

A Study of Professional Ethics of Librarians of Affiliated Colleges of Sant Gadge Baba Amravati University, Amravati

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Abstract

Ethics in the information professions are related to the use of moral standards to behavior of librarians and other individuals included in information dissemination. These professional ethical codes should define the limits of acceptable conduct and give guidance as to what kind of actions are regarded as right or wrong in an occupation. To learn and reflect ethically and think critically and carry these abilities to their professional. Research design and the specific procedures used in conducting research Research methodology includes information regarding research design, sample selection, research instrument and its development, data collection method, and methods of data analysis. There are 417 colleges affiliated to this Sant Gadge Baba University, Amravati from five districts. For this study, self-prepared questionnaires were used as a primary source of data collection. Codes of professional ethics are often established by professional organizations to help guide members in performing their job functions according to sound and consistent ethical principles. It is evident from the study results that more than 95% librarians were aware of professional ethics in librarianship.

Keywords: Professional Ethics, Profession, Librarianship, Code of Ethics

Introduction

A library is a paradise for a pupil, a teacher, and for all those who have interest in reading even if it is just for the sake of reading. This is a place of complete silent and attentiveness even though it is open to the general public. Besides the big public libraries, we find libraries in all schools and colleges, which of course cater only to the needs of their own readers. Besides, no outsider is ever allowed in any of the libraries of institutions. A library is a storehouse of knowledge open to all to take advantage and touch the horizons of knowledge.

All over the world, libraries are committed to provide free and impartial access to information to all, be it in written, electronic or audiovisual form. Libraries play an important role in constructing knowledgeable atmospheres and encouraging literacy by contributing compatible and attractive reading material for individuals belonging to all age groups and all educational levels.

Librarianship is all about education. As information professionals, librarians should not be missed out in all forms of educational courses. Educational designers should include them in the design of school courses. This would enable them to endorse appropriate textbooks, and materials for students and their teachers.

All professions in the human history have their sources, possibilities and challenges; it is the intent of every associate of the professional group to pursue for explanations to the problems influencing in contradiction of their fruitful journey in the community. Professional is someone who claims to possess knowledge about something and has an obligation to a particular code or set of values, both of which are equally well-accepted features of professions. In a related development.

Librarians must equip themselves with all the aforementioned values of the profession so as to be efficient in their information disseminating roles; thereby becoming more profitable to the entire human race.

Ethics

Simply defining ethics are the rules of personal behaviour accepted by society. Ethics are also known as a 'code of conduct.' Our personal values contribute to the strength of our ethics with positive behaviour and positive attitudes.

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The word ethics evolved from the Greek word *ethos*, which means something like 'morals'. In fact, ethics is defined as the systematic reflection on what is moral.

Ethics in the information professions is related with the use of moral standards to the behavior of librarians and other individuals included in information dissemination. It is a type of applied ethics related with explanation of the obligations and dilemmas of librarians and other information professionals who make decisions regarding the acquisition, processing, and dissemination of information to individuals, groups, and society at large.

The concept of professional ethics is partly comprised of what a profession should or should not do at work place. Every profession has developed its ethical codes. These professional ethical codes should define the limits of acceptable conduct and give guidance to what kind of actions are regarded as right or wrong in occupation .

Code of ethics is one of the features of a profession. Thus, the membership of librarianship profession is being directed by some numbers of professional ethics so as to add trustworthiness to the profession and to avoid its members from involving in any unholy activities in the society. In the United States, professional librarian ethics are codified in the ALA's Code of Ethics. ALA put forward the following ethics to follow by librarian-

