

OCCUPATIONAL STATUS OF LIBRARY PROFESSIONALS WORKING IN PRIVATE ACADEMIC COLLEGES IN ODISHA

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Abstract *This study is based on a survey of library professionals working in private academic college libraries in Orissa. It shows that around 50% library professionals are more than 25 years of experience but their salary less than 20,000. Majority of (75%) library professionals join this profession because of motivated by others.*

Keywords: *Occupational Status, Library Professionals, College Libraries, Odisha, Private College*

INTRODUCTION

Library professionals are playing very important role in society as they disseminate information to the society compared to other profession, but they receive less respect from the society especially in developing countries.

Occupational status is one part of socioeconomic status that reflects the distribution of power and prestige associated with the occupation. The private academic libraries in the state Odisha use to employ many of the LIS graduate as librarians, assistant librarians, junior librarians, etc. to manage the libraries. The career prospect of library professionals as prescribed by UGC is quite lucrative. The library professionals as per UGC norms treats equally with teachers. But, the library professionals in Odisha is far away from these benefits. The scale of pay prescribed by the government is far below that of the UGC. Although the library professionals of other neighboring states such as Bihar, West Bengal, Chhatisgarh, Andhra Pradesh has already enjoying the UGC scale of pay, Odisha has not yet implemented. The library professionals in Odisha living in a underemployed state with financial and social hardships. This is the problem why the present research has been undertaken to find out the occupational status of library professionals in odisha.

RELATED LITERATURE

Tiwari and Borse (2015) stated that Majority of women librarians Working in Affiliated Colleges Under Directorate of Higher Education, Mumbai and Konkan Division have joined this profession of their own interests. Maximum of women librarians are actively taking part in various

professional activities but their publishing ratio is very low, which must be increased. Majority of women librarians are satisfied with their current job. Hicks (2014) carried out a study how Professional identities shape the way professions interact with their clients and society. As librarians are service-oriented professionals, a discursively informed understanding of identity can provide a new way to examine identity and expose the ways it impacts and informs how librarians interact with their clients and society at large.

Gray (2012) carried out a study to show the roots of the philosophy of Librarianship, in its changing shapes, to establish how professional identities are formed, ranging from Edwards and Dewey's originating 'librarian' as book keeper/cataloguer or library 'economiser'; through to Otlet and Shera's 'Documentationalist'; Ranganathan's librarian 'helper'; and present day incarnations such as Lankes' librarian as 'community knowledge creation facilitator'.

Walter (2008) explores the development of "teacher identity" among academic librarians through a series of semi structured interviews. Drawing both on the idea of teacher identity from the literature of teacher education and on existing studies of professional stereotypes and professional identity development among academic librarians, this study explores the degree to which academic librarians think of themselves as teachers, the ways in which teaching has become a feature of their professional identity, and the factors that may influence academic librarians to adopt a "teacher identity" as part of their personal understandings of their role on campus.

Pratt, Rockmann and Kaufmann (2006) build theory about professional identity construction. They found

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that identity construction was triggered by work-identity integrity violations: an experienced mismatch between what physicians did and who they were. These violations were resolved through identity customization processes (enriching, patching, or splinting), which were part of interrelated identity and work learning cycles.

Parida, Baman (1998). carried out a study to show the status of library professionals in academic institutions of Orissa. He found that that 80 per cent of the professionals preferred academic status rather than faculty status. This means they prefer to establish their own ranking system rather than be equated with teachers. All university librarians, however, prefer to be assessed for promotion through an expert selection committee, as is the case for teachers.

SCOPE AND LIMITATIONS

The present study is restricted to the occupational status of Library professionals in the private academic colleges in Odisha. The study is limited to the Library professionals (Librarians, Assistant Librarians, Professional/library assistant) that are only 150 colleges out of 491 private colleges in Odisha.

METHODOLOGY

Present study will be completed with the help of survey method. A survey method of research consists of

questionnaire and interview method. Here the data has been collected directly from the sample using questionnaire. Questionnaire were distributed personally / posted / mailed to the sample population i.e. to all the library professionals of 150 colleges out of 491 colleges. 233 responded to the questionnaire.

DATA ANALYSIS

Age Group of the Private Academic Librarians

Table 1 and Fig. 1 indicates that 43.77% respondents are in the age group of 40-50. No one respondents are in the age of above 60.

