

**A STUDY ON THE JOB SATISFACTION OF LIBRARIAN IN EDUCATIONAL  
INSTITUTIONS**

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**Abstract**

*The study was carried out on a representative sample of 500 librarians working in various college libraries in Cuddalore and Villupuram Districts of Tamil Nadu. The basal sample was obtained using proportionate stratified sampling procedure. The number of respondents who say that ICT meets their requirements is more than the number of respondents who say that ICT does not meet their requirements. Therefore majority of the respondents work in colleges other than Arts and Engineering colleges. There is a significant difference in Job Satisfaction with regard whether ICT meets their requirements. There is significant relationship regarding job satisfaction among the different types of colleges.*

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*Keywords: Job Satisfaction, Designation, Types of Colleges*

**Introduction**

Job satisfaction in regards one is feeling or state of mind regarding nature of their work. Job can be influenced by variety of factors like quality of one relationship with their supervision, quality of physical environment in which they work, degree of fulfillment their work etc.,. Jobsatisfaction plays an important role in achieving organizational goals. Job satisfaction is a widely researched and complex phenomenon, it follows that there are numerous definitions of the concept. Job satisfaction can be defined as an individual's total feeling about their job and the attitudes they have towards various aspects or facets of their job, as well as an attitude and perception that could consequently influence the degree of fit between the individual and the organisation (Ivancevich& Matteson 2002; Spector 1997). A person with high job satisfaction appears to hold generally positive attitudes, and one who is dissatisfied to hold negative attitudes towards their job. The present study focused on library professional's job satisfaction regarding their designation and types of colleges.

## Reviewed Studies

**Fernandez, Maya Thomas (2021)** designed to explore the factors that most impact the job satisfaction of community college deans in one North Texas district. Quantitative data was collected to compare results among deans with titles ranging from dean, assistant dean, associate dean and executive dean. The Minnesota Satisfaction Questionnaire (MSQ) was used to examine 20 different factors of job satisfaction. The researcher used ANOVA, Cronbach's Alpha, and Linear Multiple Regression as statistical tests. The results yielded significant results in general job satisfaction.

**Tentama, Fatwa; Merdiaty, Netty; Subardjo (2021).** Employee job satisfaction is an important factor that can determine organizational productivity, and organizations need to pay attention to this pivotal aspect. This study aimed to empirically examine the role of transformational leadership styles and employability on employee job satisfaction. The participants of this study are 49 university teachers at the University of X Yogyakarta. The sampling is randomly chosen using a simple random sampling technique. In addition, data are collected using the scale of job satisfaction, the scale of transformational leadership style, and scale of employability. The data are then analyzed using multiple linear regression techniques. The results showed that 1) Simultaneously, transformational leadership style and employability provide a very significant role in influencing job satisfaction with  $p=0.000$  ( $p<0.01$ ); 2) Partially transformational leadership style provide a significant role on job satisfaction with  $p=0.019$  ( $p<0.05$ ); 3) Partially there was a very significant role of employability on job satisfaction with  $p=0.000$  ( $p<0.01$ ). Transformational leadership style and employability contribute 52.5% to job satisfaction. Employability contributed more dominantly to job satisfaction (35.8%) than the transformational leadership style (16.7%).

**Balasubramanian (2013)** studied the Job Satisfaction of Librarians in Tirunelveli. He stated that the Job Satisfaction refers to an individual's complex reaction towards his job. It seems eminently logical that a happy employee is a better employee. This article studied about Job Satisfaction of Library professionals. The study concluded that job satisfaction of an employee is related to an individual's expectations and attainment of their perceptions.

## Need for the Present Study

. Libraries must be continuously improvised with up-to-date computer technologies for knowledge transmission and networks. To sustain efficient services, librarians need to have ICT knowledge. The use of computers for library operations, saves considerable

amount of time, increases resources and reduces the amount of labor required. It also speeds up technical processing and information services. ICT has been a means to bring quality services. Systematic planning of its introduction and application will assure that the technology based information services are sustainable, and enhances the ability of library.

### **Objectives of the Study**

- To find out the level of job satisfaction with reference to whether ICT meets their requirements.
- To find out the level of job satisfaction with reference to types of colleges.
- To find out whether there is any significant difference between job satisfaction and whether ICT meets their requirements.
- To find out whether there is any significant difference between job satisfaction and Types of Colleges.

### **Methodology**

The study was carried out on a representative sample of 500 librarian working in various college libraries in Cuddalore and Villupuram Districts of Tamil Nadu. The basal sample was obtained using proportionate stratified sampling procedure. Survey method has been adopted for the present study. Both questionnaire and interview methods have been applied to collect primary data.

### **Limitation of the Study**

The data of the study involving 500 librarian working in different colleges situated in Cuddalore and Villupuram Districts of TamilNadu.