Significance of the Study

The researcher believes that information ethics is a fundamental component of Library and information science education. Professional ethics have several characteristics different from general ethics. The role of the professional is special in several ways. First, the professional is an expert in a field, be it librarian or doctor, which most customers know little about. Most of the people affected by the devices, systems, and services of professionals do not understand how they work and cannot easily judge their quality and safety. This creates special responsibilities for the professional. Customers rely on the knowledge, expertise, and honesty of the professional. A professional advertises his or her expertise and thus has an obligation to provide it. Second, the products of many professionals profoundly affect large numbers of people. A professional can cause great harm through dishonesty, carelessness, or incompetence. Often the victims have

little ability to protect themselves. The victims, often, are not the direct customers of the professional and have no direct control or decision-making role in choosing the product or making decisions about its quality and safety. Thus, library professionals have special responsibilities not only to their customers, but also to the general public, to the users of their products, regardless of whether they have a direct relationship with the users. These responsibilities include thinking about potential risks to privacy and security of data, safety, reliability, and ease of use. They include taking action to diminish risks that are too high.

Library and information professionals are the essential link between information users and the information required. Hence librarians have privileged position which carries corresponding responsibilities. This is highlighted by the fact that librarianship is a service-oriented profession with the responsibility to serve users. The position that librarians and information professionals occupy is a delicate one, which necessitate the need to balance conflicting demands.

A code of ethics is a list of guiding principles for ethical behavior. Codes of professional ethics for library organizations are mainly intended to guide the behavior of library professionals. Librarians need to understand ethics and ethical implications of their actions and how they should behave ethically and make the best decisions. There is therefore the need to be kept informed in order to safeguard library and information professionals from embarrassments that may arise from ethical impropriety.

Librarians and information professionals employ specialist knowledge and expertise. The use of this knowledge and expertise should be governed by ethics in the provision of service to the public. It is however observed that librarians and information professionals in making professional decisions that affect their service delivery do not have a guide to follow when faced with a problem at work that raises a moral issue. And little is being done to help library and information professionals in Vidarbha specially in Amravati Region to understand ethics and ethical implications of their actions and how they should behave ethically and make the best decisions when confronted with ethical dilemmas. Hence the study investigates whether the college librarians are aware of ethics of their profession.

Statement of Problem

A study of Professional ethics of Librarian of affiliated colleges of Sant Gadge Baba Amravati University, Amravati.

Objectives of the Study

The present study has following objectives: To find out if the librarians respect his profession and recognize its value and necessity in the process of developing society.

To find out if the librarian support and actively participate in the professional organization and association.

To learn and reflect ethically and think critically and to carry these abilities to their professional life.

Hypotheses of Study

The College Librarians are aware of the professional ethics in librarianship.

The librarians adopt the ethical values in their profession.

General Overview of Ethics

The branch of philosophical study that focuses on 'ethics' is concerned with studying and/or building up a coherent set of 'rules' or principles by which people ought to live. The term ethics originates from two Greek words one of which means both "stable" and "living conditions" which demonstrates the fundamentally concrete, down to earth, meaning of the term.

The terms 'ethics' and 'morality' are not always used consistently and precisely in everyday contexts, and their ordinary meanings do not always correspond with philosophers' use of the terms. Ethics is often used in connection with the activities of organisations and with professional codes of conduct: for instance, medical and business ethics, which are often formalized in terms of exhaustive sets of rules or guidelines stating how employees are expected to behave in their workplaces.

There are three broad areas of ethical study i.e. meta-ethics, normative ethics and applied ethics. Most individuals feel ethical qualms in these situations, and there is general

agreement that there should be standards of conduct to limit unethical actions on the part of information workers. Buckley, for example, has proposed that the "Golden Rule" has application in understanding our ethical obligations in reference work (Buckley, 2006). In addition, ethical constraints apply not only to individuals but to organizations. Institutions, including libraries and other information organizations, are not value-neutral; they act, make choices, affect human beings, and receive, allocate, and disseminate resources in ways analogous to individuals. Many corporations and industries have recognized the importance of organizational and employee ethics, which often manifest themselves in ethical codes. Fleisher and Blenkhorn (2003) report that over 95% of all major corporations use ethical codes.

