Information Seeking Behavior of Academic Staff in Wachemo University, Ethiopia

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Abstract:
Information seeking behavior is the way in which information users conduct themselves when searching for information. The main purpose of the study was to examine the information seeking behaviour of academic staff in Wachemo University. Simple random sampling and Stratified sampling in which academic staffs were divided into different strata according to the faculty they belong to was adopted. The study adopted a descriptive survey design and data was collected using a questionnaire, interview and observation. The questionnaire should be administered to 253 respondents were randomly selected from six faculties in Wachemo University of which two hundred forty three (243) responded to the questionnaire and overall response rate was 96%. The collected data was analyzed by using Statistical Package for Social Sciences for Windows version 20. Major findings from the study includes: Most of the academic staff did not used library because of unavailability of internet connection and absence of updated information sources. As the same time internet connection was not available in their office. Gender, age, computer access, department type, experience and computer skill was statistically significantly influence information seeking behaviour of academic staff. When seeking information, academic staffs faced several problems such as poor library facilities, poor internet connection, lake of searching skills, inadequate Information communication technology facilities, lack of information, accessibility and quality of information, power failure, lake of time. Administrators and librarians who are in charge of monitoring the day to day running of the information systems empowered with all the relevant academic information and university administration need to facilitates internet access for academic staff in their offices.

Keywords: Academic staff, information needs, informal resources, information seeking behavior.

I. INTRODUCTION

This is an information era where information has become important to thrive in one's profession. Information has been defined from different perspectives. Some scholars see information as raw data that is processed and packaged. However, Popoola (2006) defined information from the holistic point of view as facts, ideas, messages, opinions, truth, symbols, signals, images, databases , sounds and processed data that are capable of improving the knowledge state of a user on a random phenomenon or events. Information seeking behavior is the way in which information users conduct themselves when searching for information (Uhegbu, 2007). Information seeking as a process that requires information seekers or what might be called ''personal information structures' 'such as a person's cognitive abilities, his or her knowledge, skills in relative to the problem or task domain, knowledge and skills specific to a system regarding information seeking (Ikoja-Odongo and Ocholla, 2004). Information seeking behavior is also seen as a process in which researchers purposefully engage in order to change their state of knowledge. Thus, ISB resulted from the recognition of some needs, perceived by the users, who as a consequence make demand on formal system such as libraries and information centers to satisfy the perceived information needs. And in order t o satisfy his/her information needs the user actively undergoes the information seeking process and the aim of information Seeking is to positively increase the user's knowledge of

certainty or to reduce the level of confusion faced by user with a wide variety of sources of information (Singh and Satija, 2006). Wachemo University is one of the newly emerged Universities in 2011 in South Nations, Nationalities and People's Regional State. Academic staffs contribute to the achievement of the broad objectives of the higher education institutions through teaching learning activities; research and community service. Wachemo University is committed for the development of staff members and students in their respective carriers. Thus, the University is expected to provide staff development opportunities and, if possible, play a mentoring role to bring about the desired professional and academic progress of those working in the institute. As a result of this, studying the ISB of academic staffs is very important for the effective and efficient provision of appropriate and relevant information to aid them in their academic work.

II. LITERATURE REVIEW

INFORMATION SEEKING BEHAVIOR

Information seeking behavior of physicians at Muhimbili National Hospital found that, in order to satisfy their information needs, physicians preferred to seek information from formal sources, which included printed sources (textbooks/journals) and electronic resources (eBooks/journals, electronic databases) (Nobert and Lwoga, 2013). Similar to this study Friedlander (2002) investigated the use of electronic information sources by