Table 1

Age	No. of Respondents	Percentage
20-30	31	13.30%
31-40	48	20.61%
41-50	102	43.77%
51-60	52	22.32%
60+	-	-
Total	233	100%

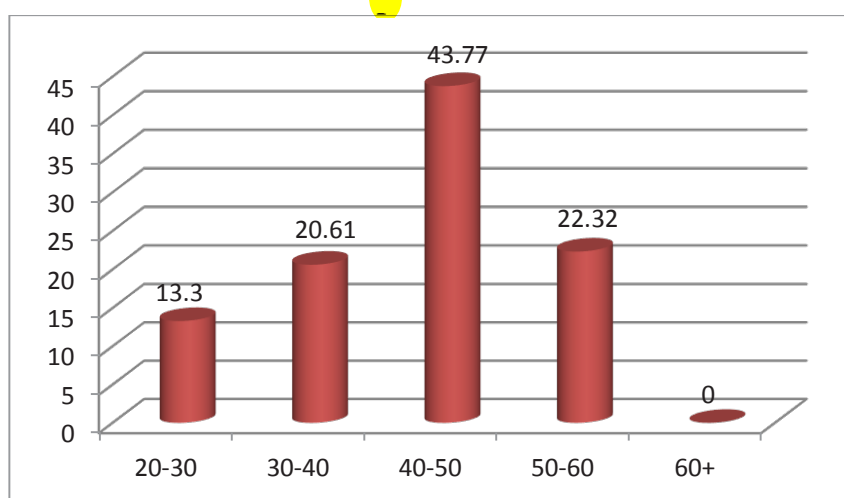


Fig. 1

Experience of Library Professionals

Table 2 shows the experiences of the Library professionals working in the Private academic colleges. The highest

percentages i.e. 49.35% are having experience from more than 25 years. 19.75% having experience from five to ten years. No one respondents have experience from 10 to 15 & 15-20 years.

Table 2

Experience	No. of Respondents	Percentage
Less than 5 years	31	13.30%
5-10	46	19.75%
10-15	-	-
15-20	-	-
20-25	41	17.60%
25+	115	49.35%
Total	233	100%

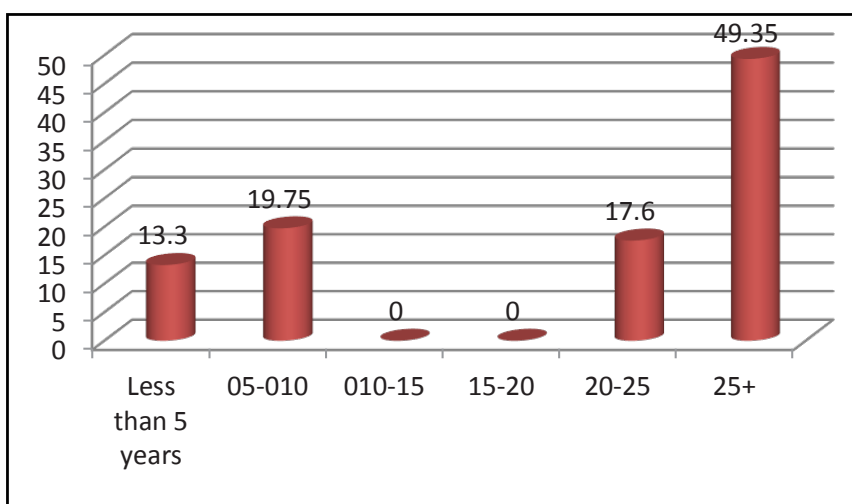


Fig. 2

Remuneration of Library Profession

The distribution of salary of library professionals is clear from the table. 42.91% library professionals are having salary between 15,000 to 20,000, 21.46% having salary between 5,000 to 10,000 and more than 35,000. 14.17% having salary less than 5,000.

Table 3

Salary	No. of Respondents	Percentage
Less than 5000	33	14.17%
5000-10000	50	21.46%
10000-15000	-	-
15000-20000	100	42.91%
20000-25000	-	-
25000-30000	-	-
30000-35000	-	-
35000+	50	21.46%
Total	233	100%

