An Explorative Study on Measuring Job Satisfaction among Library Professionals in First Grade College Libraries Affiliated to University of Mysore, Mysuru

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Abstract

The study aims on job satisfaction among library professionals in First Grade College libraries affiliated to University of Mysore, Mysuru. This study examines type of employee, promotional benefits, job satisfaction on positive and negative statements, job stress, satisfaction in relation to salary and fringe benefits, satisfied with job profile, organization culture and satisfied with personal growth and goals. For this purpose the researchers prepared a well structured questionnaire as a tool for data collection and the collected questionnaire has been analyzed and presented in the form of suitable tables. The article concludes with appropriate suggestions.

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Keywords
Job satisfaction; Library professionals; Degree Colleges; First Grade Colleges; Occupational Stress.

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1. Introduction

The job satisfaction is the reaction an employee has about his work, pay and promotion opportunities, support co-workers and supervisors. Job satisfaction is an important aspect of employs life, it is the biggest challenge and problems which the organizations are facing is to retain talented employees, job satisfaction is an important role to promote make use of functional activities of the employees in the organization. Job satisfaction of its employee's work force is influences and motivated to high quality performance. Job satisfaction can also be play an important indicator of how employees feel about their job and work behaviours such as institutional support, absenteeism and job withdraws. Among various professions, that of the librarian is a noble profession. In the age of digital transaction, academic libraries are still passing through a hybrid stage retaining the conventional documents while handling online information too. Users are many a time better informed of their sources and could retrieve their information needs bypassing the librarian's assistance. Bringing the library users into the library network and rendering services in the form suitable to their taste and need has become a challenge to the community of library professionals. The conscience of the library professionals can have a job satisfaction only when they are able to perform their duties and responsibilities to the satisfaction of the library users as well as the library authorities. How do they cope up with the library working environment, is the question. The study covers measuring job satisfaction among Library Professionals in First Grade College Libraries affiliated to University of Mysore, Mysuru.

2. Review literature

Somvir & kaushik (2012) have investigated that job satisfaction among library staff in Haryana state. Data were collected through the questionnaire with a sample size of 100 LIS professionals from management and engineering colleges, in this study researcher investigated that satisfaction of working conditions, vocational needs & characteristics of their working environment. Balasubramanian, saravanan and seetharam (2013) has studied job satisfaction of among the librarians in Thirunelveli District this study focused on academic, public and special libraries employee's complex reaction towards his job. It seems logically happiness of the employees. And librarians are the indispensable filler of the institution or organization and concluded that job satisfaction of library professionals is related to

opportunities, expectations and achievement of their perceptions and job satisfaction is also medicine of a healthy in any kind of organizational environment. Akosah (2019) has aimed to the level of library staff of Kwame Nkrumah University. this study influenced on their performance of job, growth of career, advancement of working area, acknowledgment of experience and kind of obligation. According to this study academic libraries professional were satisfied with their working environment, and majority of staff were recommended that the management of the academic libraries should support and pay more attention to advancement of technology and improvement of working conditions in the level of job satisfaction of the staff.

Mondel, bandyopadhyay & hasan (2014) have aimed to assess job satisfaction among library professionals in university libraries, West Bengal. Data were collected with 93 questionnaires in 7 general university Library professionals, this study showed that what are the facilities having library professionals, service condition, promotional benefits, status, carrier development and interpersonal relations etc. and to know the level of advancement and improvement of library professionals. Martin (2020) has studied that job satisfaction of working environment and productivity. Also showed that to understand the level of satisfaction of LIS professionals a total 770 respondent's data were collected through the questionnaire, this study focused on gender race, typses of libraries, present position in the libraries and working movement, also to known as identification of the library strength and several key factors of the job satisfaction include that salary, promotion, leadership and relationship with co-workers. Tinuoye and adomi (2021) have investigated the influence of educational qualification of job satisfaction among librarians, in this study showed that related of educational qualification on the job relationship of librarians, most of the librarians were not satisfied, because university management have not support to carrier development, lack of involvement, change of working environment etc.., therefore to recommended management should encourage the librarians for improve to learning and carrier advancement, also need to improve their job fulfillment, as well as to support for process of sponsorship of the librarians.

