

Understanding Job Satisfaction: Major Theories and Applications to Library and Information Science Professionals

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Abstract

The study explores job satisfaction among library and information science professionals by examining prime theories and their applications. The present study provides a deep understanding of job satisfaction, its factors, and its impact on library and information science professionals' well-being and performance. The literature review identified factors influencing job satisfaction, including pay, promotion, working conditions, working environment, opportunities for professional development and increment, relationships with colleagues and management, rewards and benefits, communication with colleagues, management autonomy, and operating procedures. This study discusses the significance of these findings for library and information science professionals and suggests strategies to enhance their job satisfaction.

Keywords : Job satisfaction; Job satisfaction theories; Motivation; Library and information

science professionals; Academic libraries, Herzberg's two factor theory; Maslow's hierarchy of needs; Job characteristic model

Introduction

Job satisfaction is a crucial aspect of one's job and overall well-being. It is complicated and multifaceted concept studied intensively in various disciplines, including organizational behavior, psychology, and human resources. The library and information science profession is no exception, as they face many challenges and stress at their workplace. Understanding the job satisfaction of library and information science professionals is vital to being a successful in their profession, providing quality library services, and maintaining a high standard of life. The main objectives of this study are to explore the prime theories of job satisfaction, their application to library and information science professionals, and practical to enhance job satisfaction in the LIS field. Investigating these factors, which influence job satisfaction, will be helpful to improve the well-being and success of library and information science professionals.

Objectives of the study

- To explore the major theories of job satisfaction
- To investigate the factors influencing job satisfaction among library and information science professionals.
- To suggests strategies for enhancing job satisfaction among library and information science professionals.

Methodology

The researcher conducted a literature review using various databases, including Scopus, Web of Science, EBSCO, JSTOR, and Google Scholar. The researchers selected relevant articles, and books published during 2013 and 2023 were selected for the study. Relevant data such as characteristics of studies, methods, findings and conclusions were gathered. The collected data were synthesized using a

narrative approach. The study focuses on major theories such as Maslow's Hierarchy of Needs, Herzberg's Two Factor Theory, Job Characteristics Model, Equity Theory, and Expectancy Theory and their implications for library and information science professionals. The collected data were analyzed to find out the factors affecting job satisfaction among library and information science professionals.

Results:

Maslow's Hierarchy of Needs Theory

According to the Maslow's Hierarchy of Needs Theory, job satisfaction of library and information science professionals' job satisfaction can be achieved by meeting the various levels of needs including, physiological needs, safety needs, love and belonging needs, esteem needs, and self-actualization:

- **Physiological needs:** Offering handsome salary and job stability.
- **Safety need:** Ensuring safe and secure working environment.
- **Love and belonging need:**
- **Esteem needs:** Recognizing and appreciating professionals' contributions.
- **Self-actualization:** Enable opportunities for professional and personal development.

Herzberg's Two Factor Theory

Herzberg's Two Factor Theory differentiates between hygiene factors and motivators:

- **Hygiene Factor:** The factors including salary, job security, and working conditions are vital, they do not lead to higher job satisfaction but can prevent dissatisfaction.
- **Motivators:** Variables such as achievement, recognition, the work itself, responsibility, and growth opportunities are needs for job satisfaction.

Job Characteristics Model

Job Characteristics Model highlights five key aspects that influence job satisfaction of library and information science professionals.

- **Skill variety:** using a diverse set of skills and talents.

- **Task identity:** Doing complete and recognizable tasks.
- **Task significance:** Ensuring that the effort has a significant influence.
- **Autonomy:** Allowing autonomy and freedom at workplace.
- **Feedback:** Provide feedback regularly on performance.

Discussion

Addressing Physiological and Safety Needs

Considering that library and information science professional's basic needs are satisfied. Handsome salary, job security, and safety and security at workplace are essential for resolving physiological and safety needs. Libraries should create procedures that ensure the clear career path and job stability.

Fostering Social and Esteem Needs

Creating positive and supportive environment at workplace is essential for meeting social needs. Team building activities, social gatherings, and open communication channel can be helpful for meeting the social and esteem needs. In addition, acknowledging and honoring library and information science professionals' effort by awarding them prize, and promotions help them to meet esteem needs.

Enhancing Self-Actualization

Opportunities for professional development and career advancement are very important for self-actualization. Libraries can provide training programmes including, librarians development programme, short term courses, seminar, conferences for continuous professional development.

Implementing Motivators

Libraries must focus on motivating factors by offering challenging tasks, and meaningful work, appreciate the achievements, and opportunities for promotion. This may be achieved by involving library and information science professionals in decision making, and provide them autonomy within their position.

Application of Job Characteristics Model

Designing jobs that reflect the Job Characteristics Model's main dimension can result in increased job satisfaction. For example, library and information science professionals can be offered variety of jobs that need various skills, an opportunity to complete the tasks, roles that have a significant effect on the society, autonomy in their work, and regular feedback on their performance.

Conclusion

Understanding and applying job satisfaction theories to library and information science professionals can result in more motivated, engaged and satisfied staff. The libraries can improve job satisfaction and service delivery by addressing their basic needs, creating supportive workplace, and providing opportunities for their professional development.

Ultimately, implementing job satisfaction theories into library management practice will be beneficial both library and information science professionals and the organizations where they work. Libraries can create a more enjoyable and productive work environment for the LIS professionals by applying these theories.

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