### **Analysis and Discussion**

#### **General Information of Respondents**

##### **1. Distribution of Respondents based on Whether ICT Meets their Requirements or Not**

The following table shows the distribution of the respondents based on whether ICT meets their requirements or not.

**Table-1**

#### **Distribution of Respondents based on whether ICT Meets their Requirements or not**

<b>Whether ICT meets their requirements</b>	<b>N</b>	<b>%</b>
Yes	388	77.6
No	112	22.4
Total	500	100

Table-1 depicts the distribution of respondents based on whether ICT meets their requirements or not. Among 500 respondents, 388 respondents (which equates to 77.6 per cent) say that ICT meets their requirements whereas among 112 respondents (which equates to 22.4 per cent) say that ICT does not meet their requirements. It is interesting to note that the number of respondents who say that ICT meets their requirements is more than the number of respondents who say that ICT does not meet their requirements.

## 2. Distribution of Respondents Based on the Types of Colleges They Work

The following table shows the distribution of respondents based on the types of colleges they work.

**Table-2**

**Distribution of Respondents based on the Types of Colleges they work**

Types of Colleges	N	%
Arts	175	35.0
Engineering	78	15.6
Others	247	49.4
Total	500	100

Table-2 depicts the distribution of respondents based on the types of colleges they work. Among 500 respondents, 175 respondents (which equates to 35 per cent) work in Arts Colleges, among 78 respondents (which equates to 15.6 per cent) work in Engineering Colleges, and among 247 respondents (which equates to 49.4 per cent) work others Colleges. Therefore majority of the respondents work in colleges other than Arts and Engineering colleges.

## 3. Independent Samples t-test to check the significant difference in Job Satisfaction with regard whether ICT meets their requirements.

Hypothesis:

There is no significant difference between Job Satisfaction and whether ICT meets your requirements.

**Table-3**

**Distribution of respondents significant difference between Job Satisfaction and whether ICT meets their requirements by t-test**

Categories	Sub Samples	N	Mean	't' value	Significant at 0.05 level
Whether ICT meets their requirements	Yes	388	170.50	3.812	Significant
	No	112	184.16		

From table-3, in order to find out the significant difference between Job Satisfaction and whether ICT meets their requirements, the 't' value was calculated and the 't' value was found to be 3.812 which is greater than the table value 1.96 which is significant at 0.05 level. Therefore the null hypothesis is rejected and concluded that there is a significant difference between Job Satisfaction and whether ICT meets their requirements.

**4. ANOVA test to check the regarding job satisfaction and Types of Colleges**

There is no significant difference between job satisfaction and Types of Colleges.

**Table-4**

**Distribution of respondents job satisfaction and Types of Colleges**

Categories	Groups	Sum of Squares	df	Mean Squares	'F' value	Significant at 0.05 level
Types of Colleges	Between Groups	8433.019	2	4216.509	3.720	Significant
	Within Groups	563388.059	497	1133.578		

From table-4, in order to find out the significant difference in job satisfaction and types of colleges, the 'F' value was calculated and found to be 3.720, which is greater than the table value 3.00, which is significant at 0.05 level. Therefore the null hypothesis is rejected and concluded that there is a significant difference between job satisfaction and types of colleges.

**Major Findings**

- Among 388 respondents 77.6 per cent say that ICT meets their requirements whereas among 112 respondents 22.4 per cent say that ICT does not meet their requirements. It is interesting to note that the number of respondents who say that ICT meets their requirements is more than the number of respondents who say that ICT does not meet their requirements.
- Among 175 respondents 35 per cent work in Arts Colleges, among 78 respondents 15.6 per cent work in Engineering Colleges, and among 247 respondents 49.4 per cent

work others Colleges. Therefore majority of the respondents work in colleges other than Arts and Engineering colleges.

- There is a significant difference between Job Satisfaction and whether ICT meets their requirements.
- There is a significant difference between job satisfaction and types of colleges.

### **Conclusion**

Job satisfaction of the librarian naturally depends upon the economic, social and cultural conditions of their workplace, it's administration and environment. Librarians play an important role in providing information to the society and hence their job satisfaction in turn affects the quality of the services they render to the society, in providing proper information to it. It is found in the present study that librarians treated equally with the teaching faculties and given more authority in curriculum transaction are much satisfied in their job. Librarians who are given more opportunity to take part in decision making process and curriculum activities are also found to have an added job satisfaction. Moreover, job satisfaction of private college librarians is found to be questionable? Whereas government College librarian's job satisfaction depends upon the proper working condition provided to them. The government and private management should follow the UGC pay policy and procedures to fix the salary of librarians, because it plays a major role in job satisfaction of librarian and their better performance.. .

### **References**

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