

**EXTENT OF SUFFICIENCY AND ACCESSIBILITY OF LIBRARY
RESOURCES FOR MANAGING UNDERGRADUATE STUDENTS'
EMPLOYABILITY IN A COMPETITIVE SOCIETY IN PUBLIC
UNIVERSITIES IN ANAMBRA STATE**

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Abstract

This study examined the extent of sufficiency and accessibility of library resources for managing undergraduate students' employability in a competitive society in public universities in Anambra State. The study was guided by two research questions and a descriptive survey research design employed in order to carry out the study. Population for the study consisted of 153 library staff from two public universities in Anambra State (115 library staff of one Federal university & 38 library staff of one State university). Sample size for the study 107 library staff from the two public universities selected using the simple random sampling technique. A researcher-developed 21-item questionnaire titled: —Extent of Sufficiency and Accessibility of Library Resources for Managing Undergraduate Students Employability in a Competitive Society Questionnaire (ESALRMUSECSQ) was structured on a 4-point scale used to conduct the study. The questionnaire was validated by two experts from the library and one Measurement and Evaluation expert from Nnamdi Azikiwe University, Awka, Anambra State. Reliability of the instrument was established through a pilot-test on a sample of 18 library staff from two universities in Delta State. Using Cronbach Alpha statistics, the coefficient reliability value of 0.87 and 0.83, summed up to arrive at an overall internal consistency reliability value of are 0.85, Mean and standard deviation were used to analyze data. Findings of the study revealed, among others, that the extent of sufficiency and accessibility of the library resources for managing undergraduate students 'employability in a competitive society in the two public universities in Anambra State were to a less extent in various disciplines. From the findings, recommendations made and include that both the Federal and State Government should leverage through collaborative efforts from external donors and partners.

Introduction

The Nigerian Universities whether public or private are higher education institutions known for manpower training and development in the country. The Universities offer many educational and professional training programmes in different faculties, departments, disciplines and fields of endeavour through full-time and part-time undergraduate programmes, postgraduate programmes and sandwich courses necessary for manpower development. The University which sits at the apex or top position in the cadre of higher education institutions is thus, described by the Federal Republic of Nigeria (FRN, 2014) in the National Policy on Education (NPE) as one of the most important citadels of higher academic learning given after Post Basic Education, established for high level manpower training and optimum contribution to national development. The goals and objectives of university education as indicated under section 5, item 86, page 41 of the National Policy on Education (NPE) by the Federal Republic of Nigeria (FRN, 2014) are to: intensify and diversify its programmes for the development of high level manpower within the context of the needs of the nation; make professional course contents reflect our national requirements; make all students part of a general programme of all-round improvement in university education, to offer general study courses such as history of ideas, philosophy of knowledge, nationalism, and Information Technology (IT); and make entrepreneurial skills acquisition a requirement for all Nigerian universities; among others. Successful achievement of the aforementioned goals and objectives of the Nigerian universities, especially for undergraduate students 'employability in a competitive society necessitates that qualitative and sound education accompanied with effective and quality educational support services must be sufficiently provided in all the academic programmes in university. Such quality educational support service is provided through the establishment of a functional academic library in the universities with sufficient educational resources which are consistently made accessible to all students.

The library as defined by the American Library Association (ALA, 2022) is a collection of resources in a variety of formats that is organized by information professionals or other experts in a university, polytechnic or college of education, who provides convenient physical, digital, bibliographic, or intellectual access and offer targeted services and programmes with the mission of educating, informing, or entertaining a variety of audiences and the goal of stimulating individual learning and advancing society as a whole. The library is equally collection of books used for reading or study, or the building or room in which such a collection is kept. It is a place in which literary, musical, artistic, or reference materials (such as books,