students from different subject areas. It was found that over 62.9% of the business students preferred using electronic information resources, while this preference for other subjects was less than 50%. A study conducted by Garcia-Cosavalente, Wood and Obregon (2010) explored health ISB of urban and rural Peruvians and establish differences in the ways urban and rural Peruvians obtain information about health related issues; while urban respondents have advantage of using the Internet, rural dwellers preferred use of radio. A similar study was conducted by Islam and Ahmed (2012) they reviewed information needs and ISB of rural dwellers. The findings of the study revealed that there are similarities between information needs and ISB of rural dwellers across different countries in the review. The findings of the survey in the ISB of the Catholic Religious and researchers indicated that, majority of the respondents use books to satisfy their information needs; and that, local libraries are limited in their ability to provide all the books and journals required to meet all the information needs of the Catholic religious and researchers in Nigeria due to a devaluation of the local currency (Adetimirin, 2004). A survey on students' ISB in digital environment found that less than fifty percent of the respondents were not aware of the availability of e-resources. The students, who were aware of e-resources, accessed the e-resources for updating their knowledge and seeking information for academic assignments (Bhatia and Rao, 2011). Similarly undergraduate student's preferred books, lecture notes and handouts and textbooks as references in their studies (CheRusuli*et al*., 2013). The study showed that the students "probably did not know how to utilize the information available on the Internet which might be useful and related to their assignments." study on students' ISB has been conducted by Oyadeyi (2014) at Undo State University of Science and Technology discovered that assignment, examination, seminars and workshops were among the factors that influence students' ISB. The study also found that the most preferred and used information sources were Internet, lecture notes, text books, handout and informal information sources such as seminar, conferences and workshops. In this study most of the academic staff used formal information sources.

III.   SIGNIFICANCE OF THE STUDY

Understanding of information needs and ISB of various professional groups is essential as it helps in the planning, implementing and operation of information system and services in work settings (Devadason and Lingman, 1997). On this note, knowledge about the ISB and information use of academic staff was crucial for effectively meeting the information needs. The study was providing findings as to the ISB of WCU academic staffs. It was also serving as an input to improve information services and design new information systems. The study was also contribute to the ISB research in Ethiopia serving as a base line in looking to ISB of academic staffs in Ethiopian higher learning institutions context. Information needs and ISB of academics have also been a popular area of research for the information scientists for decades (Majid and Kassim, 2000). Knowledge of the information needs and ISB of users is vital for developing library collections, upgrading facilities, and improving services to effectively meet the information needs of users. This paper discusses that the ISB and information sources could have an impact on the quality of information obtained. Identifying the

sources of information and information seeking behavior of library users would help to understand users' challenges, addressing these challenges, which were in turn, improve the overall quality of information obtained from the library.

IV.   4. STATEMENT OF THE PROBLEM

This study focuses on information seeking behavior of academic staff in WCU. The aim of libraries is to provide information resource and expected service to users. In order to ensure the success of strategy or initiative of the study, it is important for the academic institution concerned to identify and recognize information needs and the factors affecting ISB of academic staff. Wachemo University is one of the newly Emerged universities in Ethiopia and the academic staff may faces difficulty in availability of information resources, physical condition of library, environmental settings, social problems, and economic problems, availability of service, knowledge gap and information retrieval tools. Access to networked computers is the main obstacle to the use of databases and other electronic resources (Sely and Jack, 2000). Information seeking behavior of users depends on a number of factors. Some common points which affect the ISB of the users: a) the professional and educational level of the user; b) the skill of user to get to information sources; and c) the time which a user has to see information system (Chowdhury, 2004). Many researchers have been done in the information seeking behavior in the world but a few researches have been done in Ethiopia. An investigation of the ISB of academic staff in Wachemo University help academic librarians to see how better and more efficient information services could be provided to ensure optimal satisfaction of their academic staff. So, the author embark on this study, with the hope of finding their problems and find out the solution so that the information resources in the University can be put into maximum utilization. Information is an essential resource needed by academic staffs to perform well in their academic work. Since, WCU was newly established; studies have not been conducted before to establish information seeking behaviour of academic staffs. Without understanding the information seeking behavior of the academic staff, information providers may not understand the information requirements and problems that academic staff face. As the result, system designers may not develop systems that will meet the needs of these academic staffs. These gaps affect the teaching learning and research activities of the university. Starting from these gaps, the research was conducted in the information seeking behaviour of academic staffs in WCU.

V.   OBJECTIVES OF THE STUDY

The general objective of this study is to explore patterns of information seeking behavior of academic staff in Wachemo University.

