Category B

LIBRARY AND INFORMATION SERVICES

RESEARCH PUBLICATIONS

FROM THE 34TH LIBRARY AND INFORMATION SERVICES MONTH 2024 RESEARCH CONFERENCE

BAGONG PILIPINAS

National Library of the Philippines
Manila 2024

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Foreword

In 2022, the Library and Information Services Month (LISM) Committee of the National Library of the Philippines (NLP) introduced two important initiatives: the LISM Best Research Award and the LISM Research Conference. These efforts were launched with the goal of fostering a robust research culture within the field of library and information science, encouraging both professionals and Bachelor of Library and Information Science (BLIS) students to contribute valuable studies that support the growth and evolution of library services across the country.

Research plays a critical role in the continuous improvement of programs, services, and policies that affect libraries and the communities they serve. Through systematic inquiry and evidence-based practices, libraries are better equipped to respond to emerging needs, harness new technologies, and advocate for inclusive access to information. By providing a platform for the presentation and publication of research, the LISM Conference seeks to inspire meaningful dialogue and practical innovations that enhance library and information services nationwide. The output of this conference are research publications which will be available to the public.

Held biennially as part of the LISM celebration every November, the conference is more than a gathering of minds—it is a call to action for the LIS community to engage in knowledge creation, critical thinking, and collaborative problem-solving. Each research paper presented and published contributes to a growing body of literature that future researchers, students, and policymakers can use as a springboard for further inquiry and development.

For the 2024 celebration, the theme "LibVOCACY: Unity towards Inclusive and Empowered Libraries" captures our shared commitment to advocacy, inclusivity, and empowerment. It reinforces the vital role of libraries as agents of change and equity, and emphasizes the importance of working together to ensure that access to knowledge and resources remains open and attainable for all. In line with this theme, the submitted research works were geared towards empowering libraries across the country.

We encourage readers to explore and reflect on the research presented in this volume. These studies offer fresh insights, practical applications, and innovative perspectives that can support academic work, professional practice, and institutional planning. More importantly, we hope this publication inspires more library professionals and students to participate in future LISM Research Conferences and submit their own research. Together, through scholarship and shared knowledge, we can build a stronger, more inclusive, and empowered library and information science community.

Preface

As the Library and Information Services Month (LISM) continues to champion research, innovation, and advocacy in the field of Library and Information Science (LIS), we are proud to present the 2024 edition of the LISM Research Publication. This biennial publication aims to highlight scholarly works that reflect the enduring relevance of libraries as agents of change, empowerment, and inclusive development.

Building on the success of the inaugural publication in 2023–which featured six winning studies–this year's volume once again showcases the six best research papers selected through the 2024 LISM Best Research Award. These outstanding works were chosen based on their contribution to the community and the field of librarianship, extensiveness of literature review and references, appropriateness of the methodology, consistency of data analysis, results, and conclusions and actual or perceived impact of the study, and alignment with the 34th LISM's theme, LibVOCACY: Unity Towards Inclusive and Empowered Libraries.

The selected papers address diverse and timely topics, including community engagement, outreach strategies, information equity, library innovations, and professional development. Research submissions fell under two categories: A. Undergraduate Category – open to Bachelor of Library and Information Science (BLIS) students and recent graduates (2023–2024); B. Graduate and Professional Category – open to licensed librarians, graduate students, LIS educators, and library professionals. This year's winning research papers include:

Category A – Undergraduate
- Empowering Rural Communities: A Library Outreach Strategy in Bayambang, Pangasinan for Livelihood Improvement by MJ Villanueva, University of the Philippines Diliman
- Pet Parents on Spotlight: The Information Behavior of Filipino Pet Owners by Dominique San Juan De Guzman, University of the Philippines Diliman
- Preparedness and Preventive Measures for Typhoon Disasters in Rinconada Libraries by Paula Jane B. Sotto with co-authors Jimarose L. Delima, Jekyll E. Mota, Angelene S. Sarza, and Ayra A. Gonowon from Camarines Sur Polytechnic Colleges

Category B – Graduate and Professional
- The Impact of Library Services and Resources in Enhancing the Research Productivity of the University of Saint Louis by Michelle Abella with co-author Darin Jan Tindowen, University of Saint Louis, Tuguegarao
- A Study on Work-Life Balance, Technostress Creators, and Psychological Well-being of Librarians by Christson Delmo, Ramon Magsaysay Memorial Colleges-Marbel, Inc.
- Impact Assessment of the Librarianihan by Aisa G. Zeta with co-authors Zoren B. Alcantara and Genevieve C. Calvendra, Manuel S. Enverga University Foundation (MSEUF)

We commend the dedication of our researchers and the institutions that continue to foster a culture of inquiry and advocacy. May this publication serve not only as a record of academic achievement but also as a source of inspiration for future scholars and LIS professionals who endeavor to make libraries more inclusive, responsive, and transformative.

Acknowledgment

In keeping the fire of knowledge burning, there are key individuals and groups whose steadfast dedication to research and learning continues to inspire and empower. This publication was made possible through the collective efforts and support of such committed people. We sincerely acknowledge the National Library of the Philippines (NLP) leadership, headed by Director IV Cesar Gilbert Q. Adriano and Assistant Director Edgardo B. Quiros, for their unwavering support of all Library and Information Services Month (LISM) activities, especially the LISM Research Conference and this resulting publication.

Our deepest appreciation also goes to all members of the LISM Committee, including the Ex Officio members Ms. Maricel M. Ureña and Ms. Melanie A. Ramirez; the Working Committee under the leadership of Mr. Jonathan F. Santos as Overall Chairperson; and Ms. Marbilyn Egido as Chairperson of the Sub-Committee on Conference and Seminar—for their tireless planning, facilitation, and commitment to engaging the NLP's stakeholders.

We are also grateful to the distinguished Review Panelists—Assistant Professor Elijah John Dar Juan of the University of the Philippines Diliman, Archives Librarian Ana Maria B. Fresnido of De La Salle University Manila, and Mr. Joemar Sajona, Head of Archives and Records Management at the Philippine Normal University—for their insightful evaluation and valuable contributions to the selection and refinement of the submitted research papers.

To all others who generously shared their time, resources, and expertise, your contributions have been instrumental to the success of this endeavor.

Above all, we thank the Divine Creator for the gift of life, knowledge, and wisdom that guided us throughout this journey.

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About Library and Information Services Month

The celebration of Library and Information Services Month (LISM) in November, as initiated by Proclamation No. 837, series of 1991, underscores the pivotal role that libraries and information centers play in our society. The National Library of the Philippines (NLP) and the National Commission for Culture and the Arts – National Committee on Library and Information Services (NCCA-NCLIS) have been at the forefront of orchestrating month-long activities dedicated to raising public awareness about the indispensable services offered by these institutions. LISM 2024 seeks to resonate the impact of these annual celebrations by conducting events and activities that align with the evolving needs of libraries and information centers. The NLP will continue to spearhead the project under the auspices of its designated organizing committee, ensuring a cohesive and dynamic celebration that extends to various Filipino communities.

The LISM celebration supports the United Nations Sustainable Development Goals (SDGs) by promoting SDG 4 (Quality Education) through lifelong learning and literacy programs. It also addresses SDG 10 (Reduced Inequalities) by ensuring access to information for underserved communities, and SDG 16 (Peace, Justice, and Strong Institutions) by enhancing transparency and effective institutions through equitable information access.

This 2024, the Library and Information Services Month banners with the theme "LibVOCACY: Unity towards Inclusive and Empowered Libraries." The theme reflects a commitment to advocacy, inclusivity, and empowerment within the library community. It underscores the essential role libraries play in fostering a united front for equitable access to information and resources for all individuals.

LibVOCACY symbolizes the fusion of "library" and "advocacy," emphasizing the proactive efforts of libraries to champion the needs and rights of diverse communities. It highlights the importance of libraries as not just repositories of knowledge, but as active participants in social justice, education, and community engagement.

Unity towards Inclusive Libraries signifies the collective efforts of library professionals, patrons, and stakeholders to create welcoming spaces where everyone, regardless of background, can access information and resources. It promotes the idea that libraries are pivotal in bridging gaps, breaking down barriers, fostering a sense of belonging, and establishing a safe space among all community members.

Unity towards Empowered Libraries focuses on the collaborative spirit required to uplift and strengthen libraries and their communities. It emphasizes the importance of working together—library staff, users, and stakeholders—to build resilient institutions that support personal growth, lifelong learning, and community development. By uniting efforts, the capacity of our libraries can be enhanced to serve as catalysts for positive change and empowerment for all.

OBJECTIVES

The main objective of the project is to raise awareness about the libraries' services, as well as the role of the libraries in the development, promotion and preservation of Filipino culture and heritage that is significant in the sociocultural aspect of the community. Specifically, it aimed to:

1. Elevate public consciousness regarding the role of libraries in fostering lifelong learning, community empowerment, and facilitating learning and research endeavors.

2. Spotlight the significant impact of libraries in cultivating a culture of reading, nurturing a passion for literature, and fostering the joy of learning through diverse literary resources.

3. Establish a cohesive and inclusive calendar of events for diverse library settings by extending invitations to a wide array of library groups, ensuring a unified and diverse participation in the LIS Month celebrations.

SEARCH FOR 2024 LISM BEST RESEARCH AWARD AND LISM RESEARCH CONFERENCE

The 34th Library and Information Services Month (LISM) Committee of the National Library of the Philippines, in partnership with the National Commission for Culture and the Arts (NCCA) through the National Committee on Libraries and Information Services (NCLIS), is excited to announce a Call for Papers for the LISM celebration this November 2024. Submitted research papers will be evaluated by the panel, and those considered publishable will be eligible for the 2024 LISM Best Research Award. We invite all library and information science students and professionals to share their research through publication and oral presentation at a research conference.

OBJECTIVES

This research conference aims to:

1. Promote Knowledge Sharing and Collaboration: Facilitate the exchange of innovative ideas, research findings, and best practices among library and information services professionals, fostering a collaborative environment for addressing contemporary challenges and opportunities in the field.

2. Advance Inclusive and Empowered Library Services: Highlight and discuss strategies for enhancing inclusivity, equity, and empowerment within library services, focusing on advocacy, outreach, and the provision of resources and services to marginalized and underrepresented groups.

3. Encourage the Adoption of Emerging Technologies and Practices: Explore and evaluate the impact of emerging technologies and innovative practices on library services, promoting the integration of cutting-edge tools and methodologies to enhance research capabilities, lifelong learning and community engagement.

The Impact of Library Services and Resources in Enhancing the Research Productivity of the University of Saint Louis

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Abstract

This research investigates the impact of library services and resources on enhancing research productivity at the University of Saint Louis (USL). As academic institutions increasingly recognize the critical role libraries play in supporting scholarly activities, understanding their contribution to research outcomes is essential. In USL, there is an increasing trend in terms of research productivity among faculty and students as evident in the increased number of research publications to ISI, Scopus and International Peer-reviewed journals and even in terms of research presentations nationally and internationally. The study utilized a basic qualitative research approach, as outlined by Merriam and Tisdell (2015). The research involved 35 faculty members and students who had completed research either published in peer-reviewed journals or presented at conferences over the past three years. Data were collected through in-depth interviews and analyzed thematically to explore the impact of library services on their research activities. The analysis revealed several key themes. First, participants noted that enhanced access to specialized databases and digital resources significantly facilitated their research processes, providing essential information and literature necessary for producing high-quality research outputs. Second, personalized research support from library staff was identified as a crucial factor in improving research efficiency and effectiveness. Third, information literacy training through workshops and sessions was seen as instrumental in developing skills for effective literature search, data management, and scholarly writing. Additionally, the study highlighted the library's role in fostering academic collaboration by providing seminars, workshops, and networking opportunities, which were viewed as valuable for enhancing research productivity. However, participants also discussed challenges, including limited access to certain high-cost resources and a need for more extensive training programs tailored to specific research needs.

Keywords: *Library Services and Support, Research Presentation, Research Productivity, Research Publications, University Libraries*

INTRODUCTION

Research is one of the pillars for academic and intellectual growth and a driver of innovation, creation of knowledge, and societal growth. It is a fundamental mechanism through which new insights are generated, tried, and shared to contribute to the overall understanding in any particular field. Given that universities are such institutions in terms of fostering research activity, their roles do not stop at teaching but extend themselves to offer immense input on research productivity and hence to academic excellence.

As far as higher education is concerned, on top of being an indicator of academic excellence for any particular institution, it has become one of the drivers of reputation and influence (Adam, 2023). This should be supported by a university through the creation of an enabling environment with the necessary infrastructure, support, and resources for growth in research. Effective research activities enhance the ability of the university to attract funding, publish high-impact publications related to knowledge transfer, and so on (McKelvey & Rake, 2020). Consequently, institutional success and scholarly impact are frequently judged by productivity and quality of research output (Miotto, et al., 2020).

The University of Saint Louis (USL), a premier higher education institution in Northern Philippines, has witnessed a notable surge in research activities and productivity. Since 2017, USL has experienced a remarkable 200% increase in research publications among both faculty and student researchers. This significant growth reflects a broader commitment to advancing scholarly work and contributing to the academic community. IIn addition to the increase in publication output, USL researchers have demonstrated their growing influence and engagement in the research field through active participation in conferences. Over the past five school years, more than 200 papers have been presented at various local, national, and international research conferences. This prolific participation highlights USL's role in fostering a vibrant research culture and underscores the impact of its research initiatives on a broader academic stage.

In these regards, the role that library services can play within the university takes greater significance. From just being viewed as book and periodical libraries, the libraries have evolved into dynamic units that enable and amplify the productivity of research (Khan, et al., 2022). Thus, contribution goes much beyond mere provisioning of resources; they remain engaged in facilitating the research process through to successful academic outcomes.

Academic libraries provide a long list of indispensable resources at the core of research activities (Wani, et al., 2022). A listing includes access to specialized databases, digital resources, and comprehensive collections of academic literature. Such resources provide a base for conducting dependable and quality research work. Specialized databases, for instance, give access to special journals and data unavailable through general sources that help researchers get the most relevant and up-to-date information in their fields. Beyond this resource provision, libraries provide a level of research support that greatly enhances the efficiency and effectiveness of a researcher. This includes one-on-one consultations, workshops in research, and tailored help in navigating complex information landscapes. In giving customized assistance, many librarians now team up with researchers to enable them to identify and use the best tools and strategies in conducting their research. Librarians can assist in managing references, organizing data, and developing search techniques relevant to producing quality research output. The new role that an academic library can adopt in participating in facilitating research processes reflects a broader movement that is taking place within higher education; the library itself is being recognized as a partner in the research enterprise and not just a provider of materials. This shift is also supported by research pointing out the changing role of libraries in terms of the creation of an environment for academic success (Winata, et al., 2020). In addition, libraries are now actively involved in the provision of training programs that enhance information literacy, hence offering researchers skills in conducting and managing their research effectively (Deja, et al., 2021; Wickramarachchi, 2021).

