Measuring job satisfaction of among library professionals in first Grade College libraries affiliated to University of Mysore, Mysuru

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ABSTRACT

The objectives of the study are to examine demographic characteristics and job satisfaction among library professionals First-grade colleges affiliated with the University of Mysore, Mysuru. The sample size is 228 library professionals and 193 filled questionnaires were collected which is 84.68% of the total sample size. Data were collected among the 162 colleges in four districts. Among the 162 colleges, Mysuru district has the highest number of 74 (45.68%) colleges, The district is larger in population and area than the other three districts and is the parental district of the University, with the highest number of 113 (69.76%) colleges were established in during the period from 1991 – 2020, the highest number of 72 (44.45%) colleges were from government management, 76 (46.91 %) colleges were NAAC accredited because the majority of the private or unaided colleges were not interested to go for NAAC accredited. Also, this study focused on the Job satisfaction on the Social Recognition Status, Satisfied Promotional Benefits, and Personal Growth and Goals of library professionals.

KEYWORDS: Job satisfaction, Social recognition, Salaries, Promotion benefits, and Growth and Achieve**.**

INTRODUCTION

In the present day, trained and skilled human resources are the backbone of any organization, Job satisfaction is institutional researchers have been studying job satisfaction due to its relationships with the employee's performance and institutional commitment for job performance and securities. Job satisfaction plays on demographic variables and socio-economic of the library professionals. The socio-economic and demographic variables include job security, wages, and relation with co-workers. Also, job satisfaction plays an important role in achieving organizational goals.

Library professionals' satisfaction is very essential for the smooth functioning of any library. Because the majority of the professional's spend a major portion of satisfaction of job,

REVIEW LITERATURE

Malik, Danish, and Munir (2012) have determined the impact of pay and promotion on job satisfaction in higher education institutes of Pakistan. Non- probability random sampling technique and multiple regression analysis were applied and 200 questionnaires were distributed to collect the responses and a 5-points Likert scale was used to measure the responses. Random selections were made once over a period from public and private universities of Punjab, Pakistan. Results replicate previously available data and are precision-based. Pay has a significant influence on job satisfaction but the promotion has less influence and is partially significant to job satisfaction. Limitations and future guidelines are also discussed in this study.

Jange and Vandana (2014) have examined that to ascertain the extent of librarian job satisfaction concerning the adequacy of suitable salary, promotional benefits, working environment, career development, stress management, communication pattern, social security, and job involvement of library professionals of Maharashtra state. This study concluded that to see the level of job satisfaction among the library science personnel in respect to knowing based on salary, promotion, supervision, facilities, stress, work, and human relations. As far as job satisfaction is concerned study participants have an average level of job satisfaction. The socio-demographic study variables i.e. respondent's sex, age, qualification, working area, designation, region, and years of experience are associated and showed employees were satisfied moderately.

Grund and Rubin (2017) combined status for quality and social comparison, consideration, and investigate whether relative salary increases in the sense of differences between individual wage increases and increase wages of comparable employees are related to managers' job satisfaction. Using a panel data set of managers' chemical industry in Germany, Hence, we indeed find first evidence. The relation between relative wage increases and job satisfaction is relevant for managers with lower absolute wage levels in particular.

Swaminathan (2017) examined the relationship between characteristics and job satisfaction among LIS professionals in the Madurai district. Tamil Nadu. Data was collected through questionnaires from LIS professionals from different libraries. The finding of this study is that strongly agrees with the level of job satisfaction, the majority of the professionals have Ph. D degree and happy to get salaries.

Ullah Jan and Sajeed (2020) have studied job satisfaction among LIS professionals at GCCM of Khyber; these colleges have been affiliated with NAAC. It is a study described and quantitative of research; this study made use of survey research technique was applied. A set of well-structured questionnaires was prepared, among out of 35 colleges; there are 16 librarians responded respectably. LIS professionals have multiple job facets were put to analysis, majority of the librarians were satisfied on salary, good job security, per annum increment, social popularity, good relationship with higher authority, on the other hand, some of the librarians were dissatisfied with them job factors like lack of work allotment, lack of suitable service structure, lack of ICT training, lack of involvement and participant of the seminar, conference, and workshops. Also, it was recommended to college libraries need to improvement make use of ICT, Infrastructure, to purchase the latest version of books, computers with high-speed internet facilities for higher education.

OBJECTIVES OF THE STUDY

The main objective of the present study is to know the extent of job satisfaction among library professionals in first Grade College libraries affiliated with the University of Mysore, Mysuru. Some of the specific objectives are:

- Understand the scope for professional development among library professionals in college libraries affiliated with the University of Mysore, Mysuru.
- To study the influence of gender on library professionals' job satisfaction.
- To know the social recognition, promotion benefits, and personal growth, and achieving goals that affect the level of job satisfaction among library professionals.

