



JOB SATISFACTION A CASE STUDY OF UNIVERSITIES LIBRARY STAFF OF HARYANA

PRESENTED BY:- Mr. Vikash

*Research Scholar, Department of Library Science,
Madhav University Rajasthan*

Abstract

Increasing higher education programmers, intensive research activities, the rapid growth of literature and increased demands of reading community for varied library service have brought significant changes in the collection of academic and special libraries in Indian and the staff working in them. In other words, the collections of libraries and the staff working in them increased considerably compared to what they were in the early 1940's. It is a well known fact that both material and human resource became expensive and would be becoming more expensive in future. Providing maximum service at minimum cost is the primary objective of a service organization like libraries.

INTRODUCTION

The topic selected for the present study is 'Job Satisfaction of Library Professional Staff'. Due to the limitation of time and cost, the scope of the topic is restricted to investigate the job satisfaction of professional staff working in university and special Libraries of Haryana, The Semi professional working in those libraries are not coming under and purview of the present study.

The overall job satisfaction of professional staff, their satisfaction with different facets of the job, correlates of job satisfaction and ranking of incentives are the main areas that have been chosen for the present investigation.

Key Words: Job Satisfaction, Incentives, Professional Staff

1. Job Satisfaction:

Hypoock¹ considered job satisfaction as any combination of psychological, physiological and environmental circumstance that causes a person truthfully to say 'I am satisfied with my job'. Smith² refers to job satisfaction as the employee's judgment of how well his job on the whole is satisfying his various needs. For Bullock³, job

satisfaction is an attitude which results from balancing and summation of specific likes and dislikes experienced in connection with the job. According to Handyside⁴, job satisfaction is a dynamic process of balancing one thing against another. Borrow⁵ seems to agree with Hoppock in defining job satisfaction. He defines it as the verbal experience of incumbent's evaluation of his job.

2.Incentives:

Numbers of definitions have been proposed by various investigators for the term incentive. The following are some of them.

In Brown's¹⁴ view, it is an objective goal which is capable of satisfying what we are subjectively aware of as need, drive, or desire. Viteless¹⁵ expressed that incentives are the conditions which start or initiate, decrease or speed up or partially inhibit and direct activities. From this view, incentives are situation which function in arousing dynamic forces in the individual, or arrangements of condition introduced with the expectation of influencing or altering the behavior of the people. The term incentive has been defined by Harrell¹⁶ as an outward stimulus that activates a need or brings the motive to work. Any need present at a moment in an individual does not necessarily lead to action. Often, it is incentive which triggers off action..

3.Professional Staff:

According to Basu et al¹⁷, professional staff are those personal who are having qualifications in Library and information science of any level and engaged in disseminating the library and information services at any level.

Librarians generally consider only those personal who is in possession of atleast a professional bachelor's degree or an equivalent degree in Library Science/ Library and Information Science like: BLIC, MLIC, Post Graduate Diploma of Library Science awarded by university or an equivalent recognized institute as professional staff.

Objectives of study:

- 1.To measure the job satisfaction of professional staff working in university and special libraries of Haryana.
- 2.To know the differences, if any, among different groups of professional staff such as university and special library staff, junior and senior level staff, and men and woman staff in satisfaction with different aspects of job namely work, pay, promotions, supervision, co –workers, opportunities for professional developments, reading community, security of the job, working conditions, and general politics and administration.
- 3.To determine the relationship, if any between job satisfaction and the chosen independent variable.
4. To know the difference, if any, between university and special library staff, junior and senior level staff, and men and woman staff with regard to professional involvement, utilization of professional knowledge, recognition for the work done, promotions and change of rise, job insolvent,, organizational involvement, attitude towards profession, self – related performance and willingness to leave the organizational.

5.To find out the four top most incentives for the professional staff as indicated by them and to know the differences, if any, among the different groups of professional staff such as university and special library staff, junior and senior level staff, men and woman staff and high satisfied and low satisfied staff in the perception of relative importance of job incentives.

6.To recommend some of the measures to raise the job satisfaction of professional staff.

In addition to the objectives as mentioned above, an effort is made in the present study to describe the characteristics of the sample such as age, sex marital status, level of education, pay, experience, etc.

Hypothesis: The Following broad null hypotheses have been set up for the investigation:

1.University and special library staff, junior and senior level staff, and men and woman staff, would not differ significantly in satisfaction with different facets of job namely work, pay, promotions, supervision, co – workers, facilities for professional developments, reading community, security of the job, working conditions and general politics and administration.

2.Job satisfaction would not be related to the age, sex, marital status, level of education, type of the library, level of joining managerial level, number of promotions obtained, salary, expectation of pay, experience and distance between residence and working place.

3.Job satisfaction would not be related to professional involvements, utilization of professional knowledge, and attitude towards profession.

4.Job satisfaction would not be related to the recognition for the work done, promotions and chances of rise, and supervisory support.

