An Empirical Study on Profession Consummation among College Librarians

Dr. Subramania Bala Jeshurun[1]

[1]Assistant Professor, Department of Management Studies, Francis Xavier Engineering College (Autonomous), Tirunelveli, Tamilnadu, India.

ABSTRACT

Every profession has got certain aspects of conducive for job satisfaction. At the same time, it has other aspects that lead to dissatisfaction, librarianship is no exception. If it is possible to isolate the factors of dissatisfaction, attempts can be made either to change the dissatisfying conditions or to reduce their intensity so as to increase the holding power of the profession. The service quality of the professionals mainly depends upon their commitment, willingness to work and mental satisfaction in the job that they perform. In industrial sectors, a satisfied employee is a productive employee of the organization. Similarly, in the library set up, a satisfied librarian is regarded as a productive professional. Satisfied librarian not only renders the quality service to the users but also improves commitment to the library in which he/she serving and contributes one's might to its image building. The study was conducted to identify the perceived area and cause of satisfaction among the college librarians and, find out how these librarians are managing their satisfaction and then identify the support system available. This study analyses the assessment of job satisfaction among the selected college librarians in the Tirunelveli District, in which 180 questionnaires collected and tabulated using statistical tools. The present examination uncovers that the College Librarians have accomplished moderate occupation fulfillment in their present condition.

Keywords: Job satisfaction, Job Security, Library.

1.   Introduction

In a scholastic situation, the library is one of the keys and basic parts for the quest for scholarly greatness and research exercises and the custodian assume an urgent job in connecting the connection between two significant segments of the library in particular, clients and assets. The fundamental way of thinking and belief system of any library is to serve its clients and furthermore, Ranganathan's five laws of library science proliferate and strengthen the way of thinking of giving right data to the right clients at the ideal time. The adequacy and effectiveness of the administration association, for example, the library is estimated as far as the nature of its administration rendered to its clients, the school library isn't a special case. The nature of administration, for the most part, relies on the nature of the workforce, which thus straightforwardly relies upon information, versatility and fulfillment level of the librarian.

The rise of web propels in correspondence media and such different advancements in data innovation and related fields have tossed more noteworthy difficulties before curators of building universities. The needs of clients in getting to data have been changing from print media to electronic. Money related stringency compelling the custodians to devise intends to guarantee access of data as opposed to putting away data. These elements call for change in the mentality in the psyches of librarians notwithstanding the procurement of new aptitudes and information in the field. This adjustment in the mentality among custodians relies on different elements including a lot of underscored work fulfillment. It is the activity fulfillment among representatives that at last actuates them to learn, to work and to share their strength for the improvement of the association.

1.1 Librarianship: Then and Now

Librarianship is a developing and testing calling advancing at a quick pace step by step. Due to systems administration of libraries and the development of web, libraries around the world have contracted and one can get to the ideal data by only a tick of the mouse. Librarianship of today needs to adjust a multidisciplinary approach in order to include the different fields of human undertaking. It requires an interesting blend of different sorts of scholarly accomplishments and individual characteristics. A custodian must be a researcher, professional, and head and obviously a specialist in data innovation to adapt up to electronic media, right now the time of data correspondence innovation, the curator is tended to as

Information Manager, Information Consultant, Knowledge Navigator, Knowledge Manager and so forth.

The accentuation has moved from small scale reports to miniaturized scale snippets of data. The mechanism of data stockpiling has changed from earth tablets to paper and now to electronic and optical media. The library building isn't the farthest point of a library, presently we discuss computerized libraries, electronic libraries, a virtual library and a library without dividers. In such a digitized storage facility of data rather than client going to the library, the library's immense assortment is open and accessible at clients' work area. Heightening costs of the records, IT advancements, consortium approach and so on. Are making the job of experts multifold and multidimensional in nature. Bookkeepers' job has been changed significantly, from the simple caretaker of books to supplier of data. To give these kinds of outstanding administrations, the experts ought to be proficient and familiar with getting to the data through the web and other modem innovations. Be that as it may, these sorts of phenomenal, uncommon and quality administrations essentially rely on the librarians' administration direction, ability to serve, the duty to the calling and fulfillment.

