

MANAGEMENT INSTITUTE LIBRARIES JOB SATISFACTION BIHAR



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ABSTRACT

This situation puts the librarian far from being satisfied. Because of the state of the economy, particularly the social amenities are adequate. Demotivating factors include low earnings, a lack of social standing, and inadequate social security. When it comes to work, there is no such thing as job happiness if there is a lack of motivation. The level of job satisfaction that a librarian, who occupies an important position in the information society, experiences will have an effect on the quality of the service that he provides. In this light, the inquiry into the ways in which the material and moral components contribute to the level of job satisfaction experienced by librarians takes on a greater level of significance. It has been said that job satisfaction is a pleasant emotional state that results from the appraisal of one's employment, an affective reaction to one's job, and an attitude towards one's job. Weiss contends that job satisfaction is an attitude, but he emphasises that researchers need to make a distinct distinction between the objects of cognitive evaluation, which are affect (feeling), beliefs, and behaviours. This definition implies that we build attitudes regarding our occupations by taking into consideration our feelings, our beliefs, and the activities that we engage in.

KEYWORDS: Management, Libraries, emotional stats

INTRODUCTION

In the early, preliterate days of human history, work was the man's sole means of subsistence. It was not separated from other aspects of existence. The quick gratification of requirements served as an incentive for people to put in effort. But as society evolved, magic and concerns about aesthetics were eliminated from the working environment. In days gone by, people believed that physical labour was boring and had a negative impact on the human intellect as a

result. The elites were instructed to steer clear of it. Work was not regarded with the same level of importance by upper castes in Indian society. The conditions of the economy, society, and culture all have a natural bearing on the degree to which a librarian enjoys their work. If a librarian is unable to earn an adequate living income, he or she will struggle to provide for their family and meet their other responsibilities. This situation puts the librarian far from being satisfied. Because of the state of the economy, particularly the social amenities are adequate. Demotivating factors include low earnings, a lack of social standing, and inadequate social security. When it comes to work, there is no such thing as job happiness if there is a lack of motivation. The level of job satisfaction that a librarian, who occupies an important position in the information society, experiences will have an effect on the quality of the service that he provides. In this light, the inquiry into the ways in which the material and moral components contribute to the level of job satisfaction experienced by librarians takes on a greater level of significance.

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JOB SATISFACTION OF LIBRARY AND INFORMATION SCIENCE PROFESSIONALS IN UNIVERSITY LIBRARIES IN KERALA

Universities in the twenty first century are completely outfitted with contemporary library facilities in addition to cutting-edge technological infrastructure. Libraries are an indispensable component of today's state-of-the-art university education. As a result of developments in technology and the disruption caused by digital media, the profession of librarianship is experiencing substantial transformation in order to adapt to the current environment and remain competitive. The university libraries are playing an important part in the institutions' efforts to preserve their standing in the community. The success and efficiency of the library and information centres are entirely reliant on the availability of professional labour. The expansion and progress of an organisation are directly proportional to the degree to which workers enjoy their jobs. Additionally, it helps the firm achieve its goals while simultaneously boosting the morale of its workforce. The degree to which a person enjoys their work has a crucial role in determining whether or not they will remain employed by the company. Employees that are happy in their jobs tend to be more productive.

The most valuable aspect of any company is its workforce. The expectations that employers have of their workers are one way that these organisations and institutions ensure that their workers are happy in their jobs. The evaluation of one's work is the source of satisfaction in one's work. One is in a state of experiencing pleasure in their work when they are in this state. The library is an institution focused on providing a service. It fills a spot in the higher education system that is unlike any other. Professionals in the field of Library and Information Science

(LIS) play an important part in the process of collecting, organising, preserving, retrieving, and disseminating information to the library's patrons. LIS stands for Library and Information Science. It is critical for LIS professionals to feel fulfilled in their work in order to have a dedicated attitude toward their careers. LIS workers' levels of job satisfaction have a direct bearing on the quality of the services they provide. In order to foster greater levels of job satisfaction among the professionals working in Library and Information Centres, it is necessary to have a healthy organisational environment and to motivate employees effectively at all of the different departments and levels of the organisation. In this light, the purpose of the current study is to provide a new dimension to the field of library and information science research in order to investigate the level of job satisfaction experienced by library and information science professionals working in university libraries in Kerala.