manuscripts, recordings, or films) are kept for use but not for sale. The important benefits and functions of a functional academic library in the university which are enormous for developing students 'employability in a competitive society, cannot be overemphasized. University libraries are expected to provide to users a range of information and communication technologies necessary for retrieving information quickly from both immediate and remote databases, as well as creating a need for library cooperation and consortium initiatives (Okiy cited in Abubakar, 2011). The university library according to Simwa (2021) is relevant in many ways of: providing enabling environment for reading, studying and researching; providing all the students with the essential research and reference materials like bibliographies, biographies, glossaries, abstracts, dictionaries, encyclopedias, manuals, atlases, gazetteers, monographs, etc.; informing the university community of the latest scientific and technological developments; helping and supporting new students to orientate on how to source and find the necessary materials quickly and correctly; maintaining all the handbooks, including textbooks and fiction, which are specific to this or that one educational institution, especially those written by its founders and professors, and relating to its history, educational programme, and so on; ensuring the students and faculty with the bibliographic instruction, Interlibrary Loan services, and research assistance as well; helping the professors writing research papers, dissertations and scientific publications; and last but not least is maintaining those books that are thousands of years old to be possible to use and study. From the above discussions, the university library accords undergraduate students to have access to vast reading, research and reference materials both in hard copies and online/soft copies in various course of studies, fields and disciplines, which is necessary for managing students 'employability in a competitive society. Students 'employability is the set of skills, knowledge, and personal attributes that makes an individual more likely to secure and retain employment, be successful in their chosen occupations, and be able to manage their career development (Fugate, Kinicki & Ashforth, 2021). These set of skills, knowledge, and personal attributes make undergraduates more likely to secure jobs and be successful in their chosen occupations, benefiting themselves, the workforce, the community, and the economy (Johnson, 2022). Employability equally refers to the ability of an individual to gain initial employment, maintain employment, and obtain new employment if required. This encompasses the ability to learn new skills, adapt to change, and continuously improve one's competencies in a dynamic labour market (Williams, Dodd, Steele & Randall, 2022). A competitive society as observed by Porter (2022) is characterized by an environment where individuals, organizations, and institutions engage in vigorous competition for resources, opportunities, and success. It is marked by a dynamic marketplace where innovation, efficiency, and

performance are rewarded, driving continuous improvement and advancement. It is one in which individuals and groups vie for limited resources, positions, and rewards through competition. It is governed by principles of meritocracy, where success is largely determined by individual effort, talent, and initiative, fostering a culture of achievement and ambition (Collins, 2022). On the other hand, library resources as described by the Cambridge University Press (2022) are available in a wide range of digital and physical formats. They may include journal articles, databases, data sets, newspapers, films/videos, Open Access (OA) materials and a lot more. The library has a number of tools and equipment that one can use to discover, find and access these resources.

These resources may further include: academic books (print, electronic - eBooks) which are a good resource to consult if one wishes to explore a topic in depth. They present complex ideas, as well as, arguments and insights supported by original research, analysis and evidence. Authors of academic books are usually university professors or specialists in a given discipline and/or topic. Publishers of academic books include commercial publishers, academic presses and specialized governmental and international bodies. Monographs are equally academic books that present a lengthy body of research usually by one of two authors. Edited books have one or more editors who curate and collate chapters written by several authors. Explaining some of the abovementioned library resource, the European University Institute (EUI) Library (2022) noted that journal articles available in print and electronic –Journal formats, is a scholarly journal, sometimes called a —periodicall or —serialll, which is a specialized publication containing articles that consist of detailed research studies, analysis of new information, new ideas in a discipline, and/or theoretical discussions. Journal articles do not take as long to produce as books, and generally contain more up-to-date information. Grey literature is information produced outside of academic publishing and distribution channels, and can include: reports, policy papers, working papers, newsletters, government documents, speeches, white papers, and so on. These publications are often produced by governments, non-governmental agencies, think tanks and industry partners to store information and report on activities. Because grey literature is published without the delays and restrictions of academic publishing, it may be more current than literature in scholarly journals. However, it is not usually peer reviewed and must be critically examined. Grey literature is often found on the internet by performing a simple search or by accessing governmental and organizational websites. Reference works are useful when one requires an overview of a particular topic or subject area to begin his or her research. News resources

