



RESEARCH AND PUBLICATION PRODUCTIVITY OF ACADEMIC STAFF OF AUCHI POLYTECHNIC, AUCHI, EDO STATE, NIGERIA

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ABSTRACT: Purpose: This study examined the research and publication productivity of the academic staff of Auchi Polytechnic, Auchi, Edo State, Nigeria. This paper ascertained the research and publication productivity of academic staff in Auchi Polytechnic, identify the sources the academic staff commonly publish their research findings, examine the authorship pattern of the research and publication productivity of academic staff in Auchi Polytechnic, Auchi, examine the factors that motivate academic staff in Auchi Polytechnic, Auchi in their research and publications productivity and identify the factors that hinder research and publication productivity of academic staff in Auchi Polytechnic, Auchi. **Design/Methodology/Approach:** Descriptive design adopted. The research instrument used for data collection in this study was the questionnaire. The total population is 836. However, 30% which is two hundred and fifty (250) of the total population was used in this study. Purposive sampling technique was adopted in this study. The researchers administered and retrieved the completed questionnaire from the respondents. The data to be obtained from the copies of the questionnaire retrieved from the respondents was analyzed using statistical package for the social sciences (SPSS) to determine the frequency, percentage, mean score and standard deviation. **Findings:** This paper reported that majority of the academic staff used in this study research and publication productivity is between 6-10 and contribution to knowledge, Career advancement, Promotion, Recognition, Visibility, Institutional recognition, Prestige, Departmental recognition and Job satisfaction are the factors that motivate academic staff in Auchi Polytechnic to research and publication productivity. **Research implication:** Motivation such as promotion and publication based incentives such as training and retraining on research, regular funds; departmental support and building sophisticated research infrastructure from government and polytechnic management are among measures that could improve the research and publication productivity of academic staff of Auchi polytechnic. **Originality/Value:** The paper provided valuable insight into the research and publication productivity of academic staff at Auchi Polytechnic, Auchi. The study pointed out the importance of research and publication productivity in terms of career advancement, contributing to knowledge, institutional visibility, and personal prestige. The study showcased the research and publication productivity of academic staff in Auchi Polytechnic, Auchi.

KEYWORDS: research, publication, productivity, academic staff, polytechnic, Auchi



EXECUTIVE SUMMARY

It is accepted generally that career advancement and promotion decisions of academic staff are influenced largely by their research productivity. It is also obvious that research productivity is germane to the prestige and career progression of academic staff in any tertiary institution. Therefore, this study tends to look at the research and publication productivity of academic staff at Auchi Polytechnic, Auchi. The results from the study will provide important data and insight into the research and publication productivity of academic staff at Auchi Polytechnic, Auchi. It will enable academic staff in Auchi Polytechnic, Auchi to know the importance of research and publication productivity in terms of advancement to existing knowledge, creation of new knowledge, career progression, and personal prestige.

INTRODUCTION

An axiom, "publish or you perish" in the academic circle captured the very essence of research productivity among academic staff in any tertiary institution. It is a general norm that all academic staff in tertiary institutions all over the world should engage in research that would aid them in their teaching, enhance their knowledge in their area of interest and publish what they have researched to earn promotion from time to time. According to Oyeyemi et al. (2019), research is a systematic scientific investigation conducted to discover new facts or get additional information needed to elucidate a particular problem. This simply means that research involves a prospective plan that accommodates the collection and analysis of data to answer the specific question. It includes scientific investigations conducted to explore new facts, and its activities are significant in propelling the developmental process of any nation (Igiri et al., 2021). The primary function of research is to explore answers to meaningful questions aimed at improving societal challenges (Lucky 2013 cited in Igiri et al. 2021).

Research is an important part of the academy and is often believed to be the next most valued part of the academic duties after teaching. Research productivity is, therefore, a robust measure of scholastic achievement in academia, and it is through research that the status of an academic is often determined among peers (Oyeyemi et al., 2019). Research productivity is a crucial subject for researchers and students, as research results will impact the entire society positively. Similarly, research is vital to generate prosperity and develop nations. Research development in any country was measured through research productivity, such as publications in books and research articles (Jameel & Ahmad, 2020). This is to say the major element showing the prestige of any institution of higher learning and countries is publication productivity as meaningful research of academic staff of any institution enhances the visibility of such institution globally. This in turn help in the ranking of such institution in a global ranking.

