

Impact of Kidnapping and Insecurity on the Job Performance of Library Staff in the University of Jos

Shittu Lukman Olayinka¹, Kehinde Ajao Tihamiyu², Garba Muftahu Abdullahi³

^{1,2}Department of Social Science Education, University of Jos, Nigeria

³FCE Kotongara, Niger State, Nigeria

Email: shittulukmanolayinka@gmail.com, Katiamiyu18@gmail.com,
garbamuftahuabdullahi@gmail.com

Abstract:

This study investigated the impact of kidnapping and insecurity on job performance of library staff in the University of Jos. The study was guided by four objectives which includes; to find out the causes of insecurity and kidnapping, to find out the impact of insecurity on job performance of library staff in University of Jos Library among others. The study also answered four research questions which includes; what are the causes of insecurity and kidnapping? What is the impact of insecurity on job performance of library staff in University of Jos Library among others. The research design employed is a quantitative descriptive survey method specifically a descriptive survey research design. The target population consists of 121 staff of the library in the permanent site University of Jos Library. A sample size of 50 staff were used for the study and the sample was selected using stratified random sampling technique for unequal strata. The instrument used for data collection was a structured questionnaire for staff and the instrument was subjected to face and content validity. The reliability of the instrument was also established at 0.67 coefficient. The data collected was analysed simple percentage, frequency count, and mean method. The analysis revealed that, insecurity is caused by different factors such as poverty, illiteracy, social injustices among others. Also that, kidnapping and insecurity affects job performance of library staff as well as cause unproductivity and absenteeism. The study concluded that, insecurity and kidnapping are threats to job performance of library staff and all security apparatus needs to collaborate to bring and end to all security threats so as to enhance and promote job performance of library staff. The study also recommended that, there should be massive awareness and education of the people for intellectual and human resource development and also that, there should be proactive responses from the security apparatus to nab perpetrators in the board before they unleash their evil plans among others..

Keywords:

Impact; kidnapping; insecurity; job performance; library staff

I. Introduction

Education is a transformative force that empowers individuals to navigate life's complexities and achieve societal success. It provides direction, creates opportunities, and enables upward mobility. The significant disparities between individuals in different social strata, such as a bank manager and a gatekeeper, often stem from their educational attainment. However, the foundational stage of education plays a critical role in shaping students' academic performance and overall potential. Unfortunately, Nigeria's growing insecurity, characterized by terrorism, armed robbery, banditry, and kidnapping, threatens the realization of educational goals for many young learners.

The Nigerian Constitution (Section 14(2)(b)) underscores the state's responsibility to ensure the welfare and security of its citizens. Security encompasses not only physical safety

but also protection from threats that undermine economic stability, human dignity, and daily activities. It is a crucial public good that facilitates development and peace (Alao & Atere, 2021). This comprehensive understanding of security aligns with the human security paradigm, which expands beyond traditional military concerns to address political, economic, and social vulnerabilities (Adeola & Oluyemi, 2021).

Insecurity in Nigeria has escalated to alarming levels, exemplified by high-profile incidents such as the June 2011 bombing of the Nigerian Police Headquarters and the August 2011 bombing of the United Nations building in Abuja. These attacks not only highlighted the audacity of extremist groups but also exposed significant gaps in the country's security framework. The failure of security agencies to prevent these assaults underscores systemic weaknesses, ranging from inadequate intelligence gathering to insufficient resource allocation. These lapses have fostered a climate of fear, eroding public trust in the government's ability to ensure safety and contributing to widespread economic stagnation, as businesses and potential investors hesitate to operate in an unstable environment.

Among the various manifestations of insecurity, kidnapping has emerged as a particularly troubling and pervasive threat. Initially concentrated in the Niger Delta region, kidnapping was primarily a reaction to socio-economic injustices, such as the exploitation of natural resources and the marginalization of local communities. Militant groups, often frustrated by the lack of government intervention in addressing their grievances, targeted oil company employees and expatriates as a means of drawing attention to their plight. Over time, however, kidnapping has evolved from a politically motivated act into a lucrative criminal enterprise, spreading far beyond the Niger Delta.

