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## **Interrelationships of Awareness, Organizational Support and Compliance of Public Libraries on Republic Act 7743**

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# **Interrelationships of Awareness, Organizational Support and Compliance of Public Libraries on Republic Act 7743<sup>1</sup>**

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## **Abstract**

**Statement of the Problem.** Republic Act (RA) 7743 is an act providing for the establishment of congressional, city and municipal libraries and barangay reading centres throughout the Philippines, which was enacted in 1994 with the goal to promote literacy, facilitate intellectual development and equitable access to information. It is a significant legislative measure in the Philippines that emphasizes the crucial role of knowledge and information in nation-building by establishing public libraries throughout the country. This study aimed to determine if organizational support and participants' awareness on RA 7743 are associated with the extent of compliance on such Act. This was done by measuring first the extent of organizational support extended by the participants' respective institutions for the implementation of RA 7743, their extent of awareness, and extent of compliance of their respective libraries to the said Act.

**Methods.** A descriptive-correlational design was employed in this study, using frequency, mean, and percentage to assess the extent of organizational support, awareness, and compliance, with RA 7743. While Pearson's correlation coefficient was used to determine whether organizational support and awareness on RA 7743 are correlated with the extent of compliance to such Act. Data were gathered through a survey questionnaire using Google form, distributed via email and a total of 43 public librarians and/or public library OICs/administrators participated.

**Results.** Findings revealed a generally high level of organizational support, and the participants had a very high level of awareness on the said Act, with varying levels of awareness across different dimensions. Whereas compliance with the said Act was also reported to be generally very high, with also varying levels of awareness across different dimensions. Finally, the study revealed that there is a significant association among organizational support, awareness, and compliance with RA 7743, emphasizing the significance of organizational support and awareness in ensuring compliance with legal requirements.

**Originality.** The results offer valuable insights into library management to improve operations and decision-making in alignment with RA 7743 provisions. Thus, it is recommended to conduct a regular awareness campaign on the said Act and enhanced coordination and collaboration among stakeholders.

**Keywords:** Republic Act 7743; Public libraries; Organizational support; Awareness; Compliance; Standards

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## Introduction

Public libraries serve as gateways to knowledge, empowerment, and social progress, playing a crucial role in fostering lifelong learning and nation-building. Recognizing this, RA 7743, enacted on June 17, 1994, mandated the establishment of congressional, city, and municipal libraries and barangay reading centers across the Philippines. This law seeks to enhance the moral and intellectual well-being of Filipinos by elevating literacy levels and promoting equitable access to information. Prior to RA 7743, the significance of libraries had already been acknowledged through RA 6966 (1990), later amended by RA 9246 (2004), which modernized the regulation of librarianship and prescribed the qualifications of professional librarians. Nevertheless, both laws emphasize that access to knowledge is a fundamental component of national development, supporting intellectual growth and educational advancement (Section 2).

In alignment with the United Nations Sustainable Development Goals (SDGs), RA 7743 contributes significantly to SDG 4 (Quality Education), by promoting lifelong learning opportunities for all, and SDG 10 (Reduced Inequalities) by ensuring equitable access to knowledge. Furthermore, the Act complements SDG 17 (Partnerships for the Goals) as the effective implementation of public libraries requires collaboration among government agencies, educational institutions, and local communities (UN General Assembly, 2015). As public libraries serve as information hubs, they also play a pivotal role in sustainable development by fostering economic, social, and environmental progress (Igbinovia, 2022). However, despite the Act's noble intentions, the reality of its implementation has not met expectations. As of 2023, only 1,650 public libraries have been established, which is significantly below the requirement to provide accessible reading centers in over 42,000 barangays and 1,642 cities and municipalities combined (National Library of the Philippines, 2023).

Several studies have assessed compliance with RA 7743, such as the work of Tuble and Bayoneta (2019) in Negros Occidental, which found that most public libraries failed to comply with the Act's provisions. Similarly, Estrullo-Suaga et al. (2021) examined public libraries in Iloilo Province and revealed widespread non-compliance with the Standards for Philippine Public Libraries (SPPL). Although these studies had different focal points—RA 7743 in the former and SPPL in the latter—they shared common variables related to administration, human resources, collection development, physical facilities, ICT services, financial resources, and networking. While RA 7743 provides the legal framework for library establishment, SPPL sets the operational and management standards to ensure quality services. However, existing research has primarily focused on measuring compliance levels without investigating the underlying factors affecting adherence to RA 7743. Thus, this study aims to bridge that gap by examining organizational support and awareness as potential determinants of compliance, which was done by measuring first the extent of organizational support, awareness, and compliance in relation to the said Act. By identifying these factors, the study seeks to provide insights for improving public library services, informing policymakers, and guiding future initiatives to enhance compliance and maximize the benefits of public libraries for the communities they serve.

## ***Research Objectives***

The study aimed to determine the association of RA 7743 compliance with organizational support and awareness. This was done by measuring first the extent of organizational support, awareness, and compliance, with such Act. These objectives were achieved by answering the following questions:

1. What is the participants' assessment of the organizational support to the provisions of RA 7743?
2. What is the participants' extent of awareness on the provisions of RA 7743 in terms of the following dimensions:
  - 2.1. administration;
  - 2.2. human resource;
  - 2.3. collection development;
  - 2.4. services and utilization;
  - 2.5. physical facilities;
  - 2.6. ICT facilities and services;
  - 2.7. financial resources; and,
  - 2.8. linkages and networking?
3. What is the public library's status of compliance with RA 7743?
4. Are the organizational support and participants' awareness of the provisions of RA 7743 significantly associated with their respective libraries' extent of compliance?

## ***Hypothesis***

Problems 1, 2, and 3 are hypotheses free. On the basis of statement of the problem 4, the following null hypotheses were tested at 0.05 level.

HO<sub>1</sub>. The extent of organizational support is not significantly associated with libraries' extent of compliance to RA 7743.

