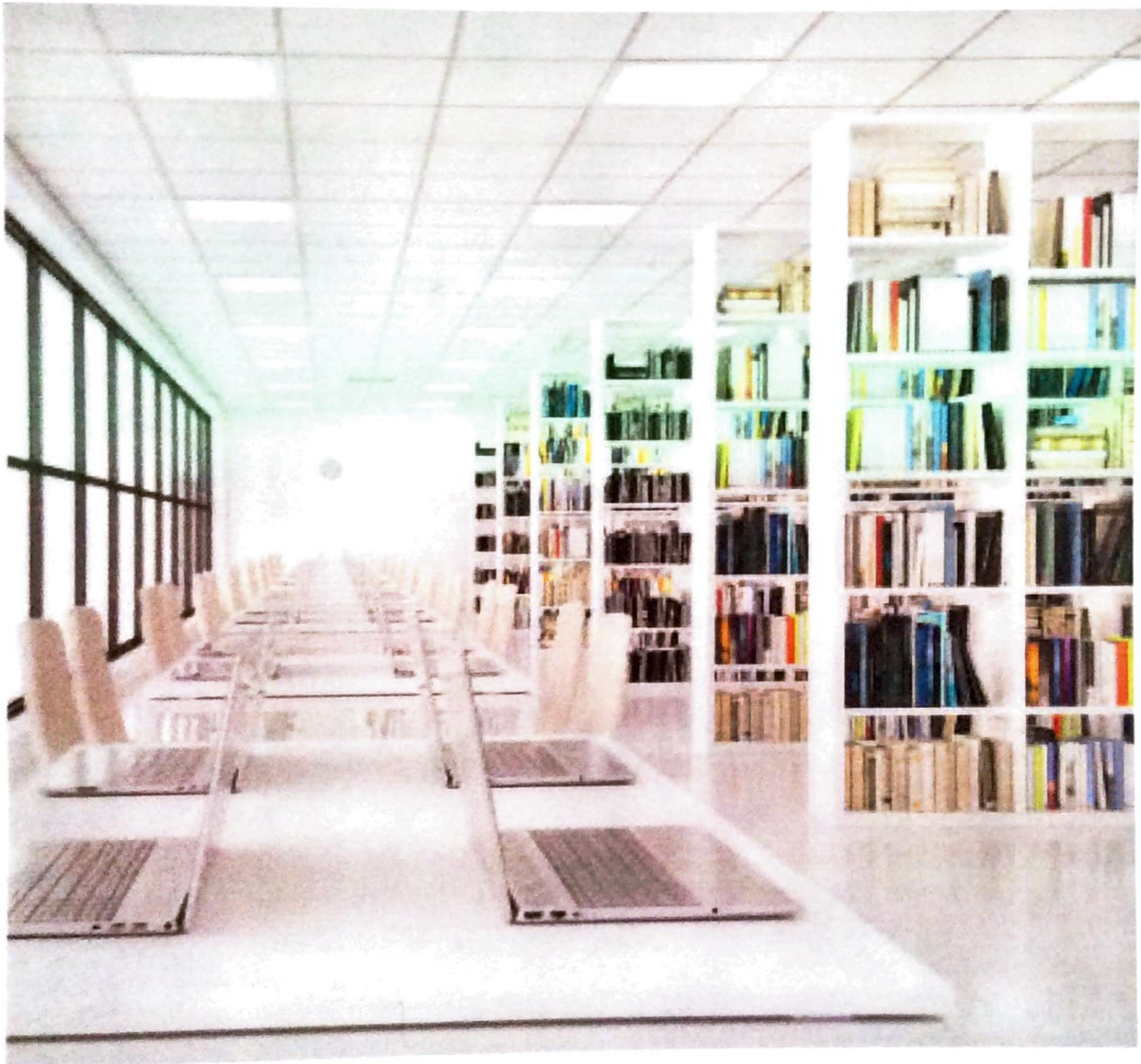


VOLUME 8, NO. 1 - 2023

ISSN 2141-2014



Journal Of Information Resource Management (JIRM)

A Publication of the
Niger State Chapter of



**NIGERIAN LIBRARY
ASSOCIATION (NLA)**

DR OBAJE, A.M.

