EFFECT OF INSTITUTIONAL SUPPORT ON LAW LIBRARIANS' COMMITMENT IN SOUTHWEST, NIGERIA

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Abstract

This study investigates effect of institutional support on the commitment of law librarians in southwest, Nigeria. The specific motive for this paper is to examine the influence of institutional support on the commitment of law librarians in southwest, Nigeria. The descriptive survey research design was used for this study with the population of 49 law librarians in law libraries within South-West, Nigeria. Questionnaire was used as the research instrument to gather information from the respondents and one hypothesis was considered for the work at 5% level of significance; the result shown by the regression analysis was null. The study found a significant influence of institutional support on law librarians' commitment in Southwest, Nigeria. Strong institutional support, in the form of financial resources, technical assistance and management encouragement, is associated with better commitment by law librarians'. The study concluded that institutional support, which includes financial support, technical support and management support, contributes significantly to the effectiveness and efficiency of law librarians' commitment. The study recommended that Law library managements in Southwest, Nigeria should promote knowledge sharing and best practices within law libraries so as to learn from each other's successes in providing institutional support.

Keywords: Job Commitment, institutional support, Law librarian, Universities

Introduction

Librarian's commitment is the level of enthusiasm a librarian has towards the tasks assigned at a workplace. It is the feeling of responsibility that a law librarians have towards the goals, mission, and vision of an organization. Understanding the commitment of law librarians to a library is important in the context of the tendency for law librarians to have a strong orientation and commitment to the occupation or profession rather than to the organization (Abdullah, 2020). The organisational and professional commitment of law librarians may not necessarily be incompatible. Commitment to the profession has been positively associated with intrinsic motivation to engage in work, and with greater productivity. The commitment of law librarians to their workplace has, historically, had three distinguishable, yet related dimensions referred to as affective, normative and continuance commitment (Allen, 2020). These three factors will be used to measure law librarians' commitment in the context of this study.

Affective commitment is law librarians' emotional attachment to, psychological bond with social attachment to, identification with, and involvement in the library. It is an attitude or orientation towards a library that links or attaches the identity of the law librarians to the library and absorbs the individual's fund of affectivity (Hamidi, 2017). Normative commitment is based on a moral obligation to remain a law librarian of the library as a result of internalization of normative pressures, a sense of guilt resulting from thoughts about leaving the organisation, a desire to compensate favour received from the organisation, or perceived expectation to reciprocate specific benefits to an organisation. Normative commitment arises from a sense of duty or obligation towards one's organisation (Babalola, 2022). Continuance commitment involves an instrumental calculation of the relative benefits that a law librarian associates with staying in the organization against the costs of leaving the organisation. Continuance commitment is the result of economic decisions and rationale motivated by the investment of individual resources and anticipation of subsequent rewards. It is a "marriage of convenience" that is driven by enlightened self-interest and consideration of what the individual would lose if they left the organisation immediately or in the future. The characteristics of job done by law librarians is crucial in making the librarians committed in the sense that the management must make sure they are treated as part of the main component of the libraries for them to be committed. It is important to recognize that commitment hinges on institutional backing. In the context of law librarians in Southwest Nigeria, institutional support include access to training programs (technical support), modern library resources (financial support), and supportive management practices (management support) (Urhibo, 2017).

Statement of the Problem

The commitment of law librarians to law libraries in Southwest, Nigeria is very important as it affects the overall productivity of the library. However, close observation and literature review have revealed a decline in the commitment of law librarians in Southwest, Nigeria (Ajibare, 2023), factors such as institutional support could influence librarians' commitment. However, several studies have been conducted on institutional support and commitment but none has looked into institutional support and commitment of law librarians. Hence, the need for this study to examine the influence of institutional support on the commitment of law librarians in southwest, Nigeria.

Objectives of the Study

The aim of this study is to investigate the influence of institutional support on the law librarians' commitment in Southwest, Nigeria. The objectives are to:

i. identify the level of institutional support available for law librarians' in Southwest, Nigeria
ii. determine the influence of institutional support on law librarians' commitment in Southwest, Nigeria

Research Questions

The study will be guided by the following research questions:

1. What is the level of institutional support available to law librarians in Southwest, Nigeria?
2. What is the effect of institutional support on law librarians' commitment in Southwest, Nigeria?