SPECIFIC OBJECTIVES
The specific objectives of the study were to:
1. Assess the sources information used by academic staff to acquire required information.
2. Determine the purposes of information searching by the academic staff.

3. Assess the channels that the academic staff used for information seeking.
4. Investigate the factors that affect the ISB of academic staff in WCU.

STUDY VARIABLES
DEPENDENT VARIABLE
The dependent variable is a variable that is dependent on an independent variable(s). Information seeking behavior was the dependent variable of the study.

INDEPENDENT VARIABLE
An independent variable, sometimes called an experimental or predictor variable, is a variable that is being manipulated in an experiment in order to observe the effect on a dependent variable. Gender, age, work experience, educational qualification, monthly income, computer skill, Computer access and internet access were key independent variable for this study.

STUDY DESIGN
Descriptive survey research design using quantitative and qualitative approaches will be used to assess ISB of academic staff. The reason for using the two methods together was to fill gaps shown on quantitative method and to increase the data quality and the research outcomes. Self-administered questionnaire, semi-structured interview and observation checklist will be used to collect the data from participants.

VI.   RESEARCH METHODOLOGY
This part of the study contains description of the study area, definition of variables, study design, description of population and sampling methods, types of data and data collection methods, methods of data analysis, data quality control and research ethics.

POPULATION OF THE STUDY
Population is a large pool of cases or elements from which the sample is drawn (Neuman, 2006)[4]. The population of this study was academic staff of WCU. The total number of academic staff was 570 of which 498 males and 72 females. The university had six faculties and thirty eight departments.

SAMPLING METHODS
There are various sampling techniques in research. This depends on the type of research and methodology going to be used by researchers. For the sake of achieving the objectives of this study, the investigator would take the entire six faculties as total population and selected total of twelve departments from each faculty by using simple random sampling. Number of respondents from each faculty would be selected by using proportional stratified random sampling technique. As indicated by Sarantakos (2005), Kothari (2006), stratified random sampling is a probability sampling procedure in which the target population is divided into number of strata, and a sample is drawn from each stratum. In stratified sampling, a researcher first divides the population into sub-populations (strata) based on supplementary information. After the division, the researcher draws a random sample from each population, using either simple or systematic sampling within strata. In this case, a simple random sampling technique is used to select respondents in the different strata (sizes) to be part of the study.

Then using correction formula (Naing*et al.*, 2006) , the total sample size would be calculated as:

$$n = \frac{Z_{\alpha/2}^2 \times p \times q \times N}{e^2 \times (N-1) + Z_{\alpha/2}^2 \times p \times q}$$ --------------------equation (1)

where n=sample size

$Z_{\alpha/2}^2$ = the value of standard variation at a given confidence level

N=total of the population

e = margin of error tolerated (precision)

P = expected proportion of relevance

q = not expected proportion of relevance

According to some information needs and information seeking studies, for example in Mulusew (2012) and as Naing*et al. (*2006) described in practical issues in calculating the sample size for prevalence studies, p can be taken as 50%. In this study also, the same value would be used to estimate the expected proportion of ISB of academic staff in WCU. Based on this formula by substituting 95% CI, Z =1. 96, p= 0.5, q=0. 5, e=0. 05, N=570

$$n = \frac{Z_{\alpha/2}^2 \times p \times q \times N}{e^2 \times (N-1) + Z_{\alpha/2}^2 \times p \times q}$$

$$n = \frac{1.96^2 \times 0.5 \times 0.5 \times 570}{0.05^2 \times (570-1) + 1.96^2 0.5 \times 0.5}$$

$$n = \frac{547.428}{1.4225 + 0.9904} = \frac{547.428}{2.3829} = 229.73 = 230$$

With the maximum none response rate and record error of 10% the sample size (before stratification)

$$n = 230 + (230 \times 10\%)$$
$$n = 253$$

To get representative sample number for each department proportional stratified sampling techniques would be used.

DATA COLLECTION METHODS
QUESTIONNAIRE
To accomplish this study, the researcher used both close-ended and open-ended questionnaires to gather information about ISB of academic staff in WCU. The questionnaires are self-administered that is respondents fill it by themselves.