**JOURNAL OF INFORMATION RESOURCE
MANAGEMENT**

VOL. 8 NUMBER 1, JUNE 2023

ISSN 2141-2014

**A PUBLICATION OF THE NIGER STATE
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JOURNAL OF INFORMATION RESOURCE MANAGEMENT (JIRM)

The Journal of Information Resource Management is a peer-reviewed journal of the Nigerian Library Association, Niger State chapter that publishes articles once a year and articles are received throughout the year. Specifically, the journal covers the areas of Library Science, Information Science, Knowledge Management, and allied disciplines for the purpose of promoting interdisciplinary studies in Library/Information related disciplines. The goal of the journal is to bring together researchers and practitioners from academia and industry to focus on areas of LIS exploration.

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EDITORIAL

This edition is volume 8 number 1 of the **Journal of Information and Resource Management (JIRM)**, a publication of the Niger State Chapter of Nigerian Library Association. First and foremost, I want to on behalf of the Editorial Board express our profound gratitude to Almighty Allah for His grace and continued support towards the success in the production of this edition. Obviously, nothing can be achieved without patronage thus, my commendation is tailored to the various contributors for finding it worthy to publish their research outputs with our Journal.

Furthermore, the good efforts of our peer reviewers for their critics and thoroughness are highly appreciated. The support of the chapter executive members under the able leadership of Dr. Fatimah Jibril Abduldayan (CLN) is commended. I must also register here the great efforts and good working relationship of the Editorial Board especially Dr. Stella Onwukanjo, the Assistant Editor – In – Chief and Dr. Sadiat Adetoro Salau, the Managing Editor as the success in the publishing of this edition is a manifestation of teamwork.

In this edition of the journal, there are eighteen articles whose titles revolved on various aspects of librarianship. The first article was by Zainab. S. Mohammed, Abubakar Usman and Dr. S. J. Udouudoh examined the Awareness and Use of Institutional Repository on Postgraduate Research Activities in Four Federal Universities in North-central Nigeria.

The study of Umar Baba Umar, Aliyu Umar Aliyu, Dutse, A. Y. and Noma Adamu focused on Book Recommender System for Digital libraries using Hybrid Collaborative Filtering and Content-based Algorithms.

In their study, Abubakar Sadeeq Isa CLN, Shafiu Garba Makeri (CLN), Ajogwu Martha Olohiye determined Challenges and Prospects of Libraries and Librarianship in the Digital Era.

The paper of Emmanuel Tor Vehe and Sandra Mwuese Igyuve on the Assessment of Cyber Security in the 4th Industrial Revolution Era in Benue State University, Makurdi, Nigeria.

The article of Mahmud Adamu, Ahmed Yabagi and Rabi Ahmed Shehu revolved on Creating Awareness, providing accessibility and ensuring the use of ICT Facilities in Academic libraries.

In their study, Tansi Arome Attah, Abdulsalam Ahmed Usman, Fatimah Jibril Abduldayan determined Demographic Characteristics, Awareness, and Utilisation Patterns of Public Libraries in Nigeria: Implications for Promoting Access to Knowledge and Enhancing User Engagement in Nigeria.

The research by Abubakar, Fati, Adediran, Folashade, Musa Hussain and Musa Imam Shakarau examined Ethical Issues in Management of Big Data in Libraries and Other Information Centers.

Samaila Inuwa in his article examined Factors Influencing the Underdevelopment of Academic Librarians in some Selected Federal University Libraries in the North East, Nigeria.

Umaru Barkindo, Yahaya Alhaji Ahmad, Adama Dan Baba and BubaYusuf Mahmud in their study assessed the Impact of Information Communication Technology in Libraries on Teaching and Learning among Academic Librarians of Adamawa State Polytechnic, Yola, Nigeria.