Research productivity has been defined as the relationship between the outputs generated by a system and the inputs provided to create those outputs. It may also include the term "efficiency" and more importantly "effectiveness" which measure the total output or results of performance (Turnage, 1990). Print and Hattie (1997) succinctly define research productivity as the totality of research works performed by Academics in universities and related contents within a given period. Research productivity, therefore, is a means by which



academics contribute their knowledge to the existing body of knowledge. This can be in form of journal articles, technical reports, book(s), chapter(s) in a book, patent rights, supervision, and training of students. Research productivity has been defined as the relationship between the outputs generated by a system and the inputs provided to create those outputs. It may also include the term "efficiency" and more importantly "effectiveness" which measure the total output or results of performance (Turnage, 1990). Print and Hattie (1997) succinctly define research productivity as the

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Research productivity has been defined as the relationship between the outputs generated by a system and the inputs provided to create the outputs (Atanda & Olasupo, 2018). It may also include the term "efficiency" and more importantly "effectiveness" which measure the total output or result of performance (Turnage, 1990) as cited by (Atanda & Olasupo, 2018). Print and Hattie (1997) cited by Atanda and Olasupo (2018) define research productivity as the totality of research works performed by academics in universities and related contents within a given period. Research productivity, therefore, is a means by which academics contribute their knowledge to the existing body of knowledge. In the quest to advance knowledge, the researcher's performance is evaluated based on research outcomes in terms of productivity (Appah et al., 2020), which could be used by other scholars, stakeholders, policy-makers, industries, and the wider society as cited by (Igiri et al., 2021). In academia, research productivity is the measure of publication counts of articles published in "peer-reviewed" journals, referred books, book chapters, *h*-index, awarded research grants, conference proceedings, and patents of academics (Igiri et al., 2021). Research productivity is positively associated with promotion and tenure, high salaries, and increased social prestige of the academic staff. Scholars with higher status are also more likely to have published in journals with high impact factors than those with low status (Oyeyemi et al., 2019).



Problem Statement/Justification

It is accepted generally that career advancement and promotion decisions of academic staff are influenced largely by their research productivity. It is also obvious that research productivity is germane to the prestige and career progression of academic staff in any tertiary institution. A gradual decline in research output in higher education became noticeable in the late 1980s, even as the National University Commission (NUC) noted that in terms of quality and quantity, the research output of tertiary institutions in Nigeria was about the best in sub-Saharan Africa up to the late 1980s (Karani, 1997) as cited by (Chiemeke et al., 2009). Despite the relevance of research productivity, it is observed that the level of research productivity of academic staff in Nigeria, including academic staff in Auchi Polytechnic, is low. This position is confirmed by the NUC assertion as reported by Chiemeke et al. (2009) that no Nigerian university (or other tertiary institution) was listed among the top 1,000 schools around the world in terms of publication of research output.

This situation is undesirable, as the observed low research productivity level, would no doubt harm the prestige and career progression of academic staff in Auchi Polytechnic, Auchi. From the evidence of the literature search conducted by these researchers, no research has been conducted on research productivity and output of academic staff in Auchi Polytechnic, Auchi in recent times, hence the need for this study.

General Objective of the Study

The main objective of this research is to investigate the research and publication productivity of the academic staff of Auchi Polytechnic, Auchi, Edo State, Nigeria.

Specific Objectives:

- i. To ascertain the research and publication productivity of academic staff in Auchi Polytechnic.
- ii. To identify the sources the academic staff commonly publish their research findings?
- iii. To examine the authorship pattern of the research and publication productivity of academic staff in Auchi Polytechnic, Auchi.
- iv. To examine the factors that motivate academic staff in Auchi Polytechnic, Auchi in their research and publications productivity.
- v. To identify the factors that hinder research and publication productivity of academic staff in Auchi Polytechnic, Auchi.



LITERATURE REVIEW

- **Research Productivity**

The use of publications as an index of productivity is acknowledged and upheld by the literature. At the same time, publications are a reflection of the research commitment and the principal means through which results are made known to the scientific community (Simisaye, 2019). This implies research and publication productivity are what drive new frontier of knowledge in any discipline that culminates in the discovery of new knowledge for the advancement of society.

Research implies very careful, analytical, diligent analysis and review of phenomena, in particular, to try and find new knowledge and facts. Ocholla, Ocholla, and Onyanacha (2013) define research to be a way of finding answers to unknown or lesser-known problems emerging from natural and artificial phenomena within our environment through a systematic, logical, and verifiable process. Ocholla (2011) as cited by Ocholla, Ocholla, and Onyanacha (2013) posited that the main reasons that motivate people for research are to find solutions to challenges or problems affecting humanity that stem from natural and artificial phenomena; confirm, contest or refute theories or hypotheses; develop scientific and professional practices; and to develop creative, analytical and rational thinking for informed decision making. Ocholla, Ocholla, and Onyanacha (2013) enthused that on a practical basis, research is done to fulfil learning, domestic, and career needs; to satisfy curiosity; for egoistic reasons, such as recognition and visibility; for career-related rewards, such as promotion, securing tenure or permanent appointment; and for self-development or growth, among other reasons.

Productivity refers to the output of academic staff such as publications, seminars, workshops, and attending a conference. Research Productivity is the total number of works completed by academic staff in the university and related content over a while (Jameel & Ahmad, 2020). Research publications in any field of specialization provide current information for growth, progress, development, and improved society. Research productivity is very critical to academic staff worldwide. The decision regarding tenure and promotion for individual academic members are frequently linked to scholarly achievement (Simisaye, 2019).

- **Research and Publication Sources**

The scholarly community is in general agreement that scholarly research output should be of high quality; published through a solid peer-review process and made accessible in the form of recorded sources in print and electronic formats, such as books (monographs), chapters in books, conference papers and proceedings, articles in scholarly journals, theses and dissertations, patents and trademarks, and creative works, such as performances and exhibitions of the visual arts, among others (Ocholla, Ocholla & Onyanacha, 2012).