Hypotheses

H_01: There will be no significant influence of institutional support on law librarians' commitment in Southwest, Nigeria

Literature Review

Librarians' Commitment

Law librarians' commitment is viewed as a commitment to the organisation as well as law librarians' commitment to their occupations. Organisational commitment is a psychological concept reflecting the relationship between the librarians and the organisation. It is the way librarians perceive the organisation and respond to it. An Individual who is committed to the organisation's work is more compatible, productive, and loyal. According to side-bet theory, law librarians do not leave working in the organisation to protect their hidden benefits. Law librarians' Commitment is highly valuable. Studies have highlighted that commitment has a great impact on the successful performance of an organisation (Kuchaska, 2020). This is because a highly committed librarians' will identify with the goals and values of the organisation; such individual

would also have a stronger desire to belong to the organisation and be willing to display greater organisational citizenship behavior i.e., willingness to go over and beyond their required job duties and if human resources are said to be an organisation's greatest assets (Kuchaska, 2020), then committed human resources should be regarded as an organisation's competitive advantage. A vast number of studies have found positive relationships between organisational commitment and law librarians' behaviors such as a greater effort exerted by the law librarians' in performing tasks, better work attendance, increased willingness to engage in citizenship behavior and a higher delivery of service qualities (Babalola, 2021).

Law Librarians' commitment can also be seen as a psychological state that characterises the law librarians' relationship with the organisation and along with its implications for the decision to continue membership in the organisation. It is further explained as the concept with a three-component model of commitment, with each component characterising a law librarians' commitment to the organisation (Hackman, 1990). These components are affective, continuance and normative commitment. Affective commitment has to do with employees' perception of the emotional attachment or identification with the organisation. Continuance commitment is the employees' perception of the cost of leaving a current employment to another place. Normative commitment is the perception an employee has of their moral obligations to the organisation. Researchers have also viewed commitment as involving an exchange of behaviour in return for valued rewards. For example, according to Sutton, 2023, organisational commitment is the result of a synchronisation between the individual's job-related and occupational needs on the one hand and the organisation's ability to satisfy these needs on the other (Sutton, 2023).

Institutional Support

Institutional support is assistance provided to the library and its personnel by their parent body or management outside of their core terms of the agreement to improve their well-being, which can influence their commitment to the organisation and have positive effects on the development of the library and its collection to meet the information demands of their patrons (Abioye, 2019). Academic libraries rely heavily on institutional support in the form of infrastructure, staff training, timely promotion, favourable institutional policy, and the like to deliver the best services to their library patrons and the larger community. Institutional support is funding which is regarded as the most critical aspect for collection development, because without funding, most library collections would be relatively small, consisting of items no longer desired by individuals and likely of little value to library users. The majority of funds in public university libraries come from the government through the annual institutional budget to improve the quality of services provided to

the university's community. In contrast, the proprietors of private universities take responsibility for finance and make final decisions regardless of whether a budget is planned or not. Furthermore, in university education financing in Nigeria indicated no progressive growth in money poured into university libraries, despite rising maintenance costs, increased student intake, inflation trends, and administrative costs. Therefore, it is critical to recognise that at Nigerian institutions, insufficient financing in comparison to other increasing indices has a detrimental influence on educational quality. Institutional support refers to effective organisational encouragement in the form of policies, regulations, monetary and scan our library materials, especially valuable local contents in printed format such as theses, dissertations, inaugural lectures and court cases, for easier, faster and wider accessibility by many users' non-monetary help that propel employees to perform their responsibilities in a very effective and productive manner (Adegboye, 2017). The concept concerns the extent to which the government, its agencies, and non-governmental agencies support firms and learning institutions and mitigate the negative effects of inadequate institutional infrastructure. Institutional support is a general reflection of financial and technical support from the institution and its agency, which provides the personnel and institutions' units with critical resources that may be used for improvement.

