



A Development of Job Involvement and Job Satisfaction Among The Rural Librarians in Madurai District Tamilnadu

V.Balachandran
P.Gowthami

Ph. D- Research Scholar Dept of Business Administration, Annamalai University, Annamalai Nagar-608002

ABSTRACT

Job involvement has been one of the most effective tools used for increasing employee job involvement by enhancing employee participation and job satisfaction. This study highlights the effect of job involvement on three types of i.e. attractive of job involvement, effective of job involvement and. Influence of job involvement. Data was collected from 70 rural librarians of sampled libraries through a questionnaire survey, the main objective of the study is to identify the job involvement among the librarians in Madurai district. The stratified random sampling technique was used in the study the sample size of the study is 70 respondents the stratified tools used in this study, mean and standard deviation. This study concludes that the governments take some more rural libraries employees about the increase in job involved.

KEYWORDS

job involvement, job satisfaction.

INTRODUCTION

This study aimed to analyze the job involvement among employee librarian working in libraries, Madurai district, Tamilnadu. Based on the literature, it is identified that job related factors Job involvement and job satisfaction factors are the factors considered as the influencing factors of Job involvement is considered as the dependent variable. However, job involvement is the consequences of the libraries. Here, the selected study variable briefly explained.

Job Involvement and its outcomes such as job satisfaction, job commitment, and employee job performance are among the most studied areas in organizational behavior and human resource management research. Job involvement is defined as the measure of the degree to which employee is involved in his job and takes part in decision-making. Employees' job involvement increases if employees have decision making authority, responsibility and the tempo of the work (Bass, 1965).

Paullay, Alliger and Stone-Romero (1994) defined the job involvement as "The degree to which one is cognitively pre-occupied with, engaged in, and concerned with one's present job"(p. 225). It is one of the key factors of employee's empowerment and employee's participation in decision making. Involvement in decision-making and other related matters of one's job can enhance the performance of employee. It also creates the sense of ownership in employees who are involved in decisions regarding their job and its related activities.

Researchers showed the great interest in employee, involvement practices and their outcomes (Fenton-O'Creevy and Nicholson, 1994). Involvement in work and alienation from work effect the standard of one entire's life experience (Argyris, 1964; Levinson, 1976).

REVIEWS ON JOB INVOLVEMENT AND JOB SATISFACTION GENERAL

The literature study also gives past information, the positive and negative aspects of earlier work and helps the researcher to proceed in the right direction to reach the desired goal. In this direction, some studies have been conducted in "a study on job involvement and satisfaction among the rural librarians development in Madurai district in Tamilnadu.

Ajay Bhatia et al., (2012) conducted a study an relationship between impacts of job involvement on organizational effectiveness it is found that job involvement was the crucial element for organizational effectiveness and also to reveal that the job involvement has a direct relationship with organiza-

tional effectiveness by way of their working style, approach towards the attainment of organizational goal, quality improvement, acquisition of new talent and skills etc.

Shahidul Hassan (2014) examined the relationship between perceived organizational justice and employees' organizational identification, job involvement and turnover intention. Using data collected through a survey of 764 professional employees from a large state agency, this study it is found that perceptions of procedural and distributive justice have positive effects on employees' job involvement and negative effects on their turnover intention, though these relationships are mediated by identification with the agency.

Raghunatha Reddy and Krishna Sudheer (2011) studied the Employee Involvement and Job Satisfaction in Indian Corporate sector. This study meant to find out the employee's attitude towards job satisfaction and job involvement. The findings of the study show that the managerial level of employees has low level of satisfaction and Engineers have low level of Job Involvement and supervisors have low level of commitment towards the organisation.

Natarajan,(2012) conducted a study in a public sector organisation with an all India presence. This study explored the relationship of personal and organisational values with Job Satisfaction. 220 participants from a large public sector organisation were asked to rate on a 7 point scale the 24 items value taxonomy developed by McDonald and Gandz. Results revealed that perceived organizational values emerge as potent predictor of all the three components of job satisfaction as compared to personal values.

