Original Research Paper

Library Science

STUDY OF STRESS MANAGEMENT OF LIBRARIAN AT WORK PLACE IN WORKING ENVIRONMENT OF BULDANA DISTRICT

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ABSTRACT This Research Paper deals with practical approach of stress management of librarian in working Environment in buldana district. Work is carried out by questionnaire ,interview, Google form and the result are analyses by cheque   method

INTRODUCTION-

The study deals with the stress management of Library professionals at work place. Librarianship and information work is the profession which provides services to the users. The profession itself suffers tension related problems between the professional and para-professionals. The library structure includes librarian as the chief manager of the library having administrative technical and nontechnical staff in hierarchy. The status of libraries in Sant Gadge Baba jurisdiction has been observed that many libraries do not have enough staff in the library. Some libraries only have one librarian and one attendant provide service at circulation.

Stress in the workplace is currently a topic of great interest. For example, there is increasing awareness that excessive stress can be hazardous to employees' health, and stress, as a cause for disability, can obligate employers and their insurers to worker compensation. Ineffective management of stress can lower the productivity of individual employees and, as a result, of an entire organization. This article will discuss some aspects of stress in the library.

Definition of Stress:

Stress is a general term applied to various psycho logic (mental) and Physiologic (body) pressures or felt by people throughout their lives.

Stress is defined as "a state of psychological and physiological imbalance resulting from the disparity between situational demand and the individual's ability and motivation to meet those needs."

Scope of the Study:

The scope of the present study was the stress management of college librarians from affiliated colleges of Sant Gadge Baba Amravati University Amravati. The colleges are located in rural and urban area in, Buldhana, District . The scope of research was based on working environment of librarian in buldana District.

OBJECTIVES OF THE STUDY:

1) To study and identify the personal and organizational details of librarians of affiliated to Sant Gadge Baba Amravati University, Amravati.
2) To study the working environment of the Library and Institution.
3) To study the level of Job security and Job satisfaction among librarians in affiliated to Sant Gadge Baba Amravati University .
4) To study, the Causes and Effect factor of Stress existing among the librarians at work place in affiliated to Sant Gadge Baba Amravati University Amravati
5) To study different stress regarding to Coping strategies to adopt the comfort of stress at work place.
6) To suggest specific interventions to minimize professional stress on College Librarians.

Research Hypotheses:

H1: There is no significant difference between the gender and working environment of Librarians.

H2: There is no significant difference between the gender and level of Job security and Job satisfaction of Librarians.

H3: There is no significant difference between Gender and Causes and Effect factor of Stress of Librarians.

H4: There is no significant difference between Gender and coping strategies adopted to comfort the stress of Librarians.

H5: There is no significant difference between gender and level of occupational job stress of Librarians.

H6: There is no significant difference between gender and effects of job stress on effectiveness of Librarians.

REVIEW OF LITERATURE

Literature review accounts published research publications in books, research journals and thesis etc. Purpose of writing the literature review is to understand knowledge and ideas have been established on a topic and their strengths and weakness. It is a source from where research ideas are drawn and developed into concepts and finally theories.

1) Gülten Yurtseven and Ali Halici (2011) was determined various causes of motivational problems related to employers duties. Scope of this study involved 4 and 5 star rated hotels around Ankara region in Turkey. Twenty seven different factors were analyzed regarding employees attitudes towards "importance" and "satisfaction" within workplace. Results reveal that employees give more importance to behavioral approaches. Also, findings show that least important issues that employees care about are being uninformed about job policy and working beyond normal working hours.

2) M. Siva Kumar (2011) quoted that this century has belonged to IT era, IT sector professionals are characterized by differing time long working hours, night shift lack of mobility and continued visual focusing monitor leads to occupational stress. Present study illustrated that measure occupational stress among IT professionals in various companies in Chennai, data were collected from 104 IT professionals in Chennai. Occupational stress index developed by Srivastava Sing (1983) tools was used to assess the level of occupational stress among IT professionals. Wherein observed that middle level professionals are experiencing more stress than higher and lower level professionals. Implications of results are discussed with possible intervention to improvement of organizational resources among IT professionals.

