JOB SATISFACTION AMONG THE LIBRARY PROFESSIONALS IN ENGINEERING INSTITUTIONS: AN EMPIRICAL STUDY

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Abstract

The purpose of this study was to measure the job satisfaction among library professionals in engineering institutions in Tamilnadu. Job satisfaction is an individual feeling which could cause by a variety of factors. The six components of job satisfaction were measures derived through literature: physical environment & ICT infrastructure, organizational culture, personal growth and development, salary, promotion and nature of work. Lickert's 5-point scale was used to examine the job satisfaction of respondents. Questionnaire method was used for data collection and results are tabulated and statistical technique such as Weighted Arithmetic Mean (WAM) was used for the analysis. Outcome of the study has been discussed that although library professionals working in these institutions were slightly satisfied with their nature of work, while the salary, promotion, denied access to benefits and lack of job security were identified as major constraints to job satisfaction. Based on the results, the study recommended that review the conditions attached to promotion, salary, among others as measures for enhancing job satisfaction. It is also suggested that the encourage and motivate the library professionals more incentives and good salary packages are to be offered so that their achievement drive can be activated that in turn lead to high level of job satisfaction.

Keywords: Job satisfaction, Library professionals, Information and Communication Technology, Engineering Institutions and Occupational Stress

INTRODUCTION

Job satisfaction in regards one is feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one relationship with their supervision, quality of physical environment in which they work, degree of fulfillment their work etc,. Job satisfaction plays an important role in achieving organizational goals. Further, Line and Kinnell (1993) defines Job Satisfaction as a "pleasurable emotional state resulting from the

appraisal of one's job". Job satisfaction is a widely researched and complex phenomenon, it follows that there are numerous definitions of the concept. Job satisfaction can be defined as an individual's total feeling about their job and the attitudes they have towards various aspects or facets of their job, as well as an attitude and perception that could consequently influence the degree of fit between the individual and the organisation (Ivancevich & Matteson 2002; Spector 1997). A person with high job satisfaction appears to hold generally positive attitudes, and one who is dissatisfied to hold negative attitudes towards their job (Robbins 1993). Job satisfaction is a result of an individual's perception and evaluation of their job influenced by their own unique needs, values and expectations, which they regard as being important to them (Sempane et al. 2002). The present study focused on Library Professionals' job satisfaction regarding their salaries, promotion opportunities, Supervision, benefits and nature of their work.

REVIEWED STUDIES

Oluchi and Ozioko (2014) investigated that Job Satisfaction among Librarians in Academic Libraries in Niger State. The objective of the study is to find out the level of job satisfaction found among the academic librarians in academic libraries in Niger state. The results showed that there is commendable level of job satisfaction among the librarians, ill health is not a factor for retrenchment, and the librarians do not resort to lateness to work or abandoning duty when they are not satisfied.

Khan and Ahmed (2013) studied the job satisfaction of library professionals serving in public sector universities of Khyber Pakhtunkhwa, Pakistan. The result shows that although library professionals working in these institutions were slightly satisfied with their nature of work, they were dissatisfied with supervision, benefits, promotion. Revision of service structure, promotion policies, improvement in academic qualification and advance training were suggested by the researchers.

Somvir and Sudha (2012) in their study explore those factors which are related in a high manner to job satisfaction among library workers. Data were collected from a sample of 100 library professionals from private engineering and management colleges in Haryana state. The data analyses indicated that job satisfaction among library professionals is not related to their sex, the type of library in which they worked, or their vocational needs, but it is related to the characteristics of their job environments.

Hart (2010) clearly identified the challenges faced by library leadership and librarians in the long run such as personal development and growth, shortage of staff, promotion and recognition from management. The study found a "love-hate" relationship between respondents and their efforts. Findings showed dissatisfaction of respondents in the context of frustration with insufficient resources and meager payment.

Nattar (2010) examined that the job satisfaction of college library professionals and a few remedial measures. A total of 140 library professionals from 20 colleges have been taken as

the sample for the present study. The study reveals that majority of the respondents are male staff, majority of the respondents are in the age group of 30 to 40 years, majority of the respondents are PG degree holders, most of the respondents are the library assistants and most of the respondents have 1-5 years work experiences.

