



*Effect of Conference Attendance on Job Performance among ... Ijeh, A. O., Et. al. (2026)*

## Effect of Conference Attendance on Job Performance among University librarians in Delta State, Nigeria

IJEH, Annabel Onyeisi<sup>1</sup>  
MORDI, Gloria Ngozi<sup>2</sup>  
PATRICK, Chukwuma Iheme<sup>3</sup>  
[patiheme200@gmail.com](mailto:patiheme200@gmail.com)

<sup>1</sup>Department of Library and Information Science, Delta State University, Abraka

<sup>2</sup>Department of Library and Information Science, University of Delta

<sup>3</sup>University of Technology, Owerri Imo State, Nigeria

### Abstract

*The study investigated the effect of conference attendance on job performance among university librarians in Delta State Nigeria. This study adopted the descriptive survey design. The population of the study consists of all University librarians in Delta State, Nigeria. Researcher-designed questionnaires were distributed, retrieved and analyzed using descriptive statistics. The study revealed that conference attendance improves job performance among university librarians in Delta State Nigeria. The study further affirmed the challenges affecting conference attendance of university librarians in Delta State Nigeria as financial constraints, logistical & travel hurdles, time & scheduling conflicts, safety & security and networking discomfort. The studies recommend that institutions of learning should be sponsoring their university librarians and other categories of staff to conference to update their knowledge and new innovations so as to improve their job performance.*

**Keyword:** Conference attendance, job performance, university librarians, Delta State, Nigeria

### Introduction

A university librarian is a high-level academic professional who organizes, curates, and offers access to scholarly resources to support a university's research, teaching, and learning purposes. They are critical partners in academic achievement, providing specialized research support, information literacy education, and digital resource management to teachers and students. For university librarians to be relevant in the administration of the library, the need for them to seek approval for conference attendance is critical. A conference attendance is a formal meeting or gathering where individuals with similar interests get together to discuss ideas and develop policies that will benefit their field of study. A conference may also be a meeting when a person from many walks of life with similar interests get together to discuss ideas, present difficulties in their sector, and provide solutions. Librarians go to library conferences to learn about current events, trends, and new technologies. Knowledge gained at conferences is essential for professional development. Conferences bring experts with similar perspectives together to share and discuss ideas. Conference participation fosters research ideas through conference papers, presentations, and question-and-answer sessions. Attending conferences helps to enhance professional capacity. According to Ifidon (2007), conferences are a means of professional development, whether local, national, or international, and they support library and librarian professional development, improve relationships among librarians, open up new horizons in the profession, and help to recognize the interdependence of knowledge and information, which in turn motivates librarians to better job performance.

Job performance is the efficacy, efficiency, and quality with which a person performs their given jobs, behaviors, and responsibilities, as assessed against organizational goals. It depicts behaviors that an employee may manage, such as work completion, effort, skills, and attitude. Job performance measures how successfully a person does their job. According to studies, conference attendance typically correlates with higher work performance, albeit the association is not always strong, notably in the academic and library industries. According to Ogbomo (2024), conference attendance programs seek to increase the abilities that each employee needs to improve and to ensure that all employees have similar skills and knowledge to do their jobs. According to Ogunbanjo (2021), conference attendance has steadily become more important in bridging the gap between academic work and the professional knowledge and abilities necessary to be effective workers. According to Onyeisi-Ijeh, Omosekejimi, and Osawaru (2025), University librarians training and development are essential for efficient information service delivery in libraries. High costs (travel, lodging, and registration), tight work schedules, and safety concerns are all barriers to conference attendance, with growing prices frequently restricting participation. Other



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important considerations include irrelevant information, limited networking possibilities, logistical challenges, and personal health concerns. It is in light of the above that this study intends to investigate the effect of conference attendance on job performance among university librarians in Delta State, Nigeria.

### **Statement of the problem**

Stakeholders in information systems and library services have employed a variety of tactics, as well as professional development programs to improve librarian work performance at university libraries. Previous research has indicated that conference participation improves the work effectiveness of university librarians. When institutions such as the library support librarians to conferences on a regular basis, librarians are more likely to be pleased and content with their careers. This networking encourages information interchange and growth for both individual workers and the organization as a whole, as well as improving their professional background and increasing the value of their services to the library. University librarian participation in conferences is usually seen as major contribution to professional development. To the best of the researcher's knowledge no study has explored conference attendance and job performance of university librarians in Delta State Nigeria hence the need for this study.

### **Objectives of the study**

The specific objectives are follows:

1. To find out the effects of conference attendance on job performance among university librarians in Delta State, Nigeria
2. To find out the challenges affecting conference attendance among university librarians in Delta State, Nigeria

### **Research Questions**

1. What is the mean effect of conference attendance and job performance of university librarians in Delta State Nigeria?
2. What are the challenges confronting conference attendance of university librarians in Delta State Nigeria?

