

# Job Satisfaction of College Librarians in Barpeta District of Assam: A Case Study

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(Received on 11 March 2013 and accepted on 20 June 2013)

**Abstract** - The college libraries of Barpeta District are facing many problems owing to the lack of sufficient manpower and lack of infrastructure. As a result they cannot provide expected services to the users. The present study intends to find out the job satisfaction of professional library staff working in the college libraries of Barpeta District of Assam and forwarded some vital suggestions.

**Keywords:** Job satisfaction, College library, Barpeta

## I. INTRODUCTION

Job satisfaction is an important factor used to motivate the employees to work harder. It has often been said that "A happy employee is a productive employee". A happy employee is, generally, that 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. Moreover, job satisfaction has its impact on the general life of the employees also, because a satisfied employee is a contented and happy human being. A highly satisfied worker has better physical and mental well being.

In simple words, job satisfaction can be defined as the extent of positive feelings or attitudes that individuals have towards their jobs. When a person says that he has high job satisfaction, it means that he really likes his job, feels good about it and values his job highly.

## II. SCOPE OF THE STUDY

Barpeta District comprises a geographical area of 3245 square kilometers with over 16 Lakh population. The total number of literate population is 918,708 of which 512,330

are male and 406,378 are female. Literacy rate total 65.03% where 70.72 % is male and 59.04% is female. There are all together 13 colleges in Barpeta District and in the present study an attempt has been made to determine the job satisfaction of the college librarians of Barpeta District of Assam. However, the study is limited to 10 colleges of the District.

## III. METHODOLOGY

The following methods have been used for conducting the study.

1. Questionnaire method;
2. Survey method;
3. Observation method.

## IV. COLLEGE LIBRARIES OF BARPETA DISTRICT

There are thirteen provincialized colleges in different places of Barpeta District. Most of the colleges of Barpeta District are in rural areas. Madhab Choudhury College is the oldest college of Barpeta District which was established before independence in 1939.

Library staff is an essential link between the library resources and the users. In a library, staff is most essential to arrange and keep the books well and to find quick information. The table given below gives the details of professional and non-professional staff in Barpeta District College Library.

TABLE I COLLEGE LIBRARIES OF BARPETA DISTRICT

Sl. No.	Name of the Library	Name of the college	Year of Established	Address
1	Kameswar Das library	Madhab Choudhury College	1939	Barpeta
2	Bajali College library	Bajali College	1955	Pathsala
3	Barnagar College library	Barnagar College	1962	Sarbhog
4	B.H. College library	B. H. College	1966	Howly
5	Bapujee college library	Bapujee College	1970	Sarthebari
6	Madhya Kamrup College library	Madhya Kamrup College	1971	Chenga
7	Nabajyoti College library	Nabajyoti College	1971	Kalgachi
8	Bhawanipur Hastinapur College library	Bhawanipur Hastinapur College	1973	Sarupeta
9	Central library	Barpeta Girls College	1978	Barpeta
10	Hridaya-nandan puthivaral	B.B.K College	1979	Nagaon
11	North-kamrup College library	North –kamrup College	1979	Baghmara
12	Central library	Nirmal Haloi College	1979	Patacharkuchi
13	Bhawanipur Anchalik College library	Bhawanipur Anchalik College	1982	Bhawanipur

TABLE II STAFF STRENGTH

SL. No.	Name of the college	Professional	Non-professional	Total
1	Madhab Choudhury College	2	3	5
2	Bajali College	1	3	4
3	B. H. College	1	2	3
4	Bapujee College	2	2	4
5	Madhya Kamrup College	1	3	4
6	Barpeta Girls College	1	1	2
7	B.B.K College	1	2	3
8	North –kamrup College	1	2	3
9	Nirmal Haloi College	1	3	4
10	Bhawanipur Anchalik College	1	2	3
	Total	12(34%)	23(66%)	35

In table II, college library staff is divided into professional and non-professional staff. From the entire survey it has been seen that the number of professional staff is less than the non-professional staff. Except Madhab Choudhury College and Bapujee College, the other college

libraries of Barpeta District have only one professional staff.

In a Library there are different types of services which are very much essential for readers. So professional staff are very much essential for better services of a library.

