

A study of job satisfaction of college library professionals in Tamil Nadu

S. Nattar

ABSTRACT

In the present study, an attempt has been made to examine 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 data were collected by structured questionnaire, which had components of job satisfaction of college library professionals. Some of the important findings are 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.

Keywords: Job satisfaction, Classification, Library professional, Kolmogrov - Smirnov (K.S) test, primary data, null hypothesis.

INTRODUCTION

Job satisfaction is a positively related to the degree to which various motivational factors are present in a job situation. It provides strong evidence that such points of reference for evaluation may be provided by one's social groups and general social environment. Library is a place where peace should prevail. In modern days, library is a way to enrich a people's knowledge. People stabilize their role with the help of libraries, because it provides worthy messages and valuable information. In this paper an attempt has been made to study the job satisfaction of professional

and non-professional college librarians (Librarian, Asst. Librarian and Library Assistant) in Virudhunagar District of Tamilnadu.

METHODOLOGY

In order to examine the job satisfaction of college library professionals the researche has applied the stratified random sampling technique. Through this technique the researcher has taken up the responses of 140 respondents of college library professionals in Tamilnadu.

OBJECTIVES OF THE STUDY

The following are the major objectives:

Author's Affiliations: Librarian, Central Library, Sri S. Ramasamy Naidu Memorial College, Sattur - 626203, T.N.

Reprints Requests: Dr. S. Nattar, Librarian, Central Library, Sri S. Ramasamy Naidu Memorial College, Sattur - 626203, T.N.

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- a. To trace the personal factor of library professionals
- b. To stress the factors influencing the job satisfaction
- c. To justify the personal factors influencing the library professionals
- d. To analyse the socio-economic variables of the library professionals

has use the 140 respondents of college library professional in Tamilnadu.

LIMITATIONS OF THE STUDY

1. This study covers job satisfaction of college library professionals in Tamilnadu.
2. This study concentrate the area of job satisfaction job.

SCOPE OF THE STUDY

Job satisfaction is an individual feeling which could caused by a variety of factors. It is a general attitude towards work by an individual worker. This research study expresses the job satisfaction of the college library professionals in Tamilnadu.

METHODOLOGY

In order to examine the jobsatisfaction of college library professionals the reaeacher has been apply the strafied random sampling technique. Through this technique the researcher

DATA COLLECTION

The primary data were collected with the help of an interview schedule. The respondents were selected from various strata of colleges. The State is divided into 3 strata. The respondents were selected from each stratum according to the staff strength available in the colleges. The opinion regarding the respondents is given as the first part. It consists of 10 statements such as satisfaction with job factors.

HYPOTHESIS

The following null hypothesis is framed, to find out whether there is any satisfaction with the job factors.

SATISFACTION WITH JOB FACTORS

The researcher has taken the following components of job factors such as:

Sex-Wise Classification

The sex- wise classification of the staffs has been analysed in table 1.

Table 1: Sex -wise Classification of the Respondents

Sl. No	Sex	No. of Respondents	Percentage to Total
1.	Male	102	72.86
2.	Female	38	27.14
	Total	140	100

Source: Primary Data.

Age-Wise Classification

Table 1 explicates that 72.86 percent of the staff are male and 27.14 per cent of the staffs are females. Anyhow, it is concluded from the table that majority of the respondents are male staffs.

The age of the respondents is explicated in Table 2.

Table 2: Age-wise Classification of the Respondents

Sl. No	Sex	No. of Respondents	Percentage to Total
1.	Below 30	42	30.00
2.	30 - 40	56	40.00
3.	40 - 50	20	14.29
4.	Above 50	22	15.71
	Total	140	100

Source: Primary Data

Table 2 exhibits that 30 per cent of the respondents are in the age group of below 30 years, 40 per cent of the respondents are in the age group of 30-40, 14.29 per cent of the respondents are in the age group of 40-50 and

the rest of them are in the age group of above 50 years. From the above data, it is concluded that the majority of the respondents are in the age group of 30 to 40 years.