OBSERVATION
Observation entails gathering data through vision as its main source (Sarantakos, 2005). The researcher did a detailed observation during the study by preparing observation checklist. The observation was focus on library resource, service, computer rooms, internet service, and soft copy source.

SEMI STRUCTURED INTERVIEW
There are different types of interviews, such as unstructured, semi-structured and structured interviews (Dawson, 2002). From these all types of interviews the semi-structured interview would use. Semi-structured interview is structured questionnaire which are verbally presented to respondents with the answers recorded in the questionnaire by the interviewer (Sarandakos, 2005). Because it is the most common type of interview used in qualitative research. It enables the researcher to get specific information. It is also flexible to raise other information. In this case the researcher produces interview schedule which means a list of questions or topics to be discussed. Interview questions were both closed ended and open ended that describes information use patterns, methods of locating information, and use of information technology, with a particular emphasis on electronic resources. The interviewees would be six faculty deans who were conveniently taken and six department heads randomly taken.

METHODS OF DATA ANALYSIS
The role of analysis is to bring data together in a meaningful way and enable the researcher to interpret or make sense of data in the way of stated objective. To analyses the collected data, it

requires applying statistics. The analysis of the study follows the objective of the research. Moreover, the quantitative data that was gathering through the above-mentioned methods would be analyzed using Statistical Package for social scientists (SPSS) version 20. Finally, descriptive statistics of frequency, percentages and for some variables mean and standard deviation would be computed. Independent samples t-test and one way ANOVA was used to examine difference in information needs among different respondents. Similarly, Multiple Linear Regressions (MLR) would be used for the appropriate variables. The presentation tools such as bar graph and pie-chart would be used. In the study various variables were used for the analysis includes dependent and independent variables.

VII. RESULTS AND DISCUSSION
DESCRIPTIVE STATISTICS ANALYSIS
This chapter presents and discusses result of the study with related to the specific objectives described in the introduction. It contains the findings from the analysis of both quantitative and qualitative data with the discussion of the results

Search Engines used by the Respondents
Concerning the search engines used by the academic staff as shown in the figure 4.3, 180(74.1%) used Google.com, 45(18.5%) used combination of both Google.com and Yahoo.com, 8(3.3%) were used combination of both Google.com and Ask.com, 6(2.5%) were used Google.com and Bing.com and 4(1.6%) used Google.com and others.
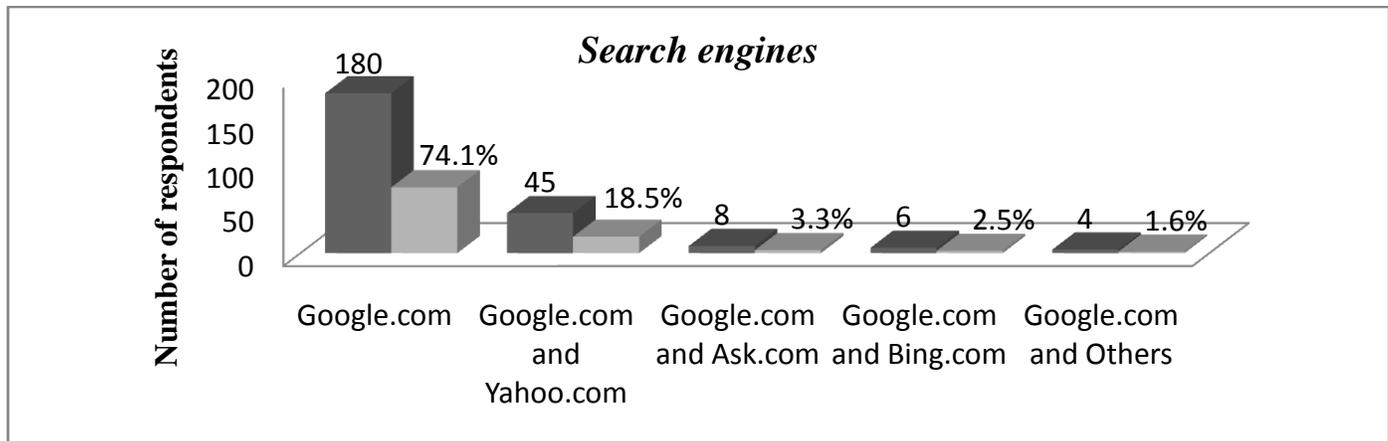

Figure.1.