provide timely information on current events. Historic news resources offer first-hand accounts of events as they occurred. Data sets provide statistics and other quantitative information related to populations, countries, industries, and economies. Data is useful when you want to have a numeric picture of a particular topic. Open Access (OA) materials refer to material that is available for everyone to use, free and without paywalls regardless of regional restrictions and institutional affiliation. From all the discussions, in today's highly competitive global job market, the employability of graduates is a pressing concern for higher education institutions like the universities. The role of university libraries in fostering employability skills among undergraduates is increasingly recognized as crucial. University libraries are central to academic life, providing resources that support teaching, learning and research for students' employability. In the context of employability, libraries serve as a gateway to a wealth of information that can enhance students' knowledge, skills, and competencies for their employability. Thus, to be able to manage students' employability in a competitive society in the universities including those in Anambra State, this will require ensuring the sufficiency and accessibility of varieties of library resources such as reading materials like textbooks (fiction and non-fiction), handbooks, manuals, dictionaries, reference and research materials like research papers, dissertations and scientific publications, journals, encyclopedias, dailies, online materials, manuscripts, machines, technological devices like computers, projectors, various recordings, films or movies, among others.

Sufficiency of library resources in the universities entails the condition or quality of being adequate or sufficient, particularly in terms of meeting the needs or requirements of a particular situation. In the context of resources, it indicates having enough resources to achieve a specific purpose without excess (Martinez & Jones, 2023). It also refers to the state of having an adequate amount or quantity of something to fulfill a particular need or requirement. It implies that the available resources are enough to achieve intended outcomes without unnecessary surplus (Patel & Kim, 2022). Sufficiency of library resources as perceived within the context of this study refers to the adequacy of available materials in meeting the educational and professional development needs of undergraduate students in different disciplines and fields of studies. This includes a wide array of resources including reading, research and reference materials from various disciplines such as textbooks, eBooks, academic journals, databases, dailies and multimedia tools that are essential for comprehensive learning and skill acquisition. In public universities in Anambra State, the sufficiency of these resources is a determinant of how well the libraries can support the

employability of undergraduate students. A library with sufficient resources provides up-to-date information that is crucial for developing critical thinking, problem-solving skills, and domain-specific knowledge, all of which are essential for employability. Accessibility of library resources can be referred to as the design of products, devices, services, or environments to be usable by all people, including those with disabilities. It ensures that individuals can perceive, understand, navigate, and interact with digital and physical spaces independently and with dignity (Brown & Smith, 2022). It is the extent to which individuals can efficiently and effectively locate, access, and use resources and services, considering various barriers such as physical, technological, and cognitive limitations. It is fundamental to creating equitable and inclusive environments (Taylor & Robinson, 2023). Accessibility of library resources, as observed in this study, pertains to how easily undergraduate students can use and benefit from these library resources. Factors affecting accessibility include the physical location of the library, operating hours, availability of digital resources, and the user-friendliness of library systems. In the digital age, the ability to access resources online has become increasingly important. For students in public universities in Anambra State, accessibility determines their capacity to engage with the necessary materials efficiently, which in turn influences their preparedness for the job market. Libraries that offer extensive digital collections and remote access capabilities empower students to learn and grow beyond the constraints of time and physical space. Both sufficiency and accessibility of library resources are necessary for managing undergraduate students' employability in a competitive society in the Nigerian universities. Managing refers to the process of planning, organizing, directing, and controlling resources and activities within an organization to achieve predetermined objectives and goals. It involves making decisions, allocating resources, coordinating efforts, and evaluating performance to ensure efficient and effective operations (Robbins, Coulter & DeCenzo, 2021). The present study addresses the critical issue of how well public university libraries in Anambra State are equipped to support the employability of their undergraduate students. By evaluating both the sufficiency and accessibility of library resources, this study aimed to provide insights that can help improve library services and, consequently, enhance the employability of undergraduates. The study can inform policy decisions and resource allocation to ensure that libraries in these institutions are not only well stocked but also accessible to all students at all times and operating hours.

