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SERVICES AND IMPACT OF ICT APPLICATION ON JOB PERFORMANCE IN THE DISSEMINATION OF INFORMATION IN SPECIAL LIBRARY: A CASE STUDY OF NIGER STATE JUDICIARY LIBRARY, MINNA

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ABSTRACT

The deployment of technological innovation in libraries has been one of the underlying motivations for the application of Information Communication Technology (ICT) on job performance in dissemination of information in judiciary special library. ICT helps to improve the special library service to the users to which the library is of help to. The purpose of the study is to determine types of available ICT, to ascertain ICT services, to evaluate the impact of ICT on job performance in Niger State Judiciary Library. Descriptive method of research design was used to gather data from eighteen (18) respondents comprising paraprofessional and library professionals from Niger State Judiciary Library Minna. The research questions was used to collect data from the respondent and the data collected were analyzed using mean and standard deviation, while the demographic data were analyzed using percentage and frequency. The findings revealed that there more ICT facilities in the library with mean range of 2.56-4.00; the results also shows ICT services were rendered in the library with the mean range from 2.67-4.00, and response rate with mean range from 2.67 – 4.00 shows that ICT have more impact on the job performance of the librarian. The study recommended that the head of the organisation should seek fund from the government and other bodies to recruit skilled manpower and provide adequate staff training, the use of ICT has made record of library user accessible in a database, therefore the librarians should ensure optimum management on ICT facilities of the libraries, Library staffs should be trained professionally in ICT application, the Library should publicise ICT-based resources and services and the Library should establish ICT policies that are flexible to be implemented by the library users and staffs. The study concluded that without proper use of ICT applications on work performance to assist in disseminating information to users, the library will be unable to function effectively and efficiently and the low use of ICT to drive operations in the library would result in inefficiency and ineffectiveness of the library operations and job performance of the library in terms of dissemination of information to user.

Key Terms: Judiciary Library**,** Special library, Information communication technology

ICT, Job performance and Information Dissemination.

INTRODUCTION

Background to the Study

In the latter half of the 20th Century, information technology advanced quickly. It has transformed information processing, storage, and communication techniques in the media. One of humankind's greatest inventions, information and communication technology (ICT), has changed the way people and organizations interact with one another and with one another's environments all over the world. Libraries are not an exception.

In support of this, Mahanta & Das, (2019) stressed that information and communication technologies (ICTs) have fundamentally altered all facets of human endeavors, including libraries. As a result, libraries are now heavily invested in the digitization of nearly all library resources in order to offer users quick, interactive, and dynamic information services. In light of it, rapid information dissemination around the globe has been made possible by improvements in communication channels. The transformation of library materials from print to digital and web resources is being widely used, and as a result, the library's ability to disseminate information and provide services has grown dramatically.

Information and communication technology (ICT) resources are being increasingly used during libraries to carry out their duties since they speed up and improve the customer experience. The way that papers are collected and distributed has changed in various ways, which has had an impact on society. The transmission of information in libraries has substantially improved since it provides clients with a higher level of satisfaction, reliability, and performance, as well as quicker and less sophisticated programs that provide quick responses and much easier administration procedures. Online access to library series, the use of bibliographic databases, online literature, and computer use are all common ICT applications in libraries.

Librarians utilizing information and communication technology (ICT) to upgrade their expertise successfully carry out their responsibilities for validating the library (Ahmad, Ameen, & Ahmad, 2021). There has been a rapid spread of information thanks to new information and communication technology gadgets. ICT has altered the information handling activities in research and libraries across all fields of knowledge around the

globe. Modern library technological developments have created new opportunities for gathering, managing, and disseminating scientific and technological knowledge, and thus led to by the intensification and integration of everyday chores employing effective and efficient technologies resources and services they provide electronically. With the use of ICT-based resources and services, libraries and information centers have been satisfy the various informational requirements of its users. These tools and services, though, are fully tapped into there has been concern about the underutilization of certain resources and services the world's libraries (Ijabula & Peter, 2023). ICT is employed in the areas of acquisition, selection, and ordering, circulation digitization, and reference services, among other things.