Samanvitha and Jawahar,(2012) aimed at determining and establishing a relationship between strategic emotional intelligence and job satisfaction among faculty members in Arts and Science Institutions. Sample consists of 98 faculty members in Tami Nadu. The result of the study showed that the emotional intelligence at work has a great influence on the level of job satisfaction and in turn on work performance.

Studies relating to Libraries

Raju (2004) discussed the present status of public libraries in Andhra Pradesh. The author suggested some measures like adding new dimensions to their services with the help of new communication technologies, the involvement of the community as such and the partnership of voluntary organizations with the public library authorities for the upliftment of the services offered by the public libraries.

Ashok Kumar (2004) studied the impact of 'IT' on legislation. The 'IT era' brings various changes in all sectors of development since information is the base for all developmental activities. He stressed that it is necessary to revise the library legislation on certain areas like collection development management and services.

Vashishth (2007), in his article stated that the public libraries will have to change as self learning centre in view of future educational scenario. He discussed the steps taken by successive Governments so as to bring the books to the doorsteps of the rural people. The author explained the sphere of activities to be under taken by the rural library community centers.

Farajpahlou and Akhshik (2008) administered the Job Description Index (JDI) to assess the degree of job satisfaction among Librarians in Public Libraries in South-Iran in terms of supervision, co-workers, payments and promotion as well as General Job satisfaction. The results of the study revealed that all librarians, despite their dissatisfaction in regard with some aspects, especially payments and promotions, were all satisfied with their job as librarians. Running an ANOVA test with repeated measures indicated existence of no significant difference among the mentioned variables, except for payments. It is suggested that decision makers act in regard with recruit of younger librarians before the older librarians are retired, and allow some time for them to transfer their knowledge and methods of job administration and techniques to younger ones.

Studies on Job Satisfaction in Libraries

Ram and Choudhury (2010), examined the relationship between organizational climate and Job Satisfaction in academic libraries in Delhi. 228 questionnaires were collected from professional, technical and administration people from different libraries. The finding of this study is that Job Satisfaction is highly correlated with organization climate.

Balasubramanian, (2011) studied the Job Satisfaction of Librarians in Tirunelveli. He stated that the Job Satisfaction refers to an individual's complex reaction towards his job. It seems eminently logical that a happy employee is a better employee. This article studied about Job Satisfaction of Library professionals. The study concluded that job satisfaction of an employee is related to an individual's expectations and attainment of their perceptions.

Peng, (2012), examined the relationship between job satisfaction and job performance at facet level for the University librarians in Taiwan based on a structural equation modeling. Results indicated that job satisfaction is positively related to job performance. Findings indicated that job autonomy moderates the above relationship

Khan and Ahmed109 (2013) conducted a study to measure the job satisfaction of library professionals serving in public sector Universities of Khyber Pakhtunkhwa, Pakistan. A total of 49 responses were collected and analyzed. The study reveals that although library professionals working in these institutions were slightly satisfied with their nature of work, they were dissatisfied with supervision, benefits, promotion, revision of service structure, promotion policies, improvement in academic qualification and advance training were suggested by the researcher.

RESEARCH METHODOLOGY

Pilot study

A Pilot study was carried out with 70 respondents. During the Pilot study, problems faced by the respondents in filling up the questionnaire were identified and necessary corrections were incorporated and the final draft of the questionnaire was framed.

Reliability Test

librarian	Job involvement	Item
Job involvement	0.664	23

In this study Descriptive research design was used. The convenient sampling technique is considered to select of rural librarians in Madurai district. The statistical tools used for analysis mean and standard deviation in this study both Primary data and Secondary data collection methods are used.

OBJECTIVES OF THE STUDY

To analyze the job satisfaction of librarians in Madurai district.

To identify the job involvement by the librarians in the study region.

Rural library positive role in the economic employee life of Madurai district in the rural areas.

Improve the librarians job involvement

STATEMENT OF THE PROBLEM

The rural library has a major role to play in developing nations, which suffer from slow capital formation and over population. Realizing the potential of the rural library, the Government of tamilnadu took several measures for the promotion and smooth functioning of this sector. Besides these, the Government has carefully planned the development of the library in the tamilnadu. Nevertheless, to the dissatisfaction of many, including government agencies, the sector has not been working well owing to various problems both at the promotional and operating stages.