PROBLEM ENCOUNTERED WHILE SEARCHING I NFORMATION ON INTERNET
In order to improve the information delivery system problems pertinent to internet provision and need to be identified and necessary solutions have to be applied. The problems that were associated with internet connection compiled by the researcher and forwarded to the respondents were: Poor internet connection, High internet coast, no enough computer for users, Frequent power of, Retrieval problems, Lack of relevant information resources, Lack of time for searching, Information is scattered in too many sources, Required materials is not available. The respondents used blank space to add their opinion and additional comments. At the beginning the respondent were asked whether they had encountered any difficulty in searching information on the internet and 201(82.7%) of the respondents face problem in searching information on the internet whereas 42(17.3%) respondents did not face any problem.

Table.1. Problem Encountered By Respondent

Problem encountered by respondent	Frequency	Percent
Poor internet connection	103	42.4
High internet coast	2	.8
No enough computer for users	5	2.1
Frequent power off	6	2.5
Shortage of time	4	1.6
lack of relevant information resources	3	1.2
Poor internet connection and power interruption	33	13.6
Poor internet connection and shortage of time	16	6.6
Poor internet connection and no enough computer for users and lack of relevant information resources	10	4.1
Poor internet connection and high internet cost	8	3.3
Poor internet connection and lack of relevant information resources	23	9.5

The respondents were not only asked about the problem encountered when searching information on the internet but also the suggestion that helps them to improve their search in the internet. Improving internet connection 108(44.4%) followed by preparing relevant information resources 23(9.5%). Suggestion

drown to problems in searching information on the internet was improving internet connection.

Table.2. Suggestion Drawn From the Respondents

Suggestion Drawn from the Respondents	Frequency	Percent
Improving internet connection	108	44.4
Reducing internet coast	2	.8
Having alternate source	5	2.1
Provision of more computers	6	2.5
Using different search engines	4	1.6
preparing relevant information resources	3	1.2
Improving internet connection and reducing internet coast	17	7.0
Improving internet connection and having alternate source	19	7.8
Improving internet connection and provision of more computers	16	6.6
Improving internet connection and using different search engines	10	4.1
Improving internet connection and preparing relevant information resources	23	9.5

MULTIPLE LINEAR REGRESSION MODEL

The results of regression analysis presented would be in this study. The regression analysis is used to test if independent variable influences a dependent variable and whether this effect is positive or negative. In this research the researcher, use multiple regression analysis, which is used to test whether one or more independent variables (predicates) influence a dependent variable (outcome variable) and if this effect is positive or negative. However, before rushing towards data analysis and presentation the researcher made a diagnostic test for the data, which collected, from the respondents. They have one out come (dependent) variable and multiple predictors. Therefore, the dependent information seeking behavior and nine predictor variables, gender, age, work experience, educational qualification, department type, computer skill, computer access, monthly income and internet access. To come up with MLR model the first step the researcher have done was that transform the questionnaires by computing variable by SPSS version 20.0 to change the variable into continues variable.

ANOVA RESULT OF REGRESSION

It can observe from Table III, the F-value is 196.084 and the p-value is .000. We can conclude that the p-value of the F-test is statistically significant which means that at p-value of zero to three decimal places, the model is statistically significant. The p-value associated with the F-value is small is (.000) and when compare with our alpha level of 0.05. We conclude that the independent variables reliably predict the dependent variables. If the p-value were greater than 0.05, we would say that the group of independent variables do not show a significant relationship with the dependent variable, or that the group of independent variables do not reliably predict the dependent variable.