Nicole Eva (2009) in his article entitled "Legally satisfied: A survey of law library workers and Job satisfaction" surveyed that law library workers across Canada in an attempt to discover whether they were satisfied with their jobs, and to compare these findings to previous surveys of those working in other types of libraries. Findings indicated that while law library workers are quite satisfied with salary, workload, and opportunities for advancements on the job.

Tella *et al*. (2007) in a study regarding the job satisfaction research among Ohio Academic librarians. The result of the study showed that respondents with less experience were generally satisfied with their job.

Kaur (2006) examined that there is a need for contented and "well satisfied librarians to make libraries more service oriented to their clientele and the main organizational determinants influencing worker's job satisfaction".

Kaya (1995) study found that university librarians in Ankara were not satisfied with physical working conditions, job recognition, job security, promotion, benefits, social status and supervisory autonomy. However, technological developments are limited in the developing countries which extensively increased routine and manual works for librarians. This also affects librarians' job satisfaction **(Velho Lopes, 1992)**.

In another study, **Horenstein (1993)** reported on a study that examined the job satisfaction of academic librarians as it related to faculty status. The finding indicated that librarians with academic rank were more satisfied than non-faculty groups.

Nandy (1985) analysed several job satisfaction studies in the library field, highlighted some methods of increasing job satisfaction and concluded that, job satisfaction leads to effective functioning of the individuals and the organizations a whole.

NEED FOR THE PRESENT STUDY

Today the engineering institutions are well equipped with modern infrastructure facilities along with sophisticated library facilities with all latest information technology. Added to this, library professionals of younger age with technically qualified professionals are entering the modern institutions including libraries. Proper and timely dissemination of information to the users like students, faculty and research scholars can be ensured only when these professionals have high commitment to their job and profession. The present study is an empirical attempt to fill the research gap and also to study the job satisfaction among the library professionals working in engineering colleges of Tamilnadu.

OBJECTIVES OF THE STUDY

1. To identify and measure the level of the job satisfaction among library professionals in selected engineering colleges in Tamilnadu.
2. To study the level of job satisfaction among library professionals with regard to the factors like working conditions, personal relationship, salary, job security, promotion employee recognition etc.
3. To identify the opportunities for growth in the engineering college library professionals.
4. To know the availability of physical facilities and friendly atmosphere of various engineering college libraries.
5. To study the impact of certain personal variables such as age, sex, marital status, type of family, length of service, designation on the job satisfaction among library professionals.
6. To suggest the measures for enhancing job satisfaction among the library professionals working in engineering colleges of Tamilnadu.

METHODOLOGY

The present study is confined to the library professionals in engineering colleges of Tamilnadu. The study was based on simple random sampling method and questionnaire was used as the tool to collect data. The data collection pertaining for this study involves both primary and secondary data. The Primary data were collected by administering a mailed structured questionnaire among the selected engineering college professionals. However, the secondary data were pooled from the published books, journals, periodicals, web sites, research theses, dissertations, monographs, university libraries. A structured questionnaire was designed, keeping in view the basic objectives of the study. The questionnaire of the research consists of both optional type and statements in Lickert's 5-point scale. The questionnaires were distributed to 165 library professionals, Only 138 (84%) dully filled in questionnaires were received. The study confined only to the library professionals; categories such as Librarians, Assistant Librarians and Library Assistants are excluded. The collected data was analysed using latest version of MS-Excel for appropriate statistical analysis and description.

Statistical technique such as Weighted Arithmetic Mean (WAM) was used for the analysis. The WAM technique was used to assess the level of variation among the variables. To give the due importance, a score called weight was assigned to variables considering the relative importance of each variable. Based on relative job satisfaction of Library professionals, scores 1 to 5 were allotted (5 for strongly agree and 1 for strongly disagree). WAM was computed by using following formula.

$$\sum wx$$

$$X^-\, w = \underline{\hspace{3cm}}$$

$$\sum w$$

Where, '$X^- w$' is weighted arithmetic mean, 'X' is values of the items and 'w' is weight of the item.

