

A Study on Job Satisfaction among Library Professionals in Thiruvannamalai District, Tamil Nadu

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(Received on 24 September 2012 and accepted on 15 November 2012)

Abstract - This study attempts to examine the relationship between demographic characteristics and job satisfaction among academic library professionals in Thiruvannamalai district of Tamil Nadu, India. It is observed from this study that the experienced library professionals were more satisfied than less experienced. Library professional with higher qualification was more satisfied with job than with less qualification and permanent library professionals were more satisfied with their jobs comparatively management library professionals. The findings of this study are helpful for administration of the concerned regional body for policy formulation regarding human assets.

Keywords: Experienced Professional, Job Satisfaction, Working Condition

I. INTRODUCTION

Libraries play an important role in the higher education sector with their rapidly expanding functionalities from particular discipline to inter disciplinary work with the introduction of Information Communication Technology in library, the work of library professional has become are complex and competitive one when compared to other subject area. Hence in this situation a library professionals need to be specialised in more than one field, so a library professional should have more grasping minded and learning minded to acquire newly introduced knowledge. In this scenario, a library professional should be actively participated in their field, for which fully satisfaction is a must otherwise concentration and development of library and library profession will be negative one. A micro research study on "Job psychograph of library professional in colleges in Tamil Nadu" by Baskaran [1] revealed that while female respondents were more optimistic in rating the traits, an increase in the year of experience led to a decrease in rating pattern.

II. SCOPE OF THE STUDY

Job satisfaction is required in every sector for establishment of a healthy environment in an organization, so that resultant output of the organization will be fruit full and productive.

This study covers the library professionals of Arts and Science Colleges in Government Colleges, Government Aided Colleges and Self Finance Colleges, spread over the entire Thiruvannamalai district.

III. OBJECTIVES OF THE STUDY

1. To study the job satisfaction level of library professionals working in Arts and Science Colleges in Thiruvannamalai district;
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 know the rating of professionals for various traits.

IV. HYPOTHESIS

Following hypothesis are framed and tested statistically at under the factors responsible for job satisfaction of library professionals of Arts and Science Colleges in Thiruvannamalai district.

- H₁ : Age is not positively related to job satisfaction.
H₂: Qualification of library professional is not related to job satisfaction.
H₃ : Experience is not related to job satisfaction.
H₄ : Job Status is not related to job satisfaction.
H₅: There is no correlation between different factors and the levels of Job Satisfaction of library professionals.

V. METHODOLOGY

Data collected is mainly from primary source. For this purpose, a structured close ended questionnaire was used. The questionnaire were distributed to different library professionals in their colleges itself, and some questionnaire were posted to their address and requested over the phone to complete the questionnaire and return it research address in self address envelope.

For analysis and interpretation of the data collected, tables, diagrams and simple statistical tools such as mean, percentage and cumulative percentage are used. In addition to this, F test and Correlations test etc., are used.

VI. DATA ANALYSIS AND INTERPRETATION

From the total 23 colleges 22 colleges were responded. There were 71 number of questionnaires distributed among the library professionals and 66 complete questionnaires were selected for the data analysis.

TABLE I AGE GROUP OF RESPONDENTS

Age Group	Frequency	Percentage	Cumulative Percentage
Up to 30 Years	41	62.12	62.12
31-40 years	16	24.24	86.36
41-50 years	6	9.09	95.45
51 and above	3	4.55	100
Total	66	100	-

The Table I shows that 62.12 % of library professionals are in the age group of up to 30 years old, 24.24 % are in between the age group of 31 to 40 years old and 9.09 % are in between the age group of 41 to 50 years old, whereas the 4.55 % of library professionals are above the age group of 51 years old and above.

TABLE II QUALIFICATION WISE LIST OF RESPONDENTS

Qualification	Frequency	Percentage	Cumulative Percentage
Certificates	21	31.82	31.82
UG in LIS	14	21.21	53.03
PG in LIS	19	28.79	81.82
M. Phil in LIS	12	18.18	100
Total	66	100	-

The Table II indicates that 31.82 % of library professionals are educationally qualified at library and information science certification level, 21.21 % of library professionals has completed their under graduation in library and information science and 28.79 % of library professionals has completed their post graduation in library and information science and 18.18 % of library professionals has completed their M. Phil. research degree after their post graduation in library and information science.

