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Job Stress and Satisfaction Level among LIS (Library and Information Science) Professional in the College Libraries of the Tiruchirappalli District

G.Prabhakaran[1] & P.Rathinavel[2]

[1]*Librarian, Department of Library and Information Science, Sri Meenakshi Vidiyal College of Arts and Science, Paluvanchi, Tiruchirappalli, Tamilnadu, India.*
[2]*Librarian, Vivekanandha College of Education for Women, Tiruchengodu, Namakkal, Tamilnadu, India.*

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Abstract

The purpose of this study is therefore to identify the perceived area and cause of stress among the librarians of the college system, find out how these librarians are managing their stress and then identify the support system available. To identify demographic features of LIs professional working academic institution such as gender. Educational qualification experience nativity designation marital status family stricture and the level of occupation. To analyst varies factors associated with the job satisfaction LIS professional working in the academic institution. To analyst varies factors associated with the job stress LIS professional working in the academic institution. To drake the various way outs experience by The LIS professionals. To come out from the job stress. To suggest the remediation to improve the level of job satisfaction and reduce job stress.

Keywords: Job Stress, Satisfaction level, Library and Information Science.

Introduction

India's higher education system is the third largest in the world, next to the United States and China. The main governing body at the tertiary level is the University Grants Commission, which enforces its standards, advises the government, and helps coordinate between the centre and the state. Accreditation for higher learning is overseen by 12 autonomous institutions established by the University Grants Commission. Indian higher education system has expanded at a fast pace by adding nearly 20,000 colleges and more than 8 million students in a decade from 2000-01 to 2010-11. As of 2011, India has 42 central universities, 275 state universities, 130 deemed universities, 90 private universities, 5 institutions established and functioning under the State Act, and 33 Institute of National Importance. Other institutions include 33,000 colleges as Government Degree Colleges and Private Degree Colleges, including 1800 exclusive women's colleges, functioning under these universities and institutions as reported by the UGC in 2012. The emphasis in the tertiary level of education lies on science and technology. Indian educational institutions by 2004 consisted of a large number of technology institutes Distance learning and open education is also a feature of the Indian higher education system, and is looked after by the Distance Education Council. Indira Gandhi National Open University is the largest university in the world by number of students, having approximately 3.5 million students across the globe. Some institutions of India, such as the Indian Institutes of Technology (IITs), Indian Institutes of Management (IIMs), National Institute of Technology (NITs), International Institute of Information Technology (IIIT-H), Mody Institute of Technology and Science and Jawaharlal Nehru University have been globally acclaimed for their standard of education. The IITs enroll about 8000 students annually and the alumni have contributed to both the growth of the private sector and the public sectors of India. However, India still lacks internationally prestigious universities such as Harvard, Cambridge, and Oxford.

Correspondence
G.Prabhakaran
E-mail: prabhamlisc@gmail.com, Ph. +9196886 96232

Hypotheses of the study

1. There is no significant difference between male and female LIS professionals regarding job satisfaction job stress and way out.
2. There is no significant difference between married unmarried LIS professionals regarding job satisfaction job stress and way out.
3. There is no significant difference between joint individual LIS professionals regarding job satisfaction job stress and way out
4. There is no significant difference among LIS professionals who have different education background regarding job satisfaction job stress and way out.

5. There is no significant difference between LIS professionals who have different experience regarding job satisfaction job stress and way out.
6. There is no significant difference between LIS professionals who are hailing from different areas. Regarding job satisfaction job stress and way out.
7. There is no significant difference between LIS professionals who have different designation regarding job satisfaction job stress and way out.

Methodology

The study is a mainly based of the primary dada 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 selected college engineering college and Arts & Science College are located in Trichy district. The study is undertaken to measure the for job stress and satisfaction level of LIS professionals. All the questions were followed by alternatives answers. The respondents are asked to put tick mark on the prepared answers. Nearly 80 questionnaires were distributed collected. 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 December 2016 to June 2017.

