

INVESTIGATION ON JOB SATISFACTION OF LIBRARY EXPERTS IN GUJARAT

Scholar Name Yogesh Kumar Harilal Lad Having Enrollment No: SSSLIB1501 under the faculty of PhD-Lib. Sc SSSUTMS -Sehore, MP. Academic Session 2016-17. Working under the supervision of Dr. Arun Modak

ABSTRACT

This paper manages the job satisfaction of the university library experts in Gujarat. A study on the level of job satisfaction is directed and discoveries of the examination are talked about in detail in this paper. The investigation tosses light on the different components engaged with job satisfaction of library experts in Gujarat.

This article points of interest the consequences of a May 2007 investigation of job satisfaction of 'librarians' member libraries in the India. Eighty-eight percent of the librarians considered were happy with their current job and the larger part would settle on a similar profession decision once more. Job facets that librarians find most vital were the advantages package, relationships with co-workers, and chances to learn new skills s needed to be dealt with decently, be counseled about issues specifically identified with their work, and be educated about current exercises in their specialization, have their feelings regarded and considered, and have an organization that backings.

INTRODUCTION

Job satisfaction is an essential imperative for any fruitful association. In the event that the University Library Professionals accomplish satisfactory job satisfaction, they will be in a position to satisfy the instructive destinations and national objectives.

Job satisfaction has been characterized as a pleasurable enthusiastic state coming about because of the evaluation of one's job; a full of feeling response to one's job; and an attitude towards one's job. Job satisfaction can be affected by an assortment of variables, e.g., the nature of one's relationship with their supervisor, the nature of the physical condition in which they work, level of satisfaction in their work, and so forth. Job design intends to

improve job satisfaction and execution; strategies incorporate job rotation, job extension and job enhancement. Different effects on satisfaction incorporate the Administration style and culture, employee association, strengthening and self-ruling work gatherings. Job satisfaction is an imperative trait which is much of the time measured by associations.

Job satisfaction of the library experts normally relies upon the economic, social and cultural conditions in a given nation. A library proficient that does not get an adequate wage will confront the issue of keeping up his or her family life. This issue puts the library experts a long way from being fulfilled. Low wages and absence of status and social security

influence inspiration. Job satisfaction can't be thought of where there is nonappearance of motivation. Job satisfaction of the library proficient that has an imperative place in the data society will influence the nature of the administration he renders. In this regard, the topic of how the material and good component influence the job satisfaction of the university library experts gains significance.

The library profession is as of now experiencing a time of remarkable change. While this change influences the library overall, it is particularly being felt in divisions. The catalog, once the essential methods for getting to accumulations, now exists together on a library's Web page with a variety of search tools and contends with prevalent web indexes like Google and Amazon.com. In this way, libraries are guiding expanded consideration regarding re-positioning the catalog, improving its highlights, and assessing its usefulness. Improvements to search and-show capacities (importance ranking, faceted perusing, and hot connects to full content), the expansion of "enriched content" (book covers, tables of contents, and publication audits), and the arrangement of personalization alternatives are a portion of the current endeavors by librarians to fulfill the developing desires and inclinations of library clients. The electronic condition, with its developing arrangements and different roads of dissemination, keeps on exhibiting challenges. What's more, the quantity of librarians is reducing because of retirements and the accessibility of less new graduates to supplant them.

Amidst this change, librarians are going up against extra parts and duties while as yet playing out the conventional capacities. Discussions are occurring inside academic libraries, and a portion of the results of these discussions have been imparted to the library group. Interesting papers by pioneers in the group have made much exchange, and different sentiments have been communicated at gatherings and on list serves. The suggestions of the Library of Congress Working Group will likewise have suggestions for those in the group. Since it is questionable how custodian parts and duties will develop, it is a helpful time to recognize those parts of work that give the best satisfaction or dissatisfaction. Recognizing factors that are positive in work life can add to dialogs on reclassifying the librarians' part. This information will add to the current occupation satisfaction literature by advising library heads of regions that need consideration, for example, maintenance, and can likewise advance a sound and positive workplace. Indeed, an Association of College and Research Libraries (ACRL) team prescribes general nature of work life or employment satisfaction studies as one procedure for helping with curator maintenance.

