

**Organizational Support, Personality Traits and Use of Legal Databases by Lawyers in
Ibadan, Oyo State, Nigeria**

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of Communication & Information Science, Lead City University, Ibadan, Oyo State,
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Information Science Degree (MLIS) in Library and Information Science**

Certification

This is to certify that **Oluwatomisin Omobola AJEWOLE** with **Matriculation Number LCU/PG/002** carried out this research work titled “Organizational Support, Personality Traits and use of legal databases by Lawyers in Ibadan, Oyo State, Nigeria” in the Department of Information Management, Faculty of Communication and Information Science, Lead City University, Ibadan, Oyo State, for the award of Master Degree (M.Sc.) in Library and Information Science and that this research work has not been previously submitted.

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Dedication

This work is dedicated to Almighty God, the father of my Lord and Saviour Jesus Christ.

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Acknowledgement

My appreciation goes to the management and staff of Lead City University, Ibadan for providing the needed support and conducive environment for learning during the course of my study and in conducting this research. I am also grateful to the Nigerian Bar Association (NBA) Oyo State Chapter for their cooperation and support.

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To my darling husband and lovely children, I cannot thank you enough. To my late Uncle, You are forever missed.

Even though the above-mentioned institutions and persons have assisted in the process of this research work, I alone stand responsible for the error(s) if any, found in this work.

Abstract

The emergence of Information and Communication Technology did not exclude the legal profession from its disruptive impact, given rise to the availability of legal databases for legal researches therefore understanding understudying the factors that influences the use of these legal databases is crucial. This study at the organizational level investigated the organizational supports and at the personality level investigated the personality traits as factors that influences that use of legal databases among lawyers in Ibadan, Oyo State, Nigeria. The study adopted the descriptive survey design. Using Solving formular the study arrived at a sample of 333 out of a population of 2000 lawyers in Ibadan, Oyo State, Nigeria. Questionnaire was used as instrument for data collection. Descriptive and inferential statistics were used to analyze the research questions and hypotheses respectively. The hypotheses were tested using P-Values at 0.05 level of significance. The study found a moderate usage (Mean=2.8) of legal databases among lawyers. The test of hypothesis found that Organization factors has a positive significant influence on use of legal databases ($AdjR^2=15.3$, $p=0.001 < 0.05$) while Personality traits has weak significant ($AdjR^2=8.2$, $p=0.001 < 0.05$) influence on use of legal databases. The study found a joint significant influence of organization factors and personality traits on use of legal databases among lawyers in Ibadan, Oyo State, Nigeria. The study concluded that place of organization support and personality traits is inevitable in enhancing quality usage of legal databases for optimum legal researches. It was recommended that Law firms, and Law schools should increase the frequency and depth of training programs focused on the use of legal databases.

Keywords: Use of Lega Databases, Legal Research, Organizational support, Personality traits, Lawyers, Legal Practitioners, Ibadan.

Word Count: 265

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List of Acronyms

| Abbreviation | Meaning |
|---------------------|--------------------------------------|
| NBA | Nigeria Bar Association |
| TAM | Technology Acceptance Model |
| LCU | Lead City University |
| PG | Post Graduate |
| IRAC | Issue, Rule, Application, Conclusion |
| US | United States |
| EU | European Union |
| APA | American Psychology Association |
| UX | User Experience |
| ROI | Return on Investment |

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Chapter One

Introduction

1.1. Background to the Study

The emergence of Information and Communication Technology did not exclude the legal profession from its disruptive impact. Its influence has brought about several nomenclatures as far as resources are concerned, for instance there is the electronic information resources, digital resources, online resources, repositories, databases and so on. A database is defined in the legislation as a collection of independent works, data or other materials which are arranged in a systematic or methodical way and are individually accessible by electronic or other means. Therefore, legal databases are a collection of independent legal research works, precedence, cases, judgements, data or other information carriers which are systematically arranged and made accessible to and individual vial electronic means. Major legal databases includes but not limited to Bloomberg Law , HeinOnline, Lexis+, Nexis Uni, Proquest Congressional, VitalLaw , Westlaw and so on. The overall advantage of this databases is the fact that it provides comprehensive access to up-to-date legal content as well as daily business news and market information, such as, legal citator, cases, statutes, news, commentaries and analysis, docket searching and transactional information that can serve as a veritable and viable information backup for legal proceedings in the court of law and in the lawyer's pursuit of a quality professional career¹.

Lawyers use electronic databases often all around the world, but mainly in Europe and North America. The legal research that lawyers do can be challenging since it calls for them to locate and analyse a wide variety of data. Legal professionals now frequently find this material using

legal citator tools, general and law-specific internet search engines, and digital libraries that include organized archives of knowledge and information. However, it was said that lawyers frequently lack strong information search abilities, which frequently makes it challenging for them to use existing resources like Westlaw and LexisNexis Butterworths. Therefore, to aid lawyers in navigating the massive volumes of information included in these resources, sophisticated technologies are required².

There have also been reports of African lawyers using computerized legal resources. According to a study, four out of every five lawyers in Swaziland use online databases to find legal information sources³. However, it was discovered that many libraries around the nation frequently fail to give access to electronic legal information, which frequently makes it challenging for lawyers to use these resources. Researchers in Zambia found that 76 percent of the nation's legal professionals used offline databases with electronic information resources, compared to 79 percent of them who used legal databases⁴. This shows that Africa is not left behind in the use of legal databases.

Legal professionals in Nigeria have reportedly used electronic legal materials. Legal professionals in Nigeria apparently had access to a variety of electronic legal information sources, including online journals, newspapers, and databases including Westlaw, Lexis Nexis, Law Pavilion, and electronic law reports. Majority of people were found to be aware of Quick law, online gazettes, electronic indexes, the Web's legal dictionary, electronic case citations, and the Law Breed database. Legal professionals use these resources to suit a variety of objectives, including creating legal papers, conducting legal research, and growing personally, among other things².

Lawyers as legal practitioners have been reported to need information for various purposes which include the preparation of legal briefs, contracts and wills and other documents. These legal practitioners also need information for legal research, preparing for various court appearances, updates on the legal profession and the general trends in the larger society which they must understand in order to function effectively as legal practitioners⁵. It is expected that the purpose of use of online resources will cover all these core activities that legal practitioners carry out. Librarians and other information services provider are therefore interested in the purpose to which legal practitioners make use of legal databases.

In some cases, it has been reported that lawyer rarely use electronic information resources like legal databases for sensitive tasks such as writing briefs and drawing contracts and legal research². This interest in the purpose of use is strategic for information services providers. When legal practitioners are using the online resources for their core tasks, it passes the message that they found the resources relevant to their needs. The opposite is also true when they are not making use of the available online resources like legal databases. Given the various advantages that have been attributed to the use of online information resources, it is expected that lawyers as legal practitioners would make frequent use of legal databases for various purposes, especially in the context of their professional pursuits. However, the reverse seems to be the case. Thus, the assumption that the low level of use digital resources, legal databases or online resources among lawyer could be due to several factors like lack of information retrieval skills, digital competence and it could be institutional support⁶. However, the researcher decides to study the duo of organizational support and personality traits as they influence lawyers and use of legal databases in their discharge of their professional duties. Organizations in this context are law chambers or law firms.

A scholar made a profound statement that organisations that develop their staff, invest in them and create an enjoyable workplace culture outperform those which do not. He said further that it is not rocket science and that engaged and committed staff perform better and the revolving door syndrome is avoided. Perpetually recruiting replacements for disgruntled leavers is an expensive diversion. Furthermore, legal firms that invest in new technology and modern practice management systems are the real winners. Good IT systems and software provide significant advantages. For example, using a legal software like LawWare's software, compliance, efficiency, client relationship management and accounts are all designed into the same package. Its main benefits are to help the staff, assist in client development and keep various Law Societies happy. It is a small price to pay for something that will make organizations like law firms more efficient and productive⁷.

In essence, an organization which sets out unique features, characteristics, patterns and processes may outperform others. Firms' characteristics influence on organizational performance may be subject to the industry in which the organization operates. A law firm is an organization staffed, owned, and managed by professionals. The field in which law firms sit is unique in that they are regulated in such a manner so as to maximize their professional status (forbidding nonprofessional ownership and prohibiting noncompete agreements) while sustaining fiercely competitive markets largely oriented toward large private corporate clients. A foremost theory of the original economic theory of the legal firm affirmed that legal firms emerge from a straightforward interaction between more experienced and less experienced lawyers in the form of an exchange. Generally speaking, partners (who are older and more well-established) have more clients than they do time to service them, while associates (who are often younger) have both time and fewer clients. Hence, everyone pitches in, with associates providing their labour

(and overage fees) to the partners in exchange for remuneration and the possibility of eventual partnership. All the standard assumptions about human conduct found in classical economics, such as utility-maximizing actors, commonly held worldviews, and well-reasoned deliberation, are implicit in this theory as well.

Choice of strategy, partner versus firm interests, and firm size (in terms of the number of lawyers) have all contributed to a dynamic competitive landscape for law firms around the world in recent years. For instance in Kenya, there has been a recent proliferation of law firms. There are a variety of factors, such as the law firms' shared values, norms, systems, and structures, that affect their efficiency. In addition, there is intense rivalry in the legal services market. Because of this, it's necessary to devise new plans for their continuous existence and growth.

Overall, an effective institutional support model can play a crucial role in fostering a supportive and productive environment within the institution, leading to better outcomes for its members and stakeholders. The support may be in the form of resources, services, or guidance that are aimed at enhancing the effectiveness, productivity or well-being of individuals within the institution. One of the most widely used institutional or organizational support framework is the Model of Institutional Support for Hispanic Student Degree Completion⁸. Although, it is very important to note that institutional support can vary depending on the type and size of the institution, as well as the needs of its members. However, some common elements of an institutional support based on the model are technical support Financial support, Emotional and Moral support and Mentoring support.

The quartet of technical, financial, emotion and mentoring support would be used in this study to measure the concept of institutional support. For instance, Access to resources funding, acquisition of equipment like software subscription, computer systems and so on are ways

through which, institutions can support the work of its members. Moreover, a detailed look at the measures, it is clear that there exist a kind of interconnectivity. For instance training.

Training could be technical support, it could be financial support and it could be a way of mentoring as well as emotional support. Training aids development, Law firms or law chambers as an institution may offer training and development opportunities to help its lawyers acquire new skills and knowledge to enhance their work. Another support offered by institution is the advisory services, law firms can offer advisory services such as coaching, mentorship or counselling to support its members in their personal or professional career. Furthermore, another support can be in form of opportunity for networking or professional collaboration, institutions like law firms, law chambers may provide networking opportunities for its members to connect with peers and collaborators within the institution or beyond, locally, nationally and internationally. Administrative support is another platform whereby institutions can support its members, Institutions may offer administrative support services such as human resources, finance, or IT support to help members focus on their core work. Administrative assistant can be employed to ease the work to ease the administrative workload on the lawyers.

More so, law firms can offer supports in the area of Research and innovation; Institutions may provide support for research and innovation activities, including access to research infrastructure, funding, and collaboration opportunities. Lack of support has been reported to have put a significant strain on the resources of law firms and individual lawyers, making it challenging to meet the needs of clients effectively⁹. Additionally, the nature of legal work is highly demanding, requiring significant amounts of time, energy, and expertise to navigate the intricacies of legal systems and procedures. To meet these demands, lawyers must have access to adequate resources, including technology, research tools, and support staff. However, these resources are

often costly and require ongoing investment, which can further strain the finances of law firms and individual practitioners⁷. Therefore, lawyers must find ways to balance the demands of their work with the resources available to them to provide quality legal services to their clients. This however, put more responsibility on the legal firms, like law chambers in making sure that adequate resources like legal databases which make do for effective delivery of services are provided for adequately and sufficiently especially in the current technology driven age where technological competence is becoming a growing necessity for attorneys, and there are numerous factors that can influence their use of technological inventions¹⁰.

However, Personal characteristics can impact the use of information technology by individuals, including lawyers⁹. Personal characteristics is the crucial factor that has been found to influence the adoption and use of technological innovation like legal databases. Personality is the study of factors that influences peoples pattern or ways of life, what turns them on or off, why they do what they do and there proper understanding of themselves in relation to life endeavour. Traits can be defined in one of two ways: as purely descriptive summaries or as inherent causal qualities. According to the internal causal definition, qualities have an impact on our behaviors and cause us to act in ways that are consistent with those traits. Contrarily, qualities as descriptive summaries are accounts of our behaviour that avoid attempting to infer causation¹¹. Openness as a personality trait is composed of the attribute's directness, frankness and straightforwardness to experience and Intellect, which are interrelated but distinct. Wide interests, creativity, and introspection are behavioural traits associated with dorsolateral prefrontal brain activation. regarded as mainly a cognitive characteristic.

Conscientiousness means to be strict, careful, morally upright, or in accordance with one's own conscience, behaviour. Moreso, extraversive people are gregarious, extroverted, social, and

extending one's personality. For instance it was found that extraversion and emotional stability will help people in various situations to successfully use their strengths as a lever to deal with job demands, feel enthusiastic, and achieve work-related goals¹². Extraversion is the propensity to be assertive, energetic, and thrill-seeking. Extraverts require a lot of stimulation and engage in a lot of intensive interpersonal interactions. They frequently feel good feelings and are generally optimistic. Extraversion is linked to rational, problem-solving coping mechanisms, as well as social support seeking and positive self-evaluation. Given that extraverts thrive in social situations and do better in groups, it is reasonable to assume that extraversion will improve the association between daily strengths use and wellbeing¹². Introversion is the polar opposite of extraversion.

Studies have indicated that substance abuse and extraversion share some genetic characteristics. The amygdala and other prefrontal cortex regions are linked to extraversion. Furthermore, agreeableness traits refers to a compliant, trusting, empathic, sympathetic, friendly and cooperative nature¹¹. Neuroticism on the other hand identifies people who are prone to psychological distress. Individuals who are high in neuroticism tend to be anxious, depressed, self-conscious, impulsive, vulnerable and display angry hostility. Individual character traits (such as imagination, boldness, and social intelligence) promote social interaction and performance because they make people more equipped to handle environmental problems. Recent studies have demonstrated that the usage of character strengths has a predictive value for happiness and life satisfaction in a variety of populations including students, employees, and the elderly¹³.

The legal profession is a complex and challenging field, requiring individuals to possess a diverse range of skills, including analytical, communication, and interpersonal skills. While the profession attracts individuals with different personalities and temperaments, there are certain

personality traits that are commonly associated with lawyers. For instance, conscientiousness is one of the most commonly cited personality traits associated with lawyers. It refers to the degree to which an individual is organized, responsible, and dependable. Research studies have consistently found that lawyers score higher on conscientiousness than the general population¹³. This is not surprising given that the legal profession demands a high level of attention to detail, organization, and reliability.

Agreeableness refers to the degree to which an individual is cooperative, empathetic, and compassionate. Lawyers have been found to score lower on agreeableness than the general population¹⁴. This is likely due to the adversarial nature of the legal profession, which requires lawyers to be competitive and assertive in advocating for their clients' interests. Openness which refers to the degree to which an individual is curious, imaginative, and open to new experiences. Lawyers have been found to score higher on openness than the general population¹⁴. This is not surprising given that the legal profession involves constant learning, adaptation, and problem-solving. Lawyers must be able to think creatively and outside the box to develop innovative legal strategies and solutions. Neuroticism refers to the degree to which an individual experiences negative emotions such as anxiety, depression, and stress. Lawyers have been found to score higher on neuroticism than the general population¹⁵. This is not surprising given that the legal profession is associated with high levels of stress and burnout. Lawyers must manage multiple deadlines, demanding clients, and high stakes cases, which can take a toll on their mental health.

Extraversion refers to the ability to perceive, understand, and manage one's own emotions and the emotions of others. Emotional intelligence is critical in the legal profession, where lawyers must communicate effectively with clients, negotiate with opposing counsel, and persuade judges and juries. Research studies have found that lawyers score higher on extraversion than the

general population¹⁶. However, the level of extraversion can vary among lawyers, and some may need to develop their emotional intelligence skills to succeed in the profession¹⁷. Lawyers possess a unique combination of personality traits that are shaped by the demands and challenges of the legal profession. While conscientiousness, openness, and emotional intelligence are considered important traits for success in the legal profession, lawyers may also exhibit lower levels of agreeableness and higher levels of neuroticism. A scholar asserted that factors that influence psychological distress in lawyers have included personality traits such as perfectionism, pessimism, and a high need for control¹⁸. Understanding the personality traits of lawyers can help law firms and legal professionals identify areas for professional development and personal growth.

1.2.Statement of the Problem

The legal profession is undergoing a significant transformation in the digital age, with access to legal databases becoming a crucial tool for lawyers in conducting research, case analysis, and building effective legal arguments. However, despite the availability of advanced legal databases containing most recent works, close observation found that most lawyers still depends largely on printed documents. More so, there is limited understanding of the factors that influences lawyers' utilization of the resources available in the databases.

One potential factor that could play a pivotal role is the level of institutional support provided to lawyers by their respective law firms or organizations. Moreover, the interplay between lawyers' personality traits and their inclination to utilize legal databases remains relatively unexplored. Moreover, as at the time of this study and from close observation, there is a dearth of literature

on the influence of organizational support and personality traits on the use of legal databases among practising lawyers. Hence, this study examines the influence of information retrieval and personality traits on the use of legal databases among lawyers in Ibadan, Oyo State, Nigeria.

1.3. Aim and Objectives of the study

The main objective of the study is to investigate the influence of Organizational support and Personality traits on the Use of legal databases among lawyers in Ibadan, Oyo State. The specific objectives were to therefore:

- i. identify the level of use (frequency of use and purpose of use) of legal databases by lawyers in Ibadan, Oyo State.
- ii. Identify the level of organizational supports among lawyers in Ibadan, Oyo State.
- iii. identify the predominant personality traits of lawyers in Ibadan, Oyo State.
- iv. examine the influence of institutional supports on the use of legal databases among lawyers in Ibadan, Oyo State.
- v. determine the influence of personality traits on the use of legal databases among lawyers in Ibadan, Oyo State.
- vi. determine the combined influence of institutional support and personality traits on the use legal databases by lawyers in Ibadan, Oyo State.

1.4. Research Questions

The study was guided by the following research questions

1. What is the level of use (frequency of use and purpose of use) of legal databases by lawyers in Ibadan, Oyo State?
2. To what extent is institutional supports among lawyers in Ibadan, Oyo State?
3. What is the predominant personality traits of lawyers in Ibadan, Oyo State.

1.5. Hypotheses

The following null hypotheses were tested at 0.05 level of significance:

H₀1: There will be no significant influence of institutional support on the use of legal databases by lawyers in Ibadan, Oyo State.

H₀2: There will be no significant influence of personality traits on the use of legal databases by lawyers in Ibadan, Oyo State.

H₀3: There will be no combined significant influence of institutional support and personality traits on the use of legal databases by lawyers in Ibadan, Oyo State

1.6. Significance of the Study

The study on institutional support, personality traits, and the use of legal databases among lawyers holds significant importance for various stakeholders, including legal practitioners, lawyers, law firms, researchers, the body of knowledge, association of lawyers and universities of higher learning.

Legal practitioners, including practicing lawyers, benefit from this study as it provides insights into the impact of institutional support (such as work environment, institutional culture, and

support systems) on their efficiency, productivity, and overall performance. Understanding how personality traits (such as conscientiousness, openness to experience, and adaptability) influence their use of legal databases can help them tailor their working styles, enhance their decision-making processes, and improve their ability to access and analyze legal information.

Lawyers, both experienced and aspiring, can gain valuable knowledge from this study. By examining the relationship between institutional support, personality traits, and the use of legal databases, lawyers can identify the factors that contribute to their professional growth and success. They can adapt their work practices, develop strategies to leverage their strengths, and address any weaknesses identified through the research findings. Additionally, understanding the effective utilization of legal databases can improve their legal research capabilities and enhance their ability to provide quality legal services to their clients.

Law firms have a vested interest in the study's outcomes as they directly impact their organizational effectiveness and efficiency. By recognizing the institutional support that promote optimal performance and aligning their practices accordingly, law firms can create a conducive work environment that supports their lawyers in delivering high-quality legal services. Moreover, insights into the impact of personality traits on the use of legal databases can inform recruitment and training processes, helping law firms identify individuals with the most suitable traits for leveraging legal information resources effectively.

Researchers in the field of law and psychology can benefit from this study by expanding the existing body of knowledge. This research can contribute to theoretical frameworks and empirical evidence, shedding light on the interplay between institutional supports, personality traits, and the use of legal databases. Researchers can further explore the relationships and

potentially uncover new dimensions that influence lawyers' performance, providing a basis for future studies and advancements in the field.

The study adds valuable insights to the existing body of knowledge on legal practice, organizational behavior, and the role of personality traits in professional settings. The findings can contribute to a deeper understanding of the factors that influence lawyers' performance, their decision-making processes, and the effective utilization of legal databases. This knowledge can serve as a resource for legal professionals, academic institutions, and other stakeholders interested in enhancing legal research practices and improving legal service delivery. A study exploring the link between institutional support, personality traits, and the use of legal databases has the potential to revolutionize how associations of lawyers support and empower their members. By tailoring resources, advocating for change, and guiding technological adoption, associations can play a vital role in equipping lawyers to thrive in a rapidly evolving legal landscape.

Universities offering legal education and training programs can incorporate the study's findings into their curriculum. By integrating knowledge on institutional support, personality traits, and the use of legal databases, these institutions can better prepare law students for their future careers. This research can inform the development of courses and training modules focused on improving students' research skills, understanding the influence of institutional support, and cultivating the necessary personality traits for success in the legal profession.

Summarily, the study on institutional support, personality traits, and the use of legal databases among lawyers holds significant importance for legal practitioners, lawyers, law firms, researchers, the body of knowledge, and universities of higher learning. Its findings can enhance

legal practice, optimize organizational performance, improve legal research capabilities, and contribute to the growth and development of the legal profession as a whole.

1.7.Scope of the Study

The study examined the influence of institutional support and personality traits on the use of legal databases by lawyers. The dependent variable is the use of legal databases which will be measured by frequency of use, and purpose of use of legal databases. The independent variables are institutional supports and personality traits. institutional support is measured by constructs derived from Ververde's model of institutional support which are technical, emotional, financial and mentoring support. The second independent variable is personality traits measured by openness, conscientiousness, extraversion, agreeableness, neuroticism. These metrics are obtained from traits personality theory. The study will be limited to Ibadan, Oyo state, Nigeria. The population of the study comprised all members of the Nigerian Bar Association (NBA), Oyo State chapter. The NBA was targeted because it is made up of qualified and practicing lawyers who are supposedly active users of legal information resources.

1.8.Limitations of the Study

The major limitation of the study was in the area of administration of the questionnaire because the Nigeria Bar Association (NBA) Oyo State Chapter, use to have her general meeting on monthly basis which means that if we cannot see them this month it going to be next month. The researcher however overcame this challenges by recruiting many researcher assistant

1.9. Operational Definition of Terms

Legal Databases: is an organized collection of information resources stored and accessed electronically, downloadable through the internet, that are relevant to the needs of lawyers in Ibadan, Oyo State.

Use of Legal Databases: this refers to the frequency and purpose of viewing, reading, downloading and otherwise consulting online information resources by lawyers in Ibadan, Oyo State.

Frequency of Use: this refers to the interval between each use of legal databases by lawyers in Ibadan, Oyo State.

Purpose of Use: this refers to the drive behind the use of legal databases by lawyers in Ibadan, Oyo State.

Institutional support: is the set of policies, practices, processes made available by law firms, and legal chambers towards successful use of legal databases by lawyers in Ibadan, Oyo State.

Technical support: provision of technological and material facilities by law firms to lawyers in Ibadan, Oyo State.

