Research Paper LITERATURE

# Job Satisfaction in Library And Information Science

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**KEYWORDS**

## INTRODUCTION

Library is a social institution. The library is a growing organism. The library collects preservers and organizes recorded information and serves the specific needs of the reader from its store house of the knowledge. Library helps each and every reader to get his or her book by creating a contact between them in a effective manner. It helps to meet the impact created by the ever increasing complexity in the developments of universe of knowledge for it helps the librarian to organist the documents coming out of it and make their retrieval easily possible. In library managements is a process of designing and maintaining an environment in which, individuals, working together in groups efficiently and effectively accomplish group goals. In library management job satisfaction is important one.

The Management of various libraries needs to reinforce librarian's capabilities in management and decision making to enhance overall library performance.

## REVIEW OF LITERATURE

**Creth and Harders (1981)** survey of personnel administrators followed by an association of research libraries (1981) survey of library administrator in research libraries alerted the need for skills in other than traditional areas of librarian special automation systems analysis and computer related compliances.

David P.Fisher (1988) A Critical assessment was made of psychological investigations into the personality at the librarian conducted over the last 30 years. problematic methodologies and conflicting results preclude the emergence at any distinct personality profile common to librarians. Academic libraries in **Taiwan o Neill (1988)** examines the current status at continuing education course in American schools of library and information science, with special emphasis on librarians working in collection development and acquisitions. A survey of American library schools reveals that only a small percentage of the continuing education workshops deal with technical services. **Biddiscombe(2001)** Illustrate the internet and IT skills that are required by information professionals in their support for learning teaching and research within the changing context of the higher education Sector. In the UK and the Development of manager (or) virtual learning environment. **Elgohary (2001)** investigates the preparation of entry level. Research libraries and describes the relationship between formal library education and work in research libraries and describes the relationship between formal library education and work in research libraries from the perceptions at entry level. Librarians and their supervisors through a web based survey research methodology.

In this research is made to outline the definition, objectives the Hypotheses framed research designs source of date's field of study universe sampling design and statistical methods used to analyze the data

**Hypothesis.**

The following Hypothesis statements were framed for testing

1. There is a significant association between the age of the respondents and management at libraries at colleges in various dimensions.
2. There is a significant association between the experience of the respondents and management of libraries at colleges in various dimensions.
3. There is a significant correlation between the total number of faculty and management of libraries at colleges in various dimensions.
4. There is a significant different between the respondents gender and management of libraries at colleges in various dimensions.

**Research Design.**

Johada, Deutsch and cook (1964) defines research. Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. It is a blue print specifying the method to be adopted for gathering and analyzing the data. This study is a quantitative research which adapted the descriptive design to achieve the research objectives, defining the population and selecting a sample designing the methods of data data collection and analysis of the data and result **Tools of data collection** the research used the questions mode specially designed for the purpose of data collection. Few relevant questions were also framed to ask the librarians. The questions comprise the following areas.

1. Personal Data
2. Service Facilities in the Library
3. Manpower development
4. Manpower pay and fridge allowance
5. Facilities for staff

**Sample**

The researcher used sample Random Method selected 138 respondent colleges the universe and got the replies by personal visits. A return of 101 Questionnaires is got.

**Analysis and inter predation**

The researcher has all empted in this study to analyze and interpret the data represented in the form of tables certain pieces of information have been portrayed diagrammatically for better understanding.

Distribution of the respondent by their personal data

**TABLE 1**
**PROFILE OF THE RESPONDENTS**

| S.No | VARIABLE | NO OF RESPONDENTS(101) | PERCENTAGE |
|---|---|---|---|
| 1 | GENDER | | |
| | male | 60 | 59.4 |
| | female | 41 | 40.6 |
| 2 | DESIGNATION | | |
| | Librarian | 76 | 75.2 |
| | Assistant librarian | 25 | 24.8 |
| 3 | AGE | | |
| | Below 30 year | 17 | 16.8 |
| | 30 to year | 58 | 57.4 |
| | 36 to 40 year | 15 | 14.9 |
| | 41 to 50 year | 11 | 10.9 |
| 4 | EDUCATIONAL QUALIFICATION | | |
| | Post doctorate | 2 | 2.0 |
| | Doctorate | 2 | 2.0 |
| | M .PHIL | 77 | 76.2 |
| | Post Graduate | 20 | 19.8 |
| 5 | EXPERIENCE | | |
| | Less than 5 years | 40 | 39.6 |
| | 5 to 10 year 11to 15 year | 52 9 | 51.5 8.9 |

