



## JOB SATISFACTION OF COLLEGE LIBRARIANS – A STUDY IN CONTEXT OF G.T.U., AHMEDABAD

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### ABSTRACT :

*The nation not having identity of the skills & knowledge of their own experts and generalize public and is unable to utilize them effectively to development, cannot grow towards the nation development. In any institution / organization, human resources play a centralized role to achieve their objectives. Priorly, the development of a librarian apprenticeship was considered inevitable. For many reasons, high I/Q students do not attract towards the jobs of library. In library, for evaluation of Professional values, no any united effort was done.*



*In our country, due to recent awareness and development, people can understand the importance of human resource of library and in this direction explaining the importance to maintain appropriate standard and human resource in organization is very inevitable. There are many kinds of organizations in which trade organisation and service are major.*

**KEYWORDS :** Library, Librarian, Satisfaction, Service, Organizations.

### INTRODUCTION

Humbleness has to keep in its management. But the question is, “Are the employees or librarians engaged with such services are satisfied? Let’s discuss in this article further.

The nation not having identity of the skills & knowledge of their own experts and generalize public and is unable to utilize them effectively to development, cannot grow towards the nation development. In any institution / organization, human resources play a centralized role to achieve their objectives. In past, it was human being’s own responsibility to develop themselves, but now it’s a respective nation & state’s responsibility of humankind development. Spiritual & physical development through state’s various schemes for individual development is in chain concern to it. Humankind should be developed as an economical and Physical component. Human being resource is a new rising area of development. To study such resources the library and librarian plays a crucial knowledge. Because the resent and futures are always based on the past and to study the past and even the current views of the general global citizens, library and its books are the essential mean as well as in today’s era of internet various websites available to the concerned subject are also the useful sources and such sources are easily assessable from the library.

Priorly, the development of a librarian apprenticeship was considered inevitable. For many reasons, high I/Q students do not attract towards the jobs of library. In library, for evaluation of Professional values,

no any united effort was done. In our country, due to recent awareness and development, people can understand the importance of human resource of library and in this direction explaining the importance to maintain appropriate standard and human resource in organization is very inevitable.

In any occupation, attachment to work for an employee is sure there. There are many inspirations available or provided to employees' attachment towards the work, job satisfaction will increase too. Ultimately, target achievement of organisation will be increasing too. There are many kinds of organizations in which trade organisation and service are major. Humbleness has to keep in its management, organisation and Governorate; because service organisation, human resource and human movements are used in maximum. There Physical and Technical devices are used to increase quality of human service, objectiveness of organisation also to customers are attached through available service. Through organisation's target achievement, through available service and employees' work achievements are obtained too. That's why service is the foundation of employee's work achievement. Employee's work achievement is based on his job satisfaction and attachment towards work.

### THE PROBLEM OF ERA

Nowadays, it's a pathetic situation in universities libraries is due to ignoring their human resources. To move towards the development, there is an intention to improve in this attitude is needed. It is important to find out the fault and solve it. For the development of human resources, various aspects of governing employees like analysis of work, work description, degree, education, designation, chances of promotion, hypothesis, chances of optional work, welfare facilities, Inter-liking of the individual relations and constant education for upgradation should be taken into attention.

It is clear that employees are the keys of excellent library management. Their satisfaction is another key of effective management; scientific management will have less value till the employees are not having their job satisfaction. Analysis of job satisfaction is inevitable for evaluation of employees. If the employees are fully satisfied with their work, they will work full heartedly and will fulfil the aims of the organisation. Therefore, job-satisfaction of librarians of the affiliated colleges of GTU, Ahmedabad is decided for the research.

The thought inspired me for this study because scientific development of human resource differentiates the success and failure in the case of Libraries. That's why the present study is significant in present time. People are the most important and valuable resource of every organization or institution in the form of employees. Dynamic people can build a dynamic organization. Effective employees can contribute to the effectiveness of the organization. Competent and motivated people can make things happen and enable an organization/institution to achieve its goals. Therefore, organizations should continuously ensure that dynamism, competency, motivation and effectiveness of the employees remain at high levels. Job Satisfaction is thus a psychological process to ensure the development of employees' competencies, dynamism, motivation and effectiveness at high level in a systematic and planned way.

Job Satisfaction has multiple goals. These include employees' competency development, their motivational development and organizational climate development. Employees require a variety of competencies, knowledge, attitudes, skills in technical areas managerial areas, behavior and human relation areas, and conceptual areas to perform different tasks or functions required by their jobs. The nature of jobs are constantly changing due to change in the environment, change in goals, change in profiles of fellow employees (sub-ordinates, bosses, colleagues etc.), changes in technology, new opportunities, new challenges, new knowledge base etc. Such a change in nature of jobs requires continuous development of employee competencies to perform the job well. Thus competency development is needed on a continuing basis for effective job performance. Job Satisfaction aims at constantly assessing the competency requirements of different individuals to perform the jobs assigned to them effectively, and provide opportunities for developing these competencies.

