

## Library Career Perception and Job Satisfaction among Lis Professionals: A Case Study of Vijayapura District

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### Abstract

The significance of studying the job satisfaction of librarians has been made discussion in the present study. The study concentrates on a comparison of the job satisfaction among LIS Professionals in Vijayapura District. Data were collected by means of the structured Questionnaire. A total of 50 questionnaires distributed and were collected and analysed as per the objectives of the study. The result shows that library professionals working in these institutions were slightly satisfied with their nature of work; they were dissatisfied with supervision, benefits, promotion, revision of service structure, promotion policies and improvement.

**Keywords:** LIS Education, Job Satisfaction, LIS Professionals, Career Perception, Promotion policies, Vijayapura District.

### 1. Introduction

Library and information science is an interdisciplinary field that applies the practices, perspectives, and tools of management, information technology, education, and other areas to libraries. Librarianship provides a variety of employment opportunities. Today there are a number of career prospects in library and information science. The qualified professionals are employed in various libraries and information centres. Trained library professionals can find opportunities for employment both as teacher and as a librarian.

### 1.2 Review of Related Literature

Based on the review of literature reported on studies in relation to job satisfaction and career perceptions in library and Information Science, it can be made out that a large number of studies have been conducted on career perceptions and soft skills in Western and European countries as compared to Indian context.

Gavisiddappa Anandhalli (2016) the study was undertaken to identify the factors which impact the level of satisfaction of college librarians in Gulbarga and Yadagir districts of Karnataka. Research results depict that among the surveyed LIS professional's female librarians was more satisfied with their job than male librarians. Further, it was found that qualification, mode of education, length of the service, pay scale and type of college were most influencing factor on the job satisfaction<sup>1</sup>.

Mehta (1978) ventured to find out the relationship between life satisfaction and job satisfaction and to study the role of objective factors such as pay, housing, etc<sup>2</sup>. Jeevan (2012) argues for re-designation of librarians as teachers of library and information service and proposes an environment of dual career for library professionals where interested librarians can teach interested teachers can practice in library for certain duration, depending on the wishes of the individual and needs of the

institution concerned and also calls for an institution independent career pattern for library professionals in India<sup>3</sup>. Somvir (2012) this study is to examine those factors which are related in a high manner to job satisfaction among library workers. The data analyses indicated 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<sup>4</sup>. Amjid (2013) the present study analyzed that job is an important aspect of an individual's life, occupies a lot of personal time compared to any other single activity and provides the financial basis for a persons' lifestyle. It is believed that satisfaction at work influences many aspects of work such as efficiency, productivity, absenteeism, turnovers rates, and intention to quit<sup>5</sup>.

Asadullah (2012) this study attempt to examine the relationship between demographic characteristics and job satisfaction among academic library professionals in Cuddalore and Vellore district in Tamil Nadu, India. The findings of this study are helpful for administration of the concerned regional body for policy formulation regarding human assets<sup>6</sup>.

### 1.3 Objectives of the Study

Main objectives of the present study are:

- To investigate the factors influenced for selecting the library science as their career.
- To find the category wise job satisfaction level.
- To know whether job satisfaction is responsible for desirable life style.
- To find the working condition of library professionals involved in the job satisfaction.
- To understand the satisfaction of LIS professionals towards current pay scale drawn and pursuing job.

- To determine the criteria for promotional system among LIS professionals.

#### 1.4 Methodology

For the present study the survey method of research was felt most suitable and appropriate for the collection of primary data to know the library career perception and job satisfaction among LIS professionals: A case study of Vijayapura District. 50 questionnaires were distributed and all were considered for analysis. Collected data were analysed with the help of percentage method.

#### 1.5 Scope and Limitation of the Study

The study is restricted to Vijayapura District library and information science professionals. Further study is restricted to college which are offering degree courses in arts, commerce, science, engineering, medical and university LIS professionals in Vijayapura District. The study is only confined study the career perception and job satisfaction among the LIS professionals.

