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**JOB SATISFACTION OF LIBRARY SCIENCE PROFESSIONALS****Gavali V.S.**

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**Abstract:**The Job satisfaction being a complex phenomenon that interacts with personal, social and institutional dimensions in determining the personality of a good worker and also job satisfaction is the condition of establishing healthy organizational environment in an organization. The college libraries, which are described today as 'centers of learning' have suffered from neglect both by the government and college authorities in our country. This paper examined that Job satisfaction of the librarians, who have an important place in our society, will affect the quality of the service they render. It may be concluded that the job satisfaction of library professionals is related to an individual's expectation of different types of the profession and perception of how much is attained.

**Keyword:**Job satisfaction, Librarians, Library Professionals,

**INTRODUCTION:**

One's occupation is the watershed down which the rest of his life flows. So if one has to be happy in his/her life he must be satisfied and happy in his occupation. To get satisfaction in his job in turn, he must choose it wisely. People work for different reasons. Some work just to earn money, some others work to utilize their talents and get satisfaction, recognition and social status. The first significant study on job satisfaction conducted by Hoppock (1935) reported that work rather than leisure brings more satisfaction. Job/work which is an integral part of human life is a source of fulfillment of all types of needs such as physical, security, social and ego needs. Job is not only a means of earning a living but it serves various other functions for an individual. An individual's sense of well being, of doing something worthwhile, or having some purpose in life, seems to be associated with his job. A person works because it gives him the sense of creativity, fulfillment, productivity and performing an expected and useful social role. Thus, he is likely to develop a positive attitude to his job and reveal great satisfaction with it.

The job satisfaction is the condition of establish healthy organizational environment in an organization. Job satisfaction has been of interest to organizational researchers, due its relationship with job performance and/or organizational commitment. more important, employed individual spend most of their time doing their jobs As a result, individuals feelings about their jobs are likely to affect those impacting their lives in general.

Job satisfaction has been an important topic over the year. It is of importance as job satisfaction is believed to contribute to job performance as well as work commitment. An employee who is satisfied with his job performance as well as work committed to his jobs, and subsequently to his organization. Thus it is utmost importance for employers to know the factors that can affect their employee's job satisfaction level since it would affect the performance of the organization as well.

A College is an institution of higher education affiliated to university where individual enters to sharpen the intellect and unfolds the mysterious faculties of mind. It opens to its entrants new vistas of knowledge inculcates themselves for mature living in all areas of social relationship it offers learner both boards as well as special level of knowledge it also provides its students a sense of responsibility by means of developing their personality and develops traits for a lifelong self-education, so that they discharge their service successfully towards the society.

College library forms an important and integral part of the teaching process of college education. It is a beginning of the process of higher education as against school education. In the new education policy document has not taken as separate entity comparison with university library, rather it has not taken as augments to class room instruction the learning, which takes place in classroom or laboratory has become effective with the help of reading room. It is college library which develops its students wholesome personality, civic sense and contributes to the democratic process in our country with a view to achieving basic objects of the society, "right to education, information and a better quality of life" through its resources. Libraries and information centers play an important role in the higher educational system. For being mere repositories of books, libraries are transforming themselves in the present digital era and information personnel are acquiring new skills to effectively manage the libraries in a digital environment.

**JOB SATISFACTION:-**

Job Satisfaction is a combination of two words, Job and satisfaction. Job includes occupational activity performed by an individual in return for a monetary reward while satisfaction is a word, which is not boosting up the morale of the employees. It increases the efficiency and the work orientation of the employees. Job requires interaction with co-workers and seniors, following organizational rules

and policies, meeting performance standards living with working conditions that are often less than ideal.

First job satisfaction is an emotional response to a job situation. As such, it cannot be seen, it can only be inferred. Job satisfaction is often determined by how well outcomes meet or exceed expectation.

Job satisfaction represents several related attitudes. Smith, Kendal and Hulin have suggested that there are five job dimensions that represent the most important characteristics of a job about which people have affection responses.

1. Work Itself: - the extent to which the job provides the individual with interesting tasks, opportunities for learning and the chance to accept responsibility.
2. Pay: - The amount of financial remuneration that is received and the degree to which this is viewed as equitable vis-a-vis other in the organization.
3. Promotion opportunities: - the chances for advancement in the hierarchy.
4. Supervision: - The abilities of the supervisor to provide technical assistance and behavioral support.
5. Co-workers: - the degree to which fellow workers are technically proficient and socially supportive.

According to Hopwood, job satisfaction is any combination of psychological and environmental circumstances that causes a person truthfully to say 'I am satisfied with job'. In the same work, he has suggested the following six factors as constituents of job satisfaction.

- i. The way an individual reacts to an unpleasant situation.
- ii. The facility to which he adjusts himself to other persons.
- iii. His relative status in the social and economic group with which he identifies himself.
- iv. The nature of the work relation to his abilities, interest and preparations.
- v. Security, and
- vi. Loyalty.

