

JOB SATISFACTION OF LIBRARY PROFESSIONALS IN GULBARGA AND YADGIR DISTRICTS OF HYDERABAD KARNATAKA REGION

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ABSTRACT

Creating conducive environment for the libraries is significant for better productivity and innovative services in the libraries for the benefit of users. The study attempts to determine the job satisfaction of library professionals with respect to Professional development, Recognition, Management support, Salary, Promotional benefits, Communication and working environment. Questionnaire method was adopted as a data collection tool and Questionnaires were filled up by the library professionals who are working in the 81 colleges of Gulbarga and Yadgir district of Hyderabad tool Karnataka region and results are reported.

KEYWORDS: *Job Satisfaction, Library Morale, Team Spirit*

INTRODUCTION

The importance of creating a suitable climate for personnel in the Libraries is often overlooked. It is perhaps for this reason that little has so far been done specifically to study and explore the human factor in relation to managerial effectiveness, job satisfaction and relevance of organizational climate in this context of professionals working in library and Information centers (Dale, 1980).

Satisfying factors motivate workers while dissatisfying ones prevent. Motivating factors are achievement, recognition, the job conducted, responsibility, promotion and the factors related to the job itself for personal development. Maslow's Theory of Motivation connects the creation of the existence of people's sense of satisfaction with the maintenance of the classified needs, These are: physiological needs i.e. eating, drinking, resting etc., security needs i.e. pension, health insurance, etc., the need to love i.e. good relations with the environment, friendship, fellowship, to love and to be loved, need to self-esteem i.e. self-confidence, recognition, adoration, to be given importance, status, etc., need of self-actualization i.e. maximization of the latent potential power and capacity development of abilities.

Job satisfaction is one of the criteria of establishing a healthy organizational structure in an organization. Libraries are inseparable cornerstones of the society. To render an effective service at the libraries depends on the human source. Job satisfaction of the librarians, who have an important place in the information society, will affect the quality of the service they render. In this respect, the question of how the material and moral elements affect the job satisfaction of the librarians gains importance. Job satisfaction is very important for a person's motivation and contribution to production. Job

satisfaction may diminish irregular attendance at work, replacement of workers within a cycle or even the rate of accidents. Job satisfaction is the result of various personal and job-related factors. It is determined by the actual situation at work as well as by the demands of the individuals.

In the Indian context, perceptions of the public image of librarians of course slowly changing, especially after the 6th Pay Commission and looking at the job prospects not only in education sector but even in corporate setup as well.

Objectives of the Study

The main objectives of the study are to determine the job satisfaction of library science professionals, with respect to

- Professional development,
- Recognition, Management support,
- Salary,
- Promotional benefits, Communication and
- Working environment

Research Methodology

An in-depth analysis of the topic of research was made to identify the major facets of the study. Specific variables to be measured were identified based on the objectives of the study and to determine job satisfaction. The target populations of the present study are the library professionals who are working in the colleges of Gulbarga and Yadgir district of Hyderabad Karnataka region. The distribution of the colleges by district-wise is shown in the below table.

Table 1: Distribution of colleges

Types of Colleges	Gulbarga	Yadgir	Total
Universities	02	--	02
Degree Colleges	24	11	35
Engineering Colleges	07	2	9
B.Ed. Colleges	24	7	31
Medical Colleges	02	0	02
Dental Colleges	02	0	02
Total			81

Among the 81 colleges covered in the study, the librarians including assistant librarians are covered in some of the colleges which accounts to total number of library professionals to 150, out of which 108 library professionals responded.

RESULTS AND DISCUSSIONS

Personal characteristics of respondents include gender of the respondents of the study are mainly working librarians of Gulbarga and Yadgir districts and their gender-wise distribution is shown in Table 2.

Table 2: Gender Wise Distributing

Gender	Frequency	Percent
Male	71	65.7
Female	37	34.3
Total	108	100.0

Majority of the respondents covered in the study are male respondents (65.7%) and the rest are female respondents (34.3%).