Abdulwasiu Ahmad Ismail, Mahmud Mohammed Aliyu, Abduljabbar Tukur and Tikya Wamdeo Chiroma's study revolved on the Integration of Artificial Intelligence in Academic Library Services.

The paper of Ahmed Garba, Aliyu Mohammed Gbedako, Hussaini Abdullahi and Amos Ibrahim Lagado determined the Influence of Management and Use of Records on Organisational Performance in Local Government Councils in Niger State.

Mohammed Kabir Omeiza, Salami, Rita Otibhor and Chuks-IbePrisca Oluchi in their article examined Marketing Strategies for Library and Information Services In Abubakar Imam Library Minna, Niger State, Nigeria.

The paper of Lubabatu Ibrahim, Saidu Nda Abubakar, Maimuna M. Ahmed investigated Motivational Indices and Job Productivity of Library Staff in Niger State College of Nursing Sciences.

Abubakar N. Usman (PhD) in his study determined Preservation of Multimedia Resources for Effective Service Delivery in Academic Libraries.

The work of Obaje Alfred Michael (PhD, CLN), Danshetu Yohanna Ariya (CLN) and Atodo Ruth Innocent assessed the Progress and Challenges of Institutional Repository (IR) in Plateau State University, Bokokos, Nigeria.

Salisu Adamu Aliero (PhD) and Musa A. Auyo (PhD) in their study investigated on Reading as a Tool for Improving Students' Communication Skills

The research of Ahmed Garba (CLN), Ogochukwu Nnajofofor, Inna Aliyu, Isah Zubairu and Abdullahi Mohammed Makama investigated the Challenges in the Implementation of Collection Development Policy in Niger State Polytechnic, Zunger.

In their study, Paul Abutu, Nancy Patrick Zamani, Isa Abu O. and Sadiku Khadiza Avosuahi O. determined the Impact of Leadership Styles on Job Performance of Staff in Academic Libraries in Niger State, Nigeria.

Finally, I wish to once again express a sincere appreciation to our subscribers and contributors for publishing with us. It is hoped that you will continue to patronize our Journal (JIRM).

Wishing you all a happy and resourceful reading.

Abdulganiy Okanla AHMED

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PROGRESS AND CHALLENGES OF INSTITUTIONAL REPOSITORY (IR) IN PLATEAU STATE UNIVERSITY, BOKKOS, NIGERIA

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Abstract

The paper focused on progress and challenges of Institutional repository (IR) in Plateau state University, Bokkos, Nigeria. The research examined level of awareness of Institutional Repository, extent of archived research outputs, knowledge of benefits of IR, preference of archiving methods and challenges faced by staff of Plateau State University (PLASU) in uploading their research works. The study was guided by five research objectives and five research questions. The study covered 17 departments with a population of 148 Academic staff. There was no need for sampling because the population was manageable and cost effective. The study administered 148 hardcopies and online questionnaires for data collection, out of which, 94 (64%) were collected and found useful. The analysis revealed that majority of staff were aware of IR existence in PLASU but had low knowledge of IR generally. It was also revealed that, the extent of archived research output by staff was low and staff had preference for self- archival. The study revealed that majority of staff know the benefits of IR to individuals and the institution but have not uploaded their articles online due to their busy schedules and network problem. Researcher recommended among others, that, library should organize seminars and workshops to educate staff to have more knowledge on IR and train staff on self-archival; this would allow staff to upload research outputs at their convenience. The University management should also provide a more stable network in the University.

Keywords: Institutional repository, Plateau state, University, Bokkos, Nigeria, Academic staff.

INTRODUCTION

Institutional Repository (IR) in Plateau State University, Bokkos was launched on 7th August, 2017. The Institutional Repository is an information system capable of capturing, preserving and providing access to intellectual output produced by the institution. Institutional Repository in

Plateau State University, Bokkos is an electronic archival system specifically to preserve, manage, collect and disseminate the intellectual output of the university and staff.