In this backdrop, the present study has been taken up to identify the rural library in this sector and to suggest appropriate measures to resolve the problems. Most of the librarian in Madurai District have lack of awareness about librarian opportunities and they did not know how the challenges are overcome and poor knowledge of management. As a result, many units have become sick. Hence, to know the actual librarian challenge and their opportunities are identifying by the researcher. So the researcher has selected the topic "a study on job involvement and job satisfaction among the rural librarians development in Madurai district tamilnadu.

NEED OF THE STUDY

The aggregate of library has the potential for accelerating the pace of library development and employment generation of the country and has to study the rural library positive role in the economic employee life of Madurai district in the rural areas. This study is helpful to interviewing the several opportunities in the librarian and these opportunities are how to equalize & what are all the opportunities help to recover from those challenge. This work may prove to be the pathfinder to the new generation who are roaming here and there and chasing after jobs. This research would be of immense help to the common people, the policy makers, government officials, researchers and also to other governmental organizations who are engaging themselves in the upliftment of the poor in particular and the library development of Madurai district as a whole.

LIMITATIONS OF THE STUDY

The respondents of the study only in Madurai District.

The accuracy of the information depends upon the respondents.

The researcher faced the problem of unwillingness of the respondents to answer the questions.

Due to shortage of time and other constraints the study has been limited to 70 respondents.

ANALYSIS AND INTERPRETATION

Table- 1: Librarian opinion towards the job involvement of libraries

Statement	Mean	Std. Deviation
I have no concerns more important than my job	3.68	1.49
I feel uneasy uncomfortable when things go bad at work	3.55	1.50
I am sometimes preoccupied with the following days work	3.57	1.48
I can overwork to finish things even if I don't have the necessary time	4.62	0.37
When there are things to do, I leave home earlier to go to work	3.47	1.56
It is a significant reason for me to fulfill the requirements of my job	3.54	1.48
I am personally quite committed to my job	3.81	1.33
I am perfectionist in my job	3.60	1.32
Would undertake extra duties and responsibilities related with my job	4.50	0.65
Frequently enough, I would prefer not to stay home than going to work	4.62	0.31

Source: Primary Data

Interpretation:

Table-1 shows that librarian opinion towards opportunities of libraries. The researcher has identified the ten major points for opportunity element. The respondents are asked to rate their opinion in the five point scale. Where five stands for strongly agree and one stand for strongly disagree. Mean and standard deviation values are calculated based on the collected data. The mean value is Employment going to work (4.62), 40% high value of libraries opportunities. It is inferred that the respondents are having Employment generating sector, 40% in Tamilnadu are through libraries sector, promotion of balanced regional development, and Procurement of other library materials is higher level of librarians job satisfaction.

It is found that many of the respondents are gives moderate opinion about the government support, monetary subsidies, the government and globalizations has offered new opportunities. Hence the governments take some more concentration about the librarian job promotion of libraries and also take care about already existing opportunity of librarians.

Table- 2: librarian opinion towards the job satisfaction of libraries

Statement	Mean	Std. Deviation
I know what is expected of me to do a great job	3.75	1.12
I think that my performance is evaluated quite fairly	3.97	1.31
My immediate boss gives me regular feedback of my work	4.07	1.27
I understand how quality is defined & measured in my job	3.65	1.42
I have received on the job training to do a good job	3.65	1.33
My manager always treats e with respect	3.95	1.22
Concern is shown for my health & safety at work	3.90	1.27
I am satisfied with my involvement in decision which affect me	3.95	1.30
I am fairly rewarded for the job I do	4.07	1.26
I have the resources/tools to do my job well	3.92	1.31
I have clear understanding of the financial targets of my department	3.90	1.27
There is healthy & cooperative environment at my workplace	3.85	1.29
I feel proud for my work	3.94	1.38

Source: Primary Data

Interpretation:

Table-2 shows that librarian opinion towards job involvement of libraries. The researcher has identified the thirteen major points

for opportunities element. The respondents are asked to rate their opinion in the five point scale. Where five stands for strongly agree and one stand for strongly disagree. Mean and standard deviation values are calculated based on the collected data. The mean value is Non-availability of suitable my performance is evaluated quite fairly job (4.07), fairly rewarded (4.07), fairly performance (3.97) high value of libraries opportunities. It is inferred that the respondents are having Non-availability of suitable job is hard, most satisfaction &, personal goals job involvement of balanced regional development, and job is hard is higher level of libraries opportunities.

