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Influence of Salary Increments on the Job Satisfaction of Librarians in Selected University Libraries in Nigeria

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Abstract

The study investigated the influence of salary increment on the job satisfaction of librarians in selected university libraries in Nigeria. The study adopted a descriptive survey using questionnaire to collect data. The population of the study consists of 78 librarians which were randomly picked from some selected institutions of in Nigeria. A total of the 78 questionnaires were distributed, 69 were retrieved. Descriptive statistics, (mean and percentage) were used for analysis. A mean score of 2.5 and above and a percentage score of 50% were considered for decision making. The results revealed that the influence of salary increment of librarians in selected university libraries in Nigeria is: it boosts librarians' morale, it increases efficiency, it enhances job satisfaction, it promotes job performance and it increases librarians' output respectively. Also, the extent in which salary increments enhanced the job satisfaction of librarians in selected university libraries in Nigeria was high. The study recommends that the Federal Government of Nigeria encourage librarians by increasing their salaries at the appropriate time with a convincing minimum wage. Their parents' institutions should also approve impressive allowances for librarians to enhance their job satisfaction.

Keyword: Salary increment, job satisfaction, librarians, university libraries, Nigeria

Introduction

The library is generally regarded as the heart of a university, and so it must provide quality services that will promote the standard of education and research. Libraries' function continues to evolve from conventional print media to digital, where users may organise information on their devices. Additionally, the users need to spot information from the online metadata. Libraries carry out their responsibilities to spread knowledge from the moment that information is kept and conserved within the library. For all these functions to be actualised, a salary increase for librarians is critical.

Salary increment is a percentage increase in an employee's yearly compensation (Bhavika, 2022). While corporations use compensation increments to more conveniently and equitably grant yearly raises, individuals use this percentage as a benchmark when negotiating wage increases.

Similar to this, a salary is a set sum of money that an employer gives an employee in exchange for labour (Idrees et al., 2015). This suggests that the greatest evident benefit an individual receives at work is their income. According to Muogbo (2013), attractive compensation is a useful instrument that contributes significantly to librarians' job satisfaction.

Job satisfaction is the degree to which employees are happy with their jobs is measured. Stated differently, job satisfaction appears to be a fair indicator of workers' job-related well-being. In a study on how pay level affects organisation-based self-esteem and satisfaction, Gardner (2004) postulated that the impact of pay level on performance would be mediated by the impact of pay level on organisation-based self-esteem. The theory was predicated on the idea that a company's pay scale conveys a sense of self-worth based on the organisation, which in turn improves job satisfaction. It is in light of these attributes that made this topic the influence of salary increments on the job satisfaction of librarians in selected university libraries in Nigeria is imperative.

Statement of the Problem

A persistent problem that doesn't appear to be getting any easier anytime soon is striking the correct balance between sustaining job satisfaction and offering a good salary that will help draw in and keep the finest and brightest workers. As strong as its weakest link, a library is only as good as its librarians. Salary concerns are therefore so crucial in today's world that if they are not handled well, libraries may end up with staff that is insufficient. Therefore, university libraries must make librarian job satisfaction their top priority.

It has been observed that research topics on the influence of salary increment and job satisfaction of librarians exist, but no study has been done on the influence of salary increment on the job satisfaction of librarians in selected university libraries in Nigeria; hence, the need for this study.

Objectives of the study

The main objective of the study is to examine the influence of salary increments on the job satisfaction of librarians in selected university libraries in Nigeria. Specifically, it seeks to:

1. find out the influence of salary increment on the job satisfaction of librarians in selected university libraries in Nigeria; and
2. find out the extent to which the salary increment enhanced the job satisfaction of librarians in selected university libraries in Nigeria.