#### 1.6 Data Analysis and Interpretation:

**Table 1:** General characteristics of LIS Professionals (N=50)

Gender	No of Respondents (%)	Marital status	No of Respondents (%)
Male	32 (64.0%)	Married	39 (78.0%)
Female	18 (36.0%)	Unmarried	11 (22.0%)
Age		Designation	
25 – 30	11 (22.0%)	Librarian	9 (18.0%)
31 – 35	13 (26.0%)	Asst. Librarian	16 (32.0%)
36 – 40	17 (34.0%)	Library Asst.	25 (50.0%)
Above 40	9 (18.0%)	Qualification	
Mode of Course		CLIB	7 (14.0%)
Regular Course	24 (48.0%)	BLISc	7 (14.0%)
Distance Education	26 (52.0%)	MLISc	24 (48.0%)
Experience		MPhil	6 (12.0%)
1-5 years	9 (18.0%)	PhD	6 (12.0%)
6-10 years	14 (28.0%)	Languages Known	
11-15 years	7 (14.0%)	Kannada	50 (100%)
More than 15 years	20 (40.0%)	English	50 (100%)
Category		Hindi	50 (100%)
GM	15 (30.0%)	Marathi	11 (22.0%)
OBC	32 (64.0%)	Urdu	13 (26.0%)
SC/ST	3 (6.0%)	Telugu	4 (8.0%)
Domicile			
Rural	16 (32.0%)		
Urban	34 (68.0%)		

It is found from Table no-1 that more than 64% of the respondents are Male professionals and only 36% (N=18) are Female, significantly female LIS professionals less in group gender equity is not found in LIS professionals. This study shows that majority of the respondents 78% (N=39) are Married and remaining 22% (N=11) were unmarried LIS professionals,

most of the unmarried were newly joined professionals. Further, majority (34%, N=17) of the respondents are between the age group of 36 to 40 years, 26% (N=13) of them belong to the age group of 31 to 35 age, further respondents (22%, N=11) belong to 25 to 30 age group and 18% (N=9) of respondents are above 40 years of age. It can be concluded that highest 34% of library professionals are belongs to the age group of 36 - 40 age. It is found that from the respondents 18 % ( N=9) are librarian, 32 % ( N=16) are assistant librarian and i. e., 50% (N=25) were library assistant respectively, the study reveals that study population consistent with maximum number of library assistant. While the library profession is taken up as a regular course or distance mode of education. It is found from the study that among the respondents 52%, (N=26) of them have done their education through distance mode and 48% (N=24) of them have done it through regular mode.

Further, It is evident from the table that among the library professionals 48% (N=24) have done their MLISc, 14% (N=7) have done their BLISc and CLIB. However Mphil and Ph.D holders comprised with only 12% (N=6), From this study it is observed that professionals having more than 15 years of experience are found more in number among the respondent i.e., 40% (N=20) following to this seniority, 6 to 10 years' experience professionals hold second place with 28% (N=14), more than half of respondent are grouped under the experience of 10years and only 18% (N=9) respondents have 1-5 years' experience.

This study reveals the equity among the state, national and international language Kannada, Hindi and English 100% (N=50) next neighbouring state and Minority languages also known by the respondent Marathi 22% (N=11), Telugu 26% (N=12), nearly 25% (N=50) of respondents known second language i.e. Urdu found 4% (N=8). Language jargon is overcome mostly among the respondents communication were found.

The distribution of LIS professionals according to social class. It observed that LIS profession are compressed with different social classes like, GM, OBC, SC, ST etc. the study population compress with 15% (N=30) of GM, 64% (N=32) of OBC, and 6% (N=3) SC/ST respectively. The domicile of LIS professional majority of the respondents (68%, N=34) belong to urban and only 32% (N=16) respondents belong to rural.