METHODOLOGY

The questionnaire method has been employed to collect information from respondents of the study. A total of 228 questionnaires were distributed to library professionals in First Grade College libraries, affiliated to the University of Mysore, Mysuru covering four districts viz. Mysuru, Mandya, Hassan & Chamarajanagara., out of which 193 questionnaires were duly received (84.68%). Likert scale of "Strongly Agree", "Agree", "Neither Agree nor Disagree", "Disagree", and "Strongly Disagree".

The jurisdiction of the University of Mysore is spread in four districts of the State of Karnataka and the number of colleges coming under each District is presented in Table -1.

SCOPE AND LIMITATION OF THE STUDY

The study is restricted to the Library Professionals working in First Grade Colleges affiliated to the University of Mysore, Mysuru, covering the four districts viz. Mysuru, Mandya, Hassan and Chamarajanagara. The colleges mainly offer Under- Graduate, and Post-Graduate Degree programs in the faculties of Arts, Science, and Commerce and Management. Job satisfaction among library professionals has been measured concerning working conditions of personal development, professional development, Management support and appreciation, salary, recognition, working environment and communication, and professional ethics and Social Security. Efforts were made to collect data from all the college library professionals working in First Grade colleges affiliated University of Mysore, Mysuru. But owing to limitations of time and accessibility, selected only First Grade college library professionals in colleges affiliated to the University of Mysore, Mysuru covering the four districts as mentioned earlier.

Table - 1: District wise number of colleges

SN	Districts	Frequencies	%age
1	Mysuru	74	45.68
2	Mandya	31	19.13
3	Hassan	38	23.46
4	Chamarajanagara	19	11.73
	Total	162	100.0

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Table -1 reveals that among the 162 colleges, Mysuru district has the highest number of 74 (45.68%) colleges. The district is larger in population and area than the other three districts and is the parental district of the University. The Hassan is in second place with 38 (23.46%) colleges and Mandya and Chamarajanagara rank in third and fourth places with 31(19.13%) and 19 (11.73%) respectively.

The Chamarajnagara has the lowest number of colleges as the district was established in the year 1997, formed out splitting the Mysuru district. The district has four Taluk so is a very small district under the jurisdiction of the University of Mysore. The result of the distribution of colleges therefore by districts is quite realistic as interpreted above.

Establishment of Colleges

Table 2 shows the years of establishment of colleges under the University of Mysore, from four districts now. The first college that came into being was the Maharaja's College, Mysore, established in the year 1837-38.

Table - 2: Year of Establishment of Colleges

SN.	Years	Frequencies	%age
1	1831 - 1870	01	00.61
3	1911 - 1950	10	06.18
4	1951 - 1990	38	23.45
5	1991 - 2020	113	69.76
	Total	162	100.0

So the period of reckoning of the establishment of colleges was commenced in 1830 and terminates with now 2020. The University itself was started in the year 1916. So the number of colleges started increasing from 1920. So the jump from 1870 to 1911. Table-2 reveals that the highest number of 113 (69.76%) colleges were established during the period from 1991 – 2020, secondly, 38(23.45%) colleges came into being during 1951 – 1990, and 10(06.18%) colleges are established during 1911 – 1950 and only 01(00.61%) Maharaja College was established in during 1831 – 1840.

The data on colleges and their year of establishment is presented here only for academic interest and also to show a glimpse of the University's setting in the tradition of higher education in the state of Karnataka. Working in such institutions, one should feel proud and that is one of the psychological issues of job satisfaction.

Distribution of Colleges by Management

The colleges are under different management; Government, Private Aided and Private Unaided. There are University Constituent colleges which are included under Government colleges. Table-3 shows the distribution of data by management types.

Table - 3: District-wise Distribution of Colleges by Management

Management Type	Districts				Total & %age (N=162)
	Mysuru	**Hassan**	**Mandya**	**C'nagar**	
Govt.	23	25	15	9	72 (44.45)
P-Aided	12	5	7	4	28 (17.28)
P-Unaided	39	8	9	6	62(38.27)
Total	74	38	31	19	162(100)

The University has 09 Autonomous colleges which are in small number hence are not shown in the Table. There are also colleges with permanent affiliations. Table – 3 presents the data of Colleges coming under different management

NAAC Accreditation Status of Colleges

The next parametric data on colleges is on the status of Accreditation of colleges by the National Assessment and Accreditation Council (NAAC). The colleges, it is found mandatory to go for accreditation by the NAAC. The colleges can go for accreditation in cycles of one, two three, and so on. The accreditation would commence for the first time only after a batch of graduates pass out from the college, at least in six years minimum.

