RESEARCH ARTICLE

JOB SATISFACTION LEVEL OF LIBRARY PROFESSIONAL IN HARYANA: A STUDY

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ABSTRACT

The significance of studying the job satisfaction of librarians has been made discussion in the present study. The study concentrates on a comparison of the job satisfaction among LIS Professionals in Bhiwani and Ch. Dadri District. Data were collected by means of the structured Questionnaire. A total of 50 questionnaires distributed and were collected and analysed as per the objectives of the study. The result shows that library professionals working in these institutions were slightly satisfied with their nature of work; they were dissatisfied with supervision, benefits, promotion, and revision of service structure, promotion policies and improvement.

INTRODUCTION

Job satisfaction in regards one is feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one relationship with their supervision, quality of physical environment in which they work, degree of fulfillment their work etc,. Job Satisfaction: Job is an occupational act which carried out by an individual in return for a reward. Satisfaction refers to the way one feels about events, rewards, people, relation and amount of mental gladness on the job. Job satisfaction is also an emotional response to a job situation which cannot be seen, it is only be inferred and simply how the people feel about their job and different aspects of it. The job satisfaction and job attitudes are the alternate terms and typically used interchangeably. Both refer to affective orientations on the part of individuals toward work roles which they are presently occupying. Positive attitudes toward the job are conceptually equivalent to job satisfaction and negative attitudes towards the job are equivalent to job dissatisfaction. Job satisfaction is governed, to a large extent, by perception and expectations of the working people. Any discrepancy between aspirations and perceptions account for dissatisfaction. Several authors have stressed the significance and importance of job as a source of satisfaction. Apart from wealth, work also provides many other things to a person such as sense of doing something worthwhile, having some aims in life and brings some status in the society.

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Definitions of Job Satisfaction: Edwin Locke's (1976) classic definition of job satisfaction has been widely cited in the literature. Locke defines job satisfaction as "a pleasurable or positive emotional state resulting from an appraisal of one's job or job experiences" (p. 1300). Similarly, Hackman & Oldham (1975) provide an implicit definition of job satisfaction as one's affective reactions to his/her job in their Job Characteristics Model.

Review of Literature: The literature review is not comprehensive, but is rather limited to the areas concerning the job satisfaction of library employees, and the job satisfaction of other types of employees in various organizational settings. I will examine specific important factors affecting job satisfaction in the literature, from which I will complete my research hypotheses. Fleck and Bawden (1995) made a study designed to provide information on the perception of the library and information professional. Results show that LIS was highly regarded by its users but seen as fulfilling very much a service oriented and reactive function rather than a dynamic or proactive function. LIS professionals are regarded as being efficient, intelligent and helpful, possessing specialized knowledge, and undertaking a range of tasks beyond the routine and traditional. But, Kaya, (1995) found that the job satisfaction in developing countries is lower than that of developed countries. Unless librarians secure peer status through adherence to core academic standards, the emerging era of electronic information will see domination in the librarians influence over librarians' affairs. Burd (2003) found that librarians in organizations that support participatory management, open communication, opportunities for

achievement and relationships built on honesty and trust are more satisfied and committed and less likely to leave. Sornam and Sudha (2003) said that library profession is a people oriented profession which cannot escape from the clutches of conflicts and "frustrations and age, mental status and years of experience have an impact on occupational role stress". Srivastava & Srivastava, (2004) said that satisfaction about nature of job can be increased through job environment, training on IT and good monetary gains. "Librarians of the colleges and other educational institutions should be provided training about the advanced information technology". Libraries are often challenged to offer the kinds of work environments that these new professionals prefer" (Patillo Morgan and Morgan, 2009). Bii and Wanyama

Objectives of the Study

- To identify the areas of satisfaction and sources of dissatisfaction for the library staff.
- To identify the relation between work variables like job duties, pay, working place appraisals and job satisfaction.
- To identify the relation between organizational variables like working conditions, hours, promotions, job autonomy, job security, co-workers and job satisfaction.
- To study the level of walfare of respondents towards working conditions and facilities.