The library and information professions have recognized the ethical dimension of information work through irregular discussions in professional publications. The focus on ethics in librarianship and information science has become even sharper in the last few years, due to the growth of the Internet, the application of library and information skills to new domains related to the Internet, and the convergence of information-related disciplines. In 1989, the University of Illinois, Graduate School of Library and Information Science, sponsored a conference on ethics (Lancaster, 1989). Since then, the body of ethical literature in the library profession has increased and the domain of concern has been enlarged to "information ethics" (Smith, 1997; Froehlich, 2004). The literature includes some writers who have attempted to identify specific factors that produce ethical friction, and who have advanced rules of conduct (Rubin, 1991; Baker, 1992).

In present era all developed and majority of developing nations followed the code of ethics for librarianship. Some of them followed the code of ethics prepared by Association for Library and Information Science Education (ALISE) U.S.A. whereas other followed their own code of ethics. In India there is no code of ethics available for library professionals. The code of ethics in library profession is the need of hour. By considering this fact researcher carried out this study, which will helpful to gain perception and opinions of librarians regarding this issue and in taking a step forward for preparation of code of ethics for library professionals in India.

Review of Literature

The present chapter deals with literature review on professional ethics and related issues in LIS. In this chapter an attempt has been made to review some important works connected with the present work. Considering the need for brevity, some relevant works undertaken in professional ethics after the year 2000 only have been reviewed in this chapter and therefore they need not necessarily cover the entire range of the research.

Auer and Krupar (2001) argued that the proliferation of paper mills, full text databases, and World Wide Web pages has made plagiarism a rapidly growing problem in academia. Simpson (2004) focused on issues concerning school library ethics. Forrest (2005) argued that librarian's ethical directives point toward a collaborative effort in providing support for students outside the classroom. Coombs (2005) discussed how she and the other librarians at State University of New York (SUNY) Cortland learned to "scrub" their records so that patrons remained protected, but the librarians still had access to useful statistics. Ferguson et al., (2005) commented on a recent "Code of Ethics" project conducted on behalf of the Australian Computer Society, and proposes a similar project for the Australian Library and Information Association (ALIA).

Fallis (2007) provided an introduction to concepts and resources that will be useful to library professionals learning about information ethics. Gill and Kay (2007) embarked on a dialogue about the ethical challenges encountered in providing library services to distance learners. Hendrix (2007) assessed their knowledge, use, and attitudes regarding peer-to-peer (P2P) applications, this study surveyed academic librarians (n = 162) via a mail-in survey. McMenemy (2007) discussed whether in an age of misinformation on the Internet, calls for censorship, continuing ethnic and religious conflict throughout the world, librarians can be ethically neutral in all service encounters with patrons. Soheyli and Khalili (2008) investigated the need or lack of need to reference librarians within the digital domains based on the views expressed by LIS authorities in Iran. Baxter (2008) discussed what library media specialists can do to make the right decisions on the job that uphold the principles of the profession. Buschman (2009) explored the issue of academic freedom for librarians and urges the ALA to

defend intellectual freedom for librarians as the AAUP does for faculty members.

Smale (2010) discussed common types of research projects undertaken by academic librarians that require IRB approval and offers suggestions for successful navigation through the IRB process. Latifi et al., (2011) surveyed attitudes of Iranian Academic librarians and faculty members towards the draft code of library professional ethics for Iran. Han Shu-fen (2011) observed that the current library exists in phenomenon what the lack of hard working librarians, service quality, and a small number of librarians has low quality, proposed requirements of university librarian moral building. Foster and McMenemy (2012) studied thirty-six ethical codes from national professional associations, the aim to test whether librarians have global shared values or if political and cultural contexts have significantly influenced the codes' content. Posner (2012) outlined ethical implications of the practical challenges facing resource sharing practitioners in the digital age.

