A STUDY OF JOB SATISFACTION OF LIBRARIANS

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ABSTRACT

Employee satisfaction is a key indicator of the health of a company's organisational structure. The foundations of libraries and the foundations of society are inextricably linked. The availability of adequate staff is critical to the library's service delivery success. The level of job satisfaction a librarian has has a direct impact on the quality of services they provide to the information society. In this context, the material and ethical aspects of librarian job satisfaction become more important. As part of this study of libraries in developing countries, job satisfaction among librarians is examined.

1. INTRODUCTION

The technical expertise, intelligence, creativity, initiative, efficiency, and thoughtfulness of an organization's employees determine its success. They must be happy and engaged in what they are doing, as well as knowing their job well and being able to perform it competently and efficiently.

When you are doing work that you believe is worthwhile, it is easy to feel fulfilled and happy. Many people place a higher value on job satisfaction than on financial security. A single measure of overall job satisfaction is created by combining general satisfaction, internal work motivation, and growth satisfaction.

The practise of conducting anonymous surveys of workers' opinions on their jobs became popular in the 1930s. Only a few studies had been published prior to that time, despite the lack of interest in employee attitudes. Uhrbrock used attitude measurement techniques developed by Latham and Budworth in 1934 to assess factory workers' attitudes. Hoppock, who discovered that both the job itself and one's interactions with coworkers and superiors have an impact on job satisfaction, made a significant contribution to the field of job satisfaction research in 1935.

The ability of a company's employees to perform is a major factor in its success. Every employee's professional goals depend on achieving a healthy work-life balance. A company's success is contingent on its employees being happy with their jobs and the company itself.

There are two approaches to determining whether or not someone is content in their current position:

For Employees

A good gross salary, job stability, steady career growth, rewards & recognition, and constant new opportunities all contribute to job satisfaction from an employee's perspective.

For Employers

The best way for employers to get the most out of their workforce is to ensure that their employees are satisfied with their work environment. Attrition can be reduced and growth can be accelerated when employees are content. In order to attract and retain top talent, employers must ensure that job descriptions are attractive and that employees have regular opportunities to learn and grow.

The positive effects of job satisfaction include:

1. More efficiency of employees of workplace if they are satisfied with their job.

2. Higher employee loyalty leading to more commitment.

3. Job satisfaction of employees eventually results in higher profits for companies.

4. High employee retention is possible if employees are happy.

Job Satisfaction Factors

Psychology and job satisfaction are intertwined. Employees who are content and happy at work are more likely to do their best work. Employees who are unhappy are sluggish, more likely to make mistakes, and eventually become a liability to their employers. Workplace happiness is influenced by a number of elements and factors, including:

1. Compensation & Working conditions

Two of the most important factors in job satisfaction are employee compensation and benefits. Workers who enjoy their jobs more when they are paid well are more likely to be happy in their jobs than those who do not. When employees work in a healthy environment, their value rises as well.

2. Work life balance

Everyone wants to work in a setting that allows them to spend time with the people they care about while also advancing their careers.

Many companies have implemented policies that allow employees to spend quality time with their families while at work in order to ensure that they are satisfied with their jobs. This has a positive effect on employee happiness.

3. Respect & Recognition

Everyone appreciates and becomes more motivated when they are treated with respect at work. They will be even more motivated if they are recognised for their efforts. As a result, one of the factors that contribute to a positive work environment is recognition.

4. Job security

An employee's confidence is greatly boosted if the company assures them that they will be retained even if the market is turbulent. Employees are happier in their jobs when they know they will be able to keep them.

5. Challenges

Employee dissatisfaction can be caused by a lack of variety in the workplace. As a result, practises like job rotation and enrichment can improve employees' job satisfaction.

6. Career Growth

Employees place a high value on their own professional development. To put it another way, if a company supports its employees' development by giving them new and challenging roles, they will be more satisfied with their work.

2. OJECTIVE OF THE STUDY

1. To identify and measure the level of the job satisfaction among library professionals.

2. To study the level of job satisfaction among library professionals with regard to the factors like working conditions, personal relationship, salary, job security, promotion employee recognition etc.

3. To identify the opportunities for growth in the engineering college library professionals.

4. To know the availability of physical facilities and friendly atmosphere of various college libraries.

5. To study the impact of certain personal variables such as age, sex, marital status, type of family, length of service, designation on the job satisfaction among library professionals.

The Importance of Job Satisfaction

The most important indicator that a company's situation has deteriorated is employee dissatisfaction. In order to have a productive workplace, employees need to be happy with their jobs.

