

JOB SATISFACTION AMONG THE LIS PROFESSIONALS: A STUDY WITH REFERENCE TO LIBRARIANS WORKING IN FIRST GRADE COLLEGES OF BELGAUM DISTRICT

Rashmi Kurkuri*, C. Krishnamurthy**

Abstract *The objective of this study is to examine those factors which are related to job satisfaction among the library professionals working in aided and government first grade colleges of Belgaum District. The Data was collected by distributing the questionnaires. The degree of satisfaction is measured with respect to its different dimensions. The Various dimensions of Job satisfaction (JS) which have been considered are promotion, monetary benefits, job security, physical environment and ICT infrastructure, job profile, organizational culture personal growth etc Interpretation of the data suggests that a supervisory climate which permits a librarian to exercise initiative and professional judgment in the performance of the job is conducive to job satisfaction. The findings revealed that some of the respondents are dissatisfied with the award system, hence to motivate the staff concerned authorities should implement award system as a token of recognition of their innovative or outstanding services to improve their job satisfaction.*

Keywords: *Job Satisfaction, Library Professionals, Organizational Culture*

INTRODUCTION

Job satisfaction refers to an individual's complex reaction towards his/her job. It is a pleasure, emotional state resulting from the appraisal of one's job as achieving or facilitating the achievement of one's job values. The job satisfaction is the condition of establishing a healthy organizational environment in an organization. The individuals who cannot meet their expectations with regard to their jobs become dissatisfied. The satisfaction affects the organization for which he/she works. Job Satisfaction can be an significant indicator of how employees feel about their jobs and a predictor of work behaviors such as organizational citizenship, absenteeism, and turnover. Further, job satisfaction can incompletely mediate the relationship of personality variables and deviant work behaviours.

Libraries are the indispensable cornerstone of the society. Job satisfaction of the librarians who have an important place in the information society, will affect the quality of the service they render. Job satisfaction is required in every sector for establishment of a healthy environment in an organization, so that resultant output of the organization will be fruit

full and productive. Library professional's satisfaction is required for better functioning of a library, because without peace of mind, productive result cannot be expected from a library professional.

LITERATURE REVIEW

Victoria O. Itsekor and Juliana Iwu James (2012) observed the influence of digital literacy on career progression and work motivation of academic library staff in South-west, Nigeria. The study depicts that 46 (47.9%) respondents agreed that they liked working in the library. 54 (56.3%) respondents appreciated the higher authorities and colleagues. 32.3% of the respondents did not receive any training over time, followed by 58.3% of them satisfied with their career because of their freedom to attend the professional programs and increase of the pay scale overtime. The study concludes that the level of expertise of the academic library staff will determine to a large extent how effectively they are able to perform their jobs and carry out routine jobs in the library. When libraries are automated and functioning, the librarians are also very satisfied with how they perform their jobs and they are also well motivated and progress in their career.

* Research Scholar, Dept. of Library and Information Science, Karnatak University, Dharwad, Karanataka, India

** Professor, Dept. of Library and Information Science, Karnatak University, Dharwad, Karanataka, India.
Email: jrfkrishna@gmail.com

Kristen Mastel and Genevieve Innes (2013) explains that mindfulness practice has tremendous potential to help librarians manage work-related stress and improve the quality of our library services. Librarians are trained to effectively manage a fast changing information and technology environment and to enable others to succeed in a 21st century knowledge society. The authors state that rapid technological change, economic uncertainty, changing user habits and ever-evolving models of library service are human toll. Ever increasing demands encompass to 'do more with less' and constant multitasking can make time starved, spending the energy worrying about the past and projecting into the future that can result chronic stress and burnout. The author notes that mindfulness practices such as meditation, practice of yoga and Tai Chi are powerful ways to offer to allay the state of 'mindlessness' and fetch balanced and healthy life style. It trains us to be present, non-judgmental in the moment, focus on simplicity in all things, adopt and maintain a beginner's mind and practice loving kindness and compassion to provide library services with a spirit of commitment, joy, and fulfillment on a daily basis.