At USL, understanding how the library's services and resources contribute to this remarkable increase in research output is crucial for further optimizing these supports. Currently, USL Libraries provide different services to cater to the research needs of the Louisian community such as the following: (1) Digitization Project which is an option to make information available online upon request, subject to copyright law provisions; (2) Library Instruction Program in which slides (e.g. Use of Online Resources, Source Documentation) are utilized in coordination with English/Research faculty and to be sent through LMS or other means available; (3) Project RRL wherein requests for sources for Review of Related Literature are continued but will be sent through e-mail; and (4) Library monthly activities in which virtual training or forums are conducted. This includes an online human library, and other activities/events that are conducted online. Hence, this study was conducted to explore how USL library services impact increased research productivity, particularly how their resources facilitate and support faculty and student academic endeavors.

The findings of these dynamics could, therefore, offer insights into how library services could be further tailored and improved to sustain and amplify the university's achievements in research.

Objective of the Study

This study was conducted to explore the impact of library services and resources on enhancing research productivity at the University of Saint Louis (USL).

METHODOLOGY

The study utilized a qualitative type of research employing basic qualitative research by Merriam and Tisdell (2015) to explore and understand the perceptions and experiences of faculty members and students regarding the impact of library services on their research productivity. Through in-depth interviews, the study aimed to capture the richness of participants' narratives and identify common themes that reflect the role of the university library in supporting scholarly activities.

The research was conducted at the University of Saint Louis (USL), a higher education institution known for its growing emphasis on research productivity. The university's library, equipped with various digital resources and support services, served as the focal point of the study. The choice of USL as the study's locale was driven by its recent increase in research publications and presentations at national and international levels, making it an ideal setting to investigate the library's contribution to research success. The study involved 35 informants, comprising faculty members and students from USL who had completed research projects over the past three years. These informants were selected based on their active involvement in research activities, specifically those whose work had been published in peer-reviewed journals or presented at conferences. Purposeful sampling was employed to ensure the selection of individuals who could provide rich, relevant insights into the research topic. They were coded based on the following: F01-F20 for faculty members and S01-S15 for students.

The primary instrument for data collection was a semi-structured interview guide, designed to facilitate open-ended discussions while covering key areas of interest, such as the use of library resources, the support received from library staff, and the challenges encountered during the research process. The interview guide was developed based on the research objectives and was reviewed by experts to ensure its relevance and clarity. Data were collected through in-depth, face-to-face interviews with the selected informants.

Each interview lasted approximately 60 to 90 minutes and was conducted in a quiet, private setting to ensure confidentiality and comfort. The interviews were audio-recorded with the consent of the participants and later transcribed verbatim for analysis. Field notes were also taken to capture non-verbal cues and additional observations.

Thematic analysis was employed to analyze the data, following the six-phase approach recommended by Braun and Clarke (2006). The process began with familiarization, where transcripts were read multiple times to immerse in the data. This was followed by generating initial codes to identify significant patterns and themes. These codes were then reviewed and refined, leading to the development of broader themes that captured the essence of the participants' experiences. The themes were further analyzed and interpreted to draw conclusions about the impact of library services on research productivity.

Ethical guidelines were strictly adhered to throughout the research process. Informed consent was obtained from all participants, ensuring that they fully understood the purpose of the study, their voluntary participation, and their right to withdraw at any time. Confidentiality was maintained by anonymizing participants' identities and securely storing all data. The research protocol was reviewed and approved by the university's ethics committee to ensure compliance with ethical standards.

To enhance the rigor of the study, strategies such as triangulation, member checking, and peer debriefing were employed. Triangulation was achieved by comparing data across different sources (faculty and students) to validate findings. Member checking involved sharing the preliminary findings with participants to verify the accuracy of the interpretations. Peer debriefing was conducted with colleagues to review and challenge the analysis process, ensuring that the findings were credible. Additionally, a detailed audit trail was maintained to document the research process, providing transparency and allowing for replication in future studies.

RESULTS AND DISCUSSION

This study aimed to explore the impact of library services and resources on research productivity at the University of Saint Louis (USL). As the university has seen a notable increase in research outputs, including publications in ISI, Scopus, and other international peer-reviewed journals, understanding the contribution of library services to this trend is essential. Through in- depth interviews with 35 faculty members and students who have successfully published or presented their research in the past three years, the study sought to identify the key factors within the library's offerings that enhance or hinder research activities.

The findings reveal several themes that illustrate the significant role of the university library in supporting research endeavors. Participants consistently emphasized the importance of access to specialized databases, the value of personalized research support from library staff, and the critical role of information literacy training. Additionally, the library's contribution to fostering academic collaboration emerged as a key factor in enhancing research productivity. However, the study also identified challenges, such as limited access to high-cost resources and the need for more tailored training programs, which present opportunities for improvement.

A. Enhanced Access to Specialized Databases and Digital Resources

Participants consistently highlighted the critical role that access to specialized databases and digital resources played in their research productivity. Faculty members and students reported that these resources provided the necessary literature and data to support their research. These resources were seen as foundational to the research process, providing both faculty members and students with the necessary literature and data to support their academic work. Some of the verbalizations of the informants are as follows:

F10: *As a faculty researcher, I need a lot of resources and data for my research. It's good that the USL libraries have many subscriptions. The digital resources of the USL libraries are a big help to me. I frequently use Wiley and Gale References.*

F11: *What is good in our Library is our online subscription to different research services such as Grammarly and Turnitin.*

F18: *Having access to databases like EBSCO allowed me to find relevant articles that I couldn't access otherwise, which significantly improved the quality of my work. This access not only facilitated the discovery of up-to-date research but also allowed for a more comprehensive literature review, which is essential for producing high-quality publications.*

S03: *It's great that our library is subscribed to various databases we need for research. Having EBSCO is a big help because I use it to find the literature needed for my studies.* S06: *Another that I found very impressive is the freedom to get access to journals and publications that can rarely be accessed through the web through EBSCO and Gale which helped me include the latest research findings in my project and hence increasing the credibility of my work.*

S10: *Denial of the access to these databases would have made it difficult for me to locate the articles required in the development of this thesis. With the help of the library resources I was able to do my literature review and this was important to my study.*

The results show that access to specialized databases and digital resources plays a key role in enhancing research productivity at USL. This had been underscored by participants, which include faculty members and students, as an integral part in their academic work. It treats the possibility of accessing a large number of specialized databases and electronic resources as the ground base in the process of research, very important in influencing its quality and efficiency of scholarly activity. At present USL libraries provide digital resources to cater to the research needs of faculty and students such as EBSCOHost, Gale Reference Complete, Gale eBooks, McGraw-Hill's Access Engineering, Grammarly, Turnitin, PHL CHED Connect, Wiley Online Library, and other online repositories. Access to specialized databases provided researchers with the necessary literature and data essential for their studies. For faculty members, these resources were crucial in obtaining up-to-date and comprehensive information relevant to their fields. This is consistent with previous research indicating that access to high-quality academic resources is fundamental to successful research outcomes (Baas, et al., 2020; Christensen, et al., 2018). Students, similarly, reported that specialized databases played a vital role in their research activities. Access to these resources enabled them to conduct thorough literature reviews and gather relevant data, which is crucial for developing strong research projects. This feedback aligns with studies that have shown the positive impact of specialized library resources on student research productivity and academic success (Shintia, et al., 2021; Cox, 2021; Heng, et al., 2022).

These sources are critical because of their nature as the root of the research process. Systematic access to literature and data through specialized databases goes a long way in helping a researcher develop well-informed and evidence-based scholarly work. These resources not only enable the immediate faculty and student needs in current research, but also aid in their future academic development. This supports the contention that libraries serve as a springboard in advancing research productivity and academic excellence (Appleton, 2020). These findings are also in line with the larger literature on the role of digital resources in academic research.

The use of specialized databases and other digital tools has been observed to increase the likelihood of researchers finding relevant information time and again—a critical condition for high-quality research outputs. The positive impact observed at USL underlines the need for investment and maintenance of robust collections of digital resources within a comprehensive strategy for supporting academics.

B. Personalized Research Support from Library Staff

Another key finding of the study was the significant impact of personalized research support provided by library staff. Participants, both faculty members and students, consistently praised the tailored assistance they received from librarians, which played a crucial role in enhancing their research efficiency and effectiveness. This personalized support was not just a service, but a collaborative partnership that many researchers found invaluable. This personalized support was particularly valued by those who were less familiar with advanced research tools, highlighting the library's role in enhancing research efficiency and effectiveness. Some of the verbalizations of the informants are as follows:

F06: The librarians were extremely able, they would always come straight to my assistance if I required help, whether it was to locate an article, or Learning me on how to use a particular tool. This is because they assisted me in covering a number of areas that I would otherwise have devoted time and resources to research.

F09: The Project RRL of the USL Libraries is helpful to us as teacher-researchers, with librarians searching for the relevant literature needed for our studies.

F10: The librarian's help was instrumental in my research on a niche topic. They not only helped me find rare sources but also guided me on how to use advanced search techniques to uncover relevant literature. This kind of personalized support allowed me to focus more on my analysis rather than spending excessive time searching for materials.

S04: *At the beginning of my search, I was amazed by the large number of the sources that are produced. I remember once I went to the librarian who took her time, probably asking me on the topic that I was researching on, then proceeded to show me on the screen exactly where the database that I could use on my topic was. I don't know how I could have done my thesis without their help.*

S05: *I used a few of the academic research tools before this assignment, and the directions given to us by the librarian on the use of these tools was very useful. They also did not rush me when answering my questions and went through the procedure slowly to enable me to gain more confidence in conducting my own research.*

The key point that comes out of this research is the high impact of the personalized research support provided by library staff. Faculty members and students time and again praised the individualized help they received from librarians, indicating that such support played a critical role in increasing their efficiency and effectiveness in researching. That is to say, it was not perceived just as a service; it was collaboration—something many researchers found extremely helpful (Bernacki, et al., 2021; Martzoukou, 2020). The sort of personal research support provided by librarians does not only involve providing help for resource accessibility; rather, it also includes a whole array of services tailored to meet specific, individual research requirements. Such services include special searching assistance, reference management, and problem-solving in complex databases. Previous studies have highlighted that such support is likely to substantially increase the productivity of research. Previous research by Biddiscombe et al. (2018) stresses the role of individual librarian support in facilitating researchers' use of library resources to enhance overall research outputs.

C. Importance of Information Literacy Training

Information literacy training emerged as a vital component of the library's contribution to research productivity. Workshops and training sessions offered by the library were seen as instrumental in developing essential skills for conducting research. These training programs not only improved participants' ability to find and manage information but also enhanced their overall research skills, leading to better research outcomes. Some of the verbalizations of the informants are as follows:

F07: The training on information literacy became a crucial element of the library's support for the research output. The library's workshops and training were perceived to be 'useful for the acquisition of key competencies that are essential in producing research.

F14: *The workshops done by the library such as the one on the advanced searching and citation tools were extremely helpful. They were applied in training me on how I could better search for and sort out my resources – something very important in my recent publication. The training helped me make my research much more efficient and make a much better and professional final paper.*

S02: The information literacy workshops were tremendously helpful in my presentations of my research. Besides, I got to know how to systematize the information and build a consistent and reasoned argument as well as provide straightforward and easy to comprehend results. These skills proved useful when I had to present my research at a national level conference and I got accolades from my peers as well as my seniors.

Information literacy training emerged as the most imperative contribution the library makes towards improving research productivity. The results indicated that the library's workshops and skills training contributed significantly to developing critical skills in research. These programs were perceived to play a key role consistently in enhancing participants' capability in finding, managing, and using information effectively towards the betterment of output. The literature on the role of information literacy training in academic research is enormous. Those participants who attended library-organized workshops and sessions considered the library to have offered some very important skills for undertaking effective research. This is in agreement with available literature, which stresses the positive effect of information literacy training on research productivity. Guo and Huang (2021) confirmed that students who participated in information literacy programs developed improved capabilities for conducting research and producing quality academic work.

D. Library's Role in Fostering Academic Collaboration

The study also revealed that the library played a significant role in fostering academic collaboration through seminars, workshops, and networking opportunities. Participants expressed that these events provided platforms to connect with other researchers, share ideas, and develop collaborative projects. This finding underscores the library's function not only as a resource center but also as a hub for academic interaction and collaboration. Some of the responses of the informants are as follows:

F01: This was particularly evident in the seminars that were organized in the library whereby one was able to consult with other researchers in the same field. So, it came to the point at which I was meeting a fellow author at one of such points and we worked together to produce something.

F09: *Those workshops in the library on emerging trends in research provided a very valuable space for idea exchange and discussion of new methodologies with other faculty members. These interactions not only enriched my own research perspective but have also let me contribute to collaborative papers and projects. The library is important as a platform for sharing ideas, and that is what helps to foster a collaborative culture of research.*

F11: It is in the aspects of organizing networking events and hosting workshops in professional development that the role of the library cannot be understated. Such activities have exposed me to important external experts who have turned out to be potential collaborators, thus widening the scope of my research. One word: it has increased my research productivity much through its proactive approach toward academic networking.

The research identified that the library, through seminars, workshops, and networking events, makes a valid contribution towards increased academic collaboration. All participants indicated that forums and meetings had been most useful in order to be in contact with other researchers, discussing ideas and formulating collaborative projects. It is thus a realization about the library's function as an active platform and node of academic interaction and collaboration, not a resource center in its own right. Libraries' roles in enhancing this kind of collaboration are increasingly being documented by literature. Clear from the findings of the study is how the efforts made by the library in organizing seminars and workshops facilitate interactions among researchers from different disciplines. The study is in agreement with research by Kine and Davidsone (2021) which indicated that library-organized activities enhance chances for academic networking or collaboration. The provision of networking opportunities through library-sponsored events helps break down disciplinary silos and encourages cross-disciplinary collaboration. According to Einarsson (2021), libraries that actively facilitate networking opportunities contribute to a more collaborative research environment by bringing together individuals with complementary expertise.

The research also tends to bring out the role of the library in promoting academic collaboration beyond just provision. Events that facilitate interaction and sharing ideas make the library central in the academic community. Garoufali and Garoufallou (2024) indicate that libraries are gradually becoming centers of academic engagement where researchers can share knowledge and come up with meaningful collaboration.

E. Challenges in Accessing High-Cost Resources and Need for Tailored Training

Despite the positive impacts, participants identified several challenges that hindered their research productivity. The most frequently mentioned issue was the limited access to high-cost resources, such as certain specialized journals and databases. Some of the verbalizations of the informants are as follows:

F06: This was sometimes the case, where I couldn't access certain articles because our library didn't subscribe to that journal, thus slowing down my research

F07: While USL libraries do grant access to a great deal of resources, there are still key journals and databases we just can't get because they are too expensive. This has really hampered my research at times, whereby I had to address certain aspects by sourcing alternatives that most probably will not be up-to-date or as detailed.