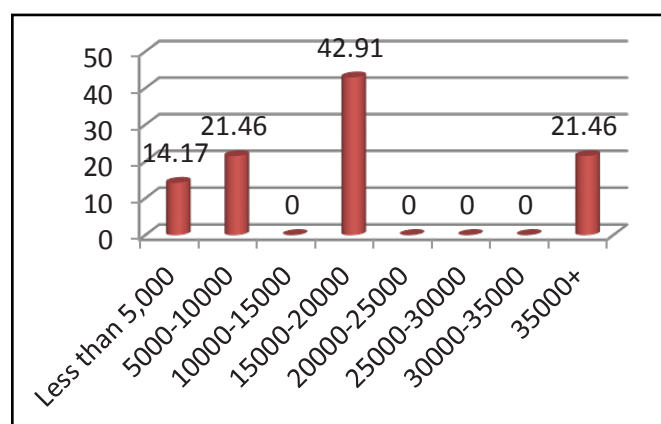


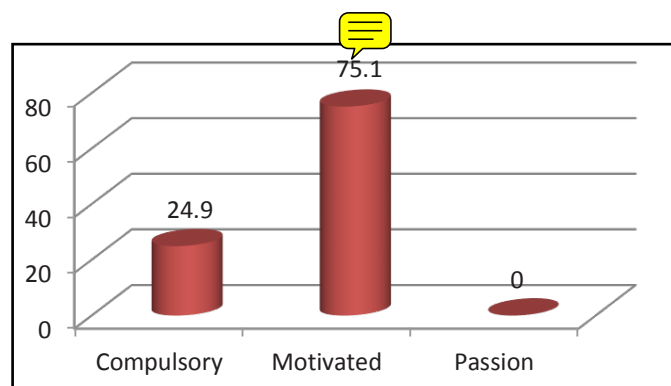
Fig. 3

Reason for Joining Library Profession

Table 4 and Fig. 4 shows the distribution of reason for joining librarianship as a profession by the library professionals. 75.1% library professionals join librarianship because of motivated by others to join this profession, 24.9% joined for compulsory.

Table 4

Reasons for joining	No. of Respondents	Percentage
Compulsory	58	24.90%
Motivated	175	75.10%
Passion	-	-
Total	233	100%

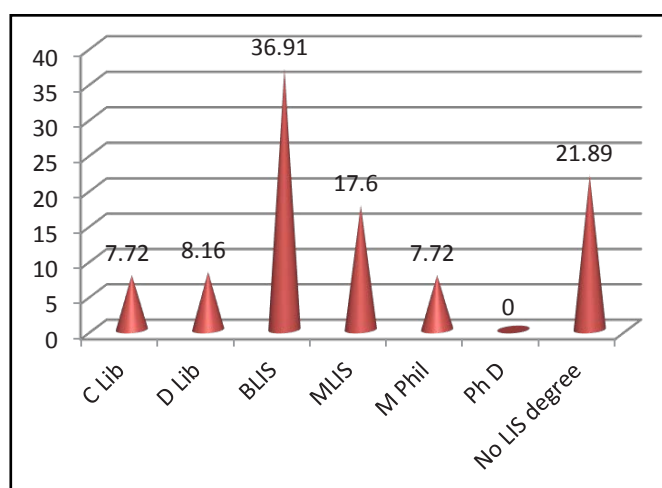
**Fig. 4**

Qualifications of the Library Professionals

Table 5 & Fig. 5 shows the professional qualification attained by the Library professionals. The highest numbers (36.91%) of respondent are BLIS, 17.6% are MLIS, 8.16% are D Lib. Only 7.72 % are C Lib and M.phil. 21.89% respondents are not having any professional qualification.

Table 5

Qualifications	No. of Respondents	Percentage
C Lib	18	7.72%
D Lib	19	8.16%
BLIS	86	36.91%
MLIS	41	17.60%
M.Phil	18	7.72%
Ph D	-	-
No LIS degree	51	21.89%
Total	233	100%

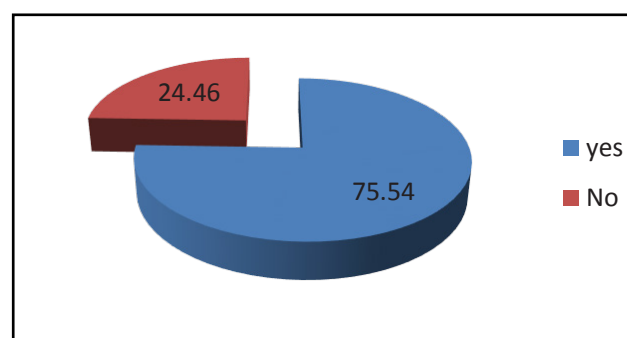
**Fig. 5**

Current Job Satisfaction

As the data provided in the table 75.54% the Library professionals are satisfied with their job.

Table 6

Job Satisfaction	No. of Respondents	Percentage
Yes	176	75.54%
No	57	24.46%
Total	233	100%

**Fig. 6**

Dreaming Career

60.08% of library professionals dreaming became a teacher when they were a child. 20.17% think about a doctor and 19.75% think about Engineer.

