similarly, reports from enterprising nations like Nigeria indicated varied perceptions of the individuals towards entrepreneurship development. Lawan, Envuladu, Mohammad, Wali and Mahmoud (2015) in their study on the perception and attitude of individuals in Bayero University towards entrepreneurship opined that since customs, traditions and beliefs differ with population groups, a good knowledge of the perceptions of local beneficiaries of entrepreneurship development is crucial for the success of the implementation of entrepreneurship programmes in organizations. Lawan *et al* (2015) further concluded that despite the on-going awareness on entrepreneurship development in Nigeria, there still exists a poor perception and negative attitude towards embarking into it especially in academic institutions. In the same vein, De Gobbi (2014) in their study on academic staff argued that having a positive perception towards entrepreneurship increases the chances of becoming successful entrepreneurs and suggested that organizational staff should embrace entrepreneurial development in order to fulfill both personal and economic goals.

Renjini (2016) in his survey on perception towards entrepreneurship in Cochin City found out that majority of the respondents had a positive perception towards it as a career. According to Renjini, even though majority of the individuals (90%) perceived entrepreneurship as a distinguished career, a very few (10%) are willing to take it up as their career. Renjini further concluded that majority of the respondents would rather hope for white collar jobs rather than go into entrepreneurship.

Entrepreneurship Skills Possessed by Staff

An individual embarking into entrepreneurship is expected to possess certain skills and competencies. According to Usman and Gopakumar (2018), skill denotes the ability to do a specific task or endeavor well. The capability of an individual to do a

specific work in time with exactness can be termed 'skill'. Hence for library professionals, general and specific as well as professional skills are indispensable. Ugwu and Ezeani (2012) viewed entrepreneurial skills as those tasks, competencies, attitudes and values that are deemed critical to success in the field of entrepreneurship like creativity and innovative, planning, decision making, technical and marketing skills which will allow them to function fully in the new information era.

According to Jain (as cited in Batthini (2012), LIS professional who are interested in starting a venture in library and information science field should possess entrepreneurial skills / competencies which are a blend of knowledge and suitable motives or characters that a person should possess to perform a given task. These skills, according to Batthini include but are not limited to initiative, opportunity seeking, information seeking, concern for high superiority of work, persistence, commitment to work contract, competence orientation, systematic planning, problem solving, self-confidence, assertiveness, persuasion, use of influence strategies among others.

In another development, Ugwu and Ezeani (2012) highlighted professional and managerial skills required for successful entrepreneurship to include information technology (IT) skills, information literacy skills, managerial skills and personal entrepreneurial skills. Hence, these soft skills shall underlie characteristics of a person which result in effective and superior performance of a job. Skills may be soft and hard, but they will be visible in prosperous entrepreneurs. These skills can be developed through proper training interventions (Batthini, 2012). In the light of the above, Ugwu and Ezeani (2012) further posited that LIS practitioners should make every effort to improve on their global entrepreneurial skills through the obtaining of various forms of ICT skills and develop entrepreneurial culture and mindset.

Career Opportunities Available for LIS Practitioners

Writing on entrepreneurial opportunities, Elonye and Uzuegbu (2013) viewed entrepreneurship as the process by which a person (or group) recognizes a business opportunity and procures and deploys the required resources required for its exploitation. The exploitation of entrepreneurial opportunities may include actions such as developing a business plan, hiring the human resources, acquiring material and financial resources, providing leadership, and being liable for the venture's success or failure (Elonye & Uzuegbu, 2013).

According to Batthini (2012), entrepreneurship is becoming an increasingly popular alternative career choice in the current economic slowdown. It can play a key role in alleviating poverty, underemployment and unemployment. The LIS graduates who have burning desire to make profession as a hobby and aim to achieve, raise an

enterprise, wish to be self-governing, enjoy freedom and trials in this field may opt entrepreneurship as a career and become a Librapreneur (Batthini, 2012).

Batthini (2012) further asserted that LIS professionals interested in entrepreneurial development may explore the possibilities to start a new venture and become successful and fulfill their entrepreneurial dreams. Hence, the following are the few entrepreneurial opportunities available for Librapreneurs (Batthini, 2012):

- a) Book Publishing Industry
- b) Book Distribution Agency
- c) Periodical Subscription Agency
- d) Newspaper Dealership
- e) Book Shop
- f) Stationary Shop
- g) Binding Workshop
- h) Lending Library
- i) Reading Room
- j) Consultancy Services
- k) Career Counseling
- l) Library Software Developing Industry
- m) Online Bookstore
- n) Digital Book/Periodical Publishing
- o) Subscription Agency of Electronic Book/Journals
- p) Writing Biographies.

