

INFLUENCE OF OCCUPATIONAL HEALTH AND SAFETY (OHS) INFORMATION AVAILABILITY AND USE ON JOB PERFORMANCE OF LIBRARY PERSONNEL IN PUBLIC UNIVERSITIES IN SOUTH-WEST NIGERIA

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Abstract

Related studies on the relationship between Occupational Health and Safety (OHS) information availability and utilization of personnel in public university libraries South-West, Nigeria have probably received inadequate empirical attention. OHS information availability and utilization provide a systematic way of managing health and safety with continual improvement as this not only reduces loss and cost of accidents and ill-health, but also improves the performance and efficiency of employees. It is in the light of this that the present study investigated the influence of occupational health and safety information availability and utilization and job performance of library personnel in public universities in South-West, Nigeria. The study adopted descriptive survey research design of the ex-post-facto type. Considering the size of the population total enumeration method was used thereby covering the entire professional and Para-professional library personnel's in each of the thirteen (13) public university libraries studied giving a total of three hundred and forty-three (343) respondents. Out of 343 questionnaires sent out, 281 were successfully completed and returned and this represent 82%. The questionnaire was validated. Cronbach Alpha reliability coefficient obtained was 0.875

Findings revealed that OHS information availability significantly predict job performance among personnel in public university libraries in South-West Nigeria with the values ($R=0.83$, $P<0.05$). The effect of occupational health and safety information utilization on job performance was significant ($R = 0.260$, $P< 0.05$) and similarly the effect of OHS availability and utilization on job performance was significant ($R = .268$, $P<0.05$)

Keywords: Occupational Health and Safety, Information utilization

Introduction

Universities are meant to deliver education which is considered their core objective and their libraries are to provide information and reading resources in support of this objective. However, risks related to health and safety of library personnel at work may weaken their job performance. Occupational Health and Safety (OHS) information availability and utilization provides a systematic way of managing health and safety with continual improvement as this not only reduces loss and cost of accidents and ill-health, but also improves the performance of employees.

Occupational Health and Safety is a discipline with a broad scope involving many specialized fields and in its broadest sense, it should aim at the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention among workers of adverse effects on health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of workers in an occupational environment adapted to their physical and mental needs and the adaptation of work to humans (International Labour Organization, (2003),

The role of the occupational health and safety service is the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize, the adaptation of work to man and of each man to his job. The operational responsibility for sound occupational health and safety practice lies with the people who do and supervise the work, the employee, operating personnel, and managers. It appears a truism that the absence of health and safety at workplace makes the employees easy victims of occupational hazards that could depress morale and productivity. It is obligatory on employers to provide a safe workplace for employees in order to increase their efficiency and productivity (Nwachukwu, 2007); and to guard against a possible accusation of negligence arising from injuries to employees (Okereke, 2007).

In any workplace, the safety of employees should be a priority. Whether one works in a low- or high-risk job, the company and its managers should maintain a healthy environment where safety is taken seriously. Managing workplace safety is as important for the company as it is for the employees. The law requires employers to provide, so far as is reasonably practicable, a safe working environment for their employees. This includes providing such information, instruction, training and supervision to employees as are necessary to enable them to work safely. The effective communication of health and safety information is central to reducing the risk of injury and illness in the workplace. All employees require information, advice, assistance and training to do their work; fully

understand the health and safety risks that are part of that work; and help keep their work environment safe (WorkSafe, 2008).

Occupational health and safety (OHS) is linked with any employee in any organization including university libraries and risks related to OHS may weaken their aims and objectives. The core objective of universities is to deliver education and their libraries are to support that objective through efficient service delivery and the ability of university libraries to render efficient information service delivery in support of their parent institutions is therefore largely influenced by the availability and utilization of OHS information which can enhance their operations. Over the past decades significant advances have been made in occupational health and safety (OHS) as many more organizations and institutions have realized its importance and the need to give higher priority to preventing accidents and ill-health at work (ILO, 2011). Thus, an unprecedented amount of information about occupational risks and how to manage them is now available online making OHS to be better managed in many institutions. Consequently, the quantity of serious accidents appears to be declining globally.