This once-regional issue has now become a nationwide crisis, with kidnappers preying indiscriminately on individuals across all social and economic classes. High-profile government officials, traditional rulers, and even ordinary citizens have fallen victim to this growing menace. The shift from targeting specific groups to indiscriminate abductions reflects the increasing sophistication and organization of kidnapping syndicates. These groups operate with impunity, leveraging weak law enforcement and judicial systems to sustain their activities. The implications are profound: not only does kidnapping instill fear and uncertainty among the population, but it also undermines governance, disrupts local economies, and hinders social development, perpetuating a cycle of insecurity and instability (Fatile & Ejalonibu, 2020; Edeh, 2019).

The socioeconomic implications of insecurity are profound. Nigeria's international reputation suffers, foreign investments decline, and tourism potential diminishes due to security advisories issued by foreign governments (Omotosho & Arowolo, 2020). Historical and recent incidents, such as the abduction of expatriates in the Niger Delta and the continuous surge of kidnapping in Jos North, Plateau State, highlight the persistent nature of this challenge (Ewetan & Urhie, 2021). Insecurity's impact extends to critical institutions such as academic libraries, which are integral to education and research. Academic libraries, as repositories of knowledge, are vital for students, staff, and researchers.

Their functionality relies heavily on the safety and security of library staff. However, in areas like Jos North, where the University of Jos is situated, the prevalence of kidnapping and other forms of insecurity has subjected library staff and students to traumatic experiences. These circumstances undermine staff performance, disrupting the essential services libraries

provide and threatening the institution's educational mission (Omisore & Ojo, 2020). This study seeks to explore the effects of insecurity and kidnapping on the job performance of library staff, with a focus on understanding how these challenges compromise their effectiveness and the broader educational outcomes. Addressing these issues is vital for safeguarding the well-being of library personnel and ensuring the continued relevance of academic libraries as pillars of national development.

1.1 Statement of the Problem

Library staff, like all citizens in Nigeria, are entitled to safety and security, as guaranteed by the Constitution, which mandates that the government's primary responsibility is the protection of lives and property. However, the prevailing reality contrasts sharply with this ideal, as insecurity and kidnapping have become pervasive threats, jeopardizing the safety of library staff and undermining their ability to perform their roles effectively. This issue is particularly pronounced in the University of Jos, where incidents of insecurity and kidnapping have disrupted normal operations and created a climate of fear.

The rise of kidnapping and insecurity in recent years has had far-reaching consequences across various sectors of society, yet its impact on library staff remains underexplored. Libraries serve as critical institutions for knowledge dissemination, academic support, and community engagement, and the staff who operate them are indispensable to their functioning. However, the growing threat of insecurity directly endangers library staff, subjecting them to physical danger, psychological distress, and heightened anxiety. These challenges not only affect their personal well-being but also diminish their job satisfaction, morale, and overall productivity.

The implications of insecurity extend beyond individual staff members to the broader operations of library services. Fear and safety concerns may lead to absenteeism, reduced working hours, and diminished access to library resources for patrons, ultimately compromising the fundamental mission of libraries as centers for learning and knowledge exchange. This erosion of library functionality negatively impacts students, researchers, and the wider community, highlighting the systemic ramifications of insecurity. Despite these profound challenges, there remains a significant gap in empirical research addressing the interplay between insecurity, kidnapping, and the job performance of library staff. A deeper understanding of this issue is necessary to inform the development of effective interventions, security policies, and support mechanisms aimed at mitigating the risks faced by library staff and ensuring the continuity of library services.

This study seeks to address this critical gap by investigating the impact of insecurity and kidnapping on the job performance of library staff at the University of Jos. By employing a rigorous research methodology, this study will explore the multifaceted effects of insecurity on staff well-being and library operations, while providing evidence-based recommendations to enhance safety, resilience, and productivity. The findings will not only contribute to academic discourse on security in public institutions but also offer practical solutions for creating a safer and more effective environment for library staff and users alike.

