



Job Satisfaction and Work Load Among Personnel in the University Libraries of Gujarat

KEYWORDS

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ABSTRACT Satisfaction of users/ readers it essential in increasing its scope of library services because role and efficiency of library personnel are of prime importance. The inherent qualities of an employee may develop depending upon his/her job satisfaction. Organisational atmosphere do increases his/her positive activities of rendering better and library services to users, which ultimately reflects on the image of institution. Hence, job satisfaction of an employee depends upon welfare facilities, workload, family relationship among colleagues, work-environment, recognition of service and motivation.

The study is aimed at to study job satisfaction and workload of university libraries personnel of Gujarat. A sample of 100 employees (ten from each granted university libraries) was selected randomly to know job satisfaction and workload among them. A self-made questionnaire was prepared with the help of guide and sent to respondents to collect their views/ responses regarding job satisfaction and workload, to 100 university libraries personnel. Simple percentage was calculated to know job satisfaction and workload among university libraries personnel.

Library personnel are a valuable asset for libraries to give best service to library users. Library officials and policy makers should know this fact and should construct such policies that may increase job satisfaction among library personnel to get maximum benefit from them and image of library may reflect to society.

Introduction:-

Now-a-days, higher education is no more remained elitist, it gathered a mass base. More people are getting educated with lesser resources. Now, education has become student-oriented. Needs of the students have established their priority. Job oriented and professional courses are demand of the day. University education requires flexibility in the students' choice of subjects, according to their life-plans. Now, there is insistence on quality education. Globalisation and technology have brought about attitudinal and societal changes in the community and accordingly the university education is tailored. There are efforts to impart world-class education. The university system is gearing up to meet the challenges of the new millenium.

In the wake of the changing socio-economic scenario, the universities is required to play different roles. The main and prime role is to provide educational programmes of new models based on flexibility and learners' choice. They need to be galvanized to prefer appropriate strategies to accommodate and absorb the present trends. Thus, India will emerge as one of the competitive educational providers in the international scenario.

The university library is an essential component of university education, second only to the instructional staff in its importance for high quality instruction and research. It is not merely a store-house of books, it is a service institution, an organization that continuously caters to the needs of teaching-learning process and of research activity. Adding to new arrivals consistently. A university library acts as a facilitator of education and research activity.

Satisfaction of users/ readers it essential in increasing its scope of library services because role and efficiency of library personnel are of prime importance. The inherent qualities of an employee may develop depending upon his/her job satisfaction. Organisational atmosphere do increases his/her positive activities of rendering better and library services to users, which ultimately reflects on the image of institution. Hence, job satisfaction of an employee depends upon welfare facilities, workload, family relationship among colleagues, work-environment, recognition of service and motivation.

Objectives of the study:-

1. To study job satisfaction and workload of university libraries personnel of Gujarat.

2. To determine various factors that positively affect on job-satisfaction of university libraries personnel of Gujarat.
3. To get information regarding qualification, pay-scale, welfare facilities, and motivation provided to university libraries personnel of Gujarat.
4. To decide their workload according to their present position, pay-scale and job satisfaction.
5. To give some important suggestions to increase job satisfaction among university libraries personnel.

Hypothesis of the Study:-

1. There will be no problem regarding job satisfaction and workload among university libraries personnel of Gujarat.
2. Workload of university libraries personnel is just and fare.
3. There is no imperfection in job satisfaction and HRD of university libraries personnel.
4. There is no problem regarding mutual harmony among university libraries personnel.

Methodology:-

Sample:-

A sample of 100 employees (ten from each granted university libraries) was selected randomly to know job satisfaction and workload among them.

Tools used

A self-made questionnaire was prepared with the help of guide and sent to respondents to collect their views/ responses regarding job satisfaction and workload, to 100 university libraries personnel.

Data Analysis:-

Simple percentage was calculated to know job satisfaction and workload among university libraries personnel.

Results:-

Percentages of information regarding their qualification, job satisfaction and workload are give in following table-

Table

1. Who motivated for library job.

| | |
|---------|-----|
| Parents | 23% |
| Friends | 25% |
| Self | 52% |
2. Motivational element for library job

| | |
|---|-----|
| For getting better job Status | 22% |
| Higher Pay-scale | 19% |
| There was no alternative | 50% |
| 3. Job satisfaction | 09% |
| 4. Satisfaction regarding administrative policy | 95% |
| 5. Job satisfaction from supervision by university librarian | 79% |
| 6. Difficulty/problem due to interference by librarian | 64% |
| 7. Satisfaction by colleagues' attitude | 29% |
| 8. Satisfaction while working with library users | 67% |
| 9. Positive Relation with lower staff | 86% |
| 10. Motivation to lower staff | 95% |
| 11. Satisfaction from librarian and library committee members | 93% |
| 12. Satisfaction with your designation | 95% |
| 13. Satisfaction with payscale | 81% |
| 14. Critic from officials regarding your responsibility | 70% |
| 15. Social reputation | 21% |
| 16. Leave enjoyment | 81% |
| 17. Job appointment according Govt. rules and regulation | 70% |
| 18. Job safety | 65% |
| 19. Opinion of librarian regarding your promotion | 85% |
| 20. Motivation by representation in seminars and conference | 93% |
| | 88% |

Interpretation:-

Asking to library personnel, who motivated them for library job, the response was: parents 23%, friends 25% and self 52%. In this way, they were mostly motivated by themselves.

Which element motivated for library job, library personnel responded: For getting better job 22%, status 19%, Higher pay-scale 50, there was no alternative 09%.

Job satisfaction among library personnel was at the peak (95%) but satisfaction regarding administrative policy was rather low (79%), Job satisfaction from supervisors 64%, interference by librarian 29%, satisfaction by colleagues' attitude 67%, satisfaction while working with library users 86%,

relation with lower staff 95%, motivation to lower staff 93%, satisfaction from librarian and committee members 95%, satisfaction with designation 81%, satisfaction with pay-scale 70%, critic from officials 21%, social reputation 81%, leave enjoyment 70%, job appointment according to Govt. rules and regulations 65%, job safety 85%, opinion of librarian regarding promotion 93%, and motivation by representation in seminars and conference 88%.

In this way, overall picture of job satisfaction seems pinky. There is no major problems regarding job satisfaction and workload among university library personnel.

Suggestions:-

1. University officials and librarian should sponsor library personnel to various seminars, workshops and symposium.
2. University management should motivate to library personnel for better services to users.
3. Library personnel should be given total welfare facilities so that there may not be any question regarding job satisfaction.
4. Personnel of university library should behave very positively to reflect their action in library service.
5. Library environment should be warm, friendly and like a family with colleagues.
6. Promotion policies should be fair, practical and straight forward, so that there may not arise any problem regarding promotion among library personnel.
7. There should be a hierarchical stair from top to bottom regarding delegation of powers as well as their responsibility.
4. Utilization of library resources should be maximum which can only possible when library personnel are well satisfied by their job.

Conclusion:-

Library personnel are a valuable asset for libraries to give best service to library users. Library officials and policy makers should know this fact and should construct such policies that may increase job satisfaction among library personnel to get maximum benefit from them and image of library may reflect to society.

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