F11: There are certain high-cost databases that offer valuable niche information, but the university's subscription does not cover them. This lack of access can be a significant barrier when working on advanced research projects.

S03: When working on my thesis, I encountered several high-cost journals that were crucial for my research. Unfortunately, the library's access didn't cover them, which made it challenging to gather all the necessary information.

S05: I found it hard to access the most recent studies about my research topic because the library does not subscribe to a few of the journals that are key. This lack of access sometimes meant missing the newest research findings not incorporated into my project.

This challenge reflects a significant barrier to conducting comprehensive and effective research, as the availability of specialized resources is crucial for accessing the most relevant and up-to-date information in various fields. The issue of limited access to high-cost resources is well-documented in the literature and affects many academic institutions. Participants expressed frustration with the inability to access certain journals and databases that are essential for their research. This concern aligns with findings from other studies, which highlight that restricted access to critical resources can significantly hinder researchers' ability to conduct thorough and high-quality research (Elgamri, et al., 2024; Kengia, et al., 2023). Students also voiced similar concerns, emphasizing how the lack of access to specific databases impacted their research capabilities. This reflects broader issues identified in research by Heng, et al. (2020), who found that limited access to essential academic resources can adversely affect students' ability to complete comprehensive research projects. The challenges associated with accessing high-cost resources also highlight the need for academic institutions to explore alternative solutions.

In addition to the challenges related to limited access to high-cost resources, participants expressed a significant need for more tailored training programs that address the specific research needs of different academic disciplines. This feedback highlights the importance of customizing library training and support to better align with the diverse requirements of various fields of study. Participants noted that while general information literacy training provided by the library is valuable, it often lacks the

specificity needed for different academic disciplines. Faculty members pointed out that the standard workshops do not always cover the unique research methods and resources relevant to their particular fields. Some of the verbalizations of the faculty are as follows:

F03: Although these workshops that the library offers in general are very useful, most of the time, they relate very little to the kind of research methods and resources that would be relevant for my field. More specialized training attuned to the needs of specific disciplines would be greatly useful.

F09: Workshops on how to tap specialized databases and research methodologies relevant to my field would therefore make it possible for me to exploit the resources available at the library better and enhance the quality of my research output.

Students echoed similar sentiments, emphasizing that generalized training often does not meet the specific needs of their research. They also stressed the importance of incorporating discipline-specific tools into training programs. Some of the verbalizations of the informants are as follows:

S08: While this was useful to some extent with the standard library workshops, they did not always address specific databases or research techniques which would have been more relevant within the sphere of study. I would much prefer to have had tailored sessions focused on my discipline which helped to address my research challenges.

S10: There is specific software and databases related to my field that are not within the general training. Thus, if such sessions were specifically offered by the library, it would definitely help a lot in how effectively one can carry out research.

the different needs from different fields of study. This implies that while the participants value the general information literacy training provided by the library, many of them felt that such training often lacked specificity for their particular academic disciplines. This mirrors the literature, which shows discipline-specific training raises researchers' competence in applying library tools and resources specifically oriented toward special research needs. It is such a critical call, which brings out the critical opportunity of libraries to put more effort into enhancing the support services. It is tailored workshops and training sessions, developed for different academic disciplines, that will ensure more relevant and practical support is rendered to user.

In a way, this would not only enable the effective program for training, as it would also have had the effect of empowering researchers with the intensity of their respective fields. According to Padayachee (2023), it is the case that any training program into which discipline-based content is interwoven will significantly enhance the proficiency of researchers and overall research outcomes.

CONCLUSION AND RECOMMENDATIONS

The study concludes that access to specialized databases, personalized research support, and information literacy training are important in enabling faculty and students to produce high-quality research outputs. The library's initiatives in fostering academic collaboration through seminars and workshops also contribute positively to research activities. Despite these strengths, challenges such as limited access to high-cost resources and the need for more tailored training programs were identified, suggesting areas for improvement. Overall, the study highlights the essential contribution of library services in supporting and advancing research productivity within academic institutions like USL.

In view, USL should consider increasing investment in high-cost databases and digital resources to ensure that researchers have access to the latest and most comprehensive information. Furthermore, USL Libraries may develop more specialized training programs that cater to the specific research needs of different academic disciplines, enhancing the effectiveness of research support. Additionally, USL Libraries may strengthen and expand its role in facilitating academic collaboration by offering more frequent and diverse networking opportunities, workshops, and seminars focused on interdisciplinary research.

Future research could explore the long-term impact of library services on research productivity across different academic disciplines. Comparative studies between institutions with varying levels of library resources could provide insights into best practices and the most effective strategies for supporting research. Additionally, investigating the role of emerging technologies, such as artificial intelligence and machine learning, in enhancing library services could offer new perspectives on how libraries can further contribute to research productivity.

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A Study On Work–Life Balance, Technostress Creators and Psychological Well–Being of Librarians

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Abstract

This study aimed to determine the effect of work-life balance and technostress creators on the psychological well-being of librarians in the Province of South Cotabato. This study used a non-experimental quantitative research design using descriptive correlational analysis. The questionnaires utilized in the research were adjusted to the goals of the investigation. The researcher polled a total of 83 librarians who were chosen through stratified sampling. The statistical techniques used to analyze and interpret the data are mean and Pearson's r. The researcher used google forms, an online survey tool, to gather the relevant data. The findings revealed that work-life balance, technostress creators, and psychological well-being were all moderately high among librarians. Findings revealed no significant relationship between technostress creators and psychological well-being and work-life balance and psychological well-being. Implications of the results are presented.

Keywords: *library and information science, work-life balance, technostress creators, psychological well-being, Philippines*

INTRODUCTION

Psychological well-being is currently the leading cause of absence in the workplace. Every year, many employees are affected by the symptoms of poor psychological well-being in their workplace (Steven, 2019). Therefore, Mind Share Partners (2021) studied employees' psychological well-being and mental health in the United States of America in collaboration with Qualtrics and ServiceNow. As per the research, 76% of employees reported experiencing symptoms of low psychological well-being throughout their jobs, including burnout, depression, and anxiety. Additionally, 84% of employees stated that workplace factors such as psychological strain affected their psychological well-being. Psychological strain is the primary type of stress induced by stressors that contribute to substandard performance, work-family conflicts, poor social interactions, health problems, and an inefficient organization (Suleman et al., 2018). Waters (2021) listed the direct consequences of low psychological well-being on employers and organizations, including loss of attention, diminished physical capability, poor communication and decision-making, increased absenteeism, burnout, and a negative influence on production. It will also harm employee morale and the employee's work-life balance.

Human capital, on the other hand, is the primary organizational capital. Thus, one of the characteristics of a healthy organization is its employees' psychological and physical well-being (Anaraki & Saradari, 2017). According to Kundi et al. (2020), psychological well-being contributes to beneficial organizational outcomes such as higher performance and productivity, customer satisfaction, staff engagement, and organizational citizenship behavior. According to George (1991), persons with higher levels of psychological well-being also exhibit improved performance at work, greater cooperation, more meaningful relationships, stronger immune systems, fewer sleep problems, less burnout, and better self-control, self-regulation, and coping skills (Kun & Gadanecz, 2019). Due to the high level of engagement between librarians and the user community, the empowerment of librarians can play a significant role in a variety of dimensions in the library context (Anaraki & Saradari, 2017). This means that healthy psychological well-being and a stress-free work environment can benefit libraries and institutions by lowering employee turnover, increasing productivity and efficiency, and improving service offerings and retention. In addition, every organization or institution's responsibility is to provide a conducive working environment and health and safety precautions to avoid technostress creators, which leads to work-life imbalance and poor psychological well- being.

Additionally, empirical research has established that a healthy work-life balance and psychological well-being are critical components of the general stability of any organization or institution, including libraries. Implementing a new technology system

increases job efficiency in many organizations but affects staff morale. Respectively, on the study of Ragu-Nathan et al. (2008, as cited by Hang et al., 2022) employees may endure system crashes, data transfer issues, and inadequate technical support due to newly introduced technology, resulting in dissatisfaction and technostress creators. This means that those who generate technostress creators have a detrimental effect on employees' psychological well-being. On the other side, technostress creators have an adverse effect on Work-Life Balance. When an organization places a high level of pressure and technostress creators on employees and managers, they should expect them to work faster and more effectively. This might result in an unhealthy work- life balance, impaired performance, increased turnover, and a low level of psychological well- being.

Furthermore, maintaining a healthy balance between work and personal life benefits psychological well-being. The inability to maintain a healthy work-life balance will result in low psychological well-being for the individual. Failure to attain the necessary balance has a negative impact on mental health and can lead to burnout, depression, and family conflict (Yang, 2018). In contrast, the researcher has not come across a study that evaluates the relationship between work-life balance, technostress creators, and the psychological well-being of librarians, specifically in the Province of South Cotabato, despite the large number of studies that correlate these variables. With that in mind, the researcher believes it is important to carry out a study that focuses on the variables that can encourage low levels of technostress creation, high levels of psychological well-being, and a balance between librarians' professional and personal lives. Over this, the current research intends to analyze and examine how work-life balance and technostress creators, can directly affect the psychological well-being of librarians in South Cotabato.

This quantitative study examines work-life balance and technostress creators and their effect on psychological well-being. As a result, this section discusses the diverse literature and associated studies that describe the relationship and correlation between the model's variables. The researcher gathered information from various sources, including books, published and unpublished journals, newspapers, magazines, and electronic references, all of which might support the researcher's conduct and findings.

The use of technology in a rapidly evolving world continues to grow and shape how communication, engagement, learning, and work are conducted (Vizcaino et al., 2020). Practically all industries and professions now use technologies extensively, and the proliferation of these innovations has had a big impact on workplace communication, institutional arrangements, and the condition of employment. As a result, it is nearly impossible to avoid such changes impacting individual workers which would cause stress (Dragano & Lunau, 2020). Too much reliance on echnology to execute work has negative consequences, particularly for employees' health and well-being.

The stress arising from the use of technology is called technostress creators (Hang et al., 2022). In 1984, the American psychotherapist Craig Brod created "technostress creators" to describe the problem. Technostress creators, as defined, are a contemporary illness of adaptation brought on by a failure to adapt to new computing technologies healthily. For starters, it was related to the automation of the workplace.

Furthermore, according to Brod (1984, as referenced by Concha et al., 2021), difficulties arising from employees' usage of information and communications technology (ICT) arose later. The causes of technostress creators can be divided into five groups: technological overload, technological invasion, technological complexity, technological insecurity, and technological uncertainty. Technology overload, which focuses on how the respondents' use of technology has made them work harder or quicker, altered their work routines, or increased their workload; Techno-complexity is focused on how users perceive the complexity of the technology utilized and whether they believe their abilities are sufficient or not; Techno- invasion is involved with how the technology used at work has intruded into employees' personal lives. Furthermore, Techno-uncertainty evaluates the respondents' agreement that the technology utilized in their employment is always changing; Techno-insecurity asks respondents if they think that the technology employed is threatening their job security (Hassan et al., 2019).

On the other hand, utilizing a computer or working in an environment requiring people to use information technology to do any daily activity has caused people to experience stress. According to Srivastava et al. (2015, as cited by Kassim et al., 2021), the presence and intensity of the technostress creators contribute to the formation of technostress, which may be observed in any workplace that employs computers. Technology can have negative effects that can negatively impact employees' psychological well-being, professional outcomes, and work-life balance, according to research by Loannou et al. (2022) on the association between technostress creators and psychological well-being. According to Curbano's (2019) research, technostress creators are becoming a severe organizational issue, weighing the above remark. As a result, the effect of technostress creators at the workplace expresses itself in the psychological and physical aspects of the employees' lives.

Furthermore, the psychological well-being of employees is correlated with the creation of technostress. According to Gragano et al. (2020), work-life balance is defined as the understanding that one's job and non-work activities are compatible with one's present life goals and that one's system of life values, priorities, and expectations is capable of handling them. The ideal work-life balance is achieved when an employer can design work schedules that incorporate leisure activities for their workers.

Maintaining a healthy work-life balance, on the other hand, can assist in minimizing stress and, as a result, prevent burnout at the workplace. Furthermore, prior research has demonstrated that the job demands imposed by technology at the workplace would negatively impact employees' psychological well-being. The report also reveals that employees may suffer from technostress creators due to their incapacity to efficiently manage their work using the most up-to-date technological advances (Lutz et al., 2020).

A healthy and productive workplace requires that psychological needs are met consistently. Workers' psychological well-being at work can be predicted when their professional and personal lives are not balanced due to stress and bullying at employment. When employees are mistreated or stressed at work, it has a detrimental impact on their level of involvement, leaving them with psychological needs for autonomy and competence (Fotiadis, 2019). Several academics concur that work-life balance is crucial since it is connected to well-being and a person's overall feeling of harmony in life, denoting a balance between roles in the home and at work (Direnzo et al., 2015), which is mentioned by (Rahim et al., 2020).

In addition, a psychologically sound individual performs well in all other aspects of life, including at work. Employees in good psychological health have better memory, motivation, self-efficacy, and more positive judgments (Singh & Koradia, 2017). According to the study conducted by Prasad and Sreenivas (2020), work-life balance impacts psychological well- being. It is determined that there is a tremendous need for diverse Work-life management techniques at an institution that can help minimize the impact of decreased psychological well- being on the institution's employees. Additionally, employees must learn the art of combining their personal and professional lives, thereby increasing their work-life balance and psychological well-being.

In contrast to the preceding statement, based on the study conducted by Balazova and Bilancikova (2020) discovered that work-life balance might not be a significant factor in determining psychological well-being, particularly those who possess a strong work ethic or are highly dedicated to their job. Similarly, Asik-Dizdar et al. (2020) found no significant association between work-life balance and the psychological well-being of Turkish nurses because their work demands and resources may be more critical in predicting their mental well- being than work-life balance. Nurses may prioritize their patients' needs over their own, feeling a sense of responsibility towards them, even during their off-duty hours. As a result, the notion of work-life balance may not be as important for them.

Perhaps to provide a theory-driven approach and explanation for the present study's significance and validity, the following anchored and supported theories are cited in this study: Stevan Hobfoll's Conservation of Resource Theory (COR), Arnold Bakker and Evangelia Demerouti's Job Demand-Resources Model and the Role Stress Theory.