The accreditation has some bearing on the job description and job satisfaction of library professionals as NAAC also has to evaluate the process for the library facilities with the intent to know that the college libraries are managed by qualified library personnel. NAAC in its guidelines on quality indicators for Library and Information Services in Colleges has stressed the qualified manpower to manage the library services. Considering these demands, and the other optimal factors such as qualifications, salaries, the status of library professionals in colleges, the study have collected the data on accreditation status of colleges selected under this study, and the data are presented in Table-4

Table - 4: NAAC Accreditation status of Colleges

SN	Accreditation Status	Frequencies	%
1	Accredited	76	46.91
2	Non –Accredited	86	53.09
	Total	162	100.0

Table-4 data shows that out of 162 from of all districts and all categories of colleges, 76 (46.91%) Colleges have been accredited and the remaining 86 (53.09%) colleges are non-accredited. It might be possible that some colleges under non-accredited colleges some of colleges have obtained D Grade which implies not-accredited. The data of not accredited colleges have not been made available to the investigator. In the next section, Grade-wise consolidated data is computed and presented for further analysis of the Accreditation and Grading data. It is important to examine to know the position of library staff in the higher graded colleges and evaluate job satisfaction.

Table - 5: Demographic Distribution of Respondents

Gender	No. and %ages	Age Groups	No. and %ages
Male	104 (53.89)	Below 25 Years	24 (12.43)
Female	89 (46.11)	26-35 Years	31 (16.07)
		36-45 Years	114 (59.07)
		46-55 Years	16 (08.29)
		Above 55 Years	8 (04.14)
Total	**193 (100)**	**Total**	**193 (100)**

The data in Table -5 shows that the male responses are quite higher with 104(53.89%) have responded to the query. The female respondents are 89(46.11%). The ratio between male and female library professionals is almost 1.68:1. This is rather not a significant difference between the male and female populations in the sample.

To conduct the age-wise analysis of data, the age of the respondents are grouped with ten (10) years range frequencies. The base age being < 25 years and the higher age of more than 55 years of age is calibrated for the presentation of data in Table -8. Table-8 shows the respondents in the median age group 36-45 rank higher with 114(59.07%) responses. The least being the higher age group of above 55 years, which is just 8(4.14%) only. It is quite revealing that the appointment to the librarians has not been done for now and therefore the number of librarians in the two age groups below 25 years and above 55 years shows less. The group <25 shows only 24(12.43%) and these may be fresher's and might also be presumed to be on consolidated salaries.

The data on other age groups 26-35 shows that 31(16.07) responses and for the age group 46-55 it is 16(08.29%). It is presumed that no exclusive interpretation is found necessary as the age distribution of the respondents is quite reasonable, as the output of LIS professionals from educational institutions is also steady and consistent and another hand it is in tune with the national average.

Table 5 presents the Cross tabulation of professional age by type of college. The median age groups 36-45 and 26-35 have shown higher representation in Government, Private Aided and Private Unaided colleges. Autonomous colleges are also drawn from these types of colleges; hence that does not imply any significance. The highest number of professionals in the age group 36-45 have represented the Private Unaided colleges with 48(42.10%) colleges and Government and Private Aided colleges are almost on par with each other. As a matter of objective interpretation, it can be stated that these two college library staffs are steady, but no appointments are made to the private colleges after the superannuation of the existing incumbent.

Table - 6: Social Recognition Status

Social Recognition Factors	SA (2)	AG (1)	NA-ND (0)	DG (-1)	SD (-2)	Score	Mean	SDV
My family members recognize my profession	109	66	12	0	6	272	1.409	42.35
I am proud of my library profession	103	66	18	6	0	260	1.347	39.69
I am getting social recognition	55	84	42	6	6	179	0.927	29.89
I am involved in various committees of my college	103	84	0	0	6	278	1.44	42.28
I feel LIS profession has better recognition compared to another profession	43	72	42	12	24	98	0.507	20.33
I presume the library profession has no social recognition	30	72	30	30	31	70	0.362	16.7
The kind of respect getting from students and faculty	73	96	18	6	0	106	0.549	38.61
My students value my status as a library professional	72	103	18	0	0	247	1.279	41.63
The institution often/permit me to attend workshop/seminars/training programs	78	109	6	0	0	265	1.373	45.93