5.Job satisfaction would not be related to job autonomy, intrinsic motivation, job involvement, job participation, work involvement and organization involvements.

Job challenge:

Librarianship can be considered as a challenging profession due to the problems one has to face in providing class number for the newly emerging subjects, in cataloguing the different type of reading materials, in satisfying the varied information needs of the reading community, and in managing the libraries. In this study, an attempt has been made to investigate whether librarianship is considered to be a challenging job by the professionals themselves. It so, to what level is librarianship a challenging pursuit to them. It has also been investigated in this study whether job challenge and job satisfactions are related to each another.

SUMMARY:-

Job satisfaction is defined in this study as the summation of feeling of an employs over a number of dimensions of his job, namely the nature of work, pay, promotions, supervision, co-workers, opportunities for professional development, reading community, security of the, job, working conditions, and general policies and administration.

References

- 1) WAHBA (Susanne Patterson). Librarian job satisfaction, motivation and performance: An empirical test of two alternative theories. Columbia. Columbia University, Ph.D. 1973 (unpublished) as abstracted in **International Dissertation abstracts: A the humanities and social Sciences**. 38, 9; 1978; p 6376-A.
- 2) SCAMELL (Richard W) and STEAD (Bette Ann). A study of age and tenure as it pertains to job satisfaction. **Journal of Library Administration**. 1; 1980; 3-18.
- 3) PULLA REDDY (V). A study on job satisfaction of professional staff working in university and college libraries of Delhi. University of Delhi, M.Phil.1980 (unpublished).
- 4) SALEH (Showery D) and OTIS (Jay L). Age and level of job satisfaction. **Personnel psychology**. 17; 1964; 425-30.
- 5) GANGULI (HC).A further analysis of relation of union membership to attitude of industrial worker. **Indian Journal of Psychology**. 30; 1955; 61-72.
- 6) PRASAD (AK).A study of personality and some personal factors in job satisfaction. **Indian Journal of psychology**. 40; 1965; 147-52.
- 7) BURGESS (Susan Fay). Job satisfaction of reference librarians and cataloguers. **Australian Academic& Research libraries**. 13; 1982; 73-81.
- 8) SHYU (Jin-Fen). A study on job satisfaction of university library staff in the Republic of China. **Journal of Library &Information Science**. 11; 1985; 207-34.
- 9) D'ELIA (George). The determinants of job satisfaction among beginning librarians. **Library Quarterly**. 49; 1979; 283-302.
- 10) NARASYANA RAO (S).Work adjustment and job satisfaction of teachers. 1986. Mittal Publications, Delhi.
- 11) PULLA REDDY, op.cit.
- 12) HULIN (Charles J) and SMITH (PC). Sex differences in job satisfaction. **Journal of Applied Psychology**. 45; 1964; 88-92.
- 13) SHYU, op. city.
- 14) GUHA (TN).Personality factors and job satisfaction among shoe factory workers. **Indian Psychological Review**. 1; 1965; 59-64.

- 15) SINHS (D) and SHARMA (KC). Union attitude and job satisfaction in **Indian workers**. **Journal of Applied Psychology**. 46; 1962; 247-57.
- 16) AZAD (Asadollah). Job satisfaction of Para professional librarians: A comparative study of public and technical departments in selected university libraries. Pittsburgh. Pittsburgh University, Ph.D. 1978 (unpublished). (As abstracted in International Dissertation Abstracts: A Humanities and Social Sciences. 39; 11; p 6379A)
- 17) GANGULI (HC) . A Study of effect of union membership on Industrial morale. Indian Journal of Psychology. 39; 1954; P. 45 – 59.
- 18) GANGULI (HC). A further analysis of relation of union membership to attitude of industrial worker. Indian journal of psychology. 30: 1955: P. 61 – 72.
- 19) GANGULI (HC) ATTITUDE OF UNION AND NON UNION EMPLOYEES IN A CALCUTTA ELECTRICAL ENGINEERING FACTORY. Journal of applied psychology. 40; 1956; P. 78 – 82.
- 20) SINHA (D) and SINHA (P). Job satisfaction and absenteeism. Indian journal of social work. 21; 1961; P. 337 – 43.
- 21) SINHA (D) and SHARMA (KC). Union and non union employees in Calcutta Electrical Engineering Factory. Indian Journal of Psychology. 30; P. 78 – 82.
- 22) KUHLEN (Raymond G). Need, Perceived need satisfaction opportunities, and satisfaction with occupation. Journal of Applied Psychology. 47; 1963; P. 56 – 64.
- 23) FOA (Uriel G.) Relation of workers expectation to satisfaction with pay. Personal psychology. 19: 196; P. 195 – 208.
- 24) KLEIN (SM) and MAHER (JR). Educational level and satisfaction with pay. Personnel Psychology. 19; 1966; P. 195 – 208.
- 25) BLOOD (Milton R) and HULIN (Charles L). Alienation environmental characteristics and workers responses. Journal of Applied Psychology. 51; 1967; 284 – 90.