Accordingly, this research is anchored on the conservation of resources (COR) theory, which studies and describes the nature of stress and the implications that may result from it (Hobfoll & Ford, 2007). Stevan Hobfoll presented stress as a concept in 1989 as an extension of the literature on stress as a construct. Furthermore, the Conservation of Resources (COR) hypothesis provides a framework for understanding responses to stress. It proposes that stress is caused by situations in which valuable resources are threatened or lost rather than by other factors. Additionally, the desire to preserve, conserve, and get these highly valued resources drives human behavior in the face of adversity. Thus, in COR theory, a loss is more prominent than a gain, and failure is a cause of further loss and failure. Much empirical evidence supports the hypothesis, and it is particularly useful in understanding the links between stress and physical as well as psychological well-being (Holmgreen et al., 2017)

In this study, the theory of conservation of resources claims that as employees seek to complete their work tasks, they are confronted by technostress creators, which are described as follows: Employees spend personal resources that they value to meet all of these needs and reduce their ability to handle conflicting demands as a result, they may find it challenging to maintain a healthy balance between their work and personal life. Employees who believe that their resources are being jeopardized or are not being appropriately replenished may develop technostress creators, impairing their function. When employees are subjected to technostress creators, they perceive this as a danger to their resources. As a result, they spend more time and effort attempting to save their present resources rather than to perform their job duties (Hobfoll, 2001).

More importantly, according to COR theory, psychological well-being is a resource that falls under the category of "personal characteristics" and is defined as the overall efficacy of an individual's psychological and social functioning. According to COR theory, stress will manifest itself in response to a threat of resource loss, an actual resource loss, or a failure to achieve an expected gain in resources, among other things. Healthy psychological well-being is one of the resources that could be lost due to this event (Wright & Hobfoll, 2004). The COR theory, in addition, provides a strong foundation that argues that individuals should make use of and retain their resources. The term "resources" refers to obtaining the goods, situations, or energies, as well as personal attributes that an individual hold in high regard. When a person perceives a prospective loss of resources, when an expected resource gain does not materialize, or when there is an actual loss of resources, they are more likely to experience stress. It is explained by the COR theory that depleted resources result in negative consequences such as poor work-life balance (Pradhan, 2016).

Moreover, this study is supported by the job demands-resources (JD-R) model. The Job Demands-Resources (JD-R) model is one of the most commonly quoted models when discussing how technostress creators affect work-life balance and psychological well-being. Following the idea, health impairment and motivational processes consider two distinct working situations as the primary determinants of the methods: demands and available resources. According to this perspective, technostress creators might be regarded as specialized employment requirements. Job demands are the physiological, mental, interpersonal, and organizational aspects of a job that call for consistent physical and mental effort or ability (Bakker & Demerouti, 2007). Additional benefits include reduced absenteeism, increased productivity, and the ability to reap the benefits of linked economic gains when stress-free employees have a healthy well-being. It is possible to explain this occurrence by applying the Job Demands-Resources model, which provides a clear conceptual lens to evaluate it.

Furthermore, another concept, the role stress theory, lends support to the findings of this study. According to the notion of role stress, the experience of role stress would result in an unsatisfactory state of being. Role stress theory is predicated on the concept that high demand causes stress and that the stress caused by demand from numerous positions leads to increased stress with each demanding role one holds Kahn et al. (1964, as referenced by Dodanwala et al., 2021). Furthermore, according to the idea of role stress, the experience of ambiguity and conflict inside the same function is referred to as intra-role conflict. Personal inter-role conflict is a term used to describe the experience of ambiguity and conflict between several roles. Due to competing time commitments, a lack of motivation, or contradictory behaviors between positions brought on by playing multiple roles at once, the person will find it more challenging to perform each position well. As a result, individuals experience tension, strain, and stress due to various roles competing for limited resources. As a result, when stress occurs, and both work and personal life are negatively impacted, the psychological well-being of employees is also negatively influenced (Greenhaus & Beutell, 1985).

The principles mentioned above, and interconnected constructs, academic works, and theories obtained from various sources are relevant to this study because they support its findings and have become the anchored lens to understand the current study's findings. Each of the theories introduced in this study lends credence to the present investigation. The researcher uses the Conservation of Resource Theory in this study because its ideas and concepts help explain the necessity of having a stress-free workplace, a balanced work-life balance, and healthy psychological well-being. People have finite resources, and when they are under stress, they may find that their resources are insufficient, which can have a negative impact on the organization as a whole.

Furthermore, the three remaining theories, namely: Job Demand- Resources Model, state that when job demands are high, and job resources are low, psychological well-being will be affected in some way, such as stress and burnout increasing; In line with the role stress theory, a stress-free workplace and good psychological well-being can be achieved by controlling the boundaries between personal and professional lives through processes of fragmenting and integrating that could maintain an appropriate equilibrium between one's professional and personal life.

The study's conceptual framework, shown in Figure 1, presents the study's variables. It is composed of two independent variables (Work-life Balance and Technostress Creators), and one dependent variable (Psychological Well-Being).

The study's first independent variable is work-life balance, and it is divided into three categories: work/personal life balance enhancement, work/personal life interference, and personal life interference. Work-life balance means the ideal condition in which an employee can divide their time, energy, or attention between work and other vital elements of their life (Heathfield, 2021). Work Interference with Personal Life (WIPL) measures how one's professional life can interfere with one's personal life, respectively. This component demonstrates the presence of interfering factors between job and personal life. Personal Life Interference Work (PLIW) is a type of work that indicates how personal life interferes with one's performance at work. In other words, one's personal life impacts or interferes with one's professional life. Finally, the work-personal life enhancement (WPLE) study demonstrates that work and personal life positively impact the two areas (Maszura & Novliadi, 2020).

Technostress creators are the second independent variable as well. Technostress factors include technological overload, technological invasion, technological complexity, technological insecurity, and technological unpredictability. The term "techno-overload" refers to how technology pushes people to work harder and faster. When people feel the need to be continually connected to technology, regardless of where they are or what time it is, they are said to be experiencing techno-invasion. When complicated technologies cause people to invest resources to learn and comprehend how to use new applications and update their abilities, this is referred to as techno-complexity. In this context, technological insecurity relates to situations in which people feel anxious about their professions while working with those they believe are more equipped with new tools and technology. Additionally, Tarafdar (2011, as referenced by Califf et al., 2020) define the term techno-uncertainty which refers to the feeling of uncertainty and unease that technology users experience since technology is constantly evolving and needs to be upgraded due to the short life cycles of computer systems.

Moreover, psychological well-being as the dependent variable has been defined as the total functioning of feelings (Morin, 2022). Related to this, Ryff (2022), psychological well- being comprises six dimensions: self-acceptance, autonomy, environmental mastery, personal growth, and positive relationships. When someone feels independent and confident in their thoughts and choices, they are experiencing autonomy. Individuals who have ecological skills and can handle the complicated aspects of work and home logistics with order and integrate new, positive changes into their present routines are considered environmental masters. Personal development refers to persons who have a sense of continual learning and advancement of their own and external knowledge and believe in personal development. Persons who embody this dimension have trust in others, deep relationships with others that fulfill them, are empathic and concerned about their well-being, and are willing to make personal sacrifices to maintain positive external relationships. People who have a clear sense of purpose have specific life goals and actionable objectives that give them a feeling of the direction of their purpose in life.

Self-accepting people keep an optimistic view of their present and past selves, acknowledging and accepting their positive and negative personality qualities and strengths and weaknesses (Gombas, 2019).

While there is literature that covers the relationship in either of the two variables: technostress creators, psychological well-being, and work-life balance, however, the relationship among the three variables remains ambiguous, and it appears that literature is scarce on the subject. On the other hand, this research provides new empirical and theoretical insights into the nature of this link. As a result, the researcher decides to undertake this study because there is a gap in the existing research. There is currently a lack of data and research that examines and explains how work-life balance and technostress creators affect psychological well-being. Work-life balance and technostress creators in the library context and librarians' psychological well-being are all topics that have received little research attention. Moreover, the researcher was intrigued by the direct effects of work-life balance and technostress creators on the psychological well-being of librarians in the Province of South Cotabato, both of which are important to their professional development.
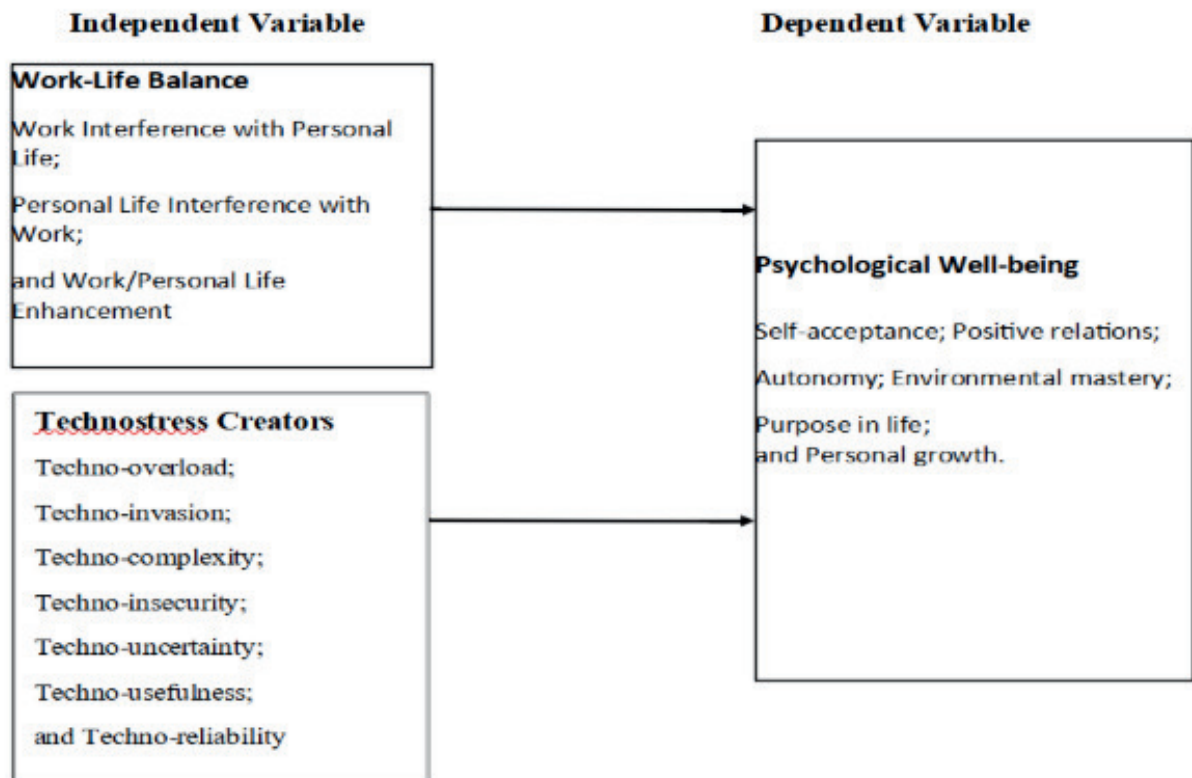
Independent Variable

Work-Life Balance

Work Interference with Personal Life;

Personal Life Interference with Work;

and Work/Personal Life Enhancement

Technostress Creators

Techno-overload;

Techno-invasion;

Techno-complexity;

Techno-insecurity;

Techno-uncertainty;

Techno-usefulness;

and Techno-reliability

Dependent Variable

Psychological Well-being

Self-acceptance; Positive relations;

Autonomy; Environmental mastery;

Purpose in life;
and Personal growth.

Fig 1. Conceptual Paradigm of the Study

Respectively, this study aimed to determine the relationship between work-life balance and technostress creators on the psychological well-being of librarians. Specifically, the study sought to realize these objectives. First, to describe the level of work-life balance: work interference with personal life, personal life interference with work, and work/personal life enhancement. Second, to ascertain the level of technostress creators: techno-overload; techno- usefulness; techno-invasion; techno-reliability; techno-complexity; techno-insecurity; and techno-uncertainty. Third, to determine the level of psychological well-being: self-acceptance; positive relationship with others; autonomy; environmental control; purpose in life; and personal development. Lastly, to determine the significant relationship between technostress creators and psychological well-being; and work-life balance and psychological well-being of librarians in South Cotabato Province.

Moreover, to provide a link to the underlying theory, specific research questions, and evidence to prove the validity of the research, the following statements are the hypotheses of the study. There is no evidence of a correlation between the librarians' work-life balance and psychological well-being; and technostress creators and the psychological well-being of librarians.

Individuals, society, the country, and humanity are all affected by every research study. This has resulted in the goal of this research to conceptualize and comprehend the effect of work-life balance and technostress creators on the psychological well-being of librarians. The significance of this study could be emphasized, and it is expected to have far-reaching implications for librarians not only in the Province of South Cotabato but also in the whole world. The results of this study could add to the growing body of literature on librarianship that focuses on work-life balance, technostress creators, and psychological well-being. On the societal value of the research, it can assist employers and employees in various professions in achieving work-life balance and maintaining positive psychological well-being, which leads to a favorable work environment and is required to boost productivity in the organization. Moreover, a stress-free workplace promotes good relationships and well-being and increases dedication and motivation to do well.

Most importantly, the findings of this study can be used by administrators and top management to establish specialized programs and strategies to reduce technostress creators. In addition, promoting healthy psychological well-being, helping employees balance work and personal life, improving management styles, increasing organizational productivity, avoiding high turnover rates, and reducing job burnout are all critical goals. Furthermore, this study may provide a platform for librarians to have their opinions heard by management, allowing them to develop programs and policies that will help prevent technostress creators, low levels of work-life balance, and poor psychological well-being among their colleagues. Moreover, future researchers in other dimensions or extensions of this context will use this work as secondary data in their research studies.

METHODOLOGY

The methods and techniques utilized to collect the study's data are described in this section. It describes the study participants, materials and instruments, and the design and procedure employed in this study.

Research Respondents

A population in statistics refers to any individual who belongs to a specified category that a researcher is interested in. The population of interest in this study was made up of librarians who are now employed by a variety of libraries in the Province of South Cotabato, including academic, public, school, and special libraries. The total number of registered librarians in South Cotabato Province employed in various types of libraries consists of 105 total populations. Moreover, to determine the sample size of the study, the researcher utilized Slovin's Formula to get the number of respondents. Using Slovin's formula, the total sample size for this study is 83 respondents.

Furthermore, questionnaires were distributed to the participants and employed a stratified sampling technique. To verify that the results obtained from the sample are comparable to those that would have been obtained if the entire population had been assessed, the total responder population was then computed using a stratified sampling technique. Additionally, utilizing the stratified sampling technique enables the target population to obtain a sample population that best represents the entire population (Reeger & Aloe, 2019). Using a stratified sampling technique, there were sufficient participants in the population to address the issue appropriately. Thus, inclusion criteria were used to choose the South Cotabato Province librarians who would participate in the study; as a result, non-licensed library in-charges and librarians who are not from the province are excluded. Nonetheless, the researcher guarantees that all information contained in the study that might contradict or pose a threat to their job or other interests would be handled in the strictest of confidence. Furthermore, the research was conducted in the Province of South Cotabato, situated in the southwestern portion of Mindanao Island (Province of South Cotabato, 2021).

