Job Satisfaction among Senior College Librarians: A Case Study

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Abstract:

The study highlights on the elements that affect the job satisfaction of Library and Information Science professionals. The elements i.e. job security, salary, working environment, facilities, advancement, support from the authorities and role of the Library committee for the overall development of the library, recognition etc. are discussed in the article. The data is collected from the Librarians of Ratnagiri and Sindhudurg district of Maharashtra state.

Keywords: Job Satisfaction, job security, Promotion, Library and Information Science professionals.

Introduction:

Job satisfaction is how people feel about their jobs and various aspects about their jobs. Job satisfaction refers to the individual's positive reactions to all the circumstances affecting their jobs.

According to Cambridge Dictionary Job Satisfaction is "The feeling of pleasure and achievement that you experience in your job when you know that your work is worth doing or the degree to which your work gives you this feeling".

Job Satisfaction, as the name suggests, is the feeling of contentment or a sense of accomplishment, which an employee derives from his/her job. It is a result for appraisal that causes one to attain their job values or meet out their basic needs. It helps in determining, to what extent a person likes or dislikes his/her job.

Universities and colleges have established Knowledge Resource Centre and Library. For smoothly functioning of the any academic institution co-operation of library staff is very important. Providing effective library services are totally depending on library staff and his efficiency is depends on the job satisfaction.

Problem Statement
Objectives of the study
Following were the objective of the study

● To identify the elements that affects the job satisfaction among Library and Information Science professionals in Sindhudurg and Ratnagiri District
● To identify the level of job satisfaction in terms of job security, working environment, facilities provided by employer among the Library and Information Science professionals in Sindhudurg District

Scope of the Study

The scope of this research is limited to library and information Professionals of Arts, Commerce, and Science Aided and Self Financed Colleges in Ratnagiri and Sindhudurg District which are affiliated to University of Mumbai.

Research methodology

In this study survey method was adopted for data collection. For the collection of data a structured questionnaire was used. The online questionnaire was sent to Library and Information Science professionals in Ratnagiri and Sindhudurg District. For analysis of data SPSS software package was used.

Literature Review

Joicy K. Thorton (2000) Conducted research on job satisfaction among Librarians of African Descent Employed in ARL Academic Libraries. The research shows that the library and information science professionals who are satisfied with their jobs will stay long time in the institutions. The research also show that it is required to create attractive environment to enhance the job satisfaction of Librarians

Arup Kumar Mondal and other (2014) have conducted a survey to identify the level of Job Satisfaction among University Library professionals of West Bengal. The research shows that majority of the University Library professionals were not satisfied with the benefit, salary they receive and the promotional policy of the University.

C. Esakkimuthu and A. Vellaichamy (2015) conducted the study to find out the Job Satisfaction among library professionals in engineering institutions in Tamilnadu. It was found that majority of the library professionals were satisfied with the work responsibilities, working hours, and shift system. Most of the professionals were not satisfied with the salary, about job security and proper recognition.

Suresha, G.P. and Srinivasa, K. (2017) have conducted the study on job satisfaction among library and information science professionals in India. The study shows that the library and information science professionals were less satisfied with their jobs due to supervisory staff, freedom toward their job, and utilization of their knowledge

Singhal, Neha and Yadav, Meera (2017) conducted research on job satisfaction among LIS professionals in selected health science libraries in Delhi. It was found that the LIS professionals were not satisfied with salary and promotion policy. They were satisfied with the working conditions, social recognitions and job security.

Data Analysis

Online questionnaire was sent to 21 senior college librarians in Ratnagiri and Sindhudurg district. Among that 18 librarians responded the questionnaire. All the responded 18 questionnaires were selected for the data analysis and interpretation.

Age Group wise analysis

Age Group	Frequency	Percentage	Cumulative Percentage
Below 30	-		
31 to 40	11	61.1	61.1
41 to 50	7	38.9	100
Above 50	-	-	-
Total	**18**	100	-

The above table shows that 61.1 % of library and information science professionals are under 31 to 40 years old, and 38.9% are up to 41 to 50 years old.