3. Objectives of the Study

The objectives behind conducting the present study are:

- To identify the factors which influence the job satisfaction of among library professionals in college libraries
- To study the demographic features and job satisfaction of library professionals working in college libraries
- To explore the extent of the job satisfaction with respect to adequacy of salary and promotional avenues in the library profession.
- To identify the factors which improve the satisfaction level of among library professionals in college libraries affiliated to University of Mysore, Mysuru.
- To identify the major causes of turnover job stress and dissatisfaction among the library professionals.
- To give suggestions for improving the level of job satisfaction among professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru.

4. Scope, Limitations and Methodology

The scope of the study is restricted to the library professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru, covering the four districts viz. Mysuru, Mandya, Hassan and Chamarajanagar. The survey method was adopted, using questionnaire as a tool for data collection. A structured questionnaire was designed and distributed among library professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru. A total of 228 questionnaires were distributed to library professionals working in the 162 First Grade College libraries, Of which 193 filled-up questionnaires were received back consisting of 84.64% responses. In addition to questionnaire method, interview schedule and observation method were also used to collect required information as a supplement to the questionnaire method to bring more clarity to the data which are essential and use for analysis and interpretation of data.

5. Data Analysis

The data was collected by different methods were analyzed and interpreted and the same is presented in the following tables.

5.1. Gender Wise Distribution

The gender wise distribution of respondents has been summarized in Table-1. About 104 (53.89%) of

respondents are 'Male' and 89 (16.11%) of respondents are 'Female'.

Table 1: Gender Wise Distribution

Gender	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51	Private Unaided (N=69	Total (N=193)
Male	10 (55.56)	34 (61.82)	28 (54.90)	32 (46.38)	104 (53.89)
Female	08 (44.44)	21 (38.18)	23 (45.10)	37 (53.62)	89 (46.11)

5.2. Designation Wise Distribution

The designation of the library professionals has been categorized as Librarian, Assistant Librarian and Library Assistant/ Project Assistant. The designation wise distribution of respondents has been summarized in Table-2. About 138 (71.50%) of respondents are 'Librarians', followed by 35 (18.13%) are 'Library Assistant/ Project Assistant', and 20 (10.36%) of respondents are 'Assistant Librarian'.

Table 2: Designation Wise Distribution

Designation	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51	Private Unaided (N=69	Total (N=193)
Librarian	07 (38.89)	47 (85.45)	34 (66.67)	50 (72.46)	138 (71.50)
Asst. Librarian	04 (22.22)	02 (03.64)	08 (15.69)	06 (08.70)	20 (10.36)
Library Assistant /Project Assistant	07 (38.89)	06 (10.91)	09 (17.65)	13 (18.84)	35 (18.13)
Note: Figures in parentheses indicate percentage					
$\chi 2=16.659$, df=06, P=0.01062165					

5.3. Type of Employee

The employees are categorized as permanent and temporary based on the nature of appointment. Type of employees in the First Grade College libraries affiliated to the University of Mysore has been summarized in Table-3. About 77 (39.90%) of employees are 'Permanent' and 116 (60.10%) of employees are 'Temporary'.