Materials and Instrument

To achieve the study's goals, a standardized questionnaire was adapted. This questionnaire was divided into three parts: Work-Life Balance, Technostress Creators, and Psychological Well-Being. Furthermore, the survey questionnaire was routed to experts for further suggestions and validation. Lastly, this questionnaire employed the five-point Likert scale identifying five as the highest and one as the lowest. The resulting data were interpreted using a matrix that categorized the mean levels of Work-Life Balance, Technostress Creators, and Psychological Well-being. A mean score between 4.20 and 5.00 indicated a very high level of manifestation for these constructs, while a mean score between 3.40 and 4.19 indicated a high level of manifestation. Moreover, mean scores between 2.60 and 3.39 were considered moderate, meaning these constructs were seldom manifested. Additionally, a mean score between 1.80 and 2.59 indicated a low level of manifestation, with these constructs being rarely manifested. Finally, a mean score between 1.00 and 1.79 indicated a very low level of manifestation, with these constructs being never manifested.

The researcher used the adapted and modified 24-item questionnaire of the Work-Life Balance Scale developed by Fisher (2017, as cited by Agha et al., 2017). Work-Life Balance is divided into three categories: work interference with personal life, personal life interference with work, and work/personal life enhancement. Respectively, the researcher used the adapted and modified Technostress Creators Scale with a 23-item survey questionnaire developed by Tarafdar (2007). Technostress creators are measured in techno-overload; techno-invasion; techno-complexity; techno-insecurity; and techno-uncertainty. Respectively, it is most helpful in determining scale reliability of the equivalency of items within single-construct scales. Additionally, the Psychological Well-Being Scale was used in this study, which comprises a 42-item survey questionnaire and was adapted from the study of Ryff (2022).

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The questionnaire measured the psychological well-being of librarians in South Cotabato Province. Psychological well-being comprises six dimensions: autonomy, environmental mastery, personal growth, positive relationships with others, a sense of purpose in life, and self- acceptance.

The questionnaires underwent reliability testing and construct validity validation by the expert. The validations showed a very high overall mean score of 4.22. Nonetheless, the pilot test was also carried out to determine the instrument's dependability. Technostress Creators have a Cronbach alpha of.913, Psychological Well-Being has a Cronbach alpha of.938, and Work-Life Balance has a Cronbach alpha of .872, all of which are considered as having very good internal consistency and making the questionnaire extremely reliable.

Design and Procedure

The descriptive-correlation research technique was used in this study's non-experimental quantitative design to collect data, views, knowledge, and information relevant to the topic. A descriptive study, on the other hand, attempts to provide a general picture of the existing situation through research. In contrast, research that seeks to find relationships among variables and allows for predicting future events based on current information is referred to as correlational research (Stangor & Walinga, 2019). In this research design, the researcher determines work-life balance and technostress creators on the psychological well-being of librarians in South Cotabato Province. The Descriptive-correlation technique is appropriate for the current study, which aimed to determine a significant relationship between work-life balance and psychological well-being and technostress creators and psychological well-being.

Following pre-testing, expert validation, and Cronbach Alpha computation, the following data collection procedures were used: The researcher used the techniques stated in the preceding sections to gather data for the study. Initially, the surveys passed all necessary validation procedures after being changed and adjusted. According to the needed information to be acquired, changes and suggestions were made to the questionnaires to adapt the questions. To inform the various authorities of the University of Mindanao Graduate School of the study's conduct, the researcher distributed all pertinent messages to them. The researcher used google forms to distribute survey questions, and she kept in touch with the various offices of the respondents who took part in the study.

The results of the survey have been thoroughly and scientifically validated using statistical methods. The researcher's statistical tools, such as Pearson r and Mean. To understand the features of a certain dataset, the mean was used.

The mean was used in this study to evaluate the work-life balance, technostress creators, and psychological wellbeing among librarians in the Province of South Cotabato. Moreover, Pearson r was used to assess the importance of the association between Technostress Creators and Psychological Well-being and Work-Life Balance.

Moreover, the study involves voluntary participation and confidentiality of data collected from respondents. The questionnaire was designed with ethical considerations, including the anonymity of participants and their rights to critique the questions and reject answering specific sections. To prevent plagiarism, the researcher rephrased others' ideas and used plagiarism detection software. Additionally, the study's credibility was ensured by avoiding fabrication and falsification of data and seeking expert review. The researcher discloses any conflicts of interest and provides a comprehensive explanation of the study's background and purpose to prevent dishonesty. The informed consent form also conveys permission to participate. Furthermore, the researcher secured the certificate of approval with protocol number UMERC-2022-336 from the University of Mindanao Research and Ethics Committee (UMERC) before conducting the data-gathering process.

RESULTS AND DISCUSSION

The focus of this section's presentation of the study's findings and data analysis is on the impact of work-life balance and technostress creators on librarians' psychological wellbeing.

Work-life Balance

Table 1 Level of Work-life Balance

Indicators	Mean	SD	Descriptive Level
Work Interference with Personal Life	3.14	0.668	Moderate
Personal Life Interference with Work	3.59	0.722	High
Work/Personal Life Enhancement	2.95	0.879	Moderate
Overall	**3.23**	**0.446**	**Moderate**

Table 1 demonstrates that the average score for work-life balance among librarians in South Cotabato Province is a moderate 3.23. With a mean score of 3.59, which is considered high in level, the indicator measuring personal life interference with work had the highest mean score. Work/personal life enhancement, on the other hand, has the lowest mean score of all the indicators, with a total mean of 2.95, which is considered to be moderate in degree. Further evidence that the participant's responses to different indicators are consistent is provided by the fact that the average standard deviation of all indicators is less than 1.00. Following the findings, the work-life balance indicators were at a moderate level, indicating that it is unusual to observe the work-life balance of librarians.

Furthermore, based on the result revealed on the level of work-life balance showed that respondents' work life was interfered with by their personal life. This would indicate that one's personal life impacts one's professional life. It is a conflict where the role pressure of professional and personal life is incompatible in any way. The result was supported by Anderson (2022) that the ability of employees to perform their jobs and communicate with coworkers, employers, and clients might be impacted by their personal life. Giving concrete instances of inappropriate behavior to an employee whose personal issues are influencing his or her performance at work can also directly impact the overall standard of services provided.

Moreover, the preceding statement was supported by the study of Evenson (2020) which revealed that 47% of employees acknowledge that their issues occasionally affect how well they function at work. This may have a negative impact on the team dynamics in addition to their performance metrics. The struggle of that one employee can eventually affect the entire team if the problem is not handled correctly. Therefore, most of the librarians don't have the energy to work due to their personal lives, they are tired to be effective employees because of what is happening in their personal lives, also, librarians tend to worry about things outside of their work.

Technostress Creators

Table 2
Level of Technostress Creators

Indicators	Mean	SD	Descriptive Level
Techno-overload	2.76	0.895	Moderate
Techno-invasion	2.79	0.770	Moderate
Techno-complexity	2.80	0.708	Moderate
Techno-insecurity	2.37	0.558	Low
Techno-uncertainty	3.77	1.239	High
Techno-usefulness	2.86	0.848	Moderate
Techno-reliability	2.87	0.742	Moderate
Overall	**2.89**	**0.350**	**Moderate**

As per Table 2, the average level of technostress creators among librarians in South Cotabato Province is 2.89, which is considered to be moderate. Techno-uncertainty was given the highest mean score with a level of 3.77. Techno-insecurity, on the other hand, has the lowest mean score of all the indicators, 2.37, which is considered to be moderate in level. The participant's reactions to the various indicators are also consistent, as shown by the fact that the standard deviation of all indicators ranges from 0.558 to 1.239. Based on the aforementioned findings, the technostress creators' indications were at a modest level, which suggests that technostress creators in the workplace are rarely visible.

The obtained score on the level of technostress creators from the respondents implies a moderate level of technostress creators among librarians. Moreover, most of the librarians were experiencing techno-uncertainty as the top technostress creators. This would mean that librarians have the feeling of uncertainty and unease in utilizing the technology due to the constantly evolving and upgrading of systems. The result was supported by the study of Laspinas (2015) that there are undoubtedly numerous changes in the workplace today because of the technological revolution. Although technology makes it possible to complete tasks more quickly and efficiently, many people find it unsettling to use it since it involves change and uncertainty. Even though technostress creators can slightly affect librarians still it may result in it in a negative effect in the future.

Although librarians may experience some minor technostress creators from their work, stress affects people's behavior regardless of their physical condition and is the body's general reaction to demands. Respectively, academic institutions must provide a plan for the libraries and the librarians to avoid or eliminate stress in the workplace brought by technology. Additionally, Laguador (2013) states that the administration is responsible for teaching the employees how to use both recently acquired technology and technology that has been purchased to create a stress-free workplace. A stress-free workplace would boost output while encouraging a balanced approach to both professional and personal development.

Psychological Well-being

Table 3
Level of Psychological Well-being

Indicators	Mean	SD	Descriptive Level
Self-acceptance	2.97	0.729	Moderate
Positive relations	2.93	0.971	Moderate
Autonomy	2.98	0.671	Moderate
Environmental Mastery	3.14	0.740	Moderate
Purpose in Life	2.95	0.899	Moderate
Personal Growth	2.80	0.914	Moderate
Overall	**2.96**	**0.614**	**Moderate**

The level of psychological well-being is presented in table 3. Based on the result, the level of psychological well-being of librarians in the Province of South Cotabato is at a moderate level, with a total mean of 2.96. Specifically, environmental mastery is the highest indicator of psychological well-being, with an average of 3.14. Additionally, the indicator with the lowest mean acquired is personal growth with a mean of 2.80, which is described as moderate in level. Also, the participant's responses to the various indicators are consistent, as seen by the average standard deviation of all indicators being less than 1.00. All psychological well-being indicators are judged to be at a moderate level based on the findings. It suggests that little attention is paid to the psychological wellbeing of librarians.

Moreover, based on the obtained score on the level of psychological well-being from the respondents implies a moderate level. Respectively, the result revealed that librarians were considered environmental masters. This would mean that they have ecological skills and can handle complicated aspects of work with order and integrate new, positive changes into their present routines. The preceding statement was supported by Belfrage (2018) that having a higher sense of environmental mastery could benefit not just their well-being as well as their work performance. Additionally, environmental masters have the sense of being able to handle difficult situations and solve it without affecting their psychological well-being.

Respectively, this capacity to select or design a setting that best supports one's psychological state also reflects one's freedom and gives one a sense of control over the environment in which one resides (Aldawsari, 2018). Therefore, when librarians are experiencing problems, difficulties, and stress at work they tend to become environmental masters to solve and to handle problems effectively and most importantly they are quite good at managing various responsibilities.

Significance of the Relationship between Variables

Table 4
Significance of the Relationship between Variables

Pair	Variables	Correlation Coefficient	p-value	Decision on Ho
IV and DV	work-life balance and psychological wellbeing	-0.052	0.640^{ns}	Failed to reject
IV and DV	technostress creators and psychological wellbeing	0.031	0.782^{ns}	Failed to reject

Table 4 shows the findings of the investigation on the association between librarians' psychological wellbeing and work-life balance. The outcome reveals that the psychological well-being and work-life balance indices have computed R-values of -0.052 and a probability value of 0.640. For this reason, the null hypothesis—according to which there is no connection between work-life balance and librarians' psychological well-being—is not disproved. As a result, the Province of South Cotabato's librarians won't experience any psychological harm from having their job and home lives out of balance.

The results of the study were supported by a study by Dramanu et al. (2020), which discovered no connection between work-life balance and administrative employees' psychological well-being at the University of Cape Coast. This suggests that employees' psychological well-being would not have been impacted by the number of problems they had with their work-life balance. Additionally, it has been determined that the difficulties and increased demands of work and family life have no detrimental consequences on employees' well-being (Obrenovic, 2020).

Moreover, the preceding statement was supported by the study conducted by Balazova and Bilancikova (2020) found that work-life balance was not significantly related to psychological well-being among Slovakian employees because work-life balance may not be a relevant concept for some individuals, such as those who have a strong work ethic or job commitment. Work-life balance might not be more significant than other characteristics, such as job demands and resources, in predicting psychological well-being. Therefore, the Asik- Dizdar et al study (2020) revealed no significant link between psychological well-being and work-life balance among Turkish nurses. This is because the nature of their work requires them to be present and attentive to patients, even during off-duty hours. Nurses may also feel a sense of responsibility towards their patients and may prioritize patient care over their personal needs.

Table 4 presents the research results on the association between technostress creators and psychological well-being. The study found a p-value of 0.782 and an overall R-value of 0.031 for the technostress creators and psychological well-being measures. The null hypothesis, which asserts that "there is no substantial association between technostress creators and psychological well-being," is not rejected because the data imply that the two latent dimensions are not statistically associated. Respectively, the preceding statement means that technostress creators will not significantly affect the psychological well-being of the librarians in the Province of South Cotabato. Even though librarians are experiencing a high level of technostress creators specifically the techno-uncertainty in their workplace they tend to never get affected which would result in an adverse impact on their psychological well-being.

The study by Asad et. al (2023), whose findings showed no significant correlation in the relationship between technostress creators and participants' psychological well-being, validated the conclusion. This suggests that learners who experience technostress creators are more likely to report no sign of poor psychological well-being, including anxiety, depression, and stress. Similarly, a study by Akter and Rayhan (2019) found that technostress creators are positively related to other variables, but not to the psychological well-being of employees. Additionally, Mohammed's study (2020), which found no connection between technostress creators and psychological well-being, showed that organizations and top management should recognize that, despite the drawbacks of using technology at work, it can have a causal effect on employees' lives that affects their work performance, work engagement, and psychological well-being. Therefore, institutions and organizations must support their employees to battle technostress creators at work, even though employees may be affected by it and it won't have an adverse effect on their wellbeing.

CONCLUSION AND RECOMMENDATION

The personal lives of librarians impacted their professional lives. This would mean that a person's personal life and work life are intertwined. In essence, it is a conflict where the demands of both the professional and personal roles are contradictory. Therefore, libraries should conduct a needs assessment to identify the areas where librarians need improvement in both their professional and personal lives. This could include areas such as time management, stress management, or leadership development. Based on the needs assessment, libraries should develop a tailored training plan that addresses the identified areas of improvement. The plan should include a mix of training methods, such as workshops, online courses, or coaching sessions. Moreover, libraries should implement a wellness program that promotes physical and mental health. This could include activities such as yoga classes, meditation sessions, or health screenings. Furthermore, libraries should offer flexible working arrangements, such as flexible schedules, to help librarians balance their professional and personal lives.

Additionally, to have a high level of work-life balance, libraries must have adequate staffing levels to ensure that librarians are not overworked and have the time and resources they need to complete their job responsibilities. This can help reduce stress and promote work-life balance. Also, libraries can implement a paid time off policy that allows librarians to take time off for personal reasons without fear of losing their job or income. This can help reduce burnout and promote work-life balance. Lastly, libraries should promote the importance of unplugging from work during off-hours, such as evenings and weekends.