Statement of the Problem

In the contemporary global economy, the employability of undergraduates is a significant indicator of the effectiveness of higher educational institutions like the universities. Central to this statement, is the role of university libraries towards managing undergraduate students 'employability in a competitive society, which are expected to provide sufficient and accessible resources that support students' academic and professional development. For public universities in Anambra State, Nigeria, this poses a critical challenge, as the institutions strive to equip students with the necessary skills and knowledge to succeed in a competitive job market. Despite the acknowledged importance of library resources in enhancing undergraduate students 'employability in a competitive society, there are concerns regarding both the sufficiency and accessibility of these library resources in public universities in Anambra State. Anecdotal evidence and preliminary observations from several public universities suggest that undergraduate students may face significant barriers in accessing the resources they need for comprehensive learning and skill acquisition. This includes outdated collections, limited digital resources, restricted library hours, and inadequate infrastructure to support remote access. The core problem, therefore, is whether the current state of library resources in public universities in Anambra State is sufficient and accessible enough to support the employability of undergraduate students. Specifically, the questions to address in this study are: the extent to which the available library resources in public universities in Anambra State are sufficient or adequate enough to manage undergraduate students 'employability in a competitive society? Also, the extent to which the library resources in these universities are readily accessible to manage undergraduate students 'employability in a competitive society? Addressing these questions is crucial for understanding the gaps and challenges in the current library systems and for making informed recommendations to enhance the employability of undergraduate students in the public universities in Anambra State. The gap to be filled likewise the problem in which the present study sought to proffer solution is to find out the extent of sufficiency and accessibility of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State.

Purpose of the Study

The purpose of this study is to examine the extent of sufficiency and accessibility of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State. Specifically, the study aimed at ascertaining the following;

1. The extent of sufficiency of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State.
2. The extent of accessibility of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State.

Research Questions

The following two research questions guided the study:

1. What is the extent of sufficiency of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State?
2. What is the extent of accessibility of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State?

Methodology

A descriptive survey research design was employed in order to carry out the study. This involved conducting a field investigation using a research instrument (that is; questionnaire) in order to retrieve information from the library staff of the two public universities who were sampled in the study. Thereafter, information retrieved from sample of the library staff was analyzed using a statistical tool in other to generate data for the findings and to also conclude the study. Population for the study consisted of all the 153, library staff from two public universities in Anambra State (that is; 115 library staff of one Federal university & 38 library staff of one State university). Sample size for the study constituted a total of 107 library staff from the two public universities selected at 70% out of the entire population using the simple random sampling technique. A researcher-developed 21-item questionnaire titled: —Extent of Sufficiency and Accessibility of Library Resources for Managing Undergraduate Students 'Employability in a Competitive Society

Questionnaire (ESALRMUSECSQ)l. This research instrument was equally structured on a 4-point rating scale of Very Sufficient (VS) – 4 points, Sufficient (S) – 3 points, Less Sufficient (LS) – 2 points and Very Less Sufficient (VLS) – 1 point was used to answer research question one. Meanwhile, the rating scale of Very Accessible (VA), Accessible (A), Less Accessible (LA) and Very Less Accessible (VLA) was used to answer research question two. The questionnaire was validated by two experts from

the library and one Measurement and Evaluation expert from Nnamdi Azikiwe University, Awka, Anambra State. These experts who face validated the questionnaire made useful corrections which were effected before the final print out of the questionnaire. Reliability of the instrument was established through a pilot-test on a sample of 18 library staff from two public universities in Delta State. The scores obtained after the pilot test were measured using Cronbach Alpha statistics which gave coefficient reliability value of 0.87 and 0.83, summed up to arrive at an overall internal consistency reliability value of 0.85, showing that the instrument was reliable to collect the necessary data for the study. An on-the-spot method using the help of five research assistants was employed as means for data collection. These research assistants who were library staff from the two public universities library understanding the purpose of the study, assisted in distributing copies of the questionnaire to their colleagues. Distribution of the questionnaire to the respondents (that is; library staff) took a period of one week after which the instrument was collated for appropriate data analysis. A total of 107 copies of the questionnaire were distributed to 107 library staff and all of them were retrieved at a 100% rate of return. The mean score rated at 2.50 and standard deviation were used to analyze data. The decision rule for taking decisions on the items on the questionnaire was rated at 2.50. Any mean score which rated at 2.50 and above was regarded to be in support of the statement and therefore termed as either sufficient or accessible. Any mean score that rated below 2.50 was regarded as not in support of the statement and therefore termed either less sufficient or less accessible.

Results

Research Question 1: What is the extent of sufficiency of library resources for managing undergraduate students ‘employability in a competitive society in public universities in Anambra State?

