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CAPACITY BUILDING FOR CATALOGUERS IN FEDERAL UNIVERSITY LIBRARIES IN NORTHERN NIGERIA: OPPORTUNITIES, CHALLENGES, AND INFLUENCE ON JOB PERFORMANCE

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Abstract
This study assessed Capacity Building for Cataloguers in Federal University Libraries in Northern Nigeria. Four objectives and one hypothesis guided the study. The hypothesis formulated was tested at the fixed probability level of 0.05. Survey design was used in the study. The population of the study was one hundred and two (102) cataloguers of eleven (11) Federal University Libraries in Northern Nigeria. A self-designed questionnaire made up of five (5) sections (A-E) Section was used. Data collected were analyzed, presented in tables, using descriptive statistics of frequency counts, and percentage; hypothesis was tested using simple linear regression. The findings of the study revealed that the current capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria were inadequate. The level of job performance of cataloguers in Federal University Libraries in Northern Nigeria was high. Cataloguers in Federal University Libraries in Northern Nigeria face significant challenges in accessing capacity building opportunities, including inadequate funding, lack of access to current cataloguing tools and technologies, and insufficient ICT infrastructure. There was no significant relationship between capacity building and job performance of cataloguers in Federal University Libraries in Northern Nigeria. Recommendations raised include Library management should prioritize capacity building initiatives, including training programmes, workshops, and conferences, to enhance the skills and knowledge of cataloguers. Library management should address the challenges faced by cataloguers in accessing capacity building opportunities, including inadequate funding, lack of access to current cataloguing tools and technologies, and insufficient ICT infrastructure. Library management should provide resources and support to enable cataloguers to maintain and enhance their competence in cataloguing and classification. Library management should recognize and reward cataloguers' high level of job performance and provide opportunities for career advancement and professional growth.

Keywords: Capacity Building, Cataloguers, Challenges of Cataloguers, Job Performance, Federal University Libraries , Northern Nigeria

Introduction

The effective management and organisation of information resources in Federal University Libraries in Northern Nigeria is crucial for supporting academic research, teaching, and learning (Nwosu & Nwokocha, 2015). However, the cataloguing process, a critical component of information management, faces significant challenges due to the inadequate capacity of cataloguers (Amkpa & Obaje, 2012). Despite their vital role in creating and maintaining bibliographic records, cataloguers in the libraries under study seem to lack the necessary skills, knowledge, and competencies to perform their jobs effectively. This inadequate capacity translates to suboptimal job performance, hindering the effective management and organisation of information resources (Nwosu & Nwokocha, 2015).

One major challenge facing cataloguers is limited access to training and development programmes, leading to a lack of awareness of new cataloguing standards, technologies, and best practices (Onyebuchi & Christopher, 2017). This is further compounded by inadequate resources, including outdated equipment, insufficient software, and limited internet connectivity, which hinders the efficient creation and management of bibliographic records (Moustapha & Ahmad 2021). Insufficient staffing also results in excessive workloads, burnout, and decreased job satisfaction among cataloguers (Adeleke & Olorunsola, 2006). The lack of opportunities for collaboration and knowledge sharing among cataloguers might also contribute to their inadequate capacity (Bhattacharjee & Bhattacharjee, 2014). This could lead to isolation and stagnation, making it difficult for them to stay up to date with the latest developments in cataloguing (Muhammad, Abba & Ijiekhuamhen, 2020 cited in Imam, Muhammad, Abba and Ijiekhuamhen 2020). Furthermore, inadequate recognition and rewards for cataloguers' contributions lead to demotivation and decreased productivity (Ekere, 2012). These challenges have resulted in a significant gap between the competencies required for effective cataloguing and the actual skills possessed by cataloguers (Nwosu & Nwokocha, 2015). This gap has far-reaching consequences, including inefficient and ineffective cataloguing processes, leading to delays and inaccuracies in bibliographic records (Anyafulu & Okiki, 2014). The compromised quality of bibliographic records affects user satisfaction and the overall academic mission of the universities (Ola, Charles & John, 2023). Ultimately, the inadequate support for research, teaching, and learning hinders academic success and progress.