Moreover, techno-uncertainty is the leading source of technostress creators, based on the majority of librarians. This would imply that because technology is continuously changing and being upgraded, librarians feel uncertain and uneasy when using it. Therefore, it is suggested that librarians should be provided with ongoing professional development opportunities to keep up to date with the latest technological advancements. This will help librarians to develop the necessary skills and knowledge to effectively use technology in their work. Additionally, libraries should conduct a technology assessment to identify the technological needs of the library and the resources required to meet those needs. Based on the technology assessment, libraries should develop a technology plan that outlines the goals and objectives of the library's technology initiatives. The plan should include strategies for implementing new technologies and evaluating their effectiveness. Lastly, libraries should collaborate with other libraries to share resources and knowledge about technology. This will help to create a network of support and expertise that can be leveraged to address techno-uncertainty.

To lessen the technostress creators, libraries must invest in user-friendly technology that is easy to use and does not require a lot of technical expertise. This can help reduce the anxiety and frustration that can lead to technostress. Also, libraries can encourage librarians to take regular breaks from using technology. This can help reduce eye strain, headaches, and other physical symptoms that can contribute to technostress. Additionally, libraries can foster a supportive workplace culture that encourages collaboration and open communication. This can help librarians feel supported and valued, which can reduce stress and anxiety associated with technology use.

Librarians are regarded as environmental masters in their respective fields. Librarians as environmental masters can handle challenging situations and find solutions without negatively compromising the psychological well-being of the subject. Moreover, it suggests that libraries should encourage librarians to engage in ongoing learning opportunities. This could include attending conferences, taking courses, or participating in seminars/webinars. By providing these opportunities, librarians can enhance their knowledge and skills, which can improve their performance and job satisfaction. Moreover, libraries should establish mentorship programs that pair experienced librarians with newer staff members. This can provide guidance and support for those who are new to the field, as well as help to develop leadership skills for more experienced staff. Lastly, libraries should provide recognition and rewards for librarians who demonstrate exceptional performance or achieve notable accomplishments. This can help to motivate librarians and create a sense of pride in their work.

Moreover, to have a high level of psychological well-being, libraries, and their parent institutions must recognize and reward the achievements of their librarians, which can boost morale and enhance job satisfaction. This can be done through employee recognition programs, awards, and bonuses. Also, it is important to encourage librarians to practice self-care by providing resources and opportunities to promote physical and mental health. This can include access to gym memberships, wellness programs, and mental health resources.

Nevertheless, no statistically significant association between those who create technostress and psychological well-being has been found. The psychological well-being of the librarians won't be negatively impacted by technostress creators. The association between work-life balance and psychological wellbeing is also not statistically significant. This indicates that a work-life balance that is out of whack has no negative effects on the psychological well- being of librarians in the Province of South Cotabato.

As a result, the study's findings are consistent with its theoretical foundation, Steven Hobfoll's Conservation of Resources Theory. Since the COR theory contends that stress is caused by situations in which valuable resources are at risk of being lost or jeopardized. Additionally, human behavior in the face of adversity is driven by the urge to protect, conserve, and obtain these highly valued resources. Therefore, under the COR theory, a loss predominates over gain, and failure is a catalyst for additional loss and failure. As per findings, librarians tend to protect and preserve their psychological well-being. Psychological well-being is a valuable resource for librarians. Thus, librarians take precautions to prevent the loss that might come to their valuable resources.

Furthermore, librarians' associations and organizations at the national level such as the Philippine Librarians Association, Inc.(PLAI), the Philippine Association of Academic and Research Librarians (PAARL), the Association of Special Libraries of the Philippines (ASLP), the Philippine Association of School Librarians, Inc. (PASLI), and the regional councils shall consider the study's result for their present policy to contemplate the issues and challenges faced by the librarians. These problems must be addressed by the librarians' association and organization to solve and battle techno-uncertainties in their workplace, improve the personal growth of librarians in the Philippines and help fellow librarians to balance their work and personal lives.

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Impact Assessment of Librarianihan

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Abstract

This study aimed to assess the impact of Librarianihan. Librarianihan is a combination of the words "librarian" and "bayanihan". Specifically, this sought to answer the following questions – what is the demographic profile of the respondents in terms of : patron type, frequency of library use; what is the perception of the respondents in the used of the library after the Librarianihan intervention in terms of: organization, collection, functionality; what are the problems encountered in the implementation of the Librarianihan, what are the perceived impacts of the Librarianihan in terms of: students' usage of the library, students' reading comprehension, and school's performance. The study employed the used of qualitative and quantitative research design. There were 55 respondents selected via purposive sampling. Results showed that Librarianihan intervention has generally improved the organization, collection and functionality of the adopted libraries. While, the qualitative data from the library-in-charge personnel, supported by existing literature, underscores the positive impact of the Librarianihan program on library usage, students' reading comprehension and school performance.

Keywords: *Community Extension Service, Adopted libraries, Assessment*

INTRODUCTION

LIBRARIANIHAN is a combination of the words "librarian" and "bayanihan". Librarian is the one who is responsible and has expertise in the organization of materials and management of the whole library, while the bayanihan is the act of volunteerism and helping each other to achieve a common goal. When combined it is called Librarianihan. Librarianihan is a cooperative undertaking of the University Libraries, Lib.Com and its adopted libraries. Librarianihan aims to set up and organize libraries in benefit of the adopted library community. The MSEUF librarians together with the Lib.Com members organized the library by sorting, cataloging, labelling, shelving, arranging and organizing the library to make it more functional and useful for students used.

The community extension service is one of the vital functions of an institution, enabling them to extend their research beyond the campus and connect with the local community. It enables it to be connected not only inside the school environment but also in our community. It also promotes social interaction among different individuals in the community. In the study of Daley, et.al (2019), practicing community engagement highlights positive outcomes for both communities and the institutions. It provides emphasis on the importance of community service in promoting social interaction, community development and sustainable partnerships.

Thus, Manuel S. Enverga University Foundation recognizes the importance of community engagement and upholding its mission of instruction, research and community engagement service in line with national development goals and global standards of excellence. The University Libraries support not only the instruction and research function but also provide provision for community service as well. As part of this commitment, the University Libraries play a significant role in promoting the value of libraries and lifelong learning within the community. The University Libraries have been a contributor in upbringing the value and importance of the existence of functional libraries in the community. As such, it has a community extension program called the Aklatanihan that adopts school libraries in Lucena City and other libraries in Quezon Province. As part of the University Libraries commitment to the lifelong learning not only within the Enverga community, they have created the said program in 2012. Wherein the University Libraries donate books to its adopted libraries. However as per observed by librarians when books were distributed to adopted school libraries, the donated books were untouched and not utilized by students and faculty because most of the teachers in-charge of the library have no knowledge of the proper organization of the library materials.

Thus, Librarianihan was born in 2013 just one year after Aklatanihan was launched. Librarianihan is a cooperative undertaking of the University Libraries, Lib.Com and its adopted libraries. Lib.Com is a student organization exclusive for students who are taking Bachelor of Library and Information Science. The MSEUF librarians together with the Lib.Com members organized the library by cleaning, sorting, cataloging, labelling, shelving, arranging and organizing the library to make it more functional and useful for students.

Librarianihan has already existed for almost 10 years now, hence, the researchers would like to know its impact on the community it served. Doing a Librarianihan evaluation takes a big part in the continuous implementation of the said program. It will provide awareness, status updates and its implementation effectiveness. Through this evaluation, the researchers will be able to know the weaknesses of the program as an opportunity to improve which could be the basis for its program enhancement. This evaluation is very crucial for understanding its impact on the community it serves. Ultimately, the research findings will contribute to the enhancement of the Librarianhian Program and serve as a valuable resource for other communities seeking to implement similar initiatives.

Purpose of the Research

The study aimed to assess the impact of Librarianihan in the selected adopted school community in Lucena City. Specifically, it aims to answer the following research questions:

1. What is the demographic profile of the respondents in terms of:
   A. Patron Type?
   B. Frequency of library use?

2. What is the perception of the respondents in the used of the library after the Librarianihan intervention in terms of its?
   A. Organization?
   B. Collection?
   C. Functionality?

3. What are the problems encountered in the implementation of the Librarianihan?

4. What are the perceived impacts of the Librarianihan in terms of:
   A. Students Usage of the Library?
   B. Student's Reading Comprehension?
   C. School's Performance?

Theoretical Framework

Figure 1
Asset-Based Community Development Theory

Figure 1 shows the theoretical framework of the study. ABCD represents a paradigm shift for libraries, emphasizing that communities are not just recipients of services but active partners in their own growth and development. In traditional models, libraries might identify what they perceive as community needs and design programs accordingly. However, ABCD recognizes that communities possess valuable assets, including the knowledge, skills, experiences, and passions of their members.

Libraries adopting ABCD principles engage in a process of asset mapping, where they actively seek out and document the strengths and resources present in the community. This could include identifying local experts, community leaders, cultural traditions, or even physical spaces that can be repurposed for educational or social activities. By involving community members in this process, libraries build relationships and trust, making the library a more integral part of community life.

One of the essential elements of ABCD is co-creation. Libraries collaborate with community members to design programs and services that align with their interests and aspirations. This ensures that library offerings are not only relevant but also reflect the unique character and needs of the community. As a result, the library becomes a dynamic space where community members actively participate in shaping their own learning experiences.

ABCD also promotes a sense of ownership and pride within the community. When individuals are active contributors to the library's activities, they feel a deeper connection to the institution and are more likely to support and advocate for its continued success.

Furthermore, ABCD encourages libraries to act as connectors and facilitators, helping community members access resources and forge partnerships to collectively address local challenges. For example, a library might host workshops that bring together local experts and residents to address pressing issues like healthcare access, economic development, or environmental sustainability.

Over time, libraries that embrace ABCD principles become hubs of community empowerment and collaboration. They not only provide access to information and education but also foster a sense of unity and resilience within the community. Through ABCD, libraries can contribute significantly to the sustainable development and well-being of the communities they serve, enriching the lives of their residents in meaningful ways.

Community-Based Learning Theory

Community-Based Learning Theory represents a transformative approach for libraries, transcending the traditional concept of libraries as static repositories of knowledge and repositioning them as dynamic centers for experiential learning and community empowerment.

At the core of this theory is the recognition that learning doesn't occur in isolation but thrives when intertwined with real-life experiences and community participation. Libraries, as trusted community institutions, play a pivotal role in facilitating this integration. They act as facilitators, connecting patrons with opportunities to engage meaningfully with their local environment and community.

By nurturing partnerships with local organizations, libraries can tap into a wealth of resources and expertise within the community. These partnerships can lead to a wide array of enriching experiences for library users. For instance, libraries might collaborate with local environmental groups to organize nature walks and educational talks, fostering environmental awareness and ecological understanding. Alternatively, they might team up with historical societies to curate exhibitions that illuminate the community's heritage and culture.

In addition to partnerships, libraries can organize community events that encourage active participation. This might involve book clubs focusing on local literature, workshops on sustainable living practices, or discussions on pertinent social issues. These activities not only impart knowledge but also cultivate a sense of belonging and shared purpose among library patrons.

Furthermore, libraries can offer workshops and educational programs that equip individuals with practical skills and knowledge related to community development and citizenship. These programs empower individuals to take an active role in addressing community challenges, be it through volunteering, advocacy, or informed decision-making.

By embracing the principles of Community-Based Learning Theory, libraries reposition themselves as hubs of lifelong learning and civic engagement. They empower patrons to become informed, engaged, and socially responsible community members who actively contribute to the betterment of their localities. This transformation not only enhances the library's educational impact but also reaffirms its status as an indispensable cornerstone of the community's intellectual and social life. In doing so, libraries evolve from passive institutions into vibrant, community-driven centers of growth and enlightenment.

Literature Survey

Community Extension Program is a voluntary action of any public or private group which aims to extend some help to a community to uplift the stakes of its residents. Programs may vary in different forms such as medical care, financial assistance, educational assistance, and livelihood depending on their needs. The over-all effectiveness of any extension program varies on the changes in behavior of people who also participate in the program (Coral, Aala, Abarintos, Buccat, Gonzaga & Ramos, 2015).

Fletcher and Major (2010) discovered that those students who volunteered or are doing charitable effort are doing it because of the action being identified with their vocations at some point or another. It proves that a few students who volunteer are liable upon the program they are selecting or choosing. It may be because doing volunteer work that is related with the program could be considered as practice that will use them in their future. Attaining things associated with their various programs could likewise give more prominent information to them, concerning their specialty thus they may likewise distinguish what this present reality is with regards to their program. One of the greatest advances in community benefit has been the call for students to participate. In numerous colleges, it is a prerequisite to finish a specific number of hours keeping in mind the end goal to graduate.

According to the study of Balila (2016), the students involved in the programs and activities of the Community Extension Service perceived their involvement enhanced their personal and cognitive outcomes. Some of the benefits of CES involvement were determined. According to the students, CES involvement was perceived to promote their moral development, develop their sense of accomplishment, and improve their self and personal identity. Their involvement in CES activities had increased their desire to help others, their understanding of social and cultural differences, and helped improve their better relationships with others.

The impact of the extension activities to knowledge, skills and values of the students is an important measure of success that determines action for future and development of the institution (Refozar et al., 2013; Chua et al., 2014; Magnaye, 2013; Daquis et al., 2016; Laguador & Dotong, 2013).

Bornstein, (2010) emphasized that impact assessment provides a framework for addressing community development. It is designed to assist local planners and decision-makers in understanding, ahead of time, what types of impacts a particular development may have on a community. It allows time for avoidance or mitigation of any adverse effects of a proposed development.

Most frequently, social impact assessment is undertaken when a specific project is planned and anticipated for a specific community; more so, if used as part of a strategic planning process or in project design. In the Peace and Conflict Impact Assessment (PCIA) it can, in theory, inform decision-makers as to which interventions are successful and may be used to monitor the effects of ongoing projects and, again in theory, can help development agencies verify that their activities are not negatively affecting development (Canan and Hennessy, 1985). It can also be applied to individual projects where this is appropriate (Edwards, 2012).

The attitudes of community residents toward development and the specific actions being proposed as well as their perceptions of community and personal well-being are important determinants of the social effects of a proposed action. Changes in a community's social well-being can be determined by asking the individuals and representatives of groups or neighborhoods in the area to make explicit their perceptions and attitudes about the anticipated changes in the social environment. Information about attitudes and perceptions should be gathered from community leaders because their attitudes may lend insight into the overall attitudes of residents if community leaders are perceptive and sensitive to community concerns and interests (Inter-organizational Committee on Guidelines and Principles for Social Impact Assessment 1994).