Lamdan (2013) demonstrated the divergent requestor privacy policies of professional librarians and the administration of the Freedom of Information Act (FOIA), and urges the federal government to adhere to librarian ethics in order to protect FOIA requestors. Igbeka and Okoroma (2013) focused on the awareness and practicability of Librarianship ethics amongst librarians. Ditig and Russella (2014) summarized the best practices found in the existing library literature, consider the context of ethical information use from a global perspective, and make an argument for the role of librarians. Tooley and Gretchen (2014) observed that ethical behavior in libraries goes beyond service to users. Wilkinson (2014) argued that librarians must augment their normative professional codes with a rational decision procedure when faced with a moral dilemma involving a library service. Panter (2015) addressed the legality of this process based upon the 2007 article "How Does the Family Rights and Privacy Act [FERPA] Affect You" by Thomas V. Togli, which explained that under the law, student records can be disclosed to third parties only with authorization from a parent if the student is under the age of eighteen (2007, 61). Greenberg and Narang (2015) attempted a literature review and international survey to provide professional practice context and librarian reflection on the extent of their involvement, roles, and responsibilities in the IRB

or IEC institutional process. Parashar (2015) mainly highlighted the reason behind leadership, characteristics of good leader, types, role, importance, character and traits, qualities, styles, ten characteristics of superior leaders, development, developing leadership skills and gaining experience, practical soft skills for librarians, qualities for future library leaders, major competencies those library professionals, leadership versus management (librarian vs manager) and challenges before librarians of libraries future library leader.

A systematic examination and close analysis of the above works demonstrate that most of the works are mainly related to the analysis of the need and existed professional ethics in LIS as well as its application in the betterment of information flow. However, works commenced to investigate the impact of ethics on professional effectiveness are very inadequate in number. Furthermore extensive studies on the topic is observed among foreign countries, however; the subject is touched rarely in India only few researchers carried out their work of this theme and that too deal with some or few aspects of professional ethics.

Research Methodology

This chapter presents the research design and the specific procedures used in conducting study. This includes information regarding research design, sample selection, research instrument and its development, data collection method and methods of data analysis.

Research Design

This study focuses on professional ethics of librarians. The research approach is non-experimental, qualitative, exploratory-descriptive and contextual. In the present study descriptive research design was used which was carried out by using survey methodology.

Area of Study

The colleges affiliated to Sant Gadge Baba Amravati University came under study area. There are 417 colleges affiliated to this university from total five district.

Universe of the Study

All college librarians were considered as a universe of study.

Sample Size

For the present study total 400 college librarians including male and female are selected from colleges affiliated to Sant Gadge Baba Amravati University, Amravati for generation of data.

Collection of Data

In the present research data was collected by following survey methodology.

Primary Source of Data Collection

By considering various aspects such as cost, convenience, approach, time and effectivity in this study self-prepared questionnaire were used as a primary source of data collection.

Secondary Source of Data Collection

In present study, submitted thesis to various universities, Journal Articles, Newspapers, Magazine were used as a secondary data as well as books from different libraries were also used to gather information regarding subject. In addition to this annual education reports and data were also considered in the study as a secondary source of information.

Analysis and Interpretation

Before performing the analysis of data, the data collected was processed which comprises the following?

Data Editing

The data was checked for missing information, authenticity, accuracy and consistency. A total of 400 questionnaire collected was edited.

Data Coding

The information provided by the respondents was in the form of text. These non-numeric were assigned numeric values as code for the software to process the data.

Data Entry

The numeric coded data from all the questionnaires were finally transferred to the spreadsheet in the SPSS statistical package.

Data entry was followed by data reliability and data validity. For the data analysis the techniques used were:

Descriptive Statistics was used to describe variables wherever necessary to discuss hypothesis.

Measure of Association: Chi-Square test.

Analysis of Data and Interpretation of Results

Professionally accepted standards of personal and business behavior, values and guiding principles. Codes of professional ethics are often established by professional organizations to help guide members in performing their job functions according to sound and consistent ethical principles.

Ethics, also known as moral philosophy, is a branch of philosophy that involves systematizing, defending and recommending concepts of right and wrong conduct. The term comes from the Greek word *ethos*, which means "character". In general, ethics is the philosophical examination, from a moral standpoint, of particular issues activities in private and public life that are matters of moral judgment.