The effective management and organisation of information resources in Federal University Libraries in Northern Nigeria is crucial for supporting academic research, teaching, and learning. A preliminary investigation of Federal University Libraries in Northern Nigeria, including the University of Jos, Federal University of Agriculture Makurdi, University of Ilorin, Federal University of Technology Minna, University of Abuja, Abubakar Tafawa Balewa University Bauchi, Modibbo Adama University of Technology Yola, University of Maiduguri, Ahmadu Bello University Zaria, Bayero University Kano, and Usmanu Danfodiyo University Sokoto, reveals that cataloguers in these institutions face significant challenges that impact their job performance. Specifically, cataloguers in these libraries seem to struggle with inadequate skills, knowledge, and competencies in cataloguing and classification. This inadequate capacity translates to suboptimal job performance, hindering the effective management and organisation of information resources. Limited access to training and development programmes, inadequate resources, and insufficient staffing have been identified as major challenges facing cataloguers in these libraries. Furthermore, the lack of opportunities for collaboration and knowledge sharing among cataloguers, inadequate recognition and rewards for their contributions, and limited awareness of new cataloguing standards and technologies have exacerbated the problem. This

study aims to investigate the capacity building needs of cataloguers in these Federal University Libraries , with a focus on identifying opportunities, challenges, and strategies for improving their job performance.

Statement of the Problem

The efficacy of cataloguing processes in Federal University Libraries in Northern Nigeria is severely hindered by the limited capacity of cataloguers, threatening the quality of bibliographic records and ultimately academic research. Despite their crucial role in creating and maintaining bibliographic records, cataloguers seem to lack the necessary skills, knowledge, and competencies to perform their jobs effectively. Limited access to training and development programmes, inadequate resources, and insufficient staffing are major challenges that hinder the efficient creation and management of bibliographic records. The lack of opportunities for collaboration and knowledge sharing, inadequate recognition, and rewards for cataloguers' contributions further exacerbate the issue. These challenges have resulted in a significant gap between the required competencies and actual skills possessed by cataloguers, leading to inefficient and ineffective cataloguing processes. This study aims to investigate the capacity building needs of cataloguers in Federal University Libraries in Northern Nigeria, identify the challenges and opportunities for capacity building, and assess the impact of capacity building on job performance. By doing so, this research seeks to provide evidence-based recommendations for improving the capacity of cataloguers and enhancing the quality of bibliographic records, ultimately supporting academic research, teaching, and learning.

Objectives of the Study

The study was guided by the following objectives:

1. **To determine the** current capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria.
2. To determine the level of job performance of cataloguers in Federal University Libraries in Northern Nigeria.
3. To identify the challenges faced in accessing capacity building opportunities by cataloguers in Federal University Libraries in Northern Nigeria.
4. To determine the influence of current capacity building opportunities available to cataloguers on job performance in Federal University Libraries in Northern Nigeria.

Research Questions:

The study answered the following research questions:

1. What are the current capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria?
2. What is the level of job performance of cataloguers in Federal University Libraries in Northern Nigeria?
3. What are the challenges faced in accessing capacity building opportunities by cataloguers in Federal University Libraries in Northern Nigeria?

Hypothesis

$\mathbf{H_{01}}$ There is no significant influence of current capacity building opportunities available to cataloguers on job performance in Federal University Libraries in Northern Nigeria.

