

Job Satisfaction Criteria of Library Professionals and Factors Affecting It

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Abstract

The goal of this paper is to look at those components which are connected in a high way to job satisfaction among library laborers. Data gathered from an example of 100 library experts from private designing and the executives universities. The information examinations demonstrated that job satisfaction among library experts isn't identified with their sex, the sort of library wherein they worked, or their professional needs, yet it is identified with the qualities of their job surroundings.

The supervisory atmosphere and the basic qualities of the job itself are the two most significant determinants of job satisfaction. Translation of the information recommends that a supervisory atmosphere which allows a bookkeeper to practice activity and expert judgment in the presentation of the job is helpful for job satisfaction. This examination adds to the LIS writing and practice in the accompanying two different ways: first, this investigation gives new information concerning the job satisfaction elements of library experts. Second, the new information may support library and data directors to create powerful administrative methodologies.

The current paper highlights the job satisfaction criteria of library professionals.

KEYWORDS:

Job Satisfaction, Digital Environment, Occupational Stress, Library Professionals

INTRODUCTION

Job satisfaction has been important to hierarchical researchers, in view of its associations with job execution as well as authoritative duty. All the more significantly, utilized people invest the vast majority of the energy carrying out their responsibility works. Thus, the sentiments of individual about their jobs are probably going to influence those affecting on their general lives.

Job is a word related act which completed by a person as an end-result of a prize. Satisfaction alludes to the way one feels about occasions, rewards, individuals, connection and measure of mental energy at work. Job satisfaction is likewise an enthusiastic reaction to a job circumstance which can't be seen, it is just be derived and basically how the individuals feel about their job and various parts of it. The job

satisfaction and job frames of mind are the substitute terms and commonly utilized conversely.

Both allude to full of feeling directions with respect to people toward work jobs which they are by and by involving. Uplifting frames of mind toward the job are adroitly proportionate to job satisfaction and negative dispositions towards the job are comparable to job dissatisfaction. Job satisfaction is represented, to a huge degree, by recognition and desires for the working individuals. Any inconsistency among yearnings and recognitions represent dissatisfaction. A few creators have focused on the essentialness and significance of job as a wellspring of satisfaction.

Aside from riches, work additionally gives numerous different things to an individual, for example, feeling of accomplishing something beneficial, having a few points throughout everyday life and gets some status the general public.

LIS experts are viewed as being effective, clever and supportive, having specific information, and undertaking a scope of errands past the everyday practice and customary. Except if bookkeepers secure friend status through adherence to center academic benchmarks, the rising period of electronic data will see mastery in the curators impact over custodians' undertakings. Bookkeepers in associations that help participatory administration, open correspondence, open doors for

accomplishment and connections based on trustworthiness and trust are increasingly fulfilled and submitted and less inclined to leave.

Library calling is a people situated calling which can't escape from the grasp of contentions and "disappointments and age, mental status and long periods of experience affect word related job pressure".

Satisfaction regarding nature of job can be expanded through job condition, preparing on IT and great financial additions. "Curators of the schools and other instructive establishments ought to be given preparing about the propelled data innovation". Libraries are frequently tested to offer the sorts of workplaces that these new experts like". In the wake of preparing custodians ought to be offered a chance to rehearse what they have realized. Academicians treat custodians in great regard for their important administrations to them.

There is a requirement for placated and "all around fulfilled administrators to make libraries more assistance situated to their customer base and the principle authoritative determinants impacting laborer's job satisfaction". What's more, set up reasonable authoritative structures, designating authority, advancing cooperation work on, creating job portrayals and assessment frameworks, "enabling representatives' opportunity of decision to perform job obligations, giving representatives preparing openings and inspirations".

RESEARCH METHODOLOGY

This examination utilized a clear study plan. The reason for elucidating studies is to gather definite and accurate data that portrays a current wonder. The objective populace of the investigation was library experts of private designing and the executives schools. An all out identification inspecting strategy was utilized to choose 100 library experts. The breakdown is given in Information Understanding.

DATA INTERPRETATION

In respondents 57% are male and 43% are female, 39% are hitched and 61% are unmarried. 63% respondents have supervisory assignment and 37% have non supervisory assignment. 91% library experts are engaged with IT yet 9% are not included. In respondents 71% library experts has a place with Urban and 29% have a place with Country.