Educational Qualification of the Respondents

Table 3: Educational Qualification of the Respondents

Sl. No	Educational Qualification	No. of Respondents	Percentage to Total
1.	U.G Library Science	48	34.28
2.	P.G Library Science	63	45.00
3.	M. Phil Library Science	11	7.86
4.	Others	18	12.86
	Total	140	100

Source: Primary Data

Table 3 portrays the educational qualification of the respondents. Out of 140 respondents, 34.28 per cent of them are the U.G degree holders in library science; 63 per cent have PG degree; 7.86

per cent have M.Phil degree and rest of them are others. It is inferred from the table, that the majority of the respondents are PG degree holders.

Nature of Works

Table 4: Nature of works

Sl. No	Hours Spent	No. of Respondents	Percentage to Total
1.	Librarian	24	17.14
2.	Assistant Librarian	32	22.86
3.	Library Assistant	63	45.00
	Total	140	100

Source: Primary Data

Table 4 explains that out of 140 respondents, nearly 17.14 per cent are librarians; 22.86 per cent are assistant librarians; and the rest of them are

library assistants. Most of the respondents are library assistants.

Working Experience of the Respondents

Table 5: Work Experience of the Respondents

Sl. No	Experience	No. of Respondents	Percentage to Total
1.	Less than a year	25	17.86
2.	1-5 Years	80	57.14
3.	5-10 Years	23	16.43
4.	Above 10 Years	12	8.57
	Total	140	100

Source: Primary Data

Table 5 explains that, out of 140 respondents nearly 17.86 per cent of them less than a year;

57.14 per cent of them 1-5 years; 16.43 per cent of them 5-10 years and the rest of them have above 10 years experience. Most of the respondents have work experience of 1-5 years.

Salary per month**Table 6: Salary per Month**

Sl. No	Salary in Rupees	No. of Respondents	Percentage to Total
1.	Below Rs. 3000	31	22.14
2.	Rs. 3000-5000	69	49.29
3.	Rs. 5000-10000	28	20.00
4.	Above Rs. 10000	12	8.57
	Total	140	100

Source: Primary Data

Table 6 explains that out of 140 respondents, nearly 22.14 per cent are earning below 3000 rupees; 49.29 per cent are earning 3000-5000 rupees; 20 per cent are earning 5000-10000 rupees

and the rest of them are earning above 10000 rupees. Most of the respondents are earning 3000-5000 rupees.

Staffs with regard to Facilities Available**Table 7: Staffs with regard to Facilities Available**

Sl. No	Facilities	Available	Not Available	Total
1.	Leave Facilities	115	25	140
2.	Good Water Facility	112	28	140
3.	Family Pension	85	55	140
4.	Provident fund (P.F)	121	19	140
5.	Latrine Bathroom	109	31	140

Source: Primary Data.

Table 7 portrays that, P.F facilities available in the job are more dominating than any other facilities. It is followed by leave facilities, good water facility, latrine bathroom and so on. Most of the respondents are regard to available the P.F facilities.

OPINION REGARDING SATISFACTION WITH JOB FACTORS

Opinions regarding the satisfaction of many job factors like committees and activities, Fair amount for the work, relationship with co-

workers, Paper works, peaceful job, Adequately trained to perform the job duties, online resources necessary for the job, Promotion, participation in professional development trained courses and atmosphere are analysed. All the opinions

regarding all these factors should be considered. In order to know how these factors influence satisfaction, the Kolmogrov - Smirnov (K.S) test has been applied.

Table 8: Satisfaction with job factors

S.NO	Opinion	SA	A	NO	DA	SDA	Total
1.	Interested to participate in the Library activities & Committees	12	83	18	27	-	140
2.	Fair amount for the work	11	68	20	41	-	140
3.	Relationship with co-workers	13	97	19	11	-	140
4.	Paper works	8	72	24	36	-	140
5.	Love of books	26	79	15	20	-	140
6.	Adequately trained to perform the job duties	16	63	21	40	-	140
7.	Online resources necessary for the job	26	91	13	10	-	140
8.	Promotion	11	67	39	23	-	140
9.	Participation in professional development courses	16	63	28	33	-	140
10.	Atmosphere	15	73	17	35	-	140

Source: Primary Data.