Table.3.Anova Result of Regression

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	277.967	9	30.885	196.084	.000[b]
Residual	36.700	233	.158		
Total	314.667	242			

a. Dependent Variable: information seeking behavior

b. Predictors: (Constant), Internet access, Monthly income , Age, Computer access, Gender, Experience, department, Computer skill, Educational qualification

Source: SPSS output from survey data, 2016

7.2.3.2. MODEL SUMMARY:

It can observed in table 4.21, that the R-value which indicates the multiple corrections between ISB and internet access, monthly income , age, computer access, gender, work experience, department type, computer skill and educational qualification. As we can see from the following model summary Table IV, the result of R^2 show that independent variables explained the dependent variables with 88.8% and which confirm that the model is good. The first test the researcher test Goodness or fitness model by the coefficient of determination (Gujarati, 2003) to know whether the model is valid or not to continue with regression. Accordingly, the coefficient of determination of regression result showed that the model work well.

Table.4. Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
	.940[a]	.883	.879	.39688

Predictors: (Constant), internet access, monthly income , age, computer access, gender, experience, department, computer Skill, educational qualification.

Source: SPSS output from survey data, 2016

It can observed in table 4.21 that the R-value which indicates the multiple corrections between ISB and internet access, monthly

income , age, computer access, gender, work experience, department type, computer skill and educational qualification. As we can see from the following model summary table 4.21, the result of R^2 show that independent variables explained the dependent variables with 88.8% and which confirm that the model is good. The first test the researcher test Goodness or fitness model by the coefficient of determination (Gujarati, 2003) to know whether the model is valid or not to continue with regression. Accordingly, the coefficient of determination of regression result showed that the model work well.

MULTICOLLINEARITY:

Before regressing the data, the researcher check multi-Collinearity test among the independent variables. In order to test for the presence of multicollinearity in the model, the variance inflation factor (VIF) was carried out as shown in Table V, shows that all the variables in the regression model are relevant to the study since the VIF factors is all below the benchmark of 10. This indicates that the absence of Muti-collianearity in the model. As these tests prove the validity of the model, the study had continued into regression analysis and hypothesis is testing. Research to test the hypotheses, the data analyzed using multiple regressions. Equation 2 would be used as the base regression model equation to test the hypotheses and establish the ISB determinants.

Table.5. Test of Multi Collinearity

Collinearity Statistics

Variables	Tolerance	VIF
Gender	.891	1.122
Age	.910	1.099
Department type	.647	1.545
Experience	.781	1.281
Educational qualification	.227	4.413
Monthly income	.244	4.101
Computer skill	.710	1.408
Computer access	.856	1.169
Internet access	.935	1.070

Source: SPSS output from survey data, 2016

ISB= 1.683 -.261gen +.076age +.274dept -.096we + .109ca + .294cs ……….. Equation (4)

Where ISB= information seeking behavior
  a=regression intercept
  b =estimated coefficient
 Gen= gender
 Age= age
Dep= department type

WE =work experience
CA= computer access
CA= computer skill

The results from multiple regressions that were reported in Table VI, indicated that information seeking behavior influenced by most of the variables namely gender, age, department type, computer access, experience, computer skill.

COEFFICIENTS OF REGRESSION MODEL

Table.6. Coefficients of regression model

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.683	.566		2.973	.003
Gender	-.261	.086	-.072	-3.036	.003
Age	.076	.024	.075	3.212	.002
Department type	-.274	.008	-.953	-34.282	.000
Experience	.096	.033	.075	2.956	.003
Educational qualification	.061	.081	.035	.751	.453
Monthly income	.065	.051	.059	1.291	.198
Computer skill	.109	.039	.075	2.828	.005
Computer access	.294	.122	.058	2.403	.017
Internet access	.012	.068	.004	.182	.855

Source: SPSS output from survey data, 2016

DISCUSSION ON FINDINGS OF MULTIPLE LINEAR REGRESSION MODEL

This model examining the relationship in information seeking behavior and nine determinants of information seeking behavior, namely gender, age, Department type, Experience, Educational qualification, Monthly income, computer access, computer skill and internet access. The finding imply that factors affecting information seeking behavior in Wachemo University at the time of this study include gender (negative), age (positive), computer access (positive), department type(negative), monthly income (positive) experience (positive), computer skill (positive) and internet access (positive) and educational qualification(positive)

Gender

With regard to the gender, previous study by Ayalu (2015) found that gender have negative effect on ISB. In this study the significant value of the gender was acted .003 at 5%. This imply

that gender affect ISB and the coefficient of the regression was negative (-0.907. This difference comes from the fact that more males were given attention to sport and entertainment.

