

Job Satisfaction among College Library Professionals in Madurai District: A Study

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Abstract - This study examine the relationship between characteristics and job satisfaction among Arts College library professionals in Madurai district, Tamil Nadu. The questionnaire method is followed. The experienced library professionals are more satisfied then less experienced. Professional with high level qualification is more satisfied with job than with less qualification. The present study intends to find out the job satisfaction of professional library staff working in the college libraries of Madurai district. It is found that majority of professionals strongly agree with job satisfaction level.

Keywords : Job Satisfaction, College library, Questionnaire method

I. INTRODUCTION

A happy employee is generally a employee who is satisfied with his job. Job satisfaction is very important because most of the people spend a major portion of their life at their working place. Library professional plays an important role in the higher education sector for dissemination of information to the information seekers. Information need has been widely enlarging due to creation of new findings and development.

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. Hence, this study is important to sort this kind of problem at the beginning stage.

II. SCOPE OF THE STUDY

This study covers the library professionals of University College, University Constituent Colleges, Government Colleges, Government Aided Colleges and Self-Finance Colleges spread over the entire Madurai district. There are 27 colleges in the district and in the present study an attempt is made to determine the job satisfaction of the college librarians of Madurai district.

III. OBJECTIVES OF THE STUDY

The main objectives of the study are

1. To study the job satisfaction level of library professionals working in Arts and Science Colleges in Madurai district, Tamil Nadu.

2. To gain an insight into the socio demographic profile of the respondents in terms of age, gender, educational qualification, years of experience etc.
3. To compare the library professionals jobs satisfaction in Madurai district.

IV. REVIEW OF LITERATURE

Ram and Choudhury (2010), examined the relationship between organizational climate and Job Satisfaction in academic libraries in Delhi. 228 questionnaires are collected from professional, technical and administration people from different libraries. The finding of this study is that Job Satisfaction is highly correlated with organization climate. Alan sari, (2011) investigated the factors affecting career choice, job satisfaction and perceptions of the public image of librarians in Kuwait. Data is gathered via questionnaires sent to 117 professional librarians working in academic, public and special libraries in Kuwait. It identified the factors which influenced the choice of career, sources of satisfaction and dissatisfaction. Respondents reported that they are moderately satisfied with their current job. The results shows that extrinsic measures, such as recognition of accomplishment, fair performance evaluation and job security are ranked in the top and are the most important aspects of job satisfaction, whereas intrinsic measures, such as suitable daily working hours and nature of work fell close to the bottom of the list. The cause of employee job satisfaction occurs in the area of benefits, contingent rewards, communication, salaries, working conditions and promotions. Balasubramanian, (2011) studied the Job Satisfaction of Librarians in Tirunelveli. He stated that the Job Satisfaction refers to an individual's complex reaction towards his job. It seems eminently logical that a happy employee is a better employee. This article studied about Job Satisfaction of Library professionals.

The study concluded that job satisfaction of an employee is related to an individual's expectations and attainment of their perceptions. Khan and Ahmed (2013) conducted a study to measure the job satisfaction of library professionals serving in public sector Universities of Khyber Pakhtunkhwa, Pakistan. A total of 49 responses are collected and analyzed. The study reveals that although library professionals working in these institutions are slightly satisfied with their nature of work, they are dissatisfied with supervision, benefits, promotion, revision of service structure, promotion policies, improvement in

academic qualification and advance training are suggested by the researcher.

V. METHODOLOGY

For analysis and interpretation of the data collected, tables, diagrams and simple statistical tools such as survey method, questionnaire method and observation methods are used.

VI. DATA ANALYSIS AND INTERPRETATION

TABLE 1 NUMBER OF ARTS AND SCIENCE COLLEGE IN MADURAI DISTRICT.

S.No.	Category	Total numbers	Percentage
1	University constituent college	7	25.93
2	Government college	2	7.41
3	Government aided college	4	14.81
4	Self-financing college	14	51.85
	Total	27	100.00

Table 1 shows that nearly 14 (51.85%) colleges run under by self-finance scheme, where student’s tuition fees are arranged to meet expenses of colleges. Where 7 (25.93%) colleges are University constituent colleges, 4 (14.81%) of colleges run by government aided and only 2 (7.41%) colleges run by Government body.

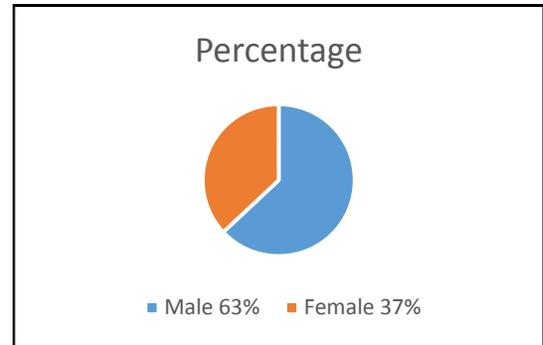


Fig.1 Gender Wise Distribution Of Respondents

Figure 1 shows that 63% of male and 37% of female library professionals are working in various category of Arts and Science colleges in Madurai district.

