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Study on Job Satisfaction among Engineering College Library Professionals

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Abstract

The aim of this study to identify the demographic following features of LIS professional working in engineering institution in Trichy district. The age, gender, educational qualification, experience, designation, income, working environment and satisfaction evaluate top management. To analyse various factors associated with the job satisfaction of LIS professionals working in the engineering college librarians. To analyze the overall job satisfaction of LIS professionals working in the Engineering College libraries.

Keywords: LIS, welfare facilities, HRM, ICT.

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Introduction

Human resource management (HRM) is considered to be the most valuable asset in any organization. It is the sum – total of inherent abilities, acquired knowledge and skills represented by the talent and aptitudes of the employed persons who comprise of executives, supervisors, and the rank and file employees. It may be noted here that human resource should be utilized to the maximum possible extent, in order to achieve individual and organizational goals. It is thus the employee's performance which ultimately decides the attainment of the goals. However the employee performance is to large extent, influenced by motivation and job satisfaction. HRM is a specialized functional area of business that attempts to develop the programmes, policies and activities to promote the job satisfaction of both individual and organizational needs, goods and objective. People to join the organizations with certain motives like security of income and job, better prospects in future, and satisfaction of social and psychological needs. Every person has different sets of needs at different times. It is the responsibility of management to recognize this basic fact and provide appropriate opportunities and environments to people. In this paper the researcher wants to explain the job satisfaction, job satisfaction among engineering college library professionals and the information activities, socio economic background, working hours, welfare facilities and ICT skills.

Hypotheses

1. There is a significant association between gender versus Work environment
2. There is a significant association between gender versus Job satisfaction with top management
3. There is a significant association between gender versus Work salary satisfaction
4. There is a difference between Qualification versus satisfaction with top management
5. There is a difference between Qualification versus Welfare facilities
6. There is a difference between gender versus salary satisfaction

Methodology

The study is a mainly based of the primary data collected from the library professionals through well-designed questionnaire. Besides the secondary data was collected from sources like textbooks, reference books and journals and internet.

Method of Data Collection

The study is undertaken to measure the satisfaction level of Library information science (LIS) professionals. All the questions were followed by alternatives answers. The respondents are asked to put tick mark on prepared answer 200 questioners were distributed nearly 150completed questionnaires were collected for analysis. The pertinent data were collected from librarians by the administrating the questionnaire method. The respondents were encouraged to give free and frank information. The respondents extended their full cooperation in presenting the data. The collection was carried out from November 2016 to May 2017.

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Table 1
Gender vs work environment

GENDER	N	MEAN	STANDARD DEVIATION	STATISTICAL INFERENCE
Male	84	1.26	.442	T=20.043 df=148
Female	66	3.17	.714	P=0.001 P<0.05 Significant

From the table it is observed that the primary variables gender has been tested for the association with following dependable variable namely work environment .the result reveals that

there is significant association among gender and the above listed variables. Thus the hypothesis for the above table is accepted.

Table 2
Gender vs satisfaction with top management

Gender	N	Mean	Standard Deviation	Statistical Inference
Male	84	1.86	.526	T=16.462 df=148
Female	66	3.67	847	P=0.001 P<0.05 Significant

From the table it is observed that the primary variables gender has been tested for the association with following dependable variable namely Satisfaction with top management .the

result reveals that there is significant association among gender and the above listed variables. Thus the hypothesis for the above table is accepted.

Table 3
Gender vs welfare facility

Gender	N	Mean	Standard Deviation	Statistical Inference
Male	84	1.61	.491	T=18.272 df=148
Female	66	4.12	.795	P=0.001 P<0.05 Significant

From the table it is observed that the primary variables gender has been tested for the association with following dependable variable namely welfare facilities .the result reveals that

there is significant association among gender and the above listed variables. Thus the hypothesis for the above table is accepted.

Table 4
Gender vs salary satisfaction

Gender	N	Mean	Standard Deviation	Statistical Inference
Male	84	1.73	.717	T=19.358 df=148
Female	66	4.12	.795	P=0.001 P<0.05 Significant

From the table it is observed that the primary variables gender has been tested for the association with following dependable variable namely salary satisfaction .the result reveals that

there is significant association among gender and the above listed variables. Thus the hypothesis for the above table is accepted.

Table 5
Gender vs overall satisfaction

Gender	N	Mean	Standard Deviation	Statistical Inference
Male	84	1.73	.717	T=19.358 df=148
Female	66	4.12	.795	P=0.001 P<0.05 Significant

From the table it is observed that the primary variables gender has been tested for the association with following dependable variable namely overall satisfaction .the result reveals that

there is significant association among gender and the above listed variables. Thus the hypothesis for the above table is accepted.

