Involvement of IT and Job Satisfaction among library workers

Naresh Kumar[1]

Research Scholar

INTRODUCTION

Job satisfaction has been of interest to organizational researchers, because of its relationships with job performance and/or organizational commitment. More importantly, employed individuals spend most of the time doing their job works. As a result, the feelings of individual about their jobs are likely to affect those impacting on their general lives.

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.

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.

LITERATURE REVIEW

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. 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 (2001) examined the impact of automation on the job satisfaction among library staff of Margaret Thatcher Library, Moi University. After training librarians should be offered an opportunity to practice what they have learned. Academicians treat librarians in good esteem for their valuable services to them (Satija, et. al., 2003). Kaur (2006) said that there is a need for contented and "well satisfied librarians to make libraries more service oriented to their clientele and the main organizational determinants influencing worker's job satisfaction". And establish sensible organizational structures, delegating authority, promoting teamwork practice, developing job descriptions and evaluation systems, "allowing employees' freedom of choice to perform job duties, providing employees with training opportunities and motivations" (Sheikha & Younis, 2006).

RESEARCH METHODOLOGY

This study used a descriptive survey design. The purpose of descriptive surveys, according to Ezeani (1998), is to collect detailed and factual information that describes an existing phenomenon. The target population of the study was library professionals of private engineering and management colleges in Haryana. A total enumeration sampling technique was used to select 100 library professionals. The breakdown is given in Data Interpretation

DATA INTERPRETATION

In respondents 57% are male and 43% are female, 39% are married and 61% are unmarried. 63% respondents have supervisory designation and 37% have non-supervisory designation. 91% library professionals are involved in IT but 9% are not involved. In respondents 71% library professionals belongs to Urban and 29% belong to Rural.

Hypothesis: H0: There is no association between Involvement in IT and Job Satisfaction factors.

H1: There is association between Involvement in IT and Job Satisfaction factors.

Involvement in IT * Job Satisfaction Cross tabulation			Job Satisfaction					
			1.00	2.00	3.00	4.00	5.00	Total
Involvement in IT Status	Involved	Count	3	13	18	37	20	91
		Expected Count	2.7	14.6	16.4	35.5	21.8	91.0
	Not Involved	Count	0	3	0	2	4	9
		Expected Count	.3	1.4	1.6	3.5	2.2	9.0
Total		Count	3	16	18	39	24	100
		Expected Count	3.0	16.0	18.0	39.0	24.0	100.0

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.370[a]	4	.173
Likelihood Ratio	7.661	4	.105
Linear-by-Linear Association	.132	1	.716
N of Valid Cases	100		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .27.

Interpretation: Tabulated value is 9.488. Since calculated value is 6.370 and it is less than tabulated value. The H0 is accepted.

FINDINGS AND SUGGESTIONS

The results of the comparisons are summarized as follows: No significant association was noticed among the groups of librarians categorized on the basis of the following characteristics (taken in pairs): Involvement in IT and Residential Areas (Rural/Urban).

Based on the findings evolved from the investigation, the investigator made an attempt to put for the following suggestions regarding the job satisfaction of library professionals in Haryana State. To improve the Job Satisfaction of the library professionals in Haryana State, Work can improve the performance as well as reduce the stress among employee. Assessment Committees may be constituted in the organizations, headed by a qualified professional. The Committee shall meet frequently and assess the performance and appreciate the sincere efforts made by the professionals. The library professionals may be given due participation while framing policies in the organization they serve, which will give them a feeling of being a part of the whole. This will help them to contribute to the achievement of the institution's goals. In the current scenario, the library professionals do not identify their position in the organization they serve and in the society they live. To solve the identity crisis, their present designations as Librarian, Catalogue Assistant, Reference Librarian, Archivist etc. may be changed to Scientist, Jr. Scientist, Sr. Scientist, and Information Scientist etc.

The findings of the present study are reasonably limited in its scope with regard to many aspects. The results can be made more elaborate if a number of future scientific enquiries are conducted in this area. Hence the following research areas are identified and suggested for further research on the job satisfaction of library

professionals. The study can be extended to identify the pattern of relationship among different dimensions of job satisfaction of library professionals. A factor comparison of job satisfaction of library professionals in Haryana with respect to select variables can be made. A study can be conducted to explore the relation of Job Satisfaction, Quality of Work Life and Occupational Stress of semi-professionals in the libraries and to compare the results with that of professional librarians. Job Satisfaction, Quality of Work Life and Occupational Stress of other professionals like teachers and scientists can be explored and compared with that of librarians.

REFERENCES

Fleck, Isabel and Bawden, David. "The information professional attitudes and images: Examples from information services in law and medicine." Journal of Librarianship and Information Science. 27.4 (1995): 215-26.

Kaur, Rajwant. "Librarians' Job Satisfaction: Nature, Determinants and Theories." ILA Bulletin. 42.4 (2006): 5-12.

Kaya, Ebru. "Job satisfaction of the librarians in the developing countries." In 61st IFLA General Conference Proceeding.(1995),

Lim, Sook. "Job satisfaction of information technology workers in academic libraries." Library & Information Science Research. 30.2 (2008):115-21.

Osorio, Nestor L. "An analysis of science-engineering academic library positions in the last three decades." Issues in Science and Technology Librarianship. 24 (1999)

Patillo, E.J, Morgan, B.B and Morgan, J C. "The job itself: the effects of functional units on work autonomy among public and academic librarians." Library Trends. 58.2 (2009): 279-90.

Sheikha, Nader Ahmad Abu and Younis, Abdul Razeq M. "Administrative factors affecting employees' absenteeism in academic and public libraries in Jordan." The International Information and Library Review. 38.2 (2006): 64-88.

Sornam, S. Ally and Sudha, S. "Occupational role stress on women librarians: a study." SRELS Journal of Information Management. 40.2 (2003): 201-14.

Srivastava, Alok and Srivastava, Ashok. "Opportunities for professional development of librarians: a study of the level of satisfaction among librarians of institutions of higher education in Jaipur." ILA Bulletin. 40.4 (2004): 31-34.