

## **Self-Efficacy, Work Motivation, Locus of Control and Career Commitment of Records Management Personnel in Nigeria Federal Universities**

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### **Abstract**

The study examined the predicting effect of self –efficacy, work motivation, and locus of control on career commitment of records management personnel in Nigerian Federal Universities. One stage random sampling with equal allocation method was used to draw 500 records management personnel from 20 out of 25 federal universities in Nigeria. The questionnaire was used to collect data on 500 records management personnel out of which 450 respondents and the copies of their questionnaire were found valid for analysis given a response rate of 90percent. The study found that there was significant multiple correlation among self efficacy, work motivation and career commitment of the respondents. It was also established that self-efficacy, work motivation, locus of control have both individual and combined significant predicting effect on career commitment of the respondents based on their university of work. Career commitments of the respondents based on their university work. It was therefore recommended among others that the administrators in the Nigerian federal university should use good motivational strategies given self-efficacy training and recruit records management staff with internal locus of control so as to improve career commitment of their records management staff.