ANALYSIS AND DISCUSSION

GENERAL INFORMATION OF RESPONDENTS

It was found that majority of library professionals who have responded to the survey in the engineering colleges of Tamilnadu were males 93 (67.39%) and 45 (32.61%) were females. As far as the age of the respondents is concerned, 46 of them fall below 30 years, 52 respondents were between 30- 40 year of age and 38 respondents were above 40 years depicting that the young professionals are more in number which is effective to work with technical skills. The social status of an individual also depends upon the marital status which also influences the level of Job satisfaction. It can be noted that 75.32 per cent of the respondents are married and 24.68 per cent are unmarried.

It is clear from the table that most of the library professionals (33.33%) possess MA as basic qualification. A few of the professionals have additional technical qualifications like DCA (21.84 %), PGDLAN (15.78) and PGDCA (36.80 %), in addition to the basic Post Graduate qualification. It is also evident from the table; the library professionals have high average of professional qualification. The basic qualification for entry cadre as a library professional in engineering institutions being degree with BLIS (15.22%), it can be seen that professionals having only BLIS degree are least, 73 (52.90 %) professionals possess MLIS, 34 (24.64%) possess M.Phil and 10 with Ph.D as the highest professional qualification. Half of the professionals have experience ranging 5-10 years and 35.89% of respondents have experience range of less than five years. It was also found that 43 (31.16%) respondents were Librarians, followed by 79 (57.25%) Assistant Librarians and the least number of respondents were Library Assistants 16 (11.59%).

It is clearly that majority of the respondents 56 (40.06%) were getting the salary above 9,000 to 13,000 rupees followed by 31 (22.5%) respondents were getting above 14, 000 to 17, 000 rupees, 18 (13.0%) of the respondents were getting above 17,000 to 20,000 rupees and 21 (15.2%) of respondents were earning below 8,000 rupees. Only twelve (8.7%) of the respondents were earning above 20,000 rupees.

Table-1: Demographic information of the respondents

Sl. No	Profile of the respondents		No. of respondents
1	Basic educational qualification	BA	31 (22.46)
		B.Sc	16 (11.59)
		B.Com	10 (7.25)
		MA	46 (33.33)
		M.Sc	23 (16.67)
		M.Com	12 (8.70)
		Total	**138**
2	Professional qualification	BLIS	21 (15.22)
		MLIS	73 (52.90)
		M.Phil	34 (24.64)
		Ph.D	10 (7.25)
		Total	**138**
3	Professional experience	Below 3 years	18 (13.04)
		4 -7 Years	51 (36.96)
		8 - 11 Years	33 (23.91)
		12 - 15 Years	28 (20.29)
		More than 16 Years	8 (5.80)
		Total	**138**
4	Designation	Librarian	43 (31.16)
		Assistant Librarian	79 (57.25)
		Library Assistant	16 (11.59)
		Total	**138**
5	Salary	Below Rs.8,000	21 (15.2)
		Rs. 9,000-13,000	56 (40.6)
		Rs. 14,000-17,000	31 (22.5)
		Rs. 17,000-20,000	18 (13.0)
		Above Rs.20,000	12 (8.7)
		Total	**138**

PHYSICAL ENVIRONMENT & ICT INFRASTRUCTURE

The first facet of job satisfaction was physical environment several studies have proved that the healthy physical environment is one of the important components for the employees' job satisfaction. Three statements constructed in order to explore the physical environment of the institutions and five statements constructed to investigate whether the libraries have well equipped with the modern ICT infrastructure or not. Table 2 shows the weighted arithmetic mean (WAM) values based on the 5-point Likert scale respondents' job satisfaction of LIS professionals. To calculate WAM, a score weight was assigned to each scale viz.; score of 5

was allotted to the scale 'Strongly Agree', 4 for 'Agree', 3 for 'Neither Agree nor Disagree', 2 for 'Disagree', and 1 for 'Strongly Disagree'.