Table 3: Type of Employee

Design-ation	Autonomous	Govt.	Private Aided	Private Unaided	Total
Permanent	07 (38.89)	47 (85.45)	23 (45.10)	00 (0.00)	77 (39.90)
Temporary	11 (61.11)	08 (14.55)	28 (54.90)	69 (100.00)	116 (60.10)
Note: Figures in parentheses indicate percentage					
$\chi 2=93.991$, df=03, P=0.000					

5.4. Salary and Facilities

The opinion gathered from the respondents towards salary and facilities has been summarized in Table-4. About 68 (35.23%) of respondents opine as Strongly Agree towards the factor 'My salary is adequate', followed by 75 (38.86%) of respondents opine as Strongly Agree towards the factor 'It is well paid job', 88 (45.60%) of respondents opine as Strongly Agree towards the factor 'I am satisfied with my salary in relation to my job/work', 90 (46.63%) of respondents opine as Strongly Agree towards the factor 'I feel sometimes I am underpaid in relation to my job', 71 (36.79%) of respondents opine as Strongly Agree towards the factor 'I feel the perks and allowances paid to me are on par with others in the Institution', 98 (50.78%) of respondents opine as Strongly Agree towards the factor 'The additional work assigned to me is compensated (Monetary or otherwise)', 99 (51.30%) of respondents opine as Strongly Agree towards the factor 'I am allowed to receive honorarium for outside work (with permission)' and 79 (40.93%) of respondents opine as Strongly Agree towards the factor 'I get regular revision to my salary scales along with others'.

Table 4: Salary and Facilities

Opinion	SA	A	NA/ND	D	SD
My salary is adequate	68(35.23)	28(14.51)	21(10.88)	35(18.13)	41(21.24)
It is well paid job	75(38.86)	39(20.21)	13(06.74)	43(22.28)	23(11.92)
I am satisfied with my salary in relation to my job/work	88(45.60)	50(25.91)	11(05.70)	23(11.92)	21(10.88)
I feel sometimes I am underpaid in relation to my job	90(46.63)	33(17.10)	25(12.95)	24(12.44)	21(10.88)
I feel the perks and allowances paid to me are on par with others in the Institution	71(36.79)	48(24.87)	28(14.51)	28(14.51)	18(09.33)

The additional work assigned to me is compensated (Monetary or otherwise)	98(50.78)	29(15.03)	19(09.84)	18(09.33)	29(15.03)
I am allowed to receive honorarium for outside work (with permission)	99(51.30)	14(07.25)	18(09.33)	27(13.99)	35(18.13)
I get regular revision to my salary scales along with others	79(40.93)	09(04.66)	19(09.84)	35(18.13)	51(26.42)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi 2$=118.797, df=28, P=0.00					

5.5. Promotional Benefits

The opinion gathered from the respondents towards promotional benefits has been summarized in Table-5. About 92 (47.67%) of respondents opine as Strongly Agree towards the factor 'Library profession provides an opportunity for promotion', followed by 68 (35.23%) of respondents opine as Agree towards the factor 'Promotion are given according to seniority', 78 (40.41%) of respondents opine as Strongly Agree towards the factor 'I like my immediate supervisor', 91 (47.15%) of respondents opine as Strongly Agree towards the factor 'My work is formally evaluated annually', 91 (47.15%) of respondents opine as Strongly Agree towards the factor 'Limited opportunity for growth in library setup', 89 (46.11%) of respondents opine as Strongly Agree towards the factor 'There is a reward system for good work' and 84 (43.52%) of respondents opine as Strongly Agree towards the factor 'Time bound promotions are given'.

Table 5: Promotional Benefits

Opinion	SA	AG	NA/ND	D	SD
Library profession provides an opportunity for promotion	92(47.67)	58(30.05)	11(05.70)	11(05.70)	21(10.88)
Promotion are given according to seniority	65(33.68)	68(35.23)	28(14.51)	14(07.25)	18(09.33)
I like my immediate supervisor	78(40.41)	56(29.02)	32(16.58)	16(08.29)	11(05.70)
My work is formally evaluated annually	91(47.15)	43(22.28)	29(15.03)	21(10.88)	09(04.66)
Limited opportunity for growth in library setup	91(47.15)	31(16.06)	24(12.44)	19(09.84)	28(14.51)
There is a reward system for good work	89(46.11)	43(22.28)	28(14.51)	09(04.66)	24(12.44)
Time bound promotions are given	84(43.52)	45(23.32)	18(09.33)	14(07.25)	32(16.58)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi 2$=66.921, df=24, P=0.00000633					