Benefits of Entrepreneurship Development

Entrepreneurship development can be observed as the structure of every economy. It is beneficial, not only to those who embark into it but also to the economy as a whole. In an article on the benefits of entrepreneurship, Isidro (2012) maintained that even though some individuals choose entrepreneurship in order to bring to life their visions and ideas, others do it for the potentially higher income while some others embark on entrepreneurship because they know they are meant to be entrepreneurs. Isidro further noted that whatever the reasons for individuals going into entrepreneurship, several benefits are enjoyed which include but are not limited to the following:

- a) Freedom to pursue own vision
- b) Control and flexibility over own time
- c) Opportunity to learn and gain knowledge
- d) A sense of pride and fulfillment in accomplishing things
- e) Confidence in knowing what one can do
- f) Potential earnings that exceeds salaried jobs.
- g) Gaining of full rewards

h) A chance to share one's learning.

More so, Edward (2017) is of the view that the gains attached to entrepreneurship cannot be overemphasized. According to Edward, some of the gains of engaging in entrepreneurship as a staff include the growth of managerial abilities, being self-employed by creating personal businesses/organizations, promoting better standard of living, overall economic development, optimization of capital among others.

Challenges Facing Entrepreneurship Development

Entrepreneurship development has the potential to encourage and transform LIS practitioners from dependent earners into independent, self-directed, lifelong earners. Despite its numerous benefits, entrepreneurship development among LIS practitioners is subject to a number of factors which militate against it. In the opinion of Elonye and Uzuegbu (2013) citing Ugwu and Ezeani (2012), Molaro (2013) and Farkas (2006) identified them distinctly as follows:

- (a) **Lack of Entrepreneurial Spirit:** Many LIS practitioners lack the entrepreneurial spirit to generate viable businesses that would make them relevant in the knowledge age. Nonetheless, a good number of non-librarians are going brilliantly innovative. Many of the newest and often most used technologies that deal with information and library science have been created by people who are outsiders to the profession.
- (b) **Fear of Competition and Failure:** Fear of competition and failure hinder LIS practitioners from venturing into entrepreneurship. These fears may arise out of lack of basic entrepreneurship training which would enable them to identify and harness the abundant opportunities available in their environment.
- (c) **Lack of Knowledge on how to interact with Entities that make Businesses Succeed:** Many LIS practitioners do not know how to interact with necessary entities such as banks, suppliers, customers, venture capitalists, distributors and advertising agencies.
- (d) **Lack of Specific Skills:** It should be noted that the clients' population are rapidly changing as the technologies for servicing them is changing too. Many LIS professionals are short of various forms of ICT skills applicable for entrepreneurship.
- (e) **Problem of Generating Compelling Business Ideas:** Many LIS professionals have all it takes to become successful entrepreneurs. However, persons aiming to be entrepreneurs are challenged with the problem of how

to breed compelling business ideas for new entrepreneurial enterprises. Not knowing how to generate ideas would breed frustration, make the aspiring entrepreneur to start a business similar to the one he has seen around him. Besides, the entrepreneur not having the initial ingredient of success - the entrepreneurial mindset of bringing about a transformation, creating an invention or beating opposition - quickly goes under when confronted with endless competition from existing businesses (Elonye & Uzuegbu, 2013).

Material and Methods

The department of analysis is the university library, using the library staff as the key respondents. The population for this study was 150, which consisted of all the librarians / practitioners in the government-owned university libraries in the South-South zone of Nigeria (*see table 1*). The study adopted the survey research design. Both primary and secondary data were used as a source of data for the research. The research instrument used for this study is the questionnaire. The questionnaire was titled “*Entrepreneurship development in university libraries’ Questionnaire*” (EDULQ). The research instrument was validated by research experts in the Department of Library and Information Science, Delta State University, Abraka. The data collected were analyzed using the descriptive and inferential statistics. Frequencies were used to analyze the demographic data of the respondents; standard deviation and mean were used to evaluate the data collected for the research questions. However, the formulated null hypothesis was tested using multiple regression analysis so as to disclose the relationship existing among all the variables of the study. SPSS v23 (Statistical Package for the Social Sciences) was used for the data analysis.