TABLE 2 AGE GROUP OF RESPONDENTS

S.No.	Category	Age group			
		Below 30 years	31-40 years	41-50 years	51 and above
1	University constituent college	1	2	4	-
2	Government college	-	-	1	1
3	Government aided college	-	1	2	1
4	Self-financing college	3	6	3	2
	Total	4 (14.81%)	9 (33.33%)	10 (37.04%)	4 (14.82%)

In the above table 2, about 10 (37.04%) of library professionals are under the age group of 41-50 years old as shown in the above frequency table, and about 9 (33.33%) of library professionals are in the age group in between 31

to 40 years old, about 4 (14.82%) of each are under the age group of below 30 years and 51 and above years respectively.

TABLE 3 JOB SATISFACTION LEVEL OF RESPONDENTS

S.No.	Category	Job satisfaction level			
		Strongly agree	Agree	Disagree	No opinion
1	University constituent college	4	3	-	-
2	Government college	2	-	-	-
3	Government aided college	3	1	-	-
4	Self-financing college	-	3	9	2
	Total	10 (37.04%)	7 (25.93%)	8 (29.63%)	2 (7.40%)

Table 3 depicts that about 10 (37.04%) of library professionals are strongly agree the job satisfaction level, 8 (29.63%) of respondents disagree with satisfaction of job, 7

(25.93%) of respondents agree with job satisfaction and finally there is no opinion from 2 (7.40%) of respondents about job satisfaction level.



Fig. 2 Professional and Non-Professional staff strength

Figure 2 shows that almost 25 (92.59%) of non-professional staff members work in self-financing colleges. In government aided colleges 7 (25.93%) of professional and non-professional staff members work in university constituent college and government aided colleges

respectively. 3 (11.11%) of non-professional staff members work in University constituent college and government college libraries. Maximum of 14 (51.85%) of professional staff members work in self-financing colleges.

TABLE 4 QUALIFICATION OF LIBRARIAN

S.No.	Category	MLIS	MPhil	PhD	Total
1	University constituent college	2	4	1	7
2	Government college	-	1	1	2
3	Government aided college	-	1	3	4
4	Self-financing college	6	7	1	14
	Total	8 (29.63%)	13 (48.15%)	6 (22.22%)	27 (100.00%)

Table 4 shows that 13 (48.15%) of librarian having MPhil degree, 8 (29.63%) of librarian having MLIS degree and only 6 (22.22%) of librarian having a doctorate degree in library science.



Fig.3 Satisfaction of salary

Figure 3 shows that 100% of staff members are satisfied of salary who works in government and government aided colleges in Madurai district. 75% of professionals who works in University constituent college in a regular basis are

satisfied in their salary and 25% are not satisfied because they work under contract basis. Finally, 75% of professionals are not satisfied with salary structure who work in self-financing colleges.

TABLE 5 SECURITY OF JOB

S.No.	Category	Highly secured	Secured	Not secured	Total
1	University constituent college	2	3	2	7
2	Government college	2	-	-	2
3	Government aided college	3	1	-	4
4	Self-financing college	3	5	6	14
	Total	10 (37.04%)	9 (33.33%)	8 (29.63%)	27 (100.00%)

Table 5 indicates that out of 27 colleges, 10 (37.04%) of college librarians' feels highly secure in their job. 9 (33.33%) of college librarian feels secure in their job and the rest of 8 (29.63%) of college librarians feels not secured

in their job. Security of job is very much essential for every worker. If an employee does not feel secure in his job, then it may be an important cause of dissatisfaction of job. The table given above indicates the job security of professional library staff.

TABLE 6 RELATIONSHIP OF LIBRARIAN WITH CO-WORKERS

S.No.	Category	Very good	Good	Satisfied	Total
1	University constituent college	3	2	2	7
2	Government college	1	1	-	2
3	Government aided college	1	2	1	4
4	Self-financing college	3	5	6	14
	Total	8 (29.63%)	10 (37.04%)	9 (33.33%)	27 (100.00%)

Table 6 shows that the level of relationship of librarian with their employees and co-workers. From the above table it is seen that out of 27 college libraries, 10 (37.04%) of librarians have good relationship with co-workers, 9 (33.33%) have relationship with co-works in satisfied level and 8 (29.63%) of librarians have very good relationship with co-workers.

VII. FINDINGS

1. Majority of professionals strongly agree with job satisfaction level.
2. Qualification of librarians in Ph.D level should be increased.
3. Satisfaction of salary those who are working in self-financing colleges is very low.
4. Security of job those who are working in government and government aided colleges are highly secured.

VIII. SUGGESTIONS

1. Skill development level should be improved to secure their position those who are working in self-financing colleges.
2. Salary should be increased to self-financing college librarians.
3. Additional incentives and increments should be given to self-financing college librarians those who are publishing journal articles and paper presentation in seminar.
4. Some librarians should maintain good relationship with co-workers.

IX. CONCLUSION

An employee who is satisfied with the job generally extends his both mental and physical efforts towards the accomplishment of objective of the organization. Job satisfaction of an employee plays an important role in the development of its organization. The college authority should encourage the librarians through deputing them to attend training programs, seminars and conferences so that they may be acquainted with latest technology. It facilitates to develop the working skill of the staff concerned. The management should take necessary measures to provide infrastructural facilities in libraries where they lack for better utilization of professional knowledge or skills in order to enhance their job satisfaction. The above study shows that library professionals working in Madurai district are more satisfied with their library job.

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