Special libraries are frequently created to satisfy an organization's unmet information needs. They arose in response to the geometrically rising information needs of science and technology in the twentieth century, just as public and educational institutional libraries arose to support the "universal education" notions of that century. Special libraries are libraries that are designed to satisfy the demands of a society's user who requires specific information on a specific topic matter. (LUCIDEA, 2020) Special library serves a specialized and small clientele, offers specialized services to that clientele, and provides specialized information resources on a particular subject. They are founded and supported by a parent institution, such as a corporation, a private organization, an association, a government agency, a business enterprise, or another agency, to meet the information needs of members and staff through the usage of specialized collections. Many organizations and governments have also expressed their opinions on special libraries. Business, profession, government, and industrial groups have specific libraries that promote the collecting, organization, and dissemination of information in a specialized field.

Many executives and directors at the highest levels of management on an annual or quarterly basis, evaluate each employee's performance in order to assist them. They'll point out areas where they think things could be better. Job performance is a criterion for determining whether or not someone is qualified for a position. Because performance is a key factor for organizational success, this person does a good job. Job performance should be relevant for the entire spectrum of methods and treatments that industrial-

organizational (I-O) psychology can use to increase human performance in the workplace. Recruiting and selection, training and development, and motivation are all part of many of these tactics. Other tactics, such as reducing barriers that hinder employees from contributing to organizational goals and providing individuals with more opportunities to contribute to the company, could have a direct impact on performance. Performance should account for variation due to (a) selection program attributes, (b) training and development program participation, (c) exposure to motivational interventions and practices, and (d) situational restrictions and opportunities. According to Chukwueke and Onuoha, (2019). Efficient and effective ICT application is required for efficient work performance and information service delivery.

The transformation of library resources from print to digital and web resources, which are widely accessed, has resulted in a massive increase in information dissemination and service delivery in the library. Information dissemination is a deliberate endeavor by librarians to get databases in order to locate vital information for each library user or group of library users to meet their information demands. The dissemination of information is targeted towards a certain set of library patrons, which required special libraries to shift their focus from traditional activities of collecting, processing, storing, and accessing information to offer customer-centered automated information services generated by using online/offline databases, e-resources, e-journals, networks, and consortia.

Background Study of Niger State Judiciary Library Minna

Niger State Judiciary's Library was established since the creation of the state in 1976 at Minna, where it began operations. In order to meet the information needs and research interests of the judges, lawyers and other legal practitioner in the state, a standard library was established at the same time to supplement the staff's daily need for legal researches, as a law firm cannot function satisfactorily without one.

The vision of the Niger State Judiciary Library is to become one of the largest and the best legal service providers in Nigeria. With the mission of becoming a firm where the client is treated with courtesy, truth is sacrosanct, our credos is excellence, honesty,

transparency and fear of God, where the helpless is assisted, the cheated given succor, the powerless empowered and we all live like one big family.

Niger State Judiciary Library is a unique library that caters to users who are primarily lawyers. It also offers services to researchers, lecturers, and students who require additional information, as well as assisting lawyers in case preparation and obtaining materials that will be useful in the courtroom. The Niger State Judiciary Library has an excellent collection of legal resources. A researcher can begin their investigation by looking through legal articles, book treatises, and monographs. At the first level, library professionals assist researchers by locating papers and books in the library that are relevant to the topic area.

Statement of the Research Problem

Special libraries exist to support the provision of an overall goal that spans research, organizational services, and, most importantly, effective information services and delivery to every user who walks through its doors in search of information. As a result, the libraries continue to soar in terms of information generation, provision, and dissemination. For example, ICT are used in provision of current awareness service (CAS), also selective dissemination of information (SDI) is not done without the aid of technological tools in the library and that OPAC is also used to provide easy access to their resources.