Amune (2013) examined job motivation as a predictor of job satisfaction among professional and non-professional library staff in Ambrose Alli University, Ekpoma. The study reveals that there are motivational packages that significantly predict the satisfaction of library staff and there is no significant difference between the satisfaction derived by professional and non-professional library staff. The study further shows that library staff derived most satisfaction from salary/pay, library policies and administration, advancement and personal growth and job security. Thus, the study recommends that the management of library should intensify and sustain policies that will enhance motivational factors.

E.K. Ogulana and R.O.A Okunlaya (2013) studied the relationship between job stress and job satisfaction among librarians. Results of the study indicate that there is a positive relationship between job stress and job satisfaction with r value of 0.6933. The respondents demonstrate high level of job stress with standard deviation 5.12 (male) and 6.83 (female). Female respondents show significantly lower job satisfaction (mean score difference = 12.2; 50.5%, $p > 0.05$), as compared to the male respondents (mean score difference 21.0; 49.5%, $p < 0.05$). The study recommends that in order to reduce job stress, parent institutions must increase the level of job satisfaction so that librarians will feel satisfied with their work. Job satisfaction can be increased by giving reward, recognition, better salary placement and benefit, better working conditions and provision of good facilities.

Khan and Ahmed (2013) studied the level of job satisfaction among the library professionals in the University of Khyber, Pakistan. The authors observed that the library professionals

of Pakistan committed to their profession. The respondents are partially satisfied with their pay, promotions and other benefits and dissatisfied with supervision, cognitive rewards offered, and the nature of work.

Meade (2013) found out the factors attribute to cause stress among librarians include job insecurity, depleting information resources, poor funding, shortage of staff, dealing with people of different backgrounds, perceptions of lack of respect/recognition for librarians, technological stress, changing library environment, user demands, types of documents handled and physical facilities.

Shin Freedman (2014) conducted a survey to inquire professional identity, current and expected roles, views on faculty status and tenure, and personnel status of academic librarians in the New England area. The study depicts that 45% of the respondents have faculty plus tenure status and 65% of the respondents do not have tenure. Despite the fact that all the respondents perceive strong professional development and support but those who are engaged with new and emerging areas demonstrate more career advancement and development opportunities. The study concludes that in addition to the role of librarian, the other four emerging roles such as educator, teacher, information professional and facilitator of learning, make significant differences across personnel status in the professional identities.

Need for the Study: The present study is an attempt to pre-test the questionnaire before taking up the actual research going to be conducted on the "Job satisfaction among the male and female LIS professionals working in First Grade Colleges of North Karnataka: A Comparative study".

Methodology: Among 49 First Grade College in Belgaum District, 41 college Librarians have responded with a response rate of 83.67 however Survey method is used to collect the data and a structured questionnaire was designed and their copies were distributed to 41 Aided and Government Colleges library professionals of Belgaum District.

OBJECTIVES

- To know the level of job satisfaction among the respondents with regard to monetary benefits, promotion, job security, nature of job etc.
- To study job satisfaction of library professionals in relation to physical environment & infrastructure.
- To evaluate job satisfaction of library professionals in relation to organizational culture.
- To know job satisfaction of library professionals in relation to personal growth.
- To identify the factors which influence the job satisfaction among respondents.

- To recommend measures to raise the level of job satisfaction of library professionals on the basis of findings that emanate from this study.

DATA ANALYSIS AND INTERPRETATION

Table 1: Gender-Wise Distribution of Respondents

Gender		Total No. (%)
Male	Female	
27(65.85%)	14(34.14%)	41(100%)

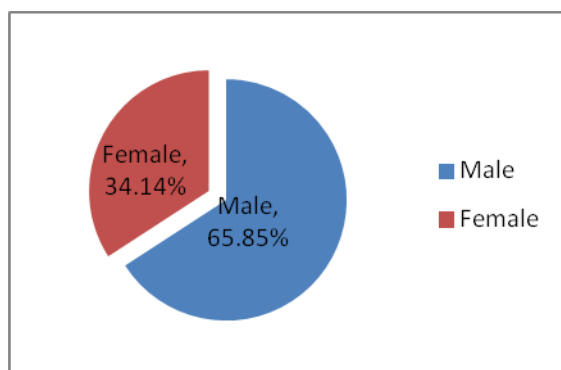


Table 1 shows that gender-wise distribution of respondents of the 41 respondents 27(65.85%) are male respondents and 14(34.14%) are female respondents.