1.2 Aim and Objective of the Study

The aim of this study is to investigate the impact of kidnapping and insecurity on the job performance of library staff in the University of Jos. Specifically the study objectives include to;

1. find out the causes of insecurity and kidnapping in Jos

2. find out the impact of insecurity on job performance of library staff in University of Jos library
3. determine the relationship between insecurity and job performance of library staff
4. suggest ways of addressing insecurity to improve job performance of library staff

1.3 Research Questions

The following research questions were answered in the study

1. What are the causes of insecurity and kidnapping in Jos?
2. What is the impact of insecurity on job performance of library staff in University of Jos library?
3. What is the relationship between insecurity and job performance of library staff?
4. What are the ways of addressing insecurity to improve job performance of library staff?

1.4 Significance of the Study

The findings of this study when completed will hopefully benefit different stakeholders such as students, library staff, government and security experts, society and future researchers.

1.4 Theoretical Framework

This study is anchored on Abraham Maslow's Hierarchy of Needs theory, proposed in 1943. It is a psychological theory that identifies five levels of human needs arranged in a hierarchical order: physiological needs, safety needs, love and belonging, esteem, and self-actualization. According to the theory, individuals are motivated to satisfy their most basic needs before progressing to higher levels. Physiological needs, such as food, water, and shelter, form the foundation. Once these are met, individuals seek safety and security, encompassing physical protection, health, and freedom from harm. Following this, the need for social connections, including relationships and a sense of belonging, becomes a priority. Higher up, the focus shifts to esteem, where individuals seek respect, recognition, and a sense of achievement. Finally, self-actualization, the pinnacle of the hierarchy, involves pursuing personal growth and reaching one's fullest potential. A key characteristic of the theory is its emphasis on the sequential satisfaction of needs; failure to meet lower-level needs can hinder individuals from pursuing or achieving higher-level aspirations.

The relevance of Maslow's theory to the study of the impact of kidnapping and insecurity on the job performance of library staff at the University of Jos is evident in its focus on safety needs as a prerequisite for effective functioning. Security is fundamental to creating an environment where individuals can perform optimally, and the persistent threat of kidnapping and insecurity undermines this critical requirement. For library staff, an insecure environment creates fear and anxiety, hindering their ability to engage productively with their responsibilities. According to Maslow, unmet safety needs prevent individuals from focusing on higher-order tasks, such as fulfilling their professional roles effectively, which, in the case of library staff, include knowledge dissemination and resource management. This study aligns with Maslow's framework by demonstrating how threats to security disrupt the hierarchical progression of needs, directly impacting job satisfaction, morale, and productivity. By addressing these safety concerns, institutions can restore staff confidence, enhance their overall well-being, and ensure the smooth operation of library services, thereby reinforcing the vital role of security in organizational and personal effectiveness.

II. Review of Literature

2.1 Overview of Insecurity and Kidnapping

Insecurity and kidnapping in Jos, Plateau State, have become critical challenges that significantly impact the region's social, economic, and institutional stability. Insecurity can be understood as a condition where individuals or communities face threats to their safety, well-being, and livelihoods, often marked by violence, criminality, and diminished trust in the state's protective capacity. Kidnapping, a particularly severe manifestation of insecurity, entails the illegal abduction of individuals, typically for ransom, and has evolved into a widespread and lucrative criminal enterprise within Plateau State and Nigeria as a whole. These challenges are complex and multifaceted, influenced by an array of socio-political, economic, and environmental factors (Eze, 2021; Onah et al., 2022).

The persistence of insecurity and kidnapping in Jos can be traced to several interconnected factors. Ethno-religious tensions have historically been a significant driver. The state has experienced frequent violent clashes between different ethnic and religious groups, fostering mistrust, social fragmentation, and a fertile ground for insecurity to thrive. These divisions often result in the polarization of communities, leaving individuals more vulnerable to criminal exploitation. Furthermore, Jos's strategic location as a midpoint between northern and southern Nigeria makes it a melting pot of diverse populations. While this diversity offers cultural richness, it also brings challenges of integration and coexistence, especially when coupled with mismanagement, leading to opportunities for criminal exploitation (Abdu, 2020; Musa, 2023).