Table 1
Gender of the Respondents

S.No	Gender	No. of Respondents	Percentage (%)
1 2	Male Female	56 24	70.0 30.0
	Total	**80**	**100.0**

Figure I
Gender of the Respondents

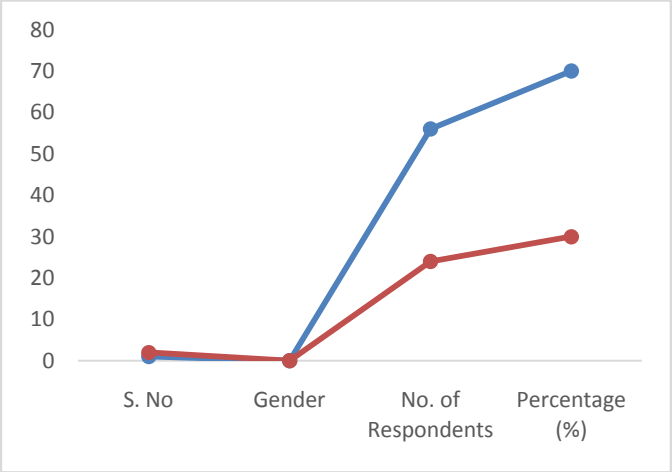


Table 2
Education Qualification of the respondents

S .No	Qualification	No. of Respondents	Percentage (%)
1 2 3	M. LISc. M.Phil. Ph.D.	42 31 7	52.4 38.8 8.8
	Total	**80**	**100.0**

Figure II
Education Qualification of the respondents

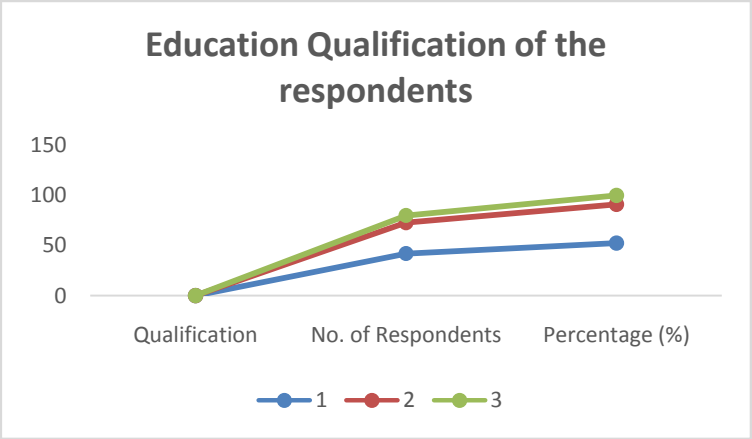


Table 3
Experience of the Respondents

S.No	Experience	No. of Respondents	Percentage (%)
1	1-5 years	29	36.3
2	6-10 years	30	37.5
3	11-15 years	17	21.3
4	6-20 years	2	2.5
5	21-25	2	2.5
	Total	**80**	**100.0**