Financial support: the provision of funds by law firms to lawyers in Ibadan, Oyo State to facilitate legal research through the use of legal databases

Mentoring support: is the support provide to lawyers from time to time by superiors to help, guide and encourage them in their field.

Personality Traits: Is the reflection lawyers in Ibadan's characteristic, patterns of thoughts, feelings, and behaviours.

Openness: is the receptiveness of lawyers in Ibadan to learning new things learnings, skill sets and experiences.

Conscientiousness: Is the extreme cautiousness and self-discipline exercised by lawyers in Ibadan. Oyo State.

Extraversion: Is the state where lawyers in Ibadan, Oyo State shows more concern towards what is happening in the Organization

Agreeableness: Is the degree of the ability of adjustability possessed by lawyers in Ibadan, Oyo State, Nigeria.

Neuroticism: This is the degree at which lawyers in Ibadan, Oyo State are prone to negative thoughts such as anxiety, anger, envy, guilt and so on.

Endnotes

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Chapter Two

Literature Review

This chapter reviews earlier research on Organizational supports, Personality traits, and Use of legal databases by lawyers. The following subheadings serve as discussion points for the chapter:

2.1. Conceptual Review

2.1.1 Concept of Legal Databases

2.1.2 The concept of Organizational Supports

2.1.3 The concept of Personality Traits.

2.2 Theoretical Review

2.2.1 Technology Acceptance Model (Davis, 1989)

2.2.2 Institutional Support Model (Valverde and Rodriguez, 2002)

2.2.3 Five factor Traits Theory of Personality (Goldberge *et-al*1990)

2.3 Empirical Review

2.3.1 Influence of Organizational supports on the Use of Legal Databases by Lawyers in Ibadan, Oyo State.

2.3.2 Influence of Personality Traits on the Use of Legal Databases by Lawyers in Ibadan, Oyo State.

2.3.3 Influence of Organizational supports and Personality Traits on the use Legal Databased by Lawyers in Ibadan, Oyo State.

2.4. Conceptual Model

2.5. Summary of Reviewed Literature

Endnotes

2.1. Conceptual Review

2.1.1. Concept of Legal Databases

Legal databases are extensive web hubs that compile legal data from diverse sources and make it available to legal practitioners. These databases frequently contain secondary legal items like legal commentary, law journals, and treatises in addition to core legal materials like court decisions, statutes, and regulations. They act as online libraries that enable lawyers to do research, evaluate case law, and keep up with the most recent changes in the legal industry. Legal databases are of different types based on classification of legal issues. Case Law Databases, these databases focus primarily on court decisions and judgments. They provide access to a vast collection of reported and unreported cases from different jurisdictions, allowing lawyers to search for relevant precedents and analyze the reasoning behind court decisions. Statutory Databases, statutory databases compile legislative materials, including statutes, acts, codes, and regulations. They enable lawyers to navigate through the statutory framework of a jurisdiction, search for specific provisions, and review legislative history. Legal Commentary Databases, a legal commentary databases contain scholarly articles, law reviews, treatises, and other secondary sources that offer in-depth analysis and interpretation of legal issues. These resources provide lawyers with valuable insights and different perspectives on legal topics. Practice Tools and Forms Databases, Practice tools and forms databases offer practical resources for lawyers, including templates, sample documents, checklists, and forms. These tools assist lawyers in drafting legal documents, managing cases, and ensuring procedural compliance. Specialized Databases, some legal databases cater to specific practice areas or industries. They focus on niche areas of law, such as intellectual property, tax law, or environmental law, providing specialized content and tools tailored to the needs of lawyers in those fields¹.

Historically, the University of Pittsburgh in the United States introduced a prototype electronic library in 1960. Later, in 1965, the Ohio State Bar Association and Data Corporation collaborated to create OBAR (Ohio Bar Automated Research), a foundational legal research system. Only AND, OR, and NOT were the only Boolean operations this system could do. Additionally, OBAR's work contributed to the creation of Lexis and Westlaw in the late 1960s and early 1970s². The Law Commission of India gave computerization of legal literature a high priority in 1988 as a result of the time and resources wasted in gathering the same types of papers. The two systems, known as COURTNIC and JUDIS, were designed by NIC, or the National Information Center, to connect the Supreme Court and High Courts, in 1991³.

Different legal databases that allow computerized legal research were gradually formed by diverse organizations as technology advanced over time. As a result, a series of electronic databases covering Indian content were developed by companies including AIR Infotech, Tax Online, Taxmann, SCC Online, and Manupatra, among others. Nowadays, with the rise and development of information and communication technology, every person depends on it. As a result, libraries provide consumers with unbroken services from print to digital formats. Users now have a variety of access options thanks to the shift⁴. The development of digitization has given librarians and users alike enough assistance and extension of knowledge to enable rapid, accurate, and real-time access to the resources.

Legal databases offer various features and functionalities that enhance the efficiency and effectiveness of legal research. Some common features include but not limited to the following- Search Capabilities, legal databases provide advanced search functionalities, allowing lawyers to conduct precise searches based on keywords, citations, case names, or specific legal concepts. Boolean operators, filters, and faceted search options further refine search results. Cross-

Referencing and Citations, Legal databases like every other scholarly databases often include hyperlinks to cross-referenced cases, statutes, regulations, and legal commentary, enabling lawyers to navigate seamlessly between related materials. They also provide citation tools to verify the validity of legal authorities and check their subsequent treatment. Annotation and Highlighting, many if not all legal databases allow users to annotate and highlight text within documents, facilitating note-taking, case analysis, and the identification of key passages for future reference. More so, collaboration and Sharing, legal databases often provide features for collaboration and knowledge sharing among legal professionals. Lawyers can create shared folders, collaborate on documents, and share research findings or annotations with colleagues. Another functionality of legal databases is their abilities to updates and alerts. Legal databases keep lawyers informed about new case law, legislative changes, and updates in legal commentary through alerts and notifications. This feature ensures that lawyers stay current with the latest legal developments. Furthermore, Legal databases nowadays has what is known as mobile enabled access. Many legal databases offer mobile applications, enabling lawyers to access legal information and conduct research on their smartphones or tablets, providing flexibility and convenience.

The way lawyers acquire legal material and perform legal research has been completely transformed by legal databases. They provide a huge selection of primary and secondary legal resources, sophisticated search engines, cross-referencing tools, and collaboration features. These databases now serve as crucial resources for lawyers, giving them quick and thorough access to legal information. Legal databases are becoming more sophisticated and inevitable as well as veritable sources of reliable and recent legal information as technology advances.

There are several prominent legal databases that provide access to a vast collection of legal resources and information. These databases are widely used by legal professionals, researchers, and students for conducting legal research. Here are some of the most well-known legal databases:

Westlaw is a comprehensive legal research platform that provides access to a wide range of legal materials, including case law, statutes, regulations, secondary sources, legal encyclopedias, and more. It covers various jurisdictions and offers advanced search capabilities and analytical tools. A subscription based online legal database Westlaw India is a product of Thomson Reuters. It is one of the prominent database offering combination of Indian and International content in a highly comprehensive manner with a convenient interface. In spite of being a commercial database it is widely being adapted by government, academic institutions, legal firms etc. The legal research service provides a quick access to jurisdictions of countries like UK, EU, US, Canada, Singapore, India as well. Working on two different platforms for Indian and International contents Westlaw India covers full text decision of Supreme Court since 1950 till date. The archives consist of decisions of High Court, Tribunals, Bare Acts since 1850 till date, Notifications, Circulars, Statutes and a lot more to browse and explore. After logging in to the Online Legal Research Service the main page offers a comprehensive collection of Cases, Legislations, Journals, Current Awareness of Indian, UK and EU Material in searchable and browsable format as well. To navigate to International material, check the link to International Material in the top bar onto the right side of the page legal literature beyond UK and EU.

LexisNexis is another popular legal research database that offers an extensive collection of legal materials. It includes case law, statutes, regulations, legal news, business information, public records, and other legal resources. LexisNexis provides powerful search functionality and

customizable research tools. LexisNexis now known as Lexis Advance is one of the largest and most comprehensive information retrieval service for the legal professionals. It is one of the leading contributor of national and international content enabled for the group dealing with all divisions and subdivisions of law. In alliance with Information Technology and advance Web Technologies it offers a wide access across the globe. It provides access to the billions of searchable documents with a combination of many features with refinements. It is easy to use and serves the end users with in knowledge intensive pattern. Dating back in 19th Century LexisNexis has been a pioneer for assisting the legal information search retrieval. Touching on to the Historical Milestones. Henry Butterworth founded the company in 1818. Passing various landmark in 1873 Shepard's founded in Chicago and eventually became a part of LexisNexis. Information network kept growing with assisting in data driven environment in 1970 with the introduction 1200 baud modems launch. This began an era of high speed data transmission. The year 1980 witnessed the introduction of almost a million LexisNexis user ID were issued and company also acquired the Michie Company and the legal publishers of state coded and statutes. As technology propelled in 1973 the company introduced a legal research service that revolutionized the way to conduct the research and analysis for legal professionals. Later in 1997, first Web based service for legal profession in US was introduced hence, with the growing number of users of internet the legal material was made available to more than 50 million customers to access. The 21st century observed the massive development in terms of usage, technology and coverage. A strategic business called the Risk & Information Analytics Group was launched to create solutions to verify identity, predict and manage risk, and support law enforcement and homeland security initiatives. Acquiring CourtLink Corporation helped legal professionals to gain insight into the litigation history of a company, attorney experience on a

particular nature or suit, or map out federal litigation trends. Agreeing to be merged as LexisNexis Canada, LexisNexis Butterworths Canada and Quicklaw Inc offered leading online legal research service. Soon in the coming years with enhanced functionality, advanced taxonomy and more seamless searching and linking LexisNexis, came up as global technology platform for online products around the world covering its users all across from United States, Europe, Asia Pacific, Canada and Latin America. The year 2005 viewed the company's first Chinese and Japanese language online. With the strategy to offer the innovative products and services LexisNexis are known to the pioneers of the field. The database allows to explore the content with advance search options as well. The most relevant will appear in the results which are highlighted in different colours. The search term map offers a better visualization. The Shepard's Citation service is one unique feature for the research to assess the search results as to analyze the subsequent treatment at a glance⁵.

Hein Online as a prominent legal databases specializes in providing access to a vast collection of legal journals, law reviews, historical legal documents, government publications, international treaties, and more. It is a valuable resource for legal researchers looking for scholarly articles and historical legal materials. Another is Bloomberg Law which is a legal research platform that offers a wide range of legal materials, including case law, statutes, regulations, dockets, transactional documents, legal news, and business intelligence. It provides robust search features, analytics tools, and practice-specific resources.

ProQuest is a multidisciplinary research database that includes legal content along with other academic disciplines. It offers access to scholarly journals, dissertations, newspapers, magazines, and legal materials. ProQuest covers various areas of law, including criminal justice, international law, intellectual property, and more. JSTOR is a digital library that provides access

to a vast collection of academic journals, books, and primary sources in various disciplines, including law. It offers an extensive archive of scholarly legal journals, making it a valuable resource for legal research. These databases may require a subscription or institutional access for full functionality and access to their content⁶. Additionally, there may be other specialized legal databases that cater to specific areas of law or jurisdictions. However, the essence and the overall importance of legal databases is to facilitate quality legal researches.

Manupatra is a comprehensive and a very vast legal database in India offering legal community a set of prime online service. It offers to a combination of legal and business modules as well. Being one of the largest content aggregator the database is equipped to handle exhaustive search queries through Manu search, Legal Search, Citation Search, Act search which could be further narrowed subject wise or in chronological order. A technologically driven database covers international material and also offer analytics and tools for better search results and interpretation. The database provides a visual delight to the users through case map, authority check, timeline, judge analytics and search analytics. In addition, it also offers citation analysis with cross citations of more than 300 journals, cited in para assists in going back and forth and moving in the relevant paragraphs directly where the relevant search has been referred. Manu cite further offers a complete view of list of cases referred in the current case.

The database also extends certain valuable add on to filter or categorize the search results under various heads for easy navigation. The results can be filtered with Court, Document Type, Keyword, Subject, Judge etc. The option to print the document with or without case note in pdf format provides an ease of access. The same searched document further can be shared through email providing a real time document sharing. Under 50 different subjects of law the database has classified the Acts, Bills, Judgements for quick and easy retrieval. In Manupatra Taxonomy

the topics and further subtopics are presented in a hierarchical pattern which supports the search with the keywords or terms associated. The company Manupatra, started in 2001 and soon has emerged as market leaders while offering intuitive and smart search for legal content to support the lawyer's practice. Reinventing the legal research, the data base holds a capability to deliver the load of wide variety of queries for Legal Educational, Finance, Risk Management Intellectual Property, Tax Accounting and many more domains & sub domains. Offering a customized tailor made plans for subscription it is customer preferred service⁷.

SCC Online is one of the distinguished legal research database which offers a highly valuable content from Indian to International front. The legal research database is known to be a product of Eastern Book Company. It publishes a huge set of cases, law reports, commentaries in both forms print and electronic. The company is very well known for its contribution in the field of production of legal literature. With finest use of technology, the web edition of SCC Online was initiated in 2009 with coverage of 3.4 million documents from 20 countries around. The legal research service SCC Online stands for a synonym for prompt, reliable and authentic content delivery. The online database comes with a subscription package on user friendly interface offering both Indian and International content. There are countless number of legal databases, however, the hub of use of legal databases is to conduct legal researches by lawyers at the press of a key, command or use of a language understood by the retrieval system to pop up useful and needed information.

Language and text have quickly evolved in the present information age. Electronic legal databases have grown significantly over the years. Now more than ever, legal practitioners must use computer or online systems to look for legal information. As electronic versions of legal literature have developed, enabling a variety of versatile search capabilities, these databases have

emerged as important sources for legal research. The requirement for electronic databases in the current environment was summarized by a researcher. The investigation matched the various sorts of information and published material available online around the world. These online retrieval systems offer a variety of methods, front ends, and gateways for high-quality legal researches while combining artificial intelligence and user friendliness⁸.

For legal practitioners like attorneys, law students, legal professionals, and those concerned in legal situations, legal research is crucial. It aids in law interpretation and understanding, identifying parties' legal rights and obligations, and developing legal strategy⁹.

Legal research is the process of gathering and evaluating data pertaining to legal matters in order to support legal arguments, make knowledgeable decisions, and offer accurate legal advice. To comprehend the pertinent legal concepts, norms, and precedents that relate to a particular legal matter or situation, it entails researching statutes, regulations, court cases, legal opinions, and other legal sources¹⁰.

The evolution of legal research has undergone significant changes over time, with advancements in technology and shifts in information access transforming the way legal professionals conduct their research. From traditional methods to digital tools and online resources. To start with the traditional methods being the backbone upon which the modern or digital methods is built. In a study titled “The death of the digest and the pitfalls of electronic research: what is the modern legal researcher to do?” it was reported based on the results of the finding that the opinions and performance of modern legal researchers do not support the traditional notion that print digests are the tool of choice for researching legal rules while electronic databases are best suited for finding cases discussing unique factual situations¹¹.

In the past, legal research primarily relied on manual methods such as visiting law libraries and poring over physical books, statutes, case reporters, and legal encyclopedias. Legal professionals would spend hours manually searching for relevant information and extracting relevant cases and statutes using physical law books, precedencies, and so on¹². All these methods and its strenuous and time consuming characteristics has been obstructed by the emergence of information and communication technology and its various deliverables like legal databases. Traditional legal research methods typically involve a systematic approach to gathering, analyzing, and interpreting legal information through traditional means and methods like: Statutory Research, which involves examining statutes and legislative acts to determine the laws that apply to a particular issue. Researchers review statutes at the federal, state, and local levels to understand the legislative intent and interpret the law accordingly. Case Law Research done by delving into previously decided court cases to understand how the law has been applied and interpreted by the courts. This involves analyzing judicial opinions, identifying relevant precedents, and assessing how they may apply to the current legal issue¹³.

Use of Legal Encyclopedia and Treatises Legal encyclopedias and treatises are comprehensive publications that provide in-depth explanations and analysis of legal principles and concepts. Researchers consult these resources to gain a deeper understanding of the law and its application. Another method is the use of Legal Journals and Law Reviews. Legal journals and law reviews publish scholarly articles written by legal professionals, scholars, and experts in various areas of law. Researchers utilize these publications to access in-depth analysis, commentary, and discussions on legal topics and emerging issues. Use of Legal Databases, traditional legal research also involves using specialized legal databases, such as Westlaw, LexisNexis, and Bloomberg Law. These databases provide access to a vast collection of legal resources, including

statutes, case law, regulations, secondary sources, and legal commentary. Use of physical Legal Libraries, Libraries, including law libraries, contain a wealth of legal materials, such as books, journals, statutes, regulations, and court cases¹⁴. Researchers can visit these libraries to access physical copies of legal resources and conduct research using traditional methods.

Another form of traditional legal research method is the use of Legal Citators, such as Shepard's Citations and KeyCite, help researchers verify the validity and current status of case law and statutes. These tools provide information on subsequent cases that have cited or affected the cited authority, ensuring the researcher has the most up-to-date information. Secondary sources which include legal textbooks, legal dictionaries, legal encyclopedias, legal commentaries, and legal annotations could also be used. Researchers refer to these sources to gain a broader understanding of legal principles, definitions, and explanations. Use of Legal directories provide information about legal professionals, law firms, courts, and other legal entities. Researchers can use these directories to find legal practitioners specializing in specific areas of law or to identify relevant legal organizations and resources. More so is the use of Indexes and Digests. Legal indexes and digests help researchers locate specific topics, statutes, or cases within a broader collection of legal materials. These tools provide an organized structure for navigating through legal resources efficiently¹⁵.

It's important to note that while these methods have traditionally been used for legal research, advancements in technology and the availability of online legal resources have greatly influenced modern legal research practices. Researchers now often incorporate digital platforms, online databases, and specialized search engines into their research methods for more efficient and comprehensive results.

Computerization and Electronic Databases:

The advent of computers and electronic databases revolutionized legal research. With the digitization of legal materials, legal professionals gained access to electronic databases that stored vast amounts of legal information. These databases provided searchable indexes, making it easier to find relevant cases, statutes, regulations, and secondary legal sources. It didn't stop there as information communication technology is always emerging and improving or obstructing its initial innovations to create another one that is far better than the former. Information and communication technology further give birth to concepts like Online Legal Research.

The emergence of the internet further transformed legal research. It was asserted that the Law Library of Congress subscribes to a broad range of databases and e-Resources that provide legal and legislative information for the U.S. and around the globe¹⁶. More so, the Robert Crown Law Library and the Stanford University Libraries provide access to legal databases and indexes for conducting research in the law and law-related fields¹⁷.

Online legal research platforms and databases became widely available, offering comprehensive collections of legal materials accessible from anywhere with an internet connection. These platforms, such as Westlaw and LexisNexis, provided advanced search capabilities, enabling lawyers to locate relevant cases, statutes, regulations, and legal commentary more efficiently, effectively with little or no time and at the comfort of zones of the information seeker. Another fall-out of the information communication technology is Open Access and Free Online Resources.

The rise of open access and free online resources also played a significant role in the evolution of legal research. Various government websites, academic repositories, and non-profit organizations started providing legal materials online at no cost. This expanded access to legal information,

empowering individuals who couldn't afford expensive subscriptions to commercial databases. It didn't stop there, another legal research aid was birthed called legal research software and Artificial Intelligent tools. Advancements in legal research software and artificial intelligence (AI) tools have had a profound impact on legal research practices. AI-powered tools can analyze vast amounts of legal data, identify patterns, and extract relevant information quickly. These tools can assist in legal research by automating tasks like document review, case analysis, and citation verification, saving time and improving efficiency¹⁷.

Data Analytics and Predictive Analytics is another platforms that aid in quality legal research. Legal professionals now have access to data analytics and predictive analytics tools that can analyze large volumes of legal data to identify trends, patterns, and potential outcomes as well as predict consequences based on precedence. These tools can assist in predicting case outcomes, evaluating legal strategies, and making data-driven decisions. More so is the Mobile and Cloud-Based Solutions. The proliferation of mobile devices and cloud-based solutions has made legal research more accessible and convenient. Legal professionals can now access legal resources and research tools through mobile applications and cloud-based platforms, allowing them to conduct research on the go and collaborate with colleagues remotely. Furthermore, advancements in natural language processing and voice recognition technology have made legal research more intuitive and user-friendly¹⁷.

Legal professionals can now interact with research platforms using voice commands and receive spoken responses, making the research process more efficient and hands-free. The list continues on and on. Legal profession is advancing with technology and a legal practitioners cannot afford to be backward by not acquiring necessary digital competences and changing attitudes towards adoption, and use of legal databases. It is glaring that overall, the evolution of legal research has

transitioned from manual methods to digital tools and online resources. These advancements have enhanced the speed, accuracy, and accessibility of legal research, empowering legal professionals to conduct more efficient and effective legal analysis.

The shift to digital legal databases has thus, significantly transformed the legal industry, providing numerous benefits and opportunities for legal professionals and researchers. Digital legal databases, also known as online legal research platforms or legal information systems, offer a vast collection of legal materials, such as statutes, regulations, case law, secondary sources, and legal commentary. These databases are typically accessible through the internet, allowing lawyers, judges, law students, and other legal practitioners to access legal information quickly and efficiently. One of the primary advantages of digital legal databases is the convenience they offer. Instead of physically searching through numerous books, libraries, or printed materials, legal professionals can now access a wealth of legal information from the comfort of their computers or mobile devices. This immediate access to digital resources saves time and effort, enabling legal practitioners to conduct research more effectively and efficiently¹⁸.

Furthermore, digital legal databases often provide powerful search functionalities and advanced research tools. Users can employ various search parameters, such as keywords, case names, statutes, and citation details, to locate relevant legal materials swiftly. These databases may also offer advanced features like cross-referencing, hyperlinking, and Boolean search operators, enhancing the precision and accuracy of legal research. Another significant advantage of digital legal databases is the comprehensive coverage they provide. These platforms usually offer extensive collections of legal materials from multiple jurisdictions, including federal and state laws, court decisions, administrative regulations, and legal journals. This breadth of coverage allows legal professionals to access a wide range of legal sources, facilitating comparative

research and ensuring they have access to the most up-to-date legal information. Moreover, digital legal databases often include features that enable users to annotate, bookmark, and organize their research findings¹⁸. These functionalities assist in managing and storing relevant legal materials for future reference. Additionally, some platforms offer collaboration tools, allowing legal professionals to share research findings and collaborate on legal projects seamlessly.

Digital legal databases has also contributed to cost savings within the legal industry. Purchasing and maintaining physical copies of legal materials can be expensive, particularly when considering the regular updates and new editions. Digital databases offer subscription-based models, providing access to a vast library of legal resources at a fraction of the cost of traditional printed materials. This accessibility to affordable legal information promotes equal access to justice and benefits legal professionals with limited resources. However, despite the numerous advantages, there are a few challenges associated with the shift to digital legal databases. One concern is the reliability and authenticity of online legal sources. It is crucial for legal professionals to ensure that the digital databases they use are reputable and provide accurate and authoritative information¹⁹. Additionally, the need for internet connectivity and potential technical issues with online platforms can pose obstacles to accessing legal information, particularly in areas with limited internet infrastructure²⁰.

Digital legal databases has revolutionized the legal industry, providing convenience, efficiency, comprehensive coverage, and cost savings. These online platforms have become indispensable tools for legal research and have transformed the way legal professionals access and utilize legal information. As technology continues to advance, digital legal databases are likely to play an

increasingly significant role in legal practice and education, further enhancing the efficiency and effectiveness of the legal profession²⁰.