Table 7

Professions	No. of Respondents	Percentage
Doctor	47	20.17%
Engineer	46	19.75%
Lawyer	-	-
Teacher	140	60.08%
Any other(please specify)	-	-
Total	233	100%

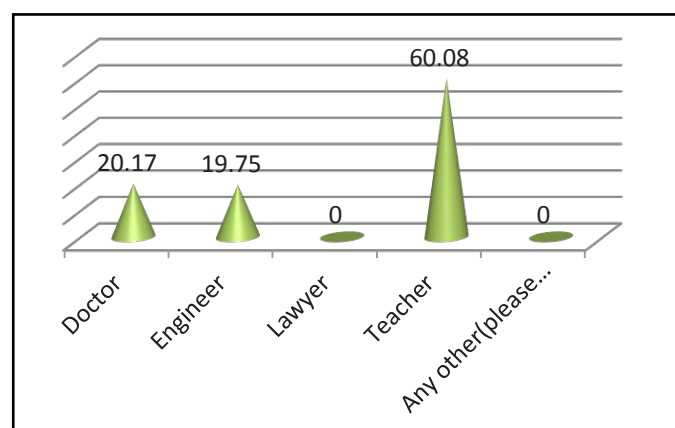


Fig. 7

Thinking by Colleagues

Table 8 & Fig. 8 represents the data relating to the distribution of respondents by their thinking about colleagues. The highest 50.22% have stated that, they have treated by their colleagues as subordinate to them. 24.89% respondents have stated that, their colleagues are treated them as equal to them as well as a clerical staff. No one respondents have views that, they have treated by their colleagues as a technical staff.

Table 8

Thinking by colleagues	No. of Respondents	Percentage
As equal to them	58	24.89%
As subordinate to them	117	50.22%
As a Technical staff	-	-
As a Clerical staff	58	24.89%
Total	233	100%

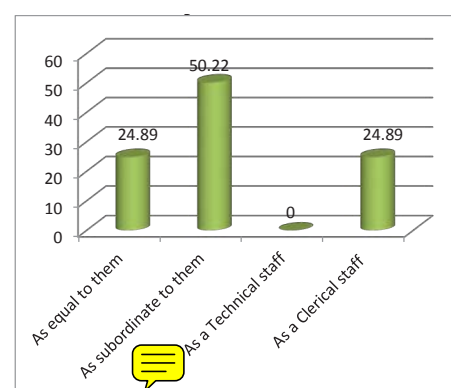


Fig. 8

Disliking in a College Librarian's Career in Odisha

Table 9 and Fig. 9 represents the data relating to the distribution of respondents by their disliking about the college library professionals career in Odisha. The highest 51.07% have disliked towards the government apathy on the profession. 50.21% respondents have disliked about the low salaries of college library professionals in Odisha. 26.6% have disliked about their involvement of clerical work in the college and 25.32% have disliked about the promotion aspects of the college library professionals in Odisha. Only 24.89% respondents have disliked about the poor infrastructure and work environment of the college libraries and also lower social influence.

Table 9

Disliking in a College Librarian's Career in Odisha	No. of Respondents	Percentage
Low Salary	117	50.21%
No Promotion	59	25.32%
Poor infrastructure& work environment	58	24.89%
Govt. apathy	119	51.07%
Involves more of clerical work	62	26.60%
Low social reputation	-	-
Lower social influence	58	24.89%
Any other	-	-

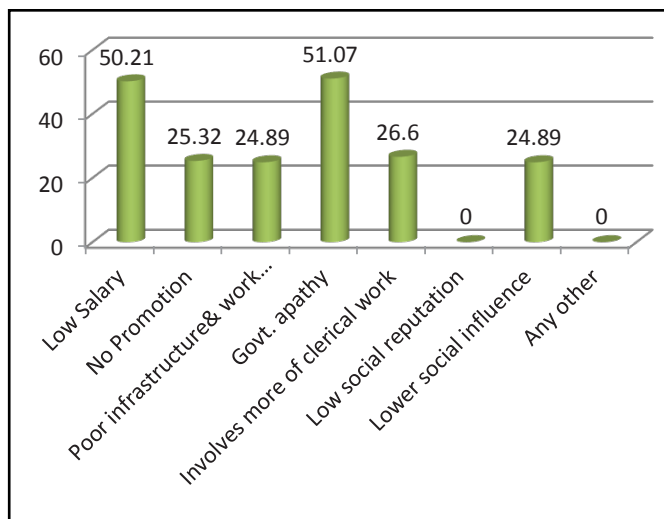


Fig. 9

CONCLUSION

Majority of Library professionals have joined this profession only because of motivated by others. It is quite interesting and useful to study the occupational status of library professionals in private colleges in odisha. Most of the Library professionals are having salary below 20, 000 which is very less compared to other states. Library professionals have disliked towards the government apathy on the development and salaries of LIS profession in odisha.

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