Without proper use of ICT applications on work performance to assist in disseminating information to users, the library will be unable to function effectively and efficiently and the low use of ICT to drive operations in the library would result in inefficiency and ineffectiveness of the library operations and job performance of the library in terms of dissemination of information to user.

A preliminary observation of Niger State Judiciary library shows that the library does not make proper use of ICT facilities and electronic gadgets that may be used to enhance the information dissemination and subscribe to a database that would help them obtain reliable information. More so, the little available ICT equipment available in the library is insufficient and underutilized. The consequences of special libraries not using ICT in dissemination of information would result in users been denied the access to the full

advantage of the usage of modern technology and their services in the library. Users may as a result be dissatisfied. Similarly, because special libraries are typically embedded in organizations serving a specific client, they would be unable to meet corporate aims and goals. As a result, this study is carried out to determine the impact of ICT on job performance in special libraries a case study of Niger State Judiciary, as well as their impact on information transmission to its users, will be investigated in this study.

Aims and Objectives of the Study

The main goal is to look into the Influence of ICT on job performance in the dissemination of information within the organizational system in a special library a case study of the Niger State Judiciary Library. Some of the specific objectives include:

Research Questions

1. What are the types ICT facilities available in Niger State Judiciary Library?
2. What ICT services are in Niger State Judiciary Library?
3. What are the impacts of ICT on job performance in Niger State Judiciary Library?

LITERATURE REVIEW

Maceli & Burke, (2020) conducted an in-depth analysis of the technology skills in the workplace: information professionals' current use and future aspirations. According to their findings, majority of the information professionals were familiar with software for library automation but lacked proficiency in creating websites and electronic newsletters. Baro, EObaro, & Aduba (2019) assessed the digital literacy skills and knowledge-based competencies among librarians working in university libraries. Since technological literacy in libraries was added most recently, our research has found that librarians are not particularly knowledgeable. The main applications of computers are limited-run serials and cataloging. Technology integration for students' information and digital literacy education in academic libraries was also examined by Rafi, JianMing, & Ahmad, (2019), who discovered that participants, who are librarians, only have a basic understanding of computer hardware and that they still require IT experience for the integration digital literacy of libraries. Ayoku and Okafor (2015) Studying the acquisition

of ICT skills and competence among librarians of specialized libraries, it was suggested that some restrictions on ICT skills are imposed by librarians: a lack of interest in the acquisition of the ICT skills, technophobia (fear of technology), nonchalant attitude, ignorance and apathy. The constraints on librarians ' acquisition of ICT skills have an impact on the extent to which libraries use ICT tools to improve and provide users with dynamic information services. Dhiman, (2021) stressed this phrase and said it is a barrier to the Using ICT tools and information within the library, library staff lack an adequate ICT transport and extensive digital expertise. Mommoh and Emmanuel, (2019) conducted a study on Library staff utilization of Information and Communication Technology (ICT) for service delivery in special libraries in north central Nigeria. Research findings showed that on-the-job training was the ICT training programme acquired by all the respondents. All the respondents indicate to have acquired skill in computer, database, internet/ communication, library software and applications packages as well as networking. Database skill was most popular ICT skill used by librarians in information's services delivery. This study is related to the present study in the area of ICTs and special library. However, the present study is different from the previous study in term of geographical area; scope and sample size. Ternenge, Tofi, & Jembe, (2022) carried out empirical study on Assessment of the Application of Information Resource Development Strategies for Acquisition in Special Libraries: A Case Study of Benue State University College of Health Science Library, Nigeria library department or division services apply ICTs in their library operations. Use of ICTs for communication approaches 30 percent, while their use for library routines is less than 20 percent. In the university libraries, ICTs are mostly used in search/retrieval tasks and reports/communication. This was followed by acquiring cataloguing/classification and internet access. In the special libraries, ICTs are mostly used in communication, closely followed by reports and search/retrieval tasks. This empirical study is related to the present study because they are both centered on ICT services in special libraries but differ in the aspect of case study. While the study under review focused on the availability and use of ICTs in collection management in Benue State University College of Health Science Library, the present study is based influence of ICT application on job performance in the dissemination of information in special library, a case study of Niger