The present chapter deals with analysis and interpretation of data collected from librarians working in college libraries affiliated to Sant Gadge Baba Amravati University, Amravati. The data was collected by using self-prepared questionnaire. The research instrument (questionnaire) includes questions based on ethical principles, which are part and parcel of day to day library activities performed by library professional. The data collected from library professionals was analysed

by using appropriate statistical tools such as frequency, percentage and chi square test (χ^2) test.

Finding and Suggestions

Conclusions were drawn on the basis of results obtained after analysis of data collected from librarians. Suggestions were drawn on the basis of conclusion.

Finding of the Study are as Follows-

General Information

Considerable percentage of librarians working in the college libraries affiliated to Sant Gadge Baba (S.G.B) Amravati University belong to 26 to 35 year age group.

No. of male librarians working in college libraries affiliated to S.G.B. Amravati University is substantially more than their female counterparts.

Significant percentage of librarians working in college libraries affiliated to S.G.B. Amravati University had M.Lib. Degree as their highest acquired academic qualification.

Majority of librarians working in college libraries affiliated to S.G.B. Amravati University had 1 to 5 years working experience.

Subsequently high percentage of librarians working in college libraries affiliated to S.G.B. Amravati University had membership with library association.

There is no clear cut demarcation about duration of membership of librarians with various library associations, however; majority of librarians are member of various library association from 1 to 5 years.

Professional Values in Librarianship

Significantly high percentage of librarians working in college libraries affiliated to S.G.B. Amravati University considered librarianship as a profession.

Substantial percentage of librarians working at college libraries affiliated to S.G.B. Amravati University is aware of professional values of librarianship. This may be because of initial work of Dr. Ranganathan, which was taught to them during the course of librarianship.

Librarians working at college libraries affiliated to S.G.B. Amravati University were aware of basic professional ethics of librarianship. This means they are aware that equal access to material and information is the right of every user as well as to be able to access information needs literacy of information and it is their duty to propagate information literacy among users.

Librarians in S.G.B. Amravati University are aware regarding efficient management and organization of library so that they can provide efficient and timely services to library users.

Significantly high percentage of librarians is aware about creating quality bibliographic records. This is helpful for users to search the information, they needed, efficiently.

Librarians working at college libraries affiliated to S.G.B. Amravati University are aware regarding professional neutrality, i.e. they are providing library services to users devoid of any discrimination or biased.

Librarians working at college libraries affiliated to S.G.B. Amravati University were concerned about the issue of confidentiality of library users.

Librarians working at college libraries affiliated to S.G.B. Amravati University were concerned about the issue of copy right.

Majority of librarians used patron service very often.

Majority of librarians often used freedom of information.

Most of the librarians working at libraries affiliated to S.G.B. Amravati University often preserve records and documents in the library.

Librarians are following the rule of equal access to all to a major extent.

Librarians working at college libraries affiliated to S.G.B. Amravati University, play an effective role in promoting information literacy among library users.

Majority of librarians contributed in selection of quality material and collection building of library.

Majority of librarians performed efficient management and organization of material in library

Most of the librarians created quality bibliographic records for the libraries.

It seems that there is some scope of improvement in this area. However, it is also evident that majority of librarians often followed professional neutrality.

Significantly high percentage of librarians are unable to protect user confidentiality regularly; however, majority of librarians often protect user confidentiality.

Significantly high percentage of librarians are unable to respect copy right always; however, 33.3% librarians somehow manage to respect copy right on regular basis.

Values are beneficial for day to day work at library for significantly high percentage of librarians.

Librarians are agreed that ethics or study of values should be included in the course of library and information science students.

The Need for Code of Ethics of Librarians

Majority of librarians considered code of ethics as a legal document for association and a dictatorial instrument used by association against their members.

The set of rule or guidelines for staff is available in all libraries in the colleges affiliated to S.G.B. Amravati University to adhere to while on duty in the library.

Significantly high percentage of librarians working at college libraries affiliated to S.G.B. Amravati University is aware of code of ethics.

Librarians considered the code of ethics as a rule for library users, list of disciplinary action to be taken against erring members in the profession, principles of conduct or standards to regulate the behaviour of professionals and list of disciplinary actions to be taken against erring library users.