Analytical Framework

As per the survey made, a majority of the sample respondents expressed that they are Satisfied with job factor. Out of 140 respondents, 39 respondents expressed 'no opinion' on promotion, 28 respondents expressed that they participate in professional development trained courses, 24 on paper works, 21 on adequately trained to perform the job duties, 20 on fair amount for the work, 19 on relationship with co-workers and so on.

In this test, the cumulative observed proportion was calculated based on observed number. In each case, the observed properties were calculated by dividing the responses work the total number of students. For all gradations, the same method of calculation is followed. Because of observed proportion, cumulative proportion was calculated. Cumulative expected proportion is calculated because of expected proportion. Since there are five gradations, each

gradation (that is, 0.20) is assigned as expected proportion because of observed proportion and the cumulative expected proportion is calculated.

Regarding gradation, the difference between cumulative observed proportion and cumulative expected proportion are calculated. The largest difference will be taken as calculated value.

Opinion about Interested to participate in the Library activities & Committees

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on many opportunities to get involved in library committees and activities. Table 9 elucidates the opinion that there are many opportunities to get involved in library committees and activities

Table 9: Interested to participate in the Library activities & Committees

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	12	0.09	0.09	0.20	0.20	-0.11
2.	Agree	83	0.59	0.68	0.20	0.40	0.28
3.	No Opinion	18	0.13	0.81	0.20	0.60	0.21
4.	Disagree	27	0.19	1.00	0.20	0.80	0.20
5.	Strongly Disagree	--	--	1.00	0.20	1.00	0.00

Calculate Value = 0.52

Table Value at 95 per cent Confidence level = $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.28) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to many opportunities to get involved in library committees and activities

Fair amount for the work

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on digitalization of the readers in Library. Table 10 elucidates the data on the opinion of the respondents regarding the statements on fair amount for the work.

Table 10: Fair amount for the work

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	11	0.08	0.08	0.20	0.20	-0.12
2.	Agree	68	0.49	0.57	0.20	0.40	0.17
3.	No Opinion	20	0.14	0.71	0.20	0.60	0.11
4.	Disagree	41	0.29	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level =
 $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.20) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to the digitalization.

Relationship with Co-workers

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on watching media programs by the readers in Libraries. Table 10.4 elucidates the opinion of the respondents regarding the statements relationship with co-workers.

Table 11: Relationship with Co-workers

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	13	0.09	0.09	0.20	0.20	-0.11
2.	Agree	97	0.69	0.78	0.20	0.40	0.38
3.	No Opinion	19	0.14	0.92	0.20	0.60	0.32
4.	Disagree	11	0.08	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level =
 $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.38) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to have relationship with co-workers.

Paper works

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on attending group discussion by the readers in Libraries. Table 12 elucidates the data on the opinion of the respondents regarding the statements on attending group discussion.

Table 12: Paper works

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	8	0.06	0.06	0.20	0.20	-0.14
2.	Agree	72	0.51	0.57	0.20	0.40	0.17
3.	No Opinion	24	0.17	0.74	0.20	0.60	0.14
4.	Disagree	36	0.26	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level =
 $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.20) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to paper works.

Love of Books

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents to love of books. Table 10.6 elucidates the opinion of the respondents regarding the statements love of books.

Table 13: Love of Books

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	26	0.19	0.19	0.20	0.20	-0.01
2.	Agree	79	0.56	0.75	0.20	0.40	0.35
3.	No Opinion	15	0.11	0.86	0.20	0.60	0.26
4.	Disagree	20	0.14	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level = $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.35) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to love of books.

Adequately trained to perform the job duties

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents to the opinion on timely utilization of books. Table 10.7 elucidates the opinion of the respondents regarding the statement the innovative facilities on adequately trained persons to perform the job duties.