Table: 2 - Physical Environment & ICT Infrastructure in engineering colleges – level of satisfaction of the library professionals

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	I work in a noise-free environment.	31 (22.5)	59(42.8)	25 (18.1)	17 (12.3)	6 (4.3)	33.73
2	Ventilation, furniture and other hygiene facilities are available for performing the duties in the library	24 (17.4)	66(47.8)	16 (11.6)	21 (15.2)	11 (8.0)	32.33
3	The digital equipment of the institution works in order to work effectively and rapidly.	34 (24.6)	49(35.5)	23 (16.7)	19 (13.8)	13 (9.4)	32.40
4	My library provides the electronic resources/services to the users.	48 (34.8)	62(44.9)	12 (8.7)	11 (8.0)	5 (3.6)	36.73
5	Book collections, classification and cataloguing systems are available in the library	39 (28.3)	49(35.5)	22 (15.9)	17(12.3)	11 (8.0)	33.47
6	My institution provides the opportunities to training the emerging ICT skills.	41 (29.7)	72(52.2)	11 (8.0)	9 (6.5)	5 (3.6)	36.60
7	Library is well equipped with modern facilities like internet and OPAC	42 (30.4)	57(41.3)	18 (13.0)	13(9.4)	8 (5.8)	35.07
8	I am satisfied the ICT infrastructures	51 (37.0)	71(51.4)	8 (5.8)	5 (3.6)	3 (2.2)	38.40

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

It is evident from the above table, most of the respondents (n=90, 64%) are agreed that they were working in a noise-free environment. Regarding Ventilation, furniture and other hygiene facilities are available in the library, most of the respondents (n=90, 64%) agreed/strongly agreed this statement. Eighty three respondents (59%) respondents indicated

that the digital equipment of the institution works fast. A large majority (n=110, 78%) of the respondents agreed that their institution holds e-resources to facilitate the users while only sixteen (11%) disagreed. Regarding ICT infrastructure, the results showed that (n=100, 78%) respondents were working in the offices those equipped with modern ICT tools. It is observed that majority of the respondents (n=122, 88%) agreed/strongly agreed that satisfied the ICT infrastructures while only eight (5%) respondents disagreed/strongly disagreed. At the same time negligible number of the respondents (8 or 5.8%) is on neutral side by neither agreeing/strongly agreeing to the same statement. The weighted arithmetic mean is 38.40 which illustrate the neutral status.

ORGANIZATIONAL CULTURE

Organizational culture is also very important element that contributes towards overall job satisfaction. Seven statements were formulated regarding the organizational culture element of job satisfaction. Table 3 reveals that organisational structure of library professionals in engineering colleges with the respective WAM values. For the analysis of respondents' attitude, score 5 was assigned to strongly agree response and score 1 for strongly disagree in the case of positive statement. For negative statement the scoring was reversed.

Table: 3 - Organisational Structure in engineering colleges – level of satisfaction of the library professionals

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	I am satisfied with relationship between the management and library staff	29(21.0)	51(37.0)	13(9.4)	27 (19.6)	18 (13.0)	30.67
2	Working relationship among library professionals irrespective of the cadre in the library	35(25.4)	41(29.7)	29(21.0)	18 (13.0)	15 (10.9)	31.80
3	I am satisfied with policies, procedures and administrative systems of the management	22(15.9)	39(28.3)	31(22.5)	26 (18.8)	20 (14.5)	28.73
4	My work and knowledge is appreciated by the top management.	25(18.1)	52(37.7)	29(21.0)	17(12.3)	15(10.9)	31.27
5	The institution views its	19(13.8)	56(40.6)	24(17.4)	21(15.2)	18(13.0)	30.07

	professionals as asset						
6	I get credit for my new ideas, rather than other staff members	35(25.4)	78(56.5)	8(5.8)	11(8.0)	6(4.3)	35.93
7	I am satisfied while working with the current institution.	25(18.1)	61(44.2)	21(15.2)	18(13.0)	13(9.4)	32.07

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

It is clear from the table 3 that majority of the respondents (n=80, 58%) were satisfied with relationship between the management and library staff. Only few of the respondents (n=13, 9.14%) are on neutral side by neither agreeing nor disagreeing. Sixty-one respondents (43.12%) agreed/strongly agreed that they are satisfied with policies, procedures and administrative systems. A large majority of the respondents (n=77, 55%) believed that their work and knowledge is appreciated by the top management and 22 percent of respondents were disagreed/strongly disagreed. A majority of the respondents (n=113, 81%) were agreed/strongly agreed that new ideas, rather than other staff members while only seventeen (12%) respondents were dissatisfied. A half of the respondents (n=86, 81.11%) were satisfied while working with the current institution and thirty-one (22%) respondents are dissatisfied.