1.2 Role And Importance of a Librarian

The essential job of scholarly librarian is to make perusing materials accessible to instructors and understudies on the side of the showing learning system of the parent association and to encourage the general scholarly; improvement of an understudy, having a functioning impact in the useful instructive procedure, convincing personnel and understudies to peruse and utilize sources and directing them in their perusing and data chasing. Designing school curators have appreciated a positive, longstanding custom of encouraging data access and recovery to building understudies and employees, in the times of paper-based data this stayed a steady relationship dependent on many years of convention. The custodian composed and warehoused the data and the benefactor went to the library so as to get to the data. One huge objective of the library was to gain and locally give as a lot of data as monetarily conceivable so as to be prepared for the solicitation just in the event that the supporter required a particular thing. Library directions ordinarily comprised of associate with card lists, lists and characterization plans.

2.   Review Of Literature

Kocman et al (2018) Current research on business choices for individuals with Intellectual Disability underscore the significance of representative needs and fulfillment. The examination focuses on methodically looking into the writing on work fulfillment and related builds. Techniques: A deliberate writing search was led. Studies were incorporated in the event that (I) they are explicit to impacts of work, (ii) evaluated factors are identified with work fulfillment, QoWL, mentalities towards work or work inspiration and if (iii) considers detailed scholarly inability explicit outcomes. Discoveries show that high fulfillment appraisals may result from the absence of authority over professional choices.

Fangtao Liu et al (2017) this investigation breaks down the impacts of representative fulfillment and segment markers on worker duty to the authoritative culture at the venture level. With information from an overview of 3029 workers from 27 state-possessed undertakings (SOEs), a various leveled straight model (HLM) is utilized to distinguish the impacting variables of a representative pledge to the authoritative culture at the venture level.

ManishaSinghai et al (2016) Job fulfillment can be portrayed as the assessment of an individual's activity and his organization as contributing reasonably to the achievement of one's very own destinations. The activity fulfillment and disappointment relies upon the idea of occupation and furthermore on the desire from their activity. In this manner, it is a component of the expected and real exhibition and the apparent inconsistency. The idea of occupation fulfillment can be characterized as the distinction between the quantum of remunerations got by representatives and the sum they accept they ought to get. The primary target of this investigation is to clarify various components of occupation fulfillment based on a methodical survey. This audit study was cultivated through a wide and broad survey of writing. A sum of 26 articles/inquire about papers were checked on

Azman Ismail et al (2015) notwithstanding the huge increment of enthusiasm for work inspiration among the worldwide associations, the job of a head is as yet misty. The fundamental target of this examination is to research the connection between work fulfillment (i.e., inborn fulfillment and extraneous fulfillment) and occupation inspiration. A review technique was utilized to gather a self-report overview of representatives in the Malaysian Fire and Rescue Department. The Smart PLS way model examination uncovered three key discoveries: first, work fulfillment has fundamentally corresponded with work inspiration.

Second, inborn fulfillment is essentially related to work inspiration. Third, extraneous fulfillment has essentially corresponded with work inspiration. These discoveries show that the capacity of executives to give satisfactory inborn fulfillment and extraneous fulfillment may prompt more prominent workers' activity inspiration. What's more, conversation, suggestions and end are likewise exhibited.

Rajareegam (2014) investigated future desires on work fulfillment of educators of designing schools at Pondicherry for a couple of mental variables, The examiner reasoned that there is no noteworthy contrast between the building school instructors and the educators of expressions and science school instructors; instructors who get the compensation underneath Rs 25000/or more Rs 25000/; instructors who have gotten opportune advancement and who have not gotten convenient advancement in work fulfillment. Purchase there is a Critical Review of Earlier Studies An examination on work fulfillment and institutional responsibility among teachers in Kerala 55 distinction between the instructors who handle under 17 hours and over 17 hours out of every week in work fulfillment.

