

# Factors Impact on Job Satisfaction of Library Professional of Arts and Science Colleges Affiliated to Bharathidasan University: A Study

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**Abstract** - This study examine the various factors which impact on job satisfaction of library staff working in different arts and science colleges affiliated to Bharathidasan university, Trichy. The aim of the study is to determine the level of job satisfaction of a library professionals based on the various concepts which are related to it. The factors such as salary of the staff, quantum of work, salary in relation to experience, opinion about present pay scale, safety of job, job security and freedom of work have been discussed in the study. The study shows that there is an association among the library professionals and the various factors of job satisfaction based on their colleges where they working.

**Keywords:** Job Satisfaction, Bharathidasan University, Arts and Science, Library Professional

## I. INTRODUCTION

Job satisfaction is a result of various personals and job related factors. It is a general view that job satisfaction increases the motivation of employees and productivity of the organization. If job satisfaction is existing amongst the employees, it means the management is doing well for the organization in various respects. So, a management should arrange to provide the workers high rate of job satisfaction through pay, promotion, healthy working conditions, compensation for losses and damages, facility of self-development and advancement, etc. job satisfaction has its relevance with regard to boosting up morale of the employees. People also want to stay with the organization where they feel satisfaction at work.

In short, job satisfaction brings with it a variety of positive consequences, both for the individual and the organization, and contributes a lot to the desire of maintaining membership in it. In this context the present study is aims to analyse the factors which impact on job satisfaction of library professional of arts and science colleges affiliated to Bharathidasan University, Trichy.

## II. OBJECTIVES OF THE STUDY

The important objectives of the study are

1. To know the respondent's opinion on "the salary being paid to the library staff" and "salary is being paid in relation to educational qualifications"
2. To find out the respondent's opinion on "salary in relation to quantum fo work" and "salary relation to experience of the library professionals"

3. To find out the respondent's opinion on the "present pay scale" they received
4. To find out the respondent's opinion on "safety of librarian's jobs, job security and freedom of work"

## III. HYPOTHESES OF THE STUDY

1. There is no association between respondent's opinion on "the salary being paid to the library staff" and "salary is being paid in relation to educational qualifications" with respect to their college category and educational qualification.
2. There is no significant difference between respondent's opinion on "salary in relation to your experience as a library professional list" with respect to their college category.
3. There is no association between respondent's opinion on "are you satisfied with the present pay scale given to you" with respect to their college category.
4. There is no association between respondent's opinion on "safety of librarian's jobs, job security and freedom of work" with respect to their college category and their designation.

## IV. SCOPE AND LIMITATION

The findings of this study are applicable to the library professionals working in arts and science colleges affiliated to Bharathidasan University. The findings of the study are not applicable to other universities of Tamil Nadu as well as other states of India. To undertake the study in all the universities of the Tamil Nadu is not possible at the level of an individual researcher, due to constraint imposed by money, time, energy and efforts.

## V. METHODOLOGY

This study attempts to investigate 'job satisfaction of library professionals working in Arts and Science Colleges affiliated to Bharathidasan University'. This study was conducted among the library professionals working as librarian, assistant librarian and technical staff in arts and science colleges. The data was collected from the respondents of these three categories by using questionnaire. The investigator distributed structured questionnaire to all the library professionals working in arts and science colleges affiliated to Bharathidasan University.

Out of 256 total respondents, 215 filled in questionnaire were received back from the respondents and making the response rate 83.98 percent. The collected questionnaire was tabulated and analysed for the present study.

**VI. DATA ANALYSIS**

The table I shows the college wise respondents’ opinion on “the salary being paid to library staff“. About 73.91 percent

of library professionals working in the Government College are highly satisfied on the query. And about 53.33 percent of library professionals working in the Government Aided Colleges are satisfied on the query. Whereas 78.53 percent of library professionals working in the Self-Finance Colleges are also satisfied that the salary being paid to the library staff.