TABLE III QUALIFICATIONS OF LIBRARIAN

Sl. No.	Name of the college	Professional qualification	other
1	Madhab Choudhury College	B.L.I.Sc	
2	Bajali College	B.L.I.Sc	
3	B. H. College	M.L.I.Sc, NET	M.A, B.Ed
4	Bapujee College	M.L.I.Sc, NET	M.Sc
5	Madhya Kamrup College	B.L.I.Sc	M.A
6	Barpeta Girls College	M.L.I.Sc	
7	B.B.K College	M.L.I.Sc	
8	North –kamrup College	B.L.I.Sc	
9	Nirmal Haloi College	M.L.I.Sc	
10	Bhawanipur Anchalik College	B.L.I.Sc	

In the above table it is seen that all the librarians have professional qualification M.L.I.Sc and B.L.I.Sc. The number of M.L.I.Sc and B.L.I.Sc qualified Librarian is equal. Out of them Librarians of Bapujee College and B.H.College is NET qualified.

Working hour is an important factor of job satisfaction. If the library staff has to work for more time, it may be a cause of dissatisfaction. The working hour of library professionals of Barpeta District College library are given below.

TABLE IV WORKING HOUR

Sl. No.	Name of the college	Working-Hour
1	Madhab ChoudhuryCollege	6 hrs
2	Bajali College	6 hrs
3	B. H. College	6 hrs
4	Bapujee College	6 hrs
5	Madhya Kamrup College	7 hrs
6	Barpeta Girls College	7 hrs
7	B.B.K College	6 hrs
8	North –kamrup College	6 hrs
9	Nirmal Haloi College	7 hrs
10	Bhawanipur Anchalik College	6.30 hrs

From the table it is seen that all the librarians have been working for 6 to 7 hours in a day. All the Library professionals of Barpeta District College library are satisfied with their working hour.

The table given below shows the status of the salary satisfaction of the college librarians of Barpeta District:

TABLE V SATISFACTION OF SALARY

Sl. No.	Name of the college	Satisfied	Highly satisfied	Not satisfied
1	Madhab ChoudhuryCollege		√	
2	Bajali College	√		
3	B. H. College	√		
4	Bapujee College		√	
5	Madhya Kamrup College	√		
6	Barpeta Girls College			√
7	B.B.K College	√		
8	North –kamrup College	√		
9	Nirmal Haloi College	√		
10	Bhawanipur Anchalik College		√	
Total = 10		6 (60%)	3 (30%)	1 (10%)

From the above table it is seen that out of 10 colleges, three college librarians are highly satisfied, six college librarians are satisfied and one college librarian is not satisfied.

Job security 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 below indicates the job security of professional library staff.

TABLE VI JOB SECURITY

SL. No.	Name of the college	Highly secure	secured	Not secure
1	Madhab ChoudhuryCollege	√	-	-
2	Bajali College	√	-	-
3	B. H. College	-	√	-
4	Bapujee College	-	√	-
5	Madhya Kamrup College	-	√	-
6	Barpeta Girls College	-	√	-
7	B.B.K College	-	√	-
8	North –kamrup College	-	√	-
9	Nirmal Haloi College	-	√	-
10	Bhawanipur Anchalik College	-	√	-
Total = 10		2 (20%)	8 (80%)	-

From the above table it is clear that out of ten colleges, six college librarians’ feels secure in their job. The librarian of Madhab Chuodhury College and Bajali College feels highly secure in their job.

Table VII shows the level of relationship of the librarian with its employees and co-workers. From the table it is seen that out 10 college libraries, four librarians have high relationship again four have very high relationship

and two librarians have medium relationship with their employees. So, 40% librarians are highly satisfied and 20% are not satisfied (i.e Medium level) with their co-workers. The librarian of B.H.College and Bapujee College are not satisfied with their co-workers and they are maintaining a medium relationship with their co-workers. For this reason they say that most of employees are irregular in time, some of them have no proper knowledge for maintaining the library and they are not fit for library.

