
Knowledge Sharing Culture, Innovation and Sustainable Development in Nigeria: The role of Library and Librarians

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Abstract

The notion of sustainable development involves growth that meets the needs of the present society without compromising the need of future generations. It can be assumed that the level of development achieved may depend on the degree of innovation projects. Notwithstanding other roles played by other segments, it is evident that the extent to which knowledge sharing culture is practiced among the people also determines the level of development the people will experience.

This paper examined through the review and analysis of scholarly literature, the impact of knowledge sharing culture and innovation projects and the role the library and librarians play in achieving the much desired global sustainable development goals. It examines the universal Declaration and Roadmap by the United Nations. It also, looked at innovation as a trend for sustainable development in Nigeria as well as examined the benefits and elements of innovation. Furthermore, the paper examines the potentialities of knowledge sharing culture as an element of sustainable development. It views the processes of creating a knowledge sharing culture and factors that either promote or hinder creating a knowledge sharing culture as well as the advantages of imbibing good knowledge sharing culture. By means of reviewing empirical and conceptual studies, the paper discovered that the libraries play significant and positive role in fostering knowledge sharing culture and innovation initiatives which are considered principal elements of sustainable development.

It was concluded that the libraries are agent of knowledge sharing culture, innovation and sustainable development. It was recommended among others that the stakeholders of sustainable development should encourage the use of libraries as means of knowledge sharing and innovation.

Keywords: Sustainable development, Knowledge sharing culture, Innovation, Library, Librarian

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Introduction

Society itself can be likened to a biological organism or other phenomena that have existence. In essence, the society has life in itself, it is '*born*' into existence and would only move to the path of growth when nurtured with proper '*ingredients*' that gives desired '*nutrients*' for proper development. This depicts the fact that society transforms from the simple/primitive stage to the advanced, complex and developed one. The transformation could be achievable by way of innovation of ideas and devices to make possible the stage where developmental principles that capitulates sustainable development strive.

The zeal to develop the economic, socio-political, cultural and environmental paradigms of the society is triggered by various policies and programmes initiated by the governmental agencies and institutions. Ordinarily, successive government ought to examine whether the different policies and programmes of the past has ever addressed the issues affecting the well-being of the people and sustainable development. For sure, sustainable development has been variously defined and explained. For instance, the International Union for the Conservation of Nature and Natural Resources (IUCN) explains that, "for development to be sustainable it must take account of social and ecological factors, as well as economic ones; of the living and nonliving resource-base; and of the long term as well as the short term advantages and disadvantages of alternative actions" (IUCN, 1980).

The definition most often quoted, however, comes from the World Commission on Environment and Development (WCED), published in 1987, which refers to sustainable development as "development that meets the needs of the present without compromising the ability of future generations to meet their own needs." Indigenous knowledge in respect of sustainable development provides an expanded view of the concept (Domfeh 2007, IUCN, 1980 & WCED 1987). According to Ivbijaro (2012), the aim of development is to improve the quality of human life and enable people to realise their potentials, and lead lives of dignity and fulfillment. Ivbijaro (2012) asserts that sustainable development is the capacity to improve the quality of human life while living within carrying capacity of supporting the ecosystem.

Also, the aim fits well with the universal goals that people would set for themselves which would include a long and healthy life, education, access to resources needed for decent standard of living, political freedom, guaranteed human rights and freedom from violence. By implication, the objectives of sustainable development, its policies, schedules and the implementation strategies are carefully designed to enhance and complement the quality of life of the people and the ecosystem at all time.

The online Oxford dictionary (2020) defines sustainable development as concept that is used to describe community and economic development in terms of meeting the needs of the present without compromising the ability of future generations to meet their needs. It is usually based on three pillars of sustainability- economic, environmental and socio-political aspect of societal development. In other words, sustainable development follows the social science development theories of collective approaches, which attempts to develop how desirable development in the society is best achieved by drawing varieties of principles and approaches of the discipline.

What then is sustainable development? Despite varieties of its definition; it is a consciously planned and endeavoured growth that is based on economic, environmental and socio-political features that benefit the present and future of man's society. It is the bedrock that supports and sustains growth without which the agenda for desirable development cannot be reached. In fact, the achievement of Millennium Development Goals (MDGs) in Nigeria will continue to be a mirage without sustainable development strategies. Conceivably, application of knowledge sharing culture and practices could steer up innovations processes to achieve the MDGs in Nigeria

The 21st century scholars have recognised the fundamental of knowledge management as a major resource in the present information and knowledge age. According to Drucker (2002) the emergence of the knowledge age or knowledge economy has give rise to economies based on knowledge where knowledge has become important resources for both organisations and society. This is for the reason that; the knowledge of an individual and of the society has become increasing appreciated and is now understood to be an essential part of the competitive environment where effective search, acquisition, share and

application of knowledge can produce effective result in competitive advantage, innovation and sustainable development of the society