Khalid et al (2010) saw that there is a positive connection between independence, initiative conduct, and cooperation condition impact more than self-governance on worker's activity fulfillment. The outcomes additionally portray a huge distinction of the level of occupation fulfillment among male and female representatives.

Ali Mohammad Mosadeghrad et al (2008) found that factors, for example, worker's age, sex, work experience years, authoritative position, sort of business and compensations got, and benefits were viewed as effectively affecting their activity fulfillment.

3. Research Methodology

3.1 Purpose of the Study

The purpose of this study is, therefore, to identify the perceived area and cause of satisfaction among the college librarians and, find out how these librarians are managing their satisfaction and then identify the support system available.

3.2 Objectives

1. To find out the overall level of job satisfaction of the College Librarians.
2. To find out the level of job security to the College Librarians.

3. To suggest methods to obtain job satisfaction.

3.3 Hypothesis of the Study

1. There is a significant association between age and job security.
2. There is a significant association between gender and job security.
3. There is a significant association between income and job security.
4. There is a significant association between qualification and job security.

3.4 Methodology

This study is mainly based on the primary data collected from the college librarians through a well designed questionnaire. Besides the secondary data was collected from sources like textbooks, reference books and journals and the internet. This study analyses the assessment of job satisfaction among the selected college librarians in Tirunelveli District, there are 180 questionnaires collected. The general data interpretation is done with the application of percentage and analysis of variance. The selected college librarians in Tirunelveli District. The study was undertaken to measure the satisfaction level of college librarians. The pertinent data were collected from librarians by the administrating the questionnaire method. The respondents were encouraged to give free and frank information. The respondents extended their full cooperation in presenting the data. The collected data are then classified and tabulated and according to the objectives and hypothesis stated. Cross tabulation is a maid representing independent variables like gender category used time preferred and spent for accessing opening and dependent variable aspects of the evaluation method.

The following statistical tools techniques have been used for the analysis of the data.

- Percentage Analysis, ANOVA (Analysis of Variance).

3.5 Limitation of the Study

The present study has been conducted among college librarians. Due to the constraints of time and resources, the investigator has limited the study to colleges in Tirunelveli District, with a sample population of 180 college librarians.

4.   Analysis And Interpretation

Table 4.1.Gender Wise Classification

S. No	Particulars	No. of College Librarians	Percentage
1	Male	146	78.5
2	Female	40	21.5
	Total	**186**	**100**

Source: Primary data

Table 4.1 shows that 78.5% of College Librarians are males and the minimum number of College Librarians (21.5%) are females.

Table 4.2.Marital Status Wise Classification

S. No	Particulars	No. of College Librarians	Percentage
1	Married	132	70.9
2	Unmarried	54	29.1
	Total	**186**	**100**

Sources: Primary data

Table 4.2 shows that 70.9 % of College Librarians are in Married and the minimum number of College Librarians (29.1%) are Unmarried.

Table 4.3.Educational Qualification Wise Classification

S. No	Particulars	No. of College Librarians	Percentage
1	MLIS	63	33.8
2	M.Phil	89	47.9
3	Ph.D	34	18.3
	Total	**186**	**100**

Sources: Primary data

Table 4.3 shows that 47.9% of the College librarians' educational level is M.Phil and the minimum number of college librarians (33.8%) educational level is MLIS.

Table 4.4.College Librarians Satisfaction Level on Job Security

S. No	Particulars	No. of College Librarians	Percentage
1	Highly Satisfied	68	36.6
2	Satisfied	90	48.4
3	Neutral	8	4.3
4	Dissatisfied	11	5.9
5	Highly dissatisfied	9	4.8
	Total	**186**	**100**

Sources: Primary data

Table 4.4 shows that 55.7% of College librarians feel satisfied with Job Security and the minimum number of College librarians (2.8%) feel highly dissatisfied with Job Security. Career development opportunities are an important factor for the College Librarians and this table helps to know the College Librarians' opinion on career development opportunities.