Table 3: Job Satisfaction - Professional Development

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
I was adequately trained to perform my job duties	18 (16.7%)	6 (5.6%)	14 (13.0%)	20 (18.5%)	50 (46.3%)	4.04
I receive adequate training when new technology is introduced relating to my job duties	14 (13.0%)	4 (3.7%)	14 (13.0%)	8 (7.4%)	68 (63.0%)	3.39
There are opportunities for professional development within my field	14 (13.0%)	10 (9.3%)	34 (31.5%)	20 (18.5%)	30 (27.8)	3.69
I have been deputed to attend workshops/ Conferences	15 (13.9%)	8 (7.4%)	18 (16.7%)	22 (20.4%)	45 (41.7%)	3.7
I have been deputed to undergo training programs	11 (10.2%)	6 (5.6%)	26 (24.1%)	26 (24.1%)	39 (36.1%)	3.84
There is a chance for pursuing higher education/studies	13 (12.0%)	4 (3.7%)	20 (18.5%)	21 (19.4%)	50 (46.3%)	3.82

63% of the respondents strongly agree that adequate training was given to them when new technology is introduced relating to job duties and 46.3% of respondents indicated that there is a chance for pursuing higher education/studies and training to perform their job duties. However 31.5% of respondents agree slightly that there are opportunities for professional development within library science field and 24.1% also slightly agree that they were deputed to undergo training programs. Further 41.7% of the respondents agree very much in scale 5 that respondents have been deputed to attend workshops/ Conferences. As per the mean values, the main factors of satisfaction for professional development are adequate training provided to perform job duties (X=4.04), deputation to undergo training programs (X=3.84) and chances for pursuing higher education/studies (X=3.82).

Table 4: Job Satisfaction - Recognition

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
When I do good job, I do receive recognition	12 (11.1%)	4 (3.7%)	20 (18.5%)	27 (25.0%)	45 (41.7%)	4.2
I am proud of my library profession	5 (4.6%)	8 (7.4%)	8 (7.4%)	26 (24.1%)	61 (56.5%)	3.3
Library Profession has better recognition as compared to other profession	18 (16.7%)	12 (11.1%)	22 (20.4%)	32 (29.6%)	24 (22.2%)	2.56
Users of library are never satisfied	35 (32.4%)	20 (18.5%)	26 (24.1%)	11 (10.2%)	16 (14.8%)	2.93
I Presume Library Profession is thank less job	46 (42.6%)	4 (3.7%)	8 (7.4%)	12 (11.1%)	38 (35.2%)	3.64
I am involved in important Committees of college on various occasions	24 (22.2%)	2 (1.9%)	12 (11.1%)	21 (19.4%)	49 (45.4%)	3.7
There is an opportunity to show my talents	16 (14.8%)	7 (6.5%)	14 (13.0%)	27 (25.0%)	44 (40.7%)	3.71
Happiness in the job career improvement	17 (15.7%)	4 (3.7%)	18 (16.7%)	23 (21.3%)	46 (42.6%)	2.95

Table 4 shows the extent of recognition received in library profession. It is found from the table that more than half of the respondent library professionals agree very much to feel proud of library profession (56.5%) and 25.1% of them agree moderately. Similarly 41.7% of the respondents agree very much opined that they do receive good recognition for

their good job and 24.1% agree to this statement moderately. More than forty percent of respondents agree very much that they are involved in important Committees of college on various occasions (45.4%), opportunity to show their talents (40.7%) and feel happy in the job career improvement (42.6%). However just over 20 percent of the respondents slightly agree that Library Profession has better recognition as compared to other profession (20.4%) and users of library are never satisfied (24.1%). 35.2% of respondents agree very much that Library Profession is thank less job.

Table 5: Job Satisfaction - Management Support

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
My proposals/ Suggestions are not taken seriously by management	29 (26.9%)	18 (16.7%)	14 (13.0%)	23 (21.3%)	24 (22.2%)	2.51
Management/ Higher authorities do not support to our library activities	48 (44.4%)	11 (10.2%)	12 (11.1%)	20 (18.5%)	17 (15.7%)	3.41
Favourable physical environment	12 (11.1%)	6 (5.6%)	43 (39.8%)	20 (18.5%)	27 (25.0%)	3.23

Table 5 shows the Job Satisfaction pertaining to Management Support and reported that only 22.2% agree very much that their proposals or suggestions are not taken seriously by the Management and only 25% of them also agree very much that have favourable physical environment. However 44.4% of respondents strongly agree that Management/ Higher authorities do not support to library activities. But it can be noted from mean value that proposals/ Suggestions are not taken seriously by management indicating critical factor for job satisfaction ($X=2.51$).