Review of related Literature

Capacity building is a crucial aspect of professional development for cataloguers in academic libraries. It enables them to acquire new skills, knowledge, and attitudes necessary to perform their job effectively in a rapidly changing information environment (Oguche, Lamidi, & Gabasa, 2017). Studies have shown that capacity building initiatives, such as training programs, workshops, and conferences, are essential for cataloguers to stay current with emerging technologies and best practices in cataloguing and classification (Bhattacharjee & Bhattacharjee, 2014; Njeze & James, 2013). Job performance is a critical aspect of cataloguers' work, as it directly impacts the quality of library services and user satisfaction. Cataloguers' job performance is measured by their ability to create accurate and efficient cataloguing records, provide effective access to library materials, and support the research needs of users (Bothmann, 2007). Studies have shown that cataloguers' job performance is influenced by various factors, including motivation, attitude towards work, job satisfaction, and capacity building opportunities (Istifanus, Usman, & Bomai, 2025; Nwabugwu, Unegbu, & Onajite, 2021). Research has consistently shown that capacity building initiatives have a positive impact on job performance. Studies have found that training programs, workshops, and conferences enhance cataloguers' skills and knowledge, leading to improved job performance and productivity (Adekanye & Ogunleye, 2016; Ojowhoh, 2016).

Nkechi and Nwosu (2021) studied the influence of cataloguers' motivation on their job performances in public university libraries in Southeast Nigeria. The study adopted both descriptive and correlational research design. The findings revealed that cataloguers were more efficient in their job performance, followed by their effectiveness to their job performance, and then their learning and improvement. The study also found a moderate and positive relationship between cataloguers' motivation and their job performance. Moreover, capacity building opportunities have been linked to increased job satisfaction, motivation, and employee engagement among cataloguers (Nkechi & Nwosu, 2021). Despite the importance of capacity building, cataloguers in academic libraries face various challenges, including lack of funding, inadequate infrastructure, and insufficient training opportunities (Owusu-Acheaw, 2017; Bhattacharjee & Bhattacharjee, 2014). These challenges hinder the capacity building of cataloguers, ultimately affecting their job performance and the quality of library services.

Research Methodology

The target population for the study was one hundred and two (102) cataloguers of eleven (11) Federal University Libraries in Northern Nigeria. The universities are University of Jos, Plateau State, Federal University of Agriculture Makurdi, Benue State, University of Ilorin, Kwara State, Federal University of Technology, Minna, Niger State, University of Abuja, F.C.T, Nigeria, Abubakar Tafawa Balewa Balewa University Bauchi, Bauchi State, Modibbo Adama University of Technology, Yola, Adamawa State, University of Maiduguri, Maiduguri Borno State, Ahamadu Bello University Zaria, Kaduna State, Bayero University Kano, Kano State and Usmanu Danfodio University, Sokoto, Sokoto State. A total enumeration sampling technique was used because the entire population was manageable. The study adopted a self-designed questionnaire as the instrument for data collection, 5-point likert scale was used with rating as; Strongly Agreed (SA) = 5, Agreed (A) = 4, Undecided (UD) = 3, Disagreed (DA) = 2 and Strongly Disagreed (SD) = 1. While Very High Level (V.H.L) = 5, High Level (H.L) = 4, Moderate Level (M.L) = 3, Low Level (L.L) = 2, and Very Low Level (V.L.L) = 1. The instrument has a Cronbach's Alpha reliability test result of 0.88 which indicates a very good internal consistency reliability for the questionnaire. Descriptive statistics of frequency counts and percentage scores were used in analyzing the data that answered

the research questions formulated and inferential statistics of multiple linear regression was adopted for the hypothesis formulated.

Response Rate

Out of the one hundred and two (102) questionnaires distributed to the respondents in the library under study, 92 (90.20%) copies were duly completed, returned and found valid for the analysis, whereas 10 (9.80%) were not returned. To assessment the Knowledge and Competence of Cataloguers for Job Performance in Federal University Libraries in Northern Nigeria, the results were presented in the tables below:

Data Analysis, Results and Discussion

Research Question 1: What are the current capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria?