Table 1: Librarians in University Libraries in South-South Zone of Nigeria

Name of University	Practitioners’ Population
University of Port Harcourt	19
University of Calabar	20
University of Benin	19
University of Uyo	13
River State University of Science and Technology	16
Cross Rivers State University of Technology	14
Ambrose Alli University	16
Delta State University	18
Niger Delta University	15
Total	150

Source: Academic Planning Unit of the Universities.

Data Analysis and Interpretation

This section focuses on presentation of results and discussion of the findings.

Table 2: Response Rate

This section shows the pattern of the administration and retrieval of copies of the questionnaire among the respondents.

Number Administered	Number Returned	Percentage of Returned
150	123	82%

Table 2 shows the analysis of questionnaire administered and returned. From the result, a total of 150 copies of questionnaire were administered and a total of 123 copies were returned, indicating 82% retrieval rate which was considered adequate for the study because the standard and acceptable response rate for most studies is 60% and above.

Table 3: Analysis of Demographic Data

This section deals with the presentation of results regarding the category of LIS professionals' gender, age, marital status and number of years spent.

GENDER		
Variable	Frequency	Percentage
Male	42	34.1
Female	81	65.9
AGE		
25-35 years	33	26.8
36-45 Years	57	46.3
46-55 Years	18	14.6
Above 55 Years	15	12.2
MARITAL STATUS		
Married	72	58.5
Single	24	19.5
Divorced	18	14.6
Widowed	9	7.3
NUMBER OF YEARS SPENT		
Less than 5 Years	18	14.6
6-10 Years	48	39.0
11-15 Years	36	29.3
Above 15 Years	21	17.1

Fig. 1: Bar Chart Representation of the Demographic Variables of the Respondents

Table 1 shows that both males and females participated in the study but the female respondents were more in number. The data also reveal that majority of the LIS professionals in this study fell within age bracket of 36-45 years.

Answering the Research Questions

This section is devoted to answering the research questions using the data collected from the respondents. The results are presented in Tables 4, 5, 6, 7 and 8.

Decision Rule: If the average mean is greater than the criterion mean (2.50), then the statement is significant and should be accepted and if it is less than the criterion mean, do not accept.

$$\text{Criterion mean} = \frac{4 + 3 + 2 + 1}{4} = \frac{10}{4} = 2.50$$

Table 4: Mean Rating of the Perception of LIS Practitioners towards Entrepreneurship Development

S/N	Statements	Mean	SD	Decision
1.	Entrepreneurship can be considered as a career option in today's globalised world	2.85	0.98	High
2.	Those who cannot get a decent job venture into entrepreneurship	2.49	1.24	Low
3.	Entrepreneurship is for the less educated people	2.41	1.17	Low
4.	I would rather be my own boss rather than work for someone else	2.32	0.78	Low
5.	There is no limit to what you can earn in business	2.20	1.11	Low
6.	I like challenges that really stretch my abilities rather than things I can do easily	2.17	0.86	Low
7.	Entrepreneurship is a rewarding career	2.15	0.98	Low
8.	Venturing into entrepreneurship is a risky business	2.12	1.02	Low
9.	There are huge profit margins in business	1.90	0.96	Low
10.	Business is for those who want to become rich	1.80	0.84	Low
11.	Money is what motivates individuals towards entrepreneurship	1.59	0.89	Low

Average Mean 2.18 0.98 Low

Criterion Mean = 2.50

Table 4 shows the mean rating of the perception of LIS practitioners towards entrepreneurship development. The result shows that the mean rating for the items ranged from 1.59 to 2.85, with an average mean of 2.18, which is less than the criterion mean of 2.50. This implied that the perception of LIS practitioners towards entrepreneurship development is low.