Employees in any firm can be said to have achieved job satisfaction when they experience feelings of fulfilment over various aspects of their employment. In the current research, several aspects of job satisfaction and discontent with the perception of LIS professionals are investigated. These aspects include: In addition, the research investigated the levels of stress and strain felt by LIS professionals as a result of carrying out their obligations and responsibilities. Significant aspects that contribute to employment satisfaction include professional progression opportunities, working conditions, compensation, and job security. The educational institutions of higher learning in Kerala are each equipped with its very own university library or central library, as well as departmental libraries, study centre libraries, and constituent college libraries. A legitimate bachelor's degree in any field in addition to a professional degree in library and information science is required in order to work as a library and information science professional in one of Kerala's educational institutions. This requirement applies to both public and private universities. It is widely acknowledged that university libraries play an important role in the teaching, learning, extension, and research activities that take place within academic institutions. These libraries provide the universities with the resources, services, and infrastructure necessary for them to succeed in all of their undertakings. Therefore, professors, students, and researchers at the universities have access to and are able to make use of all of the knowledge that is useful and pertinent that is housed in the library. It is the responsibility of LIS professionals to ensure that the appropriate user has access to the appropriate information at the appropriate time and in the appropriate manner.

JOB SATISFACTION AMONG LIBRARY AND INFORMATION SCIENCE PROFESSIONALS IN INDIA: A CASE STUDY

The concept of Human Resource Management and the level of job satisfaction among the employees of an organisation or an institution is a topic of public interest and is widely studied in the contemporary times, particularly in the corporate sector where the emphasis is always laid on the level of job satisfaction of its human resources, which they rate as the company's ultimate asset. This topic is of public interest and is widely studied because it is a subject of public interest and because it is a subject that is widely studied. These days, we can observe that the level of job happiness is being analysed among employees in every kind of institution or organisation, which indicates that the trend of assessing the level of job satisfaction among human resource personnel

has spread beyond the realm of the business sector. In light of this reality, the purpose of the current study is to explore the level of job satisfaction among working professionals in the fields of library science and information science in India.

The phrase "work satisfaction" can mean very different things to very different people, and each person has their own unique understanding of what it means to be satisfied in their employment depending on the logic that they employ. In addition, there are some overarching definitions that might assist in the process of comprehending the concept of job satisfaction. According to Schneider and Snyder (1975), job satisfaction can be defined as an effective response that employees have regarding their work and organisation. According to Ejiogu (1980), job satisfaction refers to an individual's overall social and psychological well-being. This definition assumes that factors such as interpersonal relations, pay, fringe benefits, promotions, involvement in the decision making process, and proper communication all contribute to an individual's sense of fulfilment in their work. According to Middlemist and Hilt's (1981) research, having a positive or negative emotion about one's job and the work environment in which one works is the most important factor in determining job satisfaction. According to Arnold and Feldman (1986), having a beneficial effect on others as a result of one's work, enjoying the atmosphere in which one works, and feeling an emotional connection to one's work all contribute to one's level of job satisfaction. According to Hoy and Miskel's (1987) definition of job satisfaction, it is the combination of a person's psychological, physiological, and environmental conditions that leads them to say, "I am content with my job." Hoy and Miskel argue further that job happiness is more about bringing overall contentment, job stability, remuneration, progress, and advancement with cordial interpersonal interactions, both at the subordinate and the super-ordinate levels of the organisation.

Even though the field of library and information science has been around for more than 130 years, it still has not achieved the level of importance that it otherwise ought to have. Even though they have been around for a considerably shorter amount of time than Library and Information Science, a considerable number of topic fields have already achieved popularity within the smallest amount of time since they came into being. It has also been observed that professionals working in LIS domains around the world, in general, and in India, in particular, do not enjoy the same high professional standing as their peers working in other scientific fields or in a variety of other academic and professional fields. In light of this reality, it is of the utmost importance to investigate the factors that, in general, result in unhappiness with one's employment among library professionals all over the world and, more specifically, in India.

The vast majority of the studies that have been carried out in the field of assessing the level of job satisfaction experienced by workers have generally concentrated their attention on aspects such as job security, salary, promotion, institutional administration, professional position, working hours, and the working environment. A lot of attention has also been paid to aspects such as age, professional position, the nature and kind of organisation, organisational stability, the places that individuals actually belong to, the places where they work, and a lot of other things like that.

METHODOLOGY

The term "research methods or techniques" refers to the procedures that a researcher follows

in the course of conducting his or her research activities. The research attempts to solve a research topic by a method called the methodology, which is a procedure that researchers follow. When it comes to analysing and investigating a research problem, a researcher may employ a variety of strategies and approaches, all of which are determined by the specifics of the problem itself. The following part provides a concise explanation of the research design, the size of the study's sample population, the survey instrument, and the methods that were utilised for data analysis. In order to create realistic circumstances, obtain accurate and sufficient information, and come to a conclusive evaluation, the descriptive research method has been selected as the appropriate approach for this particular study endeavour.