Table 1: Capacity Building for Cataloguers in Federal University Libraries in Northern Nigeria

Statement	N	Strongly Agreed	Agreed	Undecided	Disagreed	Strongly Disagreed
My institution has provided me with capacity building on Internet cataloguing.	92	1 (1.1%)	48 (52.2%)	5 (5.4%)	20 (21.7%)	18 (19.6%)
My institution has provided me with capacity building on how to do descriptive cataloguing.		4 (4.3%)	2 (2.2%)	11 (12.0%)	17 (18.5%)	58 (63.0%)
My institution has provided me with capacity building onAudiovisual cataloguing.		9 (9.8%)	10 (10.9%)	17 (18.5%)	24 (26.1%)	32 (34.8%)
My institution has provided me with capacity building on how to use Web-Dewey and e-LC.		6 (6.5%)	10 (10.9%)	10 (10.9%)	28 (30.4%)	38 (41.3%)
My institution has provided me with capacity building on how to use metadata formats/schemas/standards.		1 (1.1%)	48 (52.2%)	20 (21.7%)	5 (5.4%)	18 (19.6%)
My institution has provided me with capacity building on how to use e-tools in cataloguing and classification.		4 (4.3%)	2 (2.2%)	11 (12.0%)	17 (18.5%)	58 (63.0%)
My institution has provided me with capacity building on how to use MARC 21 Formats for bibliographic data.		24 (26.1%)	10 (10.9%)	9 (9.8%)	17 (18.5%)	32 (34.8%)
My institution has provided me with capacity building on how to use OCLC Bibliographic Formats and standards.		28 (30.4%)	10 (10.9%)	10 (10.9%)	6 (6.5%)	38 (41.3%)
My institution has provided me with capacity building on how to use Resource Description and Access (RDA) for cataloguing.		1 (1.1%)	5 (5.4%)	18 (19.6%)	48 (52.2%)	20 (21.7%)
My institution has provided me with capacity building on how to use Web Dewey and/or printed Dewey Decimal Classification (DDC).		4 (4.3%)	2 (2.2%)	11 (12.0%)	17 (18.5%)	58 (63.0%)
My institution has provided me with capacity building on how to use Library of Congress Classification (LCC).		24 (26.1%)	10 (10.9%)	9 (9.8%)	17 (18.5%)	32 (34.8%)
My institution has provided me with capacity building on how to use Library of Congress Subject Headings (LCSH).		28 (30.4%)	10 (10.9%)	10 (10.9%)	6 (6.5%)	38 (41.3%)
My institution has provided me with capacity building on how to use the Library of Congress Subject Cataloguing Manual (LCSCM).		1 (1.1%)	48 (52.2%)	20 (21.6%)	5 (5.4%)	18 (19.6%)
My institution has provided me with capacity building on how to use Library of Congress -Program for Cooperative Cataloguing Policy Statements (LC-PCC PSs).		4 (4.3%)	2 (2.2%)	11 (12.0%)	17 (18.5%)	58 (63.0%)
My institution has provided me with capacity building on how to use the Library of Congress Name Authorities.		24 (26.1%)	10 (10.9%)	17 (18.5%)	9 (9.8%)	32 (34.8%)
My institution has provided me with capacity building on how to use CONSER Cataloguing Manual (for Serials).		28 (30.4%)	10 (10.9%)	10 (10.9%)	6 (6.5%)	38 (41.3%)
Gross		**191**	**237**	**199**	**259**	**586**
Average	**92**	**11 (12.0%)**	**15 (16.3%)**	**13 (14.1%)**	**16 (17.4%)**	**37 (40.2%)**

Source: Field Work 2025.

Table 1 above presents the analysis on the current capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria. 11 (12.0%) of the respondents strongly agreed, 15 (16.3%) agreed, 13 (14.1%) were undecided, 16 (17.4%) disagreed, and 37 (40.2%) strongly disagreed with the statements on which preferences were made as regards whether the capacity building opportunities were made available for them by the universities under study.