For the majority of their lives, people want to ensure that they can maintain their status, high ranks, and authority by dedicating as much of their abilities to their work as possible. A dissatisfied employee is one who believes their employer has failed to live up to their lofty expectations. To put it another way, his or her employer suffers.

A person's motivation and ability to contribute to the production process are directly linked to job satisfaction. When workers are happy in their jobs, it can reduce absenteeism, turnover, and even the number of accidents at work.

Libraries are essential to the well-being of a community. The library's staff qualifications have a significant impact on service expansion and organisational structure. Libraries are only as good as their staff when it comes to providing high-quality services.

Librarians play an important role in today's information society, and their level of job satisfaction has a direct impact on the level of service they provide. Librarian job satisfaction becomes more important in this context because of the material and moral aspects of it.

3. LITERATURE REVIEW

Oluchi and Ozioko (2014) Library staff in Niger State's colleges and universities were surveyed about their job satisfaction. Study participants were asked to rate their level of job satisfaction in Niger State academic libraries. Studies show that librarians are highly satisfied with their jobs and that they are not affected by illness or tardiness when they are dissatisfied, according to the findings of the research.

Khan and Ahmed (2013) were studied by Khan and Ahmed (2013) for their happiness. Even though librarians in these institutions liked their jobs, they were dissatisfied with their bosses, their benefits, and their prospects for advancement within the field. A new organisational structure, as well as new policies for employee advancement and higher academic standards, were recommended by the researchers.

Somvir and Sudha (2012) examines the factors that influence job satisfaction among library workers. Over a hundred librarians from Haryana's private engineering and management colleges participated in this study. In the findings, librarians' job satisfaction is linked to the characteristics of their workplaces, not their gender, the type of library they work in, or even their professional goals.

Das (2015) conducted a survey to learn more about their experiences with job satisfaction. It appears that female librarians are happier than their male counterparts, according to the results of the study The overwhelming majority of librarians expressed gratitude to their organisations for their leadership's assistance. With regards to career advancement and personal development, librarians were largely dissatisfied. Librarians and assistant librarians had the highest levels of job satisfaction, while library assistants had the lowest levels of job satisfaction.

Mondal, Bandyopadhyay & Hasan (2014) An informal poll of library workers found that most of them were satisfied with their jobs and had good working relationships with both their supervisors and coworkers. There was dissatisfaction, however, not only with the university's promotion policy, but also with the university's benefits policies and rules & procedures for jobs & rewards for women. With regards to issues like promotion, benefits, and workplace rules and regulations, the older age groups were extremely unhappy.

Gupta and Gehlawat (2013) They conducted a survey of teachers in these districts. Teachers' commitment to their organisations was found to be strongly influenced by the type of school they worked in and how happy they were at their jobs. Teachers in private schools were more committed to their work than those in public schools. Government school teachers who were satisfied with their jobs were more committed to their schools than teachers in private schools who were not satisfied.

Somvir and Kaushik (2012) conducted a study involving 100 librarians from private engineering and management schools in Haryana's private sector, they sought to identify the factors that had the greatest impact on their level of job satisfaction. Gender, library type, or profession had no effect on librarians' level of job satisfaction. On the other hand, the conditions of their workplaces played a role. In determining job satisfaction, supervisory climate and job requirements were the two most important factors. There were no significant correlations between the groups based on gender, marital status, position of authority, technology familiarity, or place of residence when the libraries were divided into groups.

Ghoniem et al. (2011) in a study of 48 Egyptian government employees. Emotional intelligence and gender were found to have a significant impact on job satisfaction. People with high levels of emotional intelligence reported higher levels of well-being than those with lower levels. Workplace satisfaction was not affected by gender.

4. Conclusion

The economic, social, and cultural circumstances of the country in which librarians work naturally affect their job satisfaction. The quality of service a librarian provides will be affected by the librarian's level of job satisfaction. Librarian job satisfaction depends increasingly on how material and ethical factors affect their work. The task of ensuring employee happiness at work is not an easy one for management. Preparation and time are required. A yearly survey of employee satisfaction should be conducted by the company if it wishes to

make improvements. Employees motivated by a desire to help the company succeed take pride in their work and derive pleasure from it. It should be possible for delegations from other states to hold conferences and seminars at libraries, information centres, and documentation centres in those states. As a result, the quality of their products and services would improve as a result of this. Even though a small percentage of engineering college librarians were dissatisfied with their job duties or the shift system or hours they worked, librarians in general were content. Dissatisfaction with salaries, job security, proper recognition, and management's tendency to dominate the library staff is widespread in engineering college libraries. The UGC salary scales should therefore be taken into consideration by college engineering departments in order to guarantee job security and recognition for library staff.

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