5.6. Job Satisfaction: Positive Statements

The opinion gathered from the respondents towards job satisfaction (positive statements) has been summarized in Table-6. About 109 (56.48%) of respondents opine as Agree towards the factor 'I get support and enjoy working with my co-workers', followed by 90 (46.63%) of respondents opine as Agree towards the factor 'I enjoy my work and if required I work additionally in my job', 103 (53.37%) of respondents opine as Agree towards the factor 'I enjoy working with my seniors/superior', 103 (53.37%) of respondents opine as Agree towards the factor 'I have no prejudices with my seniors or juniors', 121 (62.69%) of respondents opine as Agree towards the factor 'Library work adds joy when I learn my users recognize my services', 115 (59.59%) of respondents opine as Agree towards the factor 'I communicate with my juniors and seniors often to share my ideas' and 96 (49.74%) of respondents opine as Agree towards the factor 'I talk to my juniors if they have lacked in their work and encourage them to perform better'.

Table 6: Job Satisfaction: Positive Statements

Job Satisfaction (Positive Statements)	SA	A	NA/ND	D	SD
I get support and enjoy working with my co-workers	66(34.20)	109(56.48)	12(06.22)	06(03.11)	00(00.00)
I enjoy my work and if required I work additionally in my job	67(34.72)	90(46.63)	12(06.22)	18(09.33)	06(03.11)
I enjoy working with my seniors/superior	66(34.20)	103(53.37)	12(06.22)	12(06.22)	00(00.00)
I have no prejudices with my seniors or juniors	48(24.87)	103(53.37)	18(09.33)	18(09.33)	06(03.11)
Library work adds joy when I learn my users recognize my services	60(31.09)	121(62.69)	06(03.11)	06(03.11)	00(00.00)
I communicate with my juniors and seniors often to share my ideas	60(31.09)	115(59.59)	06(03.11)	12(06.22)	00(00.00)
I talk to my juniors if they have lacked in their work and encourage them to perform better	79(40.93)	96(49.74)	06(03.11)	12(06.22)	00(00.00)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi 2=68.82$, df=24, P=0.00000329					

5.7. Job Satisfaction: Negative Statements

The opinion gathered from the respondents towards job satisfaction (negative statements) has been summarized in Table-7. About 72 (37.31%) of respondents opine as Disagree towards the factor 'I am hesitant to take decisions as they might not be approved', followed by 66 (34.20%) of respondents opine as Disagree towards the factor 'I have too much of work and I postpone it', 78 (40.41%) of respondents opine as Disagree towards the factor 'Some time I feel that I do not know what is going on with the institution', 72 (37.31%) of respondents opine as Agree towards the factor 'The rules and procedures make my good job difficult', 54 (27.98%) of respondents Strongly Disagree towards the factor 'Sometime I feel my job is meaningless', 66 (24.20%) of respondents opine as Disagree towards the factor 'I don't feel my efforts are rewarded the way they should be' and 72 (37.31%) of respondents opine as Disagree towards the factor 'I tend to comment on the decision of juniors/seniors'.

Table 7: Job Satisfaction: Negative Statements

Job Satisfaction (Negative Statements)	SA	AG	NA/ND	D	SD
I am hesitant to take decisions as they might not be approved	01(00.52)	60(31.09)	30(15.54)	72(37.31)	30(15.54)
I have too much of work and I postpone it	07(03.63)	36(18.65)	48(24.87)	66(34.20)	36(18.65)
Some time I feel that I do not know what is going on with the institution	07(03.63)	42(21.76)	36(18.65)	78(40.41)	30(15.54)
The rules and procedures make my good job difficult	01(00.52)	72(37.31)	42(21.76)	42(21.76)	36(18.65)
Sometime I feel my job is meaningless	25(12.95)	36(18.65)	24(12.44)	54(27.98)	54(27.98)
I don't feel my efforts are rewarded the way they should be	13(06.74)	48(24.87)	30(15.54)	66(34.20)	36(18.65)
I tend to comment on the decision of juniors/seniors	01(00.52)	42(21.76)	36(18.65)	72(37.31)	42(21.76)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi 2=117.68$, df=24, P=0.00					