Plateau State University chose DSpace because it is an open source repository software package typically used for creating open access repositories for scholarly and/or

published digital content. Dspace repository software serves a specific need as a digital archives system, focused on the long-term storage, access and preservation of digital content. However, Leila and Mina (2018) noted that, IR is part of the innovative method of knowledge management that focuses on preserving, disseminating and providing free access to intellectual output produced by faculty, research staff and students of a specific institution. There are many options available, including open source platforms like EPrints, Fedora, WebAGRIS, Calibre and proprietary platforms like Digital commons. In order to have a repository that is well populated and active, the E-library staff assist lecturers to digitize their published articles.

This research aimed at understanding the progress and challenges Academic staff encountered in making their research output available for uploading onto the Institutional Repository. This was done by finding out familiarity of staff with the concept of "Institutional Repository", the main hindrances and also determined the knowledge and understanding of the advantages of having their research works on the Institutional Repository. According to Baro and Otiode (2014), DSpace is the most widely adopted software used to manage Electronic Theses and Dissertations and Institutional Repositories in university libraries in Africa. They identified improved university visibility and ranking, increased access to the theses and dissertations (T&Ds), saving of physical space in the library, preservation, cost savings for students, increases in readership, enhancing graduate education, introducing students to electronic publishing, and reduction of plagiarism among researchers.

However, Scholastica and Patrick (2019), utilization of IRs for the preservation of information resources has gone a long way to reducing the crisis of management and preservation, since materials are now digitized and archived according to collections and communities in repository databases. They stated that challenges in the use of IR include difficulties in generating content, copyright issues, lack of awareness of IR among researchers and academics in research institutions, policy issues, and lack of incentives. However, Kingdom and Sotonye (2022), revealed in their study that, the challenges to the development of institutional repositories include: Low level of awareness on the part of management; lack of ICT personnel; inadequate ICT facilities; lack of ICT skills among workers; lack of fund as well as lack of interest on the part of librarians.

Similarly, Egbe and Okeoma(2020) explained that, institutional repositories are deployed mainly to create global visibility for scholarly and intellectual output of institutions which in return increases the recognition and prestige of the institution. In terms of webometric ranking, institutional repositories have boosted webometric ranking of some Nigerian universities locally but appears to have less or no impact at the global level. However, Dattatraya (2019) noted that open access Institutional Repositories (IRs) have become the gateway through which institutional outputs are opened up to the world. The impact of these outputs enables and encourages interdisciplinary approaches to research.

Li (2015) identified a lack of awareness of open access IRs as a challenge. Fasae et al. (2017) attributed the challenges to insufficient funds, an unstable power supply

and software problems. Other challenges such as low levels of awareness of IRs, low levels of awareness of self-archiving rights among faculty members, insufficient institutional support and authors' inability to retain the correct version of their papers as required by publishers. Similarly, Shital and Shalini (2021) noted that in their research in the department of technology in Shivaji University, Kolhapur that all faculties were aware of Open Access Resource. However, Aguillo(2020) noted that self-archiving in Institutional Repositories (IRs) is playing a central role in the success of the open access initiatives. Deposited documents are more visible and probably they get more downloads and citations but making them freely available in a local repository is not enough. Besides these issues, other inherent challenges may be peculiar to an institution or a country.

Similarly, Scholastica and Patrick (2019) in their research also noted that, an institutional repository (IR) is a database for preserving the local content of academic institution. Local content consists of materials such as examination question papers, research publications, working papers and inaugural lectures generated in institutions of higher learning. An institutional repository is usually an extended form of digital libraries, which is meant for self-archiving and facilitating in house publishing. Also, Asim, Idaka and Eni (2017) noted that, any research that has not been disseminated for interested members of the research community cannot be said to have been significant in anyway. The importance of IR was emphasized by Egwunyenga(2008) that, the number of publications by academic staff increases geometrically every year due to the concept of "publish or perish" which affects staff promotion. However, Obaje and Amkpa

(2013) identified some of the issues from existing literatures for slow upload of repositories in Africa by academic staff to include, lack of knowledge or awareness, poor state of information and communication technology (ICT), inadequate advocacy, poor and inadequate funding, copyright and intellectual property rights.