**Table 2:** Librarianship as a Career (First time)

About Librarianship career	No of Respondents	Percentage
While studying for the bachelor's degree	15	30.0
After receiving bachelor's degree	28	56.0
While engaged in another career or profession	5	10.0
After finishing high school	2	4.0
Total	50	100.0

It is found from table no-2 that 56% (N=28) respondents after receiving bachelor degree thought seriously for the first time librarianship as their career. Hence 30% (N=15) While studying for their bachelor degree, 10% (N=5) While engaged in another career or profession and 4% (N=2) respondents were come know about librarianship after finishing their high school.

**Table 3:** Factors for joining Librarianship course

Factors	No of Respondents	Percentage
I liked nature of the work in the Library	26	52.0
Parent, friends, relative favoured this choice	13	26.0
I was no other alternative option but to select this profession	1	2.0
I was just knowingly or unknowingly selected this career	5	10.0
I was interested in books and reading	5	10.0
Total	50	100.0

Table no-3 analyzed that factors forced made to join librarianship course is found to be more of accidental as 52% (N=26) they liked nature of the work in the Library, 26% (N=13) respondents indicated that parent, friends and relatives

favoured to join this librarianship course. However, 10% (N=5) of the Respondents found to have selected librarianship course as they are just knowingly or unknowingly selected this career and they are interested in books.

**Table 4:** Level of satisfaction for choosing librarianship as a career

Source of satisfaction	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total value	Mean score
Recognition of accomplishment by supervisors	36 (72%)	10(36%)	2(4%)	2(4%)	---	230	4.6
Job Security	36 (72%)	4 (8%)	7(14%)	---	3 (6%)	220	4.4
Relationship with co-workers and users	21 (42%)	14 (28%)	8(16%)	1 (2%)	6 (12%)	193	3.86
Reasonable Salaries	13 (26%)	17 (34%)	12(24%)	4 (8%)	4 (8%)	181	3.62
Opportunities for promotion	20(40%)	14(28%)	13(26%)	1(2%)	2(4%)	199	3.98
Suitability of working environment	29(58%)	13(26%)	4(8%)	2(4%)	2(4%)	215	4.3
Opportunities to use my ability in my work	31(62%)	5(10%)	9(18%)	2(4%)	3(6%)	209	4.18
Better status in the society	35(70%)	8(16%)	4(8%)	3(6%)	---	225	4.5
Tension-less Job	12(24%)	11(22%)	15(30%)	3(6%)	9(18%)	169	3.28

Level of satisfaction for choosing librarianship as a career is shown in Table no-4. Majority (72%, N=36) of the respondents strongly agree that their main sources of satisfaction for choosing librarianship as a career are recognition of accomplishment by supervisors and job security. Similarly (70%, N=35) and (62%, N=) of respondents strongly agree that their main sources of satisfaction for choosing librarianship as a career are better status in the society and opportunities to use their ability in their work respectively. However more than

(18%, N=9) of respondents strongly disagree pertaining to their level of satisfaction towards tension-less Job and (12%, N=6) of them strongly disagree with their relationship with co-workers and users.

As per the mean values, the main four factors of satisfaction for choosing librarianship as a career are opportunities to use my ability in my work (X=4.18), Recognition of accomplishment by supervisors (X=4.6), Better status in the society (X=4.5) and job security (X=4.4).

**Table 5:** Factors affecting the public image of librarianship

Factors	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total value	Mean Score
People are not aware about the library science profession and its importance	18(36%)	21(42%)	7(14%)	4(8%)	---	203	4.06
Poor quality of existing libraries	17(34%)	9(18%)	18(36%)	6(12%)	---	187	3.74
not much high profile professions when compared to others	18(36%)	18(36%)	6(12%)	6(12%)	2(4%)	194	3.88
low prestige and social status of Librarians	16(32%)	5(10%)	12(24%)	13(26%)	4(8%)	166	3.32
Not much distinction between professional and clerical work	16(32%)	8(16%)	10(20%)	9(18%)	7(14%)	167	3.34

The table no-5 reveals that 36.0% (N=18) of the respondents strongly agree that the factors affecting the public image of librarianship are people are not aware about the library science profession and its importance and not much high profile professions when compared to others, poor quality of existing libraries 34% (N=17), low prestige and social status of librarians and not much distinction between professional and clerical work 32% (N=16).