State Judiciary Court Library, Minna. Ferri, Grifoni, & Guzzo (2020) posited that ICT is all about technologies that aid in the communication process of passing messages from the sender to the receiver. Concludes that technologies have advanced the development of communication and multimedia equipment that are capable of accepting data, processing data into information and storing both the data and information for future use and reference purposes. This study relates to the present study in the area of the impact of ICT on job performance in special Library as one of the moderating variables. However, the present study would be different in the aspect of methodologies, while the present study will be conducted empirically; the study under review is an opinionated paper. Mommoh & Saka (2016) conducted a study on ICT training, skills and use by librarians in special libraries in Abuja, Federal Capital Territory Nigeria. The findings revealed that the major factor inhibiting the acquisition of ICT training and skills in special libraries includes lack of modern training facilities. This study is relating to this present study because it has one of its variable focusing on the challenges of the application of ICT in dissemination of information in the special Library. However, the present study would be different in times of geographical area, method of data collection and population size. ICT training, skills and use by librarians in special libraries in Abuja, Federal Capital Territory Nigeria. They recommended that attitudinal change of librarians through making personal effort to train themselves, heads of special libraries should persuade the management of their institutions to provide adequate funds to equip the libraries with ICT facilities for staff development and information service delivery. Bodies organizing conferences, seminar and workshops should use the modern ICT facilities for practical training to enable librarians to acquire necessary ICT skill.

METHODOLOGY

The design for this study was descriptive survey design. Descriptive research is used to describe the characteristics of a population or phenomenon being studied.

The targeted population for this study was 9 nine librarians working in Niger State Judiciary Library in Minna.

The study focused on the Niger State Judiciary Librarians. Therefore, the entire population would be used for the study. That is purposive sampling would be used to draw the sample of the study, because the population is considered sizable and

manageable for the researcher. Therefore, the sample size for this study constitutes all the (18) library staff, representing 100% of the population.

The study will use Questionnaire instrument method. In designing the questionnaire, the researcher put into consideration the respondents. The data collection instrument can be seen as the A questionnaire tagged "*Impact of Information and Communication Technology Application on Job Performance in the Dissemination of Information in Special Libraries" in Niger State Judiciary Library Minna (I-ICT-AJPDISL),*" it was divided into two main sections.

The study adopted descriptive statistics in analysing the data. Mean and standard deviation was used to answer the research questions. In order to determine the level of acceptance or rejection of any items, a mean score of 2.50 was used. Therefore any item with mean responses of 2.50 and above was accepted and any item with a response of 2.49 and below will be rejected.

RESULTS AND DISCUSSIONS

The result presented and analysed each research question as well as discussions of the findings.

Presentation and Interpretation of Data

The data collected was presented and interpreted using Percentage and frequency was adopted for demographic data, while mean and standard deviation was adopted by the researchers to present and analysed data collected for the research questions. The entire copies of questionnaires administered by the researcher were collected and found useful yielding to 100% response rate. The analysis is based on 18 copies of the questionnaires.

Section A
Demographic Data Analysis
The result is presented in Table 1.

Table 1: Demographic data of the respondents

Sex	Frequency	Percent
Male	2	11
Female	16	89
Total	**18**	**100**

Age	Frequency	Percent
21-25yrs	14	78
31-35 yrs	4	22
Total	**18**	**100**

Professionals	Frequency	Percent
Professional Librarian	12	67
Para Professional	6	33
Total	**18**	**100**

How long have you been a working in the library	Frequency	Percent
Less than 1 year	14	78
1-5 years	2	11
More than 10 years	2	11
Total	**18**	**100**

Judiciary Library Judiciary Library **Analysis of Data According to Research Questions**

Research Question 1: What types of Information Communication Technologies (ICTs) facilities are currently available in Court Library?