Also, an institutional repository is a natural extension of an academic institution's role as a generator of primary research and it is a necessity for making available the resources to the larger public, thereby increasing visibility and better performance in the web ranking of world universities. Also, the IR is used to showcase and preserve scholarly outputs and historic documents, allow faculty to self-archive post-prints, preprints, and extra materials that support teaching and learning and also they provide a stable environment for the preservation of born digital materials.

STATEMENT OF THE PROBLEM

The growth of open access Institutional Repositories has been very remarkable all across the world in many developed and developing countries, which have made many universities visible globally and has increased their ranking. However, Plateau State University is still battling to overcome some challenging issues in order to make most of their research outputs openly accessible globally.

Based on observation on the use of the IR in PLASU and the number of articles uploaded in the Institutional Repository, it has shown that Plateau State University have a very low contents and usage of the Institutional Repository. The low level of usage could be due to the level of awareness of IR among staff, understanding the benefits of IR to the

staff and the institution and some challenges the staff might encounter in submitting their research outputs for upload or self-archived.

Since the launching of the Institutional Repository in 2017, despite the fact that library staff assist lecturers to digitize their published articles that they could not retrieve the soft copies, we have only 105 articles uploaded, this is very low considering the number of staff in Plateau State University and the research activities they have published. Prabhakar and Rani (2017) noted that, the best way to prove the enduring value of the IR and to ensure its long term survival is to quickly populate it. Obaje and Amkpa (2013) noted that it is expected that the volume of research output originating from academic staff increases yearly. However, this may not be the case in Plateau State University as the statistics of materials archived as at September, 2022 was only 105. The researchers investigated the level of awareness of Institutional Repository(IR), extent of archived research output, knowledge of benefits of IR, archival preferred methods and challenges faced by staff in Plateau State University (PLASU) in uploading their research output.

OBJECTIVES OF THE STUDY

The objectives of this study are as follows:

- 1) Determine the level of awareness and knowledge of IR in PLASU.
- 2) Determine the extent to which staff have archived the research output.
- 3) Determine whether staff know the benefits of IR to both individuals and the institution.
- 4) To determine the preference of staff on the archiving methods

- 5) Identify the challenges faced by staff in submitting their research output for archiving.

Research Questions

The study answered the following research questions:

Based on these facts, below are some of the research questions examined in this study:

- 1) What is the level of awareness and knowledge of IR of PLASU among staff?
- 2) What is the extent of archived research output by staff?
- 3) What is the knowledge of staff on the benefits of IR to individuals and the institution?
- 4) What is the preference of staff on archiving methods?
- 5) What are the challenges faced by staff in submitting their research output?

SIGNIFICANCE OF THE STUDY

This research work is expected to be of a great benefit to Plateau State University, Bokkos in the aspect of knowing the value of investment made in the installation of Institutional Repository by considering the visibility of the University to the world through research outputs of staff. It is anticipated that this research will result in a better understanding of the IR by the staff of the University.

The result of this research work would be of benefit to the staff as the outcome will lead to better understanding of IR and increased in archiving of their research outputs. This will show areas where the staff are lagging behind and the challenges that are been faced by the staff and solutions proffered. It would

also help the university to know areas they can improve and assist the staff in the proper utilization of the IR. This research would be an additional literature in the field of Library and information science.

SCOPE OF THE STUDY

The focused on Institutional repository of Plateau state University, Bokokos, progress made and challenges encountered. This research work covered 17 departments and variables examined were: level of awareness of IR, extent to which staff have archived the research output, staff knowledge about the benefits of IR to both individuals and the institution, preferred archival methods and challenges faced by staff in submitting their research outputs for archiving.

