A study on Job satisfaction among Library professionals in Educational Institutions

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Abstract

This article explores that a study on Job satisfaction of the Library professionals. Libraries are noble place in the categories of Professional, Semi – professional of the librarians. Threaten the growth and development of Information and Communication Technology has the wake of the job satisfactions of library professionals. The present study reveals that 86.66 percent of the respondent in job satisfaction. The various factors affect the library professionals are situation, environment, physical facilities and preservation. Majority of the library professionals 76(79.00%) are male, most of the age in 31-40 years 41(39.43%) and Library professionals are Satisfied 36(34.62%).

Keywords

Job Satisfaction, Academic Library and Library Professionals
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INTRODUCTION

Before beginning, we should describe what we mean by employee attitudes and job satisfaction. Employees have attitudes or viewpoints about many aspects of their jobs, their careers, and their organizations. How-ever, from the perspective of research and practice, the most focal employee attitude is job satisfaction. Thus, we often refer to employee attitudes broadly in this article, although much of our specific focus will concern job satisfaction. The most-used research definition of job satisfaction is by Locke (1976), who defined it as ". . . a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences" (p. 1304). Implicit in Locke's definition is the importance of both affect, or feeling, and cognition, or thinking. When we think, we have feelings about what we think. Conversely, when we have feelings, we think about what we feel. Cognition and affect are thus inextricably linked, in our psychology and even in our biology. Thus, when evaluating our jobs, as when we assess most anything important to us, both thinking and feeling are involved.

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REVIEW OF LITERATURE

Lise M. Saari and Timothy A. Judge (2004) analyzed a study on Employee Attitudes and Job Satisfaction. This article identifies three major gaps between HR practice and the scientific research in the area of employee attitudes in general and the most focal employee attitude in particular—job satisfaction: (1) the causes of employee attitudes, (2) the results of positive or negative job satisfaction and (3) how to measure and influence employee attitudes. Suggestions for practitioners are provided on how to close the gaps in knowledge and for evaluating implemented practices. Future research will likely focus on greater understanding of personal characteristics, such as emotion, in defining job satisfaction and how employee attitudes influence

organizational performance.Anyaoku, Ebele N, Osuigwe, Noemi E. Oguaka and N, Chikelunma (2015) carried out a study on "Technology and Job Satisfaction in Academic Libraries: Role of Leadership Style and Librarians' Attitude". This study determined the role of leadership style and librarians' attitude in job satisfaction of academic librarians in the technology driven work environment. Variables studied are leadership style, attitude to technology and job satisfaction. Questionnaire was used to collect data for the study. Questionnaires were distributed in four conference arenas hosted by Nigerian Library Association (NLA) and its sub – sections. 124 usable copies from academic librarians were obtained and analyzed to obtain results for the study. Findings suggest that there is significant positive relationship ($p<0.05$) between leadership styles that are creative, dynamic and flexible in technology appropriation and librarians' job satisfaction. There was also significant positive relationship ($p<0.05$) between job satisfaction and librarians with positive attitude that the profession will remain a necessity in the information age and librarians that reported that technology has improved and enriched their services. Multiple regressions calculated suggest that librarians' gender, age and education are not significantly associated with job satisfaction in technology environment when all variables are held constant. The study recommends that library leaders should increase employees' job satisfaction through adopting technology appropriating styles that are innovative, flexible and dynamic. This will also help librarians in achieving their mission of providing information to meet the needs of the new age users.Bellary, Ravi N., Sadlapur, Shivanand and Naik, Ramesh R (2015) investigated a study on "Impact of ICT on job satisfaction among Library Professionals working in NMIMS Deemed University, Mumbai."Today libraries are growing up in a digital world and provide variety of hi-tech tools for access e-information from the library. Our study finding presents the impact of Information Communication and Technology (ICT) on the job satisfaction among library professionals of the Narsee Monjee Institute of Management Studies (NMIMS) Deemed University The present study targeted 13 library professionals. It is found that majority of the respondents were required training on latest developments in the library field. Khan, Asad, Masrek, Noorman, Mohamad and Nadzar, M.F. (2015) evaluated a study on Technology Management Competencies and Job Satisfaction of Pakistani University Librarians: An Empirical Assessment of Relationship."This research study examined the relationship of TMC with JS of Pakistani university librarians. A randomly selected sample of 225 Pakistani university librarians was used to test the relationship of four dimensions of TMC with general JS. Findings indicated a positive significant relationship of all variables of TMC with JS. Results further showed information assurance and security skills as the strongest predictor of JS while library content management system skills as the weakest contributor of JS. These results are consistent with the previous findings. TMC plays a significant role towards librarians' job performance and may be used to enhance their JS. This research broadens the scope of these two constructs.

OBJECTIVE OF THE STUDY

The objectives of the study are:

1. To study on Job satisfaction of the Library professionals.
2. To find out the library professionals according to Gender
3. To assess to the According to Satisfaction Level and
4. To know the According to Satisfaction with library professionals.

LIMITATION OF THE STUDY

This study covers only surrounding area of the Thoothukudi in various educational Institutions library professionals only. Totally 120 questionnaire are distributed in the library professional and 104 respondents are responded in this survey.

DATA ANALYSIS AND INTERPRETATION

The present study is descriptive in nature the data collected through the questionnaire were subjected to descriptive statistical analysis. The responses to the item of the questionnaire were analyzed through descriptive analysis.