Legal databases have had a significant impact on efficiency and time management in the legal field. These databases, which include platforms like LexisNexis, Westlaw, and Bloomberg Law, provide lawyers, legal professionals, and researchers with easy access to an extensive collection of legal resources, such as case law, statutes, regulations, legal commentary, and secondary sources. The following are some ways in which legal databases have influenced efficiency and time management by enhancing faster access to information, legal databases enable users to quickly retrieve relevant legal materials, eliminating the need to spend hours manually searching through physical books or visiting libraries. With just a few clicks, users can access a vast array of legal information, saving significant time. Another undeniable impact is the Comprehensive Search Capabilities²¹. These databases offer advanced search functionalities, allowing users to conduct precise searches based on specific criteria, such as keywords, jurisdictions, and legal topics. This enables lawyers to efficiently locate relevant cases, statutes, and other legal resources that are crucial for their research or case preparation.

Current and Updated Information is another impact of Legal databases as they regularly updated to include the latest legal materials, ensuring that users have access to the most recent court decisions, legislation, and legal commentary. This helps lawyers stay up to date with legal developments and saves time that would otherwise be spent tracking down recent changes manually²². Cross-Referencing and Citations is also one of the veritable impact of Legal databases, they often include tools that facilitate cross-referencing between different legal resources. Users can easily navigate between related cases, statutes, regulations, and secondary sources, enabling them to conduct thorough research efficiently²³. Additionally, these databases

provide standardized citations for legal authorities, streamlining the process of citing sources in legal documents and reducing the time required for proper citation formatting.

Organization and Document Management capabilities. Legal databases offer features to help users organize their research materials. Users can create folders, save documents, highlight relevant passages, and make annotations within the database. These features enhance efficiency by allowing lawyers to easily retrieve and manage their research materials without the need for physical filing systems.

Another impact of legal databases is its ability in enhancing collaboration and knowledge sharing, many legal databases provide collaboration features that allow multiple users to work on the same project simultaneously. This facilitates teamwork and streamlines the exchange of information, leading to increased efficiency in collaborative legal work²⁴. Cost and Space Savings. Legal databases eliminate the need for extensive physical libraries, saving law firms and practitioners significant costs associated with acquiring, storing, and maintaining large collections of legal books. Additionally, the electronic format of legal databases saves physical office space, allowing for more efficient use of available resources.

The impact can be likened to its advantages. Overall, legal databases offer significant advantages in terms of comprehensive and up-to-date information, efficient search capabilities, access to primary and secondary sources, time and cost savings, cross-referencing and citations, advanced analytical tools, and collaboration features. By leveraging these benefits, legal professionals can enhance the quality and efficiency of their legal research and stay well-informed about the ever-evolving legal landscape. Another aspect of legal research where legal databases and their various capabilities are highly negotiable is case analysis and citation management.

Case analysis and citation management are essential aspects of legal research and writing. They involve examining legal cases, extracting relevant information, analyzing the facts and legal principles, and properly citing sources to support legal arguments. These processes are crucial for lawyers, law students, and legal researchers to effectively understand and present legal arguments. Case analysis involves thoroughly reviewing and comprehending the details of a legal case by legal practitioners like lawyers. It typically includes reading the court opinions, identifying the key issues, analyzing the reasoning behind the court's decision, and extracting relevant facts and legal principles²⁵. Case analysis helps legal professionals understand the application of legal principles to specific factual scenarios and provides a foundation for constructing legal arguments.

Citation management on the other hand refers to the systematic organization and proper referencing of legal sources used in legal research and writing. It involves identifying the relevant authorities, such as statutes, regulations, case law, and legal commentary, and citing them accurately in legal documents. Proper citation ensures that the sources are appropriately acknowledged and allows readers to locate and verify the cited material²⁶. To effectively manage case analysis and citation, several tools and techniques can be employed, Legal research databases: Online legal research platforms such as Westlaw, LexisNexis, and Bloomberg Law provide access to an extensive collection of legal materials, including case law, statutes, regulations, and secondary sources. These databases allow users to search for relevant cases, filter results based on various criteria, and access full-text documents. Case analysis frameworks, Various frameworks and methodologies exist for analyzing legal cases, such as the IRAC (Issue, Rule, Application, Conclusion) method. These frameworks help structure the analysis and ensure that all relevant aspects of the case are considered systematically. Another case analysis tools is

Case briefs: Case briefs are concise summaries of legal cases that capture the key details, including the parties involved, the legal issues, the court's decision, and the rationale behind it. Creating case briefs helps in organizing and synthesizing information for future reference.

Note-taking and highlighting, when reviewing cases, taking notes and highlighting important sections or passages can aid in capturing key points and facilitating later recall. These annotations can be helpful during case analysis and when constructing legal arguments. Use of citation management software Citation management tools such as EndNote, Zotero, or Mendeley help organize and format citations in legal documents. These tools allow users to import references from various sources, generate citations in different styles (e.g., Bluebook, APA, MLA), and manage bibliographies²⁷. In legal writing, citations follow specific formatting rules, such as those outlined in legal citation manuals like the bluebook, a uniform system of Citation. These guidelines provide instructions on how to structure and format citations for different types of legal sources.

Legal databases have had a significant impact on legal practice, revolutionizing the way legal professionals conduct research, access information, and stay updated on legal developments. Enhanced Research Efficiency. Legal databases provide a vast collection of legal materials, including case law, statutes, regulations, legal journals, and secondary sources. These databases offer powerful search capabilities, allowing lawyers to quickly and accurately retrieve relevant information. This efficiency has significantly reduced the time and effort required for legal research, enabling lawyers to focus on analysis and strategy²⁸.

Furthermore, Legal databases provide access to a wide range of legal resources from multiple jurisdictions. Lawyers can access not only current laws and regulations but also historical versions of statutes and case law. This breadth of information allows lawyers to understand legal

principles, track legal trends, and develop persuasive arguments. Increased Accuracy and Reliable information. Legal databases often include authoritative sources, such as official court opinions, statutes, and regulations. These sources are generally vetted and verified for accuracy, reducing the risk of relying on outdated or incorrect information. Legal professionals can have confidence in the reliability of the information they find in these databases. Current Awareness and Updates, Legal databases offer features that keep lawyers updated on the latest legal developments. They provide alerts and notifications about new cases, legislation, and regulations relevant to specific areas of law. This real-time information allows legal professionals to stay abreast of changes that may impact their cases or clients²⁸.

Legal databases have reduced the need for physical libraries and printed materials, resulting in significant cost savings for law firms and individual lawyers. Access to digital legal resources is typically more affordable than purchasing physical copies or subscribing to numerous print publications. Legal databases also eliminate the need for manual searching through multiple volumes, saving both time and resources. Improved Collaboration and Knowledge Sharing, Legal databases often provide collaborative features that enable lawyers to share research, annotations, and notes with colleagues. This facilitates better knowledge sharing within law firms, enhances teamwork, and encourages the exchange of ideas and best practices. Efficiency in Document Management: Legal databases often include features for document management, enabling lawyers to organize and store case-related materials, such as pleadings, contracts, and legal opinions. This centralization of documents streamlines workflows, improves accessibility, and reduces the risk of losing or misplacing important files²⁸.

In the face of these advantages, it is important to note that legal databases are tools that require critical analysis and interpretation by legal professionals. While they provide access to vast

amounts of information, the responsibility still lies with lawyers to assess the relevance, applicability, and persuasive value of the materials they find. Legal databases complement legal expertise but do not replace the need for skilled legal professionals.

Legal databases play a crucial role in the legal profession by providing access to a vast collection of legal information, including case law, statutes, regulations, and legal commentary. While these databases offer numerous benefits, they also come with certain challenges and limitations.

Incomplete or Outdated Information: Legal databases may not always have comprehensive coverage of all legal materials. Some databases might exclude certain jurisdictions or have limited access to specific types of legal documents. Additionally, there can be delays in updating the database with the latest legal developments, which could lead to reliance on outdated information.

Lack of Standardization: Legal databases often cover a wide range of jurisdictions and legal systems, each with its own set of laws and regulations. The lack of standardization across jurisdictions can make it challenging to search and compare legal information effectively. Differences in terminology, citation styles, and legal concepts can create difficulties in retrieving relevant and accurate results. These therefore calls for skill acquisition in respect to use of legal databases by potential users²⁸.

Complexity of Search Queries. Legal research requires constructing complex search queries to retrieve relevant information. Legal databases typically use keyword-based search algorithms, which might not effectively capture the nuances of legal language or interpret the context of legal terms. This can lead to a higher risk of retrieving irrelevant or incomplete results.

Cost and Accessibility: Access to comprehensive legal databases often comes at a significant cost, making it a challenge for smaller law firms, individual practitioners, and the general public to afford such services. Limited accessibility can hinder the ability of individuals without subscriptions or legal

training to obtain necessary legal information. Reliance on Primary Sources: Legal databases primarily focus on providing access to primary legal materials, such as case law and statutes. While these sources are fundamental to legal research, they may not always provide the complete context or practical guidance needed for a specific legal issue. Secondary legal sources, such as legal commentaries and treatises, which can offer valuable analysis and interpretation, may not be as readily available in legal databases²⁸.

Legal databases store vast amounts of sensitive and confidential legal information. Therefore, ensuring the privacy and security of user data is paramount. However, breaches or unauthorized access to databases can pose significant risks, potentially leading to the compromise of confidential client information or attorney-client privilege. Interpretation and Application: Legal databases provide access to legal materials, but the interpretation and application of the law often require legal expertise and professional judgment. Legal databases cannot replace the critical thinking, analytical skills, and contextual understanding that legal professionals bring to the table. Relying solely on legal databases may lead to oversimplification or misinterpretation of legal concepts. While legal databases have revolutionized legal research and made vast amounts of legal information accessible, it is essential to recognize their limitations. Legal professionals should use these databases as valuable tools in conjunction with their expertise and critical thinking to ensure accurate and comprehensive legal analysis.

Another challenge of legal databases is reliability and accuracy of its information. Although legal databases play a crucial role in providing access to a wide range of legal information and resources. The reliability and accuracy of information found in legal databases can vary depending on several factors. Some key consideration regarding the reliability and accuracy of includes; Source of Information. Legal databases often aggregate information from various

sources such as court decisions, statutes, regulations, and legal publications. The reliability of the information depends on the quality and credibility of these sources.

Databases that collaborate with reputable publishers, authoritative legal institutions, and official government sources tend to provide more reliable information. Another reason that make do for reliability of information on a legal databases is the editorial processes. The reliability of legal databases also depends on the rigorousness of their editorial processes. Databases that employ expert legal professionals to review and verify the information for accuracy and consistency are generally more reliable. Thorough editorial processes include fact-checking, cross-referencing, and updating the content regularly to reflect any changes in the law. More so, date and recency, legal information is subject to frequent changes, as laws evolve over time. The accuracy of legal databases is closely tied to the currency of the information they provide. Reliable databases will clearly indicate the date of publication or last update for each piece of information, allowing users to determine if the content aligns with the current legal landscape²⁹.

A reliable legal database will include proper citations and references for the sources of the information it provides. These citations allow users to verify the accuracy of the information by referring back to the original sources. Additionally, the presence of citations and references demonstrates transparency and accountability in the database's content. Platforms for user feedback and Reviews User feedback and reviews can provide insights into the reliability and accuracy of a legal database. Checking for feedback from legal professionals, researchers, and other users can help assess the database's reputation and the quality of its information. It is important to note that while legal databases strive to provide accurate and reliable information, they are not infallible. The interpretation and application of the law can vary, and users should

consult primary legal sources, seek legal advice, or consult with legal professionals when dealing with specific legal matters.

One of the major challenge of legal databases is the Ethical and Privacy Considerations which includes confidentiality and data protection, ethical use of legal databases and potential for algorithmic bias. Legal databases play a crucial role in providing access to vast amounts of legal information, facilitating legal research, and supporting the administration of justice. However, the use of legal databases raises important ethical and privacy considerations that must be carefully addressed. Here are some key points to consider. Privacy of Legal Professionals. Legal databases often contain sensitive personal information about legal professionals, including their contact details, case histories, and professional affiliations. It is crucial to ensure that this information is securely stored and only accessible to authorized individuals or organizations. Adequate safeguards must be in place to protect against unauthorized access, data breaches, or misuse of personal information. Confidentiality of Clients, this is based on the fact that legal databases may contain case files and documents that contain confidential client information. Protecting the confidentiality of client information is a fundamental ethical obligation for legal professionals. Legal databases should have robust security measures to prevent unauthorized access to client data and maintain client confidentiality.

Data Accuracy and Integrity. Legal databases should strive to maintain accurate and up-to-date information. Inaccurate or outdated legal information can lead to incorrect legal advice or decisions. Regular review and verification processes should be in place to ensure the accuracy and integrity of the data contained in the databases. Bias and Algorithmic Fairness. Legal databases rely on algorithms and machine learning techniques to organize and retrieve legal information. However, these algorithms can inadvertently introduce biases or perpetuate existing

biases present in the legal system. It is essential to continually monitor and assess the algorithms used in legal databases to ensure fairness, transparency, and mitigate potential biases. Access and Affordability: Legal databases are often owned and maintained by private companies, which can create barriers to access for individuals or organizations with limited resources. Ensuring affordable access to legal databases is crucial for promoting equal access to justice and avoiding a digital divide in legal research capabilities. Data Retention and Deletion: Legal databases may store data for extended periods, even after it is no longer relevant or necessary. Clear policies and procedures should be established to govern data retention and deletion to respect privacy rights and comply with applicable laws and regulations.

Legal databases should operate with transparency, providing clear information about their data collection, storage, and usage practices. Users should have a clear understanding of how their data is being handled and have the ability to exercise their rights regarding privacy and data protection. Legal database providers should be accountable for their data practices and responsive to user concerns or complaints. Addressing these ethical and privacy considerations is crucial for ensuring the responsible use of legal databases and maintaining public trust in the legal profession and the justice system as a whole. Legal professionals, database providers, and regulatory bodies must work together to establish and uphold ethical standards and privacy protections in the context of legal databases.

In evaluation of a system or a technological innovation like legal database, users satisfaction and perspective is very important. Prior user's words and expressions for or against such invention is very necessary to decide as to whether such innovation is important, efficient, useful, usable or not. User satisfaction surveys are an important tool for gathering feedback and assessing the satisfaction levels of users of legal databases. These surveys typically consist of a set of

questions that gauge users' experiences, opinions, and overall satisfaction with the database. The surveys may cover various aspects such as search functionality, ease of use, relevance of search results, availability of comprehensive and up-to-date information, customer support, and pricing. Legal database providers can use these surveys to measure user satisfaction on different dimensions and identify areas for improvement. The feedback obtained from users can help providers understand their needs better and make necessary adjustments to enhance the overall user experience.

User experience (UX) and usability play a vital role in determining the effectiveness and adoption of legal databases. A positive user experience ensures that users can easily navigate the platform, locate the information they need, and perform their tasks efficiently. Usability encompasses factors such as intuitive interface design, clear organization of content, responsive search functions, and personalized features tailored to users' specific requirements. To ensure a satisfactory user experience, legal database providers should focus on designing user-friendly interfaces, optimizing search algorithms for accurate and relevant results, providing advanced filtering options, and implementing features that enhance productivity, such as bookmarking, collaboration tools, and annotation capabilities. Continuous usability testing and user feedback collection are crucial to identify pain points and areas where the platform can be improved to meet users' expectations and make their interactions more seamless and efficient²⁹.

User adoption refers to the extent to which legal professionals and other users embrace and integrate legal databases into their workflow. User resistance, on the other hand, occurs when individuals resist using the database due to various reasons such as a lack of awareness, unfamiliarity, skepticism, or concerns about the database's reliability or value. To promote user adoption, legal database providers should emphasize the benefits and advantages of their

platforms, highlighting features that address users' specific needs and challenges. Offering training sessions, tutorials, and documentation can help users become familiar with the database and its functionalities, reducing resistance and increasing adoption rates.

Moreover, the usage of legal databases is crucial since it has been found to improve the standard of academic institutions' teaching, learning, and research. In fact, academic institutions are now demanding their libraries to demonstrate return on investment (ROI) by offering statistical analyses of how the availability of online resources has increased, as well as research productivity, academic success, and use of the physical library, among other characteristics²⁹. As a result, numerous empirical studies have been carried out to assess how frequently different types of library customers use online resources.

According to the author of a study on the use of electronic databases by undergraduate students in Jamaica, users have become more aware of the internet as a convenient way to acquire information, and usage of online resources is gradually rising. In other words, due to the convenience of access compared to print media, there is a significant growth in the use of online resources among academics. However, their research revealed that only a sizable proportion of consumers could regularly use online resources for information seeking. The majority of consumers use online resources to stay current on their respective profession or a particular purpose³⁰.

Studies frequently consider the usage of information resources daily, weekly, monthly, and yearly when conceptualizing frequency of use. However, other studies have assumed that any user who uses an information retrieval system must use one or more information resources therefore, they have used library patronage to represent the usage of information resources. However, other academics have chosen to assess frequency of usage using metrics like

occasionally, frequently, often, and never. This is preferable since the idea of frequency is relative- it relies on the user's demands.

The University of Cape Coast conducted a study on the use of online resources by postgraduate students with the same goals of assessing postgraduate students' awareness of online resources in the library and discovering how frequently students utilize e-resources. The research found that the majority of postgraduate students use and are aware of the e resources that are available in the library. The results of this study also showed that most postgraduate students preferred to obtain material from web-based databases like Google Scholar and others more frequently than they did from library databases³¹.

Despite the benefits of internet information sources, institutional and personal reasons may restrict usage. A study conducted at the University College Hospital (UCH) in Ibadan, Nigeria, with 350 participants assessed students' access to, use of, and awareness of online information resources. The survey indicated that health professionals use online information resources at a low rate³².

Similar research on the frequency and usage of internet resources have produced conflicting findings, even among people who share similar demographics. Students at Indian higher education institutions' usage of online resources was evaluated, and the results showed that many users had begun using online journals at the same time that many of the students were discovered to be frequent users of online journals and other information resources in the library³³. On the other hand, the use of internet and online resources among students of business management, found that online resources and services in varied forms are rarely used by majority of management students despite the fact the students were of the opinion that these resources are highly important for self-learning³⁴.

In addition, a survey on the usage of electronic resources by scientific students at the same university found that almost all of the respondents used electronic resources more frequently than printed materials. One of the main obstacles to making efficient use of e-resources is the accessibility of online materials³⁵. According to research on how postgraduate students at the Institute of Technology, Banaras Hindu used online resources, where access issues have been resolved, usage is likely to increase over time. It was discovered that male students regularly used online information sources³⁶.

In similar studies conducted in Singapore, where researchers looked at how frequently researchers, students, and lecturers used internet information sources. It was discovered that the most frequent consumers of electronic information resources were those who used them daily, several times per week, once per week, and once every two weeks, in that order. Additionally, several of the respondents stated that they use the resources at least once each month³⁷.

The majority of lecturers reported that they routinely used at least one or more online information resources to find information for their research and/or teaching. This shows that the use of online information resources is not just confined to students. While this is going on, a study of Babcock University's academic staff in Nigeria found that just about 17% of the total respondents are regular users of online resources in the library. The study looked at awareness, accessibility, and use of online databases^{38 39}.

While academic settings have been the focus of the majority of studies on the use of electronic information resources, a sizable number have also looked at professional contexts, including those of lawyers, nurses, and engineers among others. Although lawyers still prefer to utilize printed information sources, most of them are now using online databases, this is according to a survey on the information habits of lawyers in the state of Oyo. However, they are still having

trouble using online public access catalogues (OPAC)⁴⁰. This demonstrates the understanding that internet sources often have up-to-date information that does not yet available in print. One of the benefits of using online resources for legal professionals is having access to the most recent information.

However, there appears to be a difference in how working lawyers and academic lawyers view online information sources. While practicing lawyers do not appear to be fully convinced of the value of or superiority of online information resources over traditional print resources, academic lawyers appear to have fully embraced the use of online information resources. As a result, academic and practicing lawyers frequently use internet information resources at different rates. It is challenging to determine who uses online resources more frequently between the two groups of lawyers due to the dearth of studies comparing the usage of online information resources by practicing and academic lawyers⁴¹. Additionally, it is advisable to use internet information sources.

In a different study, the use of online journal articles by lawyers associated with the Delhi High Court Bar Association in India was examined. It was discovered that these professionals frequently used these resources to find pertinent information quickly and to stay up to date on legal developments. This demonstrates the understanding that internet sources often have up-to-date information that does not yet available in print. One of the benefits of using online resources for legal professionals is having access to the most recent information⁴².

In a study, over 40% of researchers use online information resources, with respondents routinely using available online journals in their institutional libraries to conduct their own research, according to a specific report focusing on the purpose of use of online information resources in an agricultural research institute. While 37% of his study's participants used online resources to

stay abreast of new information in their field of interest, 7% used them to find current and pertinent information sources to support, among other things, their interests in having their papers published⁴³.

Depending on the user's demographics, the motivation for using internet resources appears to vary. This means that the goal of use is frequently determined by the task, status, and occupation of the user. Studies concentrating on students, instructors, researchers, and professionals—a category to which legal practitioners belong—have provided examples of this. For instance, a research was conducted on how undergraduates at the University of Ibadan's faculties of education and social sciences used internet information resources. The research discovered that every responder used online resources for coursework, academic objectives, and online application/registration. More the following purposes were listed for using web resources: assignments, research, as information sources for project writing, and other individual pursuits⁴⁴.

In a similar vein, a study on the use of online information resources by undergraduates at the Federal University of Agriculture in Abeokuta, Nigeria, found that the majority of the students used the information to complete tasks like class assignments, find information or study materials related to their courses, refresh their knowledge, keep up with current events, and conduct research. The majority of people didn't use the internet for entertainment or pleasure. A study on the usage of e-resources at Mzumbe University in Tanzania revealed the same goals. The study found that using electronic resources for academic and research reasons in universities is valued and seen as crucial to pursuing a career in academia. This is made even more helpful when impediments to access to and use of these resources are eliminated by the library⁴⁵.

Researchers in Nigeria also looked at how University of Ilorin lecturers used online resources. In a study that included 184 academic staff members out of 847 academic staff members at the

University of Ilorin, it was discovered that the majority of respondents used online resources for self-improvement and research work in their fields, respectively. Most of the professors made use of online tools to amuse themselves and boost their expertise. At Landmark University in Omu-Aran, Nigeria, researchers from Nigeria looked at why they used internet resources. According to the survey, using internet resources for research, preparing lectures, and upgrading information to improve competency are some of the reasons respondents cited⁴⁶.

Researchers have identified the many reasons why legal professionals use online information. Lawyers have a variety of expertise, including handling civil cases, criminal cases, and corporate disputes, according to researchers in an Indian state who studied how lawyers used online information resources. The study also demonstrates how strongly dependent legal professionals are on information for tasks like fact-checking, tracking down laws and regulations, creating legal proceedings⁴⁷.

2.1.2. The concept of Organizational Supports

Organizational supports refer to the structures, systems, policies, and resources that are put in place within an organization to facilitate the well-being, development, and productivity of its members. They refers to the resources and assistance provided by an organization to its employees to help them perform their job duties effectively. Legal databases are an essential tool for lawyers to conduct legal research. These supports are designed to create a positive work environment, enhance employee engagement, and promote organizational effectiveness⁴⁸.

Organization in this context includes law chambers, and law firms.

A scholar once said that the best friend of a lawyer is organization. One can work effectively if real and virtual workspaces are organized. Greater productivity derives from effective time

management. Streamlined processes guarantee improved client and team communication. Everyone can locate what they need thanks to an easy-to-use file system⁴⁹.