### **Literature review**

According to Aidah (2020), a conference is a training and development strategy in which many people give presentations to an audience. According to the author, conferences are cost effective since a big number of employees are always instructed on a certain topic at the same time. Explicit statements made by participants in research and other academic activities are always presented during conferences and seminars and criticized by professionals in the field. The criticisms are aimed at making the presenter stronger and more knowledgeable in the field, predisposing them to improved job performance. Conferences have shown to be successful training approaches as they gain popularity among professional organizations and associations, demonstrating that favorable outcomes are consistently documented at such professional meetings. According to Eke (2011), attending conferences allows librarians to learn about industry problems and work with industry leaders to keep on top of the latest developments. Doyle (2020) underlined that attending conferences provides excellent networking opportunities, promotes teamwork, and raises understanding of current and prospective challenges in the industry. Attending conferences can improve a librarian's job satisfaction, particularly if they work at university libraries. Stephen and Bowley (2019), look into how training and conference attendance effect job performance. The study discovered a high link between training (attending conferences), professional growth, and job happiness. Gazioglu and Tansel (2012) did a parallel study to investigate the relationship between training (attending conferences) and job satisfaction. Using ordered probity estimation, the study's findings demonstrated a robust, positive relationship between training (conference attendance) and job satisfaction in Britain. Schmidt (2019) revealed a substantial association between training (attending conferences) and job satisfaction. Bakare (2012) investigated the association between hotel employee job satisfaction and the need for training (conferences). The study indicated a good association between conference attendance and work happiness. Saka and Haruna (2021) discovered a positive correlation between librarian conferences and staff job performance in branch libraries. Adetun and Gbemi (2016) discovered that there is an 83.72% absence of knowledge regarding conferences, and librarians prefer to attend conferences outside of their organization. According to Khana (2021), despite the apparent benefits of conferences, workers' participation is hampered by a lack of sponsorship, interest, and awareness. This may suggest that librarians who attend conferences may not receive sufficient advantages to reflect on their work performance as expected. Ekpenyong, Akpan, and Imo (2016) discovered a positive and minor link between the frequency of workshop participation and librarian job performance, implying that librarians perform well. Similarly, Jerome (2019) discovered that librarians' participation at seminars is positively related to job performance. However, research suggests that librarians' participation at workshops is not optional, but rather required if



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they wish to remain relevant and up-to-date in their profession and job performance. However, examination of Hypothesis 2 found that there is no significant association between librarians' attendance at workshops and job performance in university libraries in South-South Nigeria. The null hypothesis was accepted. This contradicts Grip's (2019) results, which found that attending librarian training improved management job effectiveness. According to Individual Jarumaneerat et al., (2017), health, prior experiences, and travel abilities, as well as personal budget are key barriers to conference participation. Costs have traditionally been viewed as a barrier to attendance, especially when association delegates are self-funded. Cost is seen to be a negative predictor of conference attendance

### Research Methodology

This study adopted the descriptive survey design. The population of the study consists of all University librarians selected from four university libraries (Delta State University, Dennis Osadebey University, University of Delta and Southern University Libraries, respectively) in Delta State, Nigeria. Multistage sampling technique was used to select a convenient sample size for fair representation of librarians in Delta State. A validated Structured Questionnaire with reliability coefficient of 0.7 was used to elicit information from respondents. Descriptive statistics was used to answer research question raised for the study

### Presentation of Results

#### Research Question One:

What is the mean effect of conference attendance and job performance of university librarians in Delta State Nigeria?

**Table 1: The effects of conference attendance on job performance of university librarians in Delta State Nigeria**

Items	SA	A	D	SD	-X	Decision
1 Knowledge & Skill Development	4	0	0	0	4.0	Accepted
2 Networking & Collaboration	2	2	0	0	3.5	Accepted
3 Career Advancement & Visibility	1	3	0	0	3.2	Accepted
4 Enhanced Productivity & Inspiration	4	0	0	0	4.0	Accepted
5 In-Person Benefits	2	1	1	0	3.2	Accepted

Table 1 shows the effects of conference attendance and job performance of university librarians in Delta State Nigeria in the following order as knowledge & skill development, networking & collaboration, career advancement & visibility and in-person benefits, this result implies that there is a significant effect of conference attendance on job performance among university librarians in Delta State, Nigeria.

#### Research Question Two:

What are the challenges confronting conference attendance of university librarians in Delta State Nigeria?

**Table 2: The challenges affecting conference attendance of university librarians in Delta State Nigeria**

Items	SA	A	D	SD	-X	Decision
1 Financial constraint	3	1	0	0	3.7	Accepted
2 Logistical & travel hurdles	4	0	0	0	4.0	Accepted
3 Time & scheduling conflicts	2	2	0	0	3.5	Accepted
4 Safety & security	2	2	0	0	3.5	Accepted
5 Networking discomfort	1	3	0	0	3.2	Accepted

Table 2 depict the challenges affecting conference attendance of university librarians in Delta State Nigeria as financial constraints, logistical & travel hurdles, time & scheduling conflicts, safety & security and networking discomfort respectively.

### Discussion of Findings

The study is on conference attendance of university librarians in Delta State Nigeria. Two research question was formulated to guide the study. The study shows that the effects of conference attendance and job performance of university librarians in Delta State Nigeria in the following order as knowledge & skill development, networking & collaboration, career advancement & visibility and in-person benefits. The study also affirmed the challenges affecting conference attendance of university librarians in Delta State Nigeria as financial constraints, Logistical & travel hurdles, Time & scheduling conflicts, Safety & security and Networking discomfort.



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## Conclusion

This study identified conference attendance as a motivating factor for job performance among university librarians in tertiary institutions. Evidence has indicated that attending conferences helps librarians do their jobs better and feel happier with them. The findings show that conference participation among librarians in the university libraries under investigation helps them gain professional experience, learn about current events, and so on. The goal of organizing conference outside of the workplace is to provide university librarians with a tranquil environment in which to focus on learning without distraction. Another purpose is often to broaden career perspectives in the university library.

## Recommendations

The following recommendations were made

1. Institutions of learning should be sponsoring their university librarians and other categories of staff to conference to update their knowledge and new innovations
2. Robust budget for education should be made for university librarian's development and other categories of staff

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