A study by Jeysankar (2015) as reported by Simisaye (2019) on the research publication trend among scientists of the Indian Gandhi Centre for Atomic Research (IGCAR) during the period 1989-2013 revealed that IGCAR scientists preferred to publish their work in the Journal of Nuclear Materials and Transactions of the Indian Institute of Metals. Research output has been described as "textual output where research is understood as original, systematic investigation undertaken to gain knowledge and understanding (Ocholla, Ocholla&Onyanacha, 2012). The scholars further stressed that the sources can be in form of



journal articles, technical reports, books, chapters in a book, supervision, and training of students. The more research outcome is published in various formats, the probability of availability and access to information is assured.

- Authorship Pattern

Jeyshankar (2015) as cited by Simisaye (2019) evaluated the research publication trend among scientists at Indira Gandhi Centre for Atomic Research during the period 1989-2013. Data were analyzed based on type of publication, year of publication, language, source, country, institutions, most preferred journals, and most prolific authors among other variables. The study revealed that the majority (96.26%) of the researchers preferred to publish their research papers in joint authorship only and the degree of author collaboration ranges from 0.84 to 0.99 and its mean value is 0.95.

Simisaye's (2019) study of research productivity of the academic staff in Research Institutes in South-West, Nigeria revealed out of the 15, 477 respondents surveyed, a majority of 5,604 (36.2%) of the respondents' publications were single authorship. The study revealed that out of this single authorship pattern of publication, journal articles constituted the largest chunk with 1,711 (30.5%), followed by conference proceedings (14.98%), chapters in books (13.4%), Thesis/dissertations(10.2%), technical reports (6.6%), textbooks (7.5%), scientific peer-reviewed bulleting (6.3%), occasional papers (7.3%), monographs (5.2%) co-authored textbooks (3.9%) while patents constituted only (3.2%) of the total single authorship publications of the academic staff. The study also revealed that 5,216 (33.7%) of the total publications were published by joint authors. This finding reveals that the respondents prefer single authorship in their pattern of publications.

Research and Publication Productivity Motivation

The publication is central to scholarly activity and recognition, as it is widely regarded as the main source of esteem, as a requirement for individual promotion, as evidence of institutional excellence, and as a sine qua non for obtaining competitive research funds (Ramsden, 1994). Research is central to scholarly activity and recognition, as it is widely regarded as the main source of esteem as a requirement for individual promotion, as evidence of institutional excellence, and a sine qua non for obtaining competitive research funds (Ramsden, 1994) cited by (Okonedo, 2015). Igiri, et al., (2021) reported in their study that the respondents surveyed pinpointed factors that will motivate researchers and increase their productivity to include adequate funding of research, modern research facilities, equipment, and infrastructures, and payment of hazard and publication allowances, among others. Another study by Nguyen (2015) cited by Igiri, et al., (2021) reported that better remuneration and other monetary rewards could serve as a motivation for academics to participate actively in research. It has been argued in some quarters that research and publication productivity enable academics to earn local and global recognition in academic circles. Bloedel (2001); Kotrlík, Bartlett, Higgins & Williams (2002); Bassey, Akuegwu, Udida & Udey (2007) cited by Atanda and Olasupo (2018) reported that in higher education, research productivity often served as a major role in attaining success in academic circles as it is related to promotion, tenure, and salary.



Factors Hindering Research and Publication Productivity

Igiri et al. (2021) in their study titled “Focused Research on the Challenges and Productivity of Researchers in Nigerian Academic Institutions Without Funding” reported in their findings that the major challenges hindering research productivity of academics in Nigeria research and tertiary institutions were non-funding of research, lack of mentorship, brain drain challenge, lack of training, lack of motivation, and non-payment of hazard and publication allowances. Major and Dolly (2003) provide an account, based on interview data, of the development of lecturer research expertise in a North American tertiary institution. They highlighted the importance of context, organizational culture, support from mentors and other experts, previous and new training, and the opportunities to engage in research in a low-threat environment. These findings reflect the perceived barriers faced by lecturers, particularly in an early career stage.

Hemmings, Rushbrook, and Smith (2007) writing within an Australian context recognized similar barriers if lecturers wished to conduct and publish research. The barriers they identified included workload, lack of support, and underdeveloped research culture. Interestingly, the study considered a range of intrinsic and extrinsic personal factors and their interaction with gender. It was found that personal characteristics, opportunities, supports, issues relating to time and time management, and training influenced motivation to engage in research and subsequent publishing. For example, female lecturers were largely influenced by extrinsic rewards such as grant funding and the importance of being seen as a known publisher. Furthermore, female lecturers tended to give greater prominence to work-life balance. On the other hand, males attributed more social significance to their work environment compared to their female counterparts. That is, being part of a vibrant research group was perceived as contributing to personal well-being (Hemmings & Hill, 2009).