5.8. Job Stress

The opinion gathered from the respondents towards job stress has been summarized in Table-8. About 78 (40.41%) of respondents opine as Disagree towards the factor 'I feel that my job position is threatened by application of ICT', followed by 90 (46.63%) of respondents opine as Disagree towards the factor 'I am feeling difficult to balance my job and family responsibilities', 60 (31.08%) of respondents opine as Agree towards the factor 'It is psychologically feel I would be in a higher position ', 72 (37.30%) of respondents opine as Disagree towards the factor 'Pressure in job due to management, my co-workers, and job demands better performance' and 71 (36.78%) of respondents opine as Disagree towards the factor 'I feel I am over worked and feel rundown/tired'.

Table 8: Job Stress

Factors	SA	AG	NA/ND	D	SD
I feel that my job position is threatened by application of ICT	01(00.51)	59(30.56)	13(06.73)	78(40.41)	42(21.76)
I am feeling difficult to balance my job and family responsibilities	13(06.73)	42(21.76)	12(06.21)	90(46.63)	36(18.65)
It is psychologically feel I would be in a higher position	19(09.84)	60(31.08)	24(12.43)	58(30.05)	32(16.58)
Pressure in job – due to management, my co-workers, and job demands better performance	09(04.66)	58(30.05)	24(12.43)	72(37.30)	30(15.54)
I feel I am over worked and feel rundown/tired	13(06.73)	61(31.60)	17(08.80)	71(36.78)	31(16.06)
Note: Figures in parentheses indicate percentage					
$\chi 2=38.067$, df=16, P=0.0014804					

5.9. Satisfaction in relation to salary and fringe benefits

The opinion gathered from the respondents towards satisfaction in relation to salary and fringe benefits has been summarized in Table-9. About 96 (49.74%) of respondents opine as Agree towards the factor 'Satisfied with Present Remuneration', followed by 82 (42.49%) of respondents opine as Disagree towards the factor 'Incentives are given for additional qualification', 64 (33.16%) of respondents opine as Agree towards the factor 'Salary is in commensurate to my qualification expertise and experience', 88 (45.60%) of respondents opine as Agree towards the factor 'Satisfied with the increment given', 69 (35.75%) of respondents opine as Agree towards the factor 'Satisfied salary in accordance with the nature and amount of work', 53 (27.46%) of respondents opine as Agree towards the factor 'Retirement/pension benefits are satisfactory', 58 (30.05%) of respondents opine as Agree towards the factor 'Satisfied by fringe benefits, Insurance, leave salary etc.' and 56 (29.02%) of respondents opine as Neither Agree or Disagree towards the factor 'The career advance opportunities are satisfactory in the job I am holding'.

Table 9: Satisfaction in relation to salary and fringe benefits

Factors	SA	AG	NA/ND	D	SD
Satisfied with Present Remuneration	54(27.98)	96(49.74)	20(10.36)	13(06.74)	10(05.18)
Incentives are given for additional qualification	16(08.29)	17(08.81)	23(11.92)	82(42.49)	55(28.50)
Salary is in commensurate to my qualification expertise and experience	38(19.69)	64(33.16)	52(26.94)	21(10.88)	18(09.33)
Satisfied with the increment given	53(27.46)	88(45.60)	18(09.33)	12(06.22)	12(06.22)
Satisfied salary in accordance with the nature and amount of work	43(22.28)	69(35.75)	25(12.95)	28(14.51)	28(14.51)
Retirement/pension benefits are satisfactory	46(23.83)	53(27.46)	39(20.21)	33(17.10)	22(11.40)
Satisfied by fringe benefits, Insurance, leave salary etc.	50(25.91)	58(30.05)	36(18.65)	25(12.95)	24(12.44)
The career advance opportunities are satisfactory in the job I am holding	27(13.99)	25(12.95)	56(29.02)	47(24.35)	38(19.69)
Note: Figures in parentheses indicate percentage					
$\chi 2=336.285$, df=28, P=0.00					

