



Job Satisfaction Among Librarians – A Study in Coimbatore City

KEYWORDS

Job Satisfaction, Infrastructure Facilities, Organization Culture, Job Involvement & Personal Efficiency

R. MAHESHKUMAR

Research Scholar in LIS, Karpagam University,
Coimbatore-21

Dr. S. JAYARAMAN

Visiting Professor in LIS, Karpagam University,
Coimbatore-21

ABSTRACT

The objective of this study is to examine those factors which are related in a high manner to job satisfaction among librarians. Data were collected from a sample of 100 respondents from Coimbatore city. The data analysis indicated that job satisfaction among librarian is not related to their sex, the type of library in which they worked, or their vocational needs, but it is related to the characteristics of their job involvements. The supervisory climate and the essential characteristics of the job itself are the two most important determinants of job satisfaction. Interpretation of the data suggests that a supervisory climate which permits a librarian to exercise initiative and professional judgment in the performance of the job is conducive to job satisfaction. Libraries are the indispensable cornerstones of the society. The qualifications of the library personnel are the fundamental determinant of the development and organization of the service. Rendering effective service in 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.

Introduction:

Job satisfaction may be conceived as an employee's attitude towards his or her work, organizational rewards and the social, organizational and physical environment in which work is performed. Attitudes abound in organizations and people have different attitudes towards their jobs, the institute they work for, their supervisor, their co-workers, the amount of money they earn, and the way they are treated by management. These attitudes affect their behavior. It is possible for a person to have positive attitude towards his or her pay, negative ones towards the duties that must be performed and to feel neutral towards co-workers and employee benefits. Generally, individuals who are satisfied with one aspect of their job report that they are satisfied with other aspects as well. Thus, most individual's feelings about their job are dominated by general or global feeling of satisfaction or dissatisfaction. Job satisfaction is one of the most crucial but controversial issues in behavioral management in an organization. Most individuals spend a large part of their working lives at work, so that understanding of factors involved in job satisfaction is relevant to improving the well-being of a large number of individuals. From the organization's point of view the study of the concept of job satisfaction is significant.

Review of Literature:

Hoppock describes Job satisfaction as "any combination of psychological, physiological and environmental circumstances that causes a person truthfully to say 'I am satisfied with my job'". **Locke** defines Job satisfaction as "a pleasurable or positive emotional state, resulting from the appraisal of one's job or job experience." **Gilmer** defines Job satisfaction as "Job satisfaction or dissatisfaction is the result of various attitudes, the person holds towards his job, towards the related factors and towards life in general." **Mc Cormick** and **Joseph Tiffin** define it as "satisfaction with one's job, in turn, is a function of the degree of need satisfaction derived from or experienced in the job."

Research Methodology:

It may be a way to systemically solve the research problem. But often it is understood as a science of studying how research is done scientifically.

Study Area:

The study area refers to Coimbatore city.

Sample Design:

The convenience sampling technique has been adopted in the present study in order to obtain a representative sample.

Sources of Data:

The study has used both primary data and secondary data. A survey questionnaire has been employed for collecting data from the respondents. It consist of six broader division namely, Personal Data, Infrastructural facilities, Organization culture, Job Involvement, Personal efficiency, Job satisfaction. The secondary data sources of include research articles published in various national Journals, magazines, international Journals, Books, various websites and so on. A total enumeration sampling technique was used to select 100 library professionals. The breakdown is given in Data interpretation.

DATA ANALYSIS AND INTERPRETATION

Table 1: Showing Opinion about Gender and Level of the Job Satisfaction

Gender	Level of the Job Satisfaction			Total	%
	Low	Medium	High		
Male	22	31	10	63	63
Female	12	19	06	37	37
Total	34	50	16	100	100

Null Hypothesis (H_0): There is no significant relation between gender and level of Job satisfaction

Alternative Hypothesis (H_1): There is significant relation between gender and level of the Job satisfaction

Chi-Square Test

Calculated X^2 Value = 0.067

Degree of freedom = 2

Table Value = 5.991

Result = Significant Level at 5%

Declaration:

It is found from the above table that calculated value is less

than the table value at 2 degree of freedom. So Null Hypothesis (H_0) accepted hence it is concluded that there is no significant relationship between gender and level of the Job satisfaction.

Table 2: Showing opinions about Age and Infrastructure Facilities

S.No	Particulars	21-30	31-40	>40	Total	%
1	Highly satisfied	11	10	3	24	24
2	Satisfied	14	12	4	30	30
3	Average	13	14	5	32	32
4	Dissatisfied	5	3	2	10	10
5	Highly dissatisfied	2	1	1	4	4
6	Total	45	40	15	100	100

Null Hypothesis (H_0): There is no significant relation between age and Infrastructure Facilities.