Research Methodolgy

Primary data was collected using the questionnaire, which google form was prepared and sent through mail and also had personal contact approach with   in buldana district. The data collected through the questionnaire was analyzed with the help of the computer. The development of electronic devices, specially the computers, has given added impetus to this activity. The statistical analysis of the data for the present study was done by applying   1) Simple percentage 2) Arithmetic Mean and 3) Chi-square Test,

Table No 1 Responses Received

Sr. No	Districts	Total Collegnted es	Gra	Non grante d	No of Questionnai re Distributed	No. of Questionn aire Responded	Response Rate (%)
3	Buldhana	84	26	58	84	31	36.90

Total questionnaire 84 were distributed in buldana districts, out of which 31 librarian responded   from the granted and non granted colleges and the response rate was 36.90 in buldhana districts.

Table no. 2

| GENDER WISE				
		Frequency	Percent	Valid Percent
Respondents	MALE	21	67.74	67.74
	FEMALE	10	32.25	32.25
	Total	31	100.0	100.0

The responses from the target respondent were received i.e 21 (67.74%) male and 10(32.25.%)female respondents. Male respondents were greater than female respondents.

Table no. 3

S.N.	Educational Qualification	Frequency	Percent	Valid Percent
	Educational Qualification			
2	MLISC	10	32.25	32.25
3	MLISC NET OR SET	5	16.12	16.12
4	MLISC NET OR SET, MLISC Ph.d	4	12.90	12.90
5	MLISC Ph.d	8	25.80	25.80
7	MLISC, MPHIL	4	12.90	12.90
	Total	31	100.0	100.0

The table no. 3 shows the higher qualification of the target respondents MLISC NET or SET were 5 (16.12%) librarian respondents and qualified with PHD were 4 (12.90%) respondents, MLISC qualified with PhD were 8(25.80%), MLISC qualified with MPhil degree were 4(12.90.%) mostly the librarians are qualified.

Figure-1

Working Environment
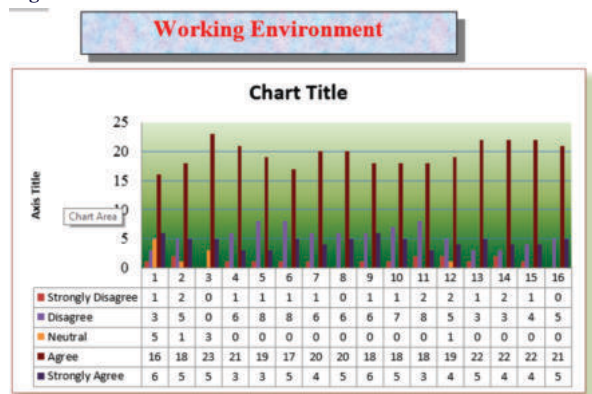
1. I enjoy my working place **2**. We have a good working environment **3**. We have a clear plan of action for the library. **4** We follow up and evaluate outcome in a way that improves the overall work of the library. **5.** The culture and emotional climate of the college is generally positive and supportive. **6**.My efforts are recognized and acknowledged **7** At work, I am accepted for the person I am **8.** I feel in control of my work and capable of competently carrying out my daily tasks. **9** I tend to see problems as challenges, rather than as obstacles. **10** Colleagues provides an environment in which I feel safe and secure **11** The library supporting staff provides an environment in which honesty and openness are valued. **12** I see my principal as a resource (rather than an obstacle) **13** I have a clear understanding of the expectations of my principal. **14** I feel safe sharing my plans, programs and policies with my principal. **15** I trust my principal to be there for me and back me up. **16** My Principal is committed to finding win-win solutions to problems.

CONCLUSION:

It can be concluded from research work and data collected. It has been observed that Library professional have stress at there work place . Librarian also face difficulty in your work place.

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