Further indicates Factors affecting the public image of librarianship has highest mean score (X=4.06), which followed by people are not aware about the library science profession and its importance not much high profile professions when compared to others (X= 3.88), poor quality of existing libraries (X=3.74) and Not much distinction between professional and clerical work (X=3.34).

**Table 6:** Satisfaction level towards occupation by LIS Professionals

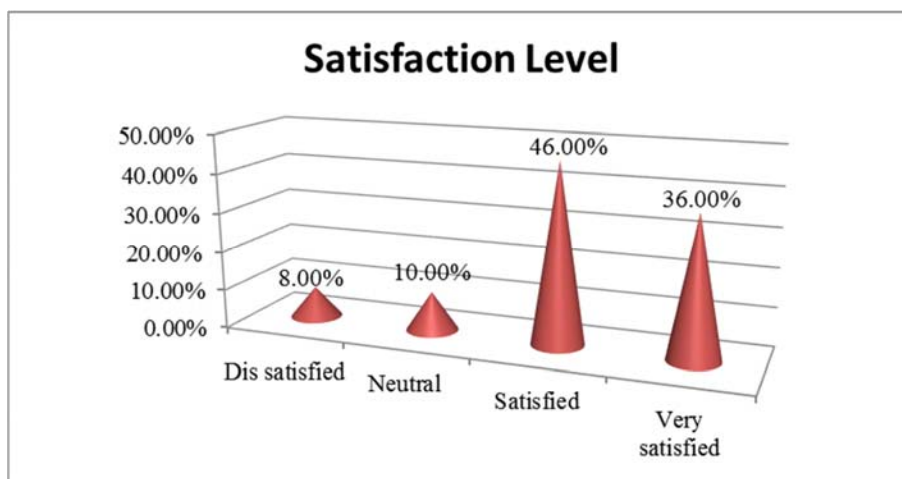


Table no-6 reveals that satisfaction with occupation. 46% (N=23) of respondents were satisfied with their occupation. However 36% (N=18) very satisfied, 10% (N=5) neutral and

8% (N=4) of respondents dissatisfied with their occupation. The satisfaction level is moderately high in LIS professionals.

**Table 7:** Job Satisfaction – Professional Development

Opinion	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total Score	Mean score
I was adequately trained to perform my job duties	22(44%)	7(14%)	9(18%)	4(8.0%)	8(16.0%)	181	3.62
I receive adequate training when new technology is introduced relating to my job duties	26(52%)	6(12%)	7(14%)	9(18.0%)	2(4.0%)	195	3.9
There are opportunities for professional development within my field	26(52%)	7(14%)	9(18%)	4(8.0%)	4(8.0%)	197	3.94
I have been deputed to attend workshop/ conference	22(44%)	17(34%)	10(20%)	1(2.0%)	----	210	4.2
I have been deputed to undergo training programme	21(42%)	12(24%)	9(18.0%)	6(12.0%)	2(4.0%)	194	3.88
There is a chance for pursuing higher education/ studies	7(14%)	8(16%)	13(26.0%)	1(2.0%)	1(2.0%)	109	2.18

Table no-7 shows the extent of recognition received in library profession. It is found from the above table that more than 52% (N=26) of respondents strongly agree that they receive adequate training when new technology is introduced relating to their job duties and there are opportunities for professional development within their field. However 34% (N=17) of respondents agree moderately that they have been deputed to attend workshop/ conference and 26% (N=13) also slightly agree there is a chance for pursuing higher education/ studies.

The mean value of the professional development indicates that they have been deputed to attend workshop/ conference has highest mean score value (X=4.21), There are opportunities for professional development within my field (X=3.94), they receive adequate training when new technology is introduced relating to my job duties (X=3.9) and they have been deputed to undergo training programme(X=3.88).