Table 5: Mean Rating of the Entrepreneurial Skills Possessed by LIS Practitioners

S/N	Statement	Mean	SD	Decision
1.	Decision-making skills	3.27	0.74	Accepted
2.	Leadership skills	3.27	0.59	Accepted
3.	Planning skills	3.22	0.65	Accepted
4.	Knowledge of skills for managing business establishments and the possible challenges involved in business operations	3.20	0.89	Accepted
5.	Information technology skills	3.17	0.73	Accepted
6.	Negotiation skill	3.17	0.70	Accepted
7.	Marketing skill	3.15	0.79	Accepted
8.	Knowledge of legal issues associated with business	3.12	0.77	Accepted
9.	Personal entrepreneurial skills	3.10	0.79	Accepted
10.	Evaluating skills	3.05	0.77	Accepted
11.	Information literacy skills	3.00	0.63	Accepted
12.	Time management skills	2.98	0.16	Accepted
13.	Productive skills	2.93	0.26	Accepted
14.	Managerial skills	2.93	0.42	Accepted
15.	Knowledge of characteristics of successful business practitioners	2.93	0.85	Accepted
16.	Skills in formulating goals	2.93	0.72	Accepted
17.	Organizational skills	2.93	0.68	Accepted
18.	Ability to identify and or create viable business opportunities in an environment	2.90	0.73	Accepted
19.	Knowledge of avenues for raising capital financing business	2.90	0.96	Accepted
20.	Interpersonal skills	2.88	0.77	Accepted
21.	Innovative skills	2.85	0.65	Accepted
22.	Digital literacy skills	2.83	0.49	Accepted
23.	Knowledge of financial literacy	2.75	0.28	Accepted
24.	Knowledge of business information sources	2.67	0.47	Accepted
25.	Knowledge of strategies for starting successful profitable business	2.66	0.82	Accepted
26.	Creative skills	2.41	0.74	Rejected
		Average Mean 2.97	0.66	Accepted
		Criterion Mean = 2.50		

Table 5 shows the mean rating of the entrepreneurial skills of LIS practitioners for entrepreneurship development. From the result, a mean rating ranging from 2.41 to 3.27 was obtained. The average mean is 2.97, which is higher than the criterion mean. Hence, except for item 26, all the items were accepted as entrepreneurial skills possessed by LIS practitioners.

Table 6: Mean Rating of the Career Opportunities Available for LIS Practitioners

S/N	Statements	Mean	SD	Decision
1.	Book Publishing and Trading	3.41	0.59	Accepted
2.	Web publishing	3.37	0.48	Accepted
3.	Email publishing	3.10	0.53	Accepted
4.	Development of computer software	2.98	0.16	Accepted
5.	Public relations officer/services to company	2.97	0.46	Accepted
6.	Compilation of Bibliographies	2.93	0.26	Accepted
7.	Operation of business centre	2.90	0.37	Accepted
8.	Information Services to the Visually Impaired	2.86	0.43	Accepted
9.	Information brokerage and consultancy services	2.85	0.47	Accepted
10.	Production and sale of library equipment	2.83	0.49	Accepted
11.	Bookselling business	2.82	0.73	Accepted
12.	Documentary services	2.81	0.38	Accepted
13.	Compilation of Directories	2.80	0.46	Accepted
14.	Computer programming	2.79	0.21	Accepted
15.	Abstracting and indexing services to publishers	2.76	0.51	Accepted
16.	Internet service provider	2.74	0.40	Accepted
17.	Advert agency	2.73	0.59	Accepted
18.	Writing articles, conference papers and organising workshops in area of LIS	2.70	0.51	Accepted
19.	Operation of cyber business	2.65	0.19	Accepted
20.	Internet search service	2.58	0.17	Accepted
21.	Computer maintenance	2.48	0.11	Accepted
22.	Organisation of a Private Library	2.41	0.74	Rejected
23.	Desktop publishing	2.39	0.66	Rejected
24.	Establishing and Maintaining Libraries for Organisations	2.34	0.76	Rejected
		Average Mean 2.80	0.44	Accepted
		Criterion Mean = 2.50		

From the result of Table 6, all the items except for items 22, 23 and 24 had mean ratings that are greater than the criterion mean, with an average mean of 2.80. This means that items 1 to 21 were accepted as career opportunities in Library and Information Science.

Table 7: Mean Rating of the Benefits of Entrepreneurship Development to LIS Practitioners

S/N	Statements	Mean	SD	Decision
1.	The control and flexibility you have over your own time	2.98	0.16	Accepted
2.	Effective method for bridging the gap between science and the market place, creating new enterprise.	2.93	0.26	Accepted
3.	The freedom to pursue your own vision	2.86	0.15	Accepted
4.	The sense of pride and fulfillment in accomplishing things	2.85	0.47	Accepted
5.	The opportunity to learn and gain knowledge	2.83	0.49	Accepted
6.	Focusing on developing understanding and capacity for pursuit, of entrepreneurial behaviour, skills and attributes	2.80	0.46	Accepted
7.	The confidence you gain in knowing that you can do it	2.79	0.34	Accepted
8.	Promotion of innovative market strategies to the professional to become outstanding entrepreneur	2.71	0.60	Accepted
9.	Preparation of individuals to create a business enterprise	2.68	0.68	Accepted
10.	Equipping of library professionals with diversified knowledge and creative abilities to initiate, establish and run business that will contribute to national development.	2.41	0.74	Rejected
11.	Preparation of individuals to successfully operate a business enterprise	2.34	0.76	Rejected
Average Mean		2.74	0.46	Accepted
Average Mean =		2.50		