TABLE I TYPE OF COLLEGE AND SALARY OF LIBRARY STAFF

S. No.	College wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	17	6	0	0	0	23
		73.91%	26.09%	0.00%	0.00%	0.00%	10.70%
2	Aided	7	8	0	0	0	15
		46.67%	53.33%	0.00%	0.00%	0.00%	6.98%
3	Self-Finance	14	139	20	4	0	177
		7.91%	78.53%	11.30%	2.26%	0.00%	82.33%
Total		38	153	20	4	0	215
		17.67%	71.16%	9.30%	1.86%	0.00%	

TABLE II CHI-SQUARE TEST

Chi square value	df	p-value
71.58	6	0.001 Significant

It is inferred from the above chi-square test the calculated P-value is significant. P<0.01. So the null hypothesis is

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondent’s opinion on “the salary being paid to the library staff” and type of colleges.

TABLE III EDUCATIONAL QUALIFICATION WISE DATA ON PAYMENT OF SALARY

S. No.	Educational Qualification wise	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Certificate Course	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%
2	B.L.I.S	0	0	0	0	0	0
		0%	0%	0%	0%	0%	0%
3	M.L.I.S	6	29	31	6	0	72
		8.33%	40.28%	43.06%	8.33%	0.00%	33.49%
4	M.Phil/Ph.D	14	68	54	7	0	143
		9.79%	47.55%	37.76%	4.90%	0.00%	66.51%
Total		20	97	85	13	0	215
		9.30%	45.12%	39.53%	6.05%	0.00%	

The table III shows the college wise respondents' opinion on "salary is being paid in relation to your educational qualifications". About 43.06 percent of M.L.I.S qualified library professionals are unable to decide on the query,

whereas 47.55 percent of M.Phil / Ph.D qualified library professionals are satisfied on the salary is being paid in relation to their educational qualification.

TABLE IV ANOVA

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Rows	3334.933	2	1667.467	5.979083	0.025815	4.45897
Columns	1533.333	4	383.3333	1.374529	0.032442	3.837853
Error	2231.067	8	278.8833			
Total	7099.333	14				

It is inferred from the ANOVA table that the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is rejected and alternate hypothesis is accepted. So it is concluded that there is a significant difference between

respondent's opinion on "salary in relation to your experience as a library professional list with respect to their college category".

TABLE V TYPE OF COLLEGE AND SALARY IN RELATION TO QUANTUM WORK

S. No.	College Wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	0	16	3	4	0	23
		0.00%	69.57%	13.04%	17.39%	0.00%	10.70%
2	Aided	0	9	4	1	1	15
		0.00%	60.00%	26.67%	6.67%	6.67%	6.98%
3	Self-Finance	14	30	70	45	18	177
		7.91%	16.95%	39.55%	25.42%	10.17%	82.33%
Total		14	55	77	50	19	215
		6.51%	25.58%	35.81%	23.26%	8.84%	

The table V shows the college wise respondent's opinion on "salary in relation to the nature of quantum of work being performed". About 69.57 percent of library professionals working in the Government Colleges are satisfied on the query, 26.67 percent of library professionals working in the Government Aided Colleges are unable to decide on the query, 25.42 percent of library professionals working in the Self-Finance Colleges are dissatisfied that their salary in relation to the nature of quantum work being performed.

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondent's opinion on "salary in relation to the nature of quantum of work being performed based on the college category.

TABLE VI CHI-SQUARE

Chi square value	df	p-value
41.8	8	0.001 Significant

It is inferred from the above chi-square test the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondent's opinion on "salary in relation to your experience as a library professional list". About 56.52 percent of library professionals working in the Government Colleges are satisfied on the query, and 60 percent of library professionals working in the Government Aided Colleges are also satisfied on the query. But 19.21 percent of library professionals working in the Self-Finance Colleges are dissatisfied on their salary is in relation to their experience as a library professional list.