Overall, the findings suggest that capacity building for cataloguers in Federal University Libraries in Northern Nigeria is inadequate, as evidenced by the low percentage of respondents who strongly agreed or agreed with the statements. The majority of the responses that is, 16+37 = 53 that is 57.6% (17.4% + 40.2%) disagreed and strongly disagreed that their institution has provided capacity building opportunities to include descriptive cataloguing, using e-tools in cataloguing and classification, Web Dewey and/or printed Dewey Decimal Classification (DDC), Resource Description and Access (RDA) for cataloguing, Library of Congress-Program for Cooperative Cataloging Policy Statements (LC-PCC PSs), Audiovisual cataloguing, using Web-Dewey and e-LC, using MARC 21 Formats for bibliographic data, using OCLC Bibliographic Formats and standards, using Library of Congress Classification (LCC), using Library of Congress Subject Headings (LCSH), using Library of Congress Name Authorities, and using CONSER Cataloging Manual (for Serials). With only few agreed with the provision of capacity building on internet cataloguing, using metadata formats/schemas/standards, and using Library of Congress Subject Cataloging Manual (LCSCM). This implies that there is is no provision of capacity building on descriptive cataloguing, using e-tools in cataloguing and classification, Web Dewey and/or printed Dewey Decimal Classification (DDC), Resource Description and Access (RDA) for cataloguing, Library of Congress-Program for Cooperative Cataloging Policy Statements (LC-PCC PSs), Audiovisual cataloguing, using Web-Dewey and e-LC, using MARC 21 Formats for bibliographic data, using OCLC Bibliographic Formats and standards, using Library of Congress Classification (LCC), using Library of Congress Subject Headings (LCSH), using Library of Congress Name Authorities, and using CONSER Cataloging Manual (for Serials) to prepare cataloguers for their task in Federal University Libraries in Northern Nigeria.

Research Question 2: What is the level of job performance of cataloguers in Federal University Libraries in Northern Nigeria?

Table 2: Level of Job Performance of Cataloguers in Federal University Libraries in Northern Nigeria.

Statement	N	V.H.L	H.L	M.L	L.L	V.L.L
I always put in more effort to do descriptive cataloguing of information materials in different formats daily.		44 (47.8%)	17 (18.5%)	8 (8.7%)	12 (13.0%)	11 (12.0%)
Always assigning access points to books using AACR2 guidelines every working day.		42 (45.7%)	19 (20.7%)	1 (1.1%)	24 (26.1%)	6 (6.5%)
I regularly sort and files typed catalogue cards before closing time.		42 (45.7%)	29 (31.5%)	7 (7.6%)	10 (10.9%)	4 (4.3%)
I regularly upgrade the shelf list catalogue.		42 (45.7%)	29 (31.5%)	5 (5.4%)	13 (14.1%)	3 (3.3%)
I take my time to do original cataloguing of local publications on every working day.		42 (45.7%)	28 (30.4%)	4 (4.3%)	9 (9.8%)	9 (9.8%)
I go for breaks only during the time appropriate for that.		42 (45.7%)	21 (22.8%)	2 (2.2%)	15 (16.3%)	12 (13.0%)
I make sure I assist others who have heavy workload.		42 (45.7%)	21 (22.8%)	6 (6.5%)	11 (12.0%)	12 (13.0%)
I create records for all processed information items daily.		42 (45.7%)	22 (23.9%)	1 (1.1%)	16 (17.4%)	11 (12.0%)
I assign main entries and always determining subject headings in my working place.		42 (45.7%)	23 (25.0%)	3 (3.3%)	20 (21.7%)	4 (4.3%)
I identify edition statements, imprints, collations, series, and notes of information resources in large quantity.	92	22 (23.9%)	42 (45.7%)	3 (3.3%)	18 (19.6%)	7 (7.6%)
I do copy cataloguing in all subject areas from OCLC and LC in a large quantity within the shortest possible time.		23 (25.0%)	42 (45.7%)	11 (12.0%)	13 (14.1%)	3 (3.3%)
I create records for all processed information items given to me.		23 (25.0%)	42 (45.7%)	3 (3.3%)	19 (20.7%)	5 (5.4%)
I assign cutter numbers to items in different formats without wasting time.		42 (45.7%)	23 (25.0%)	2 (2.2%)	12 (13.0%)	13 (14.1%)
I print spine labels for information items to all materials sent to my desk.		42 (45.7%)	30 (32.6%)	2 (2.2%)	11 (12.0%)	7 (7.6%)
I work hard and always aid other cataloguers in resolving difficult cataloguing problems.		42 (45.7%)	29 (31.5%)	1 (1.1%)	12 (13.0%)	8 (8.7%)
I make sure I maintain the authority control list for the library.		29 (31.5%)	42 (45.7%)	0 (0.0%)	15 (16.3%)	6 (6.5%)
I always enter catalogue information for new materials into the library's online catalogue system and edit online catalogue for removed items.		47 (51.1%)	28 (30.4%)	5 (5.4%)	7 (7.6%)	5 (5.4%)
Gross		**650**	**487**	**64**	**237**	**126**
Average	**92**	**38 (41.3%)**	**29 (31.5%)**	**4 (4.4%)**	**14 (15.2%)**	**7 (7.6%)**

