

## Professional Development and Job Satisfaction Amongst Women Professionals: A Case Study of State University Libraries of U P

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### Abstract

Libraries play an important & critical role in Higher education policy, including disseminating information needed by the user with the help of library experts; however, many other professionals are not satisfied with their jobs. The library professional's service level depends upon their sense of dedication and this dedication is dependent on the satisfaction which is generally come up from their job. A very clear relationship between management and library professionals certainly helps for better coordination & promotes smooth running of regular activities of the library department.

*Methods:* Mean was used to calculate the mean score in this study for the variables such as motivation or reasons for joining the job, attitude towards the job and satisfaction. A chi square test calculates the association / establishes the association between two categorical or nominal variables. In the present study the variables have been taken as age and marital status along with the satisfaction of women librarians with the job. Correlation is calculated to establish the relationship between two variables. In the present study correlation has been used to establish the relationship between male-female ratio and satisfaction and also male female ratio and attitude towards job.

*Results:* The Analysis revealed that the Pearson Chi-square value is 0.151. This value is above the critical value i.e. 0.05, hence there is no significant association of the various age groups with respect to the satisfaction of women librarians. The Pearson Chi-square value is .000 this value is below the critical value i.e. 0.05, the null hypothesis is therefore rejected and accepted as having an important appendage of the alternative hypothesis age groups with the satisfaction of women librarians with their professional's status.

*Conclusion:* Based on the findings it is concluded that there is no significant association of the various age groups with respect to the satisfaction of women librarians.

**Keywords:** Libraries; Management; Policy.

### Introduction

In these days for achieving organizational utmost goals job satisfaction plays an important or significant role. As well as achieve their goals, University libraries basically hold the responsibility of supporting their parent bodies.

These days for providing the services to their end to end users, the huge responsibilities are burdened on the libraries in their bid. For performing the new tasks & services, the library staff generally expected to possess their necessary skills. Under this arrangement, the additional roles & responsibilities are adopting by the University librarians at their

workplace, while still they are effective with their traditional functions & roles. It also has been established that the professional of library staff must be capable of engaging indemonstrate diplomatic sensitivity, forge strategic alliances, influence policies & decision-making processes byrequiringthe very new & complex role of the library.

For understanding the causes & various results of job satisfaction the various numbers of professions have also been studied (Chand, 2003, Das gupta, 1998, Clow, 1986) & this also has been an enquired subject by personal administrators, sociologists & psychologists for many years. The quality services is measuring the libraries rendered by them to their all clients is the base & worth of service institutions. The service quality in the libraries is normally dependent on library professionals, responsible for their prompt, efficient & effective delivery of these services. This is only possible, if the professionals are fully satisfied with their salary scales, organizational culture, infrastructural facilities, other perks/benefits & rewards etc. In library management system, job satisfaction of library professionals is most important factor in attaining the objectives of the library. This study also aims at examining the satisfaction level of academic librarians in relation to the availability of infrastructural facilities in both ways of physical & Information Technology - in their libraries & the salary scale & other perks offered to them.

Professional librarian receiving insufficient Salaries will naturally they face the problem of maintaining their families. This big problem places the professionals of Library in a position that can be far from being satisfactory (Rao, 2004, Kaur, 2009, Banerjee, 2011). Poor salaries & lack of status & social security adversely effect on motivation level. In the absence of motivation level, job satisfaction cannot be even visualized. Community formation plays an important role in the job satisfaction of the library professional & the quality of the service he renders will also be affected. Regarding this, the question is how the moral element and the material impacts the Job satisfaction of university library professionals is important for all.

#### *Aim of the Study*

The Aim of the Study evaluate Professional Development and Job Satisfaction amongst Women Professionals, A Case Study of State University Libraries of U.P.

#### *Objectives of Study*

1. To find out the status of women in libraries.
2. To come to know the understanding of the working environment of the libraries who are having women library professionals.
3. To find out the various problems faced by the women library professionals.

#### **Material and Method**

Methodology is a set or system of methods, principles, and rules governing a given discipline, as in art or science. The research instruments used together responses from the respondent were questionnaire, personnel interview and observation of the information systems. The questionnaire and guide were to elicit information on successes the characteristics of the respondent especially their information needs, success channel of communication, formal and informal sources of information needs channel of communication, formal and informal sources of information the rate at which library services were used and hindrance that prevented their effective utilization.