TABLE VII RELATIONSHIP OF LIBRARIAN WITH CO-WORKERS

SL. No	Name of the college	Very high	High	Medium
1	Madhab ChoudhuryCollege	√		
2	Bajali College		√	
3	B. H. College			√
4	Bapujee College			√
5	Madhya Kamrup College	√		
6	Barpeta Girls College		√	
7	B.B.K College		√	
8	North –kamrup College		√	
9	Nirmal Haloi College	√		
10	Bhawanipur Anchalik College	√		
Total = 10		4 (40%)	4 (40%)	2 (20%)

The table given below shows the satisfaction level of librarians for appreciation or reward from the authority:

From the above table it is seen that 70% college librarian are satisfied with the appreciation or reward system provided by management and 20% college librarians are highly satisfied with the appreciation or reward system provided by Library management. The librarian of Madhab Choudhury College and Barpeta Girls College are highly satisfied with the appreciation or reward system provided by the management. The librarian of Bapujee College is not satisfied with the appreciation or reward system provided by the management.

From the following table it is seen that most of the college librarians of Barpeta District are not happy with the welfare scheme of the library. From the study it is seen that out of ten colleges, six college librarians are not happy with the welfare scheme of the library, three librarians are satisfied and Madhab Choudhury College librarian has gives no comment about this. There is no college library which is highly satisfied with the welfare scheme of the library. For this reason most of the college librarian says that Library authority is not interested for welfare scheme of the library. They have no special interest for the development of the library.

TABLE VIII APPRECIATION/REWA

SL. No	Name of the college	Satisfied	Highly Satisfied	Needs improvement
1	Madhab ChoudhuryCollege		√	
2	Bajali College	√		
3	B. H. College	√		
4	Bapujee College			√
5	Madhya Kamrup College	√		
6	Barpeta Girls College		√	
7	B.B.K College	√		
8	North –kamrup College	√		
9	Nirmal Haloi College	√		
10	Bhawanipur Anchalik College	√		
Total = 10		7 (70%)	2 (20%)	1 (10%)

TABLE IX WELFARE SCHEME OF LIBRARY

Sl. No.	Name of the college	Yes	No
1	Madhab ChoudhuryCollege	√	
2	Bajali College	√	
3	B. H. College	√	
4	Bapujee College	√	
5	Madhya Kamrup College	√	
6	Barpeta Girls College	√	
7	B.B.K College	√	
8	North –kamrup College	√	
9	Nirmal Haloi College	√	
10	Bhawanipur Anchalik College	√	
Total = 10		10 (100%)	0

## V. CONCLUSION

Job satisfaction of the staff is very much essential for the success of an institute or an organization. An employee who is satisfied with the job generally extends his both mental and physical efforts towards the accomplishment of objective of the organization. He helps the organization for its further development by giving his creative ideas to it.

A college library is expected to support the objective of the college. Thus the basic function of a college library is to assist its parent body to carry out its programme. This means that it must adequately serve the needs and requirement of the teachers and students in reading, study and research. So, job satisfaction of College Library staff is very much essential for increasing the performance of the staff. Some of the suggestions for increasing the level of Job satisfaction of college librarians of Barpeta District are as follows:

1. Job satisfaction is related to job autonomy, so, the authority should take necessary step to provide autonomy to college librarian in their jobs for enhancing their job satisfaction.
2. The college authority should provide autonomy to the librarian to prepare the library budget for each year for disbursement of library money in the library development process.
3. The college authority should encourage the librarians through deputing them to attend training programmes, seminars, conferences so that they may be acquainted with latest technology. It facilitates to develop the working skill of the staff concerned.
4. It is evident from the finding of the study that job satisfaction and self rated performance are positively related to each other. That means the higher the job satisfaction, the higher the job performance. Hence, the authorities should take certain measures to improve the job satisfaction of professional in order to enhance the organizational productivity or performance.
5. The study also reveals a positive moderate co-relationship between Job satisfaction and utilization of professional knowledge. That means higher the satisfaction with

regard to utilization of professional knowledge, higher the job satisfaction. Hence, the management should take necessary measures to provide infrastructural facilities in libraries where they are lacking for better utilization of professional knowledge or skills in order to enhance their job satisfaction.

6. The authority should give special attention to increase the number of professional staff, or appointment of Asst. Librarian which reduce the work pressure of Librarian. Most of the Librarians of College libraries are suffer for small no. of professional staff in their library.
7. Work environment should be satisfactory that the workers can work with free mind. The college authority should provide a separate library building and make space available for different sections like, librarian's chamber, stack room, reading room, reference section, periodical section, processing section, internet section, Xerox room etc for smooth functioning and management of the library.

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