**Table 5.1 gives an insight into the gender. It is evident from the table that most (59.4%) of the respondents are male and (40.6%) are female respondent. The reason for more male is that there are more male librarians and female respondents did not return the questioner properly**

**The above table provides the details of designation of the respondents 75.2% are librarians and 24.8% are assistant librarians. It is clear that nearly half** Of the respondents are librarians.

It is evident from the above table that 16.8 ages below 30 years, 57.4% and 14.9% are between the age group of 30 to 35yearsand 36 to 35years respectively. 10.9% are between the age group of 41 to 50 % years. thus more than half of the respondents (57. 40 )Belong to 39 to 35 years of age .

The above table reveals the profile of the respondents in terms of qualification. It is evident that 2% each are having post doctoral and doctoral degree. 76.2% and 19.8% of the respondents are M .Phil and M.L.I.S holders. Thus three fourth of the respondents are holding M.Phil degree. It is also observed that the reason for for more M. Phil holder is that few university offered that the distance education.

The above table provides the details whether the respondents have any work experience as library professionals . It is clear that nearly half (51.5) of the respondents have work experience between 5 to 10 years 39.6% and

8. 9 have less than five years and 1 1 and above years experience of years respectively.

**DISTRIBUTION OF RESPONDENTS BASED ON BASIC FACILITIES IN THE LIBRARY.**

| S.NO | BASIC FACILITIES IN THE LIBRARY | A | B | C | D | E | WAM | RANK |
|---|---|---|---|---|---|---|---|---|
| 1 | Drinking water facility | 4 (4.0) | 0 (0.0) | 26 (25.7) | 39 (38.6) | 32 (31.7) | 3.98 | 1 |
| 2 | Canteen facility | 4 (4.0) | 28 (27.7) | 31 (30.7) | 34 (33.7) | 4 (4,0) | 3.44 | 3 |
| 3 | Safety of Building against natural disaster | 0 (0.0) | 8 (7.9) | 42 (41.6) | 35 (34.7) | 16 (15.8) | 3.4 | 3 |
| 4 | Security arrangement | 0 (0.0) | 10 (9.9) | 28 (27.7) | 55 (54.5) | 8 (7.9) | 3.60 | 2 |

The above table shows the ranking of basic infrastructure facilities. It is seen that drinking water is ranked first (3, 98) followed by security arrangements 93.60) natural disaster (3.44), canteen facilities (3.09). Thus respondents are satisfied with the availability of drinking water in their respective libraries.

**DISTRIBUTION OF RESPONDENTS BASED ON SERVICE FACILITIES IN THE LIBRARY**

| S. NO | SERVICE FACILITIES IN THE LIBRARY | A | B | C | D | E | WAM | RANK |
|---|---|---|---|---|---|---|---|---|
| 1. | Reading room | 0 (0.0) | 4 (4.0) | 47 (46.5) | 42 (41.6) | 8 (7.9) | 3.56 | 2 |
| 2. | Circulation counter | 0 (0) | 6 (5.9) | 45 (44.6) | 42 (41.6) | 8 (7.9) | 3.55 | 3 |
| 3. | Reference section | 0 (0) | 0 (0) | 20 (19.8) | 55 (54.5) | 26 (25.7) | 3.66 | 1 |

The above table shows the ranking of service infrastructure facilities. It is observed that reference section is ranked first (3.66) followed by reading room facilities (93.56) Thus respondents are satisfied with the reading room facilities in their respective libraries.