Review of Related Literature

Employees who are satisfied with their salaries feel good about the benefits they receive from their employers. According to Gim and Cheah (2020), there are four components to wage satisfaction: contentment with benefits, satisfaction with pay levels, satisfaction with pay increments, and satisfaction with pay management systems. When an employee feels that the pay he receives meets his expectations, salary satisfaction may result (Pratiwi et al, 2020). Organisations must be able to guarantee that employees are satisfied with their pay since wages are frequently positioned as a means of encouraging employee behaviour (Salleh & Memon, 2015). Job satisfaction is a positive feeling from employees concerning their work where which perception results from an evaluation of all aspects of their work (Robbins & Judge, 2017). Salary is also a regular incentive for employee achievement and a type of remuneration. Pay may have a significant impact on raising employee job satisfaction and performance. Employee work satisfaction will increase if paid enough to cover their expenses. Many relatively modern organisations tie employee job satisfaction to pay and perks to reduce job loss and employee turnover. A study of 167 government workers by Nugroho and Bandono (2023) showed that perks like workers' compensation insurance and pensions had a beneficial effect on job satisfaction in addition to employee earnings alone.

Furthermore, a salary is a sum of money paid in exchange for labour or services rendered (Katamba and Abdulsalam 2014). This covers the base pay as well as any incentives or other financial perks that an executive or employee may get while working for a company. It is the sum of an executive's earnings, which includes their base pay as well as bonuses, options, expense reports, and other types of remuneration. Salary, in the words of Adeyemo (2019), is the sum of an employee's benefits from their employer. Paying salaries on time makes employees happy and encourages them to go above and beyond the line of duty in libraries. Employee growth leads to increased productivity and efficiency, which is known as employee performance. The performance of the company will be impacted by employee discontent. Nonetheless, the performance of the organisation is significantly impacted by the outstanding work of the workforce at all organisational levels.

In addition to helping individuals meet their fundamental requirements, salaries also serve to satisfy higher-level wants and improve worker performance. As a result, compensation payment has a big impact on job satisfaction. According to Ekere (2019), these findings are largely in line with the theory that most employees are raised in a culture that values money, benefits, and security and that these factors are frequently used to gauge an individual's value. As a result, employees are less concerned about their financial situation and are more likely to believe that they are valuable to the company. Money can draw in, keep, and inspire people to achieve better. Because he wants to impress his employer to keep his job, a staff member who receives a decent income is motivated to perform well. His pay offers him a sense of stability, enables him to feel successful, and elevates him in the workplace. According to Lim (2019), salary delays lead to discontent and poor performance, including absenteeism and tardiness to work.

Every business requires high-quality human resources with competitiveness and appropriate competence to sustain this favourable growth trend. An organisation's human resource management plays a significant part in the development and prosperity of the business. Retaining personnel who perform well is one approach for the organisation to concentrate on reaching goals (Gatot, 2022). Additionally, if job satisfaction and remuneration are critical needs for employees, the corporation must take these factors into account. Employees receive compensation in the form of salaries as a reward for their labour, which is a kind of responsibility, in an amount that has been predetermined. Direct pay includes commissions, bonuses, incentive wages, and salaries (Fauziah, 2016). Workers' job satisfaction is influenced by their salary (Kumar and Varma, 2017). Employees who are satisfied with their pay are more likely to want to stay, but those who are not satisfied with their pay are more likely to want to leave. The degree to which an employee's demands are satisfied determines their level of job satisfaction (Al Magbali, 2015). Employee loyalty to the organisation is influenced by job satisfaction (Colquitt, Lepine, and Wesson, 2019).

It seems clear that paying librarians a salary encourages them to be more productive in their work. Money's function as a condition reinforces, an incentive that may meet demands, and an anxiety reliever that eliminates emotions of contentment, all help to explain this. According to Katamba and Abdudalam (2014), a librarian who is content with his/her pay is more likely to perform to the best of his/her abilities. Because he wants to impress his employer to keep his job, a librarian who makes a good living is motivated to perform well. He appreciates the high-status rating that comes with his pay, which provides him with a sense of security and accomplishment. Katamba and Abdudalam add that if an individual believes that the financial compensation is a reasonable trade-off, he would be far more inclined to work longer hours at his job. A specialist at the Sloan School of Management, Iwu (2011), claims that studies have demonstrated that workers who are happy with their compensation, like librarians, are more motivated and productive.