Knowledge Sharing (KS) on its own will be difficult to comprehend with no good reference to Knowledge Management (KM) as a term. Different scholars give different definitions to KM based on their knowledge and view of the term. Shanhong (2000) opines that KM has signifies the effective identification, acquisition, development, resolution, usage, storage and sharing of knowledge, leading to the development of systems and approaches for transforming and sharing both tacit and explicit knowledge. In essence, KM can be seen as the way, processes, structures and expertise that individual or group of individuals employ to share and leverage knowledge or information aimed at achieving the set objectives.

Knowledge Management is not an end in its self but basically about sharing knowledge and putting the knowledge to use. Information makes knowledge productive and meaningful because knowledge can only be productive if information is added; therefore, knowledge is considered as rich forms of information. This connote that knowledge is about *know-how* and *know-why*. The *know-how* could be written knowledge- *explicit*, or knowledge in the head not easily written down- *tacit* knowledge, on the other hand, *know-why* implies knowing the importance and purpose of information/knowledge and the reason to source for its use. According to Gurteen (1999) *know-why* is often more important than *know-how* for the reason that it allows one to be creative- to fall back on principles- and to re-invent one's *know-how*. In that case, the *know-why* becomes the application of *know-how*. And by extension, if the information generated in the *know-how* and *know-why* are continuously imparted, communicated and shared, then knowledge sharing mechanism is formed. And if repeatedly done, it becomes knowledge sharing culture.

According to Webster's New Collegiate Dictionary (2020) definition, culture is the integrated pattern of human behaviour that includes thought, speech, action, and artifacts and depends on man's capacity for learning and transmitting knowledge to succeeding generations. This definition entails increasing our capacity for learning and transmitting knowledge which is one of the prime aims of KM. In essence, according to Dalkir, (2005), culture in the

context of knowledge sharing is one where knowledge sharing is the norm, not the exception, where people are encouraged to work together, to collaborate and share.

Some scholars maintain that culture is the environment of beliefs, customs, knowledge, practices and conventional behaviour of a particular group of people, while some identify knowledge as one of the components of culture. Culture is knowledge and knowledge is culture but culture and knowledge are not identical or interchangeable. In fact, the degree and form in which society values knowledge in culture is not related. This also applies to the appreciation of individual aspect and form of knowledge. While some culture place much value on a shared knowledge others do not (Chia, 2003. Cleland, 1990, De Long & Fahey, 2000)

Serrat (2012) typically maintains that a learning culture is an environment that values, enables, rewards and uses the learning of its members, both individually and collectively, but many cultural factors inhibit knowledge sharing. Nassuora (2011), acknowledge that knowledge sharing is part of the knowledge management system of an organisation or group of people. Researchers have identified three major actions associated with knowledge sharing in a society to include absorption and transmission, acquisition and dissemination and knowledge interpretation (Shipp, 2010). The application of these components make up knowledge sharing culture, despite the fact that interpretation aspect may be problematic due to accuracy between the provider and receiver if wrongly applied.

Liebowitz (2001) opines that knowledge sharing creates value-added advantages and effectiveness to individual and the society at large especially if such knowledge is organised in the form of explicit knowledge that can be managed for continuity and references. Hendriks (n.d.) in a study to assess the role of culture in knowledge sharing concludes that culture must create the right conditions for knowledge development with essential aspects such as commitment to learn, nourishing openness and faith, making mistakes that is inextricably linked to learning should not lead to punishment of any kind. The study further reveal the relationship between culture and knowledge sharing,

such insights are particularly relevant because they show how culture can influence knowledge sharing as involved in learning with others.

Also, mutual trust, motivation, and the willingness to see and solve problems are culturally determined conditions that affect whether knowledge sharing will come about as to the connection between sharing and developing knowledge the study stresses that culture guides the appreciation of the four learning processes in Nonaka's SECI model (socialisation, externalisation, combination and internalisation), based on the culturally laden acceptance of certain forms of knowledge sharing (via social contact or externalisation of knowledge). As such, the level of success in knowledge sharing among the individuals or group in a nation can be determined by the corresponding role culture plays, for the reason that, culture can build or mar knowledge sharing process that are essential for sustainable development.

Ali (2015) maintains that knowledge is the main competitive element in the knowledge economy. It can therefore, be inferred that an unshared knowledge hinders innovation that is vital for sustainable development and an unshared knowledge contributes little or nothing to the economy. Knowledge sharing culture therefore becomes an essential part of knowledge management which shows that an effective cooperation and interaction among the citizens can boost knowledge management as every individual possess a sphere of influence along with their knowledge that are essential to the society if shared. Arguably, it seems obvious that the 21st century Nigeria is yet to recognise the need for the involvement of libraries as channel through which ideas and information that translates to knowledge which smoothens the progress of innovation and sustainable development can be obtained and shared.