TABLE VII COLLEGE WISE DATA ON SALARY IN RELATION TO EXPERIENCE

S. No.	College wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	1	13	6	3	0	23
		4.35%	56.52%	26.09%	13.04%	0.00%	10.70%
2	Aided	0	9	5	1	0	15
		0.00%	60.00%	33.33%	6.67%	0.00%	6.98%
3	Self-Finance	17	26	87	34	13	177
		9.60%	14.69%	49.15%	19.21%	7.34%	82.33%
Total		18	48	98	38	13	215
		8.37%	22.33%	45.58%	17.67%	6.05%	

TABLE VIII ANOVA

ANOVA						
Source of Variation	SS	Df	MS	F	P-value	F crit
Rows	3334.933	2	1667.467	5.979083	0.025815	4.45897
Columns	1533.333	4	383.3333	1.374529	0.032442	3.837853
Error	2231.067	8	278.8833			
Total	7099.333	14				

It is inferred from the ANOVA table that the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is rejected and alternate hypothesis is accepted. So it is concluded that there is a significant difference between

respondent’s opinion on “salary in relation to your experience as a library professional list with respect to their college category “.

TABLE IX TYPE OF COLLEGE AND SATISFACTION WITH PRESENT PAY SCALE

S. No.	College wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	0	16	5	2	0	23
		0.00%	69.57%	21.74%	8.70%	0.00%	10.70%
2	Aided	0	11	0	3	1	15
		0.00%	73.33%	0.00%	20.00%	6.67%	6.98%
3	Self-Finance	6	17	98	47	9	177
		3.39%	9.60%	55.37%	26.55%	5.08%	82.33%
Total		6	44	103	52	10	215
		2.79%	20.47%	47.91%	24.19%	4.65%	

The table IX shows the college wise respondent’s opinion on “are you satisfied with the present pay scale, please express in the scale of opinion as stated”. About 69.57 percent of library professionals working in the Government Colleges are satisfied on the query, whereas 20 percent of

library professionals working in the Government Aided Colleges are dissatisfied on the query. And 26.66 percent of library professionals working in the Self-Finance Colleges are also dissatisfied with their present pay scale.

TABLE X CHI-SQUARE

Chi square value	Df	p-value
75.67	8	0.001 Significant

It is inferred from the above chi-square test the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondent's opinion on "are you satisfied with the present pay scale, please express in the scale of opinion as stated with respect to their college category"

TABLE XI TYPE OF COLLEGE AND SAFETY OF LIBRARIAN'S JOB

S. No.	College wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	7	14	2	0	0	23
		30.43%	60.87%	8.70%	0.00%	0.00%	10.70%
2	Aided	3	9	3	0	0	15
		20.00%	60.00%	20.00%	0.00%	0.00%	6.98%
3	Self Finance	1	98	48	21	9	177
		0.56%	55.37%	27.12%	11.86%	5.08%	82.33%
Total		11	121	53	21	9	215
		5.12%	56.28%	24.65%	9.77%	4.19%	

The table XI shows the college wise respondent's opinion on "the job of a librarian is always safe and secured". About 60.87 and 60 percent of library professionals working in the Government colleges and Aided colleges are satisfied on the query, whereas about 27.12 percent of library professionals working in the Self-Finance Colleges are unable to decide on the query the job of librarian is always safe and secured.

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondent's opinion on "the job of a librarian is always safe and secured with the respect to the college category".

TABLE XII CHI-SQUARE

Chi square value	Df	p-value
52.01	8	0.001 Significant

It is inferred from the above chi-square test the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is

The table XIII shows the college wise respondent's opinion on "job security is assured in aided college libraries than in unaided college libraries". About 56.52 percent of library professionals working in the Government colleges are satisfied on the query, whereas 40 percent of library professionals working in the Government aided colleges are unable to decide on the query. About 74.01 percent of library professionals working in the Self-Finance Colleges are satisfied on their Job Security.