TABLE III EXPERIENCE OF RESPONDENTS

Experience	Frequency	Percentage	Cumulative Percentage
Less than 1 year	27	40.91	40.91
1-3 years	15	22.73	63.64
5-10 years	15	22.73	86.36
More than 10 years	9	13.64	100
Total	66	100	-

The Table III indicates that 40.91 % of library professionals have less than one year of work experience in library, 22.73 % of library professionals have experience in between one to three years and 5 to 10 years experience, 13.64 % of library

professionals have more than 10 years of experience, which is great to serve a temple of knowledge.

TABLE IV JOB STATUS OF RESPONDENTS

Job Status	Frequency	Percentage	Cumulative Percentage
Management Job	60	90.91	90.91
Government Job	6	9.09	100
Total	66	100	-

The Table IV shows that 90.91 % of library professionals are doing their job in the library as management staff with low salary and benefits compared to the Government staffs which consist of 9.09%.

TABLE V JOB SATISFACTION WITH REFERENCE TO AGE GROUP

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	37.489	3	12.496	9.937	0.000
Within Groups	77.966	62	1.258		
Total	115.455	65			

It is demonstrated in above Table V that age group has a significant impact on job satisfaction, because the significance value 0.000 is less than 0.05 ($p < 0.05$), the variance between different age group is significant. Therefore, we conclude that the age group means differ from each other significantly

TABLE VI JOB SATISFACTION WITH REFERENCE TO QUALIFICATION

Qualification	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	25.214	3	8.405	5.774	.002
Within Groups	90.241	62	1.455		
Total	115.455	65			

It is shown in above Table VI, the highest qualification of library professionals has significant impact on job satisfaction. It means that job satisfaction increase in level of education. This result is supported by the studies of Metle2 and Gurbuz3 conducted research on level on education and job satisfaction on 600 workers who were working in four and five star hotels. According to results, there were positive relation of level of education and job satisfaction.

TABLE VII JOB SATISFACTION WITH REFERENCE TO EXPERIENCE

Experience	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	55.292	3	18.431	18.993	0.000
Within Groups	60.163	62	.970		
Total	115.455	65			

The Table VII of one way ANOVA (f test) for comparison of experience of library professionals shows that there is a statistically significant difference in the Job Satisfaction between different experiences of library professionals [F(55.292, 60.163)= 18.993, p= 0.000].

In other words, it may be said that experience professionals are more satisfied with their job than less experienced professionals. These results are in accordance with the studies of Lewis⁴ and Kumar and Giri⁵ conducted research; data was collected from 380 employees at junior, middle and top level management of public and private organizations. Their findings showed that experienced employees were more satisfied with reference job satisfaction and organizational commitment but on the other side less experienced employees were less satisfied.

It is found from the Pearson's Correlation Coefficient Table IX that the all values against Pearson's Correlation (r-value) are positive, and significance (2-tailed) value of 0.000 (the p-value) is below 0.01, we reject the null hypothesis and infer that there is correlation between different factors and the levels of Job Satisfaction of library professionals.

TABLE VIII JOB SATISFACTION WITH REFERENCE TO JOB STATUS

Job Status	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	28.855	1	28.855	21.324	0.000
Within Groups	86.600	64	1.353		
Total	115.455	65			

TABLE IX CORRELATIONS BETWEEN DIFFERENT FACTORS AND JOB SATISFACTION OF LIBRARY PROFESSIONALS

Correlations between different factors and Job Satisfaction of library professionals		Job Satisfaction	Age	Qualification	Experience	Job Status
Job Satisfaction	Pearson Correlation	1	.525	.456	.460	.500
	Sig. (2-tailed)	-	.000	.000	.000	.000
	N	66	66	66	66	66
Age	Pearson Correlation	.525	1	.551	.679	.733
	Sig. (2-tailed)	.000		.000	.000	.000
	N	66	66	66	66	66
Qualification	Pearson Correlation	.456	.551	1	.493	.191
	Sig. (2-tailed)	.000	.000	-	.000	.125
	N	66	66	66	66	66
Experience	Pearson Correlation	.460	.679	.493	1	.557
	Sig. (2-tailed)	.000	.000	.000	-	.000
	N	66	66	66	66	66
Job Status	Pearson Correlation	.500	.733	.191	.557	1
	Sig. (2-tailed)	.000	.000	.125	.000	-
	N	66	66	66	66	66

VI. FINDINGS AND CONCLUSION

The result shows that different age group of library professionals has a significant impact on job satisfaction. Highest qualification of library professionals has significant impact on job satisfaction. It means that job satisfaction increase in level of education. And experience professionals are more satisfied with their job than less experienced professionals. There exists a statistically significant difference in the job Satisfaction between job statuses of library professionals. It is concluded that different socio demographic factors has the impact on job satisfaction of library professionals.

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