HO<sub>2</sub>. The extent of participants' awareness on RA 7743 is not significantly associated with their respective libraries' extent of compliance to RA 7743.

## ***Theoretical and Conceptual Framework***

Public libraries are instrumental in fostering literacy, lifelong learning, and social development. However, their effectiveness is largely dependent on institutional support and adherence to legal mandates. Recognizing this, RA 7743 was enacted, mandating the establishment of congressional, city, and municipal libraries, as well as barangay reading centers, across the Philippines. However, compliance with this Act remains a challenge due to some factors which this study will try to unfold. This study posits that organizational support and awareness of RA 7743 significantly correlate to the extent of compliance among public libraries. It builds on the premise that a well-supported and well-informed institution is more likely to adhere to legal provisions, thereby fostering greater compliance.

This study is grounded in Social Cognitive Theory (SCT) and Institutional Theory (IT), which provide a comprehensive lens to examine how compliance is shaped by organizational and environmental factors. Social Cognitive Theory (Cervone, 2023) postulates that behavior is influenced by an individual's environment, interactions, and available resources. In this context, compliance with RA 7743 is likely to be enhanced by the level of organizational support provided to public libraries. Institutional Theory (Greenwood et al., 2017) further reinforces this perspective by explaining how organizations adopt certain practices to conform to external expectations, including legal mandates. These theories collectively suggest that compliance is not merely a function of policy existence but is deeply intertwined with institutional structures and support mechanisms. Organizational support refers to the frameworks, resources, and processes provided by an organization to enhance the functioning and performance of its teams and individuals. It encompasses tools, processes, and people that collectively foster productivity, collaboration, and well-being within the workplace (Kurtessis et al., 2017; Eisenberger et al., 2020; Anderson, 2024). In the context of this study, it refers to the extent of support extended by the participants' respective institution in aid for the implementation of RA 7743. This may include contextual and work-related factors such as funding, training, guidance, etc.

Another theoretical underpinning is Compliance Theory (Etzioni, 1961), which classifies compliance into coercive, utilitarian, and normative mechanisms (Köşker & Tonbul, 2024). This study applies Compliance Theory to RA 7743 implementation, suggesting that the effectiveness of compliance depends on how regulatory bodies enforce policies. The level of enforcement, coupled with organizational support and legal awareness, determines whether public libraries fully adhere to the law. A library that receives adequate financial assistance, training, and institutional backing is more likely to comply, whereas those lacking support may struggle to meet the requirements of RA 7743.

Legal awareness, on the other hand, serves as an essential factor in compliance. Awareness of legal provisions is crucial in ensuring adherence, as it enhances the ability of individuals and organizations to interpret and implement regulations (Bahuguna, 2023). In the context of this study, awareness of RA 7743 ensures that library administrators and stakeholders understand their obligations, thereby increasing compliance. This aligns with Article 3 of the Civil Code of the Philippines, which states that "ignorance of the law excuses no one from compliance therewith." This principle underscores the argument that a lack of awareness is not a valid justification for non-adherence, further solidifying its role as a key variable in compliance.

Moreover, the participants' extent of awareness of RA 7743 plays a vital role in ensuring compliance. Awareness is assessed based on various dimensions, including administration, human resources, collection development, services and utilization, physical facilities, ICT facilities and services, financial resources, and linkages and networking. Administration refers to how well library administrators understand and implement policies related to governance, planning, and decision-making in compliance with RA 7743. Effective administration fosters structured operations, aligning library management with national regulations (Rubin, 2020). Human resource awareness pertains to the knowledge of recruitment policies, professional development, and qualifications required for librarians and staff. RA 9246 mandates

professional licensing, which aligns with RA 7743 in ensuring qualified personnel manage libraries. Collection development involves awareness of the standards for acquiring, organizing, and maintaining a diverse and relevant library collection. Public libraries must develop their collections in accordance with the needs of their communities and the standards set in SPPL (Smith, 2012). Services and utilization include providing equitable and accessible services, such as reference assistance, lending, and digital resources. Public libraries are expected to facilitate user engagement and maximize resource utilization (De Ramos, 2018). Physical facilities encompass knowledge of the required infrastructure standards, such as safety measures, accessibility provisions, and adequate physical spaces conducive to learning and research. ICT facilities and services pertain to digital access and technology integration in libraries, such as online catalogs, databases, and internet access, which are essential to bridging the digital divide (Garcia, 2021). Financial resource awareness involves understanding the sources and allocation of funding for public libraries, ensuring sustainability through knowledge of budgetary processes, government grants, and fundraising opportunities (Hernandez, 2018). Lastly, linkages and networking assess awareness of collaborations with other institutions, both local and international, to expand library resources and services. Libraries that engage in partnerships benefit from shared expertise and enhanced resource accessibility.

Compliance, as the dependent variable, measures the extent to which public libraries meet the requirements outlined in RA 7743 and furthered regulated in SPPL. Compliance is evaluated based on the extent to which the sub-variables under awareness are effectively implemented in library operations. A synthesis of previous studies on public libraries' compliance highlights a consistent pattern of deficiencies in meeting the minimum requirements with variations on various dimensions (Alaya-ay, Jr., 2013; Tuble & Bayoneta, 2019; Estrullo-Suaga et al., 2021; Linganay et al., 2022). However, these studies failed to recognize the possible factors that affect the extent of compliance which this study will try to unfold. The interplay among these variables is illustrated in figure 1, which provides a conceptual model of how organizational support, awareness, and compliance interact within the framework of RA 7743 implementation.