Research Methodology

This study will employ a descriptive survey design to investigate the research and publication productivity of academic staff at Auchu Polytechnic, Auchu. A descriptive survey is considered appropriate in this study, because it will be able to determine the current status of the research and publication productivity of academic staff at Auchu Polytechnic, Auchu. The population for this study consists of all the academic staff of Auchu Polytechnic, Auchu. The total population is 836. However, 30% which two hundred and fifty (250) of the total population was used in this study. According to Aina (2004), generally, the principle of sample size is that if a population is less than one thousand (1000), the 30% sampling ratio will be adequate. Purposive sampling technique was adopted for this study. The researchers used the questionnaire as instrument for data collection. The questionnaire entitled “Research and Publication Productivity of Academic Staff Questionnaire (RPPASQ)” was used as the instrument for data collection in this research. The data to be obtained from the copies of the questionnaire retrieved from the respondents was analyzed using statistical package for the social sciences (SPSS) to determine the frequency, percentage, mean score and standard deviation.

Results

The data collected from the questionnaire were analyzed using descriptive statistics in order to determine responses to the items in the questionnaire and to describe the characteristics of



the respondents in terms of their views. A total number of two hundred and fifty (250) copies of the questionnaire was administered and 244(97.6%) returned completed from the respondents and were subsequently used in the study.

Table 1: Sex of Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	133	53.8	54.5	54.5
Female	111	44.9	45.5	100.0
Total	244	98.8	100.0	

Source: (fieldwork, 2023)

Table2 shows the gender distribution of the respondents. A total of 133 (53.8%) respondents are males and 111(44.9%) females. This simply implies that male academic staff of Auchu polytechnic are more than their female counterparts in the study.

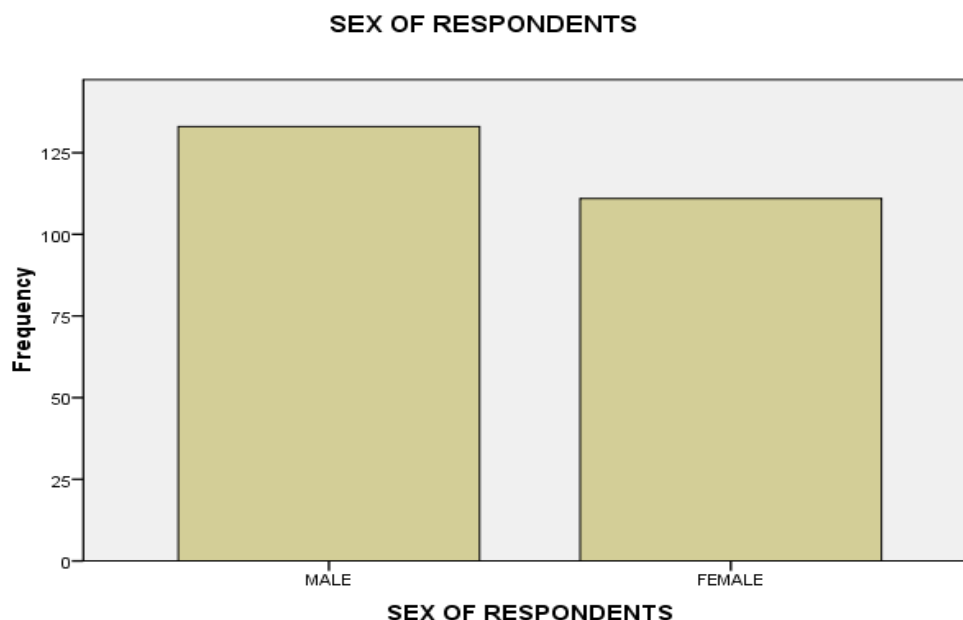


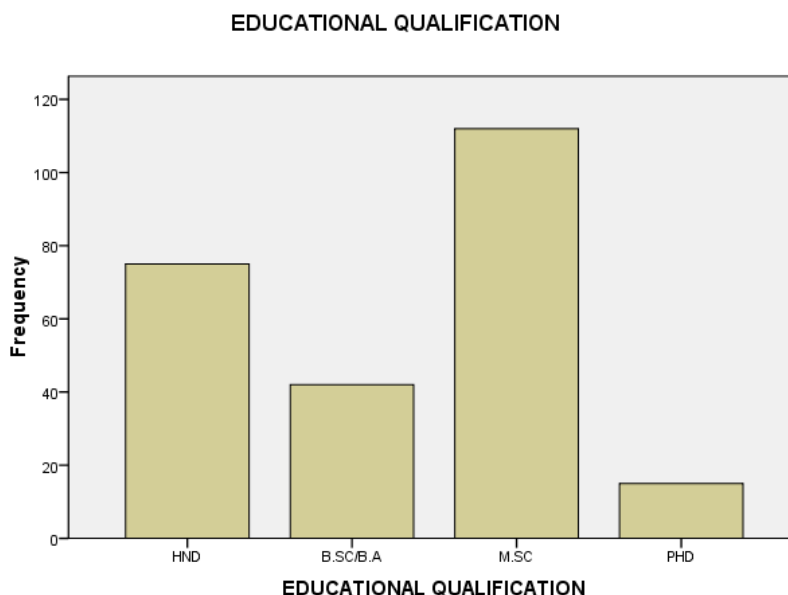


Table 2: Educational Qualification

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid HND	75	30.4	30.7	30.7
B.SC/B.A	42	17.0	17.2	48.0
M.SC	112	45.3	45.9	93.9
PHD	15	6.1	6.1	100.0
Total	244	98.8	100.0	

