

Job Satisfaction of College Librarians Affiliated to Dr.Babasaheb Ambedkar Marathwada University: A Case Study

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Abstract

This paper deals with the job satisfaction of the college librarians in Marathwada. A survey on the level of job satisfaction is conducted and findings of the study are discussed in detail in this paper. The objective of the present paper is to highlight the concept of Job Satisfaction, Library, College Libraries and Dr.Babasaheb Ambedkar Marathwada University (BAMU) and to specify objectives, limitations, methodology and conclusion of the study. The study throws light on the various factors involved in job satisfaction of College Librarians in Marathwada.

KEYWORDS: College Library, Librarians, Job Satisfaction, Marathwada, BAMU, ICT and Library Automation.

INTRODUCTION

The job satisfaction is the condition of establishing healthy organizational environment in an organization. Job satisfaction has been of interest to organizational researchers, due to its relationships with job performance and/or organizational commitment. Job satisfaction has been an important topic over the years. 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 would perform his duties well and be committed to his job, and subsequently to his organization.

Job satisfaction is a primary requisite for any successful organization. If the College librarians attain adequate job satisfaction, they will be in a position to fulfil the educational objectives and national goals. Job satisfaction naturally depends on the economical, social and cultural conditions in a given country. Existing economical problems of the developing countries affect the budgets of the libraries. In parallel, wages and status are low. The statuses of librarians in developing countries are not defined. Promotion depends not on the objective criteria but the personal choices of the administrators. Especially the social facilities (transportation services, consumer cooperatives, cash boxes, etc.) are insufficient because of the economic conditions. This also affects the job satisfaction negatively.

2. PROPOSED RESEARCH

Job satisfaction is critical to the retention and recruitment of college librarians. This study examines job satisfaction of college librarians in Arts, Commerce and Science Colleges affiliated to BAMU. Job satisfaction is one of the more widely discussed topics in the literature and the workplace. Job satisfaction of the librarians, who have an important place in the information society, will affect the quality of the service they render. The job satisfaction is the condition of establishing a healthy organizational environment in an organization.

Individuals want to maintain stature, high ranks and authority by giving their capabilities such as knowledge, ability, education, health etc. to their jobs for which they spend most of their time. The individuals who cannot meet their expectations with regard to their jobs become dissatisfied. Thus, this dissatisfaction affects the organization for which s/he works. Job satisfaction is very important for a person's motivation and contribution to production. Job satisfaction may diminish irregular attendance at work, replacement of workers within a cycle or even the rate of accidents. Present paper focuses on the study Job Satisfaction level of college librarians affiliated to BAMU, Aurangabad (Maharashtra).

3. DEFINITIONAL ANALYSIS

3.1 Job Satisfaction

A pleasurable or positive emotional state resulting from an appraisal of one's job or job experiences (Locke, 1976).

3.2 College

College is an educational institute which imparts education to graduate, undergraduate and postgraduate students, and professional community with the help of various teaching aids and faculty to improve all round development of personality of the student admitted in the college.

3.3 College Libraries

Libraries constituted by the educational authorities in the campus of college to fulfill the information needs of students and the faculty related to their subject by providing reading material like books, journals, non book material etc. and services regarding the curriculum.

3.4 Marathwada

Marathwada is one of the six divisions of Maharashtra state which includes eight districts i.e. Aurangabad, Jalna, Beed, Parbhani, Hingoli, Nanded, Latur and Osmanabad.

3.5 BAMU

Marathwada University established in August 1958 was renamed in 1994 as Dr. Babasaheb Ambedkar Marathwada University (BAMU) is located at Aurangabad. The jurisdiction of BAMU is Aurangabad, Jalna, Beed & Osmanbad districts.

4. AIMS & OBJECTIVES

Present study has been undertaken with a view.

- ❖ To study the extent of Job Satisfaction Level of Librarians in Arts, Commerce & Science Colleges affiliated with BAMU.
- ❖ To identify the needs and requirements of College Librarians in Marathwada.
- ❖ Find out the Job Satisfaction Level of College Librarians affiliated to BAMU.

5. SCOPE & LIMITATION

The present study is limited to Arts, Commerce and Science Colleges affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad. The main focus of this study is to identify the needs & requirements of college librarians'. While colleges of all other faculties including Pharmacy, Law, Professional, Engineering etc. of other have been excluded from the present study.

6. RESEARCH METHODOLOGY

Present study was done with the help of survey method. This method plays a significant role in research as can be seen from the statement. To know the level of librarians covered, a structured questionnaire was designed and factual questions, opinion questions were asked. The questionnaire consisted of 5 sections; in all 5 sections there are 41 questions. The rich and wide variety of quantitative data obtained had been checked & tabulated before processing & analysis were carried out. Tables & Graphs have been generated.