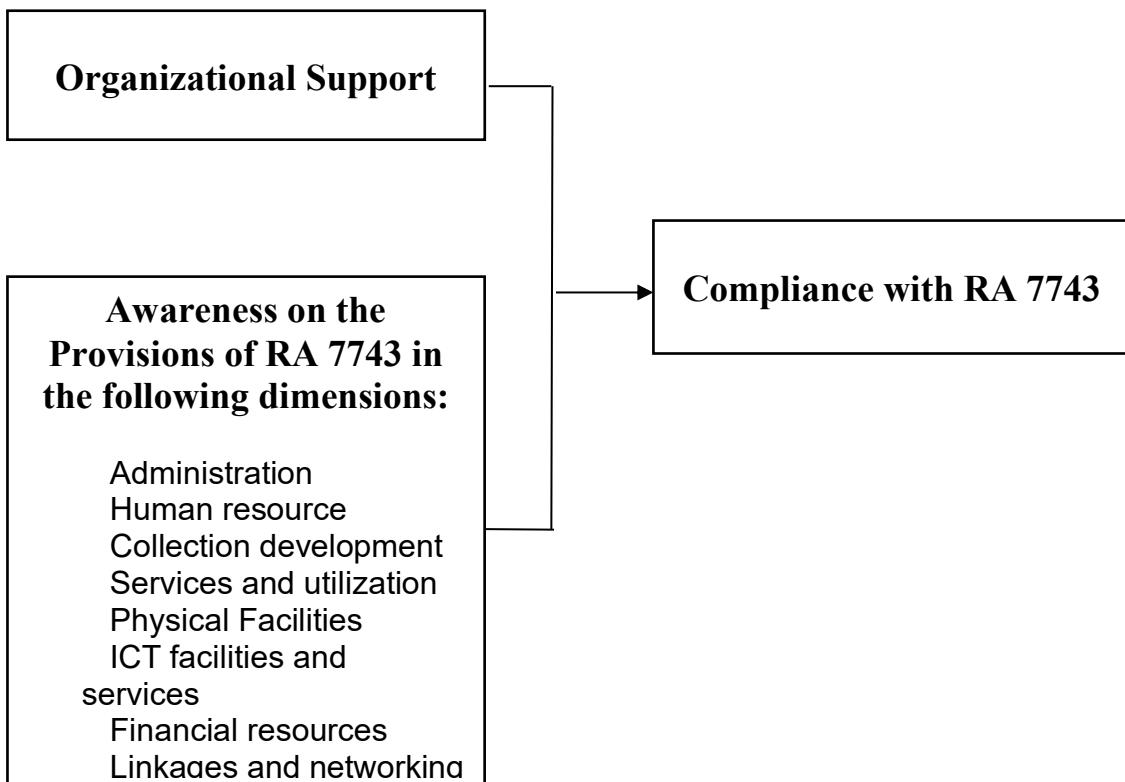


Figure 1. Schematic Presentation of the Interplay of the Study's Variables

## Related Literature and Studies

### ***Compliance to RA 7743***

RA 7743 mandates every district, city, municipality, and barangay to have a public library or reading centre. However, despite of this mandate, the actual number of public libraries in the Philippines as of 2023 is incommensurate with the ideal, as currently, there were only about 1,650 affiliated public libraries in the country. Of those, there is one regional library out of 17 regions, six congressional district libraries out of 253 congressional districts, 56 provincial libraries out of 81 provinces, 115 city libraries out of 146 cities, 605 municipal libraries out of 1,488 municipalities, and 850 barangay reading canters out of 42,046 barangays (Uy, 2023).

To cite a more specific area which has a very low extent of compliance is the BARMM, this region is composed of 5 provinces, 2 component cities, and 116 municipalities according to the PhilAtlas (2020). The number of public libraries that needed to be established in order to comply with the fundamental provision of RA 7743 is at least 123 public libraries as far as the current data concerns. However, based on the data from the National Library of the Philippines or NLP (2023), there are only 23 affiliated public libraries within the region. This implies that there are at least 100 more public libraries that need to be established, not to mention the 2,490 barangays within the region, which are also covered by the said Act through the establishment of Barangay Reading Canters.

Given the obvious extent of compliance with such provision, this study focused only on other provisions stipulated in the IRR of the said Act that regulates already established public libraries, to ensure that the quality of its services and resources provide maximum benefit to its stakeholders and the community it serves. The Act includes various provisions that regulate public libraries in terms of library administration, human resources, collection development, services and utilization, physical facilities, ICT facilities and services, financial resources, and linkages and networking. However, some of the aforementioned dimensions are not explicitly stipulated in the actual RA 7743 as it was further regulated in its IRR and was further explained in detail in the SPPL.

Nonetheless, RA 7743 implementation is deteriorating, particularly at the barangay level, necessitating amendments to update public library standards more frequently, as society changes rapidly and objective measurement is accelerated, and this was supported by several legislative measures which seek for the amendments of the said Act, these legislative measures were manifested by S.B. 1387 during 14th congress, S.B. 355 during the 16th congress, H.B. 10622, H.B. 5837, and H.B. 7941 during the 18th congress, S.B. 2429, S.B. 570 or H.B. 5777 and H.B. 5348 during the 19th congress.

Studies that demonstrated the compliance with RA 7743's minimum standards for public libraries, as stipulated in the IRR and further strengthened with SPPL regulation are discussed in the succeeding paragraphs.

A synthesis of previous studies on public library compliance highlights a consistent pattern of deficiencies in meeting the Standards for Philippine Public Libraries (SPPL) and RA 7743. Research conducted in Iloilo Province (Estrullo-Suaga et al., 2021) and in the provinces of Lanao del Norte and Misamis Oriental (Alaya-ay, Jr., 2013) found that public libraries frequently fell short of prescribed standards due to inadequate support, lack of professional staff, low budgets, and minimal collaboration networks. These findings were further reinforced by Crucero (2021), who emphasized the direct correlation between resource availability and compliance levels, illustrating that libraries with stronger institutional support were more likely to adhere to both the SPPL and RA 7743.