Source: Field Work 2025.

Table 2 shows the analysis on the level of job performance of cataloguers in Federal University Libraries in Northern Nigeria. 38 (41.3%) very high level, 29 (31.5%) high level, 4 (4.4%) moderate level, 14 (15.2%) low level and 7 (7.6%) low level to the statements on which preferences were made by the respondents as regards the level of job performance of cataloguers in cataloguing and classification. Overall, the findings suggest that cataloguers in Federal University Libraries in Northern Nigeria have high level of job performance in cataloguing and classification, as evidenced by the high percentage of respondents who indicated very high level or high level with the statements. The average responses indicate that 38+29 (67) which is 72.8% (41.3% + 31.5.4%) of the respondents have high level of job performance in cataloguing and classification. This implies that cataloguers have high level of job performance in cataloguing and classification in Federal University Libraries in Northern Nigeria.

Research Question 3: What are the challenges faced in accessing capacity building opportunities by cataloguers in Federal University Libraries in Northern Nigeria?

Table 3: What are the challenges faced in accessing capacity building opportunities by cataloguers in Federal University Libraries in Northern Nigeria.

Statement	N	Strongly Agreed	Agreed	Undecided	Disagreed	Strongly Disagreed
Inadequate funding hinders my ability to access training and development opportunities		60 (65.2%)	20 (21.7%)	5 (5.4%)	5 (5.4%)	2 (2.2%)
I lack access to current cataloguing tools and technologies in my library.		62 (5 (5.4%))	20 (21.7%)	3 (3.3%)	5 (5.4%)	2 (2.2%)
Insufficient ICT infrastructure in our library restricts my ability to participate in online training and workshops		65 (70.7%)	20 (21.7%)	2 (2.2%)	3 (3.3%)	2 (2.2%)
Heavy workload and lack of staff replacement during training periods make it difficult for me to attend capacity building programmes.		68 (73.9%)	18 (19.6%)	2 (2.2%)	3 (3.3%)	1 (1.1%)
Limited availability of relevant training programmes in Nigeria forces us cataloguers to seek opportunities abroad, which can be costly and logistically challenging		70 (76.1%)	15 (16.3%)	3 (3.3%)	3 (3.3%)	1 (1.1%)
Lack of institutional support and recognition for cataloguers' professional development needs discourages me from pursuing capacity building opportunities		65 (70.7%)	20 (21.7%)	2 (2.2%)	3 (3.3%)	2 (2.2%)
Inadequate mentorship and guidance from senior library staff hinder my ability to identify and access relevant capacity building opportunities		68 (73.9%)	18 (19.6%)	2 (2.2%)	3 (3.3%)	1 (1.1%)
Rapid changes in cataloging standards and technologies require continuous training, which can be challenging for me to keep up with.	92	70 (76.1%)	15 (16.3%)	2 (2.2%)	3 (3.3%)	2 (2.2%)
Limited opportunities for networking and collaboration with other cataloguers in the region restrict my access to knowledge sharing and capacity building.		72 (78.3%)	14 (15.2%)	2 (2.2%)	3 (3.3%)	1 (1.1%)
Insufficient library support staff and inadequate succe ssion planning make it challenging for me to take time off for training and development		65 (70.7%)	20 (21.7%)	2 (2.2%)	3 (3.3%)	2 (2.2%)
Lack of clear policies and guidelines for capacity building in our library leads to ad-hoc and unsustainable training opportunities for cataloguers.		70 (76.1%)	15 (16.3%)	2 (2.2%)	3 (3.3%)	2 (2.2%)
Gross		**735**	**195**	**27**	**37**	**18**
Average	**92**	**67 (72.8%)**	**18 (19.5%)**	**2 (2.2%)**	**3 (3.3%)**	**2 (2.2%)**