6.2.1 Library Staff & Computer Literacy

The data collected was analyzed to know the how many library staff was familiar with Computer. The analyzed data is presented in table no.6.2.1

Table No.6.2.1 Library Staff & Computer Literacy

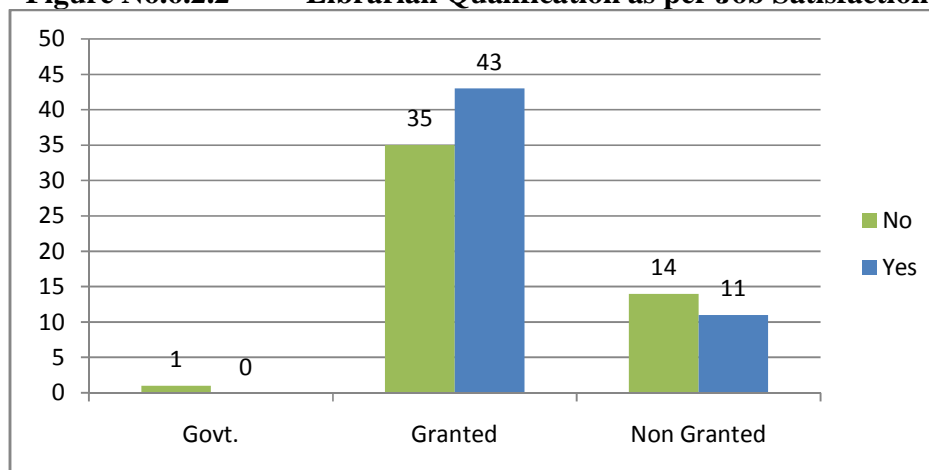
Colleges	Yes	Percentage	No	Percentage
Govt.	1	0.96	0	0.00
Granted	50	48.08	28	26.92
Non Granted	18	17.31	7	6.73
Total	69	66.35	35	33.65

It can be pointed out from Table no.6.2.1 that of the surveyed 104 libraries 69 (66.35%) staff aware about computer literate, while 35 (33.65%) were computer illiterate.

6.2.2 Librarian Qualification as per Job Satisfaction

Responses received were analyzed to know the qualification of Librarian in relation to Job Satisfaction. The analyzed data is presented in figure no.6.2.2

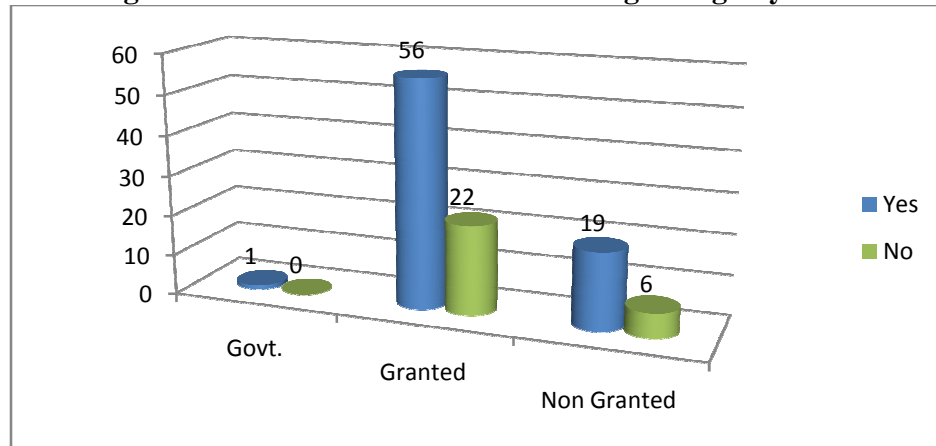
Figure No.6.2.2 Librarian Qualification as per Job Satisfaction



It can be noted from Figure No. 6.2.2 that of the surveyed 104 libraries 54 (51.92%) staff was getting job as per qualification, while 50 (48.08%) were not satisfied with Qualification & Job Level.