Moreover, Tuble & Bayoneta (2019) examined public library compliance in Negros Occidental and found widespread non-compliance, particularly regarding budget allocation and the employment of non-licensed librarians. Similarly, Linganay et al. (2022) highlighted the challenges faced by library-in-charge personnel in Lala, Lanao del Norte, who operated without formal training in librarianship, leading to inefficiencies in service delivery. Across these studies, recurring barriers to compliance include financial constraints, lack of trained personnel, insufficient physical resources, and weak institutional support. These commonalities indicate that addressing these systemic issues through targeted interventions—such as increased funding, professional training programs, and strengthened policy enforcement—could significantly improve compliance with RA 7743 and the SPPL, ultimately enhancing public library services nationwide.

While the law clearly recognizes the need to have libraries in all LGUs, it should be more explicit in the creation of Plantilla positions for librarians (Ramos et al., 2014). This is because one of the most violated provisions of RA 7743 is its human resource. The following studies support this assertion.

Various studies highlight significant issues in the Philippine public library system, particularly in librarian qualifications and compliance with Republic Act (RA) 7743. Buenrostro (2005) found that 80 percent of public libraries were operated by non-licensed librarians, violating legal provisions. Similarly, Ortego (2016) and Laspiñas (2014) reported that many municipal libraries lacked qualified professionals, with paraprofessionals assuming librarian roles. NLP's (2018) status report confirmed that almost half of public libraries either had only one professional librarian or none, attributing this to economic constraints and the scarcity of licensed professionals. Obille & Buenrostro (2015) further emphasized that compliance was more stringent in academic libraries due to accreditation requirements, while LGU-run libraries had the fewest licensed librarians. However, regional studies, such as those by Laspiñas (2014) and San Pedro-Galo (2023), indicated variations in compliance, with some libraries meeting staffing standards but struggling in resources, infrastructure, and financial support. Despite these findings, the studies failed to fully address the underlying factors influencing compliance levels, prompting the need for further exploration of overlooked determinants.

### ***Awareness on RA 7743***

Employees who are not aware of the law's requirements are less likely to comply and thus, awareness is positively associated with compliance behaviour (Ledwaba, 2020; Rooij, 2020; Prasada, 2022). Thus, based on these statements, it assumed that awareness on the provisions of RA 7743 is a crucial factor that can affect compliance with the Act. Therefore, to increase the extent of compliance, organizations can play a significant role in raising awareness on the provisions of RA 7743 by: providing employees with information about the law, such as through training programs, newsletters, and posters; encouraging employees to ask questions about the law and seek clarification when needed; and creating a culture of compliance where awareness of the law is seen as important. These possible initiatives can also be considered as manifestation of organizational support.

Several studies can be associated with the relationship between awareness of RA 7743 and compliance with such Act. For example, a study by Narvaez (2012) which focused on the compliance of Barangays in District IV of Quezon City with RA 7743, with mandates from the establishment of Barangay Reading Canters (BRCs), revealed that out of the 38 barangays, only 11 had established BRCs. Findings were also discovered that staffs in BRC had low awareness of the law and lack of fund allocation. This finding points to the need of a continuous information-education campaigns, budget allocation, and the creation of a National Public Library Standards Body to monitor compliance. In addition, this specific provision was further reiterated by the DILG through its Memorandum Circular No. 2017-95 dated August 9, 2017, reminding the chief executives to oversee if barangays comply with such provision of that establishment of BRCs. Consequently, recent reports show that while efforts to establish BRCs have increased, challenges such as limited space and funding persist. For instance, in Calapan City, only 44 out of 51 affiliated BRCs have received book

allocations due to incomplete affiliation requirements (Tividad, 2023). Similarly, a proposed ordinance in Baguio City seeks to establish reading canters in all barangays to promote literacy and cultural development (Baguio City – Sangguniang Panlungsod Release, 2024).

In another study, Tuble & Bayoneta (2019) revealed that public library administrators face significant challenges in enforcing RA 7743, including budget constraints, low local officials' interest, lack of licensed librarians, lack of awareness of RA 7743, and lack of legal sanctions for non-compliance.

Furthermore, several studies that manifest a close association between awareness and compliance have been conducted in various contexts and fields of study. The study of Prasada (2022), concluded that legal awareness directly or indirectly influences legal compliance. He also found out that in developed societies; the level of legal awareness has a direct impact on community's legal compliance. However, in traditional societies, legal compliance is influenced indirectly through enforcement by leaders or religious beliefs. Another study closely related to the concept of this study is that of Borito (2022) which revealed that the extent of awareness significantly influenced the extent of compliance with R.A .11313 or known as the Safe Spaces Act. The context of the previously cited studies may be differed from this study, but its concept is similar as this will also try to assess the association of awareness and compliance of the RA 7743 in the context of public libraries.

In addition, studies covering the association between awareness and compliance with agro-environmental regulations, ethical beliefs, COVID-19 protocols, information security, and user rights showed significant associations of the findings (Mukhlis et al., 2020; Adu & Walt, 2021).

The literature reviewed in this chapter suggests that organizational support and awareness of RA 7743 provisions are possible factors that influence compliance with such Act. Organizations that want to improve their compliance with RA 7743 should focus on providing their employees with organizational support and raising awareness of the Act. Conversely, the aforementioned studies failed to emphasize the association between awareness and compliance as these studies focused only on a specific provision of the Act. In connection to this with the present study, the researcher aimed to understand the interrelationships between the variables in this study.

### ***Organizational Support***

Studies have consistently shown that organizational support is positively associated with various employee's outcomes, including job satisfaction, organizational commitment, organizational citizenship behaviours, and job performance (Claudia, 2018; Abdullahi et al., 2024). In the context of RA 7743 compliance, organizational support can be manifested in various forms, such as: providing training and education for employees on the provisions of the law; developing and implementing policies and procedures to ensure compliance with the law; allocating resources to support compliance efforts; and, recognizing and rewarding employees who demonstrate compliance with the law.