Figure III
Marital Status of the Respondents

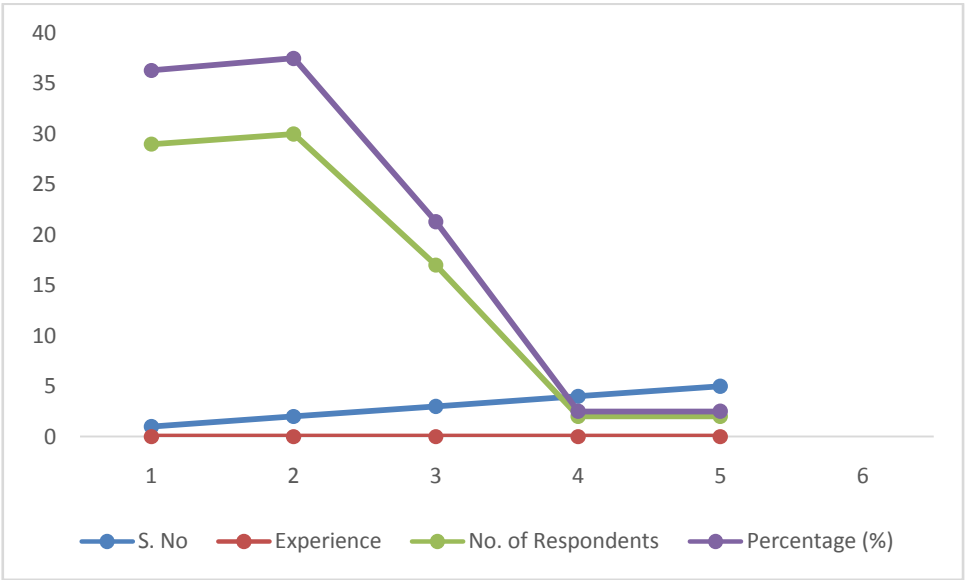


Table 4

S. No	Marital Status	No. of Respondents	Percentage (%)
1	Married	45	56.2
2	Unmarried	35	43.8
	Total	**80**	**100.0**

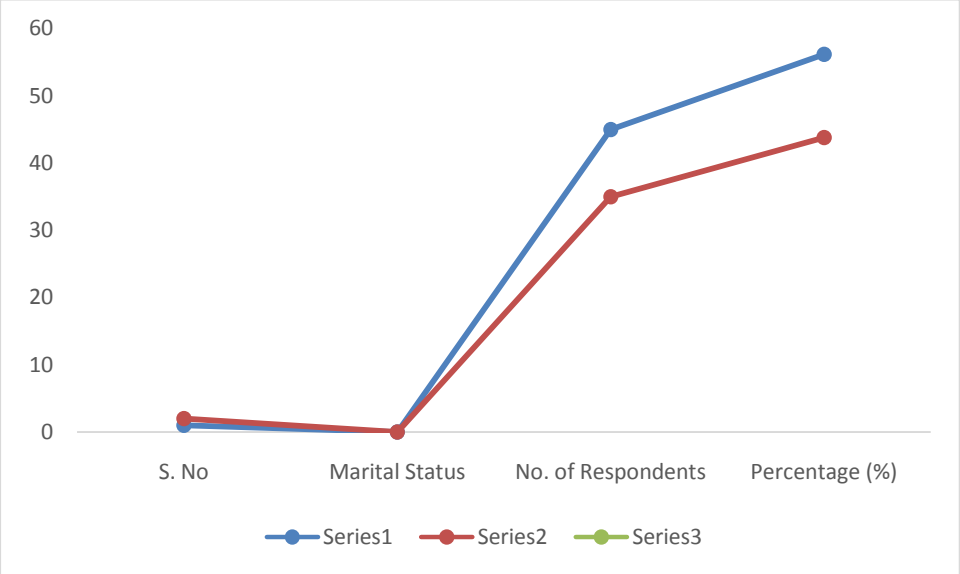
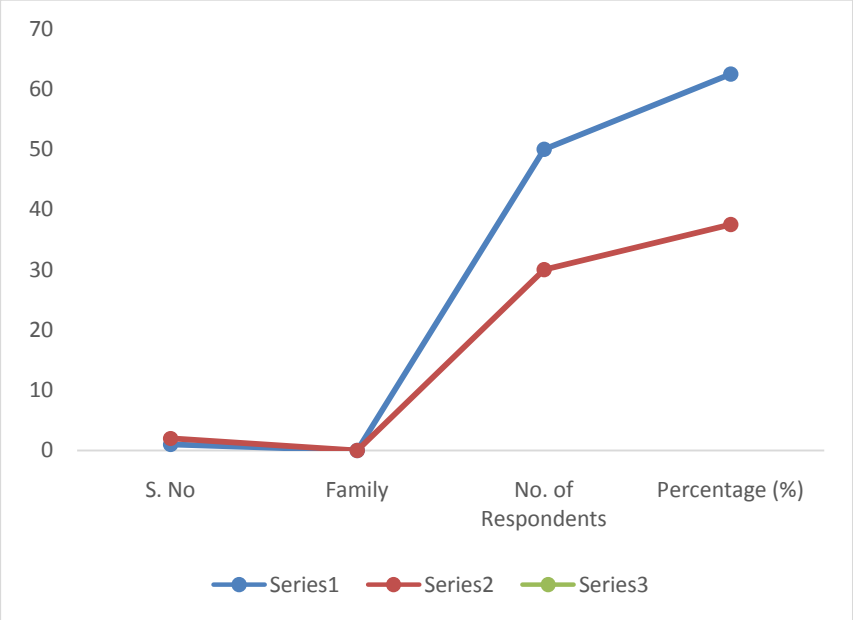


Table 5
Family of the Respondents

S.No	Family	No. of Respondents	Percentage (%)
1	Joint	50	62.5
2	Individual	30	37.5
	Total	**80**	**100.0**



The above table shows that 62.5% of the respondents are in joint families. 37.5% of the respondents are in individual families. Hence it is revealed that the sample has more respondents who are living in joint families.