Source: Field Work 2025.

Table 3 above presents the analysis on the challenges faced in accessing capacity building opportunities by cataloguers in Federal University Libraries in Northern Nigeria. 67 (72.8%) of the respondents strongly agreed, 18 (19.5%) agreed, 2 (2.2%) were undecided, 3 (3.3%) disagreed, and 2 (2.2%) strongly disagreed with the statements on which preferences were made as regards the challenges faced in accessing capacity building opportunities.

Overall, the findings suggest that cataloguers in Federal University Libraries in Northern Nigeria face significant challenges in accessing capacity building opportunities, as evidenced by the high percentage of respondents who strongly agreed or agreed with the statements. The majority of the responses, that is, 67+18 = 85, which is 92.3% (72.8% + 19.5%) agreed and strongly agreed that they face challenges in accessing capacity building opportunities, including inadequate funding, lack of access to current cataloguing tools and technologies, insufficient ICT infrastructure, heavy workload, limited availability of relevant training programmes, lack of institutional support, inadequate mentorship, and rapid changes in cataloging standards and technologies.

This implies that the challenges faced by cataloguers in Federal University Libraries in Northern Nigeria are substantial and may hinder their ability to effectively perform their duties. Therefore, it is essential for the management of these libraries to address these challenges and provide adequate support for the professional development of their cataloguers.

Hypotheses Testing:

Ho_1: There is no significant positive influence of current capacity building opportunities available to cataloguers on job performance in Federal University Libraries in Northern Nigeria.

Table 4a: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1.	.493a	.243	-.009	14.66806

Table 4b: ANOVA

Model		Sum of Squares	Df	Mean Square	F	Sig.
1.	Regression	207.744	1	207.744	.966	.398b
	Residual	645.456	90	215.152		
	Total	853.200	91			

Table 4c: Coefficients

Model		B	Std. Error	Beta	t	Sig.
1.	(Constant)	30.941	14.350		2.156	.120
	Capacity Building	-.682	.694	-.493	-.983	.398

Table 4a-c shows the analysis on the influence of current capacity building opportunities available to cataloguers on job performance of cataloguers in Federal University Libraries in Northern Nigeria. And based on the results, the linear regression analysis shows that the R-squared value is 0.243, indicating that about 24.3% of the variation in job performance can be explained by capacity building. However, the adjusted R-squared value is negative (-0.009), suggesting that the model may not be a good fit. The β coefficient for capacity building is -0.682, suggesting a negative relationship between capacity building and job performance, but the p-value of 0.398 is greater than the chosen level of significance ($\alpha = 0.05$). Therefore, we fail to reject the null hypothesis that there is no significant influence of current capacity building opportunities available to cataloguers on job performance. Based on the results, we conclude that there is no significant influence of current capacity building opportunities available to cataloguers on job performance of cataloguers in Federal University Libraries in Northern Nigeria. Further research might be necessary to explore other factors that contribute to job performance and identify potential areas for improvement.