Source: (fieldwork, 2023)

On the Educational Qualification of the respondents, MSC has the highest number of respondents with 112 (45.9%), followed by HND with 75 (30.7%). Others are BSC/BA with 42 (17.2 %), AND , Ph.D 15 (6.1%)



**Table 3: Working Experience**

	years	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1-5 YRS	41	16.6	16.8	16.8
	6-10 YRS	48	19.4	19.7	36.5
	11-15 YRS	54	21.9	22.1	58.6
	16-20 YRS	71	28.7	29.1	87.7
	21 and above	30	12.1	12.3	100.0
	Total	244	98.8	100.0	

Source: (fieldwork, 2023)

Table 2 shows the working experience of the respondents. Respondents 71(28.7%) have 16-20 years of working experience. Respondents 54(21.9) have 11-15 years of working experience. Respondents 48(19.4) have 6-10 years of working. Respondents 41(16.6) have 1-5 years of working experience and respondents 30(12.1) 21 and above years of working experience.



**Table 4: Research and publication productivity of academic staff in Auchi Polytechnic**

No. of publication of Respondents	N	Mean	Std. Deviation	Rank
6-10	244	2.8811	1.19249	1 st
1-5	244	2.4303	1.28270	2 nd
11-15	244	2.3484	1.22959	3 rd
16-20	244	2.3402	1.32212	4 th
36 above	244	1.9836	.85571	5 th
31-35	244	1.7746	.93095	6 th
26-30	244	1.7705	.82439	7 th
21-25	244	1.7418	.94004	8 th
None	244	1.6352	.69843	9 th
Valid N (listwise)	244			

Source: (fieldwork, 2023) Criterion mean = 2.00

Table 4 reveals Research and publication productivity of academic staff in Auchi Polytechnic. Respondents with Research and publication productivity between 6-10 with the mean score of 2.8811 and standard deviation of 1.19249 ranked first. Respondents with Research and publication productivity between 1-5 mean score of 2.4303 and standard deviation of 1.28270 ranked second. Respondents with Research and publication productivity between 11-15 with the mean score of 2.3484 and standard deviation of 1.22959 ranked third and respondents with research and publication productivity between 16-20 with the mean score of 2.3402 and standard deviation of 1.32212 ranked fourth. The study revealed that majority of the academic staff used in this study research and publication productivity is between 6-10.



Table 5: Sources the Academic Staff Commonly Publish Their Research Finding

Sources	N	Mean	Std. Deviation	Rank
Thesis/Project/ Dissertation	244	3.8811	.32428	1 st
Print Journal/E- Journal	244	3.2090	1.12279	2 nd
Conference proceeding	244	3.1557	1.16195	3 rd
Chapters in books	244	2.4590	1.21138	4 th
Textbooks	244	2.2746	1.17344	5 th
Monographs	244	2.2500	.99742	6 th
Technical report	244	2.0779	1.08397	7 th
Public lecture	244	1.9426	.98381	8 th
e-books	244	1.9016	1.09552	9 th
Patents	244	1.7910	.86624	10 th
Newsletters/Bulletin	244	1.7623	1.05840	11 th
Valid N (Listwise)	244			

Source: (Fieldwork, 2023) Criterion mean = 2.00

Table 5 shows the sources academic staff of Auchu polytechnic published their research works. Thesis/Project/Dissertation with the mean score of 3.8811 and standard deviation of .32428 ranked first. Print journal/e-journal with mean score of 3.2090 and standard deviation of 1.12279 ranked second. Conference proceeding with mean score of 3.1557 and standard deviation of 1.16195 ranked third. Chapters in books with a mean score of 2.4590 and standard deviation of 1.21138 ranked fourth. Textbooks with mean score of 2.2746 and standard deviation of 1.17344 ranked fifth. Monographs with mean score of 2.2500 and standard deviation of .99742 ranked sixth. Technical report with mean score of 2.0779 and standard deviation of 1.08397 ranked seventh. This implies that Thesis/Project/Dissertation, Print journal/e-journal, Conference proceeding, Chapters in books, Textbooks, Monographs and Technical report are the major sources of research and publication productivity of academic staff of Auchu polytechnic.