PERSONAL GROWTH AND DEVELOPMENT

Personal growth and development of employees through a job being occupied by them is an important factor that influences the level of job satisfaction. In order to know that to what extent the job in a library has provided the employees the scope for their personal growth and development, six statements which are very closer to personal growth and development of employees are prepared and sought the opinion from them. The opinion, as is measured in other variables, is sought on a WAM values based on the 5-point Likert scale and the responses are depicted in table 4.

Table: 4 - Personal Growth and development in engineering colleges – level of satisfaction of the library professionals

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	The institution provides me the opportunities and facilitates me for further	24(17.4)	65(47.1)	26(18.8)	15 (10.9)	8 (5.8)	33.07

	professional education.						
2	Encouragement by the college management for better performance in the present working institution	41(29.7)	70(50.7)	11 (8.0)	7 (5.1)	9 (6.5)	36.07
3	The institution offers me the opportunity to attend workshops/seminars/training courses.	39(28.3)	83(60.1)	8(5.8)	5 (3.6)	3 (2.2)	37.60
4	It will be easy for me to leave the organization for some better opportunities.	28(20.3)	52(37.7)	27(19.6)	14 (10.1)	17 (12.3)	31.60
5	The management is kind enough and extend support for improving personal and job skills	44 (31.9)	57(41.3)	12(8.7)	11(8.0)	14 (10.1)	34.67
6	My institution encourages and allows employees to attend training programmes to improve the latest technological skills	27 (19.6)	62(44.9)	20 (14.5)	16 (11.6)	13 (9.4)	32.53

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

Table 4 reveals that personal growth and development of library professionals in engineering colleges and the respective WAM values with percentages. The results showed that the majority of the respondents 89 (64%) agreed/strongly agreed that their institution provides them the opportunities and facilitates for further professional education while 23 (15%) disagreed/strongly disagreed. The results clearly indicated that most (n=111, 79%) of the respondents agreed that Encouragement by the college management for better performance while Sixteen (11%) respondents are disagreed. A majority of the respondents 122 (88%) felt that institution offers the opportunity to attend workshops while eight (5%) did not agree. In response to the statement that whether the respondents will leave the organization for some better opportunities are interesting because 80 (57%) showed their consent that they will leave while it is more interesting that few respondents (n=31, 22%) will not leave the organization even they will have some better opportunities. The analysis also showed that majority 89 (63%) of the respondents agreed/strongly agreed that the statement is they are encouraged and allow to for improving the latest technological skills. At the same time twenty-nine (20%) of the respondents are disagreed/strongly disagreed but a negligible number of the respondents (n=20, 14.5%) are on neutral side by neither agreeing/strongly agreeing to the same statement. The weighted arithmetic mean is 32.53 which show the neutral status.

SALARY

Salary is an important incentive that attracts and retains the employee in any organization including engineering college libraries. In this regard as many as five statements are framed and sought the level of satisfaction among the select library professionals. The analysis, as is shown in table 5.

Table: 5 - Salary – the level of satisfaction among library professionals in engineering colleges

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	I feel that my salary suits my educational qualifications andexperience.	23(16.7)	49(35.5)	18 (13.0)	32(23.2)	16(11.6)	29.67
2	I feel that salary in relation to the nature and quantum of work being performed	19(13.8)	25(18.1)	17 (12.3)	48(34.8)	29(21.0)	24.73
3	I get benefits for additionalqualification	29(21.0)	47(34.1)	21(15.2)	26(18.8)	15(10.9)	30.87
4	I am satisfied with my current salary package	12(8.7)	25(18.1)	12 (8.7)	52 (37.7)	37 (26.8)	22.47
5	I am satisfied with the annual increments of my salary.	17 (12.3)	31(22.5)	18(13.0)	47(34.1)	25(18.1)	25.47