RESEARCH METHODOLOGY

The research design chosen for this study was survey method. The population for PLASU Academic staff was 148. The total number of staff in the institution was gotten from the Academic Office of the institution. Questionnaire was used as the main instrument for collection of quantitative data from staff in each department using both physical distribution and online research questionnaire. This study was conducted from July 2021 to February 2022. Three research assistants were used to ensure that the questionnaire reached the various departments and also to ensure that reasonable amount of such questionnaires were returned. Online questionnaires were submitted through the University e-mail.

DATA ANALYSIS AND RESULTS

The data collected were organized by process of editing, classification and analysed by using percentages method for easy

interpretation of data. SPSS statistical tool was used for the data analysis, which made tabular organization of results clearer and easy to be interpreted.

Response Rate

A total number of one hundred and forty-eight (148) respondents were targeted and ninety-four (94) responses were received and found useful for the study.

Results

Table 1.0 Distribution of respondents according to Gender

Gender	Frequency	Percentage
Male	67	71
Female	27	29
Total	94	100

Table 1.0 revealed that out of the total number of 94 respondents 67 (71%) were male while 27(29%) were female. This shows that majority of the academic staff in Plateau State University were male.

Table 2.0 Distribution of Respondents according to rank

Rank	Frequency	Percent
Graduate Assistant	12	13
Assistant Lecturer	20	21
Lecturer II	27	29
Lecturer I	26	28
Senior Lecturer	4	4
Associate Professor	3	3
Professor	2	2
Total	94	100

Table 2.0 revealed that, out of 94 respondents, Graduate assistants were 12 (13%), Assistant lecturers were 20 (21%), Lecturer II were 27(29%), Lecturer I were 26 (28%), Senior Lecturers 4 (4%), Associate Professor were 3 (3%) and Professor were 3(2%). This shows that majority of the staff were Lecturer II and Lecturer I. They were few Senior Academic staff as at February, 2022 when the field work was carried out. Many lecturers who went for their PhDs outside Nigeria came shortly after the collection of data.

Table 3.0 Distribution of respondents according to year of entry in the university

Year of Entry	Frequency	Percent
2007	3	3
2010	1	1
2011	12	13
2013	33	35
2014	5	5
2015	1	1
2016	8	9
2017	8	9
2018	13	14
2019	10	10
Total	94	100

Table 3.0 revealed that out of 94 respondents 3% started working in the university in 2007, 1% started working in the university in 2010, 13% started working in the university in 2011, 35% started working in the university in 2013, 5% started working in the university in 2014, 1% started working in the university in 2015, 9% started working in the university in 2016, 9% started working in the university in 2017, 14% started working in the university in 2018, 10% started working in

the university in 2019. Hence, majority of the Academic staff entered into the University in the year 2013.

This research question was raised to ascertain the awareness of IR of PLASU among staff

Table 4a Awareness of IR in PLASU

Responses	Frequency	Percent
Yes	76	81
No	18	19
Total	94	100

Table 4a revealed that out 94 respondents, 76 (81%) were aware of the existence of IR in PLASU and 18(19%) were not aware of the existence of IR in PLASU. This shows that majority of the staff were aware of the existence of IR in PLASU.

Table 4b Level of Knowledge of IR

Level of Knowledge	Frequency	Percent
Very Low	17	22.4
Low	33	43.4
High	19	25
Very High	6	7.9
Total	76	100

Table 4b revealed that out of 76 respondents that were aware of IR in PLASU, 17(22.4%) respondents had very low level of knowledge of IR, 33(43.4%) respondents had low level of knowledge of IR,, 19(25%) respondents had high level of knowledge of IR, and 6(7.9%) respondents had very high level of knowledge of IR. With this result, it shows that majority of the staff had low level of knowledge of IR.

Table 5a. Do you have any article uploaded in the IR?

Responses	Frequency	Percent
Yes	24	26
No	70	74
Total	94	100

Table 5a revealed that 24(26%) respondents had uploaded their research outputs in the University IR and 70(74%) respondents had not uploaded their research outputs in the University IR. This shows that most of the Academic staff in PLASU had not uploaded or archived their research outputs in the Institutions repository.