Organizational supports can take various forms depending on the specific needs, goals of the organization and customer demands. Organizational support can come in form of training and development programs. Organizations may offer training and development opportunities to enhance employees' skills, knowledge, and abilities. This can include workshops, seminars, online courses, mentoring programs, and other forms of learning. Organization must from time to time and on regular basis embark on capacity building programs with the aim of expanding the knowledge horizons of its staff. In this era of information and communication technology, it is expedient for organizations to always make sure its staff are equipped with necessary Information and communication technology competence. Tech-savvy lawyers can make use of technological innovations like legal databases effectively for efficient legal researches which will in-turn result in quality service. Another way in which organization can support its staff is by creating a work-life balance initiatives. Organizations recognize the importance of employees' personal lives and strive to provide programs and policies that help employees balance their work and personal responsibilities. This can include flexible work arrangements, paid time off, parental leave, and wellness programs.

Employee Assistance Programs (EAPs) provide employees with confidential counseling and support services to address personal issues that may affect their well-being or job performance. These programs can help employees manage stress, improve mental health, and maintain work-life balance. Another areas of organization support is by enhancing and facilitating Health and safety measures. Organizations have a responsibility to ensure the health and safety of their employees. This includes providing a safe working environment, implementing safety protocols,

and promoting wellness initiatives such as fitness programs, ergonomic workstations, and health insurance. Organization support can also be in form of Communication and feedback channels. Effective communication channels are essential for employees to feel heard and valued. Organizations may establish open-door policies, suggestion boxes, regular team meetings, and employee surveys to encourage feedback and foster a culture of transparency. Recognition and rewards programs is another means of organization support. Recognizing and rewarding employees' achievements and contributions can boost morale and motivation. Organizations may implement programs that acknowledge outstanding performance, offer incentives, or provide opportunities for advancement and career growth.

Diversity and inclusion initiatives are yet again ways of implementing organizational support in a work environment. Nowadays, organizations strive to create an inclusive and diverse workforce. They may implement policies and programs that promote equal opportunity, diversity training, mentoring programs, and employee resource groups to foster a culture of inclusivity and respect. Performance management systems. Clear performance expectations, regular feedback, and performance evaluations are essential for employees' growth and development. Organizations may implement performance management systems that provide feedback, set goals, and offer opportunities for skill enhancement⁵⁰. The overall goal is to create an environment that supports employees' well-being, growth, and productivity, ultimately contributing to the success of the organization as a whole.

Considering how important organizational support is, the American Bar Association (ABA) offers tools and practical guidance for legal employers who want to launch organizational initiatives to improve lawyers' well-being. The ABA Well-Being Campaign was started to help the legal profession's drug use and mental health landscape, with a focus on assisting legal

employers in promoting a healthy and long-lasting work environment. The Campaign's main tool is a Pledge, which asks legal employers (such as the judiciary, law firms, law schools, corporate entities, governmental organizations, and legal aid organizations) to: (a) acknowledge that substance abuse and mental health issues pose a serious challenge for the legal profession and that more can and should be done to enhance the health and wellbeing of those who work in the legal community (including judges, attorneys, staff, and other members of the legal profession); and (b) commit to implementing the Campaign⁵¹.

The adoption and use of legal databases being a technological innovation has gone through several issues. For example that result of a finding suggest that workforce technical skills, technological infrastructure, technological alliances, technology transfer and top management support have an impact on innovation in organizations. More so, top management support and the technological infrastructure of an organization have a greater impact on innovation⁵². Innovation in this context is legal databases which takes organization support to adopt and use. Technological innovation, being a complex and multidimensional construct, refers to innovations associated with an organization's operations, such as the introduction of new/improved products or processes like legal databases for legal researches. Scholars in the field of law, and practitioners recognize the importance of technological innovation in a firm's ability to obtain a sustainable competitive advantage⁵³. It is very clear that like any other technological innovation, use of legal databases would enhance effectiveness and efficiency as well as quality of services rendered by legal practitioners.

Perceived organizational support, reflects the organization's value on employees' contributions and concern for employee benefits, is an important tool to help organizations establish favourable relationship with employees and motivate employees work hard. Perceived

organizational support was found to be related to employees' reduced absenteeism, increased job satisfaction, happiness, organizational citizenship behaviour and organizational performance, and also influenced by organizational fairness, working conditions, HR practices, employee characteristics, leadership, management communication.⁵⁴ Lawyers like every other employee can also be influenced by organizational support.

Organization support as “global beliefs developed by employees concerning the extent to which the organization values their contributions and cares about their well-being”. In other words, POS indicates the organization's readiness to reward work effort and meet employees' needs for praise and approval. Organizational support is expected to elevate employees' confidence that the organization will compensate their efforts to achieve organizational goals. Positive emotion formed by organization support can play an important role of resilience resources in averting exposure to differential treatment and stressors.

With support from organization, members of an organization will begin to appreciate the organization and put an effort to not only make positive behavior and attitude, but also produce positive outcome for the organization when they recognize that the organization values their contribution and sincerely care about them. This is because members who are well-treated by the organization will begin to appreciate the organization, put their trust in the organization, and have a sense of duty to repay the organization with corresponding effort and royalty. Therefore, positive attitude and behavior, and effect of members toward an organization need to be induced for organizational achievement. One of important factors determining such attitude and behavior of members is perceived organization support⁵⁵.

It was asserted that organization support influences an individual's intrinsic and extrinsic motivation and builds purpose, meaningfulness, and pro-social orientations to task performance

at the workplace which results in employee creativity. More so, when employees sense stronger organizational support, they are more motivated to engage in creative activities. Furthermore, Institutional support has been found to make employees mentally fit and increases resilience to vulnerabilities and challenges which as a result, increases the employee's creativity⁵⁶. This means that a lawyer who perceived that his/her organization supports him/her and values her works and services tends to be encouraged to perform task more efficiently. This can however drive the lawyer to explore every available means like consulting legal databases for quality information.

From a gender view, Organizations must know that the around wellbeing for example, Legal profession have traditionally been male-dominated, and it is still characterized by skewed sex distributions at the top (i.e., those in power, the firms' partners, are men). The culture in these firms is often described as masculine⁵⁷. More so, discrimination and sexism are still rampant^{58 59}. Therefore, it seems quintessential for firms to create working environments and cultures in which sexual harassment is clearly and unambiguously condemned and sanctioned⁶⁰. Some, recent studies have considered various potential interventions that could be applied as methods to reduce sexist and sexually aggressive attitudes among employees, including organizational policies and procedures, education, and training programs⁶¹.

Undeniably, strong organizational support is essential for building a thriving and sustainable legal institution that can effectively serve its members and stakeholders. For this study institution support is delineated with six factors, however in the course of the study some other factors were discovered as regards influence of organization support on lawyers use of legal databases. The factors as adapted form ververde and Rodriquez model of institutional support are access to resources, training and development, advisory services, networking opportunities, administrative

support, research and innovation support. Most of these are covered in the financial support construct of the model adopted. The researcher presumed that if all these forms of support are in place, lawyers would be encouraged to improvise by tilting towards adopting and using modern technological innovations like legal databases for legal research thus improving the quality of their proposition, argument and proceedings in the court of law and in the legal practice.

Access to resources in this context is the provision of necessary facilities in terms of funds, computer systems, conducive environment, books, and so on to carry out their professional activities. The real resources here is access to legal databases which are mostly available on subscription too expensive for an individual to acquire. Organization that invest in legal databases is directly and indirectly creating an atmosphere that encourages quality legal research which is needed by lawyers who must be orally articulate and possess good written communication skills needed to argue convincingly in the courtroom before juries and judges⁶². It is not enough to have the resources on ground without grooming the human resources for effective utilization and exploitation of the other resources.

Training and development is a necessity for efficiency and excellence. Training in the use of legal databases. IT competences is needed for effective navigation in the digital space. The legal industry is undergoing a digital transformation, and lawyers need to develop digital skills to keep up with the changes. Lawyers need to be familiar with the software and tools that they use in their work, such as document management systems, e-discovery tools, and case management software as well as legal databases. Lawyers need to be able to use video to communicate with clients and colleagues. This includes skills in video conferencing, video editing, and video production. Lawyers need to be able to use data and analytics to make informed decisions about their practice⁶³.

Including skills in data analysis, data visualization, and data-driven decision making. Lawyers need to be able to use search engine optimization (SEO) and search engine marketing (SEM) to improve their online visibility and attract new clients. This includes skills in keyword research, content optimization, and paid search advertising. Lawyers need to be able to keep up with the latest developments in legal technology and digital trends. This requires a commitment to ongoing learning and professional development. Summarily, it is obvious that digital talent is not one-dimensional; it is comprised of advanced “hard skills” as well as “soft/people” ones. The latter category requires an understanding of how to use technology to enhance the client experience, improve collaboration, and increase efficiency⁶⁴. All the aforementioned skills are necessary but takes training and retraining as well as capacity building to acquire, possess and used. However, although law firms are embracing digital transformation agendas, but it has long been a challenge to attract lawyers to attend IT training⁶⁵.

Advisory services can come in any form. Research advisory services is rendered in the library by librarians who are supposedly skilled in research. It is expedient that organization employ librarian to manage the organization’s library and its information resources and offer research support services, reference services like literature search, selective dissemination of information, and so on with the sole aim of easing the relieving the lawyer the stress of finding information. Advisory services for lawyers typically involve providing expert advice and guidance on legal matters. These services can vary depending on the specific needs of the lawyers or law firms involved⁶⁶.

Lawyers often require assistance with in-depth legal research and analysis. Advisory services can support lawyers by conducting research on specific legal issues, interpreting statutes and case law, and analyzing relevant legal precedents. Advisory services can help lawyers develop

effective case strategies and plans⁶⁷. This may involve analyzing the strengths and weaknesses of a case, identifying key legal arguments, and providing guidance on how to best present evidence and legal theories. Lawyers may seek assistance in reviewing and drafting various legal documents, such as contracts, agreements, pleadings, and motions⁶⁸. Advisory services can ensure accuracy, clarity, and compliance with applicable laws and regulations.

Networking opportunities among lawyers can be crucial for professional growth and success in the legal field. Building a strong network can provide numerous benefits, such as referrals, mentorship, career opportunities, and access to valuable resources and information. Joining local, state, and national bar associations is an excellent way to connect with other legal professionals. These associations often organize networking events, conferences, and seminars specifically for lawyers⁶⁹. Participating in these events allows lawyers to meet colleagues from various practice areas and establish meaningful connections. More so, online networking by utilize social media platforms such as LinkedIn to connect with other legal professionals. By attending legal conferences and seminars that focus on topics of interest. These events bring together lawyers, judges, legal scholars, and experts in specialized areas of law. They offer opportunities to network during breaks, receptions, and social events. Organizations like law firms must create the needed financial support for conferences and seminars.

Administrative support for lawyers is vital in maintaining the efficiency and productivity of legal practices. By taking care of administrative tasks, these professionals enable lawyers to focus on providing legal expertise and serving their clients effectively. Legal administrative assistants provide essential administrative support to lawyers and paralegals in their day-to-day activities⁷⁰. Administrative support staff assist lawyers in drafting, formatting, proofreading, and editing legal documents such as contracts, briefs, memos, and court filings. They ensure that these

documents adhere to specific formatting and citation requirements. Lawyers have busy schedules, and administrative support staff help manage their calendars by scheduling client meetings, court appearances, and other appointments. They also coordinate with other parties involved to avoid scheduling conflicts. Client Communication: Administrative support personnel often serve as the first point of contact for clients. They handle incoming calls, schedule client consultations, and relay important messages to lawyers. They may also draft correspondence or emails on behalf of attorneys.

Administrative support staff organizes file. Lawyers deal with a large volume of documents and files related to their cases. Administrative support staff maintain organized filing systems, both physical and digital, to ensure easy access to relevant information when needed. They may also assist with document retrieval and archiving. Lawyers rely on thorough legal research to build their cases. Administrative support staff can assist in conducting research, gathering relevant information, and compiling summaries or reports for attorneys to review. Overall, administrative support staff should be provided by organization to help carry out the administrative works.

Research and innovation support is another platform of support organizations can build and stand to render necessary help to the lawyers. Research and innovation can play a crucial role in the legal profession, enabling lawyers to stay updated with the latest developments, enhance their services, and provide more effective representation to their clients. For example, Innovative technology has revolutionized legal research, making it easier and more efficient. Online databases, search engines, and AI-powered tools provide access to vast amounts of legal information, enabling lawyers to find relevant cases, statutes, regulations, and legal commentary quickly and accurately. These tools can save time and improve the quality of legal analysis⁷¹.

With advancements in communication technology, lawyers can collaborate effectively with colleagues, clients, and experts, regardless of geographic barriers. Video conferencing, online collaboration platforms, and secure document sharing tools facilitate seamless communication and collaboration, enhancing productivity and efficiency⁷². Innovative technologies such as document automation and management systems streamline routine legal tasks, such as drafting contracts, creating legal documents, and managing case files. By automating repetitive tasks, lawyers can focus more on complex legal analysis, strategy, and client interactions⁷³.

2.1.3. The concept of Personality Traits.

Personality refers to the unique set of characteristics, traits, behaviors, and patterns of thinking that define an individual's distinct identity. It encompasses a person's thoughts, emotions, motivations, and behaviors, shaping how they perceive and interact with the world around them. The term "personality" describes a pattern of thinking, feeling, and acting that differs between people yet is largely consistent with one person through time. Personality neuroscience makes the assumption that all personality variations among people result from biological variations in our brains⁷⁴. According to a scholar's summary of the personality traits of law students, based on a synthesis of the data available prior to 2004, they are "masculine," "dominant," competitive, leadership-oriented, socially confident, extraverted (contrary to the finding that introversion among lawyers), aggressive, achievement-oriented, and legalistic⁷⁵.

Another study found up to thirteen major lawyer qualities which are analytical, empathetic, money-driven, argumentative, self-aware, deceptive, ambitious/challenge-oriented, organized/time management, competitive, confrontational, prestige-driven, arrogant, and persistent. These traits develop both inherently and as a product of education and experience⁷⁶.

Through the use of the following categories—warmth, which encompasses tolerance, good-

naturedness, and likeability, and competence, which denotes competitiveness, intelligence, and respectability or prestige, some researchers further expanded the dimensions of attorney personality psychology⁷⁷. Based on a workplace analysis, lawyers rank very highly on the competence dimension but very poorly on the sense of warmth, probably as a result of their intense focus on decision-making and leadership. This finding implies that the legal profession favors "achievement, independence, and recognition" over relationships because of its high level of expertise⁷⁸.

Personality traits play a significant role in shaping the success and effectiveness of professionals in various fields, and the legal profession is no exception. Lawyers, who are entrusted with the responsibility of representing clients, advocating for their interests, and navigating complex legal systems, often exhibit a specific set of personality traits that contribute to their effectiveness in their roles. Lawyers due to the nature of their job has been found to be analytical and critical in their thinking. Lawyers must possess strong analytical skills to dissect and interpret complex legal issues and statutes. They are required to analyze vast amounts of information, identify key details, and draw logical conclusions. An analytical mindset enables lawyers to develop effective legal strategies, identify potential risks, and make sound judgments. Another trait is excellent communication skills. Effective communication is vital for lawyers as they interact with clients, opposing counsels, judges, and other stakeholders in the legal system. Lawyers need to articulate their arguments persuasively, negotiate effectively, and convey complex legal concepts in a clear and concise manner.

Good listening skills are equally important for understanding clients' concerns and effectively addressing them. Another trait found in lawyers is the emotional Intelligence traits. Whether learned or in-born or developed, lawyers frequently deal with emotionally charged situations,

including conflicts, disputes, and high-stakes negotiations. Emotional intelligence allows lawyers to empathize with their clients, understand their perspectives, and build strong relationships based on trust. Additionally, emotional intelligence helps lawyers navigate tense situations, manage stress, and maintain composure during challenging times. Furthermore, research has found that lawyers Researches a lot and also pay attention to details, the legal profession demands meticulous attention to detail and extensive research skills. Lawyers need to thoroughly examine legal precedents, statutes, regulations, and case law to build strong arguments and present compelling cases⁷⁹.

Attention to detail helps lawyers spot critical information, identify potential loopholes, and develop effective legal strategies. Perseverance and Resilience is another traits found in lawyers. Lawyers often face long hours, intense workloads, and challenging cases that require unwavering dedication. Perseverance and resilience enable lawyers to persist through setbacks, handle adversities, and maintain focus on their clients' best interests. This trait also helps lawyers bounce back from setbacks, learn from failures, and continuously improve their skills. Lawyers are found to always exhibit integrity as far as legal ethics are concerned. Lawyers are expected to uphold the highest ethical standards and maintain integrity in their professional conduct. They have a responsibility to act in their clients' best interests while also adhering to legal and ethical guidelines. Ethical integrity ensures lawyers maintain the trust of clients, colleagues, and the legal system as a whole. Strong Advocacy Skills Lawyers must possess strong advocacy skills to effectively represent their clients in various legal settings, such as courtrooms, negotiations, and mediations.

Lawyers need to be persuasive, articulate, and adept at presenting compelling arguments. Effective advocacy skills involve the ability to analyze opponents' arguments, anticipate

counterarguments, and present evidence convincingly. Time Management and Organizational Skills. Lawyers often work on multiple cases simultaneously and face strict deadlines. Effective time management and organizational skills are crucial to handle numerous responsibilities, prioritize tasks, and meet deadlines⁸⁰. Lawyers must be able to juggle competing priorities while maintaining the quality of their work. Intellectual Curiosity skills. The legal profession is dynamic, with laws and regulations constantly evolving. Lawyers need to possess intellectual curiosity to stay updated on legal developments, precedents, and changes in legislation. This trait enables lawyers to provide accurate and up-to-date advice to their clients, navigate novel legal issues, and remain at the forefront of their field.

Professionalism and Confidence is another core competence of lawyers. Lawyers are expected to display professionalism and confidence in their interactions with clients, colleagues, and the court. Professionalism involves maintaining a high level of ethical conduct, respecting legal procedures, and treating all parties with dignity and respect. Confidence allows lawyers to effectively advocate for their clients and instill trust in their abilities. It's important to note that while certain personality traits are advantageous for lawyers, not all successful lawyers possess the same set of traits. Each lawyer brings their unique combination of traits, skills, and experiences to their practice. Additionally, the importance of these traits may vary depending on the specific area of law and the individual's role within the legal profession.

More so, different theories have been used to delineate personality traits in respect to how it affects human relationship with fellow human and inanimate objects. Moreover, understanding personality can be valuable in various contexts, including personal development, career choices, relationships, and psychological well-being. It allows individuals to gain insights into their own tendencies, strengths, and areas for improvement, as well as enhancing their understanding and

interactions with others. However, research using the Big Five theory of personality found that traits in lawyers include neuroticism, competitiveness, aggression, introversion, perfectionism, cynicism, and a strong preference for thinking over feeling⁸¹. Another study asserted that when standardized personality tests are administered to lawyers, the results tend to be quite different from those that arise in the general public⁸². More so, Another researchers found that Lawyers are analytical, detached, introverted, and reflective⁸³.

There is an increasing awareness that lawyers are unusually likely to experience certain personality traits. It further explained that Knowledge emerging from the burgeoning field of personality neuroscience suggests that the high prevalence of mental disorders within the law community is at least in part explained by personality factors⁸⁴.

Situating the personality to lawyers, the openness dimension reflects a lawyer's inclination toward curiosity, imagination, and preference for novelty. Lawyers with high in openness tend to be creative, open-minded, and adventurous, while those low in openness may be more traditional and prefer routine. The conscientiousness dimension relates to a lawyer's degree of organization, responsibility, and self-discipline. lawyers high in conscientiousness tend to be reliable, diligent, and goal-oriented, while those low in conscientiousness may be more spontaneous and less focused on structure. Extraversion dimension captures a lawyer's level of sociability, assertiveness, and preference for external stimulation. Extroverts are typically outgoing, energetic, and enjoy being around people, whereas introverts lawyers tend to be more reserved, introspective, and prefer solitude. Positive emotions, assertiveness, high levels of energy, and a preference for social interaction over alone time are all traits of extraversion⁸⁵. Introversion is the opposite of low extraversion. Compared to more extraverted people, introverted people need less interaction with their environment, prefer to think things through on their own, may have fewer,

extremely close friends, and tend to avoid opportunities for action and excitement⁸⁶. Agreeableness dimension reflects a lawyers tendency to be cooperative, compassionate, and considerate towards others. Lawyers high in agreeableness are usually empathetic, kind, and prioritize maintaining harmonious relationships, while those low in agreeableness may be more competitive and sceptical.

This dimension refers to a lawyer's emotional resilience, stability, and tendency to experience negative emotions. Lawyers high in neuroticism may be more prone to anxiety, mood swings, and stress, whereas lawyers low in neuroticism tend to be more emotionally stable and composed. Negative emotions like anxiety, self-consciousness, and anger are linked to neuroticism. People who score highly on the neuroticism domain are more likely to experience anxiety, rage, and discomfort⁸⁷. Six elements (or "subdomains") make up neuroticism, according to the Five Factor Model: anxiety, angry hostility, depression, self-consciousness, impulsiveness, and vulnerability⁸⁸.

A researcher after affirming the prevalence of neuroticism as the reason for lawyers efficiency and effectiveness as well as the high rate of depression and anxiety among lawyers asserted that do these characteristics, which are unusually prevalent in the legal profession, however, aid in explaining the high prevalence of anxiety and depression in that very profession?⁸⁹. A negative response to this question is impossible given the vast and expanding body of research that connects neuroticism (and to a lesser extent, introversion) to anxiety disorders and depression. In other words, coincidentally, the very personality qualities that are especially prevalent in the legal community and that enable lawyers to thrive in the legal environment are also known to enhance the lifetime risk of anxiety and depression.

Some researchers comparing and contrasting the five personality traits asserted that “Neuroticism” being the most pervasive domain of personality scales which contrasts adjustment or emotional stability with maladjustment or neuroticism and measures a dimension of normal personality. The extraversion-introversion dimension contrasts an outgoing character with an isolated nature. “Extraverts” are adventurous, assertive, active, sociable and talkative. Introverts may be described as less talkative, reserved, less curious, shy and unsociable. As a major dimension of personality “openness” is a measure of depth, breadth and variability in a person's imagination and urge for experiences. People with a high openness to experience have broad interests, divergent thinking, are liberal, have intellectual curiosity and like novelty. The “agreeableness” scale is associated to altruism, nurturance, caring and emotional support versus competitiveness, hostility, indifference, self-centeredness, spitefulness and jealousy. It is primarily a dimension of interpersonal tendencies. Agreeable people can be described as altruistic, gentle, kind, sympathetic and warm. A “conscientious” individual is purposeful, strong willed, determined and goal directed. The more conscientious a person is the more competent, dutiful, orderly and responsible they become⁹⁰.

Legal research is the hub and the whole essence for which a lawyers seeks for information. While seeking for information, several behaviour can be exhibited and this behaviour are influenced by individual personality traits. For instance a study on influence of personality traits on information seeking behaviour of students, found that the personality trait "neuroticism" was found to be negatively connected with all aspects of information seeking behavior, with the exception of the domain "level of perceived obstacles". The heart of the neuroticism domain is the overall propensity to feel unpleasant emotions like fear, sadness, embarrassment, wrath, guilt,

and disgust. A researcher said that, people with high levels of neuroticism are prone to being agitated, hostile, sad, self-conscious, impulsive, and hostile. The motivation to search, the use of information, the type of resource accessibility, the use of resources, and information seeking behavior as a whole were adversely connected to neuroticism, the vulnerability to unpleasant emotions, and favorably related to hurdles observed. One will be more able to satisfy their desires for information retrieval and will be able to overcome the majority of challenges that arise in their information searching process the more they are in charge of their emotional stability, are calm, relaxed, and easy, or less neurotic.