Table 7 shows the mean rating of the benefits of entrepreneurial development to LIS practitioners. The result shows that items 1 to 9 had mean rating higher than the criterion mean with an average mean of 2.74. This implies that all the items, except items 10 and 11 were accepted as the benefits of entrepreneurship development to LIS practitioners.

Table 8: Mean Rating of the Challenges facing Entrepreneurship Development in University Libraries

S/N	Statements	Mean	SD	Decision
1.	Problem of generating compelling business ideas	3.15	0.30	Accepted
2.	Difficulty in commercializing professional skills	3.00	0.25	Accepted
3.	Misplacement of priority	2.98	0.16	Accepted
4.	Unwillingness or incompetence to market one's professional skills and competence	2.95	0.22	Accepted
5.	Lack of professional skills and competence	2.93	0.34	Accepted
6.	Loss of free time	2.93	0.26	Accepted
7.	Lack of safety net for entrepreneurs	2.91	0.38	Accepted
8.	Lack of ICT skills	2.90	0.37	Accepted
9.	Difficulties in finding customers	2.86	0.75	Accepted
10.	Unavailability of fund	2.85	0.15	Accepted
11.	Lack of knowledge on how to interact with entities that make businesses succeed	2.85	0.47	Accepted
12.	Lack of specific skills	2.83	0.49	Accepted
13.	Difficulty in getting external finance	2.78	0.17	Accepted
14.	Fear of the unknown	2.74	0.17	Accepted
15.	Bureaucracy (Difficulties to obtain licenses and certificates)	2.73	0.37	Accepted
16.	Fear of losing one's property	2.71	0.74	Accepted
17.	Negative attitude towards entrepreneurship	2.63	0.36	Accepted
18.	Insecure income	2.59	0.26	Accepted
19.	Fear of competition	2.22	0.75	Rejected
20.	Low competitive spirit	2.18	0.78	Rejected
21.	Lack of entrepreneurial spirit	2.17	0.70	Rejected
22.	Fear of failure	2.02	0.31	Rejected
		Average Mean 2.72	0.40	Accepted
Criterion Mean = 2.50				

Table 8 shows the mean rating of the challenges facing entrepreneurship development in university libraries. The result shows that all the items except items 19, 20, 21 and 22 had a mean rating greater than the criterion mean of 2.50. The average mean is 2.72, which is also greater than the criterion mean of 2.50. By this result, items 1-18 were accepted as the challenges facing entrepreneurship development in university libraries.

Table 9: Regression Analysis of the Relationship Between the Respondents' Demographic Variables and Their Perception Towards Entrepreneurship Development

Model	Sum of Square	df	Mean Square	F	Sig
Regression	.826	4	.207		
Residual	17.719	118	.150	1.375	.247 ^b
Total	18.545	122			

Variables in Equation

Model	Unstandardized Coefficient	Std. Error	Standardised Coefficient	t	Sig
	B		Beta		
Constant	2.088	.221		9.438	.000
Gender	-.047	.079	-.058	-.602	.548
Age	.047	.039	.114	1.195	.235
Marital Status	-.026	.037	-.065	-.702	.484
Number of Years Spent	.047	.038	.114	1.244	.216

$\alpha = 0.05$, $R = 0.211$, $R\text{-Square} = 0.045$

- a. **Dependent Variable:** Perception of towards Entrepreneurship Development
- b. **Predictors (Constant):** Gender, Age, Marital Status, Number of Years Spent

Table 9 shows a multiple regression analysis, which was run to determine the relationship between demographic variables and perception of LIS practitioners towards entrepreneurship development. The result shows that the model (combination of all the predictors) as a whole did not predict the perception of LIS practitioners towards entrepreneurship development. The model as a whole explains 21% of perception towards entrepreneurship development, $R^2 = 0.045$, $F(4, 122) = 1.375$, $p > 0.05$ level of significance. Hence, the null hypothesis is accepted, indicating that there is no significant relationship between demographic variables and perception of LIS practitioners towards entrepreneurship development.