Furthermore, organizational support is considered one of the predictors of employees' well-being, performance, and orientation through leadership, employee well-being, performance, and orientation through leadership, employee-organization context, human resource practices, and working conditions. This is also specifically proven to have a significant influence on librarians' productivity (Kurtessis et al., 2017; Ogunbote & Unegbu, 2023). This study closely associates compliance with the concept of collective employees' endeavours, which may be influenced by organizational support, work environment, and organizational culture, despite the different contexts. This concept can be applied to collective employees' efforts.

Subsequently, social support, which may be considered a subset of organizational support, has been proven to enhance patient compliance with medical regimens (Jiang, 2024; Alatawi et al., 2024). The concept of the previously cited study is no different from the concept of organizational support as one of the predictors of the extent of compliance with a certain rule or regulation, particularly RA 7743 as the main variable of this study. In addition, organizational support, influenced by fairness, supervisor support, and rewards, positively impacts employee well-being and organizational outcomes (Kurtessis et al., 2017; Eisenberger et al., 2020; Anderson, 2024).

The cited studies and literature help the researcher conceptualized its findings on the association of organizational support and awareness on compliance with the implementation of RA 7743 provisions.

## **Research Methodology**

A descriptive-correlational design was employed on this study and a survey questionnaire was used as a data gathering instrument. This instrument was self-constructed based on the provisions of RA 7743 and SPPL as well as the basic contextual and personal factors related to organizational support. It employed the five-point Likert scaling to measure the participants' degree of agreement or disagreement with the provided indicators. It consists of three parts in which the first part focuses on the assessment of the extent of organizational support extended by the participants' respective institution in aid for the implementation of RA 77453 provisions. The second part covers the extent of participants' awareness on the provisions of RA 77453. The third part focuses on assessing the extent of public libraries' compliance with RA 7743 provisions.

Furthermore, to measure the extent of organizational support, awareness, and compliance, the descriptive statistics, using frequency, mean, and percentage, was employed in order to assess the extent of agreement or disagreement with statement indicators. Whereas, to determine if there is a significant association among the variables, inferential statistics using Pearson's correlation coefficient was employed to determine whether organizational support and awareness on RA 7743 are correlated with the extent of public libraries' compliance to such Act. The data were organized and presented in tables and graphs to facilitate the interpretation of the results and a five-point Likert scale was used to measure the value of each variable. The scoring procedures of such scale that was used in the survey questionnaire were as follows:

Range	Interpretation
4.01 – 5.00	Very High
3.01 – 4.00	High
2.01 – 3.00	Moderate
1.01 – 2.00	Low
0.00 – 1.00	Very Low

These scores were used to calculate the mean scores for each variable and were also attached to the instrument to guide and give participants insights on their possible stand on the statement indicators.

The participants of this study were librarians and/or officers-in-charge (OICs)/administrators of public libraries covered under RA 7743. Based on the Directory of Affiliated Public Libraries with the National Library of the Philippines (NLP) as of 2023, there were 1,650 public libraries in the country, of which 964 had a librarian, OIC, or administrator, indicating functionality. Among these, 655 individuals provided their contact information and were sent with the survey questionnaire via email. Due to the typically low response rate in online surveys, a total of 43 responses were collected, forming the final sample thereby employing accessible random sampling method. The relatively small number of participants was also influenced by the study's focus on RA 7743, which applies exclusively to public libraries, further narrowing the pool of eligible participants.

### ***Validity and Reliability of Instruments***

The instrument underwent a rigorous process of content validation and reliability tests in order to ensure that it accurately measures the intended constructs and produces consistent results that are in line with the statement of the problems. Thus, the said instrument was content validated by experts in the field and panel members, their comments and suggestions were sought, and it was then integrated into the instrument. Thereafter, the instrument was pilot tested into 26 library staff, who were not part as "real" participants of this study, and the Cronbach Alpha coefficient was employed to determine its reliability with the given standard value of 0.7 level of acceptability, this is in accordance with the standards consensus of statistical analysts (Turney, 2024; Frost, 2024).

Upon the computation of the data gathered from the pilot test, the following values were obtained: for the organizational support indicators; information and communication (0.958), resource allocation (0.961), leadership and commitment (0.956), employee empowerment and recognition (0.945), and monitoring and evaluation (0.971). For the awareness indicators; administration (0.921), human resource (0.827), collection development (0.844), services and utilization (0.903), physical facilities (0.783), ICT facilities and services (0.935), financial resources (0.977), linkages and networking (0.943). Finally, for the compliance indicators; administration (0.791), human resource (0.640), collection development (0.873), services and utilization (0.807), physical facilities (0.917), ICT facilities and services (0.862), financial resources (0.891), and linkages and networking (0.880). These

values indicate that all items are internally consistent within the construct, with recommended minor revision to the items of human resource under the compliance portion as its value is less than the given minimum level of acceptability (Bayat, 2022).

## Results and Discussions

Table 1 presents the frequency, percentage, and mean distribution of participants' assessment of organizational support for the provisions of RA 7743. The overall mean score of 3.82, interpreted as *High*, suggests that participants generally perceive a strong level of support for RA 7743 implementation, though with room for improvement. The standard deviation of 0.89 indicates moderate variability in responses, implying differences in participants' experiences of institutional support. A significant portion of participants, 16.28%, rated organizational support as *Very High* (4.01 – 5.00), while the majority, 58.14%, rated it as *High* (3.01 – 4.00), indicating that RA 7743 implementation is largely supported. Meanwhile, 16.28% assessed it as *Moderate* (2.01 – 3.00), while smaller percentages (6.98%) and (2.33%) rated support as *Low* (1.01 – 2.00) and *Very Low* (0.00 – 1.00) respectively, denoting that some public libraries may still encounter challenges in ensuring full compliance with RA 7743 provisions.