Institutional support denotes to the degree to which a person feels supported by their employers and value their contribution and cares about their well-being. It includes resources, opportunities, privileges, and services that institutions transmit to libraries, which in turn contribute to efficient service delivery for user's social and academic development. It also has to do with an overall reflection of financial, technical and facilitative policy support from the institution and its agency, which provides the libraries with critical resources that, may be used for codification, preservation, and other library activities (Maidabino, 2017). The level at which the institution values its employees' contribution and that of their units to the success of the organization and the care attached to the employees and the units they work under. Discussing the current state of funding in academic libraries in Nigeria, the need for adequate funding by parent institutions and relevant agencies to support the effective delivery of library services to patrons and the attainment of their parent institutions' vision and mission. Funding was a focal point in a study (Maidabino, 2017), an influential role in impacting institutional climate and staff engagement. For example, there is a protective effect resulting from the perception of positive institutional support on students' development.

Theoretical Review

Institutional Support Theory

This study is anchored on Institutional Theory (Eisenberger, 2001). The Institutional theory is seen as a theoretical approach of management studies. Meanwhile, institutional Theory identified internal and external environmental factors as institutional factors (management support, financial support and technical support), according to which of the behaviour of an organisation could be disclosed and researched. The Institutional Theory is selected to guide this study because its assumptions are keen on how institutional factors both internal and external can indirectly and directly affect different practices in tertiary institutions. The justification for this theory was based on its theoretical explanation related to the variables in this research. The primary assumption of the Institutional Theory is that it emphasises the fact that organisations and their members are often time affected by their work environment and how job is being carried out in their organizations which could be beyond their control some times. Some factors perform without institutions and that is the economic and coercive factors, while the normative and mimetic depends solely on the reaction of an organisation to function. However, according to Mohamed, 2017, the major criticisms of institutional theory have been its assumptions of organizational passivity and its failure to address strategic behaviour and the exercise of influence in its conceptions of institutionalisation. The criticism by the researcher focused on institutionalisation only on macro-levels despite the fact that it also took place on macro levels.

Empirical Review

Institutional Support and Law Librarians Commitment

The way people are attracted or kept inside an organisation depends heavily on the support given in the organisation. Among current employees, a scholar identified satisfaction as a critical factor influencing organisational commitment (Hassan, 2019). The research was carried out on teachers that work in a government school in Bangladesh (Lam, 2019). The research found out that there are number of sources that leads to high level of stress among teachers such as lack of communication with their student and handling misbehavior of students. The result of the research confirmed that significant relationship between job satisfactions, job involvement and organisational commitment were in existent among teachers.

Another study conducted compared organisational support and level of organisational commitment in managers, employees and the delegation members in Islamic Azad University of Kogiluyeh & Boyer Ahmad Province (Ababneh, 2020). The result showed that if the university's support is less then it leads to dissatisfaction among teachers. The study was carried out to find out the effect of recognition, reward work itself and with the supervisor's satisfaction level.

In addition, a study conducted among professionals stated that organisational support has a great impact on professional employees (e.g., doctors, nurses, lawyers) commitment (Makhava, 2019). The result of the research explored that workers in private sector banks were content by salary, acknowledgement and working hours. It is visible from results that the absence of resources and facilities affect the teacher's decision whether they continue their profession. Relationship between stress and satisfaction at job is the basic determination of the study. The results of the studies showed that years of teaching experience among teachers were not the important contributors toward organisational support and Burnout which can be replicated to the commitment law librarians' put in their jobs as professionals.