Table 1: Mean Scores Ratings and SD of Library Staff on the Extent of Sufficiency of Library Resources for Managing Undergraduate Students’ Employability in a Competitive Society in Public Universities Anambra State N = 107 Library Staff

S/N	Sufficiency of library resources for managing VS S	LS	VLS	X	SD	Decision		
1.	internet facilities with constant network/connectivity available in the library for undergraduate students	12	10	30	55	1.80	1.01	Less Sufficient
2.	up-to-date printed textbooks from various disciplines including course							

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of study provided in the library for undergraduate students	15	19	24	49	2.00	1.09	Less	Sufficient
3. journals in print from various disciplines mobilized in the library	13	27	30	37	2.15	1.03	Less	Sufficient
4. e-journals including ebooks from varieties of academic areas available in the library	14	22	42	29	0.98		Less	Sufficient
5. research monographs, indexes likewise abstracts available in the library	16	21	38	32	2.20	1.03	Less	Sufficient
6. reference materials like bibliographies, biographies, glossaries, encyclopedia, manuals stored in the library	24	15	32	31	2.25	1.14	Less	Sufficient
7. available theses/dissertations from various disciplines in the library	23	17	28	39	2.22	1.15	Less	Sufficient
8. periodicals such as magazines, newspapers provided in the library	11	25	44	27	2.19	0.93	Less	Sufficient
9. conference including seminar papers available in the library	17	26	35	29	2.2	1.03	Less	Sufficient
10. Government publications including gazetteers available in the library	18	16	50	23	2.27	0.98	Less	Sufficient
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11. other print materials such as dictionaries, including posters provided in the library	10	18	59	20	2.17	0.84	Less	Sufficient
12. audio-visual devices such as tape recordings, cassette, computers, CD ROM, available in the library	5	12	43	47	1.77	0.83	Less	Sufficient
13. atlases, maps, charts, graphs, diagrams including globes	22	13	41	31	2.24	1.08	Less	Sufficient
14. online Databases including Open Access materials available in the library	19	21	38	29	2.28	1.05	Less	Sufficient
Overall Mean Score & SD =					2.14	1.03	Less	Sufficient

Analysis from Table 1 shows that none of the items from 1 to 14 were rated above the acceptable mean score of 2.50 by the library staff in order to show that they agreed with these statements. All the items were rated below the acceptable mean score of 2.50 by the library staff in order to show that they disagreed with these statements. The grand mean of 2.14 and standard deviation (SD) of 1.03 indicates closeness in the responses of the library staff showing less sufficiency of the library resources in the public universities. This result implies that the library resources were less sufficient for managing undergraduate students 'employability in a competitive society in public universities in Anambra State.

Research Question 2: What is the extent of accessibility of library resources for managing undergraduate students 'employability in a competitive society in public universities in Anambra State?

Table 2: Mean Scores Ratings and SD of Library Staff on the Extent of Accessibility of Library Resources for Managing Undergraduate Students' Employability in a Competitive Society in Public Universities Anambra State
N = 107 Library Staff

S/N	Please indicate your agreement on the extent of accessibility of the under listed library resources for managing undergraduate students' employability in a competitive society in the university.	VA	A	LA	VLA	X	SD	Decision
15.	Extent of accessibility of library location for undergraduate students in the university	44	51	84		3.26	0.75	Accessible
16.	the adequacy of library operating hours for undergraduate students at all times	14	18	45	30	2.15	0.97	Less Accessible
17.	frequent library orientation for undergraduate students	19	15	41	32	2.20	1.05	Less Accessible
18.	long duration of book loan likewise other quality services in areas of circulation service, user-friendliness of library systems, reference service, bibliography and document delivery, steady power supply, Selective Dissemination of Information (SDI) service for Less undergraduate students in the library	13	20	47	27	2.18	0.95	Less Accessible
19.	sufficient Internet access points for undergraduate students in the library	17	22	28	40	2.15	1.09	Less Accessible
20.	adequate digital resources at all times for undergraduate students in the library	16	25	37	29	2.26	1.02	Less Accessible
21.	updated printed resources from various disciplines likewise government publications for undergraduate students in the library	14	17	33	43	2.02	1.04	Less Accessible
Overall Mean Score & SD =						2.32	1.06	Less Accessible

Analysis from Table 2 shows that only item from 15 was rated above the acceptable mean score of 2.50 by the library staff in order to show that they agreed with these statements. All the other items from 16 to 21 were rated below the acceptable mean score of 2.50 by the library staff in order to show that they disagreed with these statements. The grand mean of 2.32 and standard deviation (SD) of 1.06 indicates closeness in the responses of the library staff showing less accessibility of the library resources in the public universities. This result implies that apart from the library location which was accessible; other library resources were less accessible for managing undergraduate students 'employability in a competitive society in public universities in Anambra State.

