
Job Satisfaction among library professionals in Cuddalore and Vellore District

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Abstract

This study attempt to examine the relationship between demographic characteristics and job satisfaction among academic library professionals in Cuddalore and Vellore district in Tamil Nadu, India. The sample size is 124 library professionals and usable questionnaires were 104 which was 91% of total sample size. The experienced library professionals were more satisfied then less experienced. Professional with higher qualification was more satisfied with job than with less qualification. The findings of this study are helpful for administration of the concerned regional body for policy formulation regarding human assets.

Keywords

Job Satisfaction, Commitment, working condition,
experienced professional, structured questionnaire.

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Introduction

Library professional plays an important role in the higher education sector for dissemination of information to the information seekers. Information need has been widely enlarging due to creation of new findings and development. In the era of ICT information need has become more complex and require human intervention for finding the resultant information from different source of information, hence without library professionals, information gathering is not an easy task for novice and middle man information seekers.

Locke and Lathan (1976) give a comprehensive definition of job satisfaction as pleasurable of positive emotional state resulting from the appraisal of one job or job experience. Job satisfaction is a result of employee's perception of how well their job provides those things that are viewed as important. For the best and productive functioning of a library, satisfied human resource is a must so that library functioning can be up to the expectations. Hence library professional's needs have to be considered from time to time so that a library professional can working happily.

Importance of the Study

Job satisfaction is required in every sector for establishment of a healthy environment in an organization, so that resultant output of the organization will be fruit full and productive. Library professional's satisfaction is required for better functioning a library, because without peace of mind, productive result cannot be expected from a library professional. Hence this study is important to sort this kind of problem at the earlier stage.

Scope of the Study

This study covers the library professionals of Government Colleges, Government Aided Colleges and Self Finance Colleges, Oriental Governments spread over the entire Vellore district and Cuddalore district.

Objective of the Study

The main objectives of the study are

1. To study the job satisfaction level of library professionals working in Arts and Science Colleges in Cuddalore and Vellore district of Tamil Nadu.
2. To gain an insight into the socio demographic profile of the respondents in terms of age, gender, educational qualification, years of experience etc.
3. To compare the library professionals jobs satisfaction in Cuddalore and Vellore district.

Tools Used for Data Collection

Data is collected mainly from primary source from library professionals. For this purpose, a structured close ended questionnaire were developed and distributed to different library professionals working in Arts and Science colleges of Cuddalore and Vellore District, and some questionnaire were posted to their address and completed questionnaire received by researcher at his address in self address envelope from the respondent library professionals.

Respondent library professionals were requested to check their responses on six major job satisfaction dimension used in the study which were placed on a five point Likert scale of measurement weighted as follows.

- 5 - Representing that the respondent is "Strongly Disagree", i.e., very much disagree with the case described.
- 4 - Representing that the respondent is "Disagree", i.e., unsatisfied with the case described.
- 3 - Representing that the respondent is "No Opinion", i.e., uncertain with the case described.
- 2 - Representing that the respondent is "Agree", i.e., feeling all right with the case described.
- 1 - Representing that the respondent is "Strongly Agree", i.e., very much supported the case described.

Methodology Used For Analysis

For analysis and interpretation of the data collected, tables, diagrams and simple statistical tools such as mean, percentage and cumulative percentage are used. In addition to this, Descriptive analysis etc., are used.

Data Analysis

From the total respondents, 140 library professionals were selected from the 48 colleges of higher education, summary are give below in table-1.

From the above table-1, it known that nearly 64% colleges are run under by self finance scheme in the Vellore and Cuddalore District, where student's tuition fees are arranged to meet expenses of colleges. Where only six colleges are purely run by Government body, for the benefit of regional higher education learners, and three colleges are run as oriental colleges in Vellore district only, where apart from modern higher education, oriental education are also taught. Nine colleges in Vellore and Cuddalore District were run as Government Aided Colleges.

Table – 1 : No of Arts and Science College in Cuddalore and Vellore district.

Category of Colleges	Vellore District			Cuddalore District			Total Colleges		
	Frequency	Percentage	Cumulative Percentage	Frequency	Percentage	Cumulative Percentage	Frequency	Percentage	Cumulative Percentage
Self Finance College	19	59.38	59.38	13	76.47	76.47	32	64.00	64.00
Government College	3	9.38	68.75	3	17.65	94.12	6	12.00	76.00
Government Aided College	7	21.88	90.63	1	5.88	100.00	9	18.00	94.00
Oriental Government	3	9.38	100.00	0	0.00	100.00	3	6.00	100.00
Total Colleges	32	100	-	17	100	-	50	100	-

Table – 2 shows that about 34.74% library professionals in Vellore District are young employee under the age group of 30 years as shown in the below frequency table, and about 24.21% of library professionals are in the age group in between 31 to 40 years old, about 27.37% are under the age group of 41-50 years, at the at

last but not the least 13.68% of working library professionals are super power of the nation above the age group of 51 years, these people are the real wealth of library, with their vast experience library functionalities can be developed successfully.