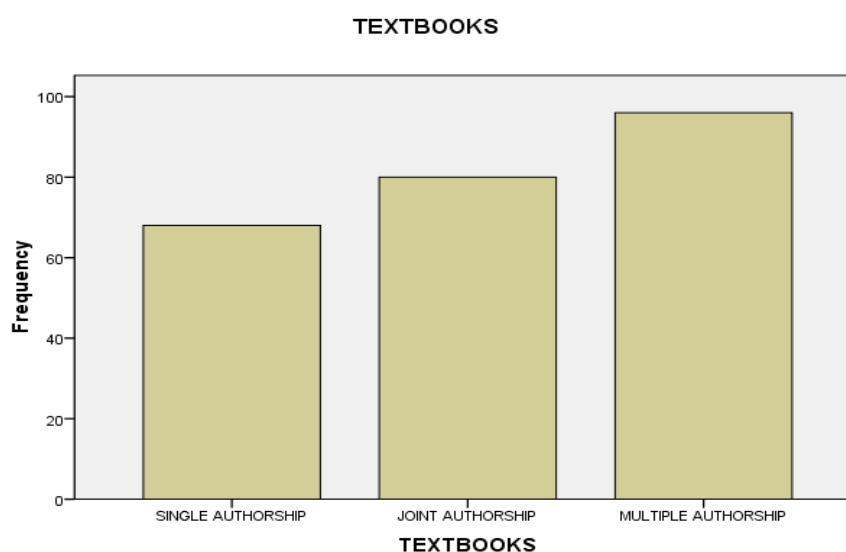
Authorship pattern of research and publication productivity of academic staff in Auchu Polytechnic, Auchu.

**Table 6: Textbooks**

	Authorship Pattern	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single authorship	68	27.4	27.9	27.9
	Joint authorship	80	32.3	32.8	60.7
	Multiple authorship	96	38.7	39.3	100.0
	Total	244	98.4	100.0	

Source: (fieldwork, 2023)

The table reveals the authorship pattern of textbooks by academic staff of Auchu polytechnic. A majority of the respondents with 96 (39.3%) multiple authorship. Joint authorship 80(32.8%) and Single authorship 68 (27.9%). This study simply revealed that a majority of academic staff have published textbooks through multiple authorship.

**Table 7: Print journal/e-journal**

	Authorship Pattern	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single authorship	59	23.8	24.2	24.2
	Joint authorship	105	42.3	43.0	67.2
	Multiple authorship	80	32.3	32.8	100.0
	Total	244	98.4	100.0	

Source: (fieldwork, 2023)



The table reveals the authorship pattern of print/e-journals by academic staff of Auchi polytechnic. A majority of the respondents with 105 (43.0%) joint authorship. Multiple authorship 80(32.8%) and Single authorship 59 (24.2%). This study clearly revealed that a majority of academic staff have published print/e-journals through joint authorship.

Table 8: Conference proceeding

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Single authorship	68	27.4	27.9	0027.9
Joint authorship	98	39.5	40.2	68.0
Multiple authorship	78	31.5	32.0	100.0
Total	244	98.4	100.0	

Source: (fieldwork, 2023)

The table reveals the authorship pattern of conference proceeding by academic staff of Auchi polytechnic. A majority of the respondents with 98 (40.2%) joint authorship. Multiple authorship 78(32.0%) and Single authorship 68 (27.4%). This study clearly revealed that a majority of academic staff that have published conference proceeding through joint authorship.

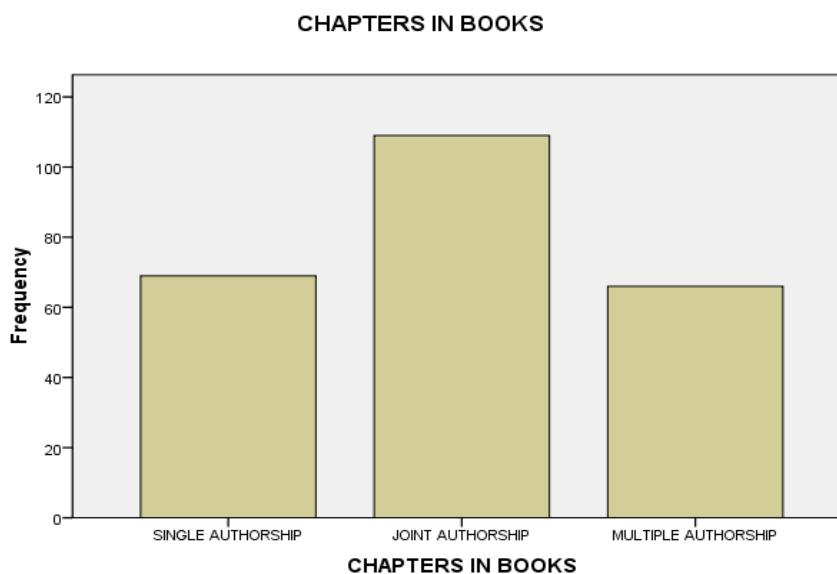


**Table 9: Chapters in books**

0		Frequency	Percent	Valid Percent	Cumulative Percent
Authorship pattern					
Valid	Single Authorship	69	27.8	28.3	28.3
	Joint Authorship	109	44.0	44.7	73.0
	Multiple Authorship	66	26.6	27.0	100.0
	Total	244	98.4	100.0	

Source: (fieldwork, 2023)

The table reveals the authorship pattern of chapters in books by academic staff of Auchi polytechnic. A majority of the respondents with 109 (44.7%) joint authorship. Single authorship 69 (28.3%). Multiple authorship 66(27.0%). This study clearly revealed that a majority of academic staff have published chapters in books through joint authorship.