Discussions

Findings of the study revealed that the extent of sufficiency and accessibility of the library resources for managing undergraduate students 'employability in a competitive

society in the two public universities in Anambra State were to a less extent in various disciplines. Many of these library resources when put together were less sufficient and less accessible for managing undergraduate students' employability in a competitive society in the two public universities. The finding further indicated less sufficiency of the library resources in the public universities. This finding implies that the library resources such as: internet facilities with constant network/connectivity, up-to-date printed textbooks from various disciplines including course of study, journals in print from various disciplines, e-journals including e-books from varieties of academic areas, research monographs, indexes likewise abstract, reference materials like bibliographies, biographies, glossaries, encyclopedia, manuals, available theses/dissertations from various disciplines, periodicals such as magazines, newspapers, conference including seminar papers, Government publications including gazetteers, other print materials such as dictionaries, including posters, audio-visual devices such as tape recordings, cassette, computers, CD ROM, atlases, maps, charts, graphs, diagrams, online Databases including Open Access materials; were all less sufficient for managing undergraduate students' employability in a competitive society in public universities in Anambra State. This finding corroborates and concurs with Chukwuji, Nwankwo, Gadanga, Sule, and Yusuf (2017) study which found out that in most of the Post Primary Schools there were no library resources, some available ones were obsolete. Also, text books were found to be mostly used on daily basis and that most of the library users preferred to search information via e-resources. The present study finding also agrees with Ezeala (2022) which found out that though library resources like textbooks and few reference materials were available and utilized by mainly staff and very few students. Modern school library resources like audio-visual and periodicals were not available due to inadequate resources, poor funding and lack of adequate provision for school library resources. The present study conforms with Ajuwon and Oshiname (2018) study which found out that majority of the students used the university library, however, many do not make optimal use of the library resources due to lack of current materials while others do not do so because the library was not conducive for them to study. Joshua and King (2020) study confirmed that there was lack of sufficient Internet access for academics and students and lack of training and awareness campaigns. This finding also concurs with Onye (2016) study which found out that students utilized the information resources that were available and accessible in the library. The library had limited sources of information, and the available resources were not maximally positioned for access by students. Students' use of internet showed the need for the library to increase technology and digital information resources in order to improve the availability and accessibility of

information resources for students to utilize other than the ones provided in print format.

The present study finding deviates with Ani, Ekeh, Ezemoyih, Okpara, Igu, Ojemuyide, Iketaku and Nebo (2022) which found out that there were adequate resources in the library for students 'use and that students used the library mainly for consultation of books and reference materials. They used textbooks, journals, internet services, dissertations and dictionaries more frequently than other library resources. One reason for this is that textbooks were more in number than any other library resource. A second reason is that the undergraduate students relied heavily on journal, dissertations and online materials essentially for research purposes. Moreover, the present study finding agrees with Abubakar (2011) study which found out that academic libraries in Nigeria are at a crossroads. This is because they are operating in an era of dwindling finances where resources (financial and materials) are not forthcoming. Nigerian academic libraries derive the greater part of their funds from the government (both Federal and State). Abubakar further confirmed that of all the different types of libraries in Nigeria, only university libraries had a clearly defined policy of funding, because they were allocated 10% of the recurrent annual budget of their parent institutions. However, it is regrettable that such monies were not forthcoming as most university administrators tend to flout that decision. Based on this finding of the present study, with less sufficiency of library resources, it becomes difficult to manage undergraduate students 'employability in a competitive society in the two public universities in Anambra State. This is so because students would not have access to sufficient and current library resources for their employability in the labour market, which would assist them in facing the realities of a competitive society especially, in the present 21st century technological age.