Conceptual Model

Independent Variables   **Dependent Variable**
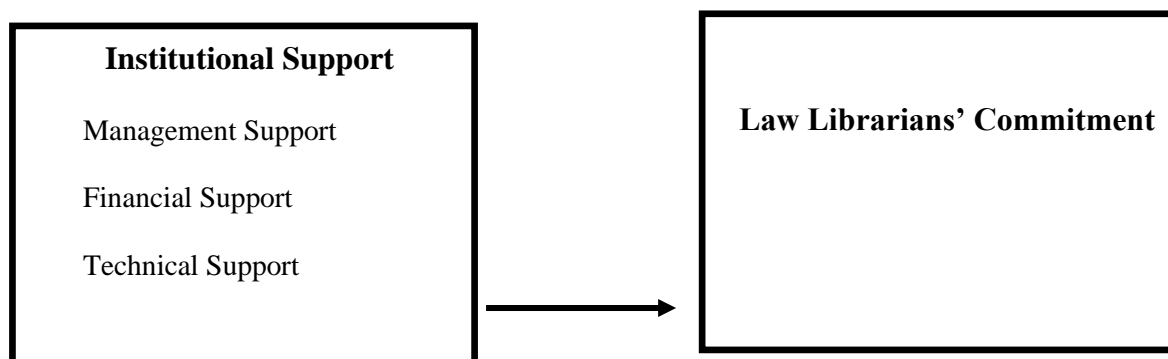

Figure 1: Conceptual Model: Institutional Support on Law Librarians' Commitment. Source: Researcher's, 2024

Methodology

Descriptive survey design was adopted for this study. The population of the study involved 47 law librarians from Federal and State Universities in South-West geopolitical zones in Nigeria. Census sampling technique was used to sample all members of the population. A structured questionnaire was utilized in data collection. Out of the 47 questionnaires distributed, 42 were correctly filled and returned, indicating 95% return rate. Descriptive statistics of mean and standard deviation was used for data analysis.

Discussion of the Findings

Demographic Analysis

Table 1.1: Descriptive Statistics of the Socio-Demographic Information

Frequency and percentage distribution of Socio-Demographic Variables

Socio-Demographic Variables	Options	Frequency (N)	Percentage (%)
Academic Qualification	Diploma	0	0
	ND/HND	0	0
	B.Sc	11	26.2
	M.Sc	25	59.5
	Ph.D	6	14.3
	Total	**42**	**100**
Gender	Male	16	38.1
	Female	26	61.9
	Total	**42**	**100**
Work Experience	Below 5	7	16.7
	5-9	15	35.7
	10-14	14	33.3
	15-19	4	9.5
	Above 20	2	4.8
	Total	**42**	**100**
Age	20-29	3	7.1
	30-39	19	45.2
	40-49	18	42.9
	50-59	2	4.8
	60&Above	0	0
	Total	**42**	**100**
Cadre	Library Assistant	0	0
	Library Officer	0	0
	Chief Library Officer	7	16.7
	Assistant Librarian	0	0
	Librarian II	8	19.0
	Librarian I	11	26.2
	Principal Librarian	8	19.0
	Senior Librarian	7	16.7
	University Librarian	1	2.4
	Total	**42**	**100**

Fieldwork, 2024

Table 1.1 provides a demographic analysis of the study participants, offering insights into their characteristics. The table is divided into several categories, each offering information on the frequency and percentage distribution of Socio-Demographic information of the Law Librarians in the South West institutions surveyed. The data reveals the academic qualification of the respondents in which Master's degree (59.5%) constitutes the highest of the population while Ph.D (14.3%) constitutes the least. The gender distribution among respondents, with 61.9%% being female and 38.1% being male. This suggests a female-majority representation in the sample. In term of Academic Qualification, it shows that a significant proportion of the respondents hold a Master's degree (59.5%), while 26.2% hold a Bachelor's degree and 14.3% hold a Ph.D degree. The next category "Work Experience," highlights the distribution of respondents based on the number of years of experience. The majority of participants (33.7%) have 5-9 years' work experience while 33.3% have 10-14 years. The remaining participants are spread across the 15-19 years (9.5%) and above 20 years (2.8%) experience categories. The Age distribution of the respondents shows that respondents with Age 30-39 (45.2%) constitute the highest of the population while respondents with Age 50-59(4.8%) constitute the least population. Lastly, the table shows the Cadre of the respondents in which respondents that are Librarian I (26.2%) constitute the highest population while University Librarian (1%) has the lowest population. This section offers an understanding of the experience levels of the participants, which can be crucial in interpreting the results and assessing the relevance of their experience to the study's objectives. These details are valuable for understanding the composition of the sample and can help in interpreting the research findings in the subsequent sections of the study.