Age
With regard to the age of the respondents Young academicians are fast to seek information in their day to day activities and they are also interested to taste and apply the technologies they see. On the other hand, older academicians may also be tradition bound and not interested to use new technologies. In this study, the significant value of the age acted 0.00 at 5%. This imply that the age had significant affect ISB and the coefficient of the regression is positive (.002), thus, the hypothesis is accepted. But the study conducted by Ayalu, 2015 contradicts this idea.

Department Type
In this study, the significant value of department type acted 0.00 at 5%. This implies that the department type significantly affects ISB and the coefficient of the regression is negative (-.195). The negative sign (coefficient) indicates that when compared with engineering and technology, the seeking of information was lesser in the other faculties.

Work experience
Experience of individuals to the working environment helps them to search information for their need. The model result indicated that work experience was statistically significant. The significant value work experience acted .003 at 5%. This implies that the work experience significantly affects information seeking and the coefficient of the regression was positive (.075). With regard to the work experience previous studies (Ayalu, 2015) have found that work experience had significant effect on ISB (positive relationship) as shown in table 4.18.

Educational qualification
Education level increases respondents" ability to get process and use information and increase their willingness to adopt a new technology. Respondents who have better knowledge are assumed to adopt and use technologies better. The result of the analysis showed that education qualification was found to be statistically insignificant with (B=0.035, p=0.453) as shown in (table 4.18).

Monthly income
Monthly income that a respondent earn helps to facilitate information gathering tools, such as mobile, computer, books. The result of the analysis indicated that Monthly income was found to be statistically insignificant with (B=.065, p=.198) as shown in (table 4.18).

Computer skill
Computer skill is the ability to work with variety computer application packages for the majority of information accessed through the internet, having a good skill of operating retrieval tools is important. The model indicated that computer access was statistically significant with (B=.75, p=.005) in (table 4.18) above.

Computer access
Access to a computer can help an individual to perform different computer applications from different place. This usage would increase the information need and ways of getting it. The model indicated that availability of computer access was statistically significant with (B=.058, P=.017) in (table 4.18) above.

Internet access
Internet access can help an individual to access latest information at anytime and anywhere based on their need. This usage will increase the information need and ways of getting it. The model indicated that internet access was statistically insignificant for ISB with (B=.04, p=.182) in Wachemo University as shown in table 4.18 above.

Qualitative Data Analysis
This section of the study deals with qualitative analysis collected through observation and interview. The qualitative approach was intended to augment the qualitative approach by gathering and analyzing qualitative data. For the interview questioner all faculty deans were selected and observation checklist was prepared to observe the information resources and information seeking behavior of the academic staff.

INTERVIEW RESULTS
Interviews were conducted on February and took place in faculty dean's offices. The length of the interviews ranged from 25 to 30 minutes. At the end of the data collection process, all interview data, relevant portions of the interviews, and notes were transformed into Ms Word files. Data collected by interview was to provide a detailed and accurate account of academic staff information seeking behavior. Topics discussed included kind of information materials have been used by academic staff, the place where the academic staff find these materials, resources that academic staff used when searching for information, role of electronic resources, information source available in your university library, problems are usually encountered while searching for information, suggest to solve these problems, suggestion about information resource and service in the university, comments or suggestion to solve these problems. According to the response of participants about the

information materials that they used to seek information was both print and electronic sources. Internet was one of the most important sources of information. The electronic sources play the most important role in information seeking process. The information resources in the university books, some journals, manuals, standard guidelines, laboratory manuals, little periodicals, research peppers and project papers. The problem encountered when searching information was poor internet connection. Limited wireless connection, Absence of latest books and Online Public Access Catalog was the problems in the university. Most of the academic staffs did not use the University library. In order to satisfy the information needs of academic staff, university administration had facilitated information sources in their offices. The university liberalists must update the information resources in the university and playing the major role in digitization of the library resources.