Economic deprivation further exacerbates the situation. High unemployment rates, widespread poverty, and pronounced inequality have left many individuals, particularly the youth, vulnerable to involvement in criminal activities, including kidnapping. For many, the lack of viable economic opportunities makes kidnapping an attractive option, as it is perceived to offer high rewards with relatively low risks. Weak governance compounds this issue, as ineffective law enforcement and pervasive corruption undermine the rule of law, creating an environment where perpetrators act with near impunity (Adamu et al., 2021). This institutional failure not only facilitates criminal activities but also erodes public confidence in governmental and security institutions.

Environmental factors, particularly resource competition, have also played a critical role in fueling insecurity. Plateau State has witnessed ongoing farmer-herder conflicts, often triggered by disputes over access to land and water resources. These clashes not only displace populations but also create ungoverned spaces where criminal enterprises, including kidnapping, thrive. Additionally, the widespread availability of small arms and light weapons intensifies violence, further complicating efforts to address insecurity (Ibrahim & Gadzama, 2021). Insecurity and kidnapping in Jos, Plateau State, are the products of a complex interplay of ethno-religious tensions, economic deprivation, weak institutional frameworks, and environmental stressors. Addressing these issues requires a multifaceted and integrated approach that prioritizes conflict resolution, economic empowerment, governance reforms, and community-based interventions. These efforts are vital for rebuilding trust, restoring security, and fostering sustainable peace in the region. Understanding these underlying causes is crucial for formulating effective policies and strategies to mitigate these challenges and promote long-term stability (Okoye & Aliyu, 2022).

2.2 Psychological Effects of Insecurity and Kidnapping on Library Staff Job Performance

Within the context of insecurity and kidnapping, the psychological well-being of library staff emerges as a critical yet often underexplored facet. While the physical threats are tangible, the emotional and psychological toll of working in an environment rife with insecurity and the constant specter of kidnapping cannot be understated. This sub-theme of the literature review delves into the intricate ways in which the mental health of library staff is impacted by these security challenges, and subsequently, how these psychological effects reverberate through their job performance (Usman., Obi & Okeme 2020). Invariably, the prevalence of insecurity and the looming threat of kidnapping induce a state of perpetual unease and fear among library staff. The perpetual fear and uncertainty can lead to chronic stress and anxiety, which can have far-reaching consequences within the workplace. Staff morale may plummet, motivation dwindles, and overall job satisfaction wanes. The ever-present shadow of insecurity breeds a sense of vulnerability that permeates every aspect of the librarian's professional life (Usman., Obi & Okeme, 2020).

For those who have been directly affected by security incidents, such as kidnappings or violent encounters, the specter of Post-Traumatic Stress Disorder (PTSD) becomes a haunting reality. The trauma experienced in these instances can lead to long-term psychological consequences, affecting both personal well-being and job performance. The haunting memories and emotional scars can severely hamper an individual's ability to carry out their duties effectively (Obi, 2017). Job burnout, a pervasive problem in high-stress environments, is another psychological consequence of ongoing insecurity. The perpetual exposure to threats and instability can lead to a state of emotional exhaustion and detachment from one's job. Burnout among library staff can manifest in various ways, including decreased productivity, increased absenteeism, and a general sense of disillusionment with the profession.

Nevertheless, not all library staff succumb to the deleterious effects of insecurity and kidnapping. Some individuals employ coping mechanisms and resilience strategies to navigate this challenging terrain. These strategies may range from seeking support from colleagues to developing personal rituals that provide a sense of control and stability. Investigating these adaptive mechanisms sheds light on the resilience of library staff in the face of adversity and their capacity to maintain job performance (Braiteh, 2024). In recognition of the psychological toll inflicted by insecurity and kidnapping, libraries and institutions have implemented support systems and interventions. These may include counselling services, training programs for staff, and measures to enhance security infrastructure. This section of the literature review assesses the effectiveness of such initiatives in preserving and improving the mental well-being and job performance of library staff.

Furthermore, drawing comparisons with other high-stress professions, such as law enforcement or emergency responders, provides a broader context for understanding the psychological effects and coping mechanisms in the face of security threats. While the nature of the work differs, exploring these parallels and distinctions can offer valuable insights into the challenges faced by library staff (Sanchi, 2022). The sub-theme on the psychological effects of insecurity and kidnapping on library staff sheds light on an often-neglected aspect of their professional lives. It underscores the importance of recognizing and addressing the emotional toll inflicted by these security challenges, as this understanding is essential for devising effective interventions and policies to support library staff and enhance their job performance in the midst of adversity.