Hypothesis: In the light of the above objectives, the following hypotheses have been formulated:

- Library professionals are least satisfied with the 'pay' and 'promotion' facets of job satisfaction.
- Library professionals are most satisfied with the 'working conditions' and 'job security' facts of job satisfaction.
- Job satisfaction would not be related to job autonomy, intrinsic motivation, job involvement, job participation, work involvement and organizational involvement:
- Job satisfaction would not be related to self-related performance and willingness to leave the organization.

Scope of the study: The scope of the study is limited to the library professionals of CBLU (Ch. Bansi Lal University, Bhiwani) affiliated colleges in Haryana and measure satishfaction level of all of library professionals.

Significance of the study: The results of the study would help to find out the level of job satisfaction among the library professionals working in various types of colleges in the state of Haryana. The results would also help to understand the factors responsible for job satisfaction, job stress, among LIS professionals. The study might be useful in solving some of the problems of LIS professionals as related to the variables. The study would help the administrators and government to create a congenial atmosphere in the institutions which would benefit both the sides.

Table 1. Work Place, Working Condition and Benefits

Description	SS	S	N	D	SD	Mean	Standard. Deviation
Nature of work	19 (38.8)	27 (55.1)	2 (4.1)	0	1 (2.0)	4.29	.736
Working Hour	21 (42.9)	24 (49.0)	4 (8.2)	0	0	4.35	.631
Internet Facility	28 (57.1)	16 (32.7)	5 (10.2)	0	0	4.45	.738
Drinking Water/ Canteen/ Urinal and Toilet facility	16 (32.7)	25 (51.0)	8 (16.3)	0	0	4.16	.688
Reading room/ Staff sitting room/ Fan/ Air cooler/ Air Condition Facility	13 (26.5)	19 (38.8)	11 (22.4)	4 (8.2)	2 (4.1)	3.76	1.071
Medical aid Facility	8 (16.3)	23 (46.9)	7 (14.3)	8 (16.3)	3 (6.1)	3.51	1.139
Reimbursement policy for medical or any other reason	7 (14.3)	24 (49.0)	11 (22.4)	4 (8.2)	3 (6.1)	3.57	1.041
Accommodation Facility	9 (18.4)	17 (34.7)	19 (38.8)	0	4 (8.2)	3.55	1.062
Transport Facility	4 (8.2)	11 (22.4)	23 (46.9)	5 (10.2)	6 (12.2)	3.04	1.079
Leave Travel Concession	13 (26.5)	19 (38.8)	15 (30.6)	0	2 (4.1)	3.84	.965
Special Leave	6 (12.2)	15 (30.6)	22 (44.9)	3 (6.1)	3 (6.1)	3.37	.994
Children's Education Allowance	17 (34.7)	14 (28.6)	13 (26.5)	1 (2.0)	4 (8.2)	3.80	1.190
Transport Facility	4 (8.2)	11 (22.4)	23 (46.9)	5 (10.2)	6 (12.2)	3.04	1.079

Table 2. Interpersonal Relationship

Descriptions	SA	A	N	D	SD	Mean	Std. Devia tion
Your superiors or subordinates always treat you with respect	15 (30.6)	25 (51.0)	8 (16.3)	1 (2.0)	0	4.1	0.743
You have good working relationship with your co- worker	15 (30.6)	27 (55.1)	7 (14.3)	0	0	4.16	0.657
You believe cooperative and coordinative relationship exists in your library as a whole	17 (34.7)	21 (42.9)	10 (20.4)	1 (2.0)	0	4.1	0.797
Freedom to use own judgments	8 (16.3)	15 (30.6)	21 (42.9)	4 (8.2)	1 (2.0)	3.51	0.938
No gender bias	15 (30.6)	21 (42.9)	13 (26.5)	0	0	4.04	0.763
Your Suggestion and Feedback taken into consideration	10 (20.4)	22 (44.9)	15 (30.6)	2 (4.1)	0	3.82	0.808