Table 2: Distribution of Respondents based on Nature of Job

Nature of Job	Sample	Percentage
Full Time	37	90.25
Part Time	4	09.75
Total	41	100

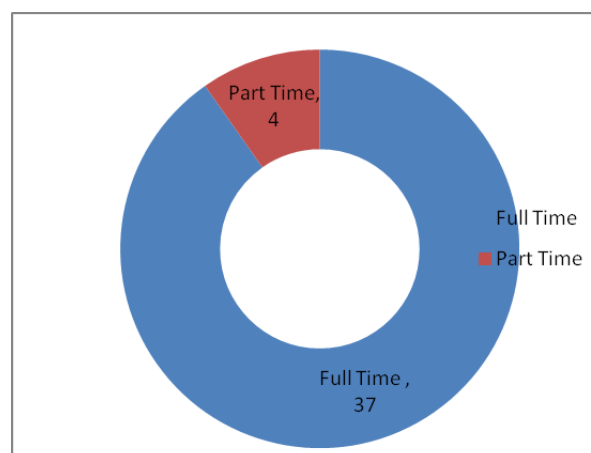


Table 2 shows distribution of respondents based on the nature of job. Majority of the respondents i.e 37(90.25%) are working as full-time library professionals and the remaining 04(09.75%) are working as part-time. The results indicate that majority of the respondents are full-time as compared to part-time LIS professionals.

Table 3: Satisfaction with Regard to Monetary Benefits

Sr. No.	Factors	1	2	3	4	5
a.	I am satisfied with current salary.	31(75.61)	6(14.63)		1(2.44)	3(7.32)
b.	I am satisfied with my salary in relation to the nature and quantum of work being performed.	27(65.85)	10(24.39)		1(2.44)	3(7.32)
c.	I am getting benefits for additional qualification.	19(46.34)	13(31.71)	5(12.20)	1(2.44)	3(7.32)
d.	I am satisfied with the annual increment of salary.	25(60.98)	12(29.27)		1(2.44)	3(7.32)
e.	I am satisfied with the pension/retirement benefits & privileges.	13(31.71)	5(12.20)	12(29.27)	3(7.32%)	8(19.51)
f.	My salary is in proposition with educational qualifications and experience.	25(60.98)	12(29.27)		1(2.44)	3(7.32)
g.	I am satisfied with the fringe benefits.	14(34.15)	19(46.34)	4(9.76)	2(4.88)	2(4.88)
h.	I am satisfied with the opportunities for career advancement in this job.	17(41.46)	15(41.46)	5(12.20)	1(2.44)	3(7.32)

1. Strongly Agree 2. Agree 3. Uncertain 4. Disagree 5. Strongly Disagree

Monetary benefit is the most important and strong component that contributes towards overall job satisfaction. The opinion of the respondents about the monetary benefit is reported in the following Table 3. The table reveals that the respondents satisfaction with regard to monetary benefits. Majority of the respondents i.e. 31(75.61%) have strongly agreed

and 6(14.63%) of them have agreed that they are satisfied with the current salary, further 27(65.85%) and 10(24.39) of them have strongly agreed and agreed respectively that they are satisfied with the salary in relation to the nature and quantum of work performed. To the statement regarding getting benefits for additional qualification, it is noticed

that 19(46.34%) of respondents have strongly agreed and 13(31.71%) have agreed. It is also observed from the table that 25(60.98%) of respondents have strongly agreed and 12(29.27%) have agreed that they are satisfied with the annual increment of salary, followed by, the results indicate that most of the respondents disagree with the statement “I am satisfied with the pension/retirement benefits & privileges”. 25(60.98)

of respondents have strongly agreed and 12(29.27%) have agreed that salary is in proportion with educational qualifications and experience’. 19(46.34%) of the respondents have agreed and 14(34.15%) have strongly agreed that they are satisfied with the fringe benefits while most of them 17(41.46%) strongly agreed and 15(41.46%) agreed that they are satisfied with career advancement opportunities.