2.3 Ways of Curbing Insecurity/Kidnapping for Improved Job Performance of Library Staff

Addressing insecurity and kidnapping to ensure better job performance among staff is of paramount importance, particularly in environments like libraries where safety is essential for both employees and patrons. A comprehensive approach that encompasses various strategies and measures is crucial in mitigating these security concerns. One crucial step in enhancing security is conducting a thorough security assessment specific to the library's premises. This assessment identifies vulnerabilities and risks, serving as the foundation for a comprehensive risk management plan. By understanding potential threats, library management can formulate effective mitigation strategies.

A visible security presence is often a deterrent to criminal activity. Employing well-trained security personnel who can respond swiftly to security threats is vital. Security staff should not only possess the necessary skills in emergency response but also be adept at conflict resolution to ensure a safe and professional environment. Access control measures, such as card access systems, identification checks, and visitor registration procedures, help limit entry to authorized individuals. These measures create an additional layer of security by preventing unauthorized access to the library. The installation of security cameras in strategic locations, both inside and outside the library, can act as both a deterrent and a source of evidence in the event of security incidents. Surveillance systems play a vital role in enhancing security. Physical aspects of the library's design can also contribute to safety. Adequate lighting, clear sightlines, and well-maintained landscaping discourage criminal behaviour and promote staff visibility, reducing the risk of incidents.

A well-defined crisis response plan is indispensable. This plan should outline procedures for handling various security incidents, evacuations, and communication protocols. Regular staff training on these procedures and realistic drills are essential to ensure a coordinated response in emergency situations. Building a strong relationship with local law enforcement agencies is crucial. Encouraging police patrols around the library vicinity and establishing a direct line of communication for reporting security concerns can facilitate a rapid response to incidents. Community engagement plays a significant role in creating a safer environment. By involving the local community, libraries can foster a sense of shared responsibility for safety. Encouraging community members to report suspicious activities and participate in neighbourhood watch programs enhances security. Comprehensive security training for library staff, including situational awareness, conflict de-escalation, and emergency response, is vital. Staff should be well-versed in using security equipment effectively.

Recognizing the potential psychological impact of insecurity and kidnapping on staff is essential. Providing access to counselling services and creating a supportive work environment that prioritizes mental health can help employees cope with stress and trauma. Utilizing technology, such as panic buttons, alarm systems, and mobile apps that allow staff to quickly alert authorities in emergencies, enhances security. Enforcing strict visitor policies and visitor sign-in procedures ensures that only authorized individuals have access to the library. Consistent adherence to these policies is critical. Regular security audits are essential for evaluating the effectiveness of existing security measures. The findings from these audits should inform necessary improvements and adjustments. Educational campaigns aimed at staff and library patrons help disseminate safety information. Signage, newsletters, and workshops can play a role in raising awareness about security measures. Advocating for legal reforms and policies that enhance security and safety for library staff and patrons is another critical step. Collaborating with non-governmental organizations (NGOs) and advocacy

groups focused on security and safety issues can provide additional resources, expertise, and support.

Addressing insecurity and kidnapping requires a multifaceted approach that involves library management, staff, and the broader community. By implementing a combination of physical security measures, staff training, community engagement, and effective crisis response plans, libraries can create a safer environment that allows staff to perform their jobs with confidence and patrons to access resources without fear. Ultimately, this approach contributes to better job performance among staff and enhances the overall library experience.

III. Research Methods

This study employs a descriptive survey research design to examine the impact of insecurity and kidnapping on the job performance of library staff at the University of Jos. The descriptive survey design allows the researcher to collect and analyze opinions from a sample population, using these insights to draw conclusions about the larger population. The population of the study includes all 121 library staff at the University of Jos's permanent site, comprising 30 teaching staff and 91 non-teaching staff. A sample size of 50 was selected using proportional stratified sampling, ensuring fair representation of both teaching and non-teaching staff. The proportional sampling fraction (0.41) was calculated to determine the sample distribution across strata. Data collection was conducted using a structured questionnaire titled "Impact of Insecurity and Kidnapping on Job Performance of Library Staff in the University of Jos." The questionnaire consisted of two sections: demographic information (Section A) and analytical items related to the study objectives (Section B), employing a four-point scale for responses. The validity of the instrument was ensured through expert review by specialists in test measurement and library science, while reliability was established via internal consistency through the split-half method with a Correlation coefficient of 0.67. Data collection involved a face-to-face method, supported by research assistants, to ensure a high retention rate of completed questionnaires. Analysis of the collected data was carried out using simple percentages and mean methods to answer research questions and analyze demographic information.