Research Design

The gathering of data is of the utmost importance in this research design since it makes it possible to gather qualitative and quantitative information on a study issue. The current research utilised a variety of research methods, including historical analysis, a survey of the relevant literature, and a questionnaire survey. These surveys proved to be helpful in gathering textual data from a variety of public and unpublished sources. The input from LIS experts can be solicited through the use of the questionnaire method, which is highly useful. The flow of the research effort that was done for the present study may be seen in figure 3.1 below.

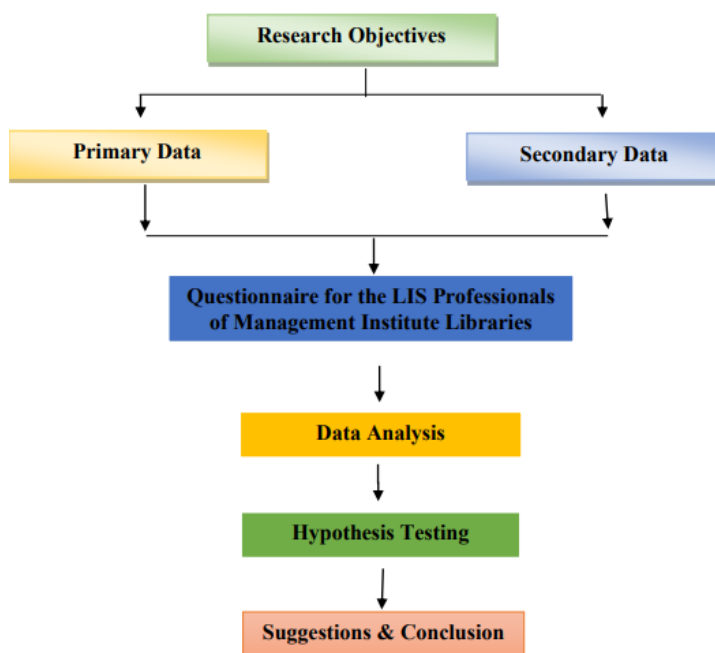


Figure 1: Flow of the Research Work

Objectives

1. To gain an understanding of the level of collaboration and support offered by the higher authorities and lower staff members in the Management Institute Libraries of Bihar and Jharkhand.
2. Investigate the tasks that are required of LIS professionals and the environments in

which they are required to complete them in Management Institute Libraries in the states of Bihar and Jharkhand.

ANALYSIS AND INTERPRETATION OF DATA

Identifying and researching the association variables that have a significant impact on the level of job satisfaction in both Bihar and Jharkhand, as well as determining the various levels of job satisfaction that exist among the selected information science professionals working in management institutes in the states of Bihar and Jharkhand, is the goal of this project. In this chapter, I compared and contrasted a variety of factors that contribute to one's level of happiness in their profession. LIS professionals, defined as individuals who have earned their master's degree in Library and Information Science and are now employed at management institution libraries, made up the majority of the library staff members who participated in the research.

The primary data was gathered from a well-designed questionnaire that was distributed to a sample of LIS professionals. The questions asked about the services, collection, working environment, job satisfaction, motivational factors, social recognition, remuneration, and impact of ICT on job satisfaction. The questionnaire has been designed in such a way that it is straightforward and easy to comprehend, so that the respondents will be able to convey their thoughts in an appropriate manner. LIS professionals were given the option to self-administer the questionnaire for the sake of convenience. The responses of the professionals were based on a five-point "Likert" scale with response anchors that ranged from 1 to 5 (1. Very Dissatisfied to 5. Extremely Satisfied). 2. Dissatisfied 3. I'm not really sure 4. I'm satisfied 5. Extremely Satisfied) with a check mark next to the choice that comes the closest to the view of the respondents (s). The surveys were delivered to the professionals by registered mail. The researchers followed up with the professionals via email, telephone, and in-person visits to their individual institutes in both states, which may account for the high rate of response to the present study. The next section contains a presentation of the fundamental data that was gathered from the respondents. Both Microsoft Excel and SPSS version 23 are utilised in the analysis of the data.