Table 4.5.Overall Opinion Regarding the Job Satisfaction Level

S. No	Particulars	No. of College Librarians	Percentage
1	Highly Satisfied	59	31.7
2	Satisfied	93	50
3	Neutral	8	4.3
4	Dissatisfied	14	7.5
5	Highly dissatisfied	12	6.5
	Total	**186**	**100**

Sources: Primary data

Table 4.5 shows that the 50% College Librarians feel satisfied with the Overall Opinion of Job Satisfaction Level and the minimum number of College Librarians (31.7%) are highly dissatisfied with the job.

5.   Findings

• 52.9% of College Librarians work in Self Finance Colleges and the minimum number of College Librarians (18.6%) work in Government Colleges.

• 77.1% of College Librarians are males and the minimum number of College Librarians (22.9%) are females.

- 55.7% of College Librarians belong to the age group 31-40 and the minimum number of College Librarians (7.1%) belong to the age group 30-40 years old.

- 81.4% of College Librarians are in Married and the minimum number of College Librarians (18.6%) are Unmarried.

- 52.9% of College Librarians Nativity is Rural and the minimum number of College Librarians (10%) Nativity is Semi-Urban.

- 88.6% of College librarians feel they have work according to their Qualifications and Skills and the minimum number of College librarians (11.4%) feel they have work according to their Qualifications and Skills.

- 48.5% of the College Librarian's salaries are satisfied and the minimum number of College Librarians (4.2%) are highly dissatisfied.

- 40% College Librarians Incentives / Rewards is satisfied and the minimum number of College Librarians (4.2%) are highly dissatisfied.

- 44.2% of College Librarians are satisfied with welfare facilities and the minimum number of College Librarians (2.8%) are highly dissatisfied.

- 42.8% of College Librarians feel satisfied with Training and Development and the minimum number of Employees (2.8%) feels highly dissatisfied with Training and Development.

- 57.1% of College Librarians feel satisfied with Training and Development was satisfied and the minimum number of College Librarians (5.7%) feels dissatisfied with Training and Development.

- 51.4% of College Librarians feel that Recognition given to their work was satisfied and the minimum number of College Librarians (1.4%) feels Recognition given to their work as highly dissatisfied.

- 60% College Librarians feel that Motivation given by the Superior is satisfied and the minimum number of Employees (1.4%) feel about Motivation of the superior as highly dissatisfied.

- 42.8% of College Librarians Complaints and Suggestion are accepted and the minimum number of College Librarians (2.8%) Complaints and Suggestion are not accepted.

6. Findings of Hypothesis

- F-value is the ratio between –groups mean square and within-group mean square. The F-ratio in this example equals 2.845, and its associated p-value (sig.) is reported as 0.065. It indicates the probability of observed value happening by chance. The results show that the difference between the means of three groups of age is non-significant. Thus, we fail to reject the null hypothesis and say that there is no difference in job security across age.

- F-value is the ratio between –groups mean square and within-group mean square. The F-ratio in this example equals 6.324, and its associated p-value (sig.) is reported as 0.03. It indicates the probability of observed value happening by chance. The results show that the difference between the means of three groups of institutions is significant. Thus, we fail to accept the null hypothesis and say that there is a difference in job security across the Institution.

- F-value is the ratio between –groups mean square and within-group mean square. The F-ratio in this example equals 3.204, and its associated p-value (sig.) is reported as 0.047. It indicates the probability of observed value happening by chance. The results show that the difference between the means of three groups of educational qualification is significant. Thus, we fail to accept the null hypothesis and say that there is a difference in salary across Educational Qualification.

- F-value is the ratio between –groups mean square and within-group mean square. The F-ratio in this example equals 1.485, and its associated p-value (sig.) is reported as 0.234. It indicates the probability of observed value happening by chance. The results show that the difference between the means of three groups of the nativity is significant. Thus, we fail to reject the null hypothesis and say that there is no difference in salary across Nativity.

7.   Suggestions

- Management should provide job security, monitory facilities for the Librarians. The college should motivate the librarians to participate in career development programs.

- The college should maintain the cordial relationship among librarians. Motivation in librarians can be created by ways of perks, incentives, rewards, welfare facilities and training and development etc.