Innovations are rationally endowed in a man by nature. It can be expressed by carefully engaging in creative operations which could yield new discoveries and/or improving the existing ones which are essential for sustainable development. Unfortunately, the ideas, methodologies and the know-how that are essential components of innovation processes which could bring sustainable development in Third World Countries like Nigeria are rather low or nothingness. Through innovation, human race at every phase in development

acquire new devices to initiate, improve and sustain development from one stage to another. This indicates that innovation and development are continuous process which increase or decrease depending on the amount to which new devices are created

Some literature view innovation as the act of pioneering new set of ideas, apparatus and system. Herkma, (2003) argued that innovation is the foremost and basic purpose of innovation is to produce a new knowledge which can develop and find out the doable solution for society. While Gloat and Terziovski (2004) defines innovation as a practice and process which capture, acquire, manage and diffuse knowledge with aim to create new knowledge which will support to produce and deliver distinctive and idiosyncratic kind of products and services. UNDP (2017) stated that for a growing number of countries, innovation — spurred by technological advances and increased access to global markets — is a leading driver of economic growth and prosperity.

In addition, new technologies and an appetite for social, economic, and policy reforms are creating new entry points to address the stubborn development challenges facing the society. Innovation therefore becomes activities, initiatives and process of creating new ways which is based on new knowledge. Consequently, innovation is concerned with identifying and providing new and more efficient ways of providing solutions to developmental challenges

The availability, access and use of library cannot be successfully discussed without making reference to the reading habit of the people. It is certain that the library, more than any other place, provides ideal environment and assemblage of vital information resources that stimulate the quest for knowledge and trigger good reading culture. Whence a positive library use culture helps users to acquire and develop knowledge for excellence. Excellent library use, by extension, reading culture helps in all-round development of a person from his birth to death. It adds new sight to eyes and new wisdom to mind. A dumb person becomes a communicator and a lame climbs mountains of knowledge through reading. Reading loads the mind with new software (Satija, 2002). Reading is a tool of acquisitive mind; it is a vehicle for obtaining ideas that cannot be transmitted verbally.

Consequently, IFLA (2012) maintains that increased access to information and knowledge, underpinned by universal literacy, is an essential pillar of sustainable development. In the knowledge based- economy, much more reading through a positive library use culture are more needed than ever before. In support to this, Cole (1994) maintain that the individual who reads well has at his command a means for widening his mental horizons and for multiplying his opportunities of success. Library use becomes a channel through which vital factors affecting intellectual and emotional growth which can translate to innovation for sustainable development can be acquired.

It can be argued that often, the new media of information and communication technology (ICT) has been a threat to man's interest in reading. The radio, television, cell phone, computer and the Internet have captured a big slice of time and reading has taken a back seat. It is visible that people have reduced their contacts with the library use (world of books) and other reading materials. Nevertheless, despite the seemingly disadvantage of ICT on the library use, some studies have shown to the contrary, that reading habit by implication is on the increase. For instance, the China Research Institute of Publishing Science surveyed a number of people and found that the number of Chinese reading traditional books has fallen while the number reading Internet publications has increased sharply (Loan, 2009).

On the other hand, Hawkins (2000) notes that despite advances in production and delivery of electronic information, the printed book publishing industry continues to thrive. This buttresses the elementary known economies of '*the higher the demand, the higher the supply*' theory, in other word, publishing industry continues to thrive because there is higher demand of its product (print materials). People read books actively or passively, focusing on one or multiple texts, for a variety of reasons. In fact, reading is to mind what exercise is to body (Hawkins, 2000). Also, it can be argued that the libraries play role as mass media through which diverse information can be simultaneously disseminated to a large audience thus creating an avenue to build knowledge sharing culture which propels the innovation forces that produce elements/techniques or devices that are essential for sustainable development. For instance, information ideas and knowledge are created and shared by connecting to

known researches, scientific findings, reports, case studies and other materials that have been collected, organised, stored and made available to the library for access and use by individuals or groups.

Hence, it is expected that the access and use of library will boost the ingenuity of users towards acquiring innovative power that are essential for sustainable development..

Libraries also serve as mass media which is a means used to communicate to the generality of the public. It is considered the major means of communication; perhaps the most commonly used platform and a device or technology to reach a large audience or crowd. It includes radio, newspaper; magazine, television, and internet. According to online source, mass media means technology that it intended to reach mass audience. It is the primary means of communication used to reach the vast majority of the general public. Through library as a mass media, information about the generality of the society can reach to large audience at the same time. Before now, library users rely mostly on print materials as the most pertinent source of information but ICT and Technology have tremendously impacted the use of other medium in the library to disseminate information in form of mass media.