**Table10: factors that motivate academic staff in Auchi Polytechnic, Auchi to publish**

Motivating factors	N	Mean	Std. Deviation	Rank
Contribution to knowledge	244	3.8033	.39834	1 st
Career advancement	244	3.8033	.65596	2 nd
Promotion	244	3.7541	.65811	3 rd
Recognition	244	3.6926	.66030	4 th
Visibility	244	3.6844	.63083	5 th
Institutional Recognition	244	3.5779	.63996	6 th
Prestige	244	3.5287	.78252	7 th
Departmental recognition	244	3.5205	.69949	8 th
Job satisfaction	244	3.0902	.85109	9 th
Financial reward	244	2.9590	1.15040	10 th
Better relationship with counterparts	244	2.4549	.90836	11 th
For pleasure	244	2.3648	1.15209	12 th
Impacting research skills to others	244	2.2664	1.00551	13 th

Source: (fieldwork, 2023) Criterion mean = 3.00

Table 10 shows the factors that motivate academic staff in Auchi Polytechnic to publish. Contribution to knowledge with the mean score of 3.8033 and standard deviation of .39834 ranked first. Career Advancement with mean score of 3.8033 and standard deviation of .65596 ranked second. Promotion with mean score of 3.7541 and standard deviation of .65811 ranked third. Recognition with a mean score of 3.6926 and standard deviation of .66030 ranked fourth. Visibility with mean score of 3.6844 and standard deviation of .63083 ranked fifth. Institutional recognition with mean score of 3.5779 and standard deviation of .63996 ranked sixth. Prestige with mean score of 3.5287 and standard deviation of .78252 ranked seventh. Departmental recognition with the mean score of 3.5205 and standard deviation .69949 ranked eight. Job satisfaction with mean score of 3.0902 and standard deviation of .85109 ranked ninth. This implies that Contribution to knowledge, Career advancement, Promotion, Recognition, Visibility, Institutional recognition, Prestige, Departmental recognition and Job satisfaction the factors that motivate academic staff in Auchi Polytechnic to research and publication productivity.



Table 11: factors that hinder research and publication productivity of academic staff in Auchi Polytechnic, Auchi.

Challenges encountered in research	N	Mean	Std. Deviation	Rank
High publication charge	244	3.7623	.53753	1 st
Lack of mentorship	244	3.7541	.47681	2 nd
Inadequate research skills	244	3.7090	.64259	3 rd
Inadequate research training	244	3.6926	.73688	4 th
Poor motivation from the polytechnic	244	3.6475	.55810	5 th
Ignorance on where to publish	244	3.6148	.76923	6 th
Inadequate research grant	244	3.5738	.85988	7 th
Lack of research self-efficacy	244	3.4877	1.00812	8 th
Declining research infrastructure	244	3.4180	.76809	9 th
Heavy work load	244	3.3770	1.02100	10 th
Poor and irregular funding	244	3.3607	1.04677	11 th
Inadequate information technology skills	244	2.7951	1.11435	12 th
Family challenges	244	2.7377	1.31032	13 th
Job dissatisfaction	244	2.5574	1.19360	14 th
Too much administrative duties	244	2.2500	1.23353	15 th
Valid. N (Listwise)	244			

Source: (fieldwork, 2023) Criterion mean = 3.00

Table 11 reveals factors that hinder research and publication productivity of academic staff in Auchi Polytechnic, Auchi. High publication charge with the mean score of 3.7623 and standard deviation of .53753 ranked first. Lack of mentorship with mean score of 3.7541 and standard deviation of .47681 ranked second. Inadequate research skills with mean score of 3.7090 and standard deviation of .64259 ranked third. Inadequate research training with a mean score of 3.6926 and standard deviation of .73688 ranked fourth. Poor motivation from the polytechnic with mean score of 3.6475 and standard deviation of .55810 ranked fifth. Ignorance on where to publish with mean score of 3.6148 and standard deviation of .76923 ranked sixth. Inadequate research grant with mean score of 3.5738 and standard deviation of .85988 ranked seventh. Lack of research self-efficacy with the mean score of 3.4877 and



standard deviation 1.00812 ranked eighth. Declining research infrastructure with mean score of 3.4180 and standard deviation of .76809 ranked ninth. Heavy work load with the mean score of 3.3770 and standard deviation 1.02100 ranked tenth. Poor and irregular funding with the mean score of 3.3607 and standard deviation 1.04677 ranked eleventh. This findings revealed that High publication charge, Lack of mentorship, Inadequate research skills, Inadequate research training, Poor motivation, Ignorance on where to publish, Inadequate research grant, Lack of research self-efficacy, Declining research infrastructure, Heavy work load and Poor and irregular funding are the factors that hindered research and publication productivity of academic staff in Auchi Polytechnic, Auchi.