IV. Results and Discussion

4.1 Research question one

What are the causes of insecurity and kidnapping?

Table 1. Respondents Mean Opinion on causes of Insecurity and Kidnapping

S/N	ITEM	SA	A	D	SD	$\bar{X}$	SD
1	Inadequate access to education and employment opportunities	19	16	6	9	2.9	6.0
2	Availability and proliferation of illegal firearms	23	17	8	2	3.22	9.3
3	Lack of community cohesion and intolerance	21	16	6	7	3.02	7.2
4	Political instability and social unrest	17	17	8	8	2.86	5.2
5	Economic inequality	24	18	5	3	3.26	10.1

Table 1 above depicts causes of insecurity and kidnapping in Jos North Local Government Area. The analysis revealed that, there are different causes of insecurity as well as kidnapping. Respondents agreed with item one which states that inadequate access to

education and employment opportunity is a major cause of insecurity and kidnapping as few respondents disagree to the item. Item two was also on the acceptance region with a mean score of 3.33 and shows that, availability and proliferation of illegal firearms is a cause of insecurity and kidnapping. Item three also show a mean score of 3.02 which is also a positive item and reveals that, lack of community cohesion and intolerance is a cause of insecurity and kidnapping. Item four also shows a mean score of 2.86 which is also accepted and suggest that, political instability and social unrest is a cause of insecurity and kidnapping while the last item shows a mean score of 3.26 which is also on acceptance region revealed that, economic instability is a cause of insecurity and kidnapping. The implication is that, kidnapping and insecurity are opposite sides of same coin which are engineered by same factors like poverty, unemployment, poor education and political unrest among others.

4.2 Research question two

What is the impact of insecurity on job performance of library staff?

Table 2. Respondents Mean Opinion Impact of Insecurity on Job Performance of Library Staff

S/N	ITEM	SA	A	D	SD	$\bar{X}$	SD
1	Reduced work productivity	23	15	8	4	3.14	8.3
2	Diminished quality of services	19	26	2	3	3.22	11.9
3	Decreased job satisfaction	16	14	3	17	2.58	6.5
4	Higher employee absenteeism	21	14	12	3	3.06	7.4
5	Increased stress and anxiety	24	17	0	9	3.12	10.3

Table 2 above depicts respondents' opinion to research question two which seeks to find out the impact of insecurity on job performance of library staff in the University of Jos and from the analysis it revealed insecurity leads to reduces work productivity among library staff with a .mean of 3.14 which is on acceptance region, it also shows that, insecurity and kidnapping results in diminished quality of service with a response mean of 3.22 which is also accepted. Insecurity also leads to higher employee absenteeism in the University of Jos library as the respondents agreed to the items and they show a mean score of above 2.5 which are all within acceptance region. The table also revealed that, insecurity also increased stress and anxiety among staff of the library in the University of Jos.

4.3 Research question three

What is the relationship between insecurity and job performance of library staff in the University of Jos?

Table 3. Respondents Mean Opinion on the Relationship Between Insecurity and Job performance of Library Staff in the University of Jos

S/N	ITEM	SA	A	D	SD	$\bar{X}$	SD
1	Insecurity have negative relationship on staff job performance	20	14	3	13	2.82	7.0
2	Kidnapping has relationship to absenteeism of staff	28	15	0	7	3.28	12.0
3	Insecurity has relationship to poor staff job performance	18	27	3	2	3.22	12.1
4	Insecurity have relationship with staff low motivation	15	17	2	16	2.89	4.81

5	The relationship between insecurity and staff job performance is high	15	21	9	5	3.32	5.92
---	---	----	----	---	---	------	------