CONCLUSION

In conclusion, the four variables are important because they help increase the level of Job involvement. This study provides a better understanding of the factors affecting employees' job involvement. Hence, advised to utilize the four predictor variables provided in this study together and not as independent entities to positively enhance the job involvement as well as to better the overall job satisfaction, growth in the business and in personal development of librarians. This will help reduce job involvement rate, low readers service delivery and declining performance. In conclusion, I strongly believe that the present study can provide management with sufficient and useful information in the efforts to maximize job involvement.

REFERENCES

1. **Ajay bhatia, gagan deep, swati sachdeva** analyzing the role of job involvement on organisational effectiveness: an empirical study among the employees of punjab national bank. International journal of computing & business research issn (online): 2229-6166
2. **Argyris, C. (1964).** *Integrating the individual and the organization.* New York: Wiley.
3. **Bass, B. M. (1965).** *Organizational psychology.* Boston: Allyn & Bacon.
4. **Shahidul Hassan,** Fair Treatment, Job Involvement, and Turnover Intention of Professional Employees in Government: The Importance of Organizational Identification as a Mediator. ISOR journal of business and management vol 16 issue 12 yer.1 dec 2014.
5. **Raghunath Reddy, P and Krishna Sudheer, A, (2011)** A Study on Employee Involvement & Job Satisfaction in Indian Corporate Sector; UEMR, Vol.1, Issue: 6. <http://www.exclusivemba.com/ijemr> Accessed on 22/8/2012.
6. **Natarajan, Kumar Cdr (2012)** Relationship of personal and organisational Values with Job satisfaction; Journal of Management Research, Vol. 12, Issue: 2, pp75-82.
7. **Samanvitha, S and Jawahar, P David (2012)** Emotional Intelligence as a Predictor of Job satisfaction: A Study amongst Faculty in India; IUP Journal of Management Research: January.
8. **Raju, K A (2004)** Transformation of Public Libraries in the Digital Era, Herald of Library Science, Vol. 43, no. 1-2, pp. 69-75.
9. **Ashok Kumar, S K (2004)** Impact of IT on Library Legislation: A Case study of Tamil Nadu, In National Seminar on New Public Library in the Information age, held at Chennai: Foundation for Information and Communication, pp. 160-162.
10. **Vashishth, C P (2007)** Public Library as Rural Community Resource Centre, Library Herald, Vol. 45, no. 2, pp. 93-106.
11. **Farajpahlou, H and Akhshik, S.S (2008)** A Survey of Job Satisfaction among Librarians in Public Libraries in South West- Iran; Journal of Education and Psychology, winter, Vol. 14, no. 4, pp. 159-180. www.sid/en/view-paper.asp.
12. **Ram, Chander and Choudary, B K (2010),** The relationship among organizational climate and job satisfaction in academic libraries of Delhi; The Journal of Library and Information Management, Vol. 1, Issue. 2, pp. 61-67.
13. **Balasubramanian, P (2011)** Job Satisfaction among Librarians in Tirunelveli District; SRELS Journal of Information Management, Vol. 48, Issue. 3. pp. 321-328.
14. **Peng, Yu-Ping (2012)** The study of relationship between Job satisfaction and Job Performance of University Librarians; Journal of Education Media & Library Sciences, Vol. 49, Issue. 4, pp. 563-608. <http://www.doaj.org/doaj>
15. **Paullay, I, Alliger, G., and Stone-Romero, E. (1994).** Construct validation of two instruments designed to measure job involvement and work centrality. *Journal of Applied Psychology*, Vol. 79, pp. 224-8.
16. **Khan, Amjid and Ahmed (2013)** Job Satisfaction in the Universities of Khyber Pakhtunkhwa, Pakistan: A Survey; Library Philosophy and Practice (e-Journal) paper 906. <http://digitalcommons.unl.edu/libphilprac/906>. Accessed on 25/4/2013