

# Job Satisfaction among library professionals of Govind Ballabh Pant University of Agriculture & Technology Pantnagar (Uttarakhand) Library: a study

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## Abstract

The paper deals with the job satisfaction of the library professionals of G.B. Pant university of Agriculture & Technology Library, Pantnagar. A survey on the topic was conducted and findings of the study are discussed in detail in the paper. The study throws light on the various factors involved in job satisfaction of Library professionals.

**Key Word:** Job Satisfaction

## Introduction

The Management of Human Resource in the organization is the most vital aspect for success of any organization. A Well organized organization is always looking for well organized human resource. Healthy organizations always make sure that there should be strong sense of commitment, cooperation among all the employees. In order to make employees more satisfied, organization need to develop motivation at every level. Job satisfaction is a pleasurable or positive state resulting from the appraisal of one's job or area or work. Basically job satisfaction is the thing that how much your expectations from job have been achieved. As Libraries are service providing organization, the staff of the library plays important role in success of library effectiveness.

Scope of the Study: The Library Professionals of G.B. Pant University of Agriculture & Technology Library, Pantnagar (Uttarakhand) have been used to survey about the job satisfaction of library professionals.

## Objectives of the study

The study was carried out keeping in view the several objectives: These objectives are as follows:

- \* To study about the satisfaction level of library staff from their job.
- \* To know about the status of library staff and to check its impact on the users.
- \* To assess the inter-personal relationship among the personnel of library
- \* To study about the performance level of the personnel in library
- \* To study about the personnel role in decision making
- \* To find out the facilities provided to the library personnel Paul Spector's definition of job satisfaction "a cluster of evaluative feelings about the job" and identifies nine facets of job satisfaction that are measured by the JSS:<sup>22</sup>
  1. Pay - amount and fairness or equity of salary
  2. Promotion - opportunities and fairness of promotions
  3. Supervision - fairness and competence at managerial tasks by one's supervisor
  4. Benefits - insurance, vacation, and other fringe benefits
  5. Contingent rewards - sense of respect, recognition, and appreciation
  6. Operating procedures - policies, procedures, rules, perceived red tape
  7. Coworkers - perceived competence and pleasantness of one's colleagues
  8. Nature of work - enjoyment of the actual tasks themselves

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9. Communication - sharing of information within the organization (verbally or in writing).

Willa M. Bruce and J. Walton, Blackburn explain, "Managers and workers alike pursue job satisfaction in the often naive belief that it leads directly and surely to that other workplace ideal - high performance. The fact is, however, that sometimes satisfied employees perform better and sometimes they do not."<sup>2</sup>.

### Methodology

A Questionnaire was designed for the study

and it was distributed among library professionals of G.B. Pant University of Agriculture & Technology Library, Pantnagar Professionals. The analysis is done on the basis on filled questionnaire from library professionals of the Library.

### Analysis of the Study

The analysis of the study is based on questionnaires distributed to the library professionals.

**Table 1 Data Collection from the respondent**

Respondent	Total Number of Questionnaire	
	Distributed	Received
Library Information Professionals	20	16
Total	20	16

Table-1 shows that out of 20 distributed questionnaires 16 library professionals have responded

**Table 2 Library collection**

S.N.	Types	Yes	No	Total vol.
1.	Books	Y	-	25 1700
2.	Periodicals	Y	-	490
3.	Newspapers	Y	-	15
4.	Reference books	Y	-	25 500
5.	Government documents	Y	-	-
6.	Thesis	Y	-	16914
7.	Microforms	Y	-	6088
8.	Manuscripts	-	-	-
9.	Literature	Y	-	-
10.	Special collection	Y	-	13 473
11.	Back volume	Y	-	62 479
12.	Maps & other printed materials	Y	-	-
13.	Other CD/Maps	Y	-	54 76

Table 2 shows the type of collection available in the library as on 31-03-2007. The major source of collection contains books, periodicals, reference books, thesis, microforms, special collection etc.