Due to their susceptibility to negative emotions that prevent them from searching, those who were determined to be extremely neurotic did not feel particularly motivated to look for information. Due to their anxieties, anger, hostility, depression, self-consciousness, and impulsiveness, they have a tendency to hold back from imparting the knowledge they have learned to others. Due to their apprehension about using unfamiliar sources and information, these people frequently turn to a small number of trusted sources when looking for information. It is therefore obvious that these individuals will encounter more difficulties for two main reasons: first, they already experience emotional negative drive as a result of their inner trait; and second, as a result of these negative emotions, they are unable to take action for successful information retrieval and may experience further failure.

“Extraversion traits” of personality was positively correlated with all the variable excluding the dimension cognitive nature of search and nature of accessibility of resource which was not found to be significantly correlated with the trait and obstacle dimension was found to be negatively correlated. Extraverts (or extroverts) are sociable, assertive, active, and talkative, upbeat, energetic, optimistic, shy, like excitement and stimulation and tend to be cheerful in

disposition are upbeat, energetic and optimistic. Extravert people were found to be more purposeful in information need and their searching zeal was found to be high. They were found to be actively using, sharing and exchanging information to the maximum, a characteristic of high information seekers. They were found to be diverse and wider in their information search and used most of the resources (formal and informal) available for seeking information a fact indicated by previous researchers as well. Extraverted students have an enthusiastic, active and confident character, were characterized by quick solutions and use of social abilities which was reflected in their information seeking, thus they encountered fewer obstacles in their search process.

In a study on information seeking behaviour and influence of personality traits Openness trait was found to be positively correlated with drive for search, diversity in search, resources utilized, level of satisfaction and also information seeking as a whole and negatively correlated with obstacle. People high on openness are active, imaginative, aesthetically sensitive, attentive to inner feeling, have preference for variety, intellectual curiosity and independent in their judgment. They are curious about inner and outer worlds and their lives are experimentally richer, are willing to entertain novel ideas and unconventional values and they do experience both positive and negative emotions more keenly than the closed individuals. Openness to experience was related to broad information seeking incidental information acquisition, critical information judgment, preference of thought-provoking documents instead of previous documents or ideas and use of effort in information seeking. The result of the present study showed that people who had an active motivation for search, one with diversity in their approach while seeking information, and used the maximum range of sources were found to fall under openness trait of personality. While extraverted students often obtained low grades,

students with high openness to experience were successful in their studies. Thus as the open students are energetic in character and are intellectually curious they were found to be very satisfied with their information seeking and resolved most of the obstacles coming their way.

A Study found agreeableness trait to be positively correlated with motivation for search, mode of use and negatively correlated with level of perceived obstacle. Agreeable people are found to be fundamentally altruistic, sympathetic and helpful to others, straightforward, compliant, modest, and tender minded. People who have acceptance and agreeable qualities and less ego centric were found to be high on their zeal for information search. Due to their motivation they were found to be much diverse in their search patterns and were more frequent users of information acquired. They were found to use maximum of the information sources. Due to their positive accepting nature, they felt less obstacles in their way and thus were found to be very satisfied with their information seeking patterns.

Another study found that conscientiousness trait of personality to be positively correlated with all the dimensions of information seeking behaviour excluding obstacle which was negatively correlated. Conscientiousness individual are competent, orderly, disciplined and dutiful, achievement striking, deliberate purposeful, strong - willed, determined scrupulous , punctual and reliable. Conscientious students are strong willed, determined to achieve, have self-control, persistence and willing to put hard work. Therefore conscientious trait highly facilitates positive information seeking in an individual. Highly conscientious people were found to be high information seekers. In the present study all the domains of information seeking were positively correlated with conscientiousness trait. Thus due to their dutifulness, orderly and disciplined nature (high conscientious) they felt less obstacles in their information search⁹¹.

The digital world is a new environment that must be explored. To interact with new environments and enhance psychological adaptation, many proactive individuals try to change themselves or the environments, this is done by expanding social networks or actively seeking information and feedback. Information-seeking is one of the most important proactive behaviors that newcomers can use to reduce uncertainty about how to complete tasks efficiently and productively in new environments. However, newcomers are most likely to seek information if they have personality traits such as desire for control⁹². Information seeking is the hub of legal researcher and it enhances quality in terms of professionalism.

Big-five personality traits should significantly affect information-seeking behaviour of any professional, students or even the general public but studies have reported contradictory results. For example, openness was found to be insignificant^{93 94}. Some found personality traits to be both negatively and positively correlated with information-seeking behaviour⁹⁵. Specifically, Extraversion and conscientiousness were shown to be insignificant to information seeking behaviour⁹⁶. Some however found that both extraversion and conscientiousness increases information seeking behaviour⁹⁷. Whereas Agreeableness and neuroticism were shown to be inconsistent, nonstable antecedents of proactive behaviors like seeking information⁹⁸.

The reasons for this inclusiveness was attributed to the dynamic nature of information seeking, and the fact that people act differently as they adapt over time. More so, in some cases, however, data were collected only once and thus may fail to reflect real behavior. Therefore, a study in a bid to balance the errors a study that measure information seeking behaviour at multiple time points finds and personality traits found that in alignment with previous findings, the five personality traits showed moderate-to-high correlations among themselves. Openness, conscientiousness, extraversion, and agreeableness were positively correlated, while neuroticism

was negatively correlated with other dimensions. Also, the traits were significantly and positively correlated with frequency of information-seeking behavior at the four intervals⁹⁹.

2.2. Theoretical Review

2.2.1. Technology Acceptance Model (Davis, 1989)

The Technology Acceptance Model (TAM), developed by Fred Davis in 1989, is a widely used theoretical framework for understanding and predicting individuals' acceptance and adoption of new technologies. TAM provides insights into the factors that influence users' behavior and intentions when it comes to using and accepting technology. It has been used extensively in research and practical applications to study the adoption of various technologies, including software applications, information systems, mobile devices, and digital services. The TAM is grounded in social psychology and behavioral science theories, particularly the Theory of Reasoned Action (TRA) proposed by Martin Fishbein and Icek Ajzen. TRA suggests that an individual's behavioral intentions are primarily determined by their attitudes toward the behavior and their subjective norms. Davis extended the TRA by introducing two key constructs: perceived usefulness (PU) and perceived ease of use (PEOU), which he believed would determine users' attitudes and intentions to adopt a technology. According to TAM, perceived

usefulness refers to the degree to which an individual believes that using a particular technology will enhance their job performance or make their tasks easier to accomplish. Perceived ease of use, on the other hand, refers to the extent to which an individual believes that using a technology will require minimal effort and be free from complexity. Both PU and PEOU are hypothesized to have a direct impact on an individual's attitude toward using a technology.

Attitude toward using a technology, in turn, is hypothesized to influence an individual's behavioral intention to use the technology. This intention is seen as a crucial precursor to actual technology adoption. However, TAM also acknowledges that various external factors can moderate the relationship between attitude and intention, such as individual differences and contextual variables. TAM proposes that the perceived usefulness and perceived ease of use of a technology are influenced by external variables. These variables can include factors such as system characteristics, user characteristics, training and support, social influences, and institutional support. For example, system characteristics like the system's performance, reliability, and compatibility with existing infrastructure can impact users' perceptions of usefulness and ease of use. The original TAM focused on individual adoption behavior and did not explicitly consider the influence of external variables. However, subsequent extensions of the model, such as the TAM2 and TAM3, have incorporated additional factors to better account for the complexities of technology adoption. These extensions introduced variables such as subjective norms, image, output quality, result demonstrability, and facilitating conditions.

Subjective norms reflect the perceived social pressure or influence individuals perceive from their peers, superiors, or social environment to use or not use a particular technology. Image refers to the extent to which using a technology is perceived as enhancing an individual's social status or reputation. Output quality represents the perceived level of performance and

effectiveness of the technology, while result demonstrability refers to the visibility of the technology's benefits to others. Facilitating conditions encompass the availability of resources, support, and infrastructure necessary to use the technology effectively. The TAM has been widely applied in various domains, including healthcare, education, e-commerce, and information systems research. Researchers and practitioners have used the model to understand and predict technology adoption and acceptance, identify factors that influence user behavior, evaluate the effectiveness of interventions to promote technology adoption, and guide the design and development of user-friendly and effective technologies.

One of the strengths of the TAM is its simplicity and ease of application. It provides a straightforward framework for analyzing users' perceptions and intentions, which can be valuable for technology developers, marketers, and policymakers. The model has been supported by numerous empirical studies that have found positive relationships between perceived usefulness, perceived ease of use, attitudes, intentions, and actual technology adoption. However, it is important to note that TAM has also faced some criticism and limitations. Critics argue that TAM focuses primarily on cognitive factors and neglects the role of emotional and affective factors in technology acceptance. Additionally, TAM assumes that individuals are rational decision-makers who carefully weigh the pros and cons of using a technology. In reality, technology adoption can be influenced by a variety of factors, including emotions, habits, social norms, and external pressures.

Technology Acceptance Model (TAM) developed by Fred Davis in 1989 is a widely used theoretical framework for understanding and predicting technology adoption and acceptance. TAM emphasizes the importance of perceived usefulness and perceived ease of use as key determinants of users' attitudes, intentions, and actual behavior. While TAM has been influential

in the field of technology acceptance, subsequent extensions and adaptations have emerged to account for additional factors and complexities.

2.2.2. Institutional Support Model (Valverde and Rodriguez, 2002)

Support provided by an institution or organization towards the success of its members or employees is referred to as institutional or organizational support. A framework outlining the many types of assistance that an institution or organization offers to its members or employees can be referred to as a model of institutional or organizational support. The model can be employed to direct the creation and execution of institutional or organizational support programs and to assess the efficacy of already-existing initiatives.

The Ververde and Rodriguez research support model, however, is the underlying model that the researcher modified for this study. The model was created using a literature review and a retrospective examination of the authors' experiences as fellows in the Hispanic Border Leadership Institute doctoral fellowship program at one of the host universities. The model's four pillars are: opportunity and financial support, professional or academic mentorship, and technological help. The model's creators identified institutional-related variables, roles, and responsibilities that can boost staff productivity in the performance of their duties, in this case, proper archival material preservation. Technical support is the model's last element.

Technical support, according to the theorists, is a broad and nebulous concept. Although it has not consistently come up in prior studies as a significant factor for PhD completion, it is a factor that needs to be looked at in subsequent study. Technical support in a specific PhD programs may involve research design and statistics, computer use, lab accessibility, equipment

accessibility, and even internships or practical training. These problems could develop into challenging difficulties if they are not dealt with properly¹⁰⁰.

Aligning the model to the study, the researcher adapted the four construct of the four model into six of access to resources, training and development, advisory services, networking opportunities, administrative support, research and innovation support

2.2.3. Five Factor Traits Theory of Personality

The Big Five theory of personality is a widely accepted framework that categorizes human personality traits into five broad dimensions. These dimensions, also known as the Five Factor Model (FFM), provide a comprehensive description of an individual's personality. The five factors are; Openness to experience. It refers to a person's openness and willingness to embrace new ideas, experiences, and perspectives. People high in openness tend to be curious, imaginative, and creative, while those low in openness are more conventional and prefer familiarity. Another variable of the big five theory is Conscientiousness. Conscientiousness reflects the degree of organization, responsibility, and dependability an individual possesses. People high in conscientiousness are often diligent, organized, and disciplined, while those low in conscientiousness may be more spontaneous and less focused on long-term goals. Extraversion on the other hand measures the extent to which someone seeks social interaction, stimulation, and assertiveness. Individuals high in extraversion are often outgoing, energetic, and enjoy being around others, while introverts tend to be more reserved and prefer solitary activities.

Agreeableness refers to an individual's tendency to be compassionate, cooperative, and considerate of others. People high in agreeableness are often friendly, empathetic, and value harmony, while those low in agreeableness may be more competitive and less concerned about others' well-being. Neuroticism (or emotional stability). Neuroticism measures emotional stability and the tendency to experience negative emotions such as anxiety, depression, and mood swings. Individuals high in neuroticism may be more prone to stress and worry, while those low in neuroticism are generally more emotionally resilient and stable. Collectively, these five dimensions represent a continuum, and individuals typically exhibit a combination of traits across each factor. The Big Five theory provides a useful framework for understanding and studying personality, and it has been widely researched and supported by empirical evidence.

Situating it to the study, when it comes to lawyers, these traits can play a role in shaping their professional behavior, effectiveness, and job performance. To start with openness, just like any other person, lawyers who score high in openness tend to be imaginative, creative, and open to new ideas. They may be more willing to consider alternative approaches to legal issues and think outside the box. This can be advantageous in areas of law that require innovative problem-solving or in adapting to changes in legal practices¹⁰¹. Conscientiousness trait relates to being organized, dependable, and detail-oriented. People high in conscientiousness are likely to be diligent, thorough, and focused on meeting deadlines. This trait can be beneficial in managing large caseloads, preparing well-researched arguments, and maintaining high standards of professionalism among lawyers.

Extraverted people tends to be outgoing, assertive, and energetic. They may thrive in roles that involve public speaking, networking, and building relationships with clients. Extraverted lawyers may excel in courtroom advocacy, negotiation, and client interaction. However, lawyers with

higher levels of agreeableness are typically compassionate, cooperative, and empathetic. They may be skilled at conflict resolution, collaboration, and maintaining positive relationships with clients, colleagues, and opposing counsel. However, excessively high levels of agreeableness might make it challenging for lawyers to be assertive or advocate aggressively on behalf of their clients. Neuroticism. this trait relates to emotional stability or instability¹⁰². Lawyers with low neuroticism tend to remain calm under pressure, handle stress well, and maintain emotional resilience. This can be particularly valuable in high-stakes legal situations, where maintaining composure and making sound judgments are crucial.

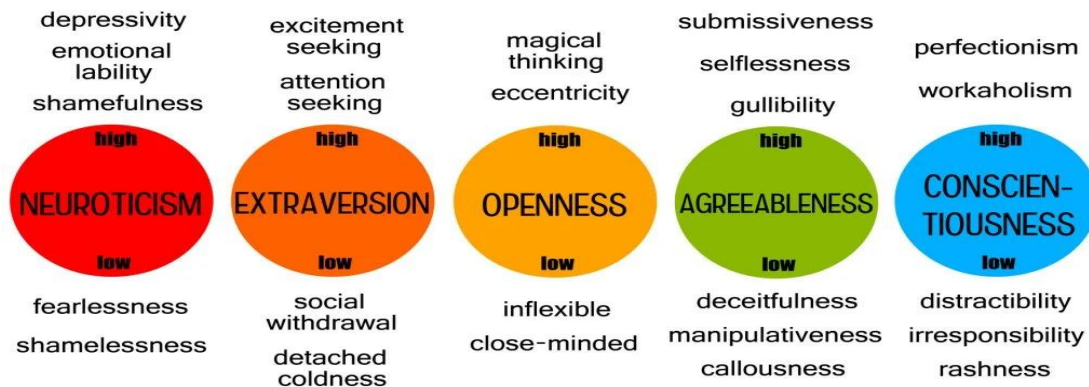


Fig. 2.2. Big five traits theory by D. W. Fiske

2.3. Empirical Review

2.3.4 Influence of Organizational supports on the Use of Legal Databases by Lawyers in Ibadan, Oyo State.

Top management support has been found to be one of the major reasons for the adoption of technological innovations. The reasons being that, the management will make provision for necessary and basic infrastructures that makes innovation adoptable and usable. They provide funds for acquisition of necessary equipment. For example, subscription to legal databases

sometimes is beyond what one lawyer or legal professional can acquire, therefore the need to have strong backing from the parent body else, the project will be stalled. Moreso, it is the responsibility of management to create a sane and crime free working environment for its employees. For instance a survey from 321 Belgian employees (155 women, 166 men) of global accounting and law firms on Prevalence and correlates of sexual harassment in professional service firms established that experiences of workplace sexual harassment were widespread with 88.5% of women and 83.3% of men reporting to have experienced at least once or twice some form of sexual harassment at work during the past 24 months.

2.3.5 Influence of Personality Traits on the Use of Legal Databases by Lawyers in Ibadan, Oyo State.

Lawyers tend to exhibit qualities like neuroticism, competitiveness, aggression, introversion, perfectionism, cynicism, and a strong preference for thinking over feeling, according to research utilizing the Big Five theory of personality, which is currently the prevalent theory in personality research. Coincidentally, personality qualities that are known to raise lifelong risk of anxiety and depression are also those that are especially prevalent in the legal profession and help lawyers thrive in the legal environment¹⁰³.

The 'legal personality' has been the subject of a lot of writing. The data show patterns among lawyers and law students but do not predict the characteristics of any particular lawyer or law student, as most authors implicitly concede. For instance, on the Caliper test, lawyers often scored higher on the 'scepticism' scale than 90% of the general population. However, some lawyers might be less skeptic than 99% of people, while others might be more skeptic than 99% of people. Therefore, it should be made clear right away that the following data just reflects trends^{104 105 106}.

Richard published statistics from 3,014 American Bar Association members in 1993. The Meyer Briggs Type Indicator (MBTI), a personality assessment frequently used for occupational purposes, had been completed by these participants. 57% of lawyers were found to be more introverted than extraverted¹⁰⁷. However, in sharp contrast to this conclusion, a majority of the population (75%) was found to be more extraverted than introverted¹⁰⁵. This variation could be caused by different factors, like family background, experiences and some biological traits.

The inclination of introverts for solitary work may help to explain a later study that found lawyers to be more autonomous than 89% of the general population¹⁰⁵. In other words, compared to a random member of the community, a random lawyer is much more likely to choose lone work. In that essay, a scholar made the observation that managing lawyers was similar to "herding cats" due to their penchant for solitary labor¹⁰⁵.

A personality test based on the Five Factor Model called the Hogan Personality Inventory (HPI) was used by Hogan Recruitment in 2010 to study 1,937 lawyers. Extraversion is the foundation of the HPI's "ambition" and "sociability" domains¹⁰⁵. The comparator group, which was made up of non-lawyer professionals with comparable training and rank to attorneys, scored in the 59th and 70th percentiles for sociability and ambition, respectively. Comparatively, lawyers performed in the 50th percentile across the board. In other words, highly placed non-attorneys were more likely than lawyers to be ambitious and outgoing¹⁰⁸.

In another study, it was discovered that a group of 95 lawyers who had been rated as "excellent" lawyers by their peers were less sociable than 87.5% of the community at large and only 12.8% of the general public¹⁰⁵. It is seen that the 'average' lawyer tends toward introversion and prefers to work alone. Moreover, among extremely successful lawyers, this propensity can be accentuated. In summary, numerous researches show that, when taken as a whole, lawyers have

low extraversion levels. This shows that lawyers may not be sociable. This may therefore necessitate organization to facilitate a sustainable system that enhances resources sharing among lawyers.

Even though there hasn't been a lot of work done with the legal community utilizing the Five Factor Model, a lot of it has to do with one or more of these sub-domains. In the absence of studies using the NEO-FFI or NEO-PI-R, we can draw conclusions from this regarding the neuroticism levels that lawyers are likely to have¹⁰⁹. The HPI test from Hogan Recruitment was one research used with attorneys in the context of the Five Factor Model. The HPI's 'adjustment' domain is based on the Five Factor Model's neuroticism domain¹¹⁰. The term "adjustment" describes "the extent to which a person is steady under pressure, or alternatively, moody and self-critical." 1,937 lawyers had an average "adjustment" score that put them in the 44th percentile¹¹¹. According to these findings, the average lawyer may be more neurotic than 56% of the overall population. Of all, many lawyers might have a neuroticism score of "zero"; these are only averages¹¹². Additional research indicates that the neuroticism levels of lawyers may be higher than the national norm.

Despite its name, the 'excitable' domain on Hogan Recruitment's HDS personality test denotes a propensity for becoming uptight and harsh. The 'excitable' domain significantly overlaps with the 'anger' sub-domain of Neuroticism, which itself denotes a propensity to feel furious. The average lawyer received a "excitability" score in the 68th percentile in the HDS research with 1,898 lawyers¹¹³. In other words, compared to 68% of the general population, lawyers in this study were generally more likely to become "tense and overly critical." This conclusion further shows that lawyers' neuroticism scores are likely to be higher than average because angry hostility is a sub-domain of neuroticism.

In a study on the influence of personality traits on information seeking behaviour of students, sample was drawn from the 600 male and female university students and from the three broad disciplines, namely Science and Technology, Humanities and Social Sciences and Commerce from the selected State aided Universities (Calcutta University, Kalyani University, Rabindra Bharati University) of the Eastern part of India (West Bengal). The participants were all in the final year of their post graduate degree with a mean age of 23 years. General Information schedule (GIS) method was used, which involves using a set of questions on their demographic characteristics and academic background. 60 items from NEO five factor inventory (NEO FFI) revised version of personality inventory was used with reliabilities of the scale ranging from 0.86 to 0.90 and domain wise validity of the component items ranged from 0.51 to 0.88. The study found that Information seeking behaviour as a whole was positively correlated with extraversion, openness and conscientiousness and negatively correlated with neuroticism. compared with neuroticism which was found to be prevalent among lawyers then it clear that lawyers are anxious in seeking information which in this context could be regarded as legal research using every means

In the same study, Information need of the university student was positively related with extraversion and conscientiousness personality traits. This means that extraverts and conscientious people always seems to have information need. Drive, for search of the university student was negatively related with neuroticism and positively related with extraversion, openness, agreeableness and conscientiousness personality traits. Except for neurotic people, all other personality traits are driven to search for information¹¹⁴.

In the same study mode of Information use of the university student was negatively correlated with neuroticism, and positively correlated with extraversion, agreeableness and

conscientiousness. Diversity in search was positively correlated with extraversion, openness and conscientiousness. This means that neurotic people have a negative impulse about information use while all other traits positively uses information. Aligned with previous findings, the five personality traits showed moderate-to-high correlations among themselves. Openness, conscientiousness, extraversion, and agreeableness were positively correlated, while neuroticism was negatively correlated with other dimensions. Also, the traits were significantly and positively correlated with frequency of information-seeking behavior at the four time points.

2.3.6 Organizational support and Personality Traits and the use Legal Databases by Lawyers.

There are no studies as regards that combination of the two factors influencing use of legal databases. However, the combined influence of organizational support and personality traits on the use of legal databases refers to how these two factors can impact a lawyer's behavior and decisions regarding the utilization of legal databases in an organizational setting. For example, organizational support which refers to the resources, systems, and structures provided by an organization to support its employees in their work tasks and goals. In the context of legal databases, organizational support can involve providing access to relevant databases, training programs on database usage, technical assistance, and creating a work culture that values and encourages the use of legal databases. Personality Traits on the other hand, are enduring patterns of thoughts, feelings, and behaviors that characterize an individual. In this context, certain personality traits may influence an individual's inclination to use legal databases. For example,

individuals who possess traits such as openness to new experiences, conscientiousness, and a preference for analytical thinking may be more likely to actively engage with legal databases why neurotic people may not.

The combined influence of these factors can manifest result in usage frequency. Organizational support and personality traits can influence how frequently an individual uses legal databases. Lawyers who receive adequate support from their organization and possess personality traits that align with database usage may be more inclined to utilize them regularly. Organizational support can facilitate the development of skills necessary for effective use of legal databases, such as information retrieval and analysis. Personality traits may also affect an individual's willingness to engage in skill-building activities, thereby influencing their proficiency in using legal databases.

Moreover, the availability of organizational support and individual personality traits can impact an individual's decision-making process. For instance, when faced with legal research tasks, individuals who have access to supportive resources and possess certain personality traits may be more likely to rely on legal databases to inform their decisions. And again, the combined influence of organizational support and personality traits can contribute to a lawyer's knowledge acquisition. By actively using legal databases and having the necessary support and personality traits, individuals can enhance their understanding of legal concepts, precedents, and relevant information. The combined influence of organizational support and personality traits can shape a lawyers utilization of legal databases for legal researches. Organizational support provides the necessary resources and structures, while personality traits can affect an individual's inclination and ability to engage with legal databases. Both factors play a role in determining the frequency, proficiency, decision-making, and knowledge acquisition associated with using legal databases in an organizational context.