Chi square - Test for the relationship among Sexual orientation and Job Satisfaction factors among library experts Speculation:

H0 : There is no relationship among Sex and Job Satisfaction factors.

H1: There is relationship among Sexual orientation and Job Satisfaction factors

Table 1

Gender * Job Satisfaction Cross tabulation								
			Job Satisfaction					Total
			1.00	2.00	3.00	4.00	5.00	
Gender	Male	Count	2	8	11	24	12	57
		Expected Count	1.7	9.1	10.3	22.2	13.7	57.0
	Female	Count	1	8	7	15	12	43
		Expected Count	1.3	6.9	7.7	16.8	10.3	43.0
	Total	Count	3	16	18	39	24	100
		Expected Count	3.0	16.0	18.0	39.0	24.0	100.0

Tabulated value is 9.488. Since determined worth is 1.366 and it is not exactly organized worth. The H₀ is acknowledged.

Chi square - Test for the relationship between Library Proficient (Country/Urban) and Job Satisfaction factors among library experts
Theory:

H₀: There is no relationship between Library Proficient (Rustic/Urban) factors and Job Satisfaction.

H₁: There is relationship between Library Proficient (Country/Urban) factors and Job Satisfaction.

Table 2

Library Professional (Urban/Rural)* Job Satisfaction Cross tabulation								
			Job Satisfaction					Total
			1.00	2.00	3.00	4.00	5.00	
Library Professional (Urban/Rural)	Urban	Count	2	10	14	28	17	71
		Expected Count	2.1	11.4	12.8	27.7	17.0	71.0
	Rural	Count	1	6	4	11	7	29
		Expected Count	.9	4.6	5.2	11.3	7.0	29.0
Total		Count	3	16	18	39	24	100
		Expected Count	3.0	16.0	18.0	39.0	24.0	100.0

Table 3

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.003 ^a	4	.909
Likelihood Ratio	.997	4	.910
Linear-by-Linear Association	.136	1	.712
N of Valid Cases	100		
a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is .87.			

Tabulated value is 9.488. Since calculated value is 1.003 and it is less than tabulated value. The H₀ is accepted. Chi square -Test for the association between Marital Status and Job Satisfaction factors among library professionals Hypothesis: H₀ : There is no association between Marital Status and Job Satisfaction factors. H₁: There is association between Marital Status and Job Satisfaction factors.

FINDINGS AND SUGGESTIONS

The results of the comparisons are summarized as follows: No significant association was noticed among the groups of librarians categorized on the basis of the following characteristics (taken in pairs): Gender, Marital Status, Supervisory status, Involvement in IT and Residential Areas (Rural/Urban). Based on the findings evolved from the investigation, the investigator made an attempt to put forward the following suggestions regarding the job satisfaction of library professionals.

To improve the Job Satisfaction of the library professionals, Work can improve the performance as well as reduce the stress among employee. Assessment Committees may be constituted in the organizations, headed by a qualified professional. The Committee shall meet frequently and assess the performance and appreciate the sincere efforts made by the professionals. The library professionals may be given due participation while framing policies in the organization they serve, which will give them a feeling of being a part of the whole.

This will help them to contribute to the achievement of the institution's goals. In the current scenario, the library professionals do not identify their position in the organization they serve and in the society they live. To solve the identity crisis, their present designations as Librarian, Catalogue Assistant, Reference Librarian, Archivist etc. may be changed

to Scientist, Jr. Scientist, Sr. Scientist, and Information Scientist etc. The findings of the present study are reasonably limited in its scope with regard to many aspects. The results can be made more elaborate if a number of future scientific enquiries are conducted in this area.

Hence the following research areas are identified and suggested for further research on the job satisfaction of library professionals. The study can be extended to identify the pattern of relationship among different dimensions of job satisfaction of library professionals. A factor comparison of job satisfaction of library professionals with respect to select variables can be made.

A study can be conducted to explore the relation of Job Satisfaction, Quality of Work Life and Occupational Stress of semi professionals in the libraries and to compare the results with that of professional librarians. Job Satisfaction, Quality of Work Life and Occupational Stress of other professionals like teachers and scientists can be explored and compared with that of librarians.

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