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Significant Factors of Job Satisfaction Among the Library Professionals in Tamilnadu: A Study

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Abstract

Library professionals play a vital role in supporting learning, research, and community development. Job satisfaction is important for these professionals as it can affect their motivation, productivity, and overall well-being. The researcher aims to evaluate the various job satisfaction factors among the library professionals in Tamilnadu. Data were collected through survey questionnaire method among the 150 library professionals and analysed using Principle Component analysis, Rotated component matrix and SPSS. This study resulted that 50% of the library professionals are satisfied with the salary, 48.2% of the respondents were satisfied with the promotion criteria, 45 % of the library professionals were happy about the job security, 69.8 % were felt the good relationship of the employer and the higher recognition.

Keywords: Library Professionals, Job Satisfaction, Promotion and Recognition

Introduction

Library professionals play a vital role in supporting learning, research, and community development. Job satisfaction is important for these professionals as it can affect their motivation, productivity, and overall well-being. There are some of the factors that can impact job satisfaction among the library professionals. A supportive work environment is essential for job satisfaction. It includes the physical and social environment, support from colleagues and supervisors, opportunities for professional development, and work-life balance.

- **Autonomy and Control** over their work can increase job satisfaction among library professionals. It can include the ability to make decisions about their work, set priorities, and manage their time.
- **Intellectual Stimulation:** Library professionals value intellectual stimulation and the opportunity to learn new things. This can be achieved through access to a wide range of resources and opportunities to participate in professional development activities.
- **Recognition and Feedback:** Feedback and recognition for their work can increase job satisfaction among library professionals. This can include positive feedback from colleagues and supervisors, as well as opportunities for recognition and advancement.
- **Sense of Purpose:** A sense of purpose and the ability to contribute to the community can increase job satisfaction among library professionals. It can include the feeling of making a positive impact on people's lives and the ability to contribute to research and education.

- **Compensation and Benefits:** Adequate compensation and benefits are important for job satisfaction among library professionals. It includes a fair salary, health insurance, retirement plans, and other benefits that support their financial stability.
- Overall, job satisfaction among library professionals can be influenced by a range of factors, including a supportive work environment, autonomy and control, intellectual stimulation, recognition and feedback, sense of purpose, and compensation and benefits.

Review of Literature

Arup Kumar Mondal et.al.(2014) attempted to study the job satisfaction among the library professionals in West Bengal and found that The majority of West Bengal SFGU libraries’ librarians are dissatisfied with their financial compensation. They were also unhappy with the organization’s pay and promotion practices. A fair wage for the task performed and receiving proper training when new technology is introduced are problems that receive very little support (mean values of 0.06 and 0.08) and should be brought to the authority’s attention. Hence, it is necessary to redesign the compensation structure and promotional procedures to boost productivity in order to provide better library services.

Burd (2003) found that librarians in organizations that support participatory management, open communication, opportunities for achievement and relationships built on honesty and trust are more satisfied and committed and less likely to leave.

Kaur (2006) studied that libraries must have satisfied staff members in order to better serve their patrons and address the key organisational factors that affect employees’ job happiness. Also, create logical organisational structures, delegate responsibility, encourage teamwork, create job descriptions and evaluation procedures, and “give employees’ freedom of choice to execute job obligations, giving them with training opportunities and motivations”

Sornam and Sudha (2003) expressed that the library profession is a people-oriented one that is shackled by conflicts and “frustrations and age, mental status, and years of experience have an impact on occupational role stress.”

Somvir and Sudha (2012) investigated that the elements in their study that have a strong connection to library staff job satisfaction. 100 library professionals from private engineering and management colleges in the state of Haryana were used as a sample group for the data collection. According to the data analysis, job happiness among library professionals is related to the qualities of their work surroundings rather than to their sex, the type of library they worked in, or their career needs.

Scope and Objectives of the Study

The researcher attempted to analyse the various factors of job satisfaction among the library professionals of Tamilnadu.