Research Methodology

The study adopted a descriptive survey using a questionnaire to collect data. The population of the study consists of 78 librarians who were randomly picked from some selected higher institutions of learning in Nigeria. A total of the78 questionnaires were distributed only 69 were retrieved. Descriptive statistics (mean and percentage) were used for analysis. A mean score of 2.5 and above and a percentage score of 50% were considered for decision making.

Table 1: Population of the study

S/N	Selected University Libraries in Nigeria	Population of Librarians
1	NnamdiAzikiwe University Awka	21
2	Abia State University Uturu	13
3	Ahmadu Bello Universiy, Kano	24
4	University of Benin, Edo State	**11**
	Total	**69**

Table 1 depicts the population of librarians which were randomly picked in some selected universities in Nigeria**.** They are: Nnamdi Azikiwe University Awka has (21) librarians, Abia State University Uturu have (13) librarians, Ahmadu Bello University, Kano has (24) librarians and University of Benin, Edo State has (11) librarians respectively.

Table 2; Influence of Salary Increments on the Job Satisfaction of Librarians in Selected University Libraries in Nigeria

S/N	Items on Salary Increments and Job Satisfaction	A	SA	D	SD	-X
1	Boost librarians morale	25	33	11	0	3.2
2	Increase efficiency	29	37	1	2	3.3
3	Boost job satisfaction	33	23	5	8	3.1
4	Promotes job performance	34	21	7	7	3.1
5	Increase output	21	22	12	14	2.7

Table 2 shows the influence of salary increments on librarians in selected university libraries in Nigeria in the following order: Boost librarian's morale (3.2), increase efficiency (3.3), boost job satisfaction (3.1), promote job performance (3.1) and increase output (2.7) respectively.

Table 3: The Extent to which Salary Increments Enhanced the Job Satisfaction of Librarians in Selected University Libraries in Nigeria

S/N	Items on Salary Increments	VHE	HE	LE	VLE	-X
1	Positive effect on job satisfaction	25	23	11	10	2.9
2	Librarian become more committed to their organization	34	23	2	10	3.1
3	It improves library services	41	16	10	2	3.3
4	It motivates librarians to put in their very best on the job	27	25	6	11	2.9
5	It retains best employee on the job	26	25	7	11	2.9

Table 3 depicts the extent to which salary increment enhanced the job satisfaction of librarians in selected university libraries in Nigeria in the following order: Positive effect on job satisfaction (2.9), librarian become more committed to their organization (3.1), it improves library services (3.3), It motivates librarians to put in their very best on the job (2.9) and It retains best employee on the job (2.9) respectively. This simply means that the extent in which salary increments enhanced the job satisfaction of librarians in selected university libraries in Nigeria was high.

Discussion of results

The study is on the influence of salary increments on the job satisfaction of librarians in selected university libraries in Nigeria. Two research questions were formulated to guide the study. The population of the study consists of 78 librarians who were randomly picked from some selected higher institutions of learning in Nigeria, and 69 questionnaires were returned. It was deduced from table 2 that the influence of salary increment of librarians in selected university libraries in Nigeria are: it boost librarian's morale, it increase efficiency, it boost job satisfaction, it promotes job performance and increase librarians output respectively. Table 3 shows that that extent in which salary increment enhanced the job satisfaction of librarians in selected university libraries in Nigeria was high. This therefore implies that salary increment of librarians in the university libraries under study enhanced their job satisfaction.

Conclusion

Salaries are one of the most important factors that help to create harmony between librarians and their employer. The importance of salaries forces institutions to establish salary policies and effective systems because they have an impact on the librarians job satisfaction and on Society, in addition to the economic goals and determinants of wages that enable workers to obtain their rights in exchange for their efforts, affect it internally, "psychologically," making it feel internally and functionally satisfied to continue. Job satisfaction expresses librarians feeling that the nature of the work, its environment, and the material and moral returns will satisfy his needs and desires. Therefore, caring for the librarians in university libraries though salaries packages will strongly affect their job satisfaction.

Recommendations

The study recommends thus:

1. The Federal Government of Nigeria should encourage librarians by increasing their salaries at the appropriate time with a convincing minimum wage
2. Parent institutions should also approve impress, allowances for librarians to enhance their job satisfaction.

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