However, Numerous studies have investigated the use of legal databases among lawyers. These studies have consistently demonstrated the benefits of legal databases, including improved access to legal information, enhanced efficiency in legal research, and increased accuracy in legal analysis. Moreover, empirical evidence suggests that lawyers who possess advanced skills in utilizing legal databases tend to exhibit higher levels of productivity and performance. However, further research is needed to explore the specific training methods and strategies that effectively enhance lawyers' utilization of legal databases.

Research on organizational supports within the legal profession has shed light on their impact on lawyers' well-being, job satisfaction, and performance. Studies have found that supportive organizational environments, characterized by mentorship programs, flexible work arrangements, and career development opportunities, contribute to higher levels of job satisfaction and organizational commitment among lawyers. Moreover, empirical evidence suggests that organizational supports play a vital role in mitigating stress, burnout, and turnover intentions among legal professionals. However, more research is needed to identify the most effective types and combinations of organizational supports that can maximize lawyers' well-being and job performance.

Investigations into the relationship between personality traits and lawyers' outcomes have yielded valuable insights. Conscientiousness has consistently emerged as a significant predictor of lawyers' job performance, while emotional stability has been linked to better mental health outcomes and lower levels of stress among legal professionals. Additionally, studies have revealed that extraversion is associated with higher levels of job satisfaction and career success in certain legal domains, such as litigation. However, further empirical research is needed to

examine the interactive effects of multiple personality traits and their impact on various dimensions of lawyers' professional lives¹¹⁵.

Research on the use of legal databases, organizational supports, and personality traits among lawyers provides important insights into these areas. Legal databases have been consistently shown to enhance lawyers' research efficiency and accuracy. Organizational supports contribute to lawyers' well-being, job satisfaction, and performance. Moreover, specific personality traits, such as conscientiousness, emotional stability, and extraversion, are associated with various outcomes within the legal profession. However, further empirical research is needed to explore the underlying mechanisms, identify potential moderators, and investigate the long-term effects of these factors. This knowledge can inform the development of evidence-based strategies to optimize lawyers' professional practice, improve their well-being, and promote organizational success.

2.4. Conceptual Model

The concept of this study is made up of three distinct variables. The independent variables are organizational support measured by; Access to Resources, Training and Development, Advisory Services, Networking Opportunities, Administrative support and Research and innovation support. Overall, organizational support refers to the extent to which an organization values and takes care of its employees' well-being and success. It encompasses the resources, policies, and practices that organizations provide to support their employees in achieving their goals and maintaining job satisfaction. Organizational support plays a crucial role in employee motivation, engagement, and overall performance. When employees perceive high levels of support from their organization, they are more likely to feel valued, committed, and motivated to contribute their best efforts. This support can be manifested through various means such as training and

development opportunities, flexible work arrangements, competitive compensation and benefits, mentoring programs, and a positive work environment that fosters collaboration and open communication.

The second independent variable is the personality traits. The Big Five personality traits, also known as the Five-Factor Model (FFM), are a widely recognized framework in psychology for understanding and measuring personality. These traits are considered to be fundamental dimensions of human personality and encompass five broad categories: openness to experience, conscientiousness, extraversion, agreeableness, and neuroticism (sometimes referred to as emotional stability). Each trait represents a continuum, with individuals falling somewhere along the spectrum for each dimension. Openness to experience: This trait reflects an individual's willingness to embrace new ideas, experiences, and perspectives. People high in openness tend to be imaginative, curious, and open-minded. Conscientious individuals are organized, responsible, and goal-oriented. They prioritize planning, reliability, and self-discipline, and are often associated with higher levels of achievement and performance. Extraversion refers to the degree of sociability, assertiveness, and energy an individual exhibits. Extroverts are outgoing, talkative, and tend to thrive in social situations. Agreeableness: This trait reflects an individual's tendency to be cooperative, compassionate, and empathetic. People high in agreeableness are generally warm, friendly, and seek harmony in their interactions with others. Neuroticism: Neuroticism represents the emotional stability of an individual. Those who score high in neuroticism are more likely to experience negative emotions such as anxiety, depression, and stress. Low neuroticism is associated with greater emotional resilience.

Use of legal databases is the dependent variable for this study and it measured by types, frequency and purpose of use of legal database by lawyers in Ibadan. Legal databases are

essential tools for lawyers in their daily practice. These databases provide access to a vast collection of legal resources, including case law, statutes, regulations, legal opinions, and secondary legal materials. Lawyers use legal databases for legal research which can be further subdivided into Research and Analysis. Lawyers rely on legal databases to conduct comprehensive research on legal issues relevant to their cases. They can search for specific keywords, citations, or legal concepts to find relevant court decisions, legislative acts, and legal commentary. Legal databases help lawyers analyze and interpret the law and stay updated on legal developments.

Precedent and Case Evaluation: Legal databases enable lawyers to access and review past court decisions, also known as precedents. By examining similar cases and their outcomes, lawyers can better understand the legal principles and arguments that are likely to be persuasive in their own cases. This helps them assess the strength of their clients' positions and make informed decisions about legal strategies.

Efficient Document Retrieval: Legal databases provide a convenient and efficient way for lawyers to retrieve legal documents. Instead of manually searching through physical archives or relying on printed materials, lawyers can quickly locate and retrieve relevant legal texts using search functionalities offered by the databases. This saves time and improves the overall efficiency of legal research.

Staying Informed: Legal databases offer features like email alerts and notifications, allowing lawyers to stay informed about new cases, legislation, and legal news. By subscribing to relevant updates, lawyers can receive timely information and updates on legal matters that are pertinent to their practice areas.

Legal databases have become indispensable tools for lawyers, enhancing their ability to conduct legal research, access vital legal information, analyze precedents, and stay abreast of legal developments, ultimately enabling them to provide effective legal representation to their clients.

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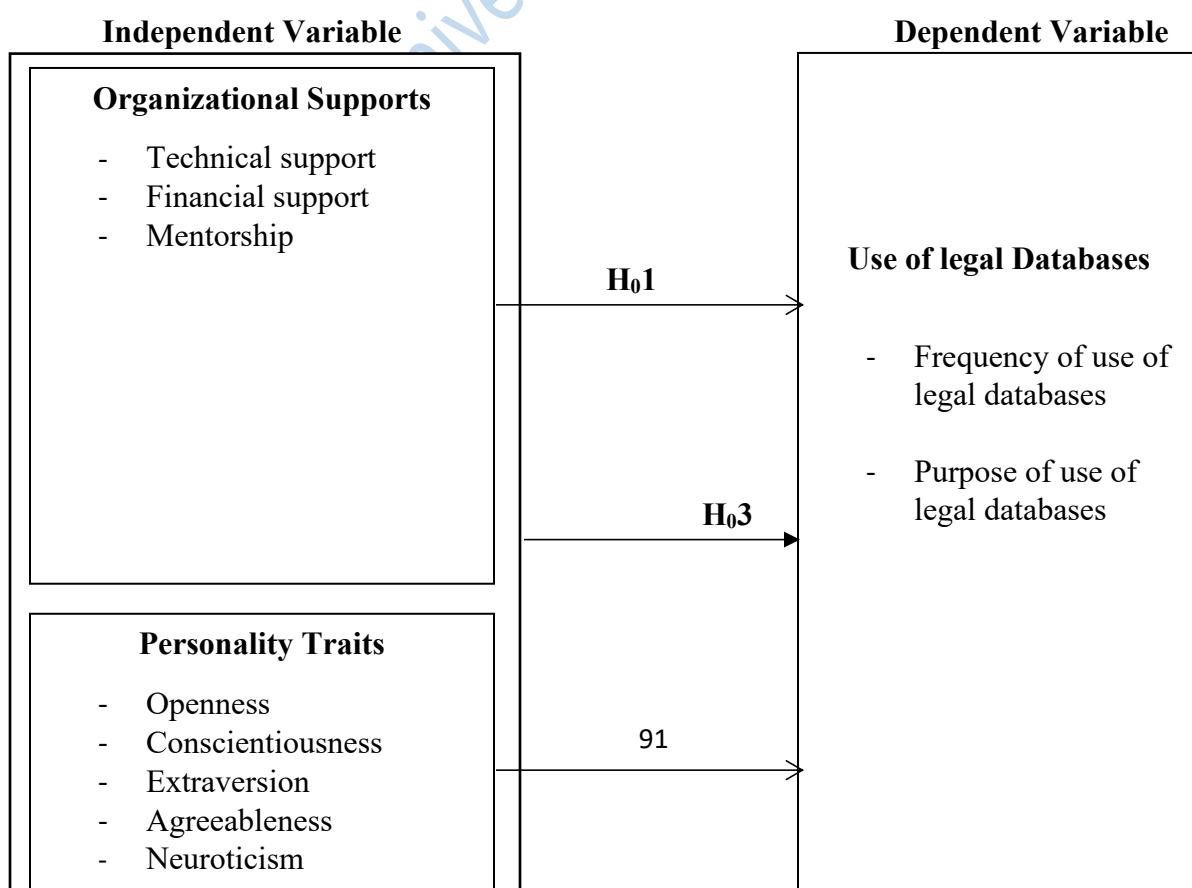


Fig. 2. 4. Conceptual Framework.

Fig. 2.2. Conceptual framework

2.5. Summary of Reviewed Literature

This comprehensive literature review examines the relationship between institutional support, personality traits, and the use of legal databases by lawyers. The findings highlight the importance of robust institutional support, such as access to legal databases, in enhancing lawyers' performance. Furthermore, personality traits play a significant role in shaping lawyers' information-seeking behaviors and preferences. Understanding these factors is crucial for improving legal professionals' access to relevant information and optimizing their use of legal databases, ultimately contributing to more effective legal practice. Legal databases have become indispensable tools for legal professionals in various domains, including law firms, corporate legal departments, and academic institutions. Researchers have highlighted several advantages of using legal databases, such as improved access to legal information, increased

efficiency in legal research, and enhanced accuracy in legal analysis. Studies have also emphasized the importance of training and familiarity with legal databases to maximize their benefits.

Organizational supports refer to the structures and systems implemented within an organization to facilitate employees' well-being, development, and productivity. Within the legal context, organizations that offer comprehensive support systems tend to have more satisfied and motivated employees. Research has identified various forms of organizational supports, including mentorship programs, flexible work arrangements, career development opportunities, and work-life balance initiatives. These supports have been shown to contribute to employee retention, job satisfaction, and overall organizational success.

Personality traits play a significant role in individuals' behavior, decision-making, and job performance. Extensive research has been conducted to understand how different personality traits relate to various outcomes within the legal profession. Studies have explored traits such as conscientiousness, extraversion, emotional stability, openness to experience, and agreeableness. Findings suggest that certain personality traits, such as conscientiousness and emotional stability, are associated with better job performance, while others, like openness to experience, may foster creativity and adaptability. Moreover, research has shown that personality traits can also influence career choices, work preferences, and professional satisfaction.

The literature on the use of legal databases, organizational supports, and personality traits provides valuable insights into these areas. Legal databases offer numerous benefits, but their effective utilization requires proper training and familiarity. Organizational supports have been recognized as crucial for employee well-being and organizational success, with mentorship programs and work-life balance initiatives being particularly valuable. Personality traits have been found to impact various aspects of legal professionals' performance and career outcomes. Understanding these relationships can help inform the development of strategies for optimizing legal practice and fostering professional growth. Further research in these areas can continue to enhance our understanding of the complexities involved and provide practical implications for legal professionals and organizations.

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Chapter Three

Research Methodology

This chapter presents the methodology used in this study. It includes the research design, population of the study, sample and sampling techniques, research instrument, validity and reliability of research instrument, method of data collection and method of data analysis.

3.1 Research Design

The study adopted a survey research design. This is a quantitative approach which allows for the collection of data from a large population. The survey research was considered appropriate for this study because of the need to empirically measure the study variables and show the relationship between them. It is also considered relevant due to the large and dispersed nature of the study respondents.

3.2 Population of the Study

The population for this study consists of lawyers, who according to the Ibadan law firm statistics, are as at the time of this research two thousand (2000) registered members in seven hundred (700) law firms. Table 3.1 shows that total number of law firms and lawyers in Eleven local governments, Ibadan, Oyo State.

Table 3.1. Law Firms in Ibadan Local Governments

| S/N | Local Governments in Ibadan | No. of Law Firms | No. of Registered Lawyers |
|------------|------------------------------------|-------------------------|----------------------------------|
| 1 | Akinyele Local Government | 95 | 420 |
| 2 | Egbeda Local Government | 85 | 270 |
| 3 | Ibadan North Local Government | 55 | 108 |
| 4 | Ibadan North East Local Government | 90 | 350 |
| 5 | Ibadan North West Local Government | 45 | 80 |
| 6 | Ibadan South East Local Government | 55 | 140 |
| 7 | Ibadan South West Local Government | 70 | 180 |
| 8 | Lagelu Local Government | 75 | 180 |
| 9 | Oluyole Local Government | 40 | 90 |
| 10 | Ona Ara Local Government | 45 | 95 |
| 11 | Ido Local Government | 45 | 87 |
| | Total | 700 | 2000 |

Source⁴

3.3 Sample and Sampling Technique

To determine the sample for this study, sloving formular by Taro Yamene would be used for calculation. The sample size for the study is 333 lawyers. This is based on Taro Yamene sloving formular³.

$$n = N / (1 + N (e)^2)$$

$$n = 2000 / (1 + 2000 (.05)^2)$$

$$n = 2000 / (1 + 2000 (0.0025))$$

$$n = 2000 / (1 + 5)$$

$$n = 2000 / 6$$

$$n = 333$$

From the calculation above, the sample size for this study is 333. Sampling technique is the process of selecting a sample from a defined target population with the intent that the sample accurately represents that population. Hence, the stratified sampling techniques will be adopted to ensure that subgroups in the lager set (population) will be represented in the sample in a proportion to their number in the population. Table 3.2 below shows the population distribution and the sample size of this study

Table 3.2 Proportionate Sample Size

| S/n. | Registered Law Firms | % of Respondents for each Law Firms in each Local Government | Sample for Lawyers per Law Firms in each Local Government |
|--------------|-----------------------------|---|--|
| 1 | 95 | $\frac{95}{700} \times 100 = 14$ | $\frac{14}{100} \times 333 = 46$ |
| 2 | 85 | $\frac{85}{700} \times 100 = 12$ | $\frac{12}{100} \times 333 = 40$ |
| 3 | 55 | $\frac{55}{700} \times 100 = 8$ | $\frac{8}{100} \times 333 = 27$ |
| 4 | 90 | $\frac{90}{700} \times 100 = 13$ | $\frac{13}{100} \times 333 = 43$ |
| 5 | 45 | $\frac{45}{700} \times 100 = 6$ | $\frac{6}{100} \times 333 = 20$ |
| 6 | 55 | $\frac{55}{700} \times 100 = 8$ | $\frac{8}{100} \times 333 = 27$ |
| 7 | 70 | $\frac{70}{700} \times 100 = 10$ | $\frac{10}{100} \times 333 = 33$ |
| 8 | 75 | $\frac{75}{700} \times 100 = 11$ | $\frac{11}{100} \times 333 = 37$ |
| 9 | 40 | $\frac{40}{700} \times 100 = 6$ | $\frac{6}{100} \times 333 = 20$ |
| 10 | 45 | $\frac{45}{700} \times 100 = 6$ | $\frac{6}{100} \times 333 = 20$ |
| 11 | 45 | $\frac{45}{700} \times 100 = 6$ | $\frac{6}{100} \times 333 = 20$ |
| Total | 700 | 100 | 333 |

Source: Researcher's Field Work, 2023

3.4 Description of the Research Instrument(s)

The instrument used in this research is a structured questionnaire adapted from relevant theories, models and previous works. The study adopted the Likert scale design which allowed the researcher in listing options where respondents choose from. The instrument is made up of five sections.

Section A: contains the demographic information of respondents which is self-developed. The bio-data of respondents is measured through metrics such as: Zone, Years of Experience, Gender and Age.

Section B: Types of Legal databases used scale with 12 items with four likert responses of Strongly Agree, Agree, Strongly Disagree and Disagree. The focus is on legal databases such as WestLaw, LexisNexis, Hieonline etc.

Section C focuses on the question on frequency of use of legal databases scale with responses like Very often, Often, Sometimes and Never. The options include WestLaw, LexisNexis, Hieonline etc.

Section D focuses on questions purpose of use legal databases by lawyers in Ibadan, Nigeria. The section is measured with 4-point Likert type scale of 4= Very often; 3= Often; 2= Sometimes and 1= Rarely. Example of statement is; I use Legal Databases to: access statutes, acts, decrees and laws, become more knowledgeable in areas where gaps is noticed, better understand complex legal issues, Carry out legal research and so on.

Section E: Organizational support scale. This section measures the level of organizational support as adjudged by respondents. The metrics institutional support statement. It is adapted from institutional support model¹. Each statement is rated Likert type, 4-points scales ranging

from: 4= To a Very high extent, 3= High Extent, 2= Low Extent and 1= Very Low Extent. Examples of statements include: There is adequate provision for uninterrupted Internet connectivity to navigate the digital world, there is adequate provision for personal desktop/laptop computers to support internet navigation, there is provision for administrative support staff,

Section F, personality traits scale, the items in this section are adapted from the standard scale². The section is organized under the five factor theory which are Extraversion, Openness, Agreeableness, Conscientiousness and Neurocism. Strongly Agree (4), Agree (3), Strongly Disagree (2) and Disagree (1). Examples of question include: I.....: warms up quickly to others, prefers to be alone, am always on the go, enjoys being part of a group and lets things proceed at their own pace

3.5 Validity of Research Instrument

The validity of research instrument focus on its ability to properly measure the constructs and variables in the study. To ensure the face validity of the research instrument, the questionnaire will be submitted to the supervisor and other experts in the field of Library and Information Science for appraisal. The corrections and suggestions made is expected to contribute to the validity of the instrument as it will eventually be incorporated.

3.6 Reliability of the Research Instrument

Reliability means the ability of a research instrument to remain consistent in measuring variables across location and time. The reliability of the instrument will be tested through a pilot study using Twenty (20) lawyers from Ogun state who are not part of the study. Copies of the draft questionnaire will be administered on the respondent to collect empirical data. The data obtained will be subjected to Cronbach's alpha reliability test to establish the internal consistency of the items.

3.7 Method of Data Collection

A letter of introduction and project attestation will be obtained from the Department of Information Management, Lead City University which will be used to gain permission to conduct the survey and administer the questionnaire on the respondents. The research instrument will be administered physically with the aid of two (2) research assistant who will be trained by the researcher. The whole data collection exercise is expected to last for a period of two weeks.

3.8 Methods of Data Analysis

The data collected from questionnaires will be coded and analysed using the IBM SPSS Statistics Software. The research questions will be analysed with descriptive statistic such as simple frequencies and percentages while the research hypotheses will be analysed using inferential statistics. Hypotheses 1 and 2 will be analyzed using simple linear regression analysis while hypotheses 3 will be tested using multiple regression analysis. All hypotheses will be tested at 0.05 level of significance.

Endnotes

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Chapter Four

Results and Discussion of Findings

This chapter present the results and discuss the data gathered from the field work using table of frequency distribution, with percentages and regression analysis for the hypothesis

4.1. Data Presentation

A total of Three Hundred and Thirty-three (333) copies of questionnaire were administered and Two Hundred and Seventy (270) copies were returned out of which Two Hundred and Fifty-two (252) copies were certified as duly filled and considered usable. The useable questionnaire represents 75% response rate.

Demographic Distribution of Respondents

Table 4.1.1 Demographic Distribution of Respondents

| Gender | Frequency | Percent |
|--------------------------------|-----------|---------|
| Male | 160 | 63.5 |
| Female | 92 | 36.5 |
| Total | 252 | 100.0 |
| Year of Work Experience | | |
| Less than 6months - 4years | 92 | 36.5 |
| 5-9years | 45 | 17.9 |
| 10-15years | 48 | 19.0 |
| 16years and above | 67 | 26.6 |
| Total | 252 | 100.0 |
| Employer | | |
| Public | 42 | 16.7 |
| Private | 167 | 66.3 |
| Corporate Institutions | 14 | 5.6 |
| Self-Employed | 29 | 11.5 |
| Total | 252 | 100.0 |
| Marital Status | | |

| | | |
|----------|-----|-------|
| Single | 125 | 49.6 |
| Married | 122 | 48.4 |
| Divorced | 5 | 2.0 |
| Total | 252 | 100.0 |

Source: Researcher's Fieldwork, 2024

The table 4.1.1 above provides demographic data for a sample of 252 respondents. It reveals that the sample has a higher proportion of males 160 (63.5%) compared to females 92 (36.5%). The largest group of respondents has less than 6 months to 4 years of experience 92 (36.5%), while the smallest group has 5-9 years of experience 45 (17.9%), followed by respondents with 10-15 years work experience 48 (19.0%). A significant portion 67(26.6%) has over 16 years of experience, indicating a mix of new and highly experienced workers. The majority of the respondents are employed in the private sector 167 (66.3%), followed by public sector employees 42 (16.7%), self-employed individuals 29 (11.5%), and those in corporate institutions 14(5.6%). Nearly half of the sample is single 125 (49.6%), closely followed by married individuals 122 (48.4%). A small fraction is divorced 5 (2.0%). The sample is predominantly male and primarily employed in the private sector. There is a significant representation of both new and experienced workers. Marital status is almost evenly split between single and married individuals, with a very small percentage being divorced.

4.2. Analysis of Research Questions

4.2.1. Research Question One: What is the level of use (frequency of use and purpose of use) of legal databases by lawyers in Ibadan, Oyo State?