### WHY THIS STUDY IS IMPORTANT?

Physical components of library have been taken into consideration till now. But human factors which is an important factor, is taken into consideration. Library operators have become aware towards this component because librarian and the staff members make the library active and useful. If the librarian is not satisfied with his own work or income or with some other circumstances surrounded, he will not become a responsible employee to institution. That's why in present study, taking the various factors of job satisfaction of the librarian, Research work is taken into hands. This is a very alive question. Thus, this study is very significant.

The more the society is becoming modern, expanded and complex. The more it will be based on science a Technology, implementation in time duration, information's communication exchange and its propagation. Information is considered significant for the social and economical development of society. In future, Information technology will be necessary for library work, there is no any doubt that the employees will have job satisfaction, if I.T. will be used effectively. Job satisfaction has become inevitable in employees as the educational libraries have become modern and computerised. That's why job-satisfaction is much needed. It is believed that the present study will be very useful in conducting and managing the University libraries.

### JOB SATISFACTION – A DEFINITION

"A Positive response of an individual (employee) towards professional work, its sense influence can be said job satisfaction". Here, employee's job satisfaction means the mindedness influenced by delighted and positive sense provided from work-experience.

### GUJARAT TECHNOLOGICAL UNIVERSITY

The Rajasthan, Punjab, and Karnataka States established the Technological Universities connected with professional colleges joined with various universities of Gujarat State. In response to this during the year 2007 the Gujarat Technological University was established in Gujarat state. The degree and Diploma Engineering, Degree and Diploma pharmacy, MBA, MCA, and also M.E. and M.Pharm colleges were been put under this Universities. In this way, it has become the biggest university of Gujarat state.

GTU was established in Ahmedabad on 16<sup>th</sup> May, 2007 under the rules of UGC. In engineering University, admission Process (ACPC) of study is done by admission committee. After that, technological examinations are conducted by this institution. Short name of this institution is GTU. 'www.gtu.as.in' is the website of this institution. All the information is available on this website. It is significant for conducting exam also. Examination of various courses is conducted by this Institution. In 2012, 16 Government College, 03 affiliated Engineering Colleges and 83 self- finance Engineering Colleges are taken under title "Job satisfaction of librarians of Government and self finance engineering colleges libraries of GTU: a study". They are affiliated with this institution. It is running in the newly established building of Gandhinagar from 16<sup>th</sup> June, 2013.

### ANALYZING THE INFORMATION COLLECTED

Collected information by the author Researcher was classified to make it meaningful for report. It's a significant matter of classification to symbolize the information was the methods of statistic were used to make information rational and accepted. A questionnaire was framed to get the information in matter of job satisfaction. In short, librarian's work satisfaction concerned questions were asked and the responses of 137 librarian's job satisfactions have been checked.

### FINDINGS AND SUGGESTIONS

#### FINDINGS

1. Some 52(37.96%) librarians are as male, while some 85(62.04%) female works as librarians. This figures shows that female candidates prefers more to work as librarians than their male counterpart.

2. Some 107(78.10%) librarians have qualification as M.Lib, while 7(5.11%) librarians have M.Phil as their qualification and 7(5.11%) librarians are PHD. Majority of librarians have M.Lib as their main qualification.
3. Some 22(16.06%) librarians have experience of 1 to 5 years working as librarian. 72(52.55%) librarians have experience of 6 to 10 years, 29(21.17%) librarians have experience of 11 to 15 years working as librarian, and some 14(10.22%) librarians have experience of more than 16 years working as librarians. Experienced librarians are few in numbers.
4. Some 34(24.82%) librarians cite a motivational force of their parents for choosing the profession of librarians, other 34(24.82%) librarians cite a motivational force of their friends for choosing the profession of librarians, while 34(24.82%) librarians says members of their family provided them motivation to choose the field of librarians, some 28 (20.44%) librarians put it as professions and 7(5.10%) librarians says their teachers provided them inspiration.
5. Most of the librarians (89.79%) are satisfied with financial components, while 10.22% librarians are dissatisfied.
6. 91.24% librarians are satisfied in context of working freely while 8.76% are dissatisfied.
7. 89.79% are satisfied of work conditions while 10.21% librarians are dissatisfied.
8. 81.02% librarians are satisfied in context of job security while 18.98% librarians are not satisfied.
9. 87.13% librarians are satisfied in context of working hours, while 12.87% librarians are dissatisfied.
10. 78.11% librarians are satisfied in context of motivation provided by senior officer, while 21.89% librarians are not dissatisfied.
11. Almost all the employees (100%) are satisfied in context of relation with colleges.
12. 95.05% librarians are satisfied in context of dependency of junior employees, while 4.95% librarians are not satisfied.
13. 89.78% librarians are satisfied in context of opportunity for individual development while 10.22% librarians are not satisfied
14. 93.44% librarians are satisfied in context of self - esteem, while 6.56% librarians are dissatisfied.
15. Almost all the (100%) librarians are satisfied in context of self identity.
16. Almost all the (100%) librarians are somewhat satisfied in context of right accomplishment.
17. Almost all the (100%) librarians are somewhat satisfied in context of working condition.
18. Librarians are almost satisfied in context of their position in education, profession, family, industry and Research. But 33.58% librarians are lowly satisfied educationally, 23.35% are lowly satisfied in context of Profession, family and Research, this proportion was respectively 11.68%, 11.68% and 29.71%.
19. Librarians are somewhat satisfied in context of talking freely with employees, Department work, and library and policy destination responsibility. 7.30% librarians are not satisfied in conversation of junior employees at all.