Risks related to health and safety of library personnel at work may have been weakening their job performance as available studies like (Adeyemi, 2010; Ajala, 2011 and Lemu, 2007) seem to be pointing out that many university library personnel in Nigeria are facing unhealthy and unsafe working conditions and greater psychosocial risks at work and that necessary occupational health and safety information may not have been provided in these public university libraries and thus jeopardising service delivery to library clientele. There is therefore a need to examine the framework for dissemination of OHS information in university libraries and underscore the need to focus on the extent to which decision-makers and others receive and use such information. It is in the light of this that the present study investigated the influence of occupational health and safety information availability and utilization on job performance of library personnel in public universities in South-West, Nigeria.

Methodology

The research design adopted was the descriptive survey research design of the *ex-post facto* type and the area of study is limited to the public university libraries in the South-West, Nigeria namely Lagos, Oyo, Ogun, Osun, Ondo, and Ekiti

The population of the study consists of 343 library personnel in public university libraries studied which consist of 210 professional and 133 Para -professional. The Sampling Technique used is the total enumeration and the instrument employed was the questionnaire and unstructured

telephone interview. The questionnaire was designed to include both structured and semi-structured questions to make room for uniform answers and individual opinion of the public university library personnel. The questionnaire was divided into seven sections for ease of data analysis.

A pre-test of the questionnaire was done in two libraries that are not part of the main study population namely Yaba College of Technology Library, Yaba and Federal College of Education Technical Library, Akoka. Fifty three (53) copies of the questionnaire were administered in both libraries 47 copies of questionnaire in Yaba College of Technology Library and 6 copies of the questionnaire in Federal College of Education Technical, Akoka to determine the reliability of the instrument. All sections of the questionnaire were subjected to Cronbach Alpha method of computing reliability coefficient of any research instrument. The research measuring instruments was therefore found to be both valid and reliable.

Results and Discussion

Demographic Characteristics of Respondents

Demographic Characteristics	Characteristics Categories	Study Sample			
		Frequency	Percentage	Mean	SD
Age(in years)	21-30	6	2.1	4.01(45.5711)	.815
	31-40	74	26.3		
	41-50	113	40.2		
	51+	88	31.3		
	Total	281	100.00		
Gender	Male	204	72.6	1.27	.447
	Female	77	27.4		
	Total	281	100.00		
Educational Qualifications	Cert. in Lib. Science	5	1.8	3.84	1.155
	Dip. in Lib. Science	30	10.7		
	Bachelor’s Degree	62	22.1		
	Master’s Degree	123	43.8		
	PhD Degree	30	10.7		
	Others	31	11.0		
	Total	281	100		
Position in the Library	Univ. Librarian	9	3.2	6.97	3.059
	Dep. Uni. Lib.	11	3.9		
	Assist. Univ. Lib.	15	5.3		
	Prin. Librarian	32	11.0		
	Sen. Librarian	31	11.0		
	Librarian 1	34	12.1		
	Librarian 2	28	10.0		
	Chief Lib. Officer	29	10.3		

	Ass Chief Lib. Officer	27	9.6		
	Prin. Lib. Officer	24	8.5		
	Sen. Lib. Officer	17	6.0		
	Higher Lib. Officer	14	5.0		
	Library Officer	10	3.6		
	Total	281	100.0		
Yrs. of Experience	5-10 years	28	10.0	2.77(16.7935)	0.918
	11-15 years	74	26.3		
	16-20 years	114	40.6		
	21 years & Above	65	23.1		
	Total	281	100		

From the above Table which comprises demographical profile of respondents in public university libraries situated in six states of South-West, Nigeria, age distribution has four categories with 41-50 being the age group with the highest number of respondents and 21-30 being the group with the least number of respondents. On the average, the respondents were forty six years of age.