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

It is revealed from the above table, only half of the library professionals (51.63%) are satisfied with the salary being paid in relation to the educational qualifications while forty-eight (34%) of the respondents are dissatisfied about the salary being offered to them in relation to their qualifications. To the statement that salaries are paid equally to that of nature and quantity of work being performed it is noticed that 55 per cent of library professionals have dissatisfied, only 31 per cent of respondents opined that they have contented with the quantity and nature of work done and salary paid to them. In this regard on the whole, majority of library professionals are dissatisfied. For the third statement 'I get benefits for

additional qualifications', less than half of the respondents (76 or 51%) have expressed satisfaction by agreeing/strongly agreeing to the statement. Only (41 or 28%) of respondents have expressed dissatisfaction by disagreeing/strongly disagreeing to the statement, but a negligible number of the respondents (21or 15.52%) are on neutral side by neither agreeing/strongly agreeing to the same statement. The weighted arithmetic mean is 30.87 which show the neutral status. It was found that 37 (26.8%) of the respondents agreed with the statement that they are satisfied with their current salary package while majority of the respondents 89 (63%) are disagreed. Forty-eight respondents (71%) of believed to be agreed that they got the annual increments well on time while 72 respondents (52%) are disagreed/strongly disagreed.

PROMOTION

Promotion can be defined as an upward movement organisation. It normally entails higher pay, status, authority and responsibility. To understand the perceptions of the respondents on Promotion, six statements are framed and sought the level of satisfaction among the select engineering college library professionals. Table 6 reveals the Professionals views on promotional chances in the organisation.

Table: 6. Promotion – the level of satisfaction among library professionals in engineering colleges

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	There is too little chance for promotion in my job	24 (17.4)	52(37.7)	16 (11.59)	31 (22.5)	15 (10.9)	30.20
2	I got due to promotions timely	15 (10.9)	32(23.2)	24 (17.39)	37 (26.8)	30 (21.7)	25.27
3	Promotions are given according to seniority	21 (15.2)	51(37.0)	17 (12.32)	28 (20.3)	21 (15.2)	29.13
4	Educational qualifications shall be taken into consideration	18 (13.0)	48(34.8)	31 (22.46)	25 (18.1)	16 (11.6)	29.40
5	The promotion policy of organisation is fair	21 (15.2)	62(44.9)	24 (17.39)	14 (10.1)	17 (12.3)	31.33
6	I am very much satisfied with the promotional chances in the organisation	17 (12.3)	23(16.7)	25 (18.12)	50 (36.2)	23 (16.7)	25.0

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

For the first statement in Table 6, 'There is too little chance for promotion in my job', more than half of the respondents (76 or 54.11%) have agreed/strongly agreed to the statement. However, forty- six of the respondents (32.14%) have disagreed/strongly disagreed to the statement. Only a few of the respondents (16 or 11.59%) are on neutral side by neither agreeing nor disagreeing. Nearly forty-seven percent respondents expressed their opinions regarding the statement of getting due promotions timely while half (47%) of the respondents are disagreed. A few of the respondents 24 (17.39%) are on neutral side by neither agreeing nor disagreeing. Seventy-two (52%) of the participants agreed/strongly agreed that 'Promotions are given according to seniority' while thirty-five percent of respondents disagreed/strongly disagreed. A large number (n=83, 52.9%) of the library professionals are not satisfied with the promotional chances in the engineering institutions while only forty (28.10%) library professionals are satisfied. Twenty-five respondents (18.12%) are on neutral to the statement.

NATURE OF WORK

This is the last component derived from the literature used for this study. In this regard, seven statements covering aspects such as nature of library job are prepared and elicited the level of satisfaction felt by the select library professionals performing their jobs in engineering colleges. Accordingly, the pooled opinions are shown in table 7.