OBJECTIVE OF THE STUDY

- To discover the level of job satisfaction of librarians in public and private university libraries
- To find out in which measurement or aspects of job satisfaction are one gathering more fulfilled than the other.
- To find out what territories or features of job satisfaction is one gathering more disappointed than the other

REVIEW OF LITERATURE

Lynch and Verdin analyzed job satisfaction among particular library units and word related gatherings. Job satisfaction was most prominent among proficient librarians, division heads, first-level administrators, and reference department staff, and additionally jobs with less standard tasks. In a near investigation of staff at six university libraries, Vaugh and Dunn found nobody library had a high satisfaction level with every one of the five dimensions of job satisfaction (pay, work, individuals, advancement, and supervision). Other examinations have inspected job satisfaction of paraprofessionals or looked at job satisfaction amongst experts and paraprofessionals working in libraries.

Examinations of job satisfaction that incorporate s as a particular class of staff are inadequate. In spite of the fact that Chwe discovered s and reference custodians demonstrated no critical contrasts in overall satisfaction, s were slightest happy with measurements of inventiveness, social administration, and assortment contrasted with their reference counterparts. Dissatisfaction with imagination was additionally announced among Nigerian s. D'Elia revealed no huge contrasts in job satisfaction amongst open and technical administrations starting academic librarians. Specialists (s and public administrations curators) were found to have the most noteworthy satisfaction (69.2%) contrasted with managers (46.4%) and executives (63.6%). To develop the discoveries displayed in this literature audit, the writers built up a review to quantify job satisfaction of

Librarians' bookkeepers the review instrument is displayed in the Appendix found toward the finish of this article.

The authors found listeners through part library Web pages. At times, the specialized administrations or classifying divisions were exceptionally open from the library's Web page. In different cases it was troublesome, and in three examples incomprehensible, to recognize a Web nearness for the library or even the specialized administrations division. Conversely, the general population administrations segment of the library was quite often available from the landing page.

Once the listing landing page was gotten to, different issues emerged. Ellero brings up that most librarians still have "" some place in their position titles. In any case; this was not generally the situation. Recognizing the capacity and obligations of some activity titles ended up being very testing. Additionally, endeavoring to decide librarians instead of paraprofessionals construct exclusively in light of the activity title was on occasion near incomprehensible. In a few cases the creators needed to distinguish the titles utilized for paraprofessional s so those people could be killed from the names to be chosen. Endeavors were additionally made to dispose of s whose job titles demonstrated real administration obligations, for example, division heads. Once the librarians were recognized, a greatest of three people were browsed every library to be a piece of the survey populace. Both irregular and nonrandom examining methodologies were utilized to choose the survey populace. Whenever possible, an exertion was made to

incorporate an expansive scope of librarians including dialect and arrangement masters. It is hard to judge if the sample populace for this survey was illustrative of librarians overall. Job titles of librarians may not really mirror the points of interest of their obligations.

The proposed research venture including the poll was endorsed by the Iowa State University Office of Research Assurances Institutional Review Board. The creators additionally finished the Web-construct preparing in light of the assurance of human subjects in research as is required by Iowa State University. The creators chose the JMP measurable program for investigating the review information because of its free access through an Iowa State University membership and its convenience.

RESEARCH METHODOLOGY

This examination is completed utilizing poll strategy to gather data. Review technique is embraced to get the reasonable photo of the circumstance took after by interview with library experts and the library specialists. In the last stage measurable technique is connected to examine the gathered data in the light of the targets of the examination.

An organized poll is intended for the data collection and send to the library experts of the accompanying universities.

1. Gujarat university library, 15 numbers of questionnaires.
2. M.N. Science College Library Patan Gujarat, 7 numbers of questionnaires
3. L D College of Engineering Library Gujarat, 5 numbers of questionnaires.

There are numerous meanings of job satisfaction. "Job satisfaction is simply how people feel about their jobs and different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs." Job satisfaction is "... the state of mind that results from an individual's needs or values being met by the job and its environment."

It is the "... sentiments a laborer has about his job."