The coordination of elements and variables such as knowledge sharing culture, innovation and the role library plays in achieving the much desired sustainable development are always in lack especially in Nigeria. There is the conviction that Nigeria would excel especially if other measures/avenues are explored other than oil. The global pandemic of COVID 19 should be an eye opener to the dependence on oil revenue which has dwindled especially during this period. For instance, South Korea, even China and Brazil were poor and very much helpless, at present, South Korea is the eleventh largest economy of the world; this is for the reason that they planned and laid a good foundation for growth. In a nutshell, sustainable development does not just come by; it's neither come by share luck, accident nor does it come by nonchalant attitude of the leaders and the led but by conscious effort.

Sustainable development is a consciously planned and strategically executed growth strategy by means of the socio-economic and political will-power of the

leaders and the led. According to Lyman (2017) you don't need saints. It needs leaders who say 'you know we could become irrelevant and we got to do something about it'. It is on this premise that the paper examines how knowledge sharing culture and innovation could trigger the much sustainable development in Nigeria.

The Declaration and Roadmap

Ever since the 1980s, the concept of sustainable development has been widely used (Ifijeh, Iwu-James & Adebayo, 2016). Accordingly, the term gained popularity when it became fashionable for experts to use it as a way of responding to global economic concerns, equity and distribution. The eight agenda of the United Nations Millennium Development Goals (MDGs) was adopted by 189 member countries in year 2000 to address the problem of global sustainability in development. Though its achievement has been a mirage especially among the developing countries, the agenda was aimed at eradicating poverty and hunger; achieve universal primary education; promote gender equality and empower women; reduce child mortality; improve maternal health; combat HIV/AIDS, malaria and other diseases; ensure environmental sustainability and develop a global partnership for development by 2015.

Like every other societal phenomenon, sustainable development especially in Nigeria has always been influenced by some societal factors both in negative and positive ways. Subsequently, significant contributions began to emerge globally on the growing recognition and the need for sustainable development. The groundbreaking United Nations Conference on Environment and Development (UNCED) in Rio de Janeiro, Brazil in 1992, known as the Earth Summit provided a plan of action call Agenda 21 and sets agenda for global sustainable development goal. Agenda 21 is a plan of action containing 27 principles for sustainable development. Among these, 13 topics appear more relevant. They are: Poverty alleviation, human consumption patterns, demographics and human settlement, human health, biodiversity, freshwater and coastal water resources, mountainous areas, agriculture and rural development, hazardous chemical and waste, protecting the atmosphere, women, children and youth, indigenous people, institutional and legal

framework (Ivbijaro & Akintola 2012, UNCED 1992). Sequel to the Rio Declaration of 1992, one maybe right to argue that path to the achievement of the long listed principles of sustainable development in Nigeria is still farfetched.

Innovation and Sustainable Development

Different approaches and or theories to achieve sustainable development exist. Most scholars concede that sustainability in development should be tackled through innovation-based approach due to the fact that the achievement of sustainable development has been frustrating and dawdling especially in Nigeria and other third world countries. Consequently, Almeida et al., (2013) maintain that there are urgent calls for further investments and initiatives from organisations, educational institutions, and governments to implement innovative multidisciplinary approaches to resolve our current and pressing sustainability challenges. According to Huisinigh et al., (2013) innovations are constantly changing the external environment and our way of life. Therefore approach to it should evolve a constant and continuous process.

Innovation is all about the initiative, creativity and the use of endowed skills and ideas to create or craft new products or improve on the existing ones. In 21st century, the creation and application of creative ideas (innovation) has become a vital tool for the survival and growth of organisations, businesses and the society at large.

Herkma (2003) stated that foremost and basic purpose of innovation is to produce new knowledge which can develop and find out the doable solutions for society. Innovation is a practice and process which capture, acquire, manage and diffuse knowledge with aim to create new knowledge which will support to produce and deliver distinctive and idiosyncratic kind of products and services. (Gloat and Terziovski, 2004).

Plessis (2007) delineated innovation as a formation of new knowledge which helps the new business returns, which has purpose to make organization internal business process and structure more sophisticated that produce the market acceptable products and services

Any society which is unable to initiate innovative pattern, principle or products will not grow or develop rather contrast because innovation provides the indispensable components for sustainable development.