Table 1: Distribution of the Sample

Faculty Members	Questionnaires Distributed	Questionnaires Received	Percentage
Librarian	40	37	35.57
Assistant Librarian	40	35	33.65
Library Assistant	40	32	30.78
Total	120	104	86.66

Table 1 gives the distribution of the Library professionals questionnaires were distributed to 120. 104(86.66 per cent) responded to the survey.

Table 2: Distribution of Library Professionals wise Gender

Faculty Members	Gender				Total	%
	Male	%	Female	%		
Librarian	26	32.92	11	44.00	37	35.57
Assistant Librarian	31	39.24	4	16.00	35	33.65
Library Assistant	22	27.84	10	40.00	32	30.78
Total	79	76.00	25	24.00	104	100.00

Data in Table.2 reveal the distribution of library professionals wise Gender. Out of 104 respondents, Male library professionals is on the top most level (76.00%) followed by females are (24.00 %.).

Table 3: Distribution of Library Professionals According to Age

Faculty Members	Age Wise				Total
	25 – 30 Years	31-40 Years	41 - 50 Years	Above 50 Years	
Librarian	8 (36.37)	15 (36.60)	9 (29.03)	5 (50.00)	37 (35.57)
Assistant Librarian	5 (22.73)	12 (29.26)	16 (51.61)	2 (20.00)	35 (33.65)
Library Assistant	9 (40.90)	14 (34.14)	6 (19.36)	3 (30.00)	32 (30.78)
Total	22 (21.15)	41 (39.43)	31 (29.80)	10 (9.62)	104 (100.00)

Table 3 explicit that the distribution of Library Professionals According to Age. Out of 104 respondents, Librarian are most of the age in 31-40 years 41(39.43%) on the top most level followed by 41 – 50 years 31(29.80%), 25-30 years 22(21.15%) and above 10 (9.62%).

Table 4: Distribution of Library Professionals According to Satisfaction Level

Faculty Members	Satisfaction Level in library professionals					Total
	Highly Satisfied	Satisfied	Average	Dissatisfied	Highly Dissatisfied	
Librarian	13(35.14)	9(24.33)	8(21.62)	5(13.51)	2(5.40)	37(35.57)
Assistant Librarian	8(22.86)	15(42.86)	7(20.00)	2(5.71)	3(8.57)	35(33.65)
Library Assistant	5(15.63)	12(37.50)	5(15.62)	4(12.50)	6(18.75)	32(30.78)
Total	26(25.00)	36(34.62)	20(19.24)	11(10.57)	11(10.57)	104(100.00)

In table 4 reveals that the distribution of Library Professionals According to Satisfaction Level. Out of 104 respondents, Library professionals are highly satisfied 26(25.00%), Satisfied 36(34.62%), Average 20(19.24%), Dissatisfied 11(10.57%) and Highly Satisfied 11(10.57%).

Table.5:Distribution of Library Professionals According to Satisfaction

S.No	Satisfaction	Respondent	Percentage
1	Co-workers	24	23.08
2	Working Condition	18	17.31
3	Professional Development	20	19.23
4	Technological Development	12	11.53
5	Job Involvement	16	15.40
6	Job Security	9	8.65
7	Others	5	4.80
	Total	104	100.00

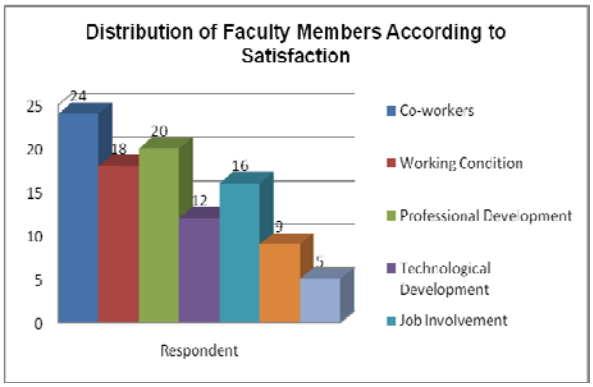


Figure.1 Distribution of Library Professionals According to Satisfaction

Table 5 explores that the distribution of Faculty members According to satisfaction. Out of 104 respondents, Majority of the library professionals are satisfaction with Co – workers are 24 (23.08%) followed by working condition 18(17.31%), Professional Development 20(19.23%), Technological Development 12(11.53%), Job involvement 16(15.40%), Job Security 9(8.65%) and others 5(4.80%). The Figure.1 represents the

distribution of Faculty members According to satisfaction.

MAJOR FINDING

- Majority of the library professionals are Male is top most level (76.00%).
- Majority of the Library Professionals are awareness of using ICT Tools is on the top most level (69.57%)
- It is concluded majority of Librarian are most of the age in 31-40 years 41(39.43%) and.
- Majority of the Library Professionals are highly satisfied 26(25.00%) in the Job Satisfaction.

CONCLUSION

The library is a growing organism mentioned the fifth law of library Science. The library professionals are job satisfaction is the feeling an employee has about his pay, work, promotion opportunities, coworkers, and supervisor. The challenges for the ICT environment required technology oriented skills, Managerial, supervisor and preservation techniques of digital resources. In current era has to be ready for the job satisfaction of the library professionals in the positive significant positive relationship between job satisfaction and librarians with positive attitude that the profession will remain a necessity in the information.

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