OHS Information Needs of Library Personnel

S/ N	OHS Information needs of University Library Personnel	Sample					Mean	SD
		Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree		
1	To ensure safety at work	84 (29.9%)	118 (42%)	39 (13.9%)	39 (13.9%)	1 (0.4%)	2.45	0.909
2	To have knowledge of hazards prevention	79 (28.1%)	146 (52%)	14 (5%)	42 (14.9%)	-	2.77	0.761
3	For day to day operations	2 (0.7%)	26 (9.3%)	40 (14.2%)	63 (22.4%)	150 (53.4%)	2.44	0.873
4	To ensure best practices	3 (1.1%)	38(13.5%)	95 (33.8%)	103 (36.7%)	42 (14.9%)	3.51	0.942
5	To obtain up-to-date information to pass to other workers	33 (11.7%)	39 (13.9%)	84 (29.9%)	122 (43.4%)	3 (1.1%)	2.49	0.911
6	To know where to get good and reliable equipment or tools for work	10 (3.6%)	3 (1.1%)	148 (52.7%)	41 (14.6%)	79 (28.1%)	2.81	0.762
7	For improvement of	2	25	38	65	151	2.43	0.8

	Health and Safety planning	(0.7%)	(8.9%)	(13.5%)	(23.1%)	(53.7%)		60
8	Self actualization	1 (0.4%)	40 (14.3%)	96 (34.2%)	100 (35.6%)	44 (15.7%)	3.52	0.934
9	For current occupational hazards and risks associated with the library workplace	4 (1.4%)	34 (12.1%)	38 (13.5%)	118 (42.8)	87 (31.0%)	2.50	0.922
10	To improve on the library health and safety policy issues	11 (3.9%)	43 (15.3%)	76 (27.0%)	14 (5.2%)	4 (1.4%)	2.83	0.782
11	For information to be used at staff orientation	6 (2.1%)	50 (18.5%)	37 (13.2%)	26 (9.3%)	4 (1.4%)	2.44	2.49
12	To meet library set objectives	86 (30.6%)	120 (42.7%)	38 (13.5%)	34 (12.1%)	3 (1.1)	0.885	0.911

The Table above indicates the major OHS information needs as follows: self actualization ($\bar{X}=3.52$, $SD=0.934$), to ensure best practices ($\bar{X}=3.51$, $SD=0.942$), to improve on the library health and safety policy issues ($\bar{X}=2.83$, $SD=0.782$), to know where to get good and reliable equipment or tools for work ($\bar{X}=2.81$, $SD=0.762$), to have knowledge of hazards prevention ($\bar{X}=2.77$, $SD=0.761$), for current occupational hazards and risks associated with the library workplace ($\bar{X}=2.50$, $SD=0.922$), to obtain up-to-date information to pass to other workers ($\bar{X}=2.49$, $SD=0.911$), to ensure safety at work ($\bar{X}=2.45$, $SD=0.909$), for information to be used at staff orientation ($\bar{X}=2.44$, $SD=2.49$), for day to day operations ($\bar{X}=2.44$, $SD=0.873$), for improvement of Health and safety planning ($\bar{X}=2.43$, $SD=0.860$), To meet library set objectives ($\bar{X}=0.885$, $SD=0.911$).

Findings from the study revealed that information needs of public university library personnel are linked largely to their activities. The specific areas identified are to ensure safety at work, to have knowledge of hazards prevention, to obtain up-to-date information to pass to other workers, for current occupational hazards and risks associated with the library workplace, to improve on the library health and safety policy issues, for information to be used at staff orientation and to meet library set objectives.

Some of their needs are almost similar to those put forward by Worksafe (2008) which include formulating company’s health and safety policy; the location and nature of hazards in the workplace; procedures for

safe operation; maintenance and replacement of protective equipment; injury and incident reporting procedures; procedures for resolving health and safety issues; emergency and first aid procedures and safety signs and symbols.

There is also a strong body of existing evidence in a study conducted by Taylor (1991) that identified eight classes of information needs which are almost identical to those of this study. They are information for enlightenment: context information; problem understanding: better comprehension of a specific problem; instrumental: what to do and how to do something; factual: precise data; conformational: verify a piece of information and projective: future oriented. These classes of information according to him were developed from expressions of perceived needs, rather than of observation, report or discussion of actual information use

However, this study noted that respondents do not consider the day to day operations, ensuring best practices, to know where to get good and reliable equipment or tools for work and self actualization as areas where they need OHS information.