Table 6
Designation of the Respondents

S.No	Designation	No. of Respondents	Percentage (%)
1	Librarian	25	31.3
2	Assistant Librarian	37	46.3
3	Library Assistant	18	22.5
	Total	**80**	**100.0**

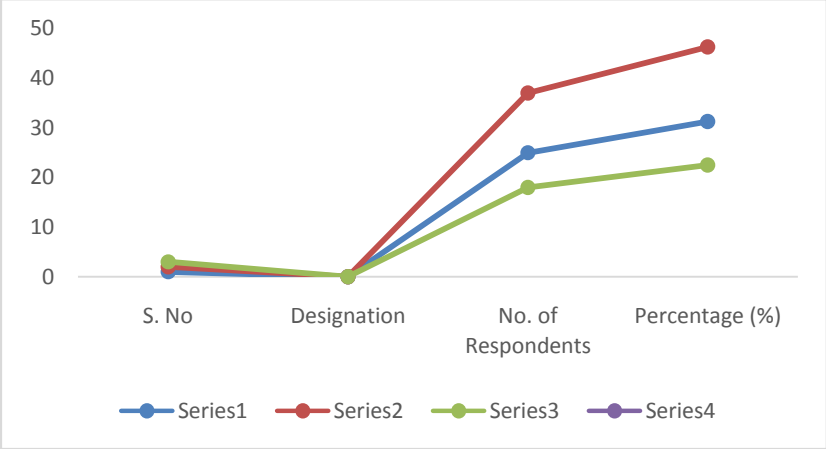
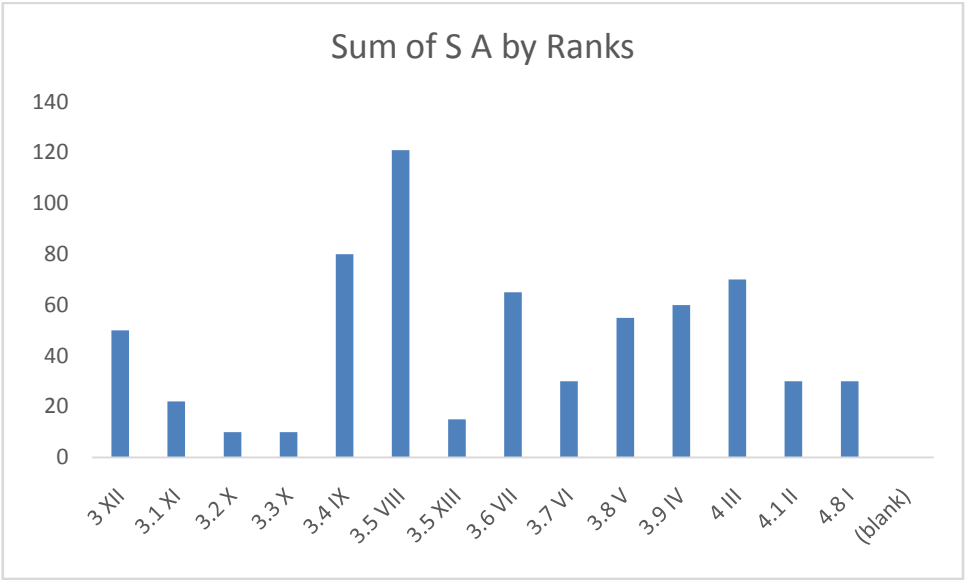


Table 7
Job Stress Factors

S. No	Job Stress Factors	S A	A	N O	D A	S D	Ranks
1	I have little work-related stress	30	25	15	5	5	4.1 II
2	I am able to balance my work family and personal life	20	20	33	6	4	3.5 VIII
3	I am comfortable taking leave to care for my family and personal life	15	25	25	10	5	3.4 IX
4	There is too much complaining and gossiping in this library	10	20	35	5	10	3.1 XI
5	The physical environment is healthy	10	10	40	5	15	3 XII
6	I feel positive about working in this library	30	10	20	10	10	3.5 VIII
7	Requirement for tenure and or advancement are reasonable	25	25	10	10	10	3.6 VII
8	The emphasis placed on research and publication is appropriately balanced with daily catalogingresponsibilities	30	20	25	3	2	4 III
9	I am comfortable with the changing roles responsibilities of my job	30	25	20	2	3	3.9 IV