Some agencies such as The UNDP Innovation Facility in their bit to enhance standard of living in partnership with the public and private sectors have examined various prospects to assess emerging approaches such as technologies through innovations which can add value to life as part of sustainable development goal in pursuit to the achievement of the 2030 Agenda (UNDP, 2016). According to Tirca, Silvestre, Novo-Corti, & Irina (2016) the process of innovation has at least three fundamental characteristics namely: complexity, dynamism, and uncertainty;

*Complexity:*The innovation process is complex and multifarious because it typically deals with a large number of interconnected factors that impact, or are impacted by, the other factors (Hall et al., 2012a). When complexity is high, it is difficult to identify the characteristics of the entire system, as the nature and connections of the interacting factors can easily be missed or misunderstood (Anderson, 1999).

Dynamism: The innovation process is dynamic because these interacting factors change and evolve over time, and this can lead to changing contexts that may make an innovation unviable, or may produce unintended out comes within a short period of time (Utterback, 1994). As a result of these two characteristics, the innovation process is also uncertain (Freeman, 1982).

Uncertainty: The combination of complexity and dynamism of the innovation process make it a vague and very unsure initiative in terms of its motivations, goals, and outcomes (Tirca et al., 2016; Freeman, 1982).

The benefits of innovation to the achievement of sustainable developments cannot be over emphasised. In fact, some studies have shown that innovation is a vital element without which, it would be difficult to invent, create and structure devices and technologies needed for sustainable development. Accordingly, UNDP Innovation Facility (2016) highlighted some of the benefits of innovation to include;

- Innovation contributes to the development of new service lines and a new set of skills
- Innovation creates new pathways for scaling
- Innovation leads to more diverse partnerships

In addition, some scholars that argued that possession of innovative capabilities play major role in enhancing sustainable development through iterative designs that devise new technological applications. According to Beinhocker (2006) innovation for development creates the environment for testing new models, impacting bonds to unlock materials and resources that are essential for the achievement the Sustainable Development Goals (SDGs), developing the next generation of public services with citizens and governments based on user-centric approaches, building real-time information systems, to improve transparent and responsive decision-making, and/or leveraging behavioural insights to better diagnose development problems and design evidence-based experiments accordingly. Arguably, innovation is not static; it is a process. It is the manifestation of the application of knowledge as well as the transfer of know-how into reality. Most often, the innovative principles are acquired through the process of knowledge sharing practice.

Some studies show that through the practice of knowledge sharing culture, innovative elements, ideas and building blocks which in turn sustain development are achieved. Gurten (1999) highlighted some of the innovative elements to include:

- *Intangible products* – These include ideas, processes and information which are taking a growing share of global trade from the traditional, tangible goods of the manufacturing economy.
- *Application of new knowledge*: Interestingly, the only sustainable competitive advantage is continuous innovation, in other words, the application of new knowledge.
- *Increasing turnover of staff*: Nowadays, people don't take a job for life any more. When someone leaves an organisation, their knowledge walks out of the door with them. Reason being that efficiency, in form of knowledge is now an inbuilt, fused in individual personnel.

- *Accelerating change* - As things such as technology, business and social; change so does our knowledge base erode – in some businesses, as much of 50% of what you knew 5 years ago is probably obsolete today (Gurten, 1999).

The, 21st century is characterised by high level of technology development and the growing of creative economy is allying with the development of ICT which lead to the development of creative industries based on information and knowledge. This is an indication of knowledge expansion caused by increased innovation capability. According to Ferguson (2016) in the era of sustainable development; the concept of innovation is emerging as one of the creative tool for sustainable development. Innovation now regarded as one of the major tools that drive sustainable development.

Knowledge Sharing Culture and Sustainable Development

Michailova and Hutchings (2006) argued that studying different values within the same culture in relation with knowledge sharing in groups and organisations deserved the attention of researchers in order to provide credible alternatives on the influence of national culture. Knowledge sharing culture has become essential medium through innovation for sustainable development can be achieved. It is the tradition whereby individuals and groups continually communicate and dispense information for whatever reason among them as well as maintain the practice over a period of time. Ireogbu (2004) describes knowledge as “information”. This is because information is the communication of idea, facts meant to be used to achieve some goals.

Similarly, Garfield (1979) sees information as “facts, data, ideas and knowledge conveyed by any available means to an individual, groups of individuals or society for enlightenment, education and behavioural change”. Jwaddak et al (2003) agreed with Garfield definition by stating that “information is facts told, heard, or discussed about knowledge, while Ejima (2003) sees it as knowledge. Thus, the communication of knowledge has come to be referred to as information where the term 'knowledge' is the 'state of knowing about a particular fact or situation'.

Arguably, innovation tends to increase and/or improve when knowledge is shared, in fact, unshared knowledge extinct with ease. Gurteen (1999) maintain that an isolated knowledge management programme looked after by a privileged few is a paradox in itself and will not survive for long. Therefore the culture of ideas, information and knowledge sharing has become a paradigm which can boost innovation parameters and create the enabling environment for sustainable development.