Table 6: Job Satisfaction - Salary Benefits

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
I have been paid adequate salary	29 (26.6%)	8 (7.4%)	20 (18.5%)	11 (10.2%)	40 (37.0%)	3.28
I feel satisfied with my chances for salary increases every year	20 (18.5%)	20 (18.5%)	19 (17.6%)	8 (7.4%)	41 (38.0%)	3.37

It is found from the table 6 that only 37% of respondents agree very much that they have been paid adequate salary and so also 38% of respondents feel satisfied with my chances for salary increases every year. As per the mean values indicate that respondents are satisfied in between range three and four agreeing slightly about the salary benefits.

Table 7: Job Satisfaction - Promotional Benefits

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
I am aware of all benefits to which I am entitled	22 (20.4%)	10 (9.3%)	16 (20.4%)	14 (13.0%)	40 (37.0%)	3.38
I am having an opportunity for promotion into higher position	20 (18.5%)	10 (9.3%)	16 (14.8%)	33 (30.6%)	29 (26.9%)	3.19
I am satisfied with the benefits package I receive	30 (27.8%)	12 (11.1%)	9 (8.3%)	22 (20.4%)	35 (32.4%)	3.09
The benefits package we receive is as good as most other organizations/ profession offer	20 (18.5%)	22 (20.4%)	15 (13.9%)	30 (27.8%)	21 (19.4%)	2.52
My juniors were promoted to higher post than seniors	54 (50.0%)	7 (6.5%)	7 (6.5%)	17 (15.7%)	23 (21.3%)	4.13

More than thirty percent of respondents agree very much that they are aware of all benefits (37%) and feel satisfied with the benefits package (32.4%) However 50% and 18.5% of the respondents strongly disagree about opportunity for promotion into higher position and juniors were promoted to higher post than seniors respectively. As per the mean value, the main concern that affects respondents under study are that juniors were promoted to higher post than seniors ($X=4.13$) and also the benefits package received is as good as most other organizations/ profession offer accounts mean value $-X= 2.52$ only.

Table 8: Job Satisfaction - Communication and Working Environment

Opinion About	Strongly Disagree 1	Disagree Slightly 2	Agree Slightly 3	Agree Moderately 4	Agree Very Much 5	Mean
I am informed of developments and activities in my own department	9 (8.3%)	14 (13.0%)	30 (27.8%)	55 (50.9%)	31 (28.7%)	3.87
I am informed of changes occurring library-wide	8 (7.4%)	6 (5.6%)	22 (20.4%)	28 (25.9%)	44 (40.7%)	3.92
I am informed of events occurring on campus/ College	16 (14.8%)	2 (1.9%)	8 (7.4%)	28 (25.9%)	52 (48.1%)	3.44
I receive formal Evaluation of my work annually	22 (20.4%)	10 (9.3%)	10 (9.3%)	31 (28.7%)	35 (32.4%)	3.78
My job duties are clearly defined by my supervisor in my work plan	18 (16.7%)	4 (3.7%)	10 (9.3%)	28 (25.9%)	48 (44.4%)	3.19
I feel my supervisor spends adequate time consideration on my work plan	19 (17.6%)	15 (13.9%)	25 (23.1%)	25 (23.1%)	24 (22.2%)	3.95
The working environment is very healthy	9 (8.3%)	16 (14.8%)	6 (5.6%)	17 (15.7%)	60 (55.6%)	4.2
I enjoy my co-workers	5 (4.6%)	10 (9.3%)	8 (7.4%)	20 (18.5%)	65 (60.2%)	3.88
I like my immediate supervisor	7 (6.5%)	13 (12.0%)	14 (13.0%)	26 (24.1%)	48 (44.4%)	4.18
My job is enjoyable	11 (10.2%)	6 (5.6%)	6 (5.6%)	15 (13.9%)	70 (64.8%)	4.23

More than sixty percent of the respondents indicated that the respondents strongly agree that they enjoy their job (64.8%) and also enjoy with co-workers (60.2%). Further more than forty percent of them also indicated that they agree very much that they are informed of changes occurring library-wide (40.77%), informed of events occurring on campus/ College, duties are clearly defined by supervisors and they like their immediate supervisor (44.4%). The mean values pertaining to Communication and Working Environment of respondents found to have their job enjoyable (X=4.23), working environment is very healthy (X=4.2) and like their immediate supervisor (X=4.18).

CONCLUSIONS

Library professionals should try to work closely with the user community rather than confined to library in-house activities and services and thereby remove the feeling that users are never satisfied. Management should be made to feel that the library is a important component and this can be made by library professionals themselves with their smart approach and skills. Salary and promotional benefits especially among non-government sector has to be streamlined to enhance the morale of library professionals to contribute better for the development of library profession.

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