Table 4: Satisfaction with Regard to Promotion

Sr. No.	Factors	1	2	3	4	5
a.	I feel that there is always a chance for promotion.	13(31.71)	19(46.34)	6(14.63)	1(2.44)	2(4.88)
b.	I am satisfied with the promotional policies.	12(29.27)	16(39.02)	9(21.95)	2(4.88)	2(4.88)
c.	Promotions are given according to seniority.	13(31.71)	15(36.59)	8(19.51)	2(4.88)	3(7.32)
d.	Educational qualifications are taken into consideration.	21(51.22)	16(39.02)	1(2.44)	1(2.44)	2(4.88)
e.	The promotion policy of the organization is fair.	14(34.15)	16(39.02)	6(14.63)	1(2.44)	4(9.76)

1. Strongly Agree 2. Agree 3. Uncertain 4. Disagree 5. Strongly Disagree

Table 4 shows that the respondents level of satisfaction with regard to promotion in their respective colleges. It is observed that for the statement “I feel that there is always a chance for promotion” 19(46.34%) respondents agreed and 13(31.71%) strongly agreed, followed by majority of the respondents i.e. 16(39.02%) agreed and 12(29.27%) a strongly agreed that they are satisfied with the promotional policies. On whether the promotions are given according to seniority, most of the respondents i.e. 15(36.59%) agreed

and 13(31.71%) of them strongly agreed, followed by 21(51.22%) strongly agreed and 16(39.02%) of them agreed that educational qualifications are taken into consideration for promotional benefits while to the statement ‘the promotion policy of the organization is fair’ around 16(39.02%) agreed and 14(34.15%) strongly agreed for the statement. From the table it can be concluded that most of the respondents are satisfied with the promotional benefits in their institutes as they have opined in the scale of agreement to all the statements regarding promotional aspects.

Table 5: Satisfaction with Regard to Job Security

Sr. No.	Factors	1	2	3	4	5
a.	My present job is secure.	25(60.98)	11(26.83)	1(2.44)		4(9.76)
b.	I am free from unnecessary Stress at work because of job security.	20(48.78)	15(36.59)	2(4.88)	1(2.44)	3(7.32)
c.	I am committed because of job security	21(51.22)	14(34.15)	3(7.32)		3(7.32)
d.	There is more creativity at work because of job security.	17(41.46)	17(41.46)	3(7.32)		4(9.76)
e.	I feel my job is more productive because of job security.	14(34.15)	18(43.90)	5(12.20)	1(2.44)	3(7.32)
f.	I am more enthusiastic because of job security.	15(36.59)	19(46.34)	3(7.32)	1(2.44)	3(7.32)

1. Strongly Agree 2. Agree 3. Uncertain 4. Disagree 5. Strongly Disagree

Table 5 reveals that the level of job satisfaction with regard to job security. It is found that majority of the respondents i.e. 25(60.98%) of them strongly agreed and 11(26.83%) of them agreed that they are secured with their job, further 20(48.78%) and 15(36.59%) of them strongly agreed and agreed respectively that they are free from unnecessary stress at work because of job security. To the statement committed because of job security, it is noticed that 21(51.22%) of them strongly agreed and 14(34.15%) of them agreed. 17(41.46%)

of respondents strongly agreed and the same number of respondents agreed that they have creativity in their work because of job security. 18(43.90%) of them agreed and 14(34.15%) of them strongly agreed that their job is more productive because of job security. 19(46.34%) of them agreed and 15(36.59%) of them strongly agreed that they are more enthusiastic because of job security. It can be inferred from the table that most of the respondents have opined in the agreement scale for all the statements.