Table – 2 : Age Group of respondents

Age Group	Vellore District			Cuddalore District		
	Frequency	Percentage	Cumulative Percentage	Frequency	Percentage	Cumulative Percentage
Upto 30 Years	33	34.74	34.74	17	37.78	37.78
31-40 years	23	24.21	58.95	15	33.33	71.11
41-50 years	26	27.37	86.32	8	17.78	88.89
51 and above	13	13.68	100.00	5	11.11	100.00

Total	95	100	-	45	100	-
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In the above table, about 37.78% library professionals in Cuddalore District are young employee under the age group of 30 years as shown in the below frequency table, and about 33.33% of library professionals are in the age group in between 31 to 40 years old, about 17.78% are under the age group of 41-50 years, at the

last but not the least 11.11% of working library professionals are super power of the nation above the age group of 51 years, these people are the real wealth of library, with their vast experience library functionalities can be developed successfully

Table – 3 : Gender wise distribution of respondents

Gender	Vellore District			Cuddalore District		
	Frequency	Percentage	Cumulative Percentage	Frequency	Percentage	Cumulative Percentage
Male	57	60.00	60.00	33	73.33	73.33
Female	38	40.00	100.00	12	26.67	100.00
Total	95	100.00	-	45	100.00	-

Table – 4 : Job Satisfaction level of respondents

Job Satisfaction	Vellore District			Cuddalore District		
	Frequency	Percentage	Cumulative Percentage	Frequency	Percentage	Cumulative Percentage
Strongly Disagree	18	25.71	25.71	9	23.68	23.68
Disagree	13	18.57	44.29	8	21.05	44.74
No Opinion	6	8.57	52.86	9	23.68	68.42
Agree	18	25.71	78.57	7	18.42	86.84
Strongly Agree	15	21.43	100.00	5	13.16	100.00
Total	70	100.00	-	38	100.00	-

The Table – 3 shows that about 60% of library professionals are male in gender and 40% of library professionals are female respondents in Vellore District. And above table shows that in Cuddalore District about 73.33% of library professionals are male in gender and 26.67% of library professionals are female respondents. It can be noted from the table-4, that in Vellore District about 25.71% of library professionals says that they are strongly disagree in their library job, 18.95% of library professionals says that they are disagree on the satisfaction in their corresponding libraries and 21.43% of library professionals are strongly agree with their job. From the table that about 23.68% of library professionals working in Cuddalore district says that they are strongly disagree in their library job, 13.16% of library professionals says that they are strongly agree on the satisfaction in their corresponding libraries and

18.42% of library professionals are agree with their job, 15.56% of library professionals are agree very much with their job. And 23.68% of library professionals says they had no opinion on their job satisfaction status.

It can be explained from table-5, that the mean and standard deviation scores of job satisfaction of library professionals in Vellore District. From the table, it is inferred that library professionals are satisfied with their job. This is showed in their responses to questions such as “I feel I am satisfied with my job” (X=4.37; SD=1.04), “My job is like a hobby to me” (X=4.01; SD=1.64), “My job is interesting to keep me from being bored” (X=4.16; SD=1.33), “I consider my job to be pleasant” (X=3.98; SD=1.48), “My immediate supervisor is unfair to me” (X=3.75; SD=.79).

Table – 5 : Level of Job Satisfaction in Vellore District

Level of Job Satisfaction of library professionals in Vellore District	Vellore District							
	SD	D	No	A	SA	n	Mean	Std. Dev
I feel I am satisfied with my job.	0	9	13	7	66	95	4.37	1.04
My job is interesting to keep me from being bored.	8	5	14	5	63	95	4.16	1.33
I consider my job to be pleasant.	11	9	11	4	60	95	3.98	1.48
My immediate supervisor is unfair to me.	5	0	14	71	5	95	3.75	.79
My job is like a hobby to me.	11	6	16	0	62	95	4.01	1.46
I am happy with my pay.	11	52	10	5	17	95	2.63	1.29
I am satisfied with my chance for salary increase.	8	59	6	22	0	95	2.44	.94
It seems my friends are more interested in their job than me.	11	6	56	17	5	95	2.99	.96
I feel there is effective monitoring of my supervisor.	13	4	54	9	15	95	3.09	1.15
I receive training when new technology is introduced in library.	10	52	11	9	13	95	2.61	1.21

Table – 6 : Level of Job Satisfaction in Cuddalore District

Level of Job Satisfaction of library professionals in Cuddalore District	Cuddalore District							
	SD	D	No	A	SA	n	Mean	Std. Dev
I feel I am satisfied with my job.	7	1	6	1	30	45	4.14	.80
My job is interesting to keep me from being bored.	2	2	3	1	37	45	4.53	1.10
I consider my job to be pleasant.	4	5	2	0	34	45	4.22	1.43
My immediate supervisor is unfair to me.	1	0	7	36	1	45	3.80	.59
My job is like a hobby to me.	1	3	4	0	37	45	4.53	1.06
I am happy with my pay.	4	17	6	1	17	45	3.22	1.51
I am satisfied with my chance for salary increase	4	20	1	20	0	45	2.82	1.11
It seems my friends are more interested in their job than me.	4	2	20	18	1	45	3.22	.93
I feel there is effective monitoring of my supervisor.	4	1	20	2	18	45	3.64	1.28
I receive training when new technology is introduced in library	2	16	7	3	17	45	3.38	1.42

It can be inferred from table-6, that the library professionals are satisfied with their job. This can be noted from their responses to questions such as “I feel I am satisfied with my job” (X=4.37; SD=1.04), “My job is like a hobby to me” (X=4.14; SD=0.80), “I am

satisfied with my chance for salary increase” (X=2.82; SD=1.11), “My job is like a hobby to me.” (X=4.53; SD=1.06), “My job is interesting to keep me from being bored.” (X=4.53, SD=1.10), “I consider my job to be pleasant.” (X=4.22;SD=1.43).

Conclusion

The above study shows that library professionals working in Vellore district are more satisfied with their library job when compared to the library professionals working in Cuddalore district. Hence the information seekers in Vellore region are more comfortable with their library staffs. Satisfaction of an employee plays an important role in the development of its organization.

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