Above table 3 depicts the responses of respondents to research question three which seeks the relationship between insecurity and job performance of library staff in the University of Jos. The analysis revealed that, insecurity have negative relationship on staff job performance as the item one showed mean scores of above 2.50 which is above acceptance region and makes the items positive ones. Item two states that kidnapping has relationship with staff absenteeism with a mean score of 3.28 which is on acceptance region. Item three states that insecurity has relationship with poor staff job performance with mean score of 3.22 and also on acceptance region. Item four states that, insecurity have relationship with staff low motivation and the item shows a mean score 2.89 which is on acceptance region. The item five states that the relationship between insecurity and staff job performance high and the item showed a mean score of 3.32 which is on acceptance region.

4.4 Research question four

What are the ways of curbing insecurity for better job performance of library staff in the University of Jos?

Table 4. Respondents Mean Opinion on the Ways of Curbing Insecurity for Better Job Performance of Library Staff

S/N	ITEM	SA	A	D	SD	$\bar{X}$	SD
1	Education and awareness	23	21	0	6	3.22	11.3
2	Community policing	21	17	10	2	3.14	8.3
3	Conflict resolution	22	14	12	2	3.12	8.2
4	Economic empowerment	18	14	14	4	2.92	6.0
5	Improved law enforcement	25	16	4	5	3.22	9.9

Above table 4 depicts the responses of respondents to research question four which seeks the ways of curbing insecurity for better job performance of library staff in the University of Jos. Item one from the table revealed that, education and awareness is a way of curbing insecurity as the responses showed a mean score of 3.22 which is on acceptance region. Item two also showed a mean score of 3.14 which states that, community policing is a way of curbing insecurity and kidnapping as the item showed a mean score of 3.14 and it is on acceptance region. Item three also showed a mean score of 3.12 and is on acceptance region and states that, conflict resolution is also a way of curbing insecurity and kidnapping for better staff job performance. Item four is also accepted with a mean score of 2.92 which states that, economic empowerment can be used to curb insecurity and improve staff job performance. The last item is also accepted and show a means score of 3.22 which states that, improved law enforcement can help curb insecurity and kidnapping as well as improve job performance of library staff in the University of Jos.

4.5 Discussion

The analysis of the research data provided comprehensive insights into the causes, impacts, relationships, and possible solutions to insecurity and kidnapping, particularly concerning the job performance of library staff at the University of Jos. Regarding the causes, respondents strongly identified economic inequality, proliferation of illegal firearms, inadequate access to education and employment opportunities, lack of community cohesion, and political instability as critical contributors. These factors create an environment where criminal activities thrive, exacerbating the challenges of insecurity and kidnapping, as

evidenced by mean scores consistently above the acceptance threshold. When assessing the impact of these issues on job performance, the results revealed that insecurity significantly reduces work productivity, diminishes service quality, increases absenteeism, and fosters stress and anxiety among library staff. The data underscore the pervasive negative effects of insecurity on both individual and organizational outcomes. The study also examined the relationship between insecurity and job performance, revealing a strong negative correlation. Findings indicated that insecurity and kidnapping directly affect absenteeism, lower motivation, and overall poor job performance, with the mean scores indicating robust support for this association. Lastly, the study explored measures to curb insecurity for better job performance, emphasizing education and awareness, community policing, conflict resolution, economic empowerment, and improved law enforcement as viable strategies. These measures received strong agreement from respondents, indicating a shared belief in their effectiveness to address the challenges at hand. Collectively, the findings illustrate the multifaceted nature of insecurity and its detrimental effects on job performance while highlighting practical interventions to mitigate these challenges and enhance organizational efficiency.

Summary of Findings

The study revealed that insecurity and kidnapping significantly impact library operations and staff performance at the University of Jos.

The causes of insecurity include factors such as poverty, illiteracy, unemployment, political instability, social inequality, and limited access to education.

Insecurity and kidnapping affect library staff in various ways, including heightened anxiety, psychological trauma, low motivation, decreased productivity, and increased absenteeism, all leading to lower overall performance.

The study further found a strong correlation between insecurity and job performance, emphasizing that staff can only perform effectively in a peaceful environment.