Table 6: Physical Environment and ICT Infrastructure

Sr. No.	Factors	1	2	3	4	5
a.	Well equipped furniture	5(12.20)	20(48.78)	12(29.27)	1(2.44)	3(7.32)
b.	Sufficient space to work	5(12.20)	23(56.10)	8(19.51)	3(7.32)	2(4.88)
c.	Noise-free environment	5(12.20)	23(56.10)	10(24.39)	1(2.44)	2(4.88)
d.	Good ventilation and other hygiene factors	6(14.63)	26(63.41)	6(14.63)	1(2.44)	2(4.88)
e.	Computer system	3(7.32)	18(43.90)	13(31.71)	4(9.76)	3(7.32)
f.	Internet facility	5(12.20)	20(48.78)	12(29.27)		4(9.76)
g.	Automation of library	10(24.39)	20(48.78)	8(19.51)	1(2.44)	2(4.88)
h.	E-resources/services	6(14.63)	20(48.78)	10(24.39)	2(4.88)	3(7.32)
i.	Opportunities to get training in the emerging ICT skills	(17.07)	19(46.34)	10(24.39)	3(7.32)	2(4.88)
j.	Safety conditions	8(19.51)	20(48.78)	8(19.51)	3(7.32)	2(4.88)

1. Highly Satisfied 2. Satisfied 3. Uncertain 4. Dissatisfied 5. Highly Dissatisfied

Physical environment and ICT Infrastructure facilities is important factor for job satisfaction and numerous studies proved that the healthy physical environment is one of the important components for the employees job satisfaction. Table 6 shows that the level of job satisfaction of the LIS professionals with respect to Physical environment and ICT Infrastructure facilities. It can be observed that 20(48.78%) of the respondents felt satisfied and 5(12.20%) of respondents felt highly satisfied that they have well equipped furniture, followed by majority of the respondents i.e. 23(56.10%) respondents are satisfied and 5(12.20%) respondents are highly satisfied that they have sufficient space to work in their institution. 23(56.10%) satisfied and 5(12.20%) of them are highly satisfied that they work in noise free environment and good ventilation and other hygiene factors are available in their institution. 18(43.90%) respondents

are satisfied and 3(7.32%) of them are dissatisfied with the availability of computers in their libraries. 20(48.78%) and 5(12.20%) respondents are satisfied and highly satisfied respectively that they have internet facility in their library. To the statement "Automation of library" it is observed that 20(48.78%) respondents are satisfied and 10(24.39%) of respondents are highly satisfied. It is also observed from the table that 20(48.78%) are satisfied and 10(24.39%) are uncertain about the statement E-resources/services and safety conditions available in their library. It is also observed from the table that 19(46.34%) and 10(24.39%) respondents are satisfied and uncertain respectively with the statement opportunities to get training in the emerging ICT skills. From the table it can be concluded that most of the respondents are satisfied with all the statements regarding physical environment and ICT infrastructure.

Table 7: Satisfaction with Regard to the Job Profile

Sr. No.	Factors	1	2	3	4	5
a.	Freedom to implement innovative ideas	6(14.63)	21(51.22)	9(21.95)	3(7.32)	2(4.88)
b.	Nature of job	6(14.63)	24(58.54)	5(12.20)	5(12.20)	1(2.44)
c.	Supporting staff for library maintenance	5(12.20)	22(53.66)	6(14.63)	5(12.20)	3(7.32)
d.	Flexibility of working hours	6(14.63)	28(68.29)	3(7.32)	3(7.32)	1(2.44)
e.	The feeling of fulfillment I get from the job	5(12.20)	28(68.29)	4(9.76)	2(4.88)	2(4.88)
f.	Work responsibility	9(21.95)	26(63.41)	2(4.88)	2(4.88)	2(4.88)