However, while the findings show generally high organizational support for RA 7743, there are notable variations in participants' experiences, particularly in aspects related to employee incentives, feedback mechanisms, designated compliance personnel, and budget allocation. These results indicate that while there is a positive foundation for RA 7743 implementation, further efforts may be needed to enhance engagement, communication, and resource allocation to fully optimize compliance. Strengthening these aspects could contribute to more effective policy execution and reinforce institutional commitment to RA 7743 provisions.

*Table 1. Frequency, Percentage and Mean Distribution of Participants' Assessment of the Organizational Support to the Provisions of RA 7743*

Range	Interpretation	Frequency	Percentage
4.01 – 5.00	Very High	7	16.28
3.01 – 4.00	High	25	58.14
2.01 – 3.00	Moderate	7	16.28
1.01 – 2.00	Low	3	6.98
0.00 – 1.00	Very Low	1	2.33
	Total	43	100.0
	Overall Mean	3.82	
	Interpretation	High	
	SD	0.89	

Table 2 presents the summary of participants' extent of awareness regarding the provisions of RA 7743 across various dimensions, revealing an overall mean of 4.66, interpreted as very high. This indicates a strong awareness of key areas essential to effective public library management, including administration, human resources, collection development, services and utilization, physical and ICT facilities, financial resources, and linkages. Among these dimensions, human resources received the highest rating ( $M = 4.71$ ,  $SD = 0.51$ ), emphasizing the recognition of the critical role of

library personnel in ensuring efficient operations and services. This aligns with literature suggesting that a well-trained and knowledgeable workforce significantly enhances library service quality, efficiency, and user satisfaction (Hakala et al., 2023).

Additionally, high awareness of physical facilities ( $M = 4.68$ ) and collection development ( $M = 4.65$ ) highlight the understanding that well-maintained infrastructure and up-to-date resources are crucial in fostering a productive learning environment, reinforcing guidelines set by the International Federation of Library Associations and Institutions (IFLA, 2017). The strong awareness of financial resources ( $M = 4.67$ ) and linkages and networking ( $M = 4.67$ ) further denote that participants acknowledge the role of sustainable funding and strategic partnerships in supporting and expanding library services. Research indicates that financial stability allows for better resource allocation, technological improvements, and service innovation, which ultimately enhances library efficiency and outreach (Johnson, 2023). The consistently very high awareness across all dimensions reflects a comprehensive understanding among stakeholders of the critical factors that sustain and improve public library operations. These findings underscore the importance of continuous professional development and policy reinforcement to ensure that libraries remain adaptive and responsive to the evolving needs of their communities. Strengthening financial planning and collaborative efforts can further enhance library effectiveness, supporting their long-term sustainability and broader societal impact.

Table 2. Summary Table of Awareness

Dimensions	Mean	Interpretation	SD
Administration	4.58	Very High	0.54
Human Resource	4.71	Very High	0.51
Collection Development	4.65	Very High	0.48
Services and Utilization	4.58	Very High	0.42
Physical Facilities	4.68	Very High	0.51
ICT Facilities and Services	4.61	Very High	0.64
Financial Resources	4.67	Very High	0.52
Linkages and Networking	4.67	Very High	0.52
Overall Extent of Awareness	4.66	Very High	0.46

Table 3 presents the summary table of frequency, percentage, and mean distribution of the participants' assessment on the extent of compliance of their respective libraries on the provisions of RA 7743. Data show that the participants rated it generally very high, as indicated by the overall mean of 4.06. This implies that provisions are largely met with minimal deficiencies, suggesting some minor areas are yet to be complied with. Furthermore, collection development ( $M = 4.22$ ), linkages and networking ( $M = 4.21$ ), and services and utilization ( $M = 4.17$ ), were rated highest. Whereas ICT facilities and services ( $M = 3.97$ ) as well as administration ( $M = 3.87$ ), were rated least. Nevertheless, both the highest and least rated dimensions can still be interpreted as high, which implies that the provisions of RA 7743, which were explicitly stipulated in SPPL, dealing within the aforementioned dimensions, are largely met with minimal deficiencies, suggesting some minor areas are yet to be complied with. Nevertheless, despite of the generally high compliance, this also suggests the need for stricter enforcement to prompt public libraries for absolute compliance as those least complied dimensions might be the factors that hinder public libraries to thrive.

Velasco (2018) highlights that while LGUs are encouraged or even obliged to establish public libraries, under Section 4 and 7 of RA 7743, but most do not comply while those who have already established public libraries do not ensure compliance with the minimum requirements for each dimension. This partial and very low compliance can be associated with matters of audit or monitoring, as public libraries are more lenient in compliance to minimum standards, as they are not usually accredited, unlike academic libraries that are regularly accredited and thus need to comply with CHED requirements (Obille & Buenrostro, 2015).

Table 3. *Summary Table of Status of Compliance*

Dimensions	Mean	Interpretation	SD
Administration	3.87	High	0.76
Human Resource	4.02	Very High	0.78
Collection Development	4.22	Very High	0.68
Services and Utilization	4.17	Very High	0.66
Physical Facilities	4.02	Very High	0.92
ICT Facilities and Services	3.97	High	0.80
Financial Resources	4.00	Very High	0.84
Linkages and Networking	4.21	Very High	0.86
Overall Status of Compliance	4.06	Very High	0.64

Table 4 presents the correlation results among the main variables (i.e., organizational support, awareness, and compliance). Findings show that organizational support and awareness are significantly correlated with compliance. Thus, the hypothesis is rejected. This implies that libraries that receive high organizational support and operated by staff who are highly aware of this Act are also highly compliant.