Library extension is part of the effort to achieve a balanced and economic development of rural communities. This is because, the purpose of library extension is to persuade people that by their own efforts, they can do much to improve their living conditions by the wise and effective use of information resources available, to encourage individuals to participate in information generation, transforming, repackaging, utilization and organizing, and to develop reading culture, adult literacy and social welfare in which library is one of it. This is necessary in order to maintain the increase in productive capacity. Ranganathan, as quoted by Gupta (undated) stated that "Apart from such methods of pure publicity, libraries are nowadays developing certain new types of work which, in addition to their being directly educative or recreational, lead also to publicity as an important secondary product." These activities are named as the extension services of libraries".

On the other hand, Farquhar defined Extension as a service or system which assists farm people through educational procedures, in improving farming methods and techniques, increasing production efficiency and income, bettering their levels of living and lifting the social and educational standard of peoples' life (Bardsley, 1982). Going by this and in the context of librarianship, we can say library Extension services involve a system which assists library users through educational procedure in improving techniques and methods used in satisfying information needs, increasing production efficiency, and bettering their levels of income thereby lifting their standard of living. The rural library users, for instance, need to be informed when a library introduces a computer resource into the library and its relevance to their societal development. A computer is one of the powerful devices for storing and processing information. Computers via satellites can allow farmers to take pictures of clouds to accurately forecast weather conditions and with remote sensing can accurately work out land use, area under forest and the like (Sandhu, 1999).

Also, Gupta (undated) sees a library as a social institution that keeps relations with its users whom it gives services to and other libraries whose resources are used by it. All extension services must encourage the people to use the library and make the maximum utilization of library resources for the development of the society. In addition, Library Extension Services involve an attempt to interact with the people by informing about the resources and services of the library as well as its importance to them.

The first Law of Library Science "Books are for use" is firmly established if the libraries realize that their existence is justified only by the extent to which their books are used by the readers. The third law of library science "Every book of its reader" gives emphasis on the same concept. But now, books cannot be moved to their users. Therefore, all the efforts should be on the part of the library itself to bring the books to the doorstep of users. The most suitable method is public relations and extension services of the library to reach all people of the community. The Extension Service (ES) is an effort of a library to increase the number of its users and maximize the use of its resources. This is effectively achieved by informing the community of users about its resources, services, and their utility.

Community extension service initiatives in libraries aim to bridge the gap between the library and its community, making libraries more relevant and accessible. By involving library students in these projects, libraries can achieve several goals. Library students can gain practical experience, develop leadership skills, and become more adept at addressing community needs. Libraries can establish stronger connections with the community, fostering a sense of belonging and trust. Community service projects offer valuable learning experiences for library students, complementing their academic studies (LaFlamme, 2021).

Exploring the impacts of this service will help in understanding the factors that ensure the sustainability of the particular library service and their engagement with the community. (Qayyum, 2020). To measure the impact of community service initiatives of the library, various assessment methods can be employed such as surveys and user feedback to assess the perceived impact on community members, and interviews and focus groups to gather in-depth insights from library staff, volunteers, and community members.

The focus of this extension program is to promote library activities in the area of social, environmental and life course development with an emphasis on promoting social integration in later life, including intervention programs. It increases different sectors of the community to tighten and deepen their concern to the needs of the community and a strong desire to commit themselves to uplift the quality of the life of the community. With this, the University Libraries of Manuel S. Enverga University Foundation extends it services by adopting school libraries surrounding the university.

Significance of the Research

The study provides information on the effectiveness of the Librarianihan Program of the University Libraries which was implemented in the adopted school libraries in Lucena City. Likewise, it determines whether there is a need to continue and sustain the Librarianihan Program of the University Libraries. The information that gained from this study was used as a reference and basis for the Librarianihan Action Plan for the Adopted Libraries. Essential findings achieved from this research have been helpful in the continuous implementation of the program especially for the CES program of the University Libraries.

Statement of Desired Outcomes

By the end of the research, the following outcomes are likely to occur to wit:

1. Improved and functional school libraries and higher participation on the beneficiaries' side;
2. Improved relationship between the university and the community;
3. Sustained programs in the community.

Target Beneficiaries of Research Results

The target beneficiaries of this study are the adopted school libraries of Manuel S. Enverga University Foundation University Libraries. They will greatly benefit from the study since they will benefit from the enhancement that will be done on the Librarianihan Program.

Definition of Terms

In order to clearly understand the study, the following terms were defined:

Adopted Libraries refers to the libraries being adopted by the University Libraries bind through Memorandum of Agreement.

Assessment refers to the procedure of evaluating or appraising the Librarianihan Program. *Impact* refers to how Librarianihan affects its adopted libraries. It also refers to the extent to which the program has affected its adopted libraries.

Lib.Com refers to one of the Enverga University accredited organizations exclusive for Bachelor of Library & Information Science students.

Librarian is a professional that hold a license, they maintain and organized libraries.
Librarianihan is the community extension service initiated by LIB.COM, an exclusive organization of students taking Bachelor of Library and Information Science that aims to help organized the adopted Libraries of the University.

Scope and Limitation of the Study

The main purpose of this study was to assess the impact of Librarianihan in the adopted school libraries in Lucena City. The respondents were the teachers, students, and the library-in-charge of the adopted school libraries in Lucena City. The researchers chose the teachers, students, and the library-in charge because they are the one who can provide the needed information for this study.
 Furthermore, this was limited to respondents who were asked to complete the survey questionnaire. The willingness of the respondents was also considered in the research through a communication letter and an informed consent form.

METHODOLOGY

Research Design/Research Instrument/Data Gathering Procedures

The researchers used the descriptive research design that employed quantitative and qualitative method. For the quantitative method a survey method was used to obtain the profile of respondents from the adopted school libraries in Lucena City that has been recipient of the Librarianihan Program. Through the said method perceptions and problems encountered by the respondents in the implementation of the program was also determined. For the qualitative part, an interview question was utilized to know the impact assessment of the Librarianihan. The library in charge has been the participants for the interview conducted.

The draft of the survey instrument and interview questions was pre-tested with some respondents who are not included in the study. After the validation, the survey instrument and interview questions were edited and revised as per determined changes. After which, the respondents proceed to the data gathering.

Respondents/Units of Analysis/Subjects of the Study

The respondents of this study were students, teachers, library-in charge in the two (2) adopted libraries in Lucena City. There were 33 student respondents and 20 teacher respondents and 2 (two) library in charge. There have been two (2) schools that have been the recipient of the Librarianihan namely Elvira Razon Aranilla Elementary School and Mayao Crossing Elementary School. These two adopted schools were also identified by the Division Office of Lucena as one of the functioning school libraries in Lucena City. A survey questionnaire was used for the 55 respondents for each school and interview question was used for the (2) two library in-charge. These respondents are the identified respondents of aforementioned schools because they are members of their respective Book Lovers Club thus they can provide enough information as to the impact of the program.

Sampling Design and Procedures

The researchers used a purposive sampling design involving all the recipients of the Librarianihan program in Lucena City. The criteria for choosing the respondents are the following:

a. Respondent should be student/teacher of any of the two adopted schools

b. Respondent should be a member/adviser/teacher of the Book Lovers Club or any counterpart organization pertaining to Library school organizations.

After identifying the adopted school libraries, communication through email was made to gather their interest and consent in the participation in the research study. After the approval of the consent, the researchers proceed to data gathering.

Research Locale/Study Site

The research was conducted in the adopted school libraries in Lucena City namely Elvira Razon Aranilla Elementary School in Brgy. Ibabang Dupay, Lucena City and Mayao Crossing Elementary School in Brgy. Mayao Crossing, Lucena City. The adopted school libraries are within Lucena City, Quezon Province. These two adopted schools were also identified by the Division Office of Lucena as one of the functioning school libraries in Lucena City.

Assumptions

The result of this research study is expected to get affirmative responses from the respondents, thus, the Librarianihan Program implemented in the adopted school libraries have made positive impact among the beneficiaries.

Data Analysis Plan

The following statistical techniques was utilized in gathering data for clarity and analysis in identifying the characteristics of the respondents and different aspects of respondents, percentage distribution was used. The formula is:

P = F x 100
                  N
  Where:
              P = percentage
              F = frequency (number of respondents)
              N = total number of respondents

To determine the evaluation of the respondents, the weighted mean was used. The formula is:

WN = ___ Σwf___
                  N
        Where:
                  f = frequencies for each option
                  wf = sum of all weighted scores obtained by samples
                  N = total number of respondents

The following Likert Scale was used is the interpretation of the data:

Point Scale	Interval	Verbal Interpretation
4	3.26-4.00	Strongly Agree
3	2.51-3.25	Agree
2	1.76-2.50	Disagree
1	1.00-1.75	Strongly Disagree

Research Paradigm/Conceptual Framework

Figure 2

Conceptual Framework of the Study

Figure 2 presents the conceptual framework of the study. The researchers studied the impact assessment of the Librarianihan. The research's questionnaire was used as primary instrument to obtain the quantitative method and interview for the qualitative part of the study. The study answered the following: (1) demographic profile in terms of patron type and frequency of library used; (2) what is the perception of the respondents in the use of the library after the Librarianihan intervention in terms of its organization, collection and functionality; (3) what are the problems encountered in the implementation of the Librarianhihan; and (4) what are the perceived impacts of Librarianihan in terms of students usage of the library, student's reading comprehension and school's performance – an interview was conducted to reveal the data neede.

Lastly, the output of the research is a Librarianihan Action Plan for the Adopted Libraries, that can use as a guide for the improvement of community extension services, enhance the user experience of the patrons and efficient function of the adopted libraries of the University.

RESULTS AND DISCUSSION

Part I. Demographic Profile of the Respondents

A total of fifty-five (n = 55) individuals consented to participate in this study. Their profiles are detailed below, in terms of patron type and frequency of library use.

Table 1
Profile of the Respondents

Demographic Profile	Frequency	Percentage
Patron Type		
Student	33	60
Teacher	20	36.36
Library in-charge	2	3.64
Total	55	100%
Frequency of Library Use		
Always	10	18.18
Very Often	5	9.09
Sometime	25	45.45
Rarely	9	16.36
Never	6	10.91
Total	**55**	**100%**

Table 1 presents the profile of the respondents. As can be seen, majority of the respondents are students accounting to about 60% or 33 individuals, in which many manifested that they classified themselves as "sometimes" user of library, accounting to forty-five percent.

With 60% of the patrons being students and the fact that a significant number only use the library sometimes, suggests that there might be opportunities to increase engagement through program that address students' needs more effectively.

Part II. Perception of Respondents after Librarianihan Intervention
The respondents were asked about their perception on the use of the library after the Librarianihan intervention in terms of its organization, collection, & functionality.

Table 2
Perception of respondents in the used of the library after Librarianihan intervention in terms of its organization.

Statement	Weighted Mean	Verbal Interpretation	Rank
1. The library is now well-organized in terms of book categorization and shelving.	3.55	Strongly Agree	1
2. Finding books and materials in the library is now easy due to clear signages and labeling	3.51	Strongly Agree	2
3. The library in charge can now easily assist the students/teacher due to well organization of library collection.	3.21	Agree	3
4. The signage and labeling in the library help me navigate and locate materials efficiently.	3.19	Agree	4
5. I believe that the Librarianihan intervention has significantly improved the library's organization	3.15	Agree	5.5
6. The Librarianihan Program has enhanced the management of our library.	3.15	Agree	5.5
7. The library's physical layout is now conducive to quiet study and research.	3.13	Agree	7
8. The library's organization enhances my overall experience as a user.	3.09	Agree	8
9. The library is now user-friendly.	3.08	Agree	9
10. The library now provides clear instructions on how to borrow and return books.	3.06	Agree	10
TOTAL	**3.21**	**Agree**	

Table 2 discloses the perception of respondents in the use of the library after Librarianihan intervention in terms of organization. As can be inferred, the indicator "The library is now well-organized in terms of book categorization and shelving" is rated highest with a weighted mean of 3.55 interpreted as "strongly agree". This is followed by "Finding books and materials in the library is now easy due to clear signages and labeling" with a weighted mean of 3.51 interpreted as "strongly agree". The least rated indicator is "The library now provides clear instructions on how to borrow and return books" with a weighted mean of 3.06 interpreted as "agree".

Overall, the perception of respondents in the use of libraries after Librarianihan intervention in terms of organization is rated 3.21 interpreted as "agree".

It can be inferred from the given data that the respondents have a positive perception in the used of library after the Librarianihan intervention in terms of its organization and that the library is organized and finding or locating books is now an easy task for the students. While there is a positive perception of the changes, the overall agreement suggests that there might still be areas needing enhancement to achieve stronger satisfaction levels such as less satisfaction regarding the clarity of borrowing and returning instructions, indicating a potential area for further development.

According to Taylor (2017), effective organization supports the discoverability and accessibility of library collections. Organized collections enable users to easily locate and retrieve desired materials.

When items are systematically arranged and cataloged based on classification systems (e.g., Dewey Decimal Classification or Library of Congress Classification), users can efficiently navigate the library and find relevant resources. This improves access to information, which is fundamental to the library's mission. In addition, according to Montiel-Overall and Grimes (2013), the importance of providing clear instructions for library services, such as borrowing and returning books help users understand and navigate library processes, contributing to overall service quality.

Table 3
Perception of the respondents in the use of the library after Librarianihan intervention in terms of its collection.

Statement	Weighted Mean	Verbal Interpretation	Rank
1. The library collection now meets my academic needs.	3.43	Strongly Agree	1
2. Library collections can easily be accessed and use.	3.42	Strongly Agree	2
3. The library's collection contributes positively to my learning.	3.40	Strongly Agree	3
4. The library collections offer materials suitable for all grade levels.	3.38	Strongly Agree	4.5
5. The books are now properly labelled which makes it easily to find	3.38	Strongly Agree	4.5
6. I am satisfied with the variety of formats available	3.34	Strongly Agree	6
7. The library now offers a diverse and comprehensive collection of books and materials.	3.32	Strongly Agree	7.5
8. The library collections are aligned with the current curriculum.	3.32	Strongly Agree	7.5
9. The library now offers a sufficient number of copies of books	3.21	Agree	9.5
10. The library's collection can be easily find and navigate	3.21	Agree	9.5
TOTAL	**3.34**	**STrongly Agree**	

Table 3 shows the perception of respondents in the use of the library after Librarianihan intervention in terms of collection. It can be gleaned that the indicator "The library collection now meets my academic needs" is rated highest with a weighted mean of "3.43" interpreted as "strongly agree". Rated next is "Library collections can easily be accessed and used" with a weighted mean of 3.42 interpreted as "strongly agree". The least rated indicator is "The library now offers a sufficient number of copies of books" and "The library's collection can be easily found and navigated" both with weighted means of 3.21 interpreted as "Agree".