**Table 3 Staff strength**

S.N.	NAME OF POST	QUALIFICATION	PAY-SCALE	NUMBER
1.	Librarian	UGC	UGC(16400)	1
2.	Deputy Librarian	UGC	UGC(12000)	-
3.	Assistant Librarian	UGC	UGC(8000)	11
4.	Classifier/Asst. Lib.	B. Lib + Exp.	5500	1
5.	Cataloger/Asst.Lib.	B. Lib + Exp.	5500	1
6.	Binding staff	-	-	2
7.	Library Assistant	B. Lib + Exp.	4000-6000	13
8.	Book Attendant	Inter	3200-4900	10
9.	Janitor/Peon	Middle	2750-4450	10
10.	Other/Sweeper	-	2750-3540	13/2
11.	Total staff			65

Table 3 shows the staff strength of the library. As the staff strength seems good in the library but librarian is not satisfied with the strength of the staff. He thinks that computer assistant and 4 library assistant are needed for improving the services.

**Table 4 Fair amount of work/payment to them**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	4	1	0	1	6	4

Table 4 shows that 6 Library professionals are agreeing moderately for fair amount of work and payment made to them and 4 of them agree very much on this point, rather than 4 of them disagree very much on this point .

**Table 5 Promotion in job**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	4	1	0	4	4	3

Table 5 shows that most of the library professionals are agree very much with there promotions in their job. Only few of them are not agree with their promotions.

**Table 6 Satisfaction regarding benefit packages**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	3	2	2	5	2	2

Table-6 shows the mixed response of library professionals regarding benefit packages that they are getting from their jobs.

**Table 7 Rules and procedure related job**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	2	2	1	6	5	0

Table 7 shows that Most of library professionals are agree with the rules and procedure related with their jobs. Only few of them don't agree with rules and procedure of the workplace where they are working.

**Table 8 Benefits packages compare to other organization offers**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	0	1	1	3	6	4

Table 8 shows that Most of Library Professionals agree very much with the comparison of benefit packages with other organizations.

**Table 9 Rewards for workers**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	2	1	0	5	5	1

Table 9 shows that Library professionals are agree very much with the rewards of the workers only some of them disagree very much with the rewards they are getting.

**Table 10 Work load**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	0	1	1	2	4	7

The above table shows that Most of Library professionals are in a opinion that they are having too much work load, only few of them are not agree.

**Table 11 Enjoyment with coworkers**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	0	1	0	4	5	6

The above table shows that Library professionals are enjoying work with their co-workers at excellent level. They enjoy the company of their co-workers.

**Table 12 feeling a sense of pride at working**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	0	0	0	2	6	8

Table 12 shows that personnel are feeling pride working in their organization. Most of them agree very much for the same.

**Table 13. satisfaction with the chances for salary increases**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	1	0	0	2	9	4

The above table shows that Most of the staff has high satisfaction level regarding their salary increase in the organization. Only some of the personnel are not satisfied with their salary increase.

**Table 14. having too many paper work**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	1	0	2	7	1	4

The table shows that most of them agree slightly that they are having too many paper work. Only few of them agree very much on this aspect.

**Table 15. Pickering and fighting at work place**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	3	1	3	1	2	0

The above table shows that most of the library professionals are very happy with their workplaces, as there is no fighting work.

**Table 16. Satisfaction with job**

S. No.	Respondent	Disagree Very Much	Disagree Moderately	Disagree Slightly	Agree Slightly	Agree Moderately	Agree Very Much
1	Library Information Professionals	0	0	1	6	6	3

In the university library GBPUA&T, 3 professionals are excellently satisfied with their job. 6 professionals are well satisfied and 6 are satisfied at the average level. Only 01 professional is satisfied below the average level with their job. Overall the satisfaction of the professionals of this library is very good.

### Conclusion

The University Library of GBPUA&T, Pantnagar, (Uttarakhand) accept the importance

of job satisfaction of the library professionals. The management of library is trying to satisfy their professionals by fulfilling their desire and expectations at very high level. The strength of university library staff is fair but the librarian is not satisfied with this strength for providing efficiency in the services of library.

University library provide all these facilities to the personnel or the staff, they frequently organize training program to improve more quality in services.

For improving the functioning of library and achieving the fully job satisfaction the library need to work more on Total Quality Management .whereas the job satisfaction level of most of the library professional is very high in the library.

### Acknowledgement

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