Multistage sampling has been used to approach the respondents. The selection of libraries has been done on the basis of judgmental sampling. Complete enumeration method or census method was used. All the women librarians of the selected libraries were taken into account while selecting the data. The following table shows the method of sampling. (Table 1)

**Table 1:** Sampling Methodology.

Categories	Sampling Method
Selection of the Libraries	Judgment Sampling
Selection of Librarians	Complete Enumeration Method

#### *Sample Size*

The sample size of the study is 45.

#### *Hypothesis*

##### *Null Hypotheses:*

H0 Has no significant impact of age on women librarians on their satisfaction.

##### *Alternative Hypotheses:*

H1 Has significant impact of age on women librarians on their satisfaction.

## Result

Null Hypothesis - There is no association of age with the satisfaction with behavior of male professionals

Alternate Hypothesis - There is an important association of age with the satisfaction with behavior of male professionals

**Table 2:** Chi-Square Tests.

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.424 <sup>a</sup>	6	.151
Likelihood Ratio	11.415	6	.076
Linear-by-Linear Association	.099	1	.753
N of Valid Cases	45	-	-

As per the results of chi-square shown in the table, the Pearson Chi-square value is .151. This value is above the critical value i.e. .05, hence the null hypothesis is accepted that 'there is no significant association of the various age groups with respect to the satisfaction of women librarians'. (Table 2)

Null Hypothesis - There is no association of age with the satisfaction of women librarians with their professional status.

Alternate Hypothesis - There is an important association of age with the satisfaction of women librarians with their professional status.

**Table 3:** Chi-Square Tests.

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	26.501 <sup>a</sup>	3	.000
Likelihood Ratio	26.342	3	.000
Linear-by-Linear Association	16.238	1	.000
N of Valid Cases	45		

As per the results of chi-square shown in the table 4.40 the Pearson Chi-square value is .000 this value is below the critical value i.e. .05, the null hypothesis is therefore rejected and accepted as having an important appendage of the alternative hypothesis age groups with the satisfaction of women librarians with their professional's status. (Table 3)

## Discussion

The most favorable and most satisfying point is 'satisfaction with services of women professionals'

with 42 positive respondents and only 3 negative responses followed by satisfaction of users with the services with 39 positive responses. Women librarians are fairly satisfied with the atmosphere of the library as 28 of them have responded positively for the same. There are also good number of women librarians who are satisfied with the behaviour of male employees viz. 27. 24 women are satisfied with their work life balance (balance between professional and personal life.) Only 18 are satisfied with the development of women in library profession, where 27 are dissatisfied with the same. Only 19 are satisfied with the professional life with 26 are dissatisfied respondents for the same.

It is found from the table that the most positive responses are for 'wanted to be a professional' as 40 women librarians have said Yes to it. It is followed by 'Wanted to develop IT skills' with 35 librarians saying yes. A good number of librarians viz. 32 and 31 have said yes for Enjoy working with people and it can lead to a good career respectively. However, for rest of the aspects the positive responses are less. Women librarians have considered 'Enjoy working with books/information' as the least preferred reason for choosing the present job as career.

It was found that 31-40 are not satisfied much with the behaviour of the male colleagues. However, women librarians above the age of 50 are completely satisfied with the behaviour of the male librarians. This association was not found significant as the significance value is more than .05 (.151)

## Conclusion

The present study has made some interesting investigations and found lot of aspects related to the professional job behaviour of women librarians. It was found from the study that the women librarians are more or less satisfied with the work environment, majority of them accept that they get equal salary as of the male employees. Some of them are facing some problems also. These problems may be commuting from their place, compatibility with the job etc., development and government and organizational policies and facilities. A large number of women reported that professional opportunities are not provided equally as they are provided to the men.

Regarding satisfaction it was found that the most favorable and most satisfying point is 'satisfaction

with services of women professionals which is closely followed by satisfaction of users, Women librarians are fairly satisfied with the atmosphere of the library, behaviour of male employees and their work life balance (balance between professional and personal life.) Low level of satisfaction is observed for the development of women in library profession, and satisfaction with the professional life.

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