Overall, the perception of respondents in the use of libraries after Librarianihan intervention in terms of collection is rated 3.34 interpreted as "strongly agree". This suggests a high level of satisfaction with the changes made, implying that the Librarianihan intervention has generally been successful in terms of its collection. The positive reception indicates that the intervention has significantly enhanced the library's ability to meet school needs, improve accessibility, and usability of its collections.

Johnson (2018) emphasizes the critical role of aligning library collections with the academic needs of users. It supports the idea that a well-developed collection directly influences user satisfaction and academic success. In addition, Cassell and Hiremath (2018) underscores the need for libraries to have sufficient copies of resources and effective navigation tools to meet user needs efficiently.

Table 4
Perception of the respondents in the used of the library after Librarianihan intervention in terms of its functionality.

Statement	Weighted Mean	Verbal Interpretation	Rank
1. The library facilities are now clean and well maintained	3.45	Strongly Agree	1.5
2. The library now has space for reading.	3.45	Strongly Agree	1.5
3. The library now has enough space for the books.	3.42	Strongly Agree	3.5
4. The library now is conducive for learning due to furniture's shelves are conveniently arranged.	3.42	Strongly Agree	3.5
10. The Librarianihan intervention has improved the overall functionality of the library.	3.42	Strongly Agree	3.5
5. The library now actively promotes a welcoming environment	3.40	Strongly Agree	6.5
6. The library is now open every day.	3.40	Strongly Agree	6.5
9. Students and teachers can now freely use the library.	3.40	Strongly Agree	6.5
7. The implementation of the program helps the students to develop reading habit	3.38	Strongly Agree	9.5
8. The students show great interest in books.	3.38	Strongly Agree	9.5
TOTAL	**3.41**	**STrongly Agree**	

Table 4 shows the perception of respondents in the use of the library after Librarianihan intervention in terms of functionality. As can be seen, it was determined that the indicators "The library facilities are now clean and well-maintained" and "The library now has space for reading" are both rated highest with weighted means of 3.45 interpreted as "strongly agree". Least rated indicators are "The implementation of the program helps the students to develop reading habit" and "The students show great interest in books" with weighted means of 3.38 both – interpreted as "strongly agree".

Overall, the perception of respondents in the use of libraries after Librarianihan intervention in terms of functionality is rated 3.41 interpreted as "strongly agree".

Generally, the respondents have a very positive view of the library's functionality post-intervention. The consistent "strongly agree" rating across various indicators underscores a successful implementation of the Librarianihan intervention in terms of functionality. The physical improvements in the library's cleanliness and the availability of reading space have been highly effective and well received by the respondents. The library's environment has significantly improved, making it more conducive for its intended use. While the indicators the implementation of the program helps students to develop reading habits and the students show great interest in books still rated positive, however these indicators show slightly less enthusiasm about the program's impact on reading habits and students' interest in books. This might indicate that while the physical changes are appreciated, the program's influence on students' engagement with reading materials may require further enhancement.

Chaudhry and Choo (2020) discussed how improvements in the physical environment of libraries lead to increased user satisfaction, which aligns with the high ratings for cleanliness and reading space in the provided data. Todd's research discusses how engaging library programs can stimulate students' interest in reading and learning, aligning with the recommendation for interactive events and reading programs to boost engagement.

Part III. Problems encountered in the implementation of the Librarianihan

The respondents were surveyed about their problems encountered in the implementation of the Librarianihan intervention.

Table 5

Problems encountered in the implementation of the Librarianihan

Statement	Weighted Mean	Verbal Interpretation	Rank
1. Teacher in charge in the adopted libraries find difficulty in continuation of the library task to sustain the orderly of their library.	2.53	Strongly Agree	1
2. Communication between the Librarianihan organizers and the adopted libraries needs improvement	2.49	Strongly Agree	2
3. There has been inadequacy of resources such as library materials (tape, scissors, paper, etc) for the implementation of the program.	2.43	Strongly Agree	3
4. There are communication challenges between Librarianihan organizers and the adopted library staff.	2.40	Strongly Agree	4.5
5. Adopted library staff face difficulties in adapting to the Librarianihan program workflow.	2.40	Strongly Agree	4.5
6. There is difficulty in maintaining the enthusiasm and motivation of volunteers due to changing administration of both parties.	2.40	Strongly Agree	4.5
7. The Librarianihan program struggles to maintain long term engagement from its counterpart adopted libraries.	2.38	Strongly Agree	4.5
8. The Librarianihan program lacks sufficient resources to carry out its mission effectively.	2.36	Strongly Agree	8
9. Lack of feedback after the implementation of the program	2.36	Strongly Agree	9
10. The teacher in charge does not have enough library skills to sustain the initiatives of the Librarianihan.	2.15	Strongly Agree	10
TOTAL	**2.29**	**Disagree**	

Table 5 reveals the problems encountered in the implementation of the Librarianihan. Analyzing the results, it was determined that the greatest challenge was "Teacher in charge in the adopted libraries find difficulty in continuation of the library task to sustain the orderly of their library" with a weighted mean of 2.53 (interpreted as "agree"). This is followed by "Communication between the Librarianihan organizers and the adopted libraries needs improvement" with a weighted mean of 2.49 (interpreted as "agree"). The least rated challenge is "Teacher in charge does not have enough library skills to sustain the initiatives of the Librarianihan" with a weighted mean of 2.15 (interpreted as "disagree").

Overall, the challenges are rated 2.29 which is interpreted as disagree. It indicates that respondents generally disagree with the listed challenges, implying that the Librarianihan Program is functioning relatively well with manageable issues. The main areas for improvement include support for teachers in maintaining library order, communication between organizers and libraries, and ensuring resource availability. Addressing these areas can further strengthen the program's effectiveness and sustainability. Effective communication is vital for successful program implementation. Pyhältö et al. (2015) discuss how professional learning communities (PLCs) can improve collaboration and communication among educators. Such communities enable teachers to share strategies, provide mutual support, and address challenges collectively, which can be adopted by Librarianihan organizers and library staff.

Part IV. Perceived impacts of the Librarianihan

 The following are the perceived impact of the Librarianihan to students' usage of the library, reading comprehension and school performance. The researchers conducted an interview to the Library in Charge of the two adopted schools that have been a recipient of the Librarianihan Program.

Table 6

 Coded responses of the teacher-in-charge as to their perceived impacts of Librarianihan in terms of student usage of the library

Question	Answers	Codes	Theme
What is the impact of Librarianihan intervention to the usage of the library?	**Library In Charge 1:** *Actually po kung ang pagbabasehan po natin is yung before the library po talagang namang malaki ang impact nun kasi nga eh, parang excited ang bata tapos ang lawak pa ang ating library noon, diba po tulungan niyo kami nag set-up, may kiddie corner sila na which is talagang enjoy na enjoy sila na magbasa ng mga storybooks, tapos po ay meron tayong mga teachers na nandun for comprehension or hmm yung kanilang dun na gawa ng mga activities. So, I can say na nagkaroon po ng malaking impact* **Library In Charge 2:** *In terms of usage mas dumami yung gumagamit kasi natuwa sila don sa online* (Referring to InfoLib)	Eagerness to use the library, enjoyment in reading, increase usage	Librarianihan impact on library usage

Table 6 reveals the responses of the library in charge on the impact on Librarianihan in their school's library usage. They stated that library usage has increase, student show eagerness in using the library and excited to use the different library areas such as kiddie corner, and OPAC.

The Librarianihan appears to have an impact specially in increasing library usage in their respective schools as manifested in the eagerness and excitement of the students to use the library.

Table 7
Coded responses of the teacher-in-charge as to their perceived impacts of Librarianihan in terms of student's reading comprehension

Question	Answers	Codes	Theme
What is the impact of Librarianihan on reading Comprehension?	**Library In Charge 1:** *Yes, even especially dun sa mga kinders na lagi ang storybooks natin is more on pictures so lagi dun, tapos may mga games tayo, so nakaka enhance din yun ng reading nila, ahh tapos sa mga malalaki natin is kasi nga may mga iba't ibang stories na andun na encourage din sila magbasa.* *Library In Charge 2:* *It has an impact lalo na pagdating sa aming Phil-IRI result, Philippine Inventory Result na kung saan sinusukat yung reading comprehension and reading level ng bata and pagdating namn po sa post test nababawasan or nawawala yung mga non-reader dahil narin sa nagkkaron sila ng reading habit na ginagawa nila sa library.*	Interest in books, interest in reading, picture books that encourage reading, decrease number of non-reader, reading habit	Librarianihan impact on reading comprehension

Table 8 reveals the impact of Librarianihan to students' comprehension. Library in Charge disclosed that students have able to gain interest in books and reading specially with the picture books. The library in charge also revealed that there has been a decreased number of non-readers, and students has created a reading habit now that their library is fully functional.

Both librarians highlighted an increased interest in books and reading among students. For younger children, books are particularly engaging, fostering an early love for reading through picture books. While the second librarian noted a significant impact on the Philippine Inventory of Reading Instruction (Phil IRI) results. This assessment tool measures students' reading comprehension and reading levels. It suggests that the Librarianihan program effectively promotes reading skills and habits. The establishment of reading habits among students is another critical outcome.

Regular interaction with books in a fully functional library environment seems to instill consistent reading practices, which are crucial for long-term academic success. According to a study by Neuman and Celano (2001), children who have regular access to books and library resources demonstrate better reading comprehension skills. The presence of picture books, in particular, plays a vital role in early literacy development by providing contextual clues that aid in understanding the text.

The qualitative data from the library-in-charge personnel, supported by existing literature, underscores the positive impact of the Librarianihan program on students' reading comprehension. By fostering an interest in reading, reducing the number of non-readers, and developing consistent reading habits, Librarianihan plays a crucial role in enhancing literacy level among its adopted libraries and its community school.

Table 8
Coded responses of the teacher-in-charge as to their perceived impacts of Librarianihan in terms of school's performance

Question	Answers	Codes	Theme
What are the improvements in school performance after Librarianihan intervention?	**Library in Charge 1:** Yes, tayo po ang award Most Outstanding ahh LR, so ako po'y nagpapasalamat sa inyo kasi talagang isa yun sa mga requirement lalo na yung ah inano ni Sir Zoren na OPAC kasi hinanap yun sa ano naming kung meron kami tapos ah yung card cataloging which is pa unti-unti ay ginagawa tapos meron din silang nakitang last time po na nagdonate kasi kayo po meron nang catalog, so talagang yun ay naging malaking tulong po para kami ay ma ano. **Library in Charge 2:** Not specifically the award but the recognition. Yun, pag monitoring palagi nilang kino-commend lalo na yung nagkaroon kami OPAC na yun. narerecognize sa division na aming learning center kung ano yung meron sa aming learning center.	Most Outstanding Learning Resource Center, recognition, commendation	Librarianihan Impact on School Performance

Table 8 shows the coded responses of the library in charge that show the perceived impact of the Librarianihan to school performance. The responses from the library in charges demonstrate a clear perception of the positive impact of the Librarianihan intervention on the school's performance. The recognition as the Most Outstanding Learning Resource Center and commendation from the Division Office highlight

the effectiveness of Librarianihan in enhancing library facilities and services, such as the implementation of OPAC and improvements in cataloging. These findings suggest that Librarianihan has not only benefited the library but also contributed to the overall school community. This is in support to the   results align with previous research emphasizing the vital role of well-equipped and efficiently managed libraries in improving educational outcomes and school performance. According to Shenton and Ross (2018), libraries play a crucial role in supporting teaching and learning activities, fostering information   literacy skills, and enhancing student achievement. Additionally, studies by Harris and Shieh (2018)   emphasize the importance of modernizing library systems through technologies like OPAC to improve accessibility and usability of resources, thereby contributing to academic success. The recognition and commendation received by the school further validate the significance of Librarianihan in promoting excellence in education through effective library management and resource provision (Kumar & Thakur, 2019).

CONCLUSIONS

Based from the data given, the following conclusions were made:
1. Majority of the respondents were student's which majority classified themselves as "sometimes" user of library. It implied that there might be opportunities to increase engagement by identifying and addressing specific needs and preferences of patrons.

2. Based on the data presented, it can be concluded that the Librarianihan intervention has generally improved the organization of the library. The highest rate indicators such as "well-organized categorization and shelving of books, and the ease of finding books due to clear signage ang labeling suggest that significant improvements have been made. However, the relatively lower rating for the clarity of instructions on how to borrow and return books indicates that library organization still requires attention. In terms of perceived impact of Librarianihan to collection, the data indicates a highly positive perception among respondents. This positive feedback suggests that the Librarianihan initiative has successfully enhanced the library's ability to meet academic need, improved accessibility and usability of the collections. For the perceived impact of Librarianihan in terms of the functionality of the library, findings reveal that there has been a significant improvement. The success of physical improvements is particularly notable, with high appreciation for cleanliness, maintenance, and the provision of adequate space for reading and book storage.

3. Respondents generally disagree with the listed challenges, suggesting that the program is functioning relatively well with issues that are manageable. The most significant challenge identified is the difficulty faced by teachers in charge in maintaining the order and continuity of the libraries, communication between the organizers and the adopted libraries. Addressing the highlighted areas—particularly supporting teachers in maintaining library order, improving communication between organizers and libraries, and ensuring the availability of resources—can further enhance the program's effectiveness and sustainability. These improvements can help in overcoming the current challenges and strengthening the overall impact of the Librarianihan Program.

4. The Librarianihan appears to have an impact specially in increasing library usage in their respective schools as manifested in the eagerness, excitement and increased library usage. While the qualitative data from the library-in-charge personnel, supported by existing literature, underscores the positive impact of the Librarianihan program on students' reading comprehension. By fostering an interest in reading, reducing the number of non-readers, and developing consistent reading habits. Librarianihan plays a crucial role in enhancing literacy level among its adopted libraries and its community school. The responses from the library in charge demonstrate a clear perception of the positive impact of the Librarianihan intervention on the school's performance. The recognition as the Most Outstanding Learning Resource Center and commendation from the Division Office highlight the effectiveness of Librarianihan in enhancing library facilities and services.

RECOMMENDATIONS

Based on the given conclusion, the following recommendations were derived:
1. The library in charge may utilize communication channels such as social media, school newsletters/newspaper and classroom announcement in informing students about the services, new resources and event, in this way the library patron may always encourage to visit the library.
2. In terms of the findings on lower rating for the clarity of instructions on how to borrow and return books, it can be suggested that the library in charge can simplify borrowing and returning processes by creating clear, concise instructions for borrowing and returning books in terms of visual guides and posters.
3. The library in charge may encourage to attend seminars and trainings on maintaining library order, library management, cataloging and other library activities that engaged students in the used of the library.

4. Findings revealed that the Librarianihan has a positive impact to its adopted libraries. It is suggested to the Librarianihan organizers that they may continue the program so that many more libraries can benefit from it.

5. Develop a Librarianihan Action Plan for the Adopted Libraries based on the given findings to improve the community extension service of the University Libraries.

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