The correlation between organizational support and compliance with RA 7743, revealed a generally strong positive correlation ( $r=.576$ ,  $p = .000$ ), implying that strong organizational support leads to greater compliance. This finding was further discussed in details through the following level of correlations in each dimension of compliance: a positive correlation with compliance on ICT facilities and services ( $r = .581$ ,  $p = .000$ ), collection development ( $r = .574$ ,  $p = .000$ ), administration ( $r = .567$ ,  $p = .000$ ), services and utilization ( $r = .564$ ,  $p = .000$ ), physical facilities ( $r = .507$ ,  $p = .001$ ). These findings can be attributed to the fact that some areas of compliance are beyond the capabilities of the participants, and thus compliance on RA 7743 solely dependent on the extent of organizational support. A moderate positive correlation with compliance on linkages and networking ( $r = .439$ ,  $p = .003$ ) can also be seen, implying that libraries receiving more support from their parent institution are somewhat more likely to comply. This can be attributed to some external collaborations requiring the interventions of public libraries' parent institutions, while other collaborations can be accomplished by the participants through individual membership. Finally, a weak positive correlation was found with compliance on financial resources ( $r = .289$ ,  $p = .060$ ) and human resources ( $r = .260$ ,  $p = .092$ ), indicating a trend where libraries with more support tend to have slightly higher compliance rates on these dimensions. These results are somehow contrasting to observable facts, where organizational support is usually manifested through adequate budget and manpower. These unusual findings can be attributed to

the participants' perception of organizational support as some may base it solely on a particular dimension such as administration, physical facilities, etc.

These findings are consonance with the previous studies that have consistently shown that organizational support is positively associated with the compliance of certain regulations as the findings of the study conducted in Iloilo Province, which aims to determine the extent of compliance of public libraries with the SPPL, revealed that majority of the libraries employed on the study are non-compliant with SPPL due to the inadequate support (Estrullo-Suaga et al., 2021). San Pedro-Galo (2023) also emphasized the crucial role of organizational support in public libraries' development. In addition, a study by Crucero (2021) revealed that the availability of resources and support was identified as a key factor in ensuring compliance with the SPPL. The study found that libraries with more resources and support were more likely to comply with the standards. Though these studies focused on the extent of compliance with SPPL, the findings can also be attributed to the extent of compliance with RA 7743 as the said standard was regulated based on the IRR of the said Act. Henceforth, compliance with the standards would entail compliance with the Act, where the standard is anchored.

On the other hand, the correlation between awareness and compliance with RA 7743, revealed a generally moderate positive correlation ( $r = .390$ ,  $p = .010$ ), implying that awareness somehow leads to greater compliance. This finding was further discussed in details through the following level of correlation in each dimension of compliance: a moderate positive correlation with compliance on human resources ( $r = .496$ ,  $p = .001$ ), ICT facilities and services ( $r = .464$ ,  $p = .002$ ), linkages and networking ( $r = .392$ ,  $p = .009$ ), financial resources ( $r = .332$ ,  $p = .030$ ), and collection development ( $r = .324$ ,  $p = .034$ ). Implying that libraries where staff are strongly aware on these dimensions tend to have somewhat higher compliance, these findings can be attributed to the direct influence of the participants on these dimensions, where they can optimized the utilization of their extent of awareness to ensure compliance; whereas, it has a weak positive correlation with compliance on services and utilization ( $r = .282$ ,  $p = .067$ ) and administration ( $r = .229$ ,  $p = .140$ ), indicating that libraries, where staff are strongly aware on these dimensions tend to have slightly higher compliance. These lesser correlations can be attributed to the fact that these dimensions are beyond participants' control, and their extent of awareness on the dimension of administration, can only matter through persuasion but the final decision still depends on the parent institution; whereas on the services and utilization dimension, library services are usually observable through demands and does not need deep awareness while library utilization depends on the library end-users. Finally, awareness and compliance on physical facilities ( $r = .046$ ,  $p = .771$ ) have almost no correlation, which implies that awareness is not necessarily associated with compliance on the prescribed public libraries' physical facilities. However, compliance on this dimension usually depends on financial resources, but it is noteworthy to mention that financial resources can be obtained through sound justifications backed by deep awareness. Overall, the findings suggest that the awareness of the participants on RA 7743 is positively correlated with compliance, indicating that strong awareness leads to greater compliance.

These findings support the findings of Tuble & Bayoneta (2019), in which some of the topmost challenges in compliance with RA 7743 identified by public library administrators are the lack of awareness of such an Act and the lack of legal sanctions

for non-compliance. Another study that shows the association of awareness and compliance is the survey by the NLP (2018), which revealed that 84.76% answered that they have no accession record or list of collections. However, 15% said that accession records or lists of collections are available in their respective public libraries. Having an accession record or list of collections is a practice of Librarians. The result seems not surprising since there are a limited number of or no librarians at all in many public libraries surveyed. These findings show the interdependent nature of the RA 7743 provisions, as compliance with a certain provision may depend on the other provisions. This also implies that awareness has something to do with compliance, as the availability of the said accession record has something to do with the presence of professional librarians, who are aware of the significance of such a document in the library. Thus, the lack of professional librarians in public libraries can hinder the implementation of various aspects of RA 7743. Another study conducted by Narvaez (2012), which focused on the compliance with RA 7743 among the Barangays in District IV of Quezon City, revealed that one of the findings which is seen as the cause of very low compliance is the low awareness of the law.

Nevertheless, the overall findings show that organizational support is strongly correlated with compliance, which implies that the more support receive by public libraries in aid for the implementation of RA 7743, the higher their compliance with such Act, this can align with *Perceived Organizational Support*, which refers to the extent to which employees believe that their organization, does values their contributions, cares about their well-being, and provides necessary support. This concept is based on social exchange theory, which posits that employees reciprocate with positive behaviours when they perceive their organization as supportive and caring. On the other hand, awareness of the provisions of RA 7743 is moderately correlated with compliance, which implies that public libraries where staff are strongly aware of RA 7743 tend to have somewhat higher compliance rate with such an Act. Thus, it can be safely concluded that the higher the support and awareness, the higher the compliance. In a nutshell, the results imply that organizational support and awareness play a vital role in RA 7743 compliance and, thus, must receive the attention that it deserves. To further explain this in detail, organizational support can be manifested by the provision of tools that are necessary for the execution of library operations, aligning the processes and policies with the library's endeavours, and ensuring adequate manpower who are responsible for the execution of the tasks align with the RA 7743 compliance. Whereas awareness can be fostered among library staff and officials who are responsible for library matters through training and development activities related to RA 7743, regular orientation on this topic may also be considered.