Substantially high percentage of librarians found relevance for code of ethics for them in affiliated colleges of S.G.B. Amravati University.

Librarians felt that S.G.B. Amravati University library association have capacity to implement code of ethics.

Considerably high percentage of librarians is agreed that they will apply code of ethics if library association will establish it.

The absence of code of ethics and performance of librarians in the course of their duties in the library

Significantly high percentage of librarians did not feel comfort of working without existence of code of ethics.

The absence of code of ethics negatively affect the work of substantially high percentage of librarians working at libraries in the colleges affiliated to S.G.B. Amravati University, Amravati

Significant no. of librarians agreed that establishment of the code of ethics for a librarian is important.

Association among different factors

Association among Age group of librarians and different factors concerned to professional ethics

There is significant ($p \leq 0.05$) association between age group of librarian and their opinion about librarianship as a profession.

No significant association is found between age group of librarian and their awareness regarding professional values of librarianship.

There is significant ($p < 0.001$) association between age group of librarian and their frequency of using intellectual freedom of information.

There is significant ($p < 0.001$) association between age group of librarian and their frequency of providing equal access to material and information to users.

There is significant ($p < 0.001$) association between age group of librarian and their frequency of promoting information literacy.

There is significant ($p < 0.001$) association between age group of librarian and their frequency of following professional neutrality.

No significant association is observed between age group of librarian and the extent to which absence of code of ethics negatively affecting their work.

No significant association is observed between age group of librarian and their opinion about importance of

establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University.

Association among Gender of librarians and different factors concerned to professional ethics

No. significant association is observed between gender of librarian and their opinion about librarianship as a profession.

No significant association is observed between gender of librarian and their awareness regarding professional values of librarianship.

There is significant ($p < 0.05$) association between gender of librarian and their frequency of using intellectual freedom.

No significant association is observed between gender of librarian and their frequency of providing equal access to material and information to users.

There is significant ($p < 0.001$) association between gender of librarian and their frequency of promoting information literacy.

No significant association is observed between gender of librarian and their frequency of following professional neutrality.

No significant association is found between gender of librarian and the extent to which absence of code of ethics negatively affecting their work.

There is significant ($p < 0.001$) association between gender of librarian and their opinion about importance of establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University.

Association between highest academic qualification acquired by librarians and different factors concerned to professional ethics

No significant association is found between highest academic qualification acquired by librarian and their opinion about librarianship as a profession.

There is significant ($p < 0.05$) association between highest academic qualification acquired by librarian and their awareness regarding professional values of librarianship

There is significant ($p < 0.05$) association between highest academic qualification acquired by librarian and their frequency of using intellectual freedom of information

There is significant ($p < 0.05$) association between highest academic qualification acquired by librarian and their frequency of providing equal access to material and information.

There is significant ($p < 0.001$) association between highest academic qualification acquired by librarian and their frequency of promoting information literacy.

There is significant ($p < 0.001$) association between highest academic qualification acquired by librarian and their frequency of following professional neutrality.

There is significant ($p < 0.001$) association between highest academic qualification acquired by librarian and the extent to which absence of code of ethics negatively affecting their work.

There is significant ($p < 0.001$) association between highest academic qualification acquired by librarian and their opinion about importance of establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University

Association between working experience of librarians and different factors concerned to professional ethics

No significant association is found between working experience of librarian and their opinion about librarianship as a profession.

No significant association is found between working experience of librarian and their awareness regarding professional value of librarianship.

No significant association is found between working experience of librarian and their frequency of using intellectual freedom of information.

There is significant ($p < 0.05$) association between working experience of librarian and their frequency of providing equal access to material and information

No significant association is found between working experience of librarian and their frequency of promoting information literacy.

There is significant ($p < 0.001$) association between working experience of librarian and their frequency of following professional neutrality.

There is significant ($p < 0.001$) association between working experience of librarian and the extent to which absence of code of ethics negatively affecting their work.

There is significant ($p < 0.001$) association between working experience of librarian and their opinion about importance of establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University.