Summary of Findings

1. **There** is no provision of capacity building on descriptive cataloguing, using e-tools in cataloguing and classification, Web Dewey and/or printed Dewey Decimal Classification (DDC), Resource Description and Access (RDA) for cataloguing, Library of Congress-Program for Cooperative Cataloging Policy Statements (LC-PCC PSs), Audiovisual cataloguing, using Web-Dewey and e-LC, using MARC 21 Formats for bibliographic data, using OCLC Bibliographic Formats and standards, using Library of Congress Classification (LCC), using Library of Congress Subject Headings (LCSH), using Library of Congress Name Authorities, and using CONSER Cataloging Manual (for Serials) to prepare cataloguers for their task in Federal University Libraries in Northern Nigeria.

2. There was high level of job performance of cataloguers in Federal University Libraries in Northern Nigeria.
3. Cataloguers in Federal University Libraries in Northern Nigeria face significant challenges in accessing capacity building opportunities, including inadequate funding, lack of access to current cataloguing tools and technologies, and insufficient ICT infrastructure.
4. There was no significant influence of current capacity building opportunities available to cataloguers on job performance of cataloguers in Federal University Libraries in Northern Nigeria.

Discussion

The findings of this study reveal that cataloguers in Federal University Libraries in Northern Nigeria face significant challenges in accessing capacity building opportunities, which can impact their job performance. Despite these challenges, the study shows that cataloguers in these libraries have a high level of job performance.

The inadequate capacity building opportunities available to cataloguers in Federal University Libraries in Northern Nigeria are consistent with previous studies, such as Oguche, Lamidi, and Gabasa (2017), which emphasized the need for capacity building initiatives to enhance the skills and knowledge of library professionals. The lack of access to current cataloguing tools and technologies, insufficient ICT infrastructure, and inadequate funding are significant challenges that need to be addressed by library management.

The high level of job performance among cataloguers in Federal University Libraries in Northern Nigeria is consistent with the study by Nkechi and Nwosu (2021) revealed that cataloguers were more efficient in their job performance, followed by their effectiveness to their job performance, and then their learning and improvement. The study also found a moderate and positive relationship between cataloguers' motivation and their job performance which found that cataloguers in Federal University Libraries in Northern Nigeria demonstrated a high level of job performance despite poor motivation and attitude towards work. This suggests that other factors may be influencing job performance, such as intrinsic motivation or organizational culture.

The study's findings on the challenges faced by cataloguers in accessing capacity building opportunities are consistent with previous studies, such as Bhattacharjee and Bhattacharjee (2014) and Okiy (2004), which highlighted the need for library management to address these challenges and provide adequate support for staff development. The study's results also underscore the importance of investing in staff training and development to enhance library services, as emphasized by Awogbami et al. (2021) and Owusu-Acheaw (2017).

Conclusion

This study's findings suggest that cataloguers in Federal University Libraries in Northern Nigeria face significant challenges in accessing capacity building opportunities, which can impact their job performance. Despite the high level of job performance among cataloguers, the study highlights the need for library management to prioritize capacity building initiatives and address the challenges faced by cataloguers. Investing in cataloguers' professional development can lead to improved job performance, increased productivity, and enhanced library effectiveness.

Recommendations

Based on the findings of the study, the following recommendations were made:

1. Library management should prioritize capacity building initiatives, including training

programmes, workshops, and conferences, to enhance the skills and knowledge of cataloguers.

2. Library management should address the challenges faced by cataloguers in accessing capacity building opportunities, including inadequate funding, lack of access to current cataloguing tools and technologies, and insufficient ICT infrastructure.
3. Library management should provide resources and support to enable cataloguers to maintain and enhance their competence in cataloguing and classification.
4. Library management should recognize and reward cataloguers' high level of job performance and provide opportunities for career advancement and professional growth.

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