Influence of Organisational Culture on Turnover Intention of Library Staff in Private University Libraries, South-West Nigeria

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Abstract

The purpose of this study was to investigate the influence of organizational culture on library staff turnover intention of library staff in private university libraries in South-West, Nigeria. Survey research design was adopted for the study, the population consisted of all the 361 library staff in the private university in South-West, Nigeria and total enumeration was used. The research instrument used was a validated questionnaire. The findings revealed that there is a strong organizational culture in the libraries investigated, similarly, it was discovered that the level of turnover intention of library staff in the libraries studied was also high. The finding also revealed that there was a significant relationship between organizational culture and turnover intention of library staff in private University Libraries South-West, Nigeria, (r=0.018, P<0.05). hence, the study concluded and recommended that organizational culture of involvement should be more practiced, also the factors that contributed to the rate of turnover intention by library staff should be addressed by the university management so as to avoid the ugly trend of staff intentional turnover and Job insecurity in private university libraries should be addressed to reduce the level of turnover intention of library staff among others.