6.2.3 Job Satisfaction regarding Payment

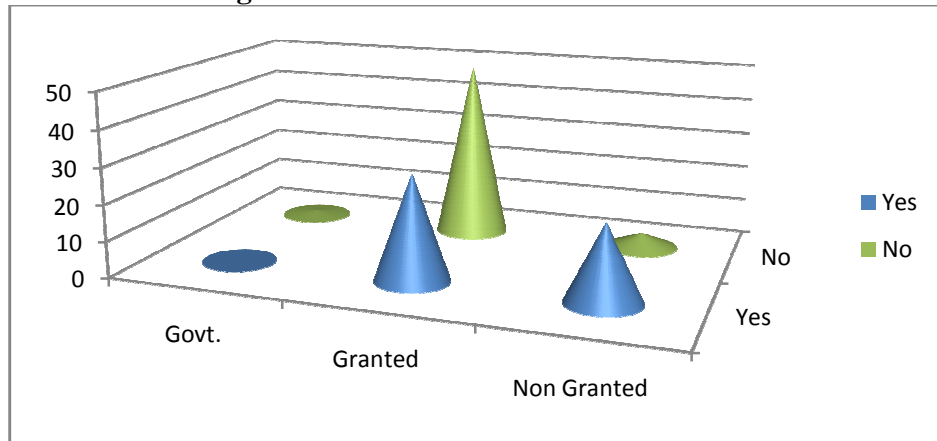
Figure No.6.2.3 Job Satisfaction regarding Payment



It can be noted from Figure No.6.2.3 that of the surveyed 104 libraries 76 (73.08%) staff was getting salary as per job, while 28 (26.925%) were not satisfied with Salary & Job Level.

6.2.4 Job Work & Stress

Figure No. 6.2.4 Job Work & Stress



It can be noted from Figure No.6.2.4 that of the surveyed 104 libraries 50 (48.08%) staff was felt that job work & stress as per qualification, while 54 (51.92%) were not satisfied with job work & stress.

6.2.5 Job Security & Satisfaction

Table No.6.2.5 Job Security & Job Satisfaction

Colleges	Yes	Percentage	No	Percentage
Govt.	1	0.96	0	0.00
Granted	32	30.77	46	44.23
Non Granted	7	6.73	18	17.31
Total	40	38.46	64	61.54

It can be Pointed out from Figure No. 6.2.5 that of the surveyed 104 libraries 40 (38.46%) librarians was sure about job security & job satisfaction, while 64 (61.54%) not sure about job security & job satisfaction.

6.2.6 Satisfaction Level

Table No.6.2.6 Satisfaction Level

Colleges	Fully Satisfied	Partially Satisfied	Unsatisfied	Total
Govt.	1	0	0	1
Granted	31	27	20	78
Non Granted	7	12	6	25
Total	39	39	26	104

It can be Pointed out from Table No.6.2.6 that of the surveyed 104 libraries 39 (37.50%) librarians was rated fully satisfied, 39 (37.50%) librarians was rated partially satisfied, while 26 (25.00%) rated the level unsatisfied.

6.2.7 Job Satisfaction Level

Table No. 6.2.7 Job Satisfaction Level

Colleges	Fully Satisfied	Partially Satisfied	Unsatisfied	Total
Govt.	1	0	0	1
Granted	43	21	14	78
Non Granted	13	8	4	25
Total	57	29	18	104

It can be Pointed out from Table No.6.2.7 that of the surveyed 104 libraries 57 (54.81%) librarians was rated job satisfaction level as fully satisfied, 29 (27.88%) librarians was rated job satisfaction level as partially satisfied, while 18 (17.31%) rated the job satisfaction level as unsatisfied.

7. CONCLUSIONS

Based on analysis of data following conclusions were drawn. Some of the major findings are given below...

- The total 104 respondents 42 (40.4%) librarians indicated that they were never offered staff training on library security, while 47 (45.2%) respondents had received staff training occasionally or once in a year and the 15 (14.5%) librarians had opined that the staff training on security by arranging orientation is given in every six months.
- The colleges surveyed from four districts 66.35% colleges having automated, while 33.65% were not automated or in the process of automation.
- The surveyed 104 libraries 86 (85.58%) staff were acknowledge about profession, while 15 (14.42%) were suggested another profession.
- The surveyed 104 libraries 54 (51.92%) staff was getting job as per qualification, while 50 (48.08%) were not satisfied with Qualification & Job Level.
- The surveyed 104 libraries 76 (73.08%) staff was getting salary as per job, while 28 (26.925%) were not satisfied with Salary & Job Level.
- The surveyed 104 libraries 65 (62.50%) librarians was aware about future work environment & job satisfaction, while 39 (37.50%) not aware about future work environment & job satisfaction.
- The surveyed 104 libraries 40 (38.46%) librarians was sure about job security & job satisfaction, while 64 (61.54%) not sure about job security & job satisfaction.

- The surveyed 104 libraries 39 (37.50%) librarians was rated fully satisfied, 39 (37.50%) librarians was rated partially satisfied, while 26 (25.00%) rated the level unsatisfied.
- The surveyed 104 libraries 57 (54.81%) librarians was rated job satisfaction level as fully satisfied, 29 (27.88%) librarians was rated job satisfaction level as partially satisfied, while 18 (17.31%) rated the job satisfaction level as unsatisfied.

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