Table 3. Job Security

Descriptions	SA	A	N	D	S D	Mea n	Std. Devia tion
Feel secure in job	19 (38.8)	22 (44.9)	5 (10.2)	3 (6.1)	0	4.16	0.85
Job security as a main motivational factor	13 (26.5)	28 (57.1)	6 (12.2)	2 (4.1)	0	4.06	0.747
Job security keep you free from unnecessary stress at work	16 (32.7)	23 (46.9)	10 (20.4)	0	0	4.12	0.726

Table 4. Training and Promotion

Descriptions	SA	A	N	D	SD	Mean	Std. Devia tion
Training and Promotion are interlinked procedure	6 (12.2)	14 (28.6)	13 (26.5)	13 (26.5)	3 (6.1)	3.14	1.137
Promotion Policy	7 (14.3)	14(28.6)	14(28.6)	6(12.2)	8(16.3)	3.12	1.285
Regular Promotion	3 (6.1)	16 (32.7)	16 (32.7)	4 (8.2)	10 (20.4)	2.96	1.224
Promotion according seniority	8 (16.3)	15 (30.6)	22 (44.9)	0	4 (8.2)	3.47	1.043

RESEARCH METHODOLOGY

In this study survey method will be used to collect data . Structured questionnaire to be designed to collect the data from library professionals of Ch. Bansi Lal University, Bhiwani (CBLU) and its affiliated colleges in Haryana. The data obtain from the field questionnaire is classified, analysis, tabulated and logically will be interpreted.

Table 5. Dependency on Salary

Depend on Salary	Frequency	Percent
Yes	38	77.6
No	11	22.4
Total	49	100

Table 6. Fair Salary

Fair Salary	Frequency	Percent
Yes	32	65.3
No	17	34.7
Total	49	100

Table 7. Periodical Increment

Periodical Increment	Frequency	Percent
Yes	34	69.4
No	15	30.6
Total	49	100

Data analysis & Interpretation: After collection of the data should be analyzed by view suitable or appropriate tools i.e. may be SPSS, MS excel etc. Data will be represented in the Tabular from with charts and graph. Table 1 deals with job satisfaction with regard to Work place, Working condition and Benefits are being provided to university library professional. Here SS, S, N, D, SD stands for Strongly Satisfied, Satisfied, Neutral, Dissatisfied and Strongly Dissatisfied respectively. The statements were analyzed with five point liker scale and the mean value shows the level of satisfaction against the mentioned statements.

Table 2 deals with job satisfaction with regard to Inter Personal Relationship at Work place. Here SA, A, N, D, SD stands for Strongly Agree, Agreed, Neutral, Disagreed and Strongly Disagreed respectively.

Table 3 describes about job security among library professionals. Respondents feel highly secure in their job with mean value 4.16 and believe that job security works as main motivational factor in their work and also keep them from unnecessary stress at work with mean value 4.06 and 4.12 respectively. Table 4 deals with job satisfaction with regards to training and promotion. Respondents are dissatisfied regular promotion. Table 5 represents dependency of respondents on salary. 38 (78.6%) respondents are completely dTable 6: Fair Salary epend and 11 (22.4%) are not depend on salary for their daily expenses. Table 6 reveals the respondents satisfaction regarding salary. Out of total 49 respondent 32 (65.3%) were agreed with the statement that they were getting sufficient and fair amount of salary according to their designation and 17 (34.7%) were not satisfied with their salary structure. Table 7 shows respondents satisfaction with periodical pay increments in salary. 34 (69.4%) show their satisfaction in periodical increments and rests 15 (30.6%) are dissatisfied.

Conclusion

This study measures and analyze level of job satisfaction with respect to various factors like Salary, Promotion, Workplace, Interpersonal relation, job security and Benefits. It says most of the library professionals are satisfied with the all the facilities they got such as Internet facility, Medical Facility, Accommodation Facility etc. The professionals working as contract basis were less satisfied with their salary packages and job security as compare to other professional staff working as regular basis. It is concluded that university administration is not concern about the promotion policies for university library staff which results a different level of job dissatisfaction among the staff and need to be considered. It is also found that Cooperation and Coordination in work place are very important aspects that help to balance satisfaction level among the staffs. The findings will be helpful for concerned authorities and university and library management in reorganizing job structure and policies for Library and Information Science professionals.

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