Research Questions

1 What is the level of law librarians 'commitment in Southwest, Nigeria?

Table 1.2: Level of law librarians 'commitment in Southwest, Nigeria

S/N	Items	Frequency (%)				Mean
		VH 4	H 3	L 2	VL 1	
1	I feel a very strong emotional connection to this library	16(38.1)	21(50.0)	3(7.1)	2(4.8)	3.21
2	This library to a great extent holds a level of significance to me	15(35.7)	24(57.1)	1(2.4)	2(4.8)	3.24
3	I have a strong enthusiasm for discussing this library with others	24(57.1)	15(35.7)	2(4.8)	1(2.4)	3.48
4	I am very likely to spend	17(40.5)	11(26.2)	7(16.7)	7(16.7)	2.90

	my entire career with this library					
5	I can almost always complete tasks with minimal time and effort	19(45.2)	21(50.0)	1(2.4)	1(2.4)	3.38
6	I usually feel responsible for this library's problems	18(42.9)	19(45.2)	3(7.1)	2(4.8)	3.26
7	My level of attachment to this library is unique and difficult to replicate elsewhere	17(40.5)	17(40.5)	4(9.5)	4(9.5)	3.12
8	My sense of belonging in this library feels like a family bond	20(47.6)	17(40.5)	3(7.1)	2(4.8)	3.31
	Average Mean					**3.24**

Decision rule: low mean is < 2.5, moderate mean is = 2.5 and high is > 2.5
Source: Field work, 2024

Table 1.2 presented data on the level of law librarians 'commitment in Southwest, Nigeria. Law librarians' commitment was measured with three metrics namely; affective commitment, continuance commitment and normative commitment. In the affective commitment section, the table focuses on how law librarians are emotionally attached to and involved in their library. The majority of respondents (50.0%) have high responses to the fact that they feel a very strong emotional connection to their library. This high percentage suggests that law librarians' in southwest are emotionally attached to their library and this would help with the improvement of law libraries. Similarly, a significant portion (57.1%) have a high response to the fact that law librarians' library to a great extent holds a level of significance to them, indicating that how well they attend to their activities. Moreover, (57.1%) respondents had a very high response to the fact that law librarians have a strong enthusiasm for discussing their library with others, which is important for the importance they give to their jobs. In addition, (40.5%) of law librarians are likely to spend their entire career with their library, indicating a level of confidence in their job.

Also, (50.0%) law librarians' can almost always complete tasks with minimal time and effort, indicating their level of seriousness in the discharging of their duties. Similarly, (45.2%) usually feel responsible for their library's problem, indicating confidence in their ability to deliver. Moreover, (40.5%) respondents have a unique level of attachment to their library and feel this is difficult to replicate elsewhere, indicating the passion law librarians put into making their library better on a daily basis. In addition, (47.6%) law librarians' sense of belonging in their library feels like a family bond, indicating a generally positive perception of the affective commitment of law librarians'. The average mean for this section is 3.24, indicating a generally positive perception of affective commitment among law librarians'. This suggests that the respondents do not perceive their work tasks as too stressful.

Table 2: Level of institutional support available to law librarians in Southwest, Nigeria

S/N	Institutional Support for Law Librarians	Frequency (%)				Mean
		SA	**A**	**D**	**SD**	
		4	**3**	**2**	**1**	
	Management Support					
1	The library policy is effective in encouraging quality services by law librarians	9(21.4)	20(47.6)	12(28.6)	1(2.4)	2.88
2	The library management encourages everyone to be at their best	7(16.7)	26(61.9)	9(21.4)	0(0)	2.95
3	The library encourages employees to develop their skills and career	12(28.6)	24(57.1)	6(14.3)	0(0)	3.14
	Average Mean					**2.99**
	Financial Support					
4	My institution provides financial rewards for extra duty	6(14.3)	16(38.1)	13(31.0)	7(16.7)	2.50
5	My institution provides enough funds to support effective services by librarians	6(14.6)	20(48.8)	11(26.8)	4(9.8)	2.68
6	My institution supports training and development of librarians	10(25.0)	23(57.5)	7(17.5)	0(0)	3.08
	Average Mean					**2.75**
	Technical Support					
7	The library management provides necessary handbooks and guides to explain my duties	7(16.7)	18(42.9)	13(31.0)	4(9.5)	2.67
8	The library provides technical experts to service instrument and materials	7(16.7)	23(54.8)	9(21.4)	3(7.1)	2.81