1. Highly Satisfied 2. Satisfied 3. Uncertain 4. Dissatisfied 5. Highly Dissatisfied

Table 7 shows that respondents satisfaction with regard to job profile, Most of the respondents i.e. 21(51.22%) and 9(21.95%) of them are satisfied and uncertain respectively that they have complete freedom to implement innovative ideas in their libraries, followed by 24(58.54%) respondents felt satisfied and 6(14.63%) of them felt highly satisfied with the nature of job in library. 22(53.66%) respondents are satisfied and 6(14.63%) of respondents are uncertain about the statement "supporting staff for library maintenance"

in their libraries. To the statement regarding flexibility of working hours 28(68.29%) respondents are satisfied and 6(14.63%) are highly satisfied, further to the statement regarding the "Feeling of fulfillment I get from the job" 28(68.29%) respondents felt satisfied and 5(12.20%) felt highly satisfied. 26(63.41%) and 9(21.95%) of respondents are satisfied and highly satisfied respectively that they have work responsibility. It can be observed that majority of the respondents are satisfied with all the statements.

Table 8: Satisfaction with Regard to Organizational Culture

Sr. No.	Factors	1	2	3	4	5
a.	Policies, procedures and administrative system of the institution.	3(7.32)	21(51.22)	13(31.71)	2(4.88)	2(4.88)
b.	Cooperation with higher authority.	4(9.76)	20(48.78)	15(36.59)	1(2.44)	1(2.44)
c.	Sufficient manpower.	1(2.44)	25(60.98)	5(12.20)	5(12.20)	5(12.20)
d.	Relationship with library staff.	6(14.63)	29(70.73)	3(7.32)	1(2.44)	2(4.88)
e.	Work and knowledge appreciated by the higher authority.	3(7.32)	24(58.54)	8(19.51)	4(9.76)	2(4.88)
f.	Working with the present institution.	8(19.51)	23(56.10)	7(17.07)		3(7.32)

1. Highly Satisfied 2. Satisfied 3. Uncertain 4. Dissatisfied 5. Highly Dissatisfied

Table 8 reveals the respondents level of satisfaction with regard to organizational culture in their colleges. Majority of the respondents i.e. 21(51.22%) felt satisfied and 13(31.71) are uncertain about the policies, procedures and administrative system of their institution, followed by 20(48.78%) and 15(36.59%) of the respondents are satisfied and uncertain respectively that they get good cooperation from higher authority, followed by, the results indicate that most of the respondents are unsatisfied with the statement sufficient manpower. It is also observed from the table that

29(70.73%) respondents felt satisfied and 6(14.63%) felt highly satisfied that they have good relationship with library staff, further 24(58.54%) respondents are satisfied and 04 (9.76%) are dissatisfied that their work and knowledge is appreciated by their higher authority, while to the statement working with the present institution 23(56.10%) respondents are satisfied and 8(19.51%) of respondents felt highly satisfied. From the table it can be concluded that most of the respondents are satisfied with all the statements except statement sufficient manpower.

Table 9: Respondents Satisfaction with Regard to Personal Growth

Sr. No.	Factors	1	2	3	4	5
a.	Personal growth.	14(34.15)	19(46.34)	2(4.88)	5(12.20)	1(2.44)
b.	Growth and development opportunities for career development in the present library profession.	13(31.71)	20(48.78)	4(9.76)	3(7.32)	1(2.44)
c.	Opportunities and facilities for further professional education.	11(26.83)	22(53.66)	4(9.76)	2(4.88)	2(4.88)
d.	Opportunities to attend workshop/seminars/training courses.	13(31.71)	21(51.22)	1(2.44)	4(9.76)	2(4.88)
e.	Encouragement for better performance in the present working condition.	11(26.83)	20(48.78)	4(9.76)	4(9.76)	2(4.88)
f.	The institution support in improving personal and job skills.	11(26.83)	2(53.66)	3(7.32)	3(7.32)	2(4.88)

1. Highly Satisfied 2. Satisfied 3. Uncertain 4. Dissatisfied 5. Highly Dissatisfied

Table 9 shows that respondents level of satisfaction with regard to personal growth. Majority of the respondents i.e. 19(46.34%) are satisfied and 14(34.15%) of them are highly satisfied with their personal growth, followed by, 20(48.78%) and 13(31.71%) are satisfied and highly satisfied respectively that growth and development opportunities for career development in the present library profession is better compared to other professions. To the statement 'opportunities and facilities for further professional education' 22(53.66%) respondents are satisfied and 11(26.83%)

are highly satisfied. It is also observed from the table that 21(51.22%) respondents are satisfied and 13(31.71%) are highly satisfied with the opportunities to attend workshop/seminars/training courses, further 20(48.78%) respondents are satisfied and 11(26.83%) respondents are highly satisfied that they got encouragement for better performance in the present working condition while to the statement 'the institutional support in improving personal and job skills' 22(53.66%) respondents are satisfied and 11(26.83%) felt highly satisfied.

