



## Human Resource Management in Library and Information Science

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### Keywords :

#### INTRODUCTION

The role of library in nation building is very important since it is the store house of knowledge is a powerful Tool for all development. Library is an important social institution serving the society in several way. Its functions include among others educational Informative economic industrial and cultural aspect it serves as the centre for lifelong self education for each And every member of the society.

The library collects preserves and organizes recorded information and serves the specific needs of the reader from its store house of knowledge The most important resource in the knowledge economy system is the talents of the personal. The libraries should attach important to vocational Training life long education of library staff to raise their scientific knowledge. And all round important .

J. Stoglen Parker says it is quite clear to us from our short experience as united Nations organization that all educational science and cultural Services depend in some way on the exist of national library services.

#### REVIEW OF LITERATURE

The library domain has been exploded and librarianship has been put to good analysis to some extent. The survey provide information about how employers feel and react to their job situations and thus help the management in the formation of sound labour relations policies. Anand and Bajaj (2001) conducted human resource management survey in two large engineering

Enterprises on a sample of 168 employees selected on the basis of stratified random sampling method . The analysis of result showed that over all image of the company Among their employs varied from good to very good in both the organization and That the participants . In most of the company the employees felt involved in their work the Outside salaries work related highly.

The employs considered their relationship with superiors and Subordinates as favorite favorable . However the subordinates did not feel the same periodic discussion with immediate superior who viewed to be helpful In doing a work more effectively. In general Human resource management determines the effectiveness of the library. The various Dimensions such as requirement promotion wages and incentives working conditions relationship fairness of employers policies and participation sense of worth of the Organization etc are essential to maintain a good management in an organization and the present study is one such attempt to find out the above factors.

#### RESEAECH METHODOLOGY

Since libraries are essential for all growth oriental environ-

ments the person manning the organization should function with high management. The following have been set as the object of the study

- To know promotion aspects
- To identify the satisfaction of wages and incentives
- To get the opinion on working conditions
- To know the relationship among fellow professionals
- To identify the welfare facilities available.

#### HYPOTHESIS

- There is a significant relationship between the income and management
- The is a significant relationship between respect commanded and human resource management.
- The is a significant difference among the respondents about the faculties availed by then and role played by them.
- There is significant awareness about the necessity of holding high job satisfaction
- The overall job satisfaction is not among librarians.

#### RESEARCH DESIGN

Since the researcher has attempted to describe various factors with human resource management . Its association with the selected variables Descriptive and diagnostic research design was adopted.

#### 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 comprised the following areas

- Personal data
- Promotion
- Wages and incentive
- Working conditions
- Relationship
- Welfare facilities

#### UNIVERSE

The universe for the present study constituted 60 college librarians in and around Dindigul city.

#### SAMPLE

The researcher used sample Random Method selected 50 respondent colleges the universe and got the replies by personal visits. A return of 50 questionnaires is got.

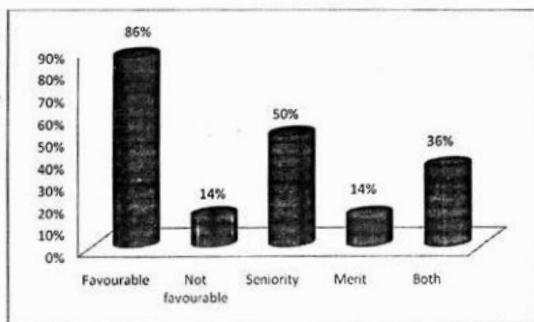
#### ANALYSIS & INTERPRETATION

The researcher has attempted, in this study to analyze and interpret the data presented in the form of Tables. Certain pieces of information have been portrayed diagrammatically for better understanding.

**TABLE 1**  
**DISTRIBUTION OF THE RESPONDENTS BY THEIR PROMOTION**

Sl. No.	Promotion	No. of respondents (N.50)	Percentage
1.	Promotion policy Favorable	43	86%
	Not favorable	7	14%
2.	Promotion should be based on		
	Seniority	25	50%
	Merit	7	14%
	Both	18	36%

The above table shows the promotion policy, 86% opined that The promotion policy is favorable and 14% said it is not favorable. Regarding the base of promotion 50% expressed that promotion should be based on seniority and 14% informed it should be on merit basis. 36% said both seniority and merit should be the norms for Considering the promotion.



**TABLE-2**  
**DISTRIBUTION OF THE RESPONDENTS BY THEIR WAGES**

Sl. No.	Wages	No. of respondents (N.50)	Percentage
1.	Wages comparison with other profession		
	Good	27	54%
	Satisfactory	22	44%
	Poor	1	2%
2.	Feeling about the bonus		
	Good	24	48%
	Satisfactory	24	48%
	Poor	2	4%

According to the above table -7,54% compared the wages in relation to the other profession and said it was good. 44% of the respondents expressed only satisfaction and 25 said that the wages were poor. Above the bonus , it was found the 48% of the respondents felt it was good about the equal percentage (48)expressed Satisfaction while 2% felt it was poor .