9	The library provides basic ICT training for the effective use of modern technology available in the library	3(7.5) 28(70.0) 6(15.0) 3(7.1)	2.78
	Average Mean		**2.75**
	Aggregate Mean		**2.83**

Decision rule: low mean is < 2.5, moderate mean is = 2.5 and high mean is > 2.5
Source: Field work, 2024

Table 2 presents the results of the analysis on the level of institutional support available to law librarians in Southwest, Nigeria. The level of institutional support was measured through various domains, including management support, financial support, and technical support. From the results relating to management support, majority of the respondents, (47.6%) agreed and 21.4 strongly agreed that the library policy is effective in encouraging quality services by law librarians', demonstrating a supportive institutional framework. However, 28.6% disagreed and 2.4% strongly disagreed. The mean score for this item is 2.88, indicating a reasonable positive view of law library policies. Furthermore, 61.9% agreed that the library management encourages everyone to be their best, emphasizing a motivating environment, another 16.7% strongly agreed, signifying strong encouragement. Although, 21.4% disagreed. The mean score for this item is 2.95, highlighting the positive influence of law library management. In addition, a significant majority of the respondents 57.1% agrees and 28.6% strongly agrees that the library encourages employees to develop their skills and career, indication a strong commitment to professional growth. A few of the respondents, (14.3%) disagreed. The mean score for this item is 3.14, reflecting a strong encouragement for skill and career development.

Under financial support, 38.1% of the respondents agreed and 14.3% strongly agreed that their institution provides financial rewards for extra duty, demonstrating the provision of incentives for additional efforts. However, 31.0% disagreed and 16.7% strongly disagreed. The mean score for this item is 2.50, suggesting a seemingly okay view of financial support for extra duty. Also, 48.8% of the respondents agreed that their institution provides enough funds to support effective services by librarians' highlighting financial backing for their activities. An additional 14.6% strongly agreed showing a reasonable consensus. Although, 26.8% disagreed and 9.8% strongly disagreed. The mean score for this item is 2.68, indicating a somewhat reasonable support for financial resources to support law librarians'. Furthermore, 57.5% of the respondents agreed that their

institution supports training and development of librarians', emphasizing the importance of continuous professional growth. Additionally, 25.0% agree, demonstrating significant institutional backing for training. 17.5% however disagrees. The mean score for this item is 3.08, highlighting the support for training and development.

In the dimension of technical support, the result shows that 42.9% of the respondents agree that their library management provides necessary handbooks and guides to explain their duties, facilitating clarity in roles. In addition to this, 16.7% strongly agree indicationg availability of support materials. However, 31.0% disagree which is quite a lot and 9.5% strongly disagreed. The mean score for this item is 2.67, suggesting a reasonable level of agreement regarding the provision of support materials. Furthermore, 54.8% of the respondents agrees that their library provides technical experts to services instrument and materials, ensuring operational efficiency moreover, 16.7% of the respondents also strongly agreed, underlining the availability of technical support. An additional 21.4% disagrees, and 9.5% strongly disagrees. The mean score for this item is 2.81, indicating support for technical expertise. In the same vein, majority of the respondents (70.0%) agreed that their library provides basic ICT training for the effective use of modern technology available in the library, highlighting the importance of digital skills. Additionally, 7.5% of them also strongly agreed, indicating a consensus. 15.0% of the respondents however disagrees and 7.1 strongly disagrees. The mean score for this item is 2.78, suggesting a reasonable support for ICT training.