Table 4.2.1. Level of use of legal databases by lawyers in Ibadan, Oyo State.

| Frequency of Use of Legal Databases | Very Often | Often | Sometimes | Rarely | Mean |
|---|----------------|---------------|---------------|----------------|------------|
| Biblio Online | 35 (13.9%) | 36 (14.3%) | 49 (19.4%) | 132 (52.4%) | 1.90 |
| Courtlistener | 33 (13.1%) | 34 (13.5%) | 68 (27.0%) | 117 (46.4%) | 1.93 |
| Criminal Justice Abstract | 35 (13.9%) | 50 (19.8%) | 64 (25.4%) | 103 (40.9%) | 2.07 |
| Hieonline | 16 (6.3%) | 26 (10.3%) | 87 (34.5%) | 123 (48.8%) | 1.74 |
| Kluwer Arbitration | 42 (16.7%) | 18 (7.1%) | 63 (25.0%) | 129 (51.2%) | 1.89 |
| Law Pavillion | 152 (60.3%) | 56 (22.2%) | 25 (9.9%) | 19 (7.5%) | 3.35 |
| Legalpedia | 108 (42.9%) | 54 (21.4%) | 51 (20.2%) | 39 (15.5%) | 2.92 |
| LexiNexis | 87 (34.5%) | 45 (17.9%) | 65 (25.8%) | 55 (21.8%) | 2.65 |
| ProQuest | 35 (13.9%) | 32 (12.7%) | 75 (29.8%) | 110 (43.7%) | 1.97 |
| Quick Law | 48 (19.0%) | 40 (15.9%) | 48 (19.0%) | 116 (46.0%) | 2.08 |
| Search Engines (google, firefox, ask.com e.tc.) | 179 (71.0%) | 32 (12.7%) | 6 (2.4%) | 35 (13.9%) | 3.41 |
| West Law | 42 (16.7%) | 29 (11.5%) | 63 (25.0%) | 118 (46.8%) | 1.98 |
| Weighted Mean | | | | | 2.3 |
| Purpose of Use Legal Databases. | | | | | |
| I Use Legal | | | | | |

| Databases to.. | | | | | |
|---|----------------|----------------|---------------|--------------|------------|
| access statutes, acts, decrees and laws | 109 (43.3%) | 84 (33.3%) | 47 (18.7%) | 12 (4.8%) | 3.15 |
| become more knowledgeable in areas where gaps is noticed | 104 (41.3%) | 104 (41.3%) | 40 (15.9%) | 4 (1.6%) | 3.22 |
| better understand complex legal issues | 135 (53.6%) | 84 (33.3%) | 31 (12.3%) | 2 (.8%) | 3.40 |
| carry out legal research | 137 (54.4%) | 90 (35.7%) | 23 (9.1%) | 2 (.8%) | 3.44 |
| conduct case background research | 103 (40.9%) | 78 (31.0%) | 59 (23.4%) | 12 (4.8%) | 3.08 |
| keep abreast of general information | 94 (37.3%) | 108 (42.9%) | 37 (14.7%) | 13 (5.2%) | 3.12 |
| keep abreast of new development in the judiciary | 102 (40.5%) | 94 (37.3%) | 41 (16.3%) | 15 (6.0%) | 3.12 |
| prepare legal documents and correspondence | 108 (42.9%) | 100 (39.7%) | 34 (13.5%) | 10 (4.0%) | 3.21 |
| search for case laws | 145 (57.5%) | 66 (26.2%) | 35 (13.9%) | 6 (2.4%) | 3.39 |
| Weighted Mean | | | | | 3.2 |
| Grand Mean | | | | | 2.8 |

Decision Rule: 1.00 – 1.49 (Very Low), 1.50 – 2.49 (Low), 2.50 – 3.49 (High), 3.50 – 4.00 (Very High)

Key: Very Often (4), Often (3), Sometimes (2) Rarely(1)

Source: Researcher's Fieldwork, 2024

The table 4.2.1 above presents data on the frequency of use and purposes for using various legal databases among users. It is divided into two main sections: one that examines how often these databases are used, and another that explores the reasons for their use. Biblio Online is Used very often by 13.9% of respondents and rarely by 52.4%, with a mean usage score of 1.90. Courtlistener 13.1% use it very often, while 46.4% use it rarely, resulting in a mean score of 1.93. Criminal Justice Abstract 13.9% use it very often and 40.9% use it rarely, with a mean of 2.07.

Hieonline is the Least frequently used, with only 6.3% using it very often and 48.8% rarely. Its mean score is 1.74. Kluwer Arbitration is Used very often by 16.7% and rarely by 51.2%, with a mean of 1.89. Law Pavilion is Highly used, with 60.3% using it very often and only 7.5% rarely, resulting in a mean score of 3.35. For Legalpedia, 42.9% use it very often and 15.5% rarely, with a mean of 2.92. LexisNexis is Used very often by 34.5% and rarely by 21.8%, with a mean score of 2.65. In the case of ProQuest 13.9% use it very often and 43.7% rarely, resulting in a mean score of 1.97. Quick Law 19.0% use it very often and 46.0% rarely, with a mean score of 2.08. Search Engines (Google, Firefox, Ask.com, etc.) is the most frequently used, with 71.0% using them very often and 13.9% rarely, leading to a mean of 3.41. For West Law, 16.7% use it very often and 46.8% rarely, with a mean of 1.98. The weighted mean across all databases is 2.3, indicating a moderate frequency of use overall.

For Purpose of Use, majority of the respondents (43.3%) use legal databases very often and 4.8% rarely, with a mean of 3.15 to access statutes, acts, decrees, and laws. Majority of the respondents (41.3%) uses legal databases very often and 1.6% rarely, with a mean of 3.22 to become more knowledgeable in areas where gaps are noticed. Majority 53.6% of the respondents use legal databases very often and 0.8% rarely, resulting in a mean of 3.40 to better understand complex legal issues. More so, 54.4% of the respondents uses legal databases very often and 0.8% rarely, with a mean of 3.44 to carry out legal research while 40.9% of the respondents uses legal databases very often and 4.8% rarely, with a mean of 3.08 to conduct case background research. 37.3% of the respondents uses legal databases very often and 5.2% rarely, with a mean of 3.12 to keep abreast of general information. Meanwhile, 40.5% of the respondents uses legal databases very often and 6.0% rarely, with a mean of 3.12 to keep abreast of new developments in the judiciary. However, 42.9% of the respondents uses legal databases very often and 4.0%

rarely, with a mean of 3.21 to prepare legal documents and correspondence and 57.5% of the respondents uses legal databases very often and 2.4% rarely, resulting in a mean of 3.39 to Search for case laws. The weighted mean for purposes of use is 3.2, indicating that users find these purposes very relevant and frequently engage with legal databases for these reasons. For use generally, the grand mean, averaging the means from both sections (frequency of use and purpose of use is 2.8. suggesting that overall, legal databases are moderately to highly used, with significant engagement driven by specific, essential legal research and information needs.

4.2.2. Research Question Two: What are the Organization supports as regards the use of legal databases among lawyers in Ibadan, Oyo State?

Table 4.2.2. Organization Supports in the use of legal databases among lawyers in Ibadan, Oyo State.

| Technical Support | Very Often | Often | Sometimes | Rarely | Mean |
|---|---------------|----------------|----------------|---------------|------|
| There is adequate provision for uninterrupted Internet connectivity to navigate the digital world | 26 (10.3%) | 142 (56.3%) | 76 (30.2%) | 8 (3.2%) | 2.69 |
| There is adequate provision for personal desktop/laptop computers to support internet navigation | 66 (26.2%) | 129 (51.2%) | 41 (16.3%) | 16 (6.3%) | 2.97 |
| There is provision for administrative support staff | 65 (25.8%) | 102 (40.5%) | 67 (26.6%) | 18 (7.1%) | 2.85 |
| There is a regular arrangement for training and retraining | 48 (19.0%) | 65 (25.8%) | 108 (42.9%) | 31 (12.3%) | 2.52 |

| | | | | | |
|--|---------------|----------------|----------------|---------------|------------|
| We do meetings using collaborative learning systems like google meet, and zoom | 73 (29.0%) | 99 (39.3%) | 69 (27.4%) | 11 (4.4%) | 2.93 |
| Weighted Mean | | | | | 2.8 |
| Financial Support | | | | | |
| My organization always provided funds when the need is arises | 66 (26.2%) | 113 (44.8%) | 60 (23.8%) | 13 (5.2%) | 2.92 |
| There is enough fund for training and capacity development and skill acquisition as regards Information and Communication technological skills | 31 (12.3%) | 108 (42.9%) | 87 (34.5%) | 26 (10.3%) | 2.57 |
| There is always provision of fund for system upgrade and innovations | 28 (11.1%) | 125 (49.6%) | 75 (29.8%) | 24 (9.5%) | 2.62 |
| Fund is easily accessible anytime it is required | 30 (11.9%) | 99 (39.3%) | 105 (41.7%) | 18 (7.1%) | 2.56 |
| There is availability of grants for researcher, conferences and seminars | 26 (10.3%) | 84 (33.3%) | 107 (42.5%) | 35 (13.9%) | 2.40 |
| Weighted Mean | | | | | 2.6 |
| Emotional Support | | | | | |
| I perceived that the organization is concerned with my mental, emotional, and social wellbeing | 49 (19.4%) | 122 (48.4%) | 65 (25.8%) | 16 (6.3%) | 2.81 |

| | | | | | |
|--|---------------|----------------|---------------|--------------|------------|
| The feeling of support I enjoyed from my organization always trigger me to work more | 47 (18.7%) | 134 (53.2%) | 61 (24.2%) | 10 (4.0%) | 2.87 |
| My colleagues often show up for me when the need arises | 71 (28.2%) | 135 (53.6%) | 43 (17.1%) | 3 (1.2%) | 3.09 |
| The work place environment is conducive for my work | 70 (27.8%) | 132 (52.4%) | 46 (18.3%) | 4 (1.6%) | 3.06 |
| The organization culture is well supportive | 53 (21.0%) | 139 (55.2%) | 50 (19.8%) | 10 (4.0%) | 2.93 |
| Weighted Mean | | | | | 3.0 |

Mentorship

| | | | | | |
|--|----------------|----------------|---------------|--------------|------|
| There is a constituted mentoring program by my organization as regards legal research | 71 (28.2%) | 70 (27.8%) | 93 (36.9%) | 18 (7.1%) | 2.77 |
| Experienced lawyers are always available to offer help and they are very receptive and willing when needed | 117 (46.4%) | 106 (42.1%) | 27 (10.7%) | 2 (.8%) | 3.34 |
| I have a role model within the organization that I look forward to and always run to for help. | 122 (48.4%) | 71 (28.2%) | 53 (21.0%) | 6 (2.4%) | 3.22 |
| Collaboration with colleagues is encouraged | 110 (43.7%) | 117 (46.4%) | 21 (8.3%) | 4 (1.6%) | 3.32 |

| | | | | | |
|--|----------------|----------------|---------------|------------|------------|
| Superiors always give attention whenever it is needed by younger lawyers. | 103 (40.9%) | 119 (47.2%) | 29 (11.5%) | 1 (.4%) | 3.29 |
| Weighted Mean | | | | | 3.2 |
| Grand Mean | | | | | 2.9 |
| Decision Rule: 1.00 – 1.49 (Very Low), 1.50 – 2.49 (Low), 2.50 – 3.49 (High), 3.50 – 4.00 (Very High) | | | | | |

Key: Very Often (4), Often (3), Sometimes (2) Rarely(1)

Source: Researcher’s Fieldwork, 2024

The table 4.2.2 above is interpreted using the weighted mean scores and the grand mean score. The table revealed that in the case of Technical Support, with a weighted mean of 2.8, this category shows that while there is reasonable provision for internet connectivity, personal computers, and collaborative systems, there is room for improvement, especially in training and retraining.

The financial support category has the lowest weighted mean score of (2.6), indicating that while funds are provided when needed, there is a significant need for better funding for training, system upgrades, and grants. The emotional support category scores higher with a weighted mean of 3.0, reflecting a supportive workplace environment and organizational culture that positively impacts employees' emotional and social wellbeing. The mentorship category scores the highest with a weighted mean score of (3.2), highlighting strong mentoring support, availability of experienced lawyers, role models, encouragement of collaboration, and attention from superiors.

Overall, the data indicates that overall support in the organization is moderate, with the grand mean of 2.9 suggesting that support is generally available but may not be consistently strong across all areas. The interpretation suggests that while the organization provides a fair level of

support in technical, financial, emotional, and mentorship areas, the strongest support is observed in mentorship, and the weakest in financial aspects. Improving financial support and technical training could enhance the overall support system in the organization.

4.2.3: Research Question Three: What is the Personality traits of lawyers in respect to use of legal databases Ibadan, Oyo State.

Table 4.2.3: Personality traits of layers in respect to use of legal databases

| Options | Strongly Agree | Agree | Disagree | Strongly Disagree | Mean |
|--|-----------------------|----------------|-----------------|--------------------------|-------------|
| I warm up quickly to others | 77 (30.6%) | 123 (48.8%) | 38 (15.1%) | 14 (5.6%) | 3.04 |
| I prefer to be alone | 38 (15.1%) | 104 (41.3%) | 85 (33.7%) | 25 (9.9%) | 2.62 |
| I am always on the go | 89 (35.3%) | 112 (44.4%) | 43 (17.1%) | 8 (3.2%) | 3.12 |
| I enjoy being part of a group | 90 (35.75%) | 126 (50.0%) | 31 (12.3%) | 5 (2.0%) | 3.19 |
| I let things proceed at their own pace | 50 (19.8%) | 141 (56.0%) | 55 (21.8%) | 6 (2.4%) | 2.93 |
| Weighted Mean | | | | | 3.0 |
| Neurocism | | | | | |
| I am not easily bothered by things | 37 (14.7%) | 103 (40.9%) | 82 (32.5%) | 30 (11.9%) | 2.57 |
| I become stressed out easily | 44 (17.5%) | 76 (30.2%) | 104 (41.3%) | 28 (11.1%) | 2.54 |
| I become overwhelmed by emotions. | 32 (12.7%) | 83 (32.9%) | 82 (32.5%) | 55 (21.8%) | 2.37 |
| I am calm, even in tense situations | 68 (27.0%) | 108 (42.9%) | 32 (12.7%) | 44 (17.5%) | 2.79 |

| | | | | | |
|---|----------------|----------------|----------------|---------------|------------|
| I am afraid that I will do the wrong thing. | 28 (11.1%) | 83 (32.9%) | 78 (31.0%) | 63 (25.0%) | 2.30 |
| Weighted Mean | | | | | 2.5 |
| Openness | | | | | |
| I do have good imaginations | 113 (44.8%) | 100 (39.7%) | 21 (8.3%) | 18 (7.1%) | 3.22 |
| I love to read challenging material. | 118 (46.8%) | 113 (44.8%) | 17 (6.7%) | 4 (1.6%) | 3.37 |
| I am interested in many things | 137 (54.4%) | 93 (36.9%) | 16 (6.3%) | 6 (2.4%) | 3.43 |
| I try to understand myself | 109 (43.3%) | 113 (44.8%) | 18 (7.1%) | 12 (4.8%) | 3.27 |
| I prefer to stick with things that I know | 63 (25.0%) | 103 (40.9%) | 47 (18.7%) | 39 (15.5%) | 2.75 |
| Weighted Mean | | | | | 3.2 |
| Aggreableness | | | | | |
| I suspect hidden motives in others | 56 (22.2%) | 78 (31.0%) | 60 (23.8%) | 58 (23.0%) | 2.52 |
| I contradict others. | 23 (9.1%) | 48 (19.0%) | 109 (43.3%) | 72 (28.6%) | 2.09 |
| I value cooperation over competition. | 106 (42.1%) | 107 (42.5%) | 30 (11.9%) | 9 (3.6%) | 3.23 |
| I think highly of myself | 84 (33.3%) | 106 (42.1%) | 34 (13.5%) | 28 (11.1%) | 2.98 |
| I always feel concerned about others. | 124 (49.2%) | 97 (38.5%) | 27 (10.7%) | 4 (1.6%) | 3.35 |
| Weighted Mean | | | | | 2.8 |
| Conccientiousness | | | | | |

| | | | | | |
|---|----------------|----------------|---------------|----------------|------|
| I complete tasks successfully | 113 (44.8%) | 104 (41.3%) | 29 (11.5%) | 6 (2.4%) | 3.29 |
| I often make lastminute plans | 77 (30.6%) | 85 (33.7%) | 55 (21.8%) | 35 (13.9%) | 2.81 |
| I often forget to put things back in their proper place | 31 (12.3%) | 88 (34.9%) | 82 (32.5%) | 51 (20.2%) | 2.39 |
| I postpone decisions | 28 (11.1%) | 91 (36.1%) | 72 (28.6%) | 61 (24.2%) | 2.34 |
| I don't see the consequences of things. | 14 (5.6%) | 32 (12.7%) | 93 (36.9%) | 113 (44.8%) | 1.79 |

Weighted Mean **2.5**

Grand Mean **2.8**

Decision Rule: 1.00 – 1.49 (Very Low), 1.50 – 2.49 (Low), 2.50 – 3.49 (High), 3.50 – 4.00 (Very High)

Key: Strongly Agree (SA) = 4, Agree (A) = 3, Disagree (D) = 2, Strongly Disagree (SD) = 1.

Source: Researcher's Fieldwork, 2024

The table 4.2.3 presents data on personality traits assessed through various statements, categorized into Extraversion, Neuroticism, Openness, Agreeableness, and Conscientiousness. Respondents rated their agreement with each statement on a scale from "Strongly Agree" to "Strongly Disagree," and the mean score for each statement and the weighted mean for each trait are provided. The data indicates the average level of agreement with statements related to various personality traits, based on respondents' ratings.

For extraversion, the responses from the respondents showed that With a weighted mean of 3.0, respondents generally exhibit traits associated with extraversion, such as enjoying group activities and being on the go. Neuroticism trait has a lower weighted mean of 2.5, indicating

that respondents are somewhat prone to stress and emotional overwhelm, but not excessively so. The highest weighted mean of 3.2 suggests that respondents are (openness) open to new experiences, imaginative, and interested in various topics. In the case of Agreeableness, with a weighted mean of 2.8, respondents tend to value cooperation, think highly of themselves, and are concerned about others, though they may sometimes suspect hidden motives. Moreover, the lower weighted mean score of 2.5 reflects some variability in (conscientiousness) conscientious behaviors, with respondents often completing tasks successfully but sometimes making last-minute plans or forgetting to put things back.

The grand mean of 2.8 suggests that, on an average, respondents exhibit moderate levels of the assessed personality traits, with openness being the most pronounced and neuroticism and conscientiousness being less. This provides a balanced view of the personality profile of the respondents, indicating areas of strength and potential improvement.

4.3. Test of Hypothesis

H₀1: There will be no significant influence of Organization factors on the use of legal databases by lawyers in Ibadan, Oyo State.

Table 4.3.1 (a-c) Influence of Organizational factors on the use of legal databases

| Model Summary | | | | |
|----------------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .392 ^a | .153 | .150 | .43656 |

a. Predictors: (Constant), ORGANIZATIONAL SUPPORT

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 8.630 | 1 | 8.630 | 45.285 | .000 ^b |
| | Residual | 47.646 | 250 | .191 | | |
| | Total | 56.276 | 251 | | | |

a. Dependent Variable: USE OF LEGAL DATABASES

b. Predictors: (Constant), ORGANIZATIONAL SUPPORT

| | | Coefficients ^a | | | | |
|-------|------------------------|-----------------------------|---------------------------|------|--------|------|
| Model | | Unstandardized Coefficients | Standardized Coefficients | t | Sig. | |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.711 | .152 | | 11.272 | .000 |
| | ORGANIZATIONAL SUPPORT | .348 | .052 | .392 | 6.729 | .000 |

a. Dependent Variable: Use of Legal Databases

The regression analysis examines the relationship between organizational support and the use of legal databases. Table 4.3.1a is the table of Model Summary showing that R (.392) signifies moderate positive correlation. More so, R Square (.153) means that 15.3% of the variance in legal database use is explained by organizational support. Meanwhile, Adjusted R Square (.150): Adjusted explanation of variance (15.0%). Std. Error (.43656): Average prediction error. Table 4.3.1ab reveals that analysis of variance (ANOVA) which shows that F (45.285) meaning that the model is statistically significant ($p < .001$).

Table 4.3.1ac (Coefficients) reveals that Constant (1.711) predicted use of legal databases when organizational support is zero. Organizational Support (.348). This means that for each unit increase in organizational support, use of legal databases increases by 0.348 units. Thus both

coefficients are significant at ($p < .001$). Therefore, Organizational support has a moderate positive and significant impact on the use of legal databases, explaining 15.3% of the variance. On this basis the null hypothesis that Organization support will not influence the use of legal databases is hereby rejected.

H₀₂: There will be no significant influence of Personality traits on use of legal databases by lawyers in Ibadan, Oyo State.

Table 4.3.2 Influence of Personality traits on use of legal databases by layers in Ibadan, Oyo State.

| Model Summary | | | | |
|---------------|-------------------|----------|-------------------|----------------------------|
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
| 1 | .287 ^a | .082 | .079 | .45449 |

a. Predictors: (Constant), PERSONALITY TRAITS

| ANOVA ^a | | | | | | |
|--------------------|------------|----------------|-----|-------------|--------|-------------------|
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 4.635 | 1 | 4.635 | 22.440 | .000 ^b |
| | Residual | 51.641 | 250 | .207 | | |
| | Total | 56.276 | 251 | | | |

a. Dependent Variable: USE OF LEGAL DATABASES

b. Predictors: (Constant), PERSONALITY TRAITS

| Coefficients ^a | | | | | | |
|---------------------------|------------|-----------------------------|------------|--------------------------|-------|------|
| Model | | Unstandardized Coefficients | | Standardized Coefficient | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.699 | .216 | | 7.849 | .000 |

| | | | | | |
|--------------------|------|------|------|-------|------|
| PERSONALITY TRAITS | .361 | .076 | .287 | 4.737 | .000 |
|--------------------|------|------|------|-------|------|

a. Dependent Variable: USE OF LEGAL DATABASES

The table 4.3.2 provided regression analysis examines the relationship between personality traits and the use of legal databases. Table 4.3.2a is the table of model summary and it reveals that R: 0.287 - Indicates a weak positive correlation between personality traits and use of legal databases. While R Square: 0.082 signifies that Only 8.2% of the variance in the use of legal databases is explained by personality traits. Adjusted R Square: 0.079 - Adjusted for the number of predictors, still showing a modest explanatory power.

Table 4.3.2b shows that Analysis of variance (ANOVA). Regression Sum of Squares: 4.635 shows the variance explained by the model. Residual Sum of Squares: 51.641 shows the variance not explained by the model. Total Sum of Squares: 56.276 shows that total variance in the dependent variable. F-Statistic: 22.440 shows that the model is statistically significant. Significance (Sig.): 0.000 signifies that the model is significant at the 0.001 level, indicating that the personality traits significantly predict the use of legal databases.

Table 4.3.2c (Coefficients) showed that the Constant (Intercept): 1.699 is the baseline level of use of legal databases when personality traits are zero. Personality Traits: 0.361 means that for each unit increase in personality traits, the use of legal databases increases by 0.361 units. t-Statistic: 4.737 - Indicates that personality traits are a significant predictor. Significance (Sig.): 0.000 - The predictor(personality traits) is significant to the use of legal databases. Based on the analysis , Personality traits have a statistically significant but weak impact on the use of legal databases, explaining only a small portion of the variability. The model is statistically significant, indicating a reliable relationship, though the effect size is relatively small. Therefore, personality

traits has a moderate weak and significant impact on the use of legal databases, explaining 8.2% of the variance. On this basis the null hypothesis that personality traits will not influence the use of legal databases is hereby rejected

H₀₃. There will be no combined significant influence of Organizational factors and personality traits on the use of legal databases by lawyers in Ibadan, Oyo State

Table 4.3.3. Organizational factors and personality traits on the use of legal databases
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .427 ^a | .182 | .176 | .42990 |

a. Predictors: (Constant), ORGANIZATIONAL SUPPORT, PERSONALITY TRAITS

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 10.258 | 2 | 5.129 | 27.752 | .000 ^b |
| | Residual | 46.018 | 249 | .185 | | |
| | Total | 56.276 | 251 | | | |

a. Dependent Variable: USEOF LEGAL DATABASES

b. Predictors: (Constant), ORGANIZATIONAL SUPPORT, PERSONALITY TRAITS

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficient | t | Sig. |
|-------|-------------|-----------------------------|------------|--------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 1.223 | .222 | | 5.504 | .000 |
| | PERSONALITY | .226 | .076 | .180 | 2.968 | .003 |

| | | | | | |
|---------------|------|------|------|-------|------|
| TRAITS | | | | | |
| ORGANIZATIONA | .297 | .054 | .334 | 5.516 | .000 |
| L SUPPORT | | | | | |

a. Dependent Variable: USE OF LEGAL DATABASES

This summary presents the results of a multiple regression analysis examining the relationship between the use of legal databases (dependent variable) and two independent variables: organizational support and personality traits.

Table 4.3.3a. Model Summary R: 0.427 indicates a moderate correlation between the predictors(organizational supports and personality traits) and the dependent variable(Use legal databases. R Square (0.182): About 18.2% of the variance in the use of legal databases can be explained by organizational support and personality traits. Adjusted R Square (0.176): This value, slightly lower than R Square, accounts for the number of predictors in the model, indicating that the predictors(organizational supports and personality traits) still explain a meaningful portion of variance after adjustment. Std. Error of the Estimate (0.42990): This value represents the average distance that the observed values fall from the regression line.