Once more, while picking samples for circulating poll, straightforward irregular examining system has been embraced. Out of 27 questionnaires we have gotten reaction from 20 library experts in time. In this way, the level of reactions got is 74%.

Job satisfaction instrument incorporates articulations that secure data on mentalities concerning diverse job viewpoints. At the point when joined these viewpoints, measure of overall job satisfaction constituted. The meaning of these perspectives is as under

1. **Pay:** Fairness, openings, recurrence of raises;
2. **Promotion:** Opportunities, reasonableness, recurrence;
3. **Supervision:** Level of capability, decency, enthusiasm for subordinates;
4. **Advantages:** Range of advantages, relative esteem;
5. **Unforeseen prizes:** Recognition, gratefulness, rewards;
6. **Nature of work:** Interest, significance, delight.
7. **Communication:** Sharing of data inside the association

ANALYSIS AND RESULT

The relationships among job satisfaction, age, sex, marital status and years of experience are introduced in table.1

1.Relationships of Job Satisfaction

Table.1 Correlations among job satisfaction, age, gender, marital status and experience of university library professionals

Age Group Of Professional	Gender		Marital Status		Total	Experience Period (Yrs)	Overall Job Satisfaction				
	M	F	U M	M			Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
21-30	5	2	2	5	7	0 -10	0	7	0	0	0
31-40	6	2	0	8	8	11 -20	6	2	0	0	0
41-50	4	1	0	5	5	21 & above	5	0	0	0	0
Total	15	5	2	18	20		11(55%)	9 (45%)	0%	0%	0%

It is seen from the table.1 that the age, sexual orientation, marital status and years of experience have no impact at work satisfaction of college library experts. In any case, the outcome demonstrates that exceedingly experienced experts are more fulfilled than less experienced experts. Out of 20 library experts, 55% are profoundly fulfilled and 45% are happy with their present job without affecting the

connections among job satisfaction, age, sex, marital status and years of experience.

2.Satisfaction with nature of work

Work identifies with the particular job in the library, for example, house-keeping operation, reference work, bibliographic work, deals with online assets and so forth.

Table.2 Nature of work

Total	Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
20	12(60%)	8(40)	0%	0%	0%

It is obvious from Table.2 that 60% of the university library experts are highly

satisfied with work and the staying the vast majority of the experts 40% are satisfied with their nature of work.

The conveyance of university library experts as per the level of fulfillment with pay is appeared in Table.3

3.Satisfaction because of pay

Table.3 Level of Satisfaction with Pay

Total	Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
20	3 (15%)	4 (20%)	3 (15%)	6 (30%)	4 (20%)

It is seen from the above table that 15% of the experts are highly satisfied with pay, 20% are satisfied, 15% experts have average fulfillment with pay, 30% are dissatisfied and 20% are highly dissatisfied with their pay of scale.

expert in the library to take choices all alone identifying with his work. Experts for the most part acknowledge autonomy in their job.

4.Satisfaction with job autonomy

Job autonomy is fundamental for the

The appropriation of university library experts as per the level of satisfaction with job autonomy in the library is appeared in Table.4

Table.4 Level of Satisfaction with Job Autonomy in the Library

Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
7 (35%)	6 (30%)	2 (10%)	5 (25%)	0%

It is obvious from Table.4 that 35% of the university library experts are very satisfied with their activity job autonomy, 30% are satisfied, 10% experts have average satisfaction with their self-sufficiency in work and 25% are dissatisfied with self-rule in exhibit work.

Job involvement refers to how much a man is mentally related to his/her work or with the significance of work in his/her aggregate mental self portrait.

5.Satisfaction with job involvement

The appropriation of university library experts as indicated by the level of fulfillment with job involvement inside the library is appeared in Table.

Table.5 level of fulfillment with job involvement inside the library

Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
10 (50%)	10 (50%)	0%	0%	0%

It is obvious from the table.5 that all the library experts are satisfied with their expert association (half are highly satisfied and half are satisfied). It is expected that the experts who are included more in proficient exercises, for example, reading of expert journals, holding of enrollment in

6.Satisfaction with regard to security of the job

The appropriation of university library

proficient affiliations, taking an interest in classes, meetings, workshops and so forth and adding to proficient information might have more job fulfillment. Thus, it demonstrates that as the contribution in proficient exercises increases, their job satisfaction additionally increments. experts as indicated by the level of satisfaction as to security of the job is appeared in Table.6

Table.6 Level of Satisfaction With Regard To Security of the Job

Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
8(40%)	9(45%)	0%	3 (15%)	0%

It is obvious from that table.6 that the vast majority of the experts 40% are very satisfied as to security of the job, 45% are satisfied and just 15% are dissatisfied with respect to security of their job.