Association between membership of librarians with various library association and different factors concerned to professional ethics

There is significant ($p < 0.05$) association between membership of librarian with various library association and their opinion about librarianship as a profession.

There is significant ($p < 0.001$) association between membership of librarian with various library association and their awareness regarding professional values of librarianship.

No significant association is found between the factor membership of librarian with various library association and their frequency of using intellectual freedom of information.

No significant association is found between the factors membership of librarian with various library association and their frequency of providing equal access to material and information.

No significant association is found between the factors membership of librarian with various library association and their frequency of promoting information literacy.

There is significant ($p < 0.05$) association between membership of librarian with various library association and their frequency of following professional neutrality.

No significant association is found between the factors membership of librarian with various library association and the extent to which absence of code of ethics negatively affecting their work.

There is significant ($p < 0.05$) association between membership of librarian with various library association

and their opinion about importance of establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University.

It is observed that factors such as age group and membership of librarian with library association has significant impact on concern of librarian to consider librarianship as a profession

Factors like highest academic qualification of librarian and membership of librarian has considerable effect on their awareness about professional values of librarianship

Factors like age group, gender and highest academic education acquired by librarian has substantial effect on use of intellectual freedom by them

Factors such as age group, highest academic qualification acquired by librarian and working experience of librarian has significant impact on their tendency of providing equal access to users.

Factors such as age group, gender and highest academic qualification acquired by librarian has extensive impact on their tendency to promote information literacy.

Factors such as age group, highest academic qualification acquired by librarian, working experience and membership of librarian with various library association has considerable impact on following professional neutrality by librarians.

Hypotheses Testing

The College Librarians are aware of the professional ethics in librarianship.

It is evident from the study results that more than 95% librarians were aware of professional ethics in librarianship hence the hypothesis- is accepted.

The librarians adopt the ethical values in their profession

It was evident from the study results that librarians working at college libraries affiliated to S.G.B. Amravati University use patron service, use intellectual freedom of information, follow preservation of records or document, provide equal access to material and information, promote information literacy, select quality library material and collection building, efficiently manage and organize material in library, create quality bibliographic record,

follow professional neutrality, protect user confidentiality and respecting copy right. Hence hypothesis -2 is accepted.

Suggestions and Recommendations

Librarians working at libraries of colleges affiliated to S.G.B. Amravati University should be made aware of professional ethics.

University library association should set code of ethics for librarians working under its jurisdiction.

It should be made compulsory for every librarian to follow the code of ethics.

A committee of librarians should be formed to evaluate the professional ethics followed by librarians in the university.

University should organize lectures for library professionals to promote professional ethics in librarianship.

Institutions should allow library professionals to work in accordance with the ethics put forward by Hon. Dr. S. R. Ranganathan.

Management of institution should not load extra work on library professionals so that they can work efficiently and freely and serve the noble cause of propagating knowledge.

Similar studies should be carried out on state and national level.

The study of work load on library professionals and their working efficiency should also be done.

The study of role of librarians in decision making of library related issues can also be carried out.

Conclusion

Ethics in the profession has a long history and is having relevance at all the times ethics when followed by the professionals ,will not only give personal satisfication to the individual professional but also rises the status of the profession in the society. As the study is related to the librarians of affiliated colleges of Sant Gadge Baba Amrvati University Amravati . There is no clear cut demarcation about duration of membership of librarians

with various library associations, however; majority of librarians are member of various library association from 1 to 5 years Librarians are agreed that ethics or study of values should be included in the course of library and information science students Considerably high percentage of librarians agreed that they will apply code of ethics if library association will establish it. Significant no. of librarians agreed that establishment of the code of ethics for a librarian is important No significant association is observed between age group of librarian and the extent to which absence of code of ethics negatively affecting their work. There is significant ($p < 0.001$) association between gender of librarian and their opinion about importance of establishing the code of ethics for librarians of colleges affiliated to S.G.B. Amravati University. It is observed that factors such as age group and membership of librarian with library association has significant impact on concern of librarian to consider librarianship as a profession.

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