The result is presented in Table 2

Table 2: Types of Information Communication Technologies (ICTs) facilities are currently available in Court Library

S/No	Types of ICTs facilities are currently available in Judiciary Library	SA (%)	A (%)	D (%)	SD (%)	Mean	SD	Remarks
1.	Computer	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
2.	Telex and Teleprint	4(22.2%)	2(11.1%)	8(44.4%)	4(22.2%)	2.33	1.12	Disagreed
3.	Facsimile Transmission	0(0.0%)	4(22.2%)	10(55.6%)	4(22.2%)	2.00	0.71	Disagreed

No.	Item					Mean	SD	Decision
4.	Scanner and Scanning Machine	14(77.8%)	0(0.0%)	4(22.2%)	0(0.0%)	3.56	0.88	Agreed
5.	Electronic Mailing (E-mail)	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
6.	Telephone Answering Machine	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
7.	Online Conferencing	10(55.6%)	0(0.0%)	4(22.2%)	4(22.2%)	2.89	1.36	Agreed
8.	Internet Browsing	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
9.	Printer	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed
10.	Photocopier	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
11.	Mobile/Cellular telephone System	16(88.9%)	0(0.0%)	2(11.1%)	0(0.0%)	3.78	0.67	Agreed
12.	Download and Upload on Internet	6(33.3%)	10(55.6%)	2(11.1%)	0(0.0%)	3.11	0.78	Agreed
13.	Document Image Processing	4(22.2%)	8(44.4%)	6(33.3%)	0(0.0%)	3.00	0.87	Agreed
14.	Electronic Organizer	10(55.6%)	0(0.0%)	6(33.3%)	2(11.1%)	3.22	1.20	Agreed
15.	Electrostatic Copier	12(66.7%)	0(0.0%)	6(33.3%)	0(0.0%)	3.33	1.00	Agreed
16.	Laptop	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	3.67	0.71	Agreed
17.	Projectors	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
18.	Scanner	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
19.	DVDs/VCD Players	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	2.67	1.00	Agreed
20.	E-Reader	12(66.7%)	2(11.1%)	4(22.2%)	0(0.0%)	3.44	0.88	Agreed
21.	Computer laboratories	0(0.0%)	4(22.2%)	4(22.2%)	10(55.6%)	1.67	0.87	Disagreed
22.	Word processor	4(22.2%)	2(11.1%)	12(66.7%)	0(0.0%)	2.44	1.01	Disagreed
23.	PowerPoint	16(88.9%)	0(0.0%)	2(11.1%)	0(0.0%)	3.78	0.67	Agreed
24.	Databases	8(44.4%)	0(0.0%)	10(55.6%)	0(0.0%)	2.56	1.13	Agreed

Table 2 shows the result on the types of Information Communication Technologies (ICTs) facilities are currently available in Court Library. The results shows that items 1, 4-20, 23 and 24 agreed with mean range from 2.56-4.00 while items 2, 3, 21 and 22

disagreed with mean range from 2.00 – 2.44 on the types of Information Communication Technologies (ICTs) facilities are currently available in Court Library based on decision rule. The result implies that most of the respondents agreed on the types of Information Communication Technologies (ICTs) facilities are currently available in Court Library.

Research Question 2: What ICT services are in Court Library?

The result is presented in Table 3

Table 3: Mean and Standard deviation of the respondents on ICT services in Court Library

S/No	Some of the ICTs services are in Judiciary Library	SA %	A %	D %	SD%	Mean	SD	Remarks
1.	Acquisition of Information Materials	14(77.8%)	2(11.1%)	2(11.1%)	0(0.0%)	3.67	0.71	Agreed
2.	Selection of Information Materials	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed
3.	Processing of Information Materials	16(88.9%)	0(0.0%)	2(11.1%)	0(0.0%)	3.78	0.67	Agreed
4.	Library Consortium	14(77.8%)	2(11.1%)	2(11.1%)	0(0.0%)	3.67	0.71	Agreed
5.	Organization of Information Materials	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed
6.	Dissemination of Information Materials	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed
7.	Tracking Record of Library users	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed
8.	[Technical] Cataloguing and Classification	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
9.	Collection development	16(88.9%)	0(0.0%)	4(11.1%)	0(0.0%)	3.78	0.67	Agreed
10.	Reference Services	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed
11.	Serials	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed
12.	Circulation Services	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed

						Mean	SD	
13.	Current Awareness Services	14(77.8%)	0(0.0%)	4(22.2%)	0(0.0%)	3.56	0.88	Agreed
14.	E-library/Media services	16(88.9%)	0(0.0%)	2(11.1%)	0(0.0%)	3.78	0.67	Agreed
15.	Bindery Services	10(55.6%)	0(0.0%)	4(22.2%)	4(22.2%)	2.89	1.36	Agreed
16.	Administrative Duties	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
17.	Research and Bibliographic Services	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed
18.	Digitization and retrospective conversion services	16(88.9%)	0(0.0%)	2(11.1%)	0(0.0%)	3.78	0.67	Agreed
19.	E-mail & Document sharing	12(66.7%)	4(22.2%)	2(11.1%)	0(0.0%)	3.33	0.87	Agreed
20.	Electronic Journals	10(55.6%)	0(0.0%)	4(22.2%)	4(22.2%)	2.89	1.36	Agreed
21.	Electronic Books	10(55.6%)	0(0.0%)	4(22.2%)	4(22.2%)	2.89	1.36	Agreed
22.	Collect data through Internet	10(55.6%)	0(0.0%)	4(22.2%)	4(22.2%)	3.11	1.27	Agreed
23.	Online databases	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
24.	For Career Development	10(55.6%)	0(0.0%)	8(44.4%)	0(0.0%)	3.11	1.05	Agreed
25.	Presentation	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
26.	Manuscript Proposal & papers	12(66.7%)	0(0.0%)	6(33.3%)	0(0.0%)	2.67	1.00	Agreed
27.	Update Knowledge	16(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed

Table 4.3 revealed the result on the ICT services in Court Library. The result shows that items 1-27 agreed with the mean range from 2.67-4.00 on ICT services available in Court Library. The result implies that there are ICT services available in Court Library.

Research Question 3: What are the impacts of ICT on job performance in Court Library?

The result is presented in Table 4

Table 4: Mean and Standard deviation of the respondents on the impacts of ICT on job performance in Court Library

S/No	The impact of ICTs on job performance in Judiciary Library	SA %	A %	D %	SD%	Mean	SD	Remarks
1.	It has simplified my work process	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
2.	It has helped me to always complete my tasks	14(77.8%)	0(0.0%)	4(22.2%)	0(0.0%)	3.56	0.88	Agreed
3.	It has improved my ability to perform assigned functions	12(66.7%)	2(11.1%)	2(22.2%	0(0.0%)	3.44	0.88	Agreed
4.	It has motivated me to do my job	18(100%)	0(0.0%)	0(0.0%)	0(0.0%)	4.00	0.00	Agreed
5.	It has increased my aptitude	12(66.7%)	0(0.0%)	4(22.2%)	1(11.1%)	3.22	1.20	Agreed
6.	It has impelled my desire to work	4(22.2%)	8(44.4%)	0(0.0%)	6(33.3%)	2.44	1.24	Agreed
7.	It has prompted my commitment to job	10(55.6%)	0(0.0%)	0(0.0%)	8(44.4%)	2.67	1.58	Agreed
8.	Saving of valuable time	12(66.7%)	0(0.0%)	6(33.3%)	0(0.0%)	3.33	1.00	Agreed
9.	Helps in housekeeping operations	8(44.4%)	2(11.1%)	2(11.1%)	6(33.3%)	2.67	1.41	Agreed
10.	Giving accurate results to user's query	8(88.9%)	2(11.1%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed
11.	Helps the proper subject approach to the research scholar	10(55.6%)	2(11.1%)	6(33.3%)	0(0.0%)	3.22	0.97	Agreed
12.	Taking record of library users is now so easy with the application of some ICT facilities	18(100%)	0(0.0%)	0(0.00%)	0(0.0%)	4.00	0.00	Agreed
13.	Most of referral services done in the library	12(66.7%)	6(33.3%)	0(0.0%)	0(0.0%)	3.67	0.50	Agreed