However, age and number of years spent make the strongest unique contribution in explaining perception towards entrepreneurship development (with a Beta value of 0.11 for both) while gender makes less of the contribution (with a Beta value of 0.06). All the variables did not make a statistically significant unique contribution to the equation with a P-value of 0.55, 0.24, 0.48 and 0.22 for gender, age, marital status and number of years spent respectively, which are greater than 0.05 level of significance.

Discussion of the Findings

From the earlier analysis so far, it can be seen that the research questions which were designed for this study have been critically examined and analyzed. This section is specifically dedicated to discussing the findings of this study in relation to literature that exists on the subject matter.

Perception of LIS Practitioners towards Entrepreneurship Development

As shown in Table 4, the perception of LIS practitioners towards entrepreneurship development is low. This finding is in conformity with that of Lawan *et al* (2015) who opined that despite the on-going awareness on entrepreneurship development in Nigeria, there still exists a poor perception and negative attitude towards embarking into it especially in academic institutions. However, this finding disagrees with Renjini (2016) who found out that library staff had a positive perception towards entrepreneurship as a career.

Entrepreneurship Skills Possessed by LIS Practitioners

From the finding of the study as revealed in Table 5, LIS practitioners possessed entrepreneurial skills needed for entrepreneurship. This finding is in line with the words of Ugwu and Ezeani (2012) who highlighted professional and managerial skills required for successful entrepreneurship to include information technology (IT) skills, information literacy skills, managerial skills and personal entrepreneurial skills.

Career Opportunities Available for LIS Practitioners

As revealed in Table 6, the career opportunities available for LIS practitioners include book publishing, web publishing, development of computer software, public relations services, compilation of bibliographies among others. This finding corroborates the statement of Batthini (2012) who identified entrepreneurial opportunities in LIS profession to include book publishing, book distribution agency, periodical subscription agency, newspaper dealership, operation of cyber businesses, computer programming among others.

Benefits of Entrepreneurship Development to LIS Practitioners

From the results of the study as displayed in Table 7, the benefits of entrepreneurship development to LIS practitioners include control and flexibility of own time; effective method for creating new enterprise, freedom to pursue own vision, opportunity to learn and gain knowledge etc. This finding corroborates the words of Isidro (2012) who maintained that whatever the reasons for individuals going into entrepreneurship, several benefits are enjoyed which include but are not limited to: freedom to pursue own vision; flexibility and control over own time; a sense of pride and fulfillment in accomplishing things; confidence in knowing what one can do; probable earnings that beats salaried career; reaping of full rewards

and a chance to share one's learning.

Challenges Facing Entrepreneurship Development in University Libraries

From the finding of this study as revealed in Table 8, the challenges facing entrepreneurship development in university libraries include problem of generating compelling business ideas, difficulty in commercializing professional skills, misplacement of priority, loss of free time, lack of ICT skills, lack of specific skills, unavailability of funds among others. This finding supports the words of Elonye and Uzuegbu (2013) who highlighted several challenges to entrepreneurship development to include fear of competition, lack of entrepreneurial spirit and lack of specific skills amongst others.

Conclusion

Based on the findings of this study, it can be concluded that LIS practitioners has a low perception towards entrepreneurship development even though they have the right skills needed for entrepreneurship. Also, it is safe to conclude that there are varieties of career opportunities university library staff can undertake in entrepreneurship which yields numerous benefits, although there are challenges they may encounter. Also, it can be concluded that no significant relationship exist between the demographic variables of library staff and their perception towards entrepreneurship development. Entrepreneurship development is no doubt from this study is a paramount aspect of the continuous change taking place in recent times, it is a core prerequisite for university library staff to engage in entrepreneurship in order to enjoy the gains which outweighs the pitfalls.

Recommendations

Based on the findings of this study, the following recommendations are hereby made:

- (1) University library management should organize sensitization / orientation programmes on entrepreneurship development in order to re-write the perception of library staff towards entrepreneurship.
- (2) Library management should set up a committee to address the issues that have to do with the challenges facing entrepreneurship development among staff in university libraries.
- (3) LIS practitioners should attend workshops and seminars on entrepreneurship development to acquire the business acumen required to engage in any entrepreneurial venture.

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