Qualification wise analysis

Qualification	Frequency	Percentage	Cumulative Percentage
M. Lib. & Inf. Sci.	18	100	100
M. Phil.	7	38.9	138.9
Ph.D.	4	22.2	161.1
NET/SET/JRF	15	83.3	244.4
		100	

The above table indicates that 83.3% means majority of library and information science professionals are NET/SET qualified. However 38.9% of library and information science professionals are M. Phil. holder. Out of 18 library and information science professionals only 4 professionals' means 22.2 % are only Ph. D. are holder.

Experience wise analysis

Experience	Frequency	Percentage	Cumulative Percentage
Less than 5 years	3	16.7	16.7
5 to 10 years	9	50	66.7
11 to 15 years	3	16.7	83.4
16 to 20 years	2	11.1	94.5
More than 20 years	1	5.6	100
Total	18	100	

The above table clearly indicates that 50% of library and information professionals are having 5 to 10 years experience. Also it can be seen that 16.7 % of professionals are having less than 5 years experience. It can be also observed that 16.7% of professionals have 11 to 15 years experience and 11.1% of professionals have 16 to 20 years experience. Only the 5.6% of professionals have more than 20 years experience.

Job Status

Job Status	Frequency	Percentage	Cumulative Percentage
Self Financed	02	11.1	11.1
Government Aided	16	88.9	100
Total	18	100	-

From the above table it can be stated that among the 18 colleges 16 (89%) are government aided and 2 (11.1) colleges are self financed colleges which are affiliated to University of Mumbai.

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Job Satisfaction with reference in Salary

Job Status	Frequency	Percentage	Cumulative Percentage
Agree	10	55.6	
Strongly Agree	04	22.2	
Disagree	01	05.6	
Neutral	03	16.7	
Total	18	100	

The above table shows that more than 55 % library and information professionals are satisfied with the salary they receive. 5.6% of library and information professionals are not satisfied with their salary.

Job Satisfaction with reference to support from institution and Library Advisory Committee

Job Status	Satisfied	Highly Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
Support from Library Advisory Committee	8(44.4%)	2(11.1%)	4(22.2%)	4(22.2%)	-
Working Hours	14(77.8%)	1(5.6%)	2(11.1%)	1(5.6%)	-
Support from Institution	11(61.1%)	2(11.1%)	4(22.2%)	1(5.6%)	-

From the above table it can be seen that out 18 professionals only 8 professionals are satisfied with the support they get from library advisory committee. It can be also seen that out 18 library and information science professionals 14 professionals are satisfied with their working hours. 61.1 % means 11 professionals are satisfied with the support getting from their institutions.

Job Satisfaction with reference to working environment

Job Status	Agree	Strongly Agree	Neutral	Disagree	Strongly Disagree
Working environment	12(66.7)	2(11.1)	2(11.1)	2(11.1)	-
Work Place is Good	12(66.7%)	2(11.1%)	2(11.1%)	2(11.1%)	-
Support from Principal	12(66.7%)	-	3(16.7%)	2(11.1)	1(5.6%)
Support from colleagues	12(66.7%)	3(16.7%)	2(11.1%)	-	1(5.6%)

The above table shows that we can see that out of 18 professionals 12 (66.7%) professionals are agree means they are satisfied about their working environment. Out of 18 professionals' 12 professionals' means 66.7% of the professionals are satisfied for the support getting from Principal and their colleagues.

Findings and Conclusion

Most of the Librarians are qualified so are getting the salary as per UGC rules. Development of any college library is depend on supportive working environment, Good infrastructure, Visionary and ICT literate Principal, dynamic Librarian, Effective and democratic

functioning of Library committee and freedom to the librarian for implementing the innovative and advance services in the Library. The data collected from Library and Information Science Professionals of Ratnagiri and Sindhudurg Districts clearly indicate that they are satisfied regarding the support they get from Principal and their colleague. Only 51 % librarians are satisfied with the support from Library Advisory Committee. For effective and smooth functioning of the Library Advisory Committee the Librarians shall take initiative and set vision, mission statements for the library, prepare five year plan, develop required policies, discuss plan of action with the principal and committee members formally and informally which would be helpful. Not only Librarian but also every member of Library committee shall work enthusiastically then and then only positive results could be obtained.

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