It also identified several strategies for addressing insecurity, such as promoting education and awareness, implementing community policing, and supporting economic empowerment.

V. Conclusion

The study concludes that insecurity and kidnapping are primarily driven by economic, social, and educational factors, and they profoundly affect the job performance of library staff. A peaceful and secure environment is crucial for optimal performance, as staff members are significantly hindered by the adverse effects of insecurity. The findings underline the importance of tackling insecurity through a comprehensive approach that includes education, awareness, and economic empowerment as key solutions to mitigate these challenges.

Recommendations

Based on the findings, the study recommends several actions to address the issues of insecurity and its impact on job performance.

1. There should be a broad-based education and awareness campaign aimed at fostering intellectual and human resource development.
2. Security agencies should adopt proactive strategies to prevent and neutralize criminal activities before they escalate.

3. Government funding should be increased to equip security forces with the necessary tools to combat insecurity effectively.
4. Parents should also play an active role by monitoring their children's activities to prevent them from engaging in behaviors that may contribute to insecurity.
5. The establishment of enforceable laws and penalties for offenders is crucial to deter potential perpetrators and reduce incidents of insecurity.

References

- Abdu, B. (2020). Ethno-religious conflicts and insecurity in Jos, Plateau State. *Journal of Peace and Development Studies*.
- Adamu, T. Y., Umeh, J. C., & Enya, J. O. (2021). Rural crime and security in northern Nigeria: A study of Plateau State. *African Journal of Criminology*.
- Adeola, G. L., & Oluyemi, F. (2021). The human security approach to addressing insecurity in Nigeria. *African Security Review*, 30(2), 156-171.
- Alao, A., & Atere, F. (2021). Insecurity and its impact on national development in Nigeria. *Journal of Social and Political Sciences*, 4(1), 45-60.
- Braiteh, D. K. (2024). Navigating through turbulence: investigating individual characteristics, well-being, and career outcomes in the face of career shocks (Doctoral dissertation, University of Antwerp).
- Edeh, H. (2019). Kidnapping and its socio-economic implications in Nigeria. *International Journal of Security Studies*, 15(3), 89-105.
- Ewetan, O. O., & Urhie, E. (2021). Insecurity and sustainable development in Nigeria: A critical appraisal. *Journal of Contemporary African Studies*, 39(4), 557-572.
- Eze, P. C. (2021). Understanding Nigeria's kidnapping epidemic: Patterns, causes, and consequences. *Journal of Contemporary Nigerian Studies*.
- Fatile, J. O., & Ejalonibu, G. L. (2020). The dynamics of insecurity in Nigeria: Implications for development. *African Journal of Criminology and Justice Studies*, 14(1), 110-129.
- Ibrahim, M. A., & Gadzama, J. T. (2021). Resource conflict and insecurity in Plateau State: Implications for sustainable development. *Environmental Studies Quarterly*.
- Musa, A. B. (2023). Socio-political fragmentation and insecurity in Plateau State: A historical perspective. *Nigerian Historical Review*.
- Obi, S. E., (2017), A Critical Assessment of Causes of Terrorism: The Imperative of 'Almajirism' in Northern Nigeria. *UNIHEZ Social and Policy Journal*, 9(1), 26-39.
- Okoye, F., & Aliyu, Z. M. (2022). Community resilience and insecurity in central Nigeria. *African Journal of Policy and Governance*
- Omisore, A. G., & Ojo, T. I. (2020). The impact of insecurity on library operations in Nigeria. *Library and Information Science Research Journal*, 34(2), 93-102.
- Omotosho, F., & Arowolo, T. (2020). Kidnapping as a national security threat in Nigeria. *Journal of Public Administration and Policy Research*, 12(2), 27-37.
- Onah, R. C., Okenwa, E., & Chima, S. K. (2022). Insecurity and governance in Nigeria: Exploring the Plateau State experience. *Journal of African Policy Studies*.
- Usman S.O, Obi, S.E, and Okeme, U.P (2020), A Content Analysis of Guardian and Graphic Newspaper of Kidnapping Phenomenon in Kogi State. *Business & Marketing Chronicle*, Ignatus Ajuru University of Education Rumuolumeni, Port Harcourt. 5(2), 40-54.