5.10. Satisfied with Job Profile

The opinion gathered from the respondents towards satisfied with job profile has been summarized in Table-10. About 73 (37.82%) of respondents opine as Agree towards the factor 'Given autonomy to implement new/ innovative ideas', followed by 58 (30.05%) of respondents opine as Agree towards the factor 'Opportunity in the job to do innovation', 66

(34.20%) of respondents opine as Agree towards the factor 'Library staff get guidance on maintenance', 52 (26.94%) of respondents opine as Disagree towards the factor 'Support flexible working hours', 66 (34.20%) of respondents opine as Strongly Agree towards the factor 'The feeling of Job satisfaction in my job' and 79 (40.93%) of respondents opine as Strongly Agree towards the factor 'Get additional Responsibility realizing my job profile'.

Table10: Satisfied with Job Profile

Factors	SA	AG	NA/ND	D	SD
Given autonomy to implement new/ innovative ideas	54(27.98)	73(37.82)	21(10.88)	28(14.51)	17(08.81)
Opportunity in the job to do innovation	44(22.80)	58(30.05)	32(16.58)	33(17.10)	26(13.47)
Library staff get guidance on maintenance	58(30.05)	66(34.20)	29(15.03)	21(10.88)	19(09.84)
Support flexible working hours	33(17.10)	42(21.76)	44(22.80)	52(26.94)	22(11.40)
The feeling of Job satisfaction in my job	66(34.20)	49(25.39)	40(20.73)	22(11.40)	16(08.29)
Get additional Responsibility realizing my job profile	79(40.93)	54(27.98)	10(05.18)	25(12.95)	25(12.95)
Note: Figures in parentheses indicate percentage					
$\chi 2$=87.52, df=20, P=0.00					

5.11. Organization Culture and Job Satisfaction

The opinion gathered from the respondents of organization culture and job satisfaction has been summarized in Table-11. About 73 (37.82%) of respondents opine as Agree towards the factor 'Awareness about Policies, Procedures of the institution', followed by 58 (30.05%) of respondents opine as Agree towards the factor 'Cooperation with organizational authority', 66 (34.20%) of respondents opine as Agree towards the factor 'The library is provided with adequate manpower', 52 (26.94%) of respondents opine as Disagree towards the factor 'Relationship with library staff', 66 (34.20%) of respondents opine as Strongly Agree towards the factor 'The organization appreciated your work and expert knowledge' and 79 (40.93%) of respondents opine as Strongly Agree towards the factor 'Satisfied working with the present institution'.

Table 11: Organization Culture and Job Satisfaction

Factors	SA	AG	NA/ND	D	SD
Awareness about Policies, Procedures of the institution	54(27.98)	73(37.82)	21(10.88)	28(14.51)	17(08.81)
Cooperation with organizational authority	44(22.80)	58(30.05)	32(16.58)	33(17.10)	26(13.47)
The library is provided with adequate manpower	58(30.05)	66(34.20)	29(15.03)	21(10.88)	19(09.84)
Relationship with library staff	33(17.10)	42(21.76)	44(22.80)	52(26.94)	22(11.40)
The organization appreciated your work and expert knowledge	66(34.20)	49(25.39)	40(20.73)	22(11.40)	16(08.29)
Satisfied working with the present institution	79(40.93)	54(27.98)	10(05.18)	25(12.95)	25(12.95)
Note: Figures in parentheses indicate percentage					
$\chi 2$=87.52, df=20, P=0.00					