7.Impact of job satisfaction on job

performance:

The conveyance of university library experts as indicated by the level of satisfaction as to work execution is appeared in Table.7

Table.7 Level of Satisfaction as To Work Execution

Very High	High	Average	Low	Very Low
12(60%)	8(40%)	0%	0%	0%

It is seen from the above table.7 that 60% of experts have high job execution against their job satisfaction and 40% have elite in their job. It implies satisfaction in work expands job execution.

8.Quitting the present job

The experts were made a request to show their willingness to leave the association on the off chance that they will land a position of the same or higher assignment

with the same or higher review in some other association.
 The dispersion of university library experts

as indicated by their willingness to leave their present job against their fulfillment is appeared in table.8

Table.8 Librarians Willingness to Leave Their Present Job against Their Fulfillment

Very High	High	Can't say	Low	Very Low
2 (10%)	6 (30%)	6 (30%)	6 (30%)	0%

It is obvious from the table.8 that 10% experts have high willingness to leave the association in the event that they will land a position of the same or higher assignment with the same or higher review in some other association, 30% have low willingness, 30% have no willingness and 10% can't be chosen to stopping their

present employment.

9.Satisfaction with readers

The dissemination of university library experts as indicated by the level of satisfaction with the reading group for their co-operation and treatment in the library is appeared in Table.9

Table.9 Relationship with Readers

Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
8 (40%)	12 (60%)	0%	0%	0%

It is clear from the table.9 that the vast majority of the experts 40% are highly satisfied with the co-operation and treatment that they are getting from the reading group; and the staying 60% experts are satisfied with the delicate relationship among the clients. It is likewise apparent from it that none of the experts is highly dissatisfied or dissatisfied in such manner.

Under this measurement of job, the satisfaction of professionals with various parts of working conditions to be specific working hours, physical working conditions (, for example, working space, great ventilation, light, cooling framework, restroom and so on.), materials and gear important to perform job effectively is talked about.

10. Satisfaction with working conditions:

The circulation of college library professionals as indicated by the level of satisfaction with working conditions inside the library is appeared in table.10

Table.10 level of satisfaction with working conditions

Highly Satisfied	Satisfied	Average	Dissatisfied	Highly dissatisfied
8(40%)	4(20%)	3(15%)	5(25%)	(0%)

It is apparent from table.10 that 15% of the university library professionals are exceedingly satisfied with working condition, 25% are satisfied, dominant part of the professionals (40%) are dissatisfied with working condition and the rest of the 20 % professionals are profoundly dissatisfied with their working states of present employment.

Limitations

The limitations of any survey contemplate turn out to be very evident over the span of the exploration. Indeed, even the most cautious examination of the survey inquiries by the two creators and their associates neglected to expel all uncertainty from the survey. Parts of the significance/satisfaction segment of the survey turned out to be extremely hard to investigate. For instance, a respondent could rate a specific angle low in significance yet high in satisfaction on the off chance that it was not underlined in the present position. Be that as it may, another respondent could rate a similar thing high as far as significance and satisfaction in light of the fact that the open door was accessible.

The vast number of "neutral" reactions to a few inquiries made the examination troublesome. Much of the time, the quantities of neutral reactions were a critical piece of the aggregate. The neutral

reaction was a true blue choice, so it couldn't be expelled from the investigation; however deciphering them was a steady issue. Did the respondents feel conflicted about the issue? Or, on the other hand would they say they were just unconcerned? In light of the data in the review, it was difficult to reach inferences. The extension of the specimen populace of librarians could conceivably approve or refute the discoveries of this overview. With an example populace of just 143 respondents, it turns out to be practically difficult to remark on the legitimacy of the conclusions for the scholastic librarian. Soliciting the same or comparative inquiries from paraprofessionals would likewise add to a more total picture of job satisfaction among s.