Sources of OHS Information

S/N	Sources of OHS Information Availability	Highly Available	Available	Rarely Available	Not Available
1	Staff Handbook	141 (50%)	59 (21%)	39 (14%)	42 (15%)
2	Library Bulletin Board	179 (64%)	20 (7.1%)	32 (11.4%)	50 (17.8%)
3	Library Health and Safety Policy	18 (6.4%)	13 (4.6%)	80 (28.5%)	170 (60.5%)
4	Departmental Meetings Minutes/Actions	151 (53.7%)	51 (18%)	44 (15.6%)	35 (12.4%)
5	Work Procedure Documents	135 (48%)	64 (22.7%)	61 (21.7%)	20 (7.1%)
6	Documents Provided during Induction of New Staff	98 (34.8%)	95 (33.8%)	50 (17.8%)	38 (13.5%)
7	Professional Associations	109 (38.7%)	76 (27%)	38 (13.5%)	58 (20.6%)
8	Safety Signs and Symbols in the Library	125 (44.4%)	71 (25.3%)	56 (19.9%)	29 (10.3%)
9	Culls obtain on Occupational Information	17 (6.0%)	15 (5.3%)	122 (43.4%)	127 (45.19%)
10	Information Leaflets Published by the Library	88 (31.3%)	78 (27.7%)	49 (17.4%)	66 (23.5%)
11	Face-to-Face Discussion and Demonstration	25 (8.89%)	33 (11.4%)	99 (35.4%)	124 (44.13%)

The table above indicates sources through which OHS information is made available to library personnel's in public universities in South-West, Nigeria. Library bulletin board was the most highly available source of occupational health and safety information with 179 (64%), next is the minutes of departmental meetings 151 (53.7%), staff handbook 141 (50%), others are work procedure documents 135 (48%), face-to-face discussion and demonstration 25 (8.89%), safety signs and symbols in the library 125 (44.4%), library health and safety policy 18 (6.4%). On the other hand, the least occupational health and safety information source for the public university library workers is the information leaflets published by the library 88 (31.3%) closely followed by the documents provided during induction of new staff 98 (34.8%) and culls obtain on occupational information 17 (6.0%). Other source mentioned is Professional Association.

Studies by (Ononogbo 1985) observed that information could be obtained through various sources like interpersonal means, mass media, print formats and non-print formats. In their study on provision of health information sources, Bii and Otike (2003) on the other hand, pointed to the fact that health information sources predominantly used by the respondents studied were the interpersonal sources such as friends, parents, relatives, healthcare workers and radio but that the most widely used and effective media of information are the mass media – the radio, television, and newspapers because they have the advantages of wide circulation and timely dissemination of information. Similarly, the Australian National Training Authority (2001) pointed out that OHS information can be disseminated to staff through a number of methods depending on the size of an organization this could be through: newsletter/memo or notice, run a regular staff briefing, deliver regular "refresher" training, speak informally to each staff member, and that whichever method is chosen should be appropriate to the target audience. The implication from this finding is that in spite of the use of a number of mass media and Information Technology (ICT) availability in most public university libraries, none of the public university personnel seem to be utilizing the technology. The findings is not surprising in view of the fact that the respondents are likely to make use of only the source or sources available and accessible to them.

Utilization of OHS Information by Respondents

S/ N	Information Utilization	Always	Sometimes	Seldom	Never	I Do not need such information	Mean	Mean Rank	SD
1	Safety needs	202 (71.9%)	36 (12.8%)	31 (11.0%)	7 (2.5%)	5 (5.1%)	3.00	8	0.641
2	Hazards Prevention	136 (48.4%)	96 (34.2%)	40 (14.2%)	9 (3.2%)	-	2.74	4	0.738

3	Day-to-day Operations	158 (56.2%)	85 (30.2%)	33 (11.7%)	5 (1.8%)	-	2.84	6	0.722
4	Best practices and resources	148 (52.7%)	81 (28.8%)	37 (13.2%)	15 (5.3%)	-	2.50	1	0.789
5	Pass up-to-date information to the workers	174 (61.9%)	87 (31%)	20 (7.1%)	-	-	2.76	5	0.570
6	Where to get good and reliable equipment/tools for the job	180 (64.1%)	81 (28.8%)	20 (7.1%)	-	-	2.72	3	0.560
7	For improvement of OHS planning	95 (33.8%)	89 (31.7%)	52 (18.5%)	45 (16.6%)	-	2.65	2	0.971
8	Self-actualization	126 (44.8%)	97 (34.5%)	33 (11.7%)	25 (8.9%)	-	2.96	7	0.816

The findings shows safety needs (\bar{X} =3.00, SD= 0.641), self-actualization (\bar{X} =2.96, SD=0.816), day-to-day operations (\bar{X} =2.84, SD=0.722), pass up-to-date information to the workers (\bar{X} =2.76, 0.570), hazards prevention (\bar{X} =2.74, SD= 0.738), where to get good and reliable equipment or tools for the job (\bar{X} =2.72, SD=0.560), for improvement of OHS planning (\bar{X} = 2.65, 0.971), best practices and resources (\bar{X} = 2.50, SD= 0.789).