Creating a Knowledge Sharing Culture

Ordinarily, knowledge sharing culture is all about forming and imbibing the habit of sharing or partaking in exchanging of knowledge among individuals or groups. In other word, it means making the idea of knowledge sharing a norm. It entails effective teamwork and collaboration because knowledge is not shared for its own sake but for the sake of achieving set objectives and goals. Knowledge sharing does not start and end in the availability and access to information; it involves learning, learning processes and behavioural patterns. Some scholars are of the view that, knowledge sharing culture is neither good nor bad but may foster values and behaviours that support or impede certain developmental objectives.

Stauffer (1999) maintain that nowadays the increasing interdependencies between jobs and the information explosion resulting from interconnectivity and rapid change mean that many people have pieces of solutions and no one knows it all. Hence, cultures that hamper knowledge-sharing are regarded to be major obstacles to creating and influencing knowledge benefits. Inability to create a knowledge-sharing culture is probably responsible for delayed sustainable developments in Nigeria.

Studies have shown that some factors either promote or hinder creating a knowledge sharing culture. Smith and McKeen (2011) enumerate some of these factors to include:

Social Factors which are communal or societal paradigms in creating a knowledge sharing culture. According to Davenport (1994) most knowledge is shared socially also people get two-thirds of their information in social environment. In furtherance, face-to-face meetings or through the telephone

forms part of the social factors and only one-third of the population are likely to get information/knowledge from documents. People are five times more likely to turn to friends and colleagues for answers to their problems rather than to other sources of information (Cross & Baird, 2000). In essence, personal contacts become the primary element of knowledge-sharing culture. For instance, apprenticeship and formal education confined to the fact that tacit and explicit knowledge are acquired and share through personal contact among the people within the social framework

In addition is the Organizational Factor. The culture, policy and structure prevailing in any organisation/society play a major role in creating and influencing knowledge sharing culture. Hence, an organisation that does not encourage human capital development or lack formidable integrated structure is likely not to do better in creating a knowledge sharing culture which aids sustainable development. Most scholars argue that in organisations demographics, particularly large size and formal status differentials have negative influences on knowledge-sharing (Connelly, 2000; Stauffer, 1999). Some organisations exhibit some practices that work against knowledge sharing. For instance, the flow of knowledge and information are restricted for the fear that it may fall into wrong hands thereby limiting internal knowledge sharing culture.

Another is the Technology Factor. In general terms, Knowledge Management is fundamentally about people. However, one cannot rule out the role of technology as a factor that can impede or enhance creating a knowledge sharing culture. A successful and effective implementation of knowledge sharing culture would absolutely be difficult without proper application and use technological devices, especially Information Communication Technology (ICT). Technology has played a vital role in part of changing societal norms. For instance, it is now easier to collaborate and/or share knowledge with different national, regional and international developmental agencies or organisations around the globe with the use of internet.

Also, the rate at which knowledge-based information are been shared are on the increase with technological devices. Individuals and groups can easily locate, access and use already existing and available information. It is worthy to

note that, technology has authenticated the culture of knowledge sharing practices which are essential for sustainable development for the fact that contextual, tacit and embedded knowledge are best shared using technology. Technology therefore provides an easy way to access information one needed especially if it has an effective interface and quality service (Griffiths 2000).

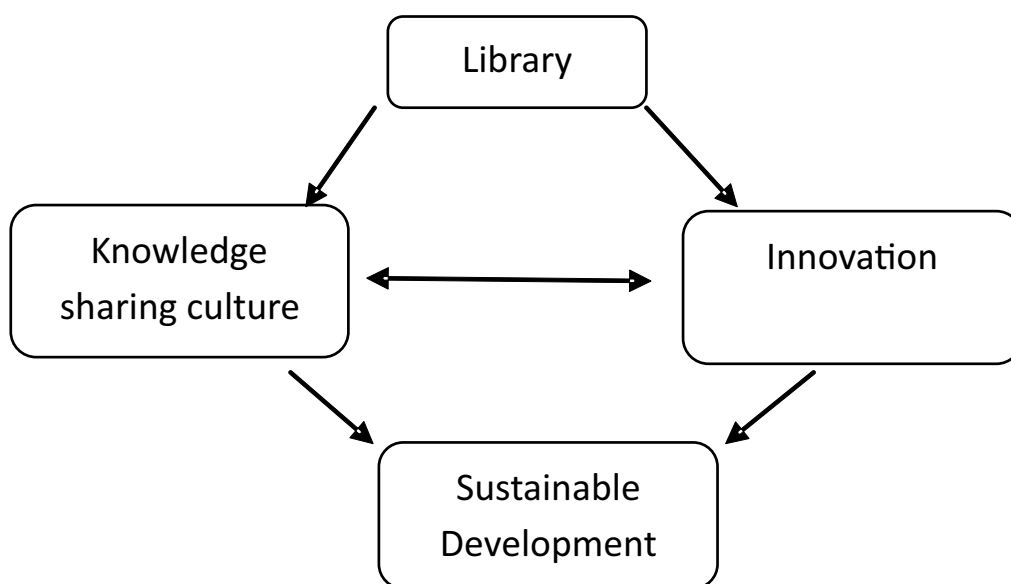
Further to this are Motivational Factors, Motivation has been conceived as a vital tool for turning-on people to give their maximum best willingly and enthusiastically towards actualization of set goals. In other words, strengthening of motivation is a powerful force for society/leaders to achieve set goals. According to Rainey (1993), motivation is the degree to which a person is moved or aroused to act. Hence, for the fact that stimulus response does not work in complex context, motivational factors such as good training/capacity building, good policies, personal recognition, favourable socio-economic and political atmosphere etc.become the psychological and deliberate acts that arouse, induce and trigger knowledge sharing culture which are fundamental to sustainable development.