Table 10: Satisfaction with Regard to Recognition and Appreciation

Sr. No.	Factors	1	2	3	4	5
a.	The library profession and its importance are well recognized both in the college and society.	11(26.83)	22(53.66)	2(4.88)	(12.20)	1(2.44)
b.	Personal judgment in deciding how to perform the duties is recognized.	9(21.95)	24(58.54)	3(7.32)	5(12.20)	
c.	Due regard and recognition is given for good performance.	9(21.95)	25(60.98)		6(14.63)	1(2.44)
d.	Job in the Libraries is enthusiastic and gives immense recognition and satisfaction.	13(31.71)	18(43.90)	6(14.63)	3(7.32)	1(2.44)
e.	I am happy with status of occupational position.	13(31.71)	22(53.66)	1(2.44)	4(9.76)	1(2.44)
f.	I always get job recognition and appreciation for my work in terms of awards/rewards.	12(29.27)	19(46.34)	4(9.76)	5(12.20)	1(2.44)

1. Strongly Agree 2. Agree 3. Uncertain 4. Disagree 5. Strongly Disagree

Table 10 shows that respondents level of satisfaction with regard to Recognition and appreciation majority of the respondents i.e. 22(53.66%) agreed and 11(26.83%) strongly agreed with the statement library profession and its importance are well recognized both in the college and society, further for recognition of the duties 24(58.54%) strongly agreed and 9(21.95%) agreed respectively. For the statement "Due regard and recognition is given for good performance" 25(60.98%) strongly agreed 9(21.95%) agreed.

Majority of the respondents i.e. 18(43.90%) respondents strongly agreed and 13(31.71%) agreed that they are enthusiastic and get high recognition and satisfaction by doing job in libraries. To the statement "I am happy with status of occupational position" 22(53.66%) agreed and 13(31.71%) strongly agreed. Majority of the respondents i.e. 19(46.34%) agreed and 12(29.27%) strongly agreed that they are getting job recognition and appreciation of work in terms of awards/rewards.

Table 11: Satisfaction with Regard to Training

Sr. No.	Factors	1	2	3	4	5
a.	Training is required for newly appointed professionals.	30(73.17)	9(21.95)	2(4.88)		
b.	Update with new emerging developments training is required.	31(75.61)	10(24.39)			
c.	Orientation- Refresher courses are very useful.	24(58.54)	16(39.02)	1(2.44)		
d.	Promotion development and training are interlinked procedures.	23(56.10)	14(34.15)	4(9.76)	2(4.88)	2(4.88)

1. Strongly Agree 2. Agree 3. Uncertain 4. Disagree 5. Strongly Disagree

Table 11 shows that respondents level of satisfaction with regard to training Majority of respondents strongly agree that training is required for newly appointed professionals. Of all the respondents, 30 (73.17%) of them strongly agreed, 9 (21.95%) agreed, In the same way 31(75.61%) respondents strongly agreed and 10 (24.39%) agreed with the statement updating and incorporating new emerging development in training is necessary, further 24(58.54%) and 15(36.59%) of them strongly agreed and 16(39.02%) disagreed respectively for the statement Orientation- Refresher courses are very useful. To the statement Promotion development and training are interlinked procedures 23(56.10%) strongly agreed and 14(34.15%) agreed.