Table 5b. Extent of Archived Research Output per staff

Number of articles	Frequency/ No of Persons	Percent
1	1	4.2
2	4	16.6
3	4	16.6
4	1	4.2
5	1	4.2
6	5	20.8
8	2	8.3
10	2	8.3
11	1	4.2
12	1	4.2

Table 6. Knowledge of Staff on the benefits of IR to individuals and the institution

Questions	Yes	%	No	%
Do you know the importance of having your articles on IR?	71	76	23	24
Do you know that IR is of a higher benefit to the Author than it is to the institution?	59	63	35	37
Do you know that archiving your articles on IR allows author to easily distribute, share articles and advertise them to the public?	73	78	21	22

13	1	4.2
15	1	4.2
TOTAL	24	100

Table 5b revealed the number of articles that was archived by the 24 staff. 1(4.2%) respondent archived 1 article, 4(16.6%) respondents archived 2 articles each, 4(16.6%) respondents archived 3 articles each, 1(4.2%) respondent archived 4 articles, 1 (4.2%) respondent archived 5 articles, 5 (20.8%) respondents archived 6 articles each, 2(8.3%) respondents archived 8 articles each, 2(8.3%) respondents archived 10 articles each, 1 (4.2%) respondent archived 11 articles, 1(4.2%) respondent archived 12 articles, 1(4.2%) respondent archived 13 articles, 1(4.2%) respondents archived 15 articles. The analysis shows that the minimum number of archived article is 1 and the maximum number of archived articles is 15 per staff and majority of the staff archived 6 articles each. Out of 76 staff that were aware of the IR only 24 (32%) uploaded articles on IR. The extent of archive articles was low.

Do you know that when any article is archived on the IR you are open to more views and even sponsorship?	70	74	24	26
Do you know that posting on the IR increase your rating as an author?	63	67	31	33
Do you know the world is turning digital and hard copies in no distant time will be given less attention in Libraries?	89	95	5	5
Do you know IR makes the university visible globally?	82	87	12	13
Do you know IR increases University rating?	75	80	19	20

Table 6 revealed that, out of the 94 respondents, 71(76%) respondents knew the importance of having their article on the IR and 23(24%) respondents knew the importance. 53(63%) respondents knew that IR is of a higher benefit to the Author than it is to the institution but 35(37%) respondents did not know that, 73(78%) respondents knew that archiving their articles on IR allows author to easily distribute, share articles and advertise them to the public and 21(22%) respondents did not know, 70(74%) respondents knew that when their articles are archived on IR they are open to more views and even more sponsorship while 24(26%) respondents did not know, 63(67%) respondents knew that posting IR increases

their rating as author while 31(33%) respondents did not know that fact, 89(95%) respondents knew that sooner or later libraries hard copies will be given less attention than the digital contents and 5(5%) respondents had no idea, 82(87%) respondents knew that IR makes the university visible globally and 12(13%) respondents did not know that IR makes the university visible globally, 75(80%) respondents knew that IR increases University rating and 19(20%) respondents did not know that IR increase university rating. The results revealed that majority staff of the Plateau state university knew the importance uploading published articles on IR to the author and the university.

Table7. Preference on Archival methods

Questions	Yes	%	No	%
Are you knowledgeable about archival methods (i.e uploading the articles onto IR)	13	14	81	86
Do you prefer self-archival?	82	87.2	12	12.8
Do your prefer library staff to do it for you?	12	12.8	82	87.2

Table 7 revealed that 81(86%) of the staff were not knowledgeable about self-archival methods before the research, however,

82(87.2%) preferred self-archival method while 12 (12.8%) preferred library staff to help in archiving their articles onto the IR for them. This result shows that majority of staff

prefer to upload the articles onto the IR personally.

Table 8 Challenges faced by staff in submitting or uploading their research output.