TABLE XIII TYPE OF COLLEGE AND THE JOB SECURITY

S. No.	College wise Respondents	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Government	9	13	1	0	0	23
		39.13%	56.52%	4.35%	0.00%	0.00%	10.70%
2	Aided	2	7	6	0	0	15
		13.33%	46.67%	40.00%	0.00%	0.00%	6.98%
3	Self-Finance	25	131	21	0	0	177
		14.12%	74.01%	11.86%	0.00%	0.00%	82.33%
Total		36	151	28	0	0	215
		16.74%	70.23%	13.02%	0.00%	0.00%	

TABLE XIV CHI-SQUARE

Chi square value	df	p-value
19.77	4	0.001 Significant

It is inferred from the above chi-square test the calculated P-value is significant.  $P < 0.01$ . So the null hypothesis is

rejected and alternate hypothesis is accepted. Hence it is concluded that there is an association between respondents' opinion on "job security is assured in aided college libraries than in unaided college libraries with the respect to the college category".

TABLE XV DESIGNATION AND THE FREEDOM OF WORK

S. No.	Designation Wise	Opinion					Total
		Highly Satisfied	Satisfied	Unable to Decide	Dissatisfied	Highly Dissatisfied	
1	Librarian	8	29	42	23	7	109
		7.34%	26.61%	38.53%	21.10%	6.42%	50.70%
2	Asst. Librarian	12	18	38	21	5	94
		12.77%	19.15%	40.43%	22.34%	5.32%	43.72%
3	Technical Staff	1	6	2	2	1	12
		8.33%	50.00%	16.67%	16.67%	8.33%	5.58%
Total		21	53	82	46	13	215
		9.77%	24.65%	38.14%	21.40%	6.05%	

The table XV shows that designation wise respondent's opinion on "there is a complete freedom of work in the libraries". About 26.61 percent of Librarians says that they are satisfied to the query, whereas 40.43 percent of assistant librarians are unable to decide on the query. And 50 percent of technical staff are also satisfied that there is a complete freedom of work in their libraries.

TABLE XVI CHI-SQUARE

Chi square value	df	p-value
7.96	8	0.43 Not significant

It is inferred from the above chi-square test the calculated P-value is not significant. So the null hypothesis is accepted and alternate hypothesis is rejected. Hence it is concluded that there is no association between respondent's opinion on "there is a complete freedom of work in the libraries with the respect to their designation".

- Majority (56.52 and 60 %) of the respondents belongs to government and government aided colleges satisfied with the statement that "salary in relation to you experience as a library professional list"
- Majority (69.57 % and 73.33%) of the respondents belongs to government and government aided colleges satisfied with the statement that "are you satisfied with the present scale.
- Majority (60.87 % and 60.00%) of the respondents belongs to government and government aided colleges satisfied with the statement that "the job of a librarian is always safe and secured".
- Majority (74.01%) of the respondents belongs to self-financing colleges satisfied with the statement that "job security is assured in aided college libraries than in unaided college libraries".
- Majority (50 %) of the respondents working as technical staff satisfied with the statement that "there is a complete freedom of work in the libraries".

### VII. FINDINGS OF THE STUDY

- Majority (73.91%) of the respondents belongs to government colleges highly satisfied with the statement that "salary being paid to the library staff".
- Majority (more than 40 %) of the respondents qualified with M.L.I.S and M.Phil / Ph.D are satisfied with the statement that "salary is being paid in relation to your educational qualifications "
- Majority (nearly 70 % and 60 %) of the respondents belongs to government and government aided colleges satisfied with the statement that "salary in relation to the nature of quantum of work being performed"

### VIII. CONCLUSION

The above study discussed job satisfaction of library professionals working in arts and science colleges affiliated to Bharathidasan University with the consideration of various factors. The study analysed respondents' opinion on their salary, quantum of work, level of experience, present pay scale, job safety, job security and freedom of work based on their college category as well as their qualification. It could be seen from the above study that there is an association among respondents' opinion on the above mentioned factors with relation to college category. It

is concluded that this type of study may be helpful to the library authority to modify and update the policy regarding to the welfare of the library professionals as well as to promote services to users with optimum level.

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