**Table 8:** Factors affecting on the agree with following statements

Factors	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total Value	Mean Score
Working condition is not favourable	7(14%)	5(10%)	6(12.0%)	10(20%)	22(44%)	115	2.3
Lack of Creativity in the work	9(18%)	9(18%)	3(6.0%)	9(18%)	20(40%)	128	2.56
Too much responsibilities	16(32%)	8(16%)	8(16.0%)	3(6%)	15(30%)	157	3.14
Library profession is a thankless job	11(22%)	6(12%)	1(2.0%)	11(22%)	21(42%)	125	2.5

Table no-9 represents that majority of the respondents 32% (N=16) agree very much with too much responsibility.

However 22% (N=11) respondents feel Library profession is a thankless job, 18% (N=9) lack of creativity in their work. Hence

20% of respondents disagree very much their working condition is not favourable.

**Table 9: Job satisfaction-Recognition**

Opinion	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total value	Mean Score
When i do job, I do receive recognition	21(42%)	10(20%)	7(14%)	9(18%)	3(6%)	187	3.74
I am proud of my library profession	27(54%)	11(22%)	5(10%)	2(4%)	5(10%)	203	4.06
Library Profession has better recognition as compared to other profession	23(46%)	16(32%)	6(12%)	1(2%)	4(8%)	203	4.06
User of library are never satisfied	19(38%)	10(20%)	7(14%)	6(12%)	8(16%)	176	3.52
I presume Library Profession is thank less job	15(30%)	3(6%)	8(16%)	12(24%)	12(24%)	147	2.94
I am involved in important committees of college on various occasions	18(36%)	5(10%)	11(22%)	11(22%)	5(10%)	170	3.4
There is an opportunity to show my talents	25(50%)	6(12%)	9(18%)	9(18%)	1(2%)	195	3.9

Table no-9 shows that the extent of recognition received in library profession. It is found that from the table that more than half of the respondents 54% (N=27) agree very much to feel proud of library profession and 22% (N=11) agree moderately. Similarly 50% respondents agree very much there is an opportunity to show their talents and 24% (N=12) respondents feel library profession is thankless job.

As a whole that main factor for recognition to the respondents under study is I am proud of my library profession and library

profession has better recognition as compared to other profession (X=4.06), There is an opportunity to show my talents (X=3.9), When they do job, do receive recognition (3.74). However user of library are never satisfied (X=3.52), involved in important committees of college on various occasions (X=3.4) and I presume library profession is thank less job (X=3.4).

**Table 10: Job satisfaction-Management Support**

Management Support	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Mean Score	Index
My proposal/ suggestion are not taken seriously by Management	15(30%)	12(24%)	1(2%)	19(38%)	3(6%)	167	3.34
Management/ higher authorities do not support to our library activities	17(34%)	10(20%)	5(10%)	9(18%)	9(18%)	167	3.34
Favourable physical environment	16(32%)	17(34%)	6(12%)	7(14%)	4(8%)	184	3.68

Table no-10 shows the job satisfaction pertaining to management support and reported that only 30% (N=15) agree very much their proposal/ suggestion are not taken seriously by management and 32% (N=16) of them also favourable physical environment and 34% (N=17) management/ higher authorities do not support to our library activities. However 18% (N=9)

respondents strongly disagree. But it can be noted from mean value that favourable physical environment (X=3.68), Proposal/ suggestion are not taken seriously by management and management/higher authorities do not support to our library activities (X=3.34).

**Table 11: Salary Benefits for LIS professionals**

Management Support	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Mean Score	Index
My proposal/ suggestion are not taken seriously by Management	15(30%)	12(24%)	1(2%)	19(38%)	3(6%)	167	3.34
Management/ higher authorities do not support to our library activities	17(34%)	10(20%)	5(10%)	9(18%)	9(18%)	167	3.34
Favourable physical environment	16(32%)	17(34%)	6(12%)	7(14%)	4(8%)	184	3.68

It is found from the table no-11 reveals that only 30% (N=15) respondents agree slightly that they have been paid adequate

salary and also 30% (N=15) of respondents feel satisfied with their chances for salary increases every year.