Table: 7. Nature of Work – the level of satisfaction among library professionals in engineering colleges

Sl.No	STATEMENTS	Opinion					WAM
		Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
1	I feel that complete freedom of work in the libraries compared to other jobs	16 (11.6)	29(21.0)	19 (13.8)	48 (34.8)	26 (18.8)	25.0
2	I feel that job security is assured in while working in the present institution	18 (13.0)	27(19.6)	29 (21.0)	47(34.1)	17 (12.3)	26.40
3	I am satisfied work load in the present position	21 (15.2)	47(34.1)	15 (10.9)	40 (29.0)	15 (10.9)	28.87
4	I am free to try out my	18 (13.0)	39(28.3)	21 (15.2)	32 (23.2)	28 (20.3)	26.73

	own ideas at work in the library					
5	I feel that my job is challenging.	52(37.7)	39(28.3)	17 (12.3)	19 (13.8)	11 (8.0)	34.04
6	I am satisfied with the shift systems and working hours in the library	29 (21.0)	45(32.6)	21 (15.2)	32 (23.2)	11 (8.0)	30.87
7	I am satisfied with the social status of the librarian job.	54 (39.1)	45(32.6)	13 (9.4)	17 (12.3)	9 (6.5)	35.73

Note: Figures in the parentheses are the percentages.

WAM = Weighted Arithmetic Mean

To the first statement in the table 7, 'I feel that complete freedom of work in the libraries compared to other jobs', the majority of the respondents (n=45, 32.6%) have agreed/strongly agreed to the statement while few of them (n=19, 13.8%) are on neutral. The majority of the respondents (n=74, 52.16%) disagree/strongly disagreed the same statement. Forty-five respondents (32.6%) agreed/strongly agreed that job security is assured in the present institution, while forty-six respondents disagreed/strongly disagreed. For the third statement I am satisfied work load, less than half of the respondents (68 or 49%) have expressed satisfaction by agreeing/strongly agreeing to the statement while fifty-five (39%) respondents are disagreed/strongly disagreed. A few of the respondents 15 (10.9%) are on neutral side by neither agreeing nor disagreeing. Fifty-seven (41%) respondents felt that they were free to try out their ideas at work in the library, less than half of the respondents (n=60, 43%) are disagreed/strongly disagreed. The study showed that majority (n=91, 65%) of the library professionals felt out that my job is challenging while thirty (21%) of respondents are disagreed/strongly disagreed. A good number of library professionals are satisfied with the shift systems and working hours in the library (n=74, 53%) and forty-three (31%) library professionals are dissatisfied. A few of them are on neutral to the statement. The weighted arithmetic mean is 30.87 which show the neutral status. Out of a total of 138 respondents, 99 or 71% respondents have agreed/strongly agreed that 'they are satisfied with the social status of the librarian job'. Only 18% respondents have disagreed/strongly disagreed with the same statement. A negligible number of respondents (n=13, 9%) are on neutral to the statement. The weighted arithmetic mean is 35.73, which shows the positive opinion to this aspect.

CONCLUSION AND SUGGESTIONS

Job satisfaction of the librarian naturally depends on the economically, social and cultural conditions in a given country. Job satisfaction of the librarian who has an important place in the information society will affect the quality of the service he renders. In this respect, the question of how the material and moral element affect the job satisfaction of the librarians gains importance (Ebru, 1995). Formation of job satisfaction is not an easy job for the

management. It requires efforts and arrangement. So, the organization should conduct a job satisfaction survey of their employees at least once a year for continuous improvement and according that they should take necessary steps to improve because motivated employees work with pride deriving a sense of the satisfaction in their work to contribute to the success of the Organization. The study suggested that organisation should also be allowed to attend professional conferences, seminars on deputation and must be allowed to visit other libraries, information centers, documentation centers of other states. This would be highly motivating and conducive to increase their efficiency and enhancing the value to their services.

It is noticed in the present study majority of the library professionals working engineering colleges were satisfaction with regard to work responsibilities, shift system and working hours while a few library professionals expressed dissatisfaction. Majority of the library professionals in engineering college libraries have felt dissatisfaction about salary packages, job security, proper recognition and dominated tendency by the management. Hence, it is suggested that the management of engineering colleges must pay much attention and pay UGC pay scales, besides ensuring job security, due recognition to the library professionals.

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