CONCLUSION:

Research on job satisfaction of library proficient is generally almost no in our state and in our nation. In the meantime, there is no nitty gritty investigation made so far about the level of job satisfaction of university library experts in Gujarat. This examination, it is trusted, will have a unique hugeness in the present aggressive world as absence of satisfaction hampers the productivity of the association and individuals in that. Consequently such an examination is imperative for each association and university library isn't an exemption.

88 percent of the librarians studied were exceptionally or to some degree happy with their present employments. In any case, the reactions evoked from this review brought up numerous different issues for future research. Any piece of the review could be utilized to examine exceptional gatherings of s inside the library calling. How do administrators who are utilized in littler academic, extraordinary, or public libraries feel about the issues? Paraprofessional s additionally should be reviewed to finish the photo. The overview additionally brought up issues on particular issues.

FINDINGS

This investigation is intended to supplement existing investigations of librarians by concentrating on a particular gathering, the curator. The investigation was affected by individual encounters and advancing issues in the librarians including:

- The changing roles and obligations of expert and paraprofessional s
- The effect of electronic innovation on classifying
- The present place of s and classifying inside the library association
- The indeterminate eventual fate of the profession
- The atmosphere of economic vulnerability in academic libraries

REFERENCES:

1. Alao, A.I. (1997). Job Satisfaction among University Library Cataloguers in Nigeria. *World Libraries*, Vol.7(2)
2. Bhuyan, B. and Choudhary, M. (2002). Correlates of Job Satisfaction among College Teachers. *Indian Journal of Psychometric and Education*, Vol. XXXIII (2), 143-146.
3. Brown, J. & Sheppard, B. (1997). Teacher librarians in learning organizations. *International Association of School Librarianship*, Canada. August 25-30.
4. Cohrs, J.C. et al. (2007). Integrating situational and dispositional determinants of job satisfaction: Finding from three samples of professionals. *Journal of Psychology*, 140,363-395.
5. Ebru, K. (1995). Job satisfaction of the librarian in the developing countries. 61st IFLA General Conference Proceedings Aug 20-25.
6. Gupta, P.K. (1998). University library personnel in India: Their job-dimensions and academic needs. Jaipur: RBSA.
7. Hermun, J.B. et al. (1975). Organizational structure, demographic characteristics and employee response. *Organizational Behaviour and Human Performance*, 13, 206-232.
8. Horenstein, B. (1993). Job satisfaction of academic librarians: An examination of the relationship between

- satisfactions, faculty status participation. *College and Research Libraries* 56 (4), 341-350.
12. McQueen, M.K. (2008). Motivators of job satisfaction for elementary school principals in Central Virginia. *Dissertation Abstracts International Section A. Humanities and Social Sciences*, 68(7-A), 2747.
13. Nkereuwem, E.E. (1990). Issues on the relationship between job satisfaction, job attitudes and work behaviour among the staff in academic libraries. *Information Services and Use* 10 (5), 281-291.
14. Paramer, C. & East, D. (1993). Job satisfaction among support staff in Twelve Ohio Academic Libraries. *College and Research Libraries* 54, (1), 43-57.
15. Popoola, S.O. (2006). Personal factors affecting organizational commitment of records management in Nigerian state universities. *IFE Psychology: An International Journal*, 14, 183-197
16. St. Lifer, E. (1994). Career survey, job satisfaction: are you happy in your jobs? Exclusive Report. *Library Journal* 119, (18), 44-49.
17. Wikipedia. (2008). <http://en.wikipedia.org/wiki/education>
18. JMP Statistical Discovery Software, Version 6.02 (Cary, N.C.: SAS Institute). Available online at www.jmp.com. [Accessed 19 August 2008].
19. Taiga Forum Steering Committee, "Taiga Forum Provocative Statements, March 10, 2006." Available online at www.taigaforum.org/documents/ProvocativeStatements.pdf. [Accessed 19 August 2008].
20. Murray, "Job Satisfaction of Professional and Paraprofessional Library Staff at the University of North Carolina at Chapel Hill," 31–32.