The aggregate mean for the three is 2.83, demonstrating a seemingly reasonable perception of institutional support for law librarians' in different institutions. These findings indicate that law librarians' perceive a not so strong but reasonable support from their institutions in terms of management encouragement, financial resources, and technical expertise, which is crucial for te effectiveness of law librarians' commitment.

Presentation of Hypotheses

H₀1: There will be no significant influence of institutional support on law librarians' commitment in Southwest, Nigeria.

Table 3: Influence of Institutional Support on Law Librarians' Commitment in Southwest, Nigeria.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.65	0.43	0.41	0.30926

b. Predictors: (Constant). Institutional Support

ANOVAᵃ

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	2.83	1	2.83	29.55	0.00
Residual	3.83	40	0.09		
Total	6.65	41			

a.   Law Librarians' Commitment   b.
Predictors: (Constant), Institutional Support

Coefficients
ᵃ

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.78	0.28		6.27	0.00
Institutional Support	0.50	0.09	0.65	5.44	0.00

b.   Dependent Variable: Law Librarians' Commitment

The regression analysis presented in table 4.6 (a-c) shows the influence of institutional support on law librarians 'commitment is Southwest, Nigeria. The model summary explains 41% variance in the commitment of law librarians in Southwest, Nigeria ($R^2= 0.41$), and the remaining 59% variation are explained by other factors not represented in this study. Institutional support also shows a positive significant relationship (R=0.65) with the commitment of law librarians' in Southwest, Nigeria. Table 3 presents the analysis of variance in the influence of institutional support on the commitment of law librarians in southwest, Nigeria. From the values presented in the table, it shows that institutional support has a significant influence on the commitment of law librarians' ($F(41) = 29.55$, p-value = $0.00 \leq 0.05$). The table also show that if other factors remain constant, a change in institutional support will lead to 0.50 change in the commitment of law librarians' at 95% level of confidence ($\beta=0.50$, $p \leq 0.05$). therefore, based on the result shown by the regression analysis, null hypothesis was rejected and the researcher conclude that institutional support has a significant influence on the commitment of law librarians' in Southwest, Nigeria.

Summary of the Findings

The study found a high level of institutional support for law librarians' in Southwest, Nigeria. Law librarians' reported strong support in terms of financial resources, technical expertise, and management encouragement. The study found a significant influence of institutional support on law librarians' commitment in Southwest, Nigeria. Strong institutional support, in the form of financial resources, technical assistance and management encouragement, is associated with better

commitment by law librarians'. The institutional support, which includes financial support, technical support and management support, contributes significantly to the effectiveness and efficiency of law librarians' commitment.

The test of hypothesis revealed a significant influence of institutional support on law librarians' commitment. The significant influence of institutional support on law librarians' highlights the importance of creating a conducive work environment. Empirical studies have shown that management support and financial resources positively affect the maximum productivity of librarians'. The implication here includes improved users satisfaction and better library service outcomes. Furthermore, institutional support encourages staff development and career advancement. Law librarians are more likely to stay motivated and committed when they receive support from their organisation. This contributes to a skilled and engaged workforce, which is crucial for providing high – quality library service.

Conclusion

These findings and their implications emphasize the critical role of institutional support in relation to the commitment of law librarians, as supported by relevant empirical studies. Implementing measures to enhance provision of a robust institutional support can lead to improved patron/library user care, law librarians' performance and law library outcomes. These findings contribute to the knowled1qge base for law library management and policy decisions, offering practical insights for optimizing law librarians' commitment in Southwest, Nigeria.

Recommendations

The study recommends that Law library managements in Southwest, Nigeria should promote knowledge sharing and best practices within law libraries to learn from each other's successes in providing institutional support. Law librarians' relations should also be improved in order to understand what each librarian or group needs in order to get the best out of any form of institutional support provided. It is also important to implement performance evaluation mechanisms to measure the impact of institutional support on law librarians' commitment. This is necessary to ensure that any additional investment in institutional support for law librarians' is yielding the expected increase in law librarians' commitment.

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