Table 4.3.3b. ANOVA: The F-value (27.752) and the associated significance level ($p < 0.001$) indicate that the regression model is statistically significant, suggesting that at least one of the predictors significantly influences the use of legal databases.

Table 4.3.3c: Coefficients. Constant (1.223): The baseline level of use of legal databases when both predictors are zero. Personality Traits (B = 0.226): This coefficient suggests that for each one-unit increase in personality traits, the use of legal databases increases by 0.226 units, holding organizational support constant. The significance ($p = 0.003$) indicates a strong relationship. Organizational Support (B = 0.297): For each one-unit increase in organizational support, the use

of legal databases increases by 0.297 units, holding personality traits constant. This predictor is also statistically significant ($p < 0.001$), indicating a strong influence.

In summary, both organizational support and personality traits significantly contribute to the use of legal databases, with organizational support having a slightly stronger effect than personality traits. Therefore, on this basis of this analysis, the null hypothesis that organizational support and personality traits will not have joint influence on the use of legal databases is hereby rejected.

4.4. Discussion of Findings

For the research question one which states that “What is the level of use (frequency of use and purpose of use) of legal databases by lawyers in Ibadan, Oyo State?” this study found a moderate (2.8) level of usage of legal databases among lawyers in Ibadan, Oyo State. This finding was found to negate and corroborate previous studies. For example, this study supports that findings of duo of scholars which found that the level of use of online legal information resources by lawyers in Ogun State was moderate¹. The moderate level of use was however predicted by their moderate level of information retrieval skills. Corroborating further is another finding which showed a moderate usage of legal databases and that information retrieval skills learned in law school correlate with moderate usage of legal databases². The implication of this finding corroborating previous studies is that the place of necessary competences like information retrieval skills as demanded by the digital world is inevitable for effective utilization of legal databases. In opposition to the afore studies and findings, a scholar affirmed that legal technology and databases are used extensively, beyond moderate levels, particularly in the context of data protection³. More so, countering the moderate usage claim and Indonesian researcher study discusses the extensive use of legal databases and robot lawyers in Indonesia

advocating collaboration between the government, legal professionals, and technology developers in designing an ethical and effective regulatory framework for integrating robot lawyers in the Indonesian justice system⁴. Another opposing study found that a high level of database usage among law students and professionals in Poland, indicating that the usage is more than moderate⁵. Studies advocates the implementation of Artificial intelligence in legal practices to foster quick search and retrieval skills which will aid quality legal research through the use of viable and quality legal databases that are available online.

For the research question two which states that “What are the Organization supports as regards the use of legal databases among lawyers in Ibadan, Oyo State?” this study found a moderate (2.9) organizational support with mentoring support ranking highest and financial support ranking lowest. This finding is supported by a meta-analysis which indicated that 3 major categories of beneficial treatment were received by employees (ie, fairness, supervisor support, and organizational rewards and favorable job conditions) were associated with perceived organization support which in turn, was related to outcomes favorable to employees (eg, job satisfaction, positive mood) and the organization (eg, affective commitment, performance, and lessened withdrawal behavior). Meaning that to whom much is given, much will be required⁶. Generally, Organizational support will have a positive influence on employee performance. A Study found that organizational financial slack resources moderate the effect of Organization Perceived Support (OPS) on workforce performance. Specifically, the positive effect of OPS on workforce performance, and consequently on organizational profitability, was stronger when financial slack resources were lower. Financial slack resources, however, do not moderate the relationship between OPS and voluntary turnover rate⁷.

For the research question three which states that “What is the Personality traits of lawyers in respect to use of legal databases Ibadan, Oyo State?” this study found Openness (3.2), followed by extraversion (3.0), Agreeableness (2.8) as the most prevalent personality. neuroticism and conscientiousness (2.5) each being less. A study on personality found that lawyers personality are not stable as they develop inherently and through education and experience. Moreover, lawyers personality is mixed and wide than the six, it analytical, empathetic, money-driven, argumentative, self-aware, deceptive, ambitious/challenge-oriented, organized/time management, competitive, confrontational, prestige-driven, arrogant, and persistent⁸. Moreover a study found that there was a significant relationship between argumentativeness and the dimensions of personality which were, conscientiousness, emotional stability and openness to experience, however, there was not a relationship between argumentativeness and agreeableness⁹. More so, a study on the Role of Personality Traits and Cognitive Styles in Approaching and Avoiding Arguments findings indicated out of studied variables only extraversion and openness could explain the variance of approaching argument. It illustrates the characteristics such as sociability and assertiveness which are prominent in extraversion and open mindedness and being open to new experiences may affect argumentativeness.

For null hypothesis one which states that “Organizational supports will not have significant influence on use of legal databases among lawyers in Ibadan, Oyo State. The study found a significant influence of organizational support on use of legal databases among lawyers in Ibadan, Oyo State which make do for the rejection of the null hypothesis. This finding supports and also negates previous findings. For instance, a study examined the impact of organizational support on the adoption and use of legal technology, including databases, among lawyers in the Middle East. The findings indicated that lawyers who perceived higher levels of organizational

support, such as access to training and resources, were more likely to use legal databases effectively¹⁰. Another supporting study focused on Malaysian law firms and found that organizational support, particularly in the form of technical assistance and continuous professional development, significantly enhanced the use of legal databases among lawyers¹¹. More so, Investigating the relationship between organizational culture and the use of legal databases, a study found that a supportive organizational environment that encourages continuous learning and resource availability directly impacts the frequency and efficiency of legal database usage among lawyers in the UK¹².

However, some negating findings includes a study focusing on South Korean law firms, the researchers found that while organizational support was beneficial, it was not the most significant factor influencing the use of legal databases. Instead, individual lawyers' technological proficiency and personal motivation were identified as more critical determinants of database usage¹³. Another study research on law firms in Latin America found that while organizational support was present, it did not significantly influence the use of legal databases. Instead, external factors such as client demands and competitive pressures were found to be more influential¹⁴.

For null hypothesis two which states that “personality traits of lawyers will not have significant influence on use of legal databases among lawyers in Ibadan, Oyo State. The study found a weak but significant influence of lawyer’s personality traits on use of legal databases among lawyers in Ibadan, Oyo State which make do for the rejection of the null hypothesis. This finding complement a study that analyzed the effect of personality traits on the argumentativeness of law students using a sample size of 250. The findings suggest a significant influence of personality traits on the students' use of legal resources. Specifically, the findings of the study reveal that

there was a significant relationship between argumentativeness being a major aspect of legal profession and the dimensions of personality which were agreeableness, conscientiousness, emotional stability and openness to experience, however, there was not a relationship between argumentativeness and agreeableness¹⁵. This means that agreeable people does not argue, they go with anything thrown at them and this is unlike the lawyers who are known for argument. Furthermore, another study discussed the impact of personality on understanding legal character and resources, indicating a notable influence on the use of legal databases by legal practitioners¹⁶. Another article highlights the influence of statistical data and personality traits on legal outcomes and database usage¹⁷.

For the null hypothesis three which states that “Organizational supports and personality traits of lawyers will not have significant joint influence on use of legal databases among lawyers in Ibadan, Oyo State. The study found a significant joint influence of organizational support and personality traits of lawyers on use of legal databases among lawyers in Ibadan, Oyo State which make do for the rejection of the null hypothesis.

There is dearth of literature that combines all the variables in this study and this is one of the gaps this study has come to bridge. However, Studies have consistently shown that organizational support is crucial in the adoption and use of new technologies in form of legal databases. For instance, in their Unified Theory of Acceptance and Use of Technology (UTAUT), scholars emphasized the importance of organizational support in influencing technology acceptance. Lawyers, like other professionals, are more likely to use legal databases if they feel supported by their organization through training, access to resources, and encouragement from management¹⁸. More so, Organizational support also plays a critical role in the effective use of knowledge management systems, which include legal databases. Scholars demonstrated that

organizations that actively support the use of such systems see higher levels of engagement and utilization among their employees¹⁹.

In the case of personality traits, and its influence on use of legal databases, studies found that Personality traits, particularly traits like openness to experience and conscientiousness, have been linked to the effective use of technology. Scholars found that individuals high in openness are more likely to engage with new technologies, including databases, due to their curiosity and desire for new experiences. Conscientiousness has also been associated with diligent use of legal databases, as these individuals are more likely to engage with the resourceful and detailed information available in such databases²⁰. More so, Technology Readiness Index (TRI) introduced by a scholar which suggests that certain personality traits predispose individuals to be more inclined toward using technology. Lawyers with high levels of optimism and innovativeness, as described in the TRI, are more likely to embrace legal databases²¹.

However, as there are corroborating studies so also are negating studies. For instance, negating the overemphasis on organizational support some studies suggest that intrinsic motivation, rather than organizational support, may be a more significant factor in the use of legal databases. Scholars argued that intrinsic motivation, driven by personal interest and enjoyment, can outweigh external support in influencing behavior²². Lawyers who are intrinsically motivated to excel in their profession may use legal databases regardless of the level of organizational support. Secondly, Lawyers, by nature of their profession, often operate with a high degree of autonomy. A study indicated that professional autonomy can reduce the influence of organizational support on behavior. Lawyers may rely on their judgment and personal resources rather than organizational support when it comes to using legal databases²³.

Regarding personality traits, Critics argue that personality traits alone cannot fully explain technology usage. Scholars highlighted that situational factors, such as the specific demands of a case or the complexity of legal issues, play a significant role in the use of legal databases²⁴. In such contexts, even lawyers with less favorable personality traits might be compelled to use these databases extensively. Moreover, the use of legal databases is also dynamic and influenced by evolving legal practices and technological advancements. A study suggests that the continuous interaction between users and technology can lead to changes in behavior over time, independent of personality traits²⁵.

The literatures supports the idea that both organizational support and personality traits play significant roles in the use of legal databases among lawyers. However, the influence of these factors should not be overstated. Other elements such as intrinsic motivation, professional autonomy, contextual demands, and the evolving nature of technology use also play critical roles and can sometimes diminish the influence of organizational support and personality traits.

Endnotes

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Chapter Five

Conclusion

This chapter presents the summary of findings, conclusion and provides useful recommendations, contributions to knowledge and suggestion for further studies

5.1. Summary of Findings

The research is on Organizational Factors, Personality Traits and use of legal databases by Lawyers in Ibadan, Oyo State, Nigeria. Six Objectives were raised out of which three research questions and three null hypothesis were generated. From empirical data gathered and analyzed the following were the findings of the study.

1. There is a moderate level of usage of legal databases among lawyers in Ibadan, Oyo State;
2. There is a moderate level of organizational support with with mentoring support ranking highest and financial support ranking lowest.
3. There is prevalence of Openness Openness followed by extraversion, and Agreeableness as the most prevalent personality while neuroticism and conscientiousness are less prevalent among lawyers in Ibadan, Oyo State Nigeria

4. The study found a significant influence of Organizational support on use of legal databases among lawyers in Ibadan, Oyo State, Nigeria calling for the rejection of the null hypothesis.
5. The study found a weak but significant influence of lawyer's personality traits on use of legal databases among lawyers in Ibadan, Oyo State, calling for the rejection of the null hypothesis
6. The study found that Organizational supports and personality traits of lawyers have a significant joint influence on use of legal databases among lawyers in Ibadan, Oyo State which make do for the rejection of the null hypothesis.

5.2. Conclusion

The aim of the study is to investigate the influence of organization supports and personality traits on the use of legal databases among lawyers in Ibadan, Oyo State Nigeria. Based on the findings, several important conclusions can be drawn:

The study revealed a moderate level of usage of legal databases among lawyers in Ibadan. This indicates that while legal databases are utilized by lawyers, there is still room for improvement in terms of frequency and extent of use. Enhancing usage could further improve legal practice by providing lawyers with timely and accurate legal information.

The level of organizational support was found to be moderate, with mentoring support ranking highest, followed by other forms of support, such as financial support, which was ranked lowest. This suggests that while mentoring is effectively provided, there is a need to strengthen financial support and other resources to better assist lawyers in their use of legal database

Among the personality traits assessed, Openness was the most prevalent among lawyers in Ibadan, followed by Extraversion and Agreeableness. On the other hand, Neuroticism and Conscientiousness were less prevalent. The predominance of Openness suggests that lawyers in the region are generally receptive to new experiences and information, which could positively influence their use of legal databases.

The study found a significant influence of organizational support on the use of legal databases, leading to the rejection of the null hypothesis. This underscores the critical role that organizational support plays in promoting the adoption and effective use of legal databases among lawyers.

While the influence of personality traits on the use of legal databases was found to be weak, it was still significant, leading to the rejection of the null hypothesis. This finding highlights that while personality traits do play a role, their impact is less pronounced compared to organizational support.

The study also found that organizational support and personality traits jointly have a significant influence on the use of legal databases among lawyers in Ibadan. This reinforces the importance of considering both organizational and individual factors when promoting the use of technology in legal practice.

The findings of this study highlight the importance of enhancing organizational support, particularly in areas such as financial resources, to foster greater use of legal databases. Additionally, while personality traits do have an influence, efforts to improve database usage should primarily focus on strengthening organizational support systems. The joint influence of these factors suggests that a comprehensive approach, addressing both organizational and

individual characteristics, is crucial for maximizing the use of legal databases in the legal profession in Ibadan, Oyo State, Nigeria.

5.3. Recommendations

Based on the findings and conclusion reached in this study, the following recommendation are considered applicable:

1. Law firms, and Law schools should increase the frequency and depth of training programs focused on the use of legal databases. These programs should aim to raise awareness of the benefits of legal databases and provide practical skills for their effective use. Given the moderate level of legal database usage among lawyers, enhanced training could help bridge the gap between current and optimal usage levels.
2. Law firms should allocate more financial resources to support the adoption and use of legal databases. This could include subsidies for database subscriptions or grants for purchasing necessary technology. Since financial support was identified as the lowest form of organizational support, increasing financial backing could significantly boost database usage.
3. Law firms should expand mentorship programs that focus on the integration of legal databases into daily legal practice. Senior lawyers with expertise in using these tools should mentor junior lawyers. Mentoring was found to be the highest form of organizational support, indicating that expanding these programs could further enhance database use among lawyers.

4. Law firms should capitalize on the high prevalence of the Openness trait among lawyers by introducing and promoting innovative features of legal databases that can enhance their practice. Lawyers with high Openness are likely to be more receptive to new tools and technologies, making them ideal candidates for early adoption and advocacy of legal databases.

5. Law firms should develop personalized support strategies that take into account the varying personality traits of lawyers. For example, providing additional resources or incentives for lawyers with lower Conscientiousness to encourage more consistent use of databases. Although the influence of personality traits was weak, personalized support could help maximize database usage by addressing specific needs and preferences.

6. Law firms should implement a comprehensive support strategy that integrates financial, mentoring, and technological resources to create a more conducive environment for the use of legal databases. The study showed that the joint influence of organizational support and personality traits is significant. A holistic approach that addresses multiple facets of support will likely have a greater impact on increasing database usage among lawyers.

5.4. Contribution to Knowledge

Conceptually, the study makes a significant conceptual contribution by integrating two critical aspects—organizational support and personality traits—to explain the usage of legal databases among lawyers. While prior research often focuses on these factors in isolation, this study conceptualizes their joint influence, providing a more holistic understanding of the factors that drive technology adoption in the legal profession. This integrated framework can be applied in future studies to explore other technology adoption behaviors across various professional settings.

Theoretically, this study extends the existing literature on technology adoption by applying established theories and model like the Institutional Support model and the Big Five Personality Traits to the legal profession in a specific geographic context—Ibadan, Oyo State, Nigeria. The study challenges the traditional understanding of these theories by showing that while personality traits like Openness are prevalent and have some influence, organizational support plays a more substantial role in determining the use of legal databases. This finding suggests the need for a revised theoretical model that accounts for the stronger impact of organizational factors in technology adoption within professional services.

Empirically, this study provides valuable data on the usage of legal databases among lawyers in Ibadan, Oyo State, Nigeria—a region that has been underrepresented in the literature. The findings offer insights into the specific types of organizational support that are most effective, such as mentoring, and the types of personality traits that are most prevalent among lawyers in this context. By demonstrating the significant, though varying, influence of both organizational support and personality traits on database usage, the study provides actionable insights for legal firms and institutions looking to enhance technology adoption among their employees. The empirical evidence also supports the need for targeted interventions to improve both organizational support structures and individual readiness for technology use in the legal profession.

5.5. Suggested Areas for Further Research

Based on the limitations of this study and the need to advance the frontiers of knowledge the following areas are suggested for further studies:

1. Conduct comparative studies on the influence of organizational support and personality traits on the use of legal databases across different regions or states in Nigeria, or even across different countries.
2. Investigate the long-term impact of organizational support and personality traits on the continued use and evolution of legal database usage among lawyers.
3. Examine the impact of specific organizational interventions, such as targeted training programs, financial incentives, or enhanced mentoring, on increasing the usage of legal databases
4. Investigate the role of legal education in shaping the attitudes and behaviors of lawyers towards the use of legal databases, focusing on how early exposure in law schools influences later professional use.

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Appendices

Appendix I

Questionnaire

Lead City University Ibadan

Faculty of Communication and Information Science

Department of Information Management

Dear respondent,

I require your indulgence to produce information on an academic research titled: *Institutional Support, Personality Traits and Use of legal databases by Lawyers*, by filling of this questionnaire. I promise that all the information provided will be solely used for academic purpose. Thanks for your honest response.

Yours faithfully

Section A

- a. Gender: Male [] Female []
- b. Years of work experience: Less than 6months -4 years, [] 5-9 years [] 10-15 years []
16 years and above []
- c. Employer: Public, [] Private, [] Corporate institutions [] Self-Employed []
- d. Marital status: Single [] Married [] Divorced []

Section B: Use and Purpose of Use of Legal Databases

Please indicate how frequently and for what purposes you make use of the following legal databases

Instruction: Please indicate the degree for your agreement with each statement

Key: Very Often (4) Often (3) Sometimes (2) Rarely (1)

| S/N | Frequency of Use of Legal Databases | Very Often | Often | Sometimes | Rarely |
|-----|-------------------------------------|------------|-------|-----------|--------|
| 1. | Biblio Online | | | | |
| 2. | Courtlistener | | | | |
| 3. | Criminal Justice Abstract | | | | |

| | | | | | |
|-----|--|-------------------|--------------|------------------|---------------|
| 4. | Hieonline | | | | |
| 5. | Kluwer Arbitration | | | | |
| 6. | Law Pavillion | | | | |
| 7. | Legalpedia | | | | |
| 8. | LexiNexis | | | | |
| 9. | ProQuest | | | | |
| 10. | Quick Law | | | | |
| 11. | Search Engines (google, firefox, ask.com e.tc.) | | | | |
| 12. | West Law | | | | |
| | Purpose of Use of Legal Databases | | | | |
| | I use Legal Databases to: | Very Often | Often | Sometimes | Rarely |
| 13. | access statutes, acts, decrees and laws | | | | |
| 14. | become more knowledgeable in areas where gaps is noticed | | | | |
| 15. | better understand complex legal issues | | | | |
| 16. | carry out legal research | | | | |
| 17. | conduct case background research | | | | |
| 18. | keep abreast of general information | | | | |
| 19. | keep abreast of new development in the judiciary | | | | |
| 20. | prepare legal documents and correspondence | | | | |
| 21. | search for case laws | | | | |

Section C: Institutional Support

What is the level of institutional supports enjoyed by lawyers in Ibadan, Oyo State.

Instruction: Please indicate the degree for your agreement with each statement

Key: To a Very High Extent (4) To a High Extent (3) Low Extent (2) Very Low Extent (1)

| S/N | Technical Support | To a Very | To a High | Low Extent | Very Low |
|-----|-------------------|-----------|-----------|------------|----------|
|-----|-------------------|-----------|-----------|------------|----------|

| | | High Extent | Extent | | Extent |
|----|--|------------------------|---------------|--|---------------|
| 1 | There is adequate provision for uninterrupted Internet connectivity to navigate the digital world | | | | |
| 2 | There is adequate provision for personal desktop/laptop computers to support internet navigation | | | | |
| 3 | There is provision for administrative support staff | | | | |
| 4 | There is a regular arrangement for training and retraining | | | | |
| 5 | We do meetings using collaborative learning systems like google meet, and zoom | | | | |
| | Financial Support | | | | |
| 6 | My organization always provided funds when the need is arises | | | | |
| 7 | There is enough fund for training and capacity development and skill acquisition as regards Information and Communication technological skills | | | | |
| 8 | There is always provision of fund for system upgrade and innovations | | | | |
| 9 | Fund is easily accessible anytime it is required | | | | |
| 10 | There is availability of grants for researcher, conferences and seminars | | | | |
| | Emotional Support | | | | |
| 11 | I perceived that the organization is concerned with my mental, emotional, and social wellbeing | | | | |
| 12 | The feeling of support I enjoyed from my organization always trigger me to work more | | | | |
| 13 | My colleagues often show up for me when the need arises | | | | |
| 14 | The work place environment is conducive for my work | | | | |
| 15 | The organization culture is well supportive | | | | |

| Mentorship | | | | | |
|-------------------|--|--|--|--|--|
| 16 | There is a constituted mentoring program by my organization as regards legal research | | | | |
| 17 | Experienced lawyers are always available to offer help and they are very receptive and willing when needed | | | | |
| 18 | I have a role model within the organization that I look forward to and always run to for help. | | | | |
| 19 | Collaboration with colleagues is encouraged | | | | |
| 20 | Superiors always give attention whenever it is needed by younger lawyers. | | | | |

Section D:

What is the Personality traits of lawyers in respect to use of legal databases Ibadan, Oyo State.

Instruction: Please indicate the degree for your agreement with each statement

Key: Strongly Agree (4) Agree (3) Strongly Disagree (2) Disagree (1)

| | Options | SA | A | SD | D |
|---|--------------------------------------|-----------|----------|-----------|----------|
| | EXTRAVERSION I... | | | | |
| 1 | warm up quickly to others | | | | |
| 2 | prefer to be alone | | | | |
| 3 | am always on the go | | | | |
| 4 | enjoy being part of a group | | | | |
| 5 | let things proceed at their own pace | | | | |

| | | | | | |
|----|---|--|--|--|--|
| | NEUROCISM I ... | | | | |
| 6 | am not easily bothered by things | | | | |
| 7 | become stressed out easily | | | | |
| 8 | become overwhelmed by emotions. | | | | |
| 9 | am calm, even in tense situations | | | | |
| 10 | am afraid that I will do the wrong thing. | | | | |
| | | | | | |
| | OPENNESS I... | | | | |
| 11 | do have good imaginations | | | | |
| 12 | love to read challenging material. | | | | |
| 13 | am interested in many things | | | | |
| 14 | try to understand myself | | | | |
| 15 | prefer to stick with things that I know | | | | |
| | | | | | |
| | AGREEABLENESS I... | | | | |
| 16 | suspect hidden motives in others | | | | |
| 17 | contradict others. | | | | |
| 18 | value cooperation over competition. | | | | |
| 19 | think highly of myself | | | | |
| 20 | always feel concerned about others. | | | | |
| | | | | | |
| | CONSCIENTIOUSNESS I... | | | | |
| 21 | complete tasks successfully | | | | |
| 22 | often make last-minute plans | | | | |
| 23 | often forget to put things back in their proper place | | | | |
| 24 | postpone decisions | | | | |
| 25 | don't see the consequences of things. | | | | |

| | | | | | |
|--|--|--|--|--|--|
| | | | | | |
|--|--|--|--|--|--|

Thanks

Lead City University Ibadan DO NOT COPY

Bio-data

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The University Compliance Certification

This is to certify that this thesis written by **Oluwatomisin Omobola AJEWOLE** with Matriculation No. **LCU/PG/002** in the Department of Information Management of the Faculty of Communication and Information Sciences, Lead City University, Ibadan is in full compliance with the approved University format and style.

Signature

Date

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