FINDINGS OF THE STUDY

- Majority of the respondents i.e. 37(90.25%) are working as full-time library professionals and the remaining 04(9.75%) are working as part-time employees. The

results indicate that majority of the respondents are full-time as compared to part-time LIS professionals. (Table 2)

- Regarding salary related matters majority of the library professionals i.e. 31(75.61%) strongly agreed and 6(14.63%) of them agreed that they are satisfied with the current salary and few of them i.e. 3(7.32%) respondents working as part time are dissatisfied with their salary (Table 3).
- Majority of the respondents 13(31.71%) strongly agreed with the pension/retirement benefits & privileges but some of the respondents 8(19.51%) strongly disagreed with the pension/retirement benefits & privileges they get after retirement.
- It is observed that the majority of the respondents 21(51.22%) strongly agreed and 16(39.02%) of them agreed that educational qualifications are taken into consideration for promotional benefits and on the other hand few respondents have disagreed (Table 6).

- It is found that majority of the respondents i.e. 25(60.98%) of them strongly agreed and 11(26.83%) of them agreed that they are secured with their job and 4(9.76%) respondents expressed that they are not secured with the present job (Table 5).
- About physical environment and ICT infrastructure the statements like good ventilation and other hygiene factors 26(63.41%) respondents agreed and for noise free environment 23(56.10%) respondents agreed (Table 6).
- It is found from the study that majority of the respondents 25(60.98%) are satisfied but 5(12.20%) respondents are highly dissatisfied with manpower in their libraries (Table 8).
- Majority of respondents are satisfied with the relationship they have maintained with the other library staff. Of all respondents, 29 (70.73%) are satisfied, 6 (14.63%) are highly satisfied, 2 (4.88%) are dissatisfied, whereas 3 (7.32%) are uncertain about this (Table 8).
- It is observed from the study that majority of the respondents 12(29.27%) strongly agreed but some of the respondents i.e. 5(12.20%) disagreed with recognition and appreciation for their work in terms of awards/rewards.
- Majority of the respondents 30(73.17%) strongly agreed that training is required for newly appointed professionals to update with the latest emerging developments in their profession

SUGGESTIONS

- The study revealed that some of the respondents are dissatisfied with the physical environment and ICT infrastructure of their colleges, hence it is suggested to the concerned authorities to make efforts to improve the physical environment and ICT infrastructure.
- Pension accompanied by other fringe benefits help individuals to lead a happy life. Everyone has to retire from work at some point in their professional life. Pension provides the way to independently secure expenses for retired life. So it is recommended that the pension should be given to lead happy life.
- The promotional opportunities not only fulfill personal ambitions and requirements but also motivate the personnel to work more and take additional responsibility. Therefore, it is recommended that the government and management authorities should adopt and implement career advancement schemes initiated by regulatory bodies.
- The findings revealed that some of the respondents are dissatisfied with the award system, hence to motivate

the staff concerned authorities should implement award system as a token of recognition of their innovative or outstanding services to improve their job satisfaction.

- Training in today's dynamic world is essential for every employee so also to librarian. Information communication technology and its greater role in information storage and retrieval have brought pressure on librarians to update their knowledge and skills in these areas and seek change from the traditional library technique to modern automated system along with the training and enhancement of knowledge. It is desirable that each librarian should opt for continued professional development like enhancement of educational qualifications and movement to higher status/jobs.

CONCLUSION

Human resources in any organization are most expensive, but very important resources, in any given organization. The organization does prosper and achieve its goals, failing which the human resources become a great burden on the institution resulting in chaos and rather lead to the organization to become defunct. It is therefore necessary that the management takes the highest care so as to use human resources to the fullest extent. This is possible only when employees are provided with good environment, better salary, promotional opportunity, adequate infrastructure, proper policies and so on.

The present study reveals that the librarians have achieved moderate job satisfaction in their present environment. Some of the part-time librarians, have expressed low level of job satisfaction with various issues. These issues primarily relate to salary, promotional opportunity and inadequacy of staff, etc. These factors lead to not only dissatisfaction among the librarians but also a kind of negative look towards the institution and the job that they are performing. Their knowledge, energy and skills go waste rather than achieving desired goals. It is therefore necessary for the concerned authorities to look into these matters to take positive step for the betterment of the library and their respective institutions.

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