10	There is too much micro managing in the library	25	20	15	15	5	3.4 IX
11	My supervision is a competent managing	30	10	20	10	10	3.5 VIII
12	I am evaluate annually based on the specific responsibilities of my position	25	15	15	20	5	3.5 VIII
13	The time my library devotes to performance evaluation is appropriate	15	10	30	15	10	3 XII
14	My supervisor lacks confidence in my abilities and judgment	25	15	15	20	5	3.4 IX
15	I have too much responsibilities and authority delegated to me by my supervisor	30	15	25	5	5	3.8 V
16	I cannot satisfy the conflicting demands of various supervisors	40	20	10	5	5	4 III
17	When new products are adapted that affect my job sufficient training is provided	30	30	15	3	2	4.8 I
18	My library supports the continuing education training	30	30	12	5	3	3.9 IV
19	The raise I receive adequately cover my cost of living	15	15	40	6	4	3.4 IX
20	Being treated fairly, regardless of my gender or Ethnicity	10	10	50	3	7	3.2 X
21	My work is valued by Individuals	15	25	30	6	4	3.5 XIII
22	Being treated fairly, regardless of my gender or Ethnicity	10	10	35	15	10	3 XII
23	Relationship with co-worker	10	25	30	10	5	3.3 X
24	Receiving adequate information about changes occurring library-wide	5	6	45	14	10	3 XII
25	Trust in the library administration is acceptable	20	30	15	10	5	3.6 VII
26	My opinions are respected and considered	30	25	10	5	10	3.7 VI
27	Being informed about current activities issues	25	25	25	3	2	3.8 V
28	My job duties are clearly defined	20	28	25	3	2	3.6 VII
29	My efforts are rewarded appropriately	10	10	35	15	10	3 XII
30	Opportunity to participate in library planning and decision making is high	16	28	22	12	2	3.5 VIII
31	Opportunity for promotion or advancement within the library	12	8	50	6	4	3.1 XI



Testing of Hypothesis
Table 8
Hypothesis

Gender	N	Mean	Std. Deviation	Statistical Inference
Male	56	26.73	4.912	t=0.870 df=78 P0.387 P>0.05 Not significant
Female	24	27.79	5.183	
Male	56	72.50	11.238	t=0.589 df=78 P=0.558 P>0.05 Not Significant
Female	24	70.92	10.488	
Male	56	20.46	4.285	t=0.117 df=78 P=0.908 P>0.05 Not significant
Female	24	20.58	3.944	

There is no significant difference between male and female LIS professionals regarding job satisfaction job stress and way out. t test has been applied to test this hypothesis. It is inferred that there is no significant difference between there is LIS professionals regarding job satisfaction, job stress and way out. Hence hypothesis one is accepted.

Table 9
Hypothesis

Marital Status	N	Mean	Std. Deviation	Statistical Inference
Married	45	27.36	4.754	t= 0.619 df=78 P=0.538 P>0.05 Not significant
Unmarried	35	26.66	5.313	
Married	45	70.73	11.197	t=1.197 df=78 P=0.235 P>0.05 Not Significant
Unmarried	35	73.69	10.613	
Married	45	19.69	3.837	t=2.015 df=78 P=0.047 P<0.05 Significant
Unmarried	35	21.54	4.381	

There is no significant difference between married unmarried LIS professionals regarding job satisfaction job stress and way out. t test has been applied to test this hypothesis. It is inferred that there is no significant difference between married and unmarried LIS professionals regarding job satisfaction, job stress and way out. Hence hypothesis two is accepted.

Table 10
Hypothesis

Family	N	Mean	Std. Deviation	Statistical Inference
Joint	50	27.08	4.793	t=0.069 df=78 P=0.080 P>0.05 Not significant
Individual	30	27.00	5.376	
Joint	50	72.44	11.543	t=1.434 df=78 P=1.107 P>0.05 Not significant
Individual	30	71.33	10.114	
Joint	50	20.24	4.079	t=0.719 df=78 P=0.693 P>0.05 Not Significant
Individual	30	20.93	4.331	

There is no significant difference between joint individual LIS professionals regarding job satisfaction job stress and way out. t test has been applied to test this hypothesis. It is inferred that there is significant difference between joint and individual LIS professionals regarding job satisfaction, job stress and way out. Hence hypothesis three is rejected.