Table 14: Adequately trained to perform the job duties

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	16	0.11	0.11	0.20	0.20	-0.09
2.	Agree	63	0.45	0.56	0.20	0.40	0.16
3.	No Opinion	21	0.15	0.71	0.20	0.60	0.11
4.	Disagree	40	0.29	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level = $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.20) is greater than the table value (0.136), the null hypothesis is rejected. Hence there is a significant difference in the importance of ratings given by the on adequately trained to perform the job duties.

Online resources necessary for the job

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on library working hours. Table 10.8 elucidates the opinion of the respondents regarding the statement online resources necessary for the job.

Table 15: On line resources necessary for the job

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	26	0.19	0.19	0.20	0.20	-0.01
2.	Agree	91	0.65	0.84	0.20	0.40	0.44
3.	No Opinion	13	0.09	0.93	0.20	0.60	0.33
4.	Disagree	10	0.07	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level =
 $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.44) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to on line resources necessary for the job .

Participation in professional development courses

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on library working hours. Table 10.9 elucidates the opinion of the respondents regarding the statement Participation in professional development courses.

Table 16: Participation in professional development courses

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	26	0.19	0.19	0.20	0.20	-0.01
2.	Agree	91	0.65	0.84	0.20	0.40	0.44
3.	No Opinion	13	0.09	0.93	0.20	0.60	0.33
4.	Disagree	10	0.07	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	1.00	0.20	1.00	0.00

Table Value at 95 per cent Confidence level =
 $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.44) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to Participation in professional development courses.

Atmosphere

The null hypothesis is that there is no significant difference in the importance of rating given by the respondents on library working hours. Table 10.10 elucidates the opinion of the respondents regarding the statement on atmosphere.

Table 17: Atmosphere

SL.No	Opinion	Observed Number	Observed Proportion	Cumulative Observed Proportion	Expected Proportion	Cumulative Expected Proportion	D=O-E
1.	Strongly Agree	15	0.11	0.11	0.20	0.20	-0.09
2.	Agree	73	0.52	0.63	0.20	0.40	0.23
3.	No Opinion	17	0.12	0.75	0.20	0.60	0.15
4.	Disagree	35	0.25	1.00	0.20	0.80	0.20
5.	Strongly Disagree	-	-	-	0.20	1.00	0.00

Table Value at 95 per cent Confidence level = $1.36 / \sqrt{100} = 0.136$

As the calculated value (0.23) is greater than the table value (0.136), the null hypothesis is rejected. Hence, there is a significant difference in the importance of ratings given to atmosphere.

FINDINGS

1. Majority of the respondents are male staff.
2. Majority of the respondents are in the age group of 30 to 40 years.
3. Majority of the respondents are PG degree holders.
4. Most of the respondents are the library assistants.
5. Most of the respondents have work 1-5 years experience.
6. Most of the respondents are earning 3000-5000 rupees per month.
7. Through KS test, the null hypothesis of all the job factors is rejected. Hence, it could be

concluded that there is a significant difference in the importance of rating given to all the job factors.

SUGGESTIONS

1. Necessary steps should be taken to attract more female staffs.
2. Regarding the age group of respondents, concentration should be given more to inter link all the age groups.
3. Necessary steps should be taken to neutralize three groups towards a good piece of work.
4. Regarding the availability of facilities it has to be found out the opt solution for family pension.

CONCLUSION

Job satisfaction is considered a sensitive one in many aspects, but it is highly useful to every

institution. Normally it is very difficult to define. This is varying from person to person, time to time, place to place and the institution to institution. All institutions are interested in utilizing these thoughts effectively and efficiently for achieving the goals of the institutions. Therefore, it is highly necessary that these institutions should make proper care to satisfy the professionals. Through this analysis of the study, the researcher has observed many of the problems in each component. The necessary activities are very much needed to improve the job satisfaction of the library professionals; because libraries are play, a significant role and it reflect the heart of the knowledge. This study would help the future researchers to pursue research in the area of job satisfaction of the library professionals.

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