**DISTRIBUTION OF RESPONDENTS BASED ON HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT WITH REGARD TO MANPOWER AVAILABILITY.**

| S.NO | Manpower availability | A | B | C | D | E | WAM | RANK |
|---|---|---|---|---|---|---|---|---|
| 1. | Availability of Technical manpower | 2 (2.0) | 7 (6.9) | 37 (36.6) | 46 (45.5) | 9 (8.9) | 3.52 | 4 |
| 2 | Availability of supporting/ unskilled manpower | 0 (0.0) | 0 (0.0) | 28 (27.7) | 42 (41,6) | 31 (30.7) | 4.02 | 1 |
| 3. | Sufficiency of staff at circulation counter | 0 (0.0) | 3 (3.0) | 43 (42<6) | 36 (35.6) | 19 (18.8) | 3.70 | 3 |
| | Sufficiency of staff at technical counter | 0 (0.0) | 4 (4.0) | 41 (40.6) | 33 (32.7) | 23 (22.8) | 3.74 | 2 |

The above tables shows the ranking of human resources management with regard to training and promotion given to library staff,. It is seen that In service training program's to staff is ranked first (4.08) followed by avenues available for library staff for professional development (3.46). Thus respondents are satisfied with the availability of in service training programme.

**DISTRIBUTION OF RESPONDENTS BASED ON HUMAN RESOURCE DEVELOPMENT AND MANAGEMENT WITH REGARD TO MANPOWER DEVELOPMENT**

| Sl. NO | Manpower development | A | B | C | D | E | WAM | RANK |
|---|---|---|---|---|---|---|---|---|
| 1. | Avenues available for library staff for professional development | 6 (5.9) | 7 (7) | 15 (14.9) | 45 (44.6) | 28 (27.7) | 3.81 | |
| 2. | In service training program me to staff | 0 (0) | 2 (2.0) | 44 (43.6) | 46 (45.5) | 9 (8.9) | 4.08 | 2 |
| 3. | System of promotion | 3 (3.0) | 5 (5.0) | 42 (41,6) | 42 (41.6) | 9 (8.9) | 3.46 | 1 |

The above table shows the ranking of human resources management with regard to training and promotion giving to library staff. It is seen that In-service training programmes of staff is ranked first (4.08)followed by avenues available for library staff for professional development (3.81) system of promotion (3.46) Thus respondents are satisfied are with the availability of in service training programme

DISTRIBUTION OF RESPODENTS BASED ON HRMD MANAGREMENT WITH REGARD TO MANPOWER PAY AND FRINGE ALLOWANCE.

| SI.NO | PAY AND FRINGE ALLOWANCE | A | B | C | D | E | WAM | RANK |
|---|---|---|---|---|---|---|---|---|
| 1 | Pay and allowances to professional staff | 1 (1.0) | 3 (3.0) | 40 (39.6) | 32 (31.7) | 25 (24.8) | 3.76 | 2 |
| 2 | Pay and allowances to supporting/ unskilled staff | 1 (1.0) | 3 (3.0) | 46 (45.5) | 41 (40.6) | 10 (9.9) | 3.55 | 3 |
| 3 | Other perks | 4 (4.0) | 4 (4.0) | 42 (41.6) | 42 (41.6) | 9 (8.9) | 3.48 | 4 |
| 3 | Retirement benefits to staff members | 6 (5.9) | 4 (4.0) | 47 (46.5) | 28 (27.7) | 16 (15.8) | 3.48 | 4 |
| 5 | Availability of rewarding schemes | 2 (2.0) | 6 (5.9) | 15 (14.9) | 53 (52.5) | 25 (24.8) | 3.48 | 1 |

The above table shows ranking of human resources development and management with regard to pay and fringe benefits. It is seen hat availability of rewarding schemes is ranked first (3 . 92 ) followed by pay and allowances to professional staff (3,76) pay and allowances to supporting /unskilled staff (3.55) , retirement benefits to staff members (3.48) , other perks given to the staff is ranked (3.47)last . Thus the respondents are satisfied with the availability of rewarding schemes given by the management.

**CONCLUSION**

The transformed library seeks to fulfill the campus's goals, even in endeavors that currently do not involve the library this represents a significant turn from the time-honored practice of measuring success against peer libraries, in favor of judging ourselves by how libraries help their institutions succeed at integrating campus-wide systems and achieving outcomes related to information technology. Campuses are in need of managers who can integrate information and technology across their unwieldy institutions. Currently, efforts to manage IT are being duplicated in many different units across the campus, and by consolidating these efforts an institution could provide better service and save resources.

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