### SUGGESTIONS

1. Librarians should be given freedom of work by institution.
2. Conditions of work should be fine and more relaxed as per the human approach.
3. Each employee should be made bold in the matter of job otherwise. Temporary employees will not work with satisfaction.
4. Working hours should be decided. Employee should not be given more work than decided hours.
5. Constant motivation from seniors should be there to employee. Motivation is a very necessary component.
6. Atmosphere of Institution should be so soothing that each employee can work with other employees with warmth.
7. In institution, there should have such structure that juniors can work completely depending on seniors
8. Each employee should given enough opportunities for individual development.
9. There should have such atmosphere that each employee can work with self- esteem.

10. Each employee should be given complete right to work as per the cadre. So work can be done rapidly after taking free decision.
11. Institution's working condition and atmosphere should be of human approach.
12. Each employee can feel proud. Such atmosphere should be there.
13. Each employee can talk freely with other employees, complete opportunity of policy destination and responsibility from department should be given.
14. Staff Bulletin should be provided to employee.
15. Financial reward, sickness allowance / expense, traveling allowance, wages of promotion, security of job, working hours, evaluation in society, free conversation with higher authority, opportunity for individual development, self-esteem, freedom of thought etc., Should be given as per the job satisfaction component rule, so that employees will work heartedly.
16. Such atmosphere should be prepared by managing committee, in which employee can get job-satisfaction.
17. Library institution should be well equipped with technology.
18. Telephone, fax, computer, modem, web-cameras, server etc., So that work can be finished rapidly.
19. Employee should be provided opportunity to progress.
20. Employee should be appreciated so mental satisfaction can be obtained.
21. Other programmes should be arranged for the development of the institution so that family atmosphere can be formed.
22. Managing committee should note the attendance of employee in seminar etc and employee's suggestions should be implemented.
23. In Institution employee's such cadre should be formed that he can participate in seminar after giving his responsibility to assistant.
24. Each employee should be kept competent by training and they should be updated.
25. E-communication should be there for employees in Institution.
26. Development of human resources through job-satisfaction is an asset. So every institution and senior officers should not ignore it.
27. Like other big projects, library should be given grant after mentioning in budget.
28. There is not any motivation of reading due to the social, economical and mental structure in the society of traditional politics.
29. Change in services of library and considering working atmosphere, its standards of appearance should be improved.
30. Establishing enough library schools and improving library and courses of information, inaccessibility of library employees should be improved.
31. Information Technology is everywhere. No challenges against such L.I.S school can be faced by Information Technology.
32. Educational standards should be improved of library professional by giving them leave facility.
33. University libraries should be modernized by great efforts.
34. Established standards of employees of public department should be followed.
35. Library service should be done with the feeling of unity.
36. New employees should be made aware of library 'services' policy rules and tradition.
37. Atmosphere should be healthy and warmth in library.
38. At fixed time, Meeting of library employees should be held so that healthy atmosphere can be created.
39. Each employee should be given work, responsibility and duties as per their position.
40. Appropriate work-relations should be created among professional employees to get benefits.
41. Balanced supervision in library should be done.
42. Trustees /Administrators should prepare convenient atmosphere for library services.
43. Responsibility should be distributed among employees for efficiency.
44. Librarian should take every possible step to increase job-satisfaction of library employees.

45. Every good work done by library employee should be praised.
46. Efficiency and mastery in library should be given prime importance.
47. Considering non-professionals as an inseparable part of library, they should be motivated to increase job-satisfaction.

## CONCLUSION

Thus, in Present study, keeping the job-satisfaction of librarian in center, all the aspects are discussed in detail. There is no any doubt if every administrator, policy makers, educationalists, professors and students will follow the points mentioned in present research, library will be a temple and will take leadership of development of society. Library employee is a valuable human resource. Accepting this if appropriate work is taken from them, Nation will surely progress.

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