Challenges	Number of responses from respondents	Percent
Authors' attitude to change.	30	32.0
Lack of motivation – not earning points in promotion consideration.	70	74.5
Inability to reach the E-Library due to busy schedule.	72	76.6
Lack of capacity to send soft copies on attachment to the E-Library staff archiving.	23	24.5
Difficulty in digitalizing (typesetting) the hard copies of published articles in journals.	26	27.6
Copy right law restriction	20	21.3
Network problem.	74	78.7
Needs training on uploading articles onto the IR	82	87.2

Table 8 revealed challenges faced by staff in submitting or uploading their research output. Out of the 94 respondents, 30(32%) respondents indicated author's attitude to change, 70(74.5%) respondents indicated lack of motivation, that is, not earning points in promotion consideration, 72(76.6%) respondents indicated inability to reach the e-library due to busy schedule, 23(24.5%) respondents indicated lack of capacity to send soft copies on attachment to the e-library staff archiving, 26(27.6%) respondents indicated difficulty in digitalizing (typesetting) the hard copies of published articles in journals, 20(21.3%) respondents indicated copy right law restriction, 74(78.7%) respondents indicated network problem and 82(87.2%) indicated the training need as a major challenge in uploading their research output onto the IR. This result reveals that the notable challenges affecting the uploading of staff research

outputs onto the IR to be; lack of motivation, that is number of articles uploaded not earning points in promotion consideration, inability to reach the E-Library due to busy schedule, network problem and training need to do self-archiving of articles onto the IR.

DISCUSSIONS OF FINDINGS

The research revealed that, majority of staff were aware of the existence of IR in PLASU but had low level of knowledge of IR. This is not in line with Kingdom and Sotonye (2022), Obaje and Amkpa (2013) and Scholastica and Patriek (2019) researches where the respondents had low level awareness of IR. This research is however, in line with the above researches on low knowledge of IR among the respondents. The fact that staff were aware of the facility (IR), did not translate to good knowledge of it.

The study also revealed that, few academic staff in PLASU had uploaded or archived their research outputs in the institutions repository. Aguillo(2020), Scholastica and Patrick (2019) researches indicated that respondents' archived researches in the institutional repositories were below expectation. Staff preferred to self-archived research output at their convenience than submitting to the library for assistance. This is in line with Aguillo (2020) finding. It is therefore necessary for the libraries to train academic staff on self-archiving to populate the IR with ease. The staff had awareness that having their research outputs uploaded onto the IR make the author and the university visible nationally and internationally. This is in line with Egbe and Okeoma(2020) research, as they noted that, institutional repositories are deployed mainly to create global visibility for scholarly and intellectual output of institutions which in return increases the recognition and prestige of the institution and the author.

SUMMARY OF FINDINGS

1. Majority of the staff were aware of the existence of IR in PLASU but had low level of knowledge of IR.
2. Many Academic staff in PLASU had not uploaded or archived their research output in the Institutions repository. Out of 76 staff that were aware of the IR only 24 (32%) uploaded articles on IR. The extent of archive articles was low.
3. Majority of the Plateau state University staff were aware of the importance uploading published articles on IR to the author and the university.
4. Staff prefer to upload their articles onto the IR personally, that is, self-archival

5. Lack of motivation, that is, the number of articles uploaded not earning points in the promotion consideration, inability to reach the E-Library due to busy schedule, network problem and training need to do self-archiving of articles onto the IR were the major challenges of staff.

CONCLUSION

The Institutional Repository in Plateau state University, Bokokos has not progressed well as expected because many Academic staff had not uploaded their research outputs onto the repository. The awareness was high among staff but the knowledge was low, resulting to upload by staff. The challenges faced by staff included lack of motivation in terms of earning points for promotion, busy schedules, unstable network and training need for self-archival of research output.

RECOMMENDATIONS

1. Library should organize seminars to improve staff knowledge in Institutional repository.
2. Training workshops on self-archival for Academic staff.
3. Management should reward staff by making every research output upload counts in promotion.
4. Improve network connectivity in the e-library for staff use.

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