It emerged that 202 (71.9%) respondents use OHS information for safety at work; 136 (48.4%) for hazards prevention; 158 (56.2%) for day-to-day operations best practices and resources 148 (52.7%) for passing up-to-date information to the other workers 180 (64.1%) for where to get good and reliable equipment or tools for business; 95 (33.8%) for improvement of OHS planning and 126 (44.8%) for self actualization.

With all the mean score approximated to 3, it shows that Occupational Health and Safety information is used for a number of reasons. On the other hand, 89 (31.7%) of the respondents sometimes utilize OHS information on improvement of OHS planning.

This finding agreed with the study of Choo (2007) that the usefulness or value of information is based not only on subject matter or how well the information content matches a query or topic, but also on the requirements, norms and expectations that arise from the user's work and organizational contexts. Information use occurs when the individual selects and processes information which leads to a change in the individual's capacity to make sense or to take action. In similar vein, Neelemaghan (1981), Uhegbu (2001)

and Afolabi (2004) buttress these findings. According to Neelemaghan one of the prerequisites for information utilization is accessibility because accessibility of information in whatever medium and quantity will be meaningless if it does not meet the need of the audience in terms of economic, social, political, cultural, scientific and technological while Uhegbu affirms that, without available good information, accessibility will be difficult and its utilization impaired. Afolabi reiterates that information use leads to better decisions by managers; engenders growth and development and concluded that erroneous conceptions, views and opinions on programmes and activities of institutions and organizations are corrected when information is properly collected, used and disseminated.

Effects of OHS Information Utilization to Job Performance

S/N	JOB PERFORMANCE	SA	A	U	D	SD	Mean	SD
1	Creative and innovative ability:							
	i. Creative thinking.	219 (77.9%)	42 (14.9%)	20 (7.1%)	-	-	1.92	0.404
	ii. unique ideas	266 (94.7%)	15 (5.3%)	-	-	-	1.05	0.225
	iii. building a shared vision with subordinate and peers	209 (74.4%)	66 (23.5%)	6 (2.1%)	-	-	1.28	0.494
2	Dependability and timeliness:							
	i. Jobs within areas of specific responsibility are completed in a timely manner and within budget.	213 (75.8%)	61 (21.7%)	7 (7.5%)	-	-	1.27	0.496
	ii. Work output is of quality and quantity.	165 (58.7%)	85 (30.2%)	31 (11.0%)	-	-	1.81	0.614
	iii. Complete assignments within schedule.	2 215 (76.5%)	28 (10.0%)	37 (13.2%)	1 (0.4%)	-	2.04	0.495
3	Leadership quality:							
	i. Influence others to translate vision into action.	183 (65.1%)	97 (34.5%)	1 (0.4%)	-	---	o 1.66	0.463
	ii. Exercise good judgments by making sound and well informed decision.	191 (68.0%)	85 (30.2%)	5 (1.8%)			1.34	0.510
	iii. Respond appropriately to the needs and feelings of different people in different situations.	187 (66.5%)	87 (31.0%)	7 (2.5%)	-		2.28	0.504
4	Relationship with co-workers:							
	i. Adapt and work with others.	187 (66.5%)	87 (31.0%)	7 (2.5%)	-	-	2.28	40.504
	ii. Solve problems by negotiation/discussing with colleagues.	16 155 (55.2%)	121 (43.1%)	5 (1.8%)	-	-	1.59	0.502