Advantages of Knowledge Sharing Culture

- Introduction and application of new knowledge essential for sustainable development
- Increase the rate of sustainable development
- Accelerate changes to usher in sustainable development
- It encourages the share and leveraging of people's knowledge to meet their developmental objectives

In the past decades, culture has become the key reference elements by governments and experts committed toward integration of sustainable development. It has become a practical toolkit through which actions that contribute to sustainable development can be created and shared among the players. For instance, a Policy Statement adopted by the 3rd World Congress of UCLG in 2010 also recognizes culture as the fourth pillar of sustainable development and calls on cities and local and regional governments around the world to develop a solid cultural policy and to include a cultural dimension in all public policies (UCLG, 2018).

Conceptual Framework



Library: as an agent of knowledge sharing culture, innovation and sustainable development

The library as an institution has over the years played significant role as channel through which information, ideas and knowledge both in print and electronic are gathered and accessed for use. They act as a knowledge sharing agent and a centre for information dissemination. Unfortunately, the popularity and use of this vital institution has been on the decline both in Nigeria and in other parts of the globe. The assumption points to the fact that knowledge and information that can boost innovation capabilities are stocked in the library shelves without use. The library provides an avenue through which knowledge sharing culture can be enhanced by providing access to scientific reports and research findings which promotes the innovative and technological potentials that pave way for sustainable development. This is supported by IFLA (2012) declaration which states that by 2030, library is aimed at encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.

In furtherance, survey reveals that there are a very limited number of studies on the influence of culture of knowledge sharing within the framework of library use, innovation and sustainable development. Consequently, Van de Ven (1986) maintains that innovation is the development and implementation of new ideas by people who over time engage in transactions with others in an institutional context. By implication, innovation turns out to be the creation and application of new ideas to fashion new order that proffers solution to the societal problem. Hence, the library becomes the ideal institution through which the necessary information, ideas, knowledge for innovation are gathered, stored, accessed and disseminate to would-be innovators. The concept of innovation which triggers off sustainable development would be difficult to comprehend without careful look at the personal, institutional, technological, and environmental contexts within which it takes place, hence the institution of library has a role to play (Wolfe 1994).

IFLA (2014), states that an increased access to information and knowledge underpinned by universal literacy is an essential pillar of sustainable development. To this end, the library becomes the institution where information, ideas and knowledge can be accessed, it provides a platform for knowledge sharing culture to strives, as well as activates innovative principles which are vital for sustainable development. The underlying principle of the library is the fundamental hypothesis that it provides access to ideas, knowledge and information which affects what happen in the society and helps shape societal reality.

How Libraries/Librarians promote knowledge sharing culture, innovation and sustainable development

Studies have shown that library is a vital tool through which sustainable development can be achieved. For instance, Road to the 2030 agenda as declared by IFLA indicates that libraries provides for knowledge sharing culture, innovation as well as contributes to sustainable development via thus:

- **Agent of Knowledge Transmission:** Basically, the library serves as the custodian of knowledge, information and ideas which is transmitted from generation to generations. The transmitted knowledge serves as the ingredient for sustainable development. Nowadays, technology has

made it possible for the vast amounts of digital library information to be available through the internet in any computer with an Internet connection, anytime, anywhere. Interestingly, library users do not need to be physically present in the library to obtain required information. According to Carvalho, (nd) the development of online services and the availability of digital contents were an answer to this shift.