- To identify the factors of influence for job satisfaction of library professionals in Tamilnadu
- To find out the source of satisfaction of library professionals
- To understand the significance of In-house factors for job satisfaction
- To analyse the importance of personal factors for job satisfaction
- To find out the significance of general factors for job satisfaction of library professionals

Limitations of the Study

This researcher has limited the study among the library professionals of Tamilnadu only.

Methodology

The researcher has collected the data by using the survey questionnaire method using the convenient sampling technique. A total of 150 respondents were surveyed and analyzed using the simple percentage analysis and SPSS. A structured questionnaire was framed stating the demographic profile and the factors of job satisfaction among the library professionals of Tamilnadu.

Results and Discussion

Demographic Profile of the Respondents

Table 1 Gender wise Categorization

Particulars	No. of Respondents	(%)
Male	89	59.33
Female	61	40.66
Total	150	100.0

Table 1 shows about the personal profile of the library professionals taken for this study in Tamilnadu. Majority (59.33%) of the library professionals are male and they have occupied the frequency of 89. The remaining (40.66%) are female and they have occupied the frequency of 61.

Table 2 Age Group

Particulars	No. of Respondents	%
21-34 Years	42	28
35-44 Years	54	36
45-54 Years	38	25.33
Above 55 Years	16	10.66
Total	150	100.0

Table 2 shows the library professional's age group wise distribution. Majority (36%) of the library professionals is between the age of 35-44 years and they have occupied the frequency of 54 followed by (28%) are in the age of 21-34 years and occupied the frequency of 42. In the third place (25.33%) are in the age of 45-54 years and they have occupied the frequency of 38. In the final place (10.66%) are above the age of 55 years and they have occupied the frequency of 16.

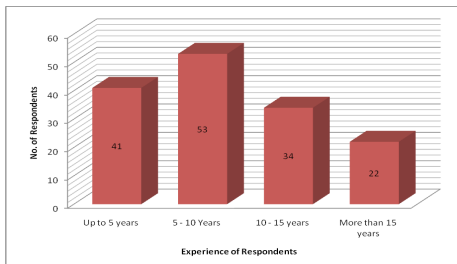


Figure 1 Experience of Respondents

Figure 1 explores the experience in service of the library professionals. Majority (35.3%) of the respondents has 5 – 10 years of experience and they have occupied the frequency of 53 followed by (27.3%) are up to 5 years of experience and they have occupied the frequency of 41. (22.6%) are 10 – 15 years of experience and they have occupied the frequency of 34.

Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy

Table 3 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		.937
Bartlett's Test of Sphericity	Approx. Chi-Square	195.31
	df	150
	Sig.	.007

The Kaiser-Meyer-Olkin value 0.937 states that the variables chosen for the study are positively correlated with the Bartlett's test of significance value at 0.07 and hence it is valid that Factor Analysis can be performed for the selected variable.

Table 4 Library Professional's Opinion Regarding the Factors for Job Satisfaction

Particulars	Initial	Extraction
Physical working condition	1.000	.631
Leadership	1.000	.581
Innovation	1.000	.636
Responsibility towards the work	1.000	.723
Peer cooperation	1.000	.610
Recognition by the organization	1.000	.541
Job expectation	1.000	.609
Induction training to the staff	1.000	.617
Salary and Benefits	1.000	.539
Promotion	1.000	.555
Family Welfare	1.000	.609
Teamwork	1.000	.681
Motivation	1.000	.630
Job Rotation	1.000	.646
Initiative	1.000	.590

Extraction Method: Principal Source: Primary Data

Communalities of the variables using the Principal compound analysis performed in the above table which shows the variance of 15 variables range from 0.539 to 0.723. It is evident that the variables are significant.