Table 4. Correlation Results of Participants' Awareness of RA 7743 and Organizational Support on their respective libraries' RA 7743 Compliance

COMPLIANCE	OS	AWARENESS OF RA 7743										OA
		ADM	HR	CD	SU	PF	ICT	FR	LN			
Administrator (ADM)		.567** .000	.379* .012	.134 .392	.266 .085	.186 .233	.202 .193	.108 .491	.227 .143	.136 .384	.229 .140	
	r	.260	.568**	.465**	.545**	.400**	.403**	.360*	.412**	.385*	.496**	

Human Resources (HR)	p	.092	.000	.002	.000	.008	.007	.018	.006	.011	.001
Collection Development (CD)	r	.574**	.466**	.241	.330*	.279	.258	.235	.258	.237	.324*
Services & Utilization (SU)	r	.564**	.389**	.154	.239	.249	.339*	.138	.276	.234	.282
Physical Facilities (PF)	r	.507**	.160	.005	.028	.041	.073	-.041	.070	.001	.046
ICT Facilities & Services (ICT)	r	.581**	.465**	.465**	.485**	.395**	.353*	.371*	.387*	.385*	.464**
Financial Resources (FR)	r	.289	.399**	.359*	.376*	.267	.196	.256	.265	.242	.332*
Linkages & Networking (LN)	r	.439**	.386*	.408*	.391*	.315*	.227	.447*	.197	.381*	.392**
OC	r	.576**	.486**	.344*	.405*	.323*	.308*	.287	.315*	.304*	.390**
	p	.000	.001	.024	.007	.034	.045	.062	.039	.047	.010

\*Significant at 0.05 level

\*\*Significant at 0.01 level

Organizational Support (OS)

Overall Awareness (OA)

Overall Compliance (OC)

## Conclusions and Recommendations

In conclusion, the findings underscore the critical role of organizational support and awareness with the extent of RA 7743 compliance. This suggests that the higher the organizational support received by public libraries and the higher the awareness of RA 7743 among the staff of these libraries, the more likely these libraries will comply with the provisions of the said Act. This corroborates the study of San Pedro-Galo (2023), which emphasized the crucial role of LGUs' support in the development of their respective public libraries. Whereas Ledwaba (2020) emphasized the significant relationship between awareness and compliance with certain legislation. Furthermore, variations of the extent of awareness and compliance across various dimensions, suggest partial independency, and thus needs to be addressed independently.

This conclusion can be strengthened by Institutional Theory (IT), which posits that organizations adopt certain practices and behaviors to conform to the expectations of their environment, including the legal environment. It emphasizes the relationship between organizations and their environments, focusing on political, cognitive, and sociological elements that affect firm decisions and behaviors (Greenwood et al., 2017). Moreover, legal awareness plays a crucial role in the implementation of law, as it helps individuals understand their obligations and makes them more likely to comply with the law (Rooij, 2020; Prasada, 2022).

Based on the findings, the following course of actions are recommended:

1. Parent institutions (i.e., LGUs) of public libraries should foster a culture of support, to enhanced awareness levels, ensured compliance mechanisms, fulfil the mandates of the law, and provide quality services to their communities, thereby contributing to the advancement of information literacy and lifelong learning initiatives in the Philippines.
2. Public libraries, as represented by their respective OIC/administrator, may continue to foster a high level of organizational support in aid of RA 7743 implementation. This can be done through close coordination with the library's stakeholders, especially the top management (i.e. parent institution). They also need to ensure a high level of compliance with the provisions of RA 7743, particularly in the dimensions of ICT facilities and services as well as the library administration. Implementing regular audits, performance evaluations, capacity-building programs, and other initiatives that may further enhance compliance across all dimensions as outlined in the said Act.
3. Library associations, particularly those in public libraries, may align their endeavours with RA 7743 provisions; aside from partnerships and collaborations, they can also conduct campaigns on RA 7743 awareness.
4. Policy makers may align and/or adjust their regulations based on the less complied provisions or areas.
5. Participants (i.e. public librarians and/or public library's OICs/administrators) may continue to keep themselves acquainted with the provisions of RA 7743, focusing on areas with least awareness levels such as administration and services and utilization. Regular training sessions, workshops, and information dissemination campaigns can help enhance this awareness and further foster awareness among other library stakeholders.
6. Future researchers may continue to unleash other factors associated with or hinder compliance with RA 7743, thereby providing valuable insights and additional recommendations that were overlooked in this study. These factors may include but not limited to budgetary constraints, shortage of licensed librarians, weak policy foundation, etc.

### ***Research Limitations and Implications***

One of the primary limitations of this study is its reliance on its relatively small sample size of 43 participants, which may limit the generalizability of the findings across the country. The limited number of participants was influenced by the study's focus on RA 7743, which applies exclusively to public libraries, further narrowing the pool of eligible participants. Furthermore, it is crucial to clarify that this study focused only on the correlations between organizational support and compliance, and; awareness and

compliance. Hence, the correlation between organizational support and awareness was not covered by this study and thus could be a potential topic for future research endeavours. Moreover, the correlations were assessed in general through the main variables, and thus, it does not cover the correlations among sub-variables.

The implications of this study lie in its potential to provide actionable insights for: administrators and librarians to strengthen organizational support and awareness campaigns on RA 7743; library associations and policymakers to leverage the findings by designing targeted interventions such as advocating for policy reforms and training programs; future researchers to gain foundational knowledge for further inquiry on compliance factors; and ultimately, the study's outcomes can indirectly benefit library end-users and the community as a whole, by potentially leading to improved library services and facilities, as well as better access to information and resources in line with the provisions of RA 7743.

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