**Table 12:** Promotional Benefits for LIS professionals

Promotional Benefits	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Total value	Mean score
I am aware of all benefits to which I am entitled	3(6%)	3(6%)	10(20%)	12(24%)	22(44%)	1.3	2.06
I am having an opportunity for promotion into higher position	2(4%)	4(8%)	5(10%)	18(36%)	21(42%)	98	1.96
I am satisfied with the benefits package I receive	3(6%)	3(6%)	10(20%)	12(24%)	22(44%)	103	2.06
The benefits package we receive is as good as most other organizations/ profession offer	3(6%)	2(4%)	17(34%)	12(24%)	16(32%)	130	2.6
My juniors were promoted to higher post than seniors	10(20%)	3(6%)	12(24%)	9(18%)	16(32%)	132	2.64

Table no-12 reveals that 22% (N=11) of the respondents disagree strongly that they are not aware of all benefits and they are not satisfied with the benefits package. However 20% strongly agree that juniors were promoted to higher post than seniors and 36% (N = 18) respondents were disagree slightly they have opportunity for promotions into higher positions. As per the mean value, the main concern that affects respondents

under study are that juniors were promoted to higher post than seniors (X=2.64), both the benefits package we receive is as good as most other organizations/ profession offer and aware of all benefits to which I am entitled (X=2.06) and having an opportunity for promotion into higher position (X=1.96).

**Table 13:** Opinion about various aspects of job satisfaction statement

Statement	Agree Very much	Agree Moderately	Agree Slightly	Disagree slightly	Strongly Disagree	Disagree very much
Satisfied with nature of work	17(34.0%)	11(22.0%)	11(22.0%)	7(14.0%)	4(8.0%)	----
Satisfied with supervisor	22(44.0%)	18(36.0%)	10(20.0%)	----	----	----
Satisfied with benefits	22(44.0%)	11(22.0%)	16(32.0%)	2(4.0%)	1(2.0%)	----
Satisfied with contingent / rewards	15(30.0%)	15(30.0%)	15(30.0%)	4(8.0%)	1(2.0%)	----
Satisfied with promotions	15(30.0%)	13(26.0%)	3(6.0%)	11(22.0%)	7(14.0%)	1(2.0%)
Satisfied with pay	12(24.0%)	11(22.0%)	12(24.0%)	7(14.0%)	6(12.0%)	2(4.0%)
Satisfied with communications	27(54.0%)	11(22.0%)	3(6.0%)	1(2.0%)	6(12.0%)	2(4.0%)

It is found from table no-13 depicts that more than half 54% (N=27) of the respondents opined they satisfied with communications, followed by 44% (N=22) equally satisfied with benefits and supervisor. However 30% (N=15) agree moderately with contingent/rewards. Hence 4% (N=2) of respondents strongly disagree with pay.

### 1.7 Findings and Conclusion

The study explores the efforts to be made to create awareness about the library and information science course and its importance in the changing employment market. The library profession shares and respect, but relatively less as compared to other professions, for which the librarians have to change the mind-set of the society and themselves with their skills and innovations to build better image of librarianship. From the study found that:

- The major factors of Satisfaction for choosing librarianship as a career are opportunities to use my ability in my work (X=4.18) and recognition of accomplishment by supervisor (X=4.6).
- Respondents agree moderate that the factors affecting the public image of librarianship are people are not aware about the library science profession and its importance

(X=4.06) and also low prestige and social status of librarian's accounts to (X=3.32).

- 52% of the respondents strongly agree there are opportunities for professional development within my field opportunities and adequate training was given to them when new technology is introduced relating to job duties.
- 54% of the respondent library professionals agree very much to feel proud of library profession.
- 34% respondents agree very much that management/ higher authorities do not support to our library activities.
- 30% of respondents agree slightly that they have been paid adequate salary and so also 38% of respondents feel satisfied with my chances for salary increases every year.
- The concerns that affects respondents under study are that juniors were promoted to higher post than seniors (X=2.64) and also the benefits package received is as good as most other organizations/ profession offer accounts mean value (X= 2.6) only.

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