Rotated Component Matrix

Table 5 Rotated Component Matrix of Variables

Factor Category	Factors	Components		
		1	2	3
In-House	Orientation and Training	.692		
	Salary Benefits	.662		
	Promotion	.702		
	Job Expectations	.631		
	Peer Group Cooperation	.663		
	Innovation	.602		
General	Family Welfare		.589	
	Career Development		.612	
	Working Environment		.671	
	Recognition		.599	
Personal	Teamwork			.625
	Initiative			.582
	Communication			.571
	Leadership			.509
	Motivation			.623

Extraction Method: Principal Component Analysis

Rotated Component matrix identified the correlation of each variable and factors in which six factors arrived from fifteen statements. Identified variables with high importance were given above. On the basis of relationship, six variables are loaded and named as In-House factors. On the second factor, four variables are loaded and named as General factors. On the third, five variables are loaded and termed as Personal factors.

Findings and Conclusion

Job satisfaction among library professionals can have a range of positive outcomes for the individual, the organization, and its users. It is an important factor to consider for libraries seeking to enhance their performance and impact. A high level of job satisfaction among library professionals can lead to a range of positive outcomes for both the individual and the organization.

- Majority of the library professionals are male respondents 59.33% and belonging to the age category of 35-44 years.
- 35.33% of the respondents are having 5-10 years of experience
- Responsibility towards the work, Physical working condition, Job rotation, Salary benefits and Promotion are the most significant factors for job satisfaction.
- In the category of In-house factor, Promotion, Orientation and Training, Salary benefits are the significant factors for job satisfaction.
- In the general category, working environment, family welfare and career development are the significant factors for job satisfaction.
- In the Personal category, Teamwork, initiative, communication, leadership are the significant factors influencing the job satisfaction.
- Psychological motivation can have a significant impact on the job satisfaction and performance of library professionals. Here are some ways in which psychological motivation can influence library professionals:
 - Increased Job Satisfaction: A strong sense of psychological motivation can increase job satisfaction among library professionals. When they are intrinsically motivated to work, they are more likely to find their work fulfilling, enjoyable, and meaningful.
 - Improved Performance: Psychological motivation can also improve the performance of library professionals. When they are motivated, they are more likely to work efficiently, effectively, and with greater creativity and innovation. This can result in improved outcomes for the library, such as better service to users and increased research impact.
 - Increased Engagement: Library professionals who are psychologically motivated are more likely to be engaged in their work. They are more likely to take initiative, contribute ideas, and participate in professional development activities. This can lead to a more vibrant and productive library community.
 - Greater Resilience: Psychological motivation can also help library professionals to cope with the challenges of their work. When they are

intrinsically motivated, they are more likely to have a positive attitude, to persist in the face of difficulties, and to recover quickly from setbacks.

- **Better Relationships:** Psychological motivation can also improve relationships among library professionals. When they are motivated, they are more likely to collaborate, communicate effectively, and support each other. This can lead to a more positive and supportive work environment.
- **Higher Retention:** Library professionals who are satisfied with their jobs are more likely to stay in their positions for longer periods. This can help to reduce turnover and improve stability within the organization.
- **Increased Productivity:** Satisfied library professionals tend to be more productive and efficient in their work. They are more likely to complete tasks on time, be more creative and innovative, and have fewer absences.
- **Improved User Services:** A satisfied library professional is more likely to provide quality service to users. They are more motivated to be responsive to user needs and go the extra mile to provide exceptional service.
- **Positive Word of Mouth:** Satisfied library professionals are likely to share positive experiences about their work and the organization. This can help to enhance the reputation of the library, attract more talented professionals, and increase the use of library resources.
- **Better Teamwork:** Library professionals who are satisfied with their jobs are more likely to work collaboratively with their colleagues. They are more willing to share their knowledge and expertise, support team goals, and contribute to a positive and constructive work environment.
- **Professional Growth:** Satisfied library professionals tend to be more engaged in their work and more open to new ideas and experiences. This can result in greater opportunities for professional growth and development, both within the organization and beyond.

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