**DISTRIBUTION OF THE RESPONDENTS BY THEIR WAGES**

Wages comparison with other profession



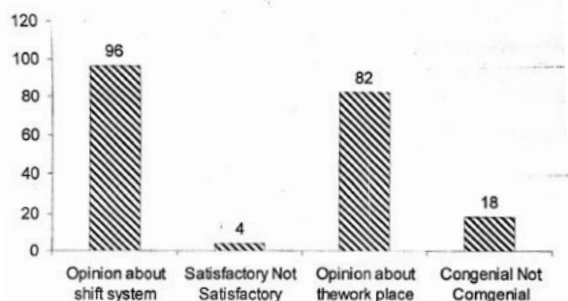
Feeling about the bonus



**TABLE -3**  
**DISTRIBUTION OF THE RESPONDENTS BY THEIR WORKING CONDITION.**

Sl. No.	Working conditions	No. of respondents (N.50)	Percentage
1.	Opinion about shift system	48%	96%
	Satisfactory	2	4%
	Not satisfactory		
3.	Opinion about the work place	41	82%
	Congenial		
	Not Cot congenial	9	18%

From the above table it was found that an overwhelming majority of the respondent (i.e) 96% are of the Shift systemize satisfactory and only 4% of the respondents have said that they are not satisfied. Likewise an absolute majority of the respondents (i.e) 82% are of the opinion that work place is congenial to them and Only 18% of the respondents expressed otherwise (i.e) not congenial.



**TABLE-4  
DISTRIBUTION OF THE RESPONDENTS BY THEIR RELATIONSHIP WITH SUPERVISORS, CO-WORKERS**

Sl. No.	Relationship with Supervisors, Co-workers	No. of respondents (N.50)	Percentage
1.	Relationship with the Supervisors		
	Good	28	56%
	Satisfactory	22	44%
	Poor	-	-
2.	Relationship with the co-workers		
	Good	33	66%
	Satisfactory	17	34%
	Poor	-	-
3.	Supervisor's interest in Personal Problems		
	Good	24	48%
	Satisfactory	23	46%
	Poor	3	6%

From table 4 it is found 56% of the respondents opinion on the supervisors relationship were good while 44% Of them expressed satisfaction and nobody has said poor (nil%) 66% of the respondents expressed as good regarding the relationship with the co-workers and only 34% Have said satisfactory regarding the same. None express poor.

As far the supervisors interest in the personal problem the staff is concerned, 48% of the respondents rated good and more or less as equal percentage i.e 46% Expressed as satisfactory. 6% of the respondents have said the interest showed was poor. Opining about supervisors appreciation have found good rating of the 68%and only 28% respondents said the received supervisors Appreciation some time 4% of the respondents replied that they never received appreciation from supervisors. Regarding the opinion about the supervisors companionship 90% of the respondents have said friendly and only 10% of them Said that supervisors were strict.

**TABLE -5  
DISTRIBUTION OF THE RESPONDANTS BY THEIR WELFARE FACILITIES.**

Sl. No.	Welfare facilities	No. of respondents (N.50)	Percentage
1.	Canteen		
	Good	22	44%
	Satisfactory	22	44%
	Poor	4	8%
	Not responded	2	4%
2.	Drinking water		
	Good	35	70%
	Satisfactory	15	30%
	Poor	-	-

3.	Latrines & Urinals		
	Good	28	56%
	Satisfactory	21	42%
	Poor	-	-
4.	Recreational facilities		
	Good	20	40%
	Satisfactory	25	50%
	Poor	5	10%

Table 5 speaks about the opinions of the respondents regard to welfare facilities which are quoted by many Experts as essentials.

**CANTEEN**

With regard to canteen facility 44% of the respondents have said good and another 44% said satisfactory 8% of them opined as poor and 4% did not make any comment.

**DRINKING WATER**

Among the opinion expressed with regard to drinking water 70% of the respondents felt the arrangement are good And only 30% replied as satisfactory. Nobody has said.

**LATINES URINALS**

On another aspect of the welfare activities i.e. latrines and urinals 56% consider that the facilities are good and 42% express as satisfactory. 2% des not respondent to the quarry.

**RECREATIONAL FACILITIES.**

Regarding the recreational facilities 40% of the respondents have said that they were good and 50% conveyed only satisfaction 10% of the respondents replied as poor.

**CONCLUSION**

Facilities at the work place , upward wage increase respecting the sentiments of the librarians are the essential components to make the employees feel satisfied. Unless the morale of the library staff is kept up more and more sustain the said same, the possibility to obtain optimum productivity Continuously is remote. The result of this present study covers only the collegiate Level and if is suggested that some more studies covering not only the same collegiate level but Also High, NS Higher secondary levels plus Higher Education Institutional levels may provide a Comprehensive picture about the moral of the librarians. Thorough studies may also reveal other ways and means to boost the morale of the librarians and Sustain the same for the betterment of libraries

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