- The college can conduct more motivational programs for librarians which improves the performance and their interpersonal relationship.

- The college should provide safety facilities, ICT facilities, canteen facilities, lighting, ventilation and restroom facilities etc.

8.   Conclusions

HR in any association is generally costly, however significant assets, gave people in a given association work to the fulfillment. The association does thrive and accomplish its objectives, bombing which the HR becomes an incredible weight on the foundation bringing about turmoil and rather lead to the association to get ancient. It is along these lines vital that the administration takes the most elevated consideration in order to utilize HR to the furthest reaches. This is conceivable just when workers are given acceptable conditions, better pay, limited-time opportunity, satisfactory framework, legitimate strategies, etc.

The present examination uncovers that the College Librarians have accomplished moderate occupation fulfillment in their present condition. The greater part of the custodians, especially in oneself money schools have communicated a low degree of occupation fulfillment with different issues. These issues principally identify with compensation, limited-time opportunity and deficiency of staff, and so forth. These components lead to disappointment among the curators as well as a sort of negative look towards the organization and the activity that they are performing. Their insight, vitality and aptitudes go squander instead of accomplishing wanted objectives. It is in this way essential for the administration worried to investigate these issues to make a positive move to bridle the HR and their aptitude, information, and capacity for the improvement of the library and their individual foundations.

References

1. Kocman, Andreas; Weber, Germain, Job Satisfaction, Quality of Work Life and Work Motivation in Employees with Intellectual Disability: A Systematic Review, Journal of Applied Research in Intellectual Disabilities, v31 n1 p1-22 Jan 2018

2. Liu, F.; Tso, K.F.G.; Yang, Y.; Guan, J. Multilevel Analysis of Employee Satisfaction on Commitment to Organizational Culture: Case Study of Chinese State-Owned Enterprises. Math. Comput. Appl. 2017, 22, 46.

3. ManishaSinghai et al (2016) Job Satisfaction: A Review, Research Journal of Management Sciences, Vol. 5(9), pp. 66-68

4. Azman Ismail, MohdRidwan and AbdRazak (2015) A Study on Job Satisfaction as a Determinant of Job Motivation, ActaUniversitatisDanubius. Œconomica, Vol 12, No 3

5. Rajareegam (2014) Analyzing For the Future Expectations on Job Satisfaction of Teachers in Engineering Colleges in Puducherry IOSR Journal of Research & Method in Education, Volume 4, pp 46-51

6. Khalid, Salman, Zohaib, Irshad, Muhammad (2010, "Job Satisfaction among Bank Employees in Punjab, Pakistan: A Comparative Study," European Journal of Social Sciences, Vol 17(4), pp. 570.

7. Mohammad, Ewan Ferlie and DuskaRoseberg (2008), "A study of the relationship between job satisfaction, organizational commitment and turnover intention among hospital employees," Health Services Management Research, vol. 21 (4), pp.211-227.

8. Arnold, H J., and Feldman, D.C., "A multivariate analysis of the Determinants of Job Turnover," Journal of Applied Psychology, Vol.75, No.3, 1982,pp.350-360.

9. Gangulli, S. Choudhuri, S. and Guha, S.C., (1980), " A Motivation test for measuring entrepreneurial traits, Management and Labor Studies, Vol. 6(1), pp.44-49.

10. Saiyadain, M.S. (1977), "Organizational levels and job satisfaction". Vikalpa, vol.2, pp.29-40

11. Locke E A, The nature and causes of job satisfaction, (Chicago; R and McNally), l976, p.95.

12. Dwivedi (1973), "A Study of the effect of the financial incentives on job satisfaction of Blue-collar workers", Banaras Hindu University, pp.123-27.

13. Anjaneyulu, B.S.R.Teaching Profession and Job Satisfaction. Educational India. 37, 10, 1968, pp.340-342.

14. Vroom, V.H. (1964). Work and motivation, John Wiley and Sons, New York, p.99

15.　　Sinha, D. and Sharma, K.C., "Union Attitude and satisfaction in Indian Workers" Journal of Applied Psychology, 46, 1962, p.p. 247- 257.