#### **IMPORTANCE OF THE JOB SATISFACTION:-**

Increasing higher educational programmes, intensive research activities, the rapid growth of literature and increased demands of reading community for varied library services have brought significant changes in the collection of academic and special libraries in India and the working in them. In other words, the collection of libraries and the staff working in them increased considerably compared to what they were in the early 1940's. It is a well-known fact that both material and human resources became expensive and would be becoming more expensive in the future. Providing maximum service at minimum cost is the primary objective of a service organization like libraries.

The most important evidence which indicates that the conditions of an organization got worsened is the low rate of job satisfaction. The job satisfaction is the condition of establishing a healthy organizational environment in an organization. Libraries are the indispensable cornerstones of the society. The qualification of the library personnel are the fundamental determinants of the development and organization of the service. Rendering effective service in

library depends on the human source.

Job satisfaction of the librarians, who have an important place in the society, will affect the quality of the service they render. In this respect, the question of how the material and moral elements affect the job satisfaction of the librarians gains importance.

#### **Job Satisfaction among library science professionals in India:-**

Job satisfaction of the librarian naturally depends on the economic, social and cultural conditions in a given country. A librarian who cannot get a sufficient wage will be faced with the problem of maintaining his or her family's life. This problem puts the librarian far from being satisfied. Especially the social facilities (transportation services and consumer cooperatives, cash boxes) are insufficient because of the economic conditions. This also affects the job satisfaction negatively. Low wages and lack of status and social security affect motivation. Job satisfaction cannot be talked of where there is an absence of motivation. Job satisfaction of a 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 elements affect the job satisfaction of the librarian's gains importance. Sakthi, Regha (2006) explained that it is very important for the library and information science professionals to live up to the expectations of the users. To meet the users' expectations, certain basic qualities have to be developed. Job psychography is used to measure an individual's qualities and fitness for the job surveyed to find out the importance of certain as identified by library professionals employed in higher educational institutions of Tamil Nadu. The study shows that sincerity, clarity of thought, good interpersonal relationship and honesty are considered more important and teaching ability and emotional stability are considered less important by LIS professionals.

Malliah, T.Y. (2009) studied on and the major implications for performance management systems and process in university libraries. He collected data from the professionals working in 15 university libraries of Karnataka state through questionnaire. Total population considered for this study was 218 library professionals and semi-professionals distributed across the 15 university libraries and he reported that in respect of their job, job environment and organization in addition to identifying and analyzing the key individual, work and organizational characteristics influencing their performance expectations and job satisfaction.

Purushotamma, G.M. (2009) surveyed 77 LIS professionals in higher educational institutions of Dakshina Kannada districts. It reveals that the professionals are satisfied with management-related issues such as supervision, recognition and performance evaluation and dissatisfied with autonomy by authority facet.

Jana, Kanta L. (2011) conducted a study related to Job satisfaction of College Librarians among nongovernment college Librarians in West Bengal, India and to identify the motivating parameters involved in job satisfaction and dissatisfaction of them. He found that librarians' negative feelings i.e. dissatisfaction are more

prominent than positive feeling i.e. satisfaction .This study has also measured performance of college librarians and found low level performance is higher than high level of performance and concluded that librarians motivation and job satisfaction depend upon broadly four factors: job enrichment, equitable rewards, quality for working life and supportive sub- ordinate and super-ordinate.

Somvir and Kaushik S. (2012) examined those factors which are related in a high manner to job satisfaction among library workers .He collected data from 100 library professionals from private engineering and management colleges in Haryana state and analyses indicates 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. The supervisory climate and the essential characteristics of the job itself are the two most important determinants of job satisfaction.

Golwal, M.D. (2012) studied the extent of job satisfaction level of librarians in Arts, Commerce & science College librarians and find out the job satisfaction level of college librarians concluded that job satisfaction is achieved when the employees are satisfied with certain factors related to their job such as the style of management, the work culture and the teamwork empowerment.

#### **CONCLUSION:-**

Every human being has to have some job where from he/she not only earns his/her means livelihood but also aims at deriving satisfaction by validating his/her abilities through job. Job satisfaction is the pleasurable emotional state resulting from the appraisal of one's job as achieving or facilitating the achievements of one's job values or as entailing disvalues. It is clear fact that, the library professionals should be encouraged to participate actively in library and other related activities of the campus to increase their perception. Their opinion is to be taken seriously and implement their valid and concrete suggestion should be implemented in practice. It is promising to note that supervision, reward and recognition and performance evaluation are the areas of satisfaction for library professionals. It may be concluded that the job satisfaction of library professionals is related to an individual's expectation of different types of the profession and perception of how much is attained. The aspiration varies of various aspects from individuals at different periods. Age, education, experience, job level may be associated with higher aspiration lending to satisfaction or dissatisfaction.

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