- **Health Information:** Health is wealth therefore without proper health information people may fall short of wealth. Librarians through their services provision assist people with health related information that will improve their health condition. For instance, 81% of local government library authorities in England provide access to e-information on health and wellbeing. Literacy skills also support health literacy and the capacity to access and use health information
- **Access to Information and Information Dissemination:** Part of the services rendered in the library is the provision of Current Awareness Services (CAS) and Selective Dissemination of Information (SDI). The purpose of these is to satisfy the information needs of the information users/seekers by informing them about the new acquisition in the library and latest development in the field of interest respectively. On the other hand, the library gives public access to information and protects fundamental freedoms, in accordance with the lay down rules. For instance, in Sri Lanka, the e-Library Nenasala Programme is a government-run initiative to increase digital literacy and access to technology among the nation's poorest residents living in remote rural areas.
- **Employment link:** The library enhances the increment of the number of people who have relevant skills, such as technical and vocational skills, for employment, good jobs as well as entrepreneurship. It improves the use of enabling technology in ICT that promote empowerment and reduce unemployment. Nowadays, most job application processes have gone digital and moved online; the library now provides the public the access to ICT and skills which help people to scout and apply for job. 250,000 people find jobs through their public library in the European Union each year (Public Libraries 2020 (2014))

- **Quality Education:** Attainment of sustainable development extends beyond physical expansion of infrastructural development, it cut across all pillars through the empowerment of the citizenry in the course of education and attainment of knowledge that are essential for the all-round societal development. Libraries are therefore necessity for the attainment of quality education that ushers in sustainable development. According to Radijeng (2013), public libraries in Botswana have taken large strides towards supporting the government agenda to realise the objectives of the National Vision 2016 (which include the improvement of qualitative education) and the measures have proven to be successful. Also, the Library Parks are a series of public libraries that offer educational tools and programs to benefit the local communities, as well as providing a hub for further urban development and green projects. Medellin's nine Library Parks and other library services have successfully given everyone in the community the ability to 'achieve their own potential' through providing the city's citizens with invaluable access to a truly powerful and life-changing lifelong learning institution (Volkman, 2018).
- **Innovation and Infrastructure:** All libraries serve as a place where scholarly and scientific research reports and findings are gathered, organised, arranged, stored and made available to users by the libraries. They provide the link through which scholarly and scientific research reports and findings can be accessed and used for innovations and the upgrade of the technological capabilities that are essential for infrastructural development. According to IFLA 2030 agenda, library is being positioned to encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending.
- **Environment/Planet Protection:** Environmental degradations are detrimental to sustainable development whereas healthy environments imply a plus to the societal growth and well-being. The libraries play noteworthy role in the provision of access to data, research and knowledge that supports well-versed research as well as provide public access to information about the environment and climate change. In addition, the libraries serve the public the relevant information as well as create awareness in support of lifestyles and

sustainable development that are in agreement with environment. This implies that through the libraries the public can get information on foundational capacity on climate change enhancement, reduction of climate change impact and early warning against climate change.

- **Preservation of Cultural Heritage/ Indigenous Knowledge:** Sustainable development is inclusive of the assemblage and safeguarding of the people's cultural heritage as well as the indigenous knowledge. According to Anyira, Onriode, and Nwabueze, (n.d) libraries have a key role in preservation of indigenous knowledge which includes local decision-making about fundamental aspects of life including hunting, fishing, land use, water management in the Niger Delta region of Nigeria. The libraries have been at the vanguard of evacuating and preserving, restoring and digitalizing of the unique heritage of Mali after the armed groups occupied Northern Mali in 2013, and Timbuktu, a city famous for its cultural and invaluable documentary heritage. Also, in Nepal, libraries have been quick to react and safeguard the country's unique cultural heritage collections and other holdings after the Nepal earthquakes in April and May 2015 (Anyira et.al.; Yahay & Usman, 2016)

Conclusion

Sustainable development is an integral balance amidst the elements of society that cut across economic, social, political, health, cultural as well as environmental. Thus, achieving a viable sustainable development cannot be by a mere chance but by deliberately harnessing the potentials in basic elements of knowledge sharing culture and innovations initiatives. For the fact that application of appropriate knowledge sharing culture and innovation are crucial for sustainable development. Furthermore, the availability and application of a good knowledge sharing culture in a society principally creates the enabling atmosphere for great and novel innovations and breakthrough on which sustainable development is built. Consequently, this has awakened the role of libraries and librarians as major contributors and indispensable agent of knowledge sharing culture, innovation through which the sustainable development can be attained.

Recommendations

1. Stakeholders of sustainable development should encourage the library in providing a balanced and comprehensive information relevant to developmental activities by building and equipping befitting libraries
2. Public enlightenment campaigns, lectures and programmes that show evidence of the benefits of library as agent of knowledge sharing, innovation and sustainable development should be organised regularly.

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