5.	Effective and efficiency: i. Perform technical (professional) tasks with efficiency and effectiveness.	161 (57.3%)	119 (42.3%)	1 (0.4%)	-	-	1.58	0.502
	ii. Perform difficult tasks with sound results.	134 (47.7%)	131 (46.6%)	16 (5.7%)	-	-	1.58	0.599
	iii. Information use helps me to put in more than I am required to do on my job.	163 (58%)	117 (41.6%)	1 (0.4%)	-	-	1.42	0.502
6.	Team building: i. Pass on information to his/her co-workers in order to help them to perform their work effectively.	172 (63%)	109 (38.8%)	-	-	-	1.61	0.458
	ii. Encourage employees in his/her department to participate in deciding how the work gets done.	209 (74.4%)	66 (23.5%)	6 (2.1%)	-	-	1.29	0.518

Responses in the table above show effects of information utilization on job performance. The result reveal that creative thinking ranked first in the first category (creative and innovative ability) with the mean and standard deviation score of ($\bar{X} = 1.902, 0.404$). Complete assignments within schedule' is also first in the second category (dependability and timeliness) with mean and standard deviation score of ($\bar{X} = 2.04, 0.495$). In the third category (leadership quality), Respond appropriately to the needs and feelings of different people in different situations' ranked top with mean and standard deviation score of ($\bar{X} = 2.28, 0.504$). The fourth category (relationship with co-workers) has adapt and work with others' as top with ($\bar{X} = 2.28, 0.503$). The fifth category (effective and efficiency) which has perform technical (professional) tasks' with mean and standard deviation score of ($\bar{X} = 1.58, 0.502$). The last category (team building) has encourage employees in his/her department to participate in deciding how the work gets done with mean and standard deviation score of ($\bar{X} = 1.61, 0.458$).

With all the mean scores, it shows that availability and utilization of occupational health and safety information contribute tremendously to library personnel job performance in public universities in South-West, Nigeria.

Based on the figure it has been seen that there is a positive relationship between OHS information availability, utilization and job performance. Respondents indicated that OHS information availability and utilization have positive benefits and effects on their job performance which in turn relate to library goals and objectives. This buttresses Antonelli, Baker, McMahon & Wright, (2006) study that found that organizations with

effective health and safety policy tend to have good corporate policy that help in attracting and maintaining competent and safety-conscious workforce. Their study affirmed that effective health and safety policy boost competitive position of an organization by way of contribution to increased performance, quality output and efficiency. Similarly, Akpan (2011) corroborate this position when he stated that tardiness and absenteeism could be minimized in a firm with effective health and safety management system, and workplace hazards and accident could be drastically reduced and based on that, organization can meet up with services in terms of time and quality.

Conclusion

The findings from the study confirmed the influence of occupational health and safety information availability and use on job performance of library personnel in public universities in South-West, Nigeria. These results shows that OHS information availability significantly predict job performance among personnel in public university libraries studied, with the values ($R= 0.83$, $P < 0.05$). Secondly the effect of OHS information utilization and job performance of library personnel in public universities in South-West, Nigeria was significant ($R = 0.260$, $P < 0.05$). Thirdly the effect of OHS availability and utilization on Job Performance of library personnel in public universities studied, was significant ($R = .268$, $P < 0.05$) and the combined effect of OHS availability and utilization on job performance of library personnel in public universities in South-West Nigeria was significant ($R = 0.122$, $R^2=0.015$, $Adj. R^2 = 0.011$; $P < 0.05$).

The study concluded that OHS information availability contributes meaningfully to job performance and the combined effect of influence of Occupational Health and Safety information availability and use on job performance put together showed that there is a significant relationship between the variables. This result indicated that each variable (OHS information availability and utilization) is necessary for effective job performance and optimum productivity suggesting that its provision may be of the greatest aid in the prevention of occupational hazards confronting public university personnel. That possibility of implementing an OHS information provision in university libraries are positive but there is only a need of commitment and some efforts to develop standardized OHS for better working environment

Recommendations of the Study

From the findings and conclusions of the study, the researcher came up with the recommendation that management of public university libraries should put in place policies and structures for improving occupational health and safety information availability because possibilities of implementing an

OHS information provision in public university libraries are positive albeit with a need of commitment and some efforts to develop standardized OHS for better working environment. They should not wait to form ad-hoc committees (whose recommendations may not be implemented) after an accident has occurred, but put in place active health and safety committees which should be given mandate to implement their recommendations that every personnel in the library should adhere to reduce accidents.

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