Alternative Hypothesis (H_1): There is significant relation between age and Infrastructure Facilities.

Chi-Square Test

Calculated X^2 Value = 1.438

Degree of freedom =8

Table Value =5.991

Result =Significant Level at 5%

Declaration:

It is found from the above table that calculated value is less than the table value at 8 degree of freedom. So Null Hypothesis (H_0) accepted hence it is concluded that there is no significant relationship between age and Infrastructure Facilities.

Table 3: Showing opinions about Age and Organization Culture

S.No	Particulars	21-30	31-40	>40	Total	%
1	Highly satisfied	10	9	5	24	24
2	Satisfied	16	12	2	30	30
3	Average	9	7	3	19	19
4	Dissatisfied	6	6	3	15	15
5	Highly dissatisfied	4	6	2	12	12
6	Total	45	40	15	100	100

Null Hypothesis (H_0): There is no significant relation between age and Organization Culture.

Alternative Hypothesis (H_1): There is significant relation between age and Organization Culture.

Chi-Square Test

Calculated X^2 Value = 3.591

Degree of freedom =8

Table Value =5.991

Result =Significant Level at 5%

Declaration:

It is found from the above table that calculated value is less than the table value at 8 degree of freedom. So Null Hypothesis (H_0) accepted hence it is concluded that there is no significant relationship between age and Organization Culture.

Table 4: Showing opinions about Age and Job Involvement

S.No	Particulars	21-30	31-40	>40	Total	%
1	Highly satisfied	11	8	2	21	21
2	Satisfied	13	15	5	33	33
3	Average	16	12	6	34	34
4	Dissatisfied	3	4	1	8	8
5	Highly dissatisfied	2	1	1	4	4
6	Total	45	40	15	100	100

Null Hypothesis (H_0): There is no significant relation between age and Job Involvement.

Alternative Hypothesis (H_1): There is significant relation between age and Job Involvement.

Chi-Square Test

Calculated X^2 Value = 2.396

Degree of freedom =8

Table Value =5.991

Result =Significant Level at 5%

Declaration:

It is found from the above table that calculated value is less than the table value at 8 degree of freedom. So Null Hypothesis (H_0) accepted hence it is concluded that there is no significant relationship between age and Job Involvement.

Table 5: Showing opinions about Age and Personal Efficiency

S.No	Particulars	21-30	31-40	>40	Total	%
1	Highly satisfied	8	7	2	17	17
2	Satisfied	11	11	4	26	26
3	Average	15	13	4	32	32
4	Dissatisfied	8	5	3	16	16
5	Highly dissatisfied	3	4	2	9	9
6	Total	45	40	15	100	100

Null Hypothesis (H_0): There is no significant relation between age and Personal Efficiency.

Alternative Hypothesis (H_1): There is significant relation between age and Personal Efficiency.

Chi-Square Test

Calculated X^2 Value = 1.556

Degree of freedom =8

Table Value =5.991

Result =Significant Level at 5%

Declaration:

It is found from the above table that calculated value is less than the table value at 8 degree of freedom. So Null Hypothesis (H_0) accepted hence it is concluded that there is no significant relationship between age and Personal Efficiency.

Findings:

- 16% Respondents were highly satisfied the level of Job satisfaction.
- 10% Respondents they were dissatisfied their Infrastructure Facilities.
- 19% Respondents said Organization Culture inside the library is Average.
- 21% Respondents were highly satisfied with their Job Involvement.

- 26% Respondents were satisfied with their Personal Efficiency.

Suggestion:

- The infrastructural facilities should be improved by taking necessary steps.
- Librarians should have improvement plans to maximize their effectiveness and deploy their resource in the best way.
- There should be some implementation of policy regarding libraries.
- Both faculty & the librarians have common goals. so it is always advantageous to have a good relationship between them.
- The organizational structural should involve and approach the librarians in decision making related to the information accessing process, academic policies & issues.
- The interpersonal contacts have a significant positive correlation with faculty attitude towards library services.

Conclusion:

- Librarian's role as assistant professor integrated with curriculum & their new definition of information literacy recognizes that they have a role to play that goes beyond obvious information skills.
- Librarian in the past has been part to blame for not communicating that effectively but this is changing.
- With slight important in the exiting services like current Awareness service, selective dissemination of information service, Document delivery service, database searching, inter library loan service, the librarians can make the family more connected to the library.
- In the world of internet, the information is readily available to the end users. Therefore the librarians are seeking to embed their activities within academic programs, rather than just supporting or aligning with them.
- Generally librarians encourage a culture of sharing, cooperation and collaborations for the ultimate purpose of arising students in their educational pursuits.

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