DISCUSSION OF FINDINGS

The study revealed that majority of the academic staff used in this study research and publication productivity is between 6-10. Despite the relevance of research productivity, it is observed that the level of research productivity of academic staff in Nigeria, including academic staff in Auchi Polytechnic, is low. This position is confirmed by the NUC assertion as reported by Chiemeké et al. (2009) that no Nigerian university (or other tertiary institution) was listed among the top 1,000 schools around the world in terms of publication of research output.

The study also discovered that Thesis/Project/Dissertation, Print journal/e-journal, Conference proceeding, Chapters in books, Textbooks, Monographs and Technical report are the major sources of research and publication productivity of academic staff of Auchi polytechnic. This finding is in conformity with Ocholla, Ocholla and Onyanacha, (2012) that pointed out that scholarly community is in general agreement that scholarly research output should be of high quality; published through a solid peer-review process and made accessible in the form of recorded sources in print and electronic formats, such as books (monographs), chapters in books, conference papers and proceedings, articles in scholarly journals, theses and dissertations, patents and trademarks, and creative works, such as performances and exhibitions of the visual arts, among others.

The study simply revealed that a majority of academic staff in Auchi polytechnic published textbooks through multiple authorship, print/e-journals through joint authorship, conference proceeding through joint authorship and chapters in books through joint authorship. The finding agrees with Jeyshankar (2015) as cited by Simisaye (2019) who evaluated the research publication trend among scientists at Indira Gandhi Centre for Atomic Research during the period 1989-2013. Data were analyzed based on type of publication, year of publication, language, source, country, institutions, most preferred journals, and most prolific authors among other variables. The study revealed that the majority (96.26%) of the researchers preferred to publish their research papers in joint authorship.

It was also discovered that Contribution to knowledge, Career advancement, Promotion, Recognition, Visibility, Institutional recognition, Prestige, Departmental recognition and Job satisfaction are the factors that motivate academic staff in Auchi Polytechnic to research and publication productivity. Nguyen (2015) cited by Igiri, et al., (2021) reported that better remuneration and other monetary rewards could serve as a motivation for academics to participate actively in research. It has been argued in some quarters that research and



publication productivity enable academics to earn local and global recognition in academic circles

This findings revealed that High publication charge, Lack of mentorship, Inadequate research skills, Inadequate research training, Poor motivation, Ignorance on where to publish, Inadequate research grant, Lack of research self-efficacy, Declining research infrastructure, Heavy work load and Poor and irregular funding are the factors that hindered research and publication productivity of academic staff in Auchi Polytechnic, Auchi. The study collaborates Igiri et al. (2021) in their study titled “Focused Research on the Challenges and Productivity of Researchers in Nigerian Academic Institutions without Funding” reported in their findings that the major challenges hindering research productivity of academics in Nigeria research and tertiary institutions were non-funding of research, lack of mentorship, brain drain challenge, lack of training, lack of motivation, and non-payment of hazard and publication allowances. Major and Dolly (2003) provide an account, based on interview data, of the development of lecturer research expertise in a North American tertiary institution. They highlighted the importance of context, organizational culture, support from mentors and other experts, previous and new training, and the opportunities to engage in research in a low-threat environment. These findings reflect the perceived barriers faced by lecturers, particularly in an early career stage

CONCLUSION

It is important to recall that research and publications productivity at higher institutions such as Auchi polytechnic is critical and is used as a metric for academic success, particularly among academic staff. Academic staff research productivity is represented in the quantity and quality of their research and publications. Most academic staff in Auchi polytechnic used in this study research and publication productivity is between 6-10. Thesis/Project/Dissertation, print journal/e-journal, conference proceeding, chapters in books, textbooks, monographs and technical report are the major sources of research and publication productivity of academic staff of Auchi polytechnic. Majority of academic staff in Auchi polytechnic published textbooks through multiple authorship, print/e-journals through joint authorship, conference proceeding through joint authorship and chapters in books through joint authorship. Contribution to knowledge, career advancement, promotion, recognition, visibility, institutional recognition, prestige, departmental recognition and Job satisfaction are the factors that motivate academic staff in Auchi Polytechnic in their research and publication productivity. High publication charge, lack of mentorship, inadequate research skills, inadequate research training, poor motivation, ignorance on where to publish, inadequate research grant, lack of research self-efficacy, declining research infrastructure, heavy work load and poor and irregular funding are the factors that hindered research and publication productivity of academic staff in Auchi Polytechnic, Auchi.



RECOMMENDATIONS

Based on the findings, the following are recommended:

- a. Motivation such as promotion and publication based incentives such as training and retraining on research, regular funds, departmental support and building sophisticated research infrastructure from government and polytechnic management are among measures that could improve the research and publication productivity of academic staff of Auchu polytechnic
- b. Government and the polytechnic management should make provision for adequate research grant to cushion the financial impact of research and publication productivity of academic staff of the polytechnic.
- c. Academic staff of Auchu polytechnic should embark on self- development in area of research knowing full well that research and publication productivity is vital for their career advancement, institutional visibility, tenure, promotion and prestige.
- d. Auchu polytechnic management should developed a policy framework on mentor and mentee. This is to ensure that assistant lecturers under- study chief lecturers especially in the area of research to enhance their research self-efficacy for improve research and publication productivity.

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