5.12. Satisfied with Personal Growth and Goals

The opinion gathered from the respondents satisfied with personal growth and goals has been summarized in Table-12. About 70 (36.27%) of respondents opine as Strongly Agree towards the factor 'Organization helps Personal growth', followed by 94(48.70%) of respondents opine as Strongly Agree towards the factor 'Cooperation with organizational authority', 71 (36.79%) of respondents opine as Disagree towards the factor 'The library staff interaction is fair', 76 (39.38%) of respondents opine as Strongly Agree towards the factor 'Library staff show interest in professional matter', 78 (40.41%) of respondents opine as Strongly Agree towards the factor 'The organization appreciates your expert knowledge and encourages' and 67 (34.20%) of respondents opine as Agree towards the factor 'Satisfied with the institution attitude for growth'.

Table 12: Satisfied with Personal Growth and Goals

Opinion	SA	AG	NA/ND	D	SD
Organization helps Personal growth	70(36.27)	63(32.64)	25(12.95)	18(09.33)	17(08.81)
Cooperation with organisational authority	94(48.70)	56(29.02)	22(11.40)	13(06.74)	08(04.15)
The library staff interaction is fair	15(07.77)	16(08.29)	39(20.21)	71(36.79)	52(26.94)
Library staff show interest in professional matter	76(39.38)	72(37.31)	24(12.44)	11(05.70)	10(05.18)
The organization appreciates your expert knowledge and encourages	78(40.41)	59(30.57)	33(17.10)	13(06.74)	10(05.18)
Satisfied with the institution attitude for growth	66(34.20)	67(34.72)	30(15.54)	16(08.29)	14(07.25)
Note: Figures in parentheses indicate percentage					
$\chi 2=289.153$, df=20, P=0.00					

6. Suggestions

Based on the above results the following suggestions are made on job satisfaction among library professionals in First Grade College Libraries affiliated to University of Mysore, Mysuru.

- The findings of the study reveal that most of the library professional are satisfied to some extent with the privileges and the facilities provided by the Institutions. Hence certain measures such as transportation, housing, education and health facilities may be taken up in order to improve the satisfaction.
- Every individual will aspire for growth in his/her career so that he/she will be satisfied with his/her job. Hence, there is a need to provide certain facilities like leave facility for education, programmes like FIP,FTP, FDP for doing research, training to update the skills, deputation to attend conferences, workshops, training, seminars, which not only help in updating and improving their knowledge but also help in career development. The institutions should depute interested Library professionals to do PhD and PDF by granting study leave and payment to carry out research.
- There is also a general complaint from most of the First Grade College libraries that adequate staff is not appointed in proportion to the work, which leads to general dissatisfaction among employees. This will ultimately have adverse effect on the services to be provided to the readers. Hence, the organizations can think of various alternatives to lighten the burden of the existing staff .
- The status of the librarians may be equated faculty status in academic institutions, by providing equal facilities and opportunities in respect of pay scales, leave and by involving them in policy formulation etc.
- The award system may be introduced as a token of recognition of their innovative or outstanding services to improve their job satisfaction.

7. Conclusion

The Job satisfaction is an important issue for every organization because satisfied and happy employees are considered more productive and vice versa. They are the better employees and known for the good performance. Several factors collectively determine the job satisfaction including the basic factors such as pay, work, supervision, promotion, co-workers and work environment and the demographic attributes of the employees. The broader social, organizational, and human contexts constitute the totality of work environment. Change in context changes the role of all other determinants of job satisfaction in any type of the organization. The present study was an effort to find the level of job satisfaction among the library professionals and to analyze the various factors associated with the job satisfaction. The study found that the library professionals are overall satisfied to some extent with their jobs. The findings of the study have important implications for improving the quality of work, users' satisfaction and overall improvement of various library services.

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