	are fast and reliable							
14.	Reprographic ICT tools have made information dissemination to be easier	12(66.7%)	4(22.2%)	0(0.0%)	2(11.1%)	3.44	1.01	Agreed
15.	The availability of Internet for library users has reduced the workload on librarians	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.78	0.44	Agreed
16.	The library carries out Current Awareness Services (CAS)	14(77.8%)	0(0.0%)	4(22.2%)	0(0.0%)	3.56	0.88	Agreed
17.	Users of the library have access to library databases and E-resources which have more resources credibility than some printed books	14(77.8%)	4(22.2%)	0(0.0%)	0(0.0%)	3.89	0.33	Agreed

Table 4 shows the result on the impacts of ICT on job performance in Court Library. The result revealed that all the items agreed with mean range from 2.67 – 4.00 except item 6 that disagreed on the impacts of ICT on job performance in Court Library. The result implies that there is high impact of ICT on job performance in Court Library.

Discussion of Findings

The findings on research question one revealed that most of the respondents agreed on the types of Information Communication Technologies (ICTs) facilities are currently available in Court Library. The findings corroborate with Sofyani, Riyadh, & Fahlevi, (2020) stated that in a broad term information technology that covers the distribution of communications, such as phone lines and mobile signals, computer hardware, and software, including storage devices and audiovisual systems. It also includes the provision of access and data storage systems. He went on to emphasize that ICT

encompasses all devices that hold, collect, process, transmit, and receive information in an electro-digital manner.

The findings on research question two revealed that that there are ICT services available in Court Library. The findings are in line with Kazakov, Ruiz-Alba, & Muñoz, (2021) who opined that Information technology uses electronic technology in all of its forms to enhance corporate operations and profitability. ICT has been adopted in the workplace because of the positive effects it has on communication, teamwork, learning at work, and productivity. ICT implementation in any organization lessen administrative complexity.

The findings of on research question three revealed that there is high impact of ICT on job performance in Court Library. The result agreed with the report of Baro, *Etal*., (2019) Information technology has helped librarians deliver high-quality information services with additional value and to expand remote access to the world's information resources. The highly advanced information technology of today makes it possible to store enormous volumes of data or information in a relatively little area. Information technology offers quick results, retrieval of saved data and completely alter how we think about what a traditional library and a modern information hub are supposed to do recent technological advancements have significantly altered how libraries operate and provide services.

Summary of Findings

1. The findings of the study revealed that most of the respondents agreed on the types of Information Communication Technologies (ICTs) facilities are currently available in Judiciary Library

2. The result revealed that there are ICT services available in Judiciary Library.

3. The result shows that there is high impact of ICT on job performance in Judiciary Library

Conclusion

The study assessed the influence of ICT application on job performance in the dissemination of information in special library a case study of Judiciary Library, Minna. Five objectives were formulated to guide the study; five research questions were raised to

guide the study. Among the findings of the study it was revealed that most of the respondents agreed on the types of Information Communication Technologies (ICTs) facilities are currently available in Court Library. The study found that there are ICT services available in Court Library. The study also shows that there is high impact of ICT on job performance in Court Library. Conclusively without proper use of ICT applications on work performance to assist in disseminating information to users, the library will be unable to function effectively and efficiently and the low use of ICT to drive operations in the library would result in inefficiency and ineffectiveness of the library operations and job performance of the library in terms of dissemination of information to user.

Recommendations

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

1. The use of ICT has made record of library user accessible in a database; therefore the librarians should ensure optimum management on ICT facilities of the libraries.
2. The Library staffs should be trained professionally in ICT application
3. The Library should publicise ICT-based resources and services

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