Table 6
Qualification vs work Environment

Working Environment	SS	DF	MS	MEAN	STATISTICAL INFERENCE
Between Groups	147.805	3	49.268	G1=1.00	F=201.514
Within Groups	35.695	146	.244	G2=1.70	P=0.001
Total	183.500	149		G3=3.39 G4=4.00	P<0.05 Significant

One way Anova was applied to study the difference between qualification and selected variables namely work environment. The result

reveals that there is a significant difference among the variables. Thus the hypothesis for the above table is accepted.

Table 7
Welfare facilities vs Top Management

Working Environment	SS	DF	MS	MEAN	STATISTICAL INFERENCE
Between Groups	228.794	3	76.265	G1=1.08	F=312.949
Within Groups	35.580	146	.244	G2=2.20	P=0.001
Total	264.373	149		G3=4.12 G4=5.00	P<0.05 Significant

One way Anova was applied to study the difference between qualification and selected variables namely welfare facilities and top

management. The result reveals that there is a significant difference among the variables. Thus the hypothesis for the above table is accepted.

Table 8
Salary satisfaction vs Top Management

Working Environment	SS	DF	MS	MEAN	STATISTICAL INFERENCE
Between Groups	267.158	3	89.053	G1=1.00	F=454.884
Within Groups	28.582	146	.196	G2=2.48	P=0.001
Total	295.740	149		G3=4.44 G4=5.00	P<0.05 Significant

One way Anova was applied to study the difference between qualification and selected variables namely salary satisfaction and top

management. The result reveals that there is a significant difference among the variables. Thus the hypothesis for the above table is accepted.

Table 9
Work Environment

Working Environment	SS	DF	MS	Mean	Statistical Inference
Between Groups	155.151	3	51.717	G1=1.00	F=291.056
Within Groups	25.942	146	.178	G2=2.09	P=0.001
Total	181.093	149		G3=3.29 G4=5.00	P<0.05 Significant

One way Anova was applied to study the difference between qualification and selected variables namely overall satisfaction. The result reveals that there

is a significant difference among the variables. Thus the hypothesis for the above table is accepted

Table 10
Gender of the respondents

S.no	Gender	No.of respondents	Percentage
1	Male	84	56
2	Female	66	44
Total		150	100

Figure 1

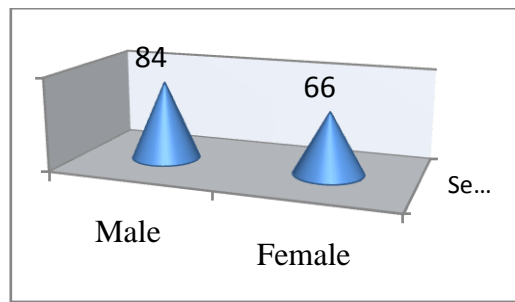


Table 11
Area of the respondents

S. No	Area	No. of Respondents	Percentage
1	Urban	91	60.6
2	Semi urban	32	21.3
	Rural	27	18
Total		150	100

Figure II

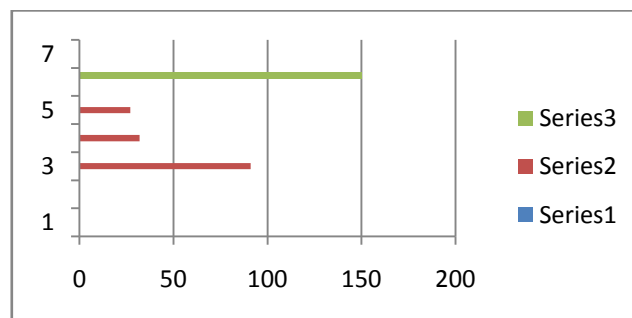


Table 12
Designation of the Respondents

S. No	Designation	No. of Respondents	Percentage
1	Librarian	42	28
2	Assistant Librarian	71	47.3
3	Library Assistant	37	24.6
TOTAL		150	100

Figure III

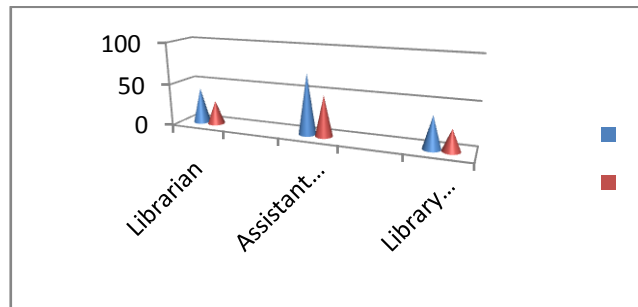


Table 13
Respondents satisfaction with top Management

S. No	Satisfaction	No. of Respondents	Percentage
1	Strongly Agree	21	14
2	Agree	58	38.6
3	Neutral	43	28.6
4	Disagree	12	8
5	Strongly Disagree	16	10.6
Total		150	100