According to Maslow's theory of hierarchy of needs, the 'Esteem;' refers to the "Social Recognition Status". For a very long time in India, the profession of librarianship lacked social recognition. So this criterion could be examined in the light of factors that provide social recognition to the library profession is analyzed. It is extremely delightful to observe from Table- 06 among the factors of social recognition of library profession, the "Family' recognition shows very good response and dispersion ratio is minimal with SDV 42.35 The most motivating factor enlisted in this Table show that the profession is getting a due recognition as the standard deviation are much lower than the mean values in general and therefore it can be interpreted that the profession getting its due social recognition three factors whose standard deviation (SDV) values are much lower than their mean averages and can be considered as one of the factors for deriving the job satisfaction by the library professionals under study. Four of the nine factors that are identified to bring social recognition have lower SDV. They are; 'my family member recognize my profession 42.35, 'I feel LIS profession has better recognition compared to another profession (20.35), is much lower than the average and my Students value my status as a library professional (41.63) and then, 'The institution often permit me to attend workshops/seminars/training programs. It can be observed as stated in the beginning the SDV in all cases of evaluation factors of social recognition is much lower than the mean values.

Table - 7: Promotional Benefits

Factors	SA (2)	AG (1)	NA-ND (0)	DA (-1)	SD (-2)	Score	Mean	SDV
The library profession provides an opportunity for promotion	31	96	18	18	30	80	0.414	32.28
Promotion is given according to seniority	37	84	6	36	30	26	0.134	25.33
I like my immediate supervisor	12	109	24	30	18	67	0.347	35.71
My work is formally evaluated annually	12	145	18	12	6	145	0.751	53.33
Limited opportunity for growth in library setup	18	103	36	18	18	85	0.44	32.94
There is a reward system for good work	19	84	42	36	12	62	0.321	23.9
Time-bound promotions are given	25	72	36	30	30	104	0.538	17.06

The data on the responses about the promotional benefits available to library professionals representing the present study are shown in Table -7. The highest "Agreed" rating is on the "My work is formally evaluated annually". It is very common that every employee has to present a self-appraisal or is evaluated by the seniors as a regular administrative exercise. The response is quite realistic and shows with highest positive SDV – 53.13. The lowest variance is 17.06 for the "Time-bound promotion are given". There are no prescribed Cadre and Recruitment Rules for library professionals particularly in Colleges to get time-bound promotions which are available in the case of teaching and the administrative staff in the Government managed institutions. In recent years the University Grants Commission has also proposed time-bound promotions to the librarians working in Government Colleges especially. The other factors are normal agreement with the options and opportunities available for promotion which are not in place for the library professionals in colleges.

Table - 8: Satisfied with Personal Growth and Goals

Factors	Satisfied with Personal growth and goals							
	HS (2)	SA (1)	NC (0)	DS (-1)	HD (-2)	Score	Mean	SDV
The organization helps Personal growth	70	63	25	18	17	151	0.782	23.053
Cooperation with organizational authority	94	56	22	13	08	225	1.165	32.37
The library staff interaction is fair	15	16	39	71	52	-129	-0.668	21.434
Library staff show interest in a professional matter	76	72	24	11	10	193	1	29.35
The organization appreciates your expert knowledge and encourages	78	59	33	13	10	182	0.943	26.35
Satisfied with the institution attitude for growth	66	67	30	16	14	155	0.803	23.44

In the final assessment of Job Satisfaction after observing many core concepts as discussed, finally, it summarizes to achieve personal growth and goals. So the organization has that conducive environment for achieving what is desired by its employees. The data on Satisfied with Personal Growth and Goals collected from the respondents is presented in this table.

The "library staff interaction is fair" show poor satisfactory response with 15 for Highly Satisfied and 16 for satisfied options respectively. Excepting this factor, all remaining factors show a fairly good satisfactory rate. For instance, "Cooperation with Organizational Authority" shows 94 responses for the "Highly Satisfied and 56 responses for Satisfied" options. The 'Library staff show interest in professional matter' reflects personal goal-achieving factory and it scores 76 for Highly Satisfied and 72 for Satisfied responses. In summary, it can be view as there is some room for personal growth and achieving goals and it is highly individualistic as how s/he utilizes the avenues and opportunities for achieving personal growth and goals, overcoming all barriers organizational or otherwise.

CONCLUSION

The present study showed how to seek answers to know the level of job satisfaction on the social status of job satisfaction, what are the promotional benefits are there, and satisfied with personal growth and goals of the professionals serving in the University of Mysore, Mysuru. Based on this study finding and concluded that the library professionals were extremely delighted to observe in this study among the factors of social recognition of library profession, the "Family' recognition shows very good response and dispersion. In recent years the University Grants Commission has also proposed time-bound promotions to the librarians working in Government Colleges especially. The other factors are normal agreement with the options and opportunities available for promotion which are not in place for the library professionals in colleges. Finally, it can be view as there is some room for personal growth and achieving goals and it is highly individualistic as how s/he utilizes the avenues and opportunities for achieving personal growth and goals, overcoming all barriers organizational or otherwise.

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