It was also found out in this study that there was less accessibility of the library resources in the public universities. This implies that apart from the library location which was accessible to the undergraduate students; all the other library resources which included: the adequacy of library operating hours for undergraduate students at all times, frequent library orientation for undergraduate students, long duration of book loan likewise other quality services in areas of circulation service, user friendliness of library systems, reference service, bibliography and document delivery, steady power supply, Selective Dissemination of Information (SDI) for undergraduate students, sufficient Internet access points for undergraduate students, digital resources at all times for undergraduate students, and updated printed resources from various

disciplines likewise government publications for undergraduate students; were less accessible for managing undergraduate students' employability in a competitive society in public universities in Anambra State. The restricted and less accessibility means that students were often unable to access necessary materials at convenient times or from remote locations, further impeding their ability to engage in effective self-directed learning and skill development. These limitations disproportionately affect students who rely on library resources to compensate for the lack of personal study materials. The finding of this present study is in line and concurs with Fitina (2010) study which found out that the accessibility and usage of libraries in secondary schools was still low. The shortage of time of using a library, inadequate library resources, shortage of space, lack of trainings to students and the lack of qualified librarians were the problems facing libraries. Based on these findings, the study concluded that, accessibility and usage of library resources was poor in Dar-es Salaam. For any secondary school library to meet its goals, school library resources should be utilized effectively by the students. The present study finding also agrees with Jamil, Tariq and Jamil (2013) study which found out that libraries were underutilized. Lack of human and material resources was the main reason for underutilization. Students mostly visited library for reading books, preparation of assignment and consume spare time. Library staff needed professional training, procedures for purchase of library resources need simplification for timely procurement, virtual linkage with national and international libraries needed to be addressed, and enhanced funding and proper utilization of funding was required for improved efficiency. The libraries in Government College for Elementary Teachers (GCETs) were comparatively more dilapidated than libraries in universities. The present study finding also concurs with the findings of other previous studies like those of Onifade, Ogbuiyi and Omeluzor (2013) study which found out that majority of the postgraduate students do not use the library regularly. Their main purpose of visiting the library was to consult research materials. They used more internet sources and their major challenge was lack of time. They were also averagely satisfied with the library services. The study of Makinde, Aba and Ugah (2017) found out that reference resources were available but extent of accessibility and utilization were generally low. This implied that university libraries had the capacity to provide effective and efficient reference resources delivery to meet institutional goals of teaching, learning and research and as such, fisheries students could benefit from them to meet specific information needs. Accessibility of reference resources such as abstracts, dictionaries and computers/printers were not impressive in university libraries in North Central, Nigeria. This showed that conventional references services should be delivered with the effective use of computer technologies to reverse the declining nature of reference services hitherto experienced

in North Central, Nigeria. Majority of the fisheries students were constrained by inadequate professional reference staff, outdated and irrelevant resources and waste of time when searching for materials. Israel (2020) study found out that majority of the respondents (90%) visit the library. Only 24% of them used its resources on daily basis. Results from the study showed that 35% of the respondents visit the library to read their personal textbooks only while some others preferred consulting non text materials (49%) as most of the library resources were reportedly obsolete (67.4%). The challenges encountered by senior secondary students to the use of library included inadequate reading materials (15.2%) and unfriendly attitude of library personnel (15.2%). However, the present study finding deviates and does not flow with the findings of Ani et al (2022) study which revealed that undergraduate students used journals frequently to enable them keep abreast with current development in their fields. The findings further revealed that a number of undergraduate students came to the library to read newspapers, while a few make uses of indexes and abstracts and research reports. The indexes and abstracts told them where information could be found. Such information could be in books, pamphlets, conference/workshop paper and journals or non-print form. Indexes and abstracts supplied enough details to trace these materials. Research reports enabled the undergraduate students to know areas where research had been undertaken.

Conclusion

Library resources available in public universities in Anambra State were largely insufficient to meet the academic and professional development needs of students. Many of the library collections and resources were less sufficient, with a limited wide range of current and relevant materials necessary for comprehensive learning.

Recommendations

Based on the findings of this study, the following recommendations were proffered:

1. Both Federal and State Government through collaborative efforts from external donors and partners such as international organizations, private organizations and individuals, should constantly support the University management with increased budget allocations and adequate financial provisions that will aid sufficiency in mobilizing updated library resources.
2. Public universities in Anambra State should overcome barriers to accessing library resources by enhancing both the physical and digital accessibility of their libraries, which is necessary for managing undergraduate students 'employability in a competitive society.

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