Figure IV

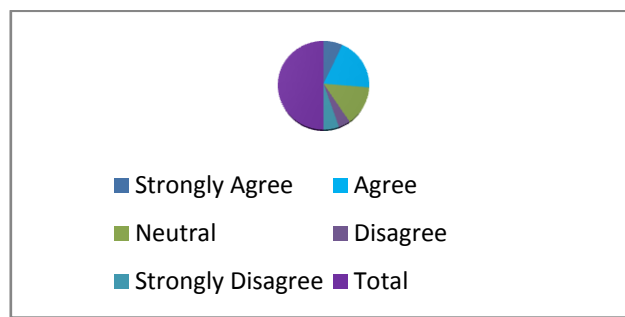


Table 14
Respondents working Environment

S.No	Working Environment	No. of Respondents	Percentage
1	Participative	62	41.3
2	Autonomy	34	22.6
3	Consultative	31	20.6
4	Bureaucracy	23	15.3
Total		150	100

Figure V

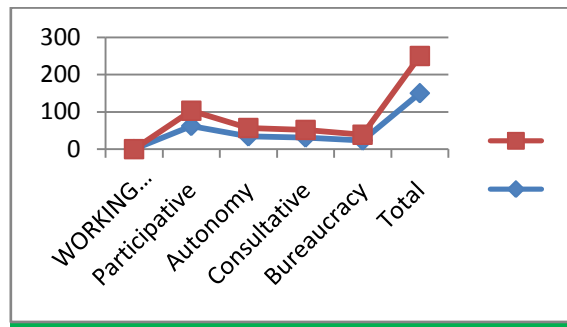


Table 15
Respondents satisfaction with working hours

S.No	Satisfaction With Working Hours	No. of Respondents	Percentage
1	Strongly Agree	41	27.3
2	Agree	47	31.3
3	Neutral	16	10.6
4	Disagree	23	15.3
5	Strongly Disagree	23	15.3
	Total	150	100

Figure VI

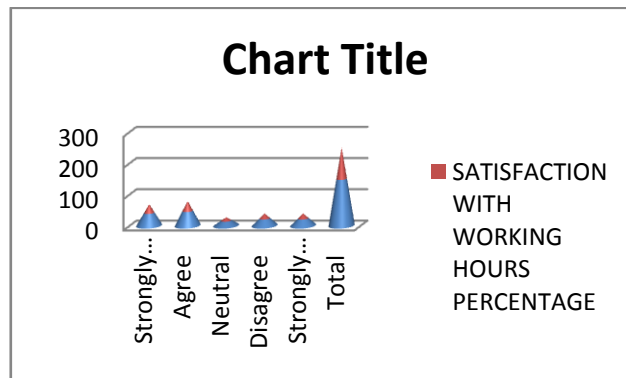


Table 16
Respondents satisfaction with working hours

S.No	Factors Motivation	No. of Respondents	Percentage
1	Salary Increase	33	22
2	Promotion	18	12
3	Leaved	22	14.6
4	Appreciation	56	37.3
5	Recognition	21	14
	Total	150	100

Figure VII

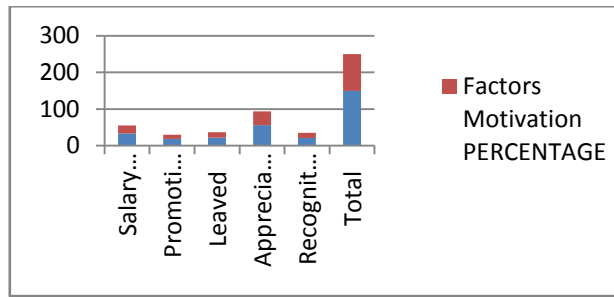


Table 17
Income of the respondents

S.No	Factors Motivation	No. of Respondents	Percentage
1	Below Rs10.000	105	70
2	Rs.11,00-15.000	23	15.3
3	Rs.16.000-20.000	15	10
4	Rs.25.000-30.000	6	6
5	Above Rs.31.000	1	0
Total		150	100

Figure VIII



Conclusion

The study of this paper the fast-paced library environment has coupled with the fast development of information technology being introduced in the profession. This has turned the library and information professional a stress and high risk profession. The library and information work place can make the organizational managers stress among their teams which help of its consequences in the academic.

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