OBSERVATION OF AVAILABLE INFORMATION SOURCES AND SERVICE IN THE UNIVERSITY
The WCU had two libraries named as natural science library and social science library. Inside the library, there were books, few old journals; few E-books and desk top computers without internet connection were observed. A few wireless internet connections purely in the library for the library workers in natural science library but the internet connection is not available for academic staff in their office. Manuals and standard guide lines were present in few wards and few. More manuals and procedure guide lines were seen in laboratory room. But no peer/colleagues discussion observed between academic staff. On the other hand, there was no sufficient internet service, journals, books, computer and computer rooms, research papers, soft copy materials, peer /group discussion, few handouts, training manuals, and few standard guide lines were observed among few academic staff, especially those who are on education to update

them-selves. No training in information communication technology was observed but they gave training for the some of the academic staff before two month. In the University few academic staffs were observed while using internet in the library. Two-third of them were using internet for e-mail and face book. Too few were coming to their working area with their own handouts to read for their lecture preparation. Most academic staff have mobile with internet and were using it for e-mail and chatting purposes. In the University library have no Online Public Access Catalog that users search books in the library. In the library there are books but it was not latest.

VIII. RECOMMENDATION

In light of the findings, the following recommendations were made:
The Wachemo university administration should provide more books and journals to the library. Information sources should be well-organized, classified accurately, and entered in the catalogue. Training Programmes should be organized for the library staff so they can be more effective in meeting academic staff information needs. Academic libraries should provide internet facilities to all users in a bid to enhance performance and information delivery to users. The libraries should embark on continue ICT training and self-development to enhance their information seeking behavior for effective performance and the management should encourage staff training and capacity building to enhance their skills. Enabling ICT/internet connectivity environment enhance by constant power supply should be provided. The university administration should facilitate internet access for the academic staff in their office. Most of the recommendation above cannot be implemented without fund, university administration should occupy a pride of place in budget and adequate fund should be provided by government for effective running of the libraries. There is a need to organize user experience sharing among the staffs in the university and other institution through conferences, workshops, and seminars can help to improve knowledge and skills of the academic staff. ICT and Library office should improve academic staffs" web usage for academic works by giving attention to enhancing technical and organizational (physical) infrastructures. In addition to this, expanding private internet cafes in the town can increase their internet use. The Library needs to communicate with the concerned stakeholders to get the printed sources timely so that the university community can access and use on time. The library image to those respondents was not good, and needs to be improved; it is alarming that some respondents would prefer not to visit them simply because they are not cool or the library environment is deemed old fashioned. Further research should be done on this topic that can bring higher learning culture and strengthen institutions in Ethiopia, so that result can scale up information seeking behaviour at national higher education level.

IX. CONCLUSION
The study aims to explore information-seeking behaviour among the academic staff. In this study, information-seeking behaviour comprises identifying information needs and searching the required information using selected methods in order to fulfill the needs. This study found that scientific information is the most important information needed by academic staff to upgrade knowledge and teaching preparation. In addition, the majority of the academic staff prefers to use Google which also happens to be the most popular search engines compared to Yahoo and Ask.com when searching for relevant information. Furthermore, this study revealed that the most problematic situation encountered by academic staff when required print resources and internet connection was not available in the library. Although the academic staff did not use digital information sources, the low use of online databases was a matter of concern. The study shows that most of the academic staff did not use library because of absence of internet connection and updated information sources. There is a need for libraries to strengthen their promotion and user-education Programmes to create more awareness about information resources available to users. Academic libraries can collaborate to develop basic information literacy skills among their users which will be useful in the proper identification, selection, acquisition, evaluation and use of high quality information. This knowledge would also be useful for these academic staff at their workplace as the use of quality information will help them undertake their responsibilities more effectively. Regarding information sources, the study found out that there was lack of accessing from different sources and dependence of books because of that some information resources were not updated. In the same way using, using only single type of search engine had prevented (74%) of the respondents from getting information with which might be provided by other search engine. Most of the respondent's access internet outside of the university and respondents ordered to waste their money and time. This intern affects information seeking behavior of academic staff.

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