BACKGROUND INFORMATION ABOUT THE RESPONDENTS

Distribution of Questionnaire in Both the States

Table 1 displays the breakdown, by designation, of the total number of questionnaires sent out to library and information science workers in the states of Bihar and Jharkhand that are affiliated with management institutes. In the state of Bihar, there are 382 Management institute libraries that are operational, and in the state of Jharkhand, there are 198 Management institute libraries that are operational. Of these, 50% of the total institutes were chosen for the study using a combination of simple random sampling and proportionate random sampling. In the end, 191 institutes from the state of Bihar and 99 institutes from the state of Jharkhand that have received approval from the All India Council for Technical Education in New Delhi were selected for the study and taken into consideration. There were a total of 617 questionnaires

that were handed out to LIS professionals working at management institutes in the states of Bihar and Jharkhand. Of those, 541 questionnaires that were properly filled out and returned were counted as responses, giving us a response rate of 87.68%.

Table 1: Designation wise Distribution of Questionnaires in Bihar and Jharkhand States of Management Institute Libraries

Designation	Bihar		Jharkhand		Total	
	Questionnaire distributed	Questionnaire received	Questionnaire Distributed	Questionnaire received	Questionnaire distributed	Questionnaire received
Librarian	191	177 (92.67)	099	085 (85.86)	290	262 (90.34)
Assistant Librarian	215	182 (84.65)	112	097 (86.61)	327	279 (85.32)
	406	359 (88.42)	211	182 (86.26)	617	541 (87.68)

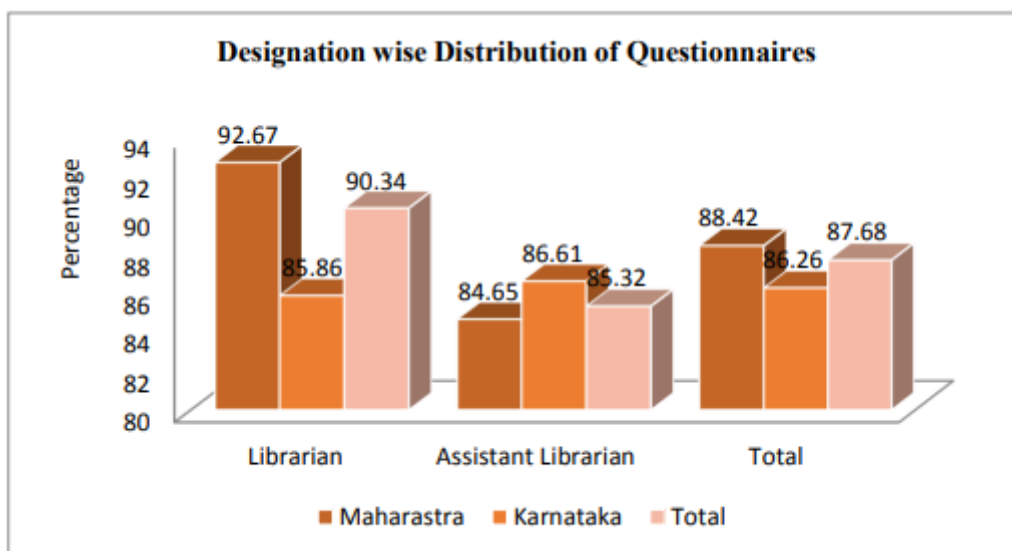


Figure 1: Designation wise Distribution of Questionnaires in Bihar and Jharkhand States of Management Institute Libraries

The distribution of questionnaires in terms of designation may be seen in Table 1 for the states of Bihar and Jharkhand. The response rate among librarians in the state of Bihar was the highest at 92.67%, followed by the response rate among assistant librarians at 84.65%. In comparison, the bulk of responses in the state of Jharkhand came from Assistant Librarians, who made up 86.61% of the total, followed by Librarians, who made up 85.86% of the total (Figure 4.1).

CONCLUSION

The option of obtaining a management degree at a higher education institution is now the one that is the most sought after by ambitious and talented graduates who are competing for a job in the corporate echelons. It is something that trains and develops an incumbent so that they can considerably nurture their emerging competencies. As a result of an increase in demand for trained management professionals that is outpacing the supply and a shortage of seats at the leading management institutes, there has been a substantial increase in the number of private management institutes that are being established in India under the auspices of the Association of Indian Councils for Technical Education (AICTE), which is located in New Delhi. The necessity of the hour is for Indian management education to become more globally focused so that the country can remain competitive. The calibre of an institute's faculty, as well as its fantastic infrastructure, teaching approaches, worldwide relations, and cutting-edge library sources and services, are all indicators of the institute's success and renown.

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