Table 11
Hypothesis

	SS	df	MS	Mean	Sig
Between Groups **Within Groups**	52.961 1910.839	2	26.481 24.816	G1=26.29 G2=27.81 G3=28.29	F=1.067 P=0.349 P>0.05 Not Significant
Between Groups **Within Groups**	66.531 9451.419	2	33.266 122.746	G1=71.74 G2=72.94 G3=69.71	F=0.271 P=0.763 P>0.05 Not Significant
Between Groups **Within Groups**	43.312 1324.688	2	21.656 17.204	G1 =20.95 G2=20.39 G3=18.29	F=1.259 P=0.290 P>0.05 Not Significant

There is no significant difference among LIS professionals who have different education background regarding job satisfaction job stress and way out. t test has been applied to test this hypothesis. It is inferred that there is there is no significant difference among LIS professionals who have different education background. Hence hypothesis four is accepted.

Table 12
Hypothesis

	SS	df	MS	Mean	Sig
Between Groups **Within Groups**	65.720 1898.080	4	16.430 25.308	G1=26.55 G2=28.13 G3=25.94 G4=26.50 G5=28.00	F=1.067 P=0.629 P>0.05 Not Significant
Between Groups **Within Groups**	853.254 8664.696	4	213.314 115.529	G1=70.21 G2=75.47 G3=71.18 G4=59.00 G5=67.00	F=0.271 P=0.129 P>0.05 Not Significant
Between Groups **Within Groups**	193.527 1174.473	4	48.382 15.660	G1 =21.48 G2=21.13 G3=18.88 G4=17.00 G5=14.00	F=1.259 P=0.021 P<0.05 Significant

There is no significant difference between LIS professionals who have different experience regarding job satisfaction job stress and way out. Anova test has been applied to test this hypothesis. It is inferred that there is no significant difference between LIS professionals who have different experience regarding job satisfaction, job stress and way out. Hence hypothesis five is accepted.

Table 13
Hypothesis

	SS	df	MS	Mean	Sig
Between Groups	65.720	4	16.430	G1=27.95 G2=26.73 G3=25.27	F= 1.675 P=0.194 P>0.05
Within Groups	1898.080		25.308		Not Significant
Between Groups	853.254	4	213.314	G1=27.95 G2=26.73 G3=25.27	F=0.783 P=0.460 P>0.05
Within Groups	8664.696		115.529		Not Significant
Between Groups	193.527	4	48.382	G1 =20.28 G2=21.28 G3=19.27	F=1.543 P=0.220 P>0.05
Within Groups	1174.473		15.660		Not Significant

There is no significant difference between LIS professionals who are hailing from different areas. Regarding job satisfaction job stress and way out. Anova test has been applied to test this hypothesis. It is inferred that there is no significant difference between LIS professionals who have hailing from different areas regarding job satisfaction, job stress and way out. Hence hypothesis six is accepted.

Table 14
Hypothesis

	SS	df	MS	Mean	Sig
Between Groups	65.430	4	16.430	G1=27.64 G2=26.78 G3=26.78	F=0.250 P=0.780 P>0.05
Within Groups	1898.080		25.308		Not Significant
Between Groups	853.254	4	213.314	G1=70.08 G2=74.92 G3=68.78	F=2.564 P=0.084 P>0.05
Within Groups	8664.696		115.529		Not Significant
Between Groups	193.527	4	48.382	G1 =19.12 G2=21.41 G3=20.56	F=2.328 P=0.104 P>0.05
Within Groups	1174.473		15.660		Not Significant

There is no significant difference between LIS professionals who have different designation regarding job satisfaction job stress and way out. Anova test has been applied to test this hypothesis. It is inferred that there is significant difference between LIS professionals who have different designation regarding job satisfaction, job stress and way out. Hence hypothesis seven is accepted

Conclusion

The fast-paced library environment has called for more than what the professionals did in the past both in their personal or professional lives, coupled with the fast development of information technology now being introduced in the profession. These has turned the library and information professional a stress high risk profession. It is simply not easy to remove all sources of stress in the library and information work-place but the organizational managers can manage stress among their teams which will help to reduce some of its consequences in academic. Such best management practices includes creating efficient human resource management systems, having good understanding of the work-place stress and creating an effective supportive ulture for workers.

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