QUESTIONNAIRE ON REWARD AND JOB PERFORMANCE AMONG LIBRARIANS IN UNIVERSITY LIBRARIES IN DELTA STATE

Dear Respondents,

We are conducting a study on the impact of rewards on job performance among Librarians in University libraries across Delta State. Your responses will be contribute the understanding how different reward systems affect librarians performance. All information will be treated with confidentially, and your participation is greatly appreciated.

Thank you.

SECTION A: Demographic Information

Gender: Male [ ], Female [ ]

Educational Qualification (s): B.Sc/BLIS/B.Ed ( ), MLS/M.Sc/M.Ed ( ), Ph.D ( )

SECTION B: What reward systems are currently in place for librarians in Delta State?

Key: Strongly Agree: SA, Agree: A, Disagree: D, Strongly Disagree: SD

No.	Questions	SA	A	D	SD
1	Verbal praise				
2	Librarians receive tangible rewards (such as bonuses/monetary value) for their achievement				
3	Formal reward of librarians' outstanding work.				
4	Professional development/training as part of reward system.				
5	Job security satisfaction				
6	None of the above				

SECTION C: What is the extent of reward received by librarians in university libraries within Delta State?

Key: Strongly Agree: SA, Agree: A, Disagree: D, Strongly Disagree: SD

No.	Questions	SA	A	D	SD
1	Recognition and rewards for their work makes librarians feel valued, leading to improved job performance.				
2	Recognition and rewards enhances librarians' job satisfaction				
3	Recognition and rewards enables librarians to likely strive for excellence when it is tied to specific goals.				
4	Rewards contribute to a sense of pride and accomplishment among librarians				
5	Rewards have a positively effect on librarians' motivation, encourage them to perform their duties more effectively				

SECTION D: The standard Job Performance among Librarians in university libraries in Delta State

Key: VHL: Very High Level, HL: High Level, LL: Low Level, VLL: Very Low Level

S/N	Job Performance	VHL	HL	LL	VLL
A	**Task Performance**				
i	I am able to organize my tasks in way that allows me to complete them on time.				
ii	I remained focused on the outcomes I needed to achieve and was able to establish priorities accordingly				
iii	I manage to carry out my work efficiently				
iv	I effectively organize and utilize my time				
B	**Conceptual Performance**				
i	On my own initiative, I started new task when my old tasks were complete				
ii	I took on challenging tasks when they were available				
iii	I worked on keeping my job-related knowledge up-to-date				
iv	I took an active role in meetings and made contributions				
C	**Counter Productive Work Performance**				
i	I complained about minor work-related issues at work				
ii	I discuss the challenges of my job with my colleagues				
iii	I concentrated on the drawbacks rather than the benefits				

		SA	A	D	SD
iv	At all times, I was unproductive when I should have been working				

Section D: What are the obstacles and strategies for creating an effective rewards system for librarians?

Key: Strongly Agree: SA, Agree: A, Disagree: D, Strongly Disagree: SD

No.	Questions	SA	A	D	SD
1	Insufficient funding is a major barrier to implementing strong rewards systems				
2	Difficulty in measuring librarians contributions objectively hinders the effectiveness of reward				
3	Resistance to change within the organizational culture poses challenges in regaining reward systems				
4	Poor communication regarding the purpose and criteria of rewards causes confusion				
5	Establishing a transparent and fair process for determining who receives reward is challenging				
6	The absence of standardized criteria for rewards impedes the development of an effective system.				

SECTION E: Want are the challenges and solutions in establishing an effective reward systems for librarians?

Please tick (√) in the right column as appropriate

Key: Strongly Agree: SA, Agree: A, Disagree: D, Strongly Disagree: SD

No.	Questions	SA	A	D	SD
1	Lack of funding is a significant obstacle to implementing robust recognition and reward systems.				
2	Difficulty in measuring librarians' contributions objectively hinders the effectiveness of recognition.				
3	Resistance to change within the organizational culture poses challenges in revamping reward systems				
4	Inadequate communication about the purpose and criteria of recognition and rewards leads to confusion.				
5	Establishing a transparent and fair process for determining who receives recognition is challenging.				
6	Lack of standardized criteria for recognition and rewards hinders the establishment of an effective system				