



Research Article

Job Satisfaction and Career Development in the Field of Library and Information Science

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Abstract

As a librarian a very few jobs were posted on online portals, it was supposed that this job does not required a lot of man power, but now a days leading research and higher academic need require a well equipped library and professional library staff. But library is not an independent unit as it need a lot of administration and communication with the management regarding fund and requirements. So rather this is a few occupied jobs in many ways but this job also needs a satisfaction towards the librarian post.

Keywords. *Satisfaction, management, administration, career, librarian*

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Introduction

Library is considered as an important unit of a university and employees of the library have a key role to play in disseminating knowledge to the academic patrons in the university. The library and information science has not emerged as one of the forceful subject areas at the global level. The science has moved at a very gradual pace, with a limited job market, which is also not seen as rewarding and fulfilling when compared to other professions. Even the professionals who do join the LIS profession are generally those who exhaust their other options first. Given this fact, it was conceived to assess the level of job satisfaction among the practicing LIS professional across India. Although India has a better job market for LIS professionals, budding professionals in India still show reluctance in taking the LIS profession as their first career choice. This study conducted to expansively explore the job

satisfaction of employees towards the career development opportunities as the main objective and followed by identifying the main factors and to conclude to give suggestions to conquer the dissatisfaction level of jobs of staff serving. The progress of science and information technology, of course, every organization, including, in this case, the library requires a workforce or employees who have professional abilities. The intended professional ability is qualified human resources who master the skills and knowledge and attitudes that support development in all fields, able to place various opportunities and be strict in facing challenges. In other words, workers or employees who carry out work/tasks in specific fields of work, such as libraries, must undoubtedly have the ability or competence that qualified in the area, their duties. There is needs to be realized because one of the challenges

faced by organizations in both the government and private sectors in the future is to create organizations that can provide maximum services to their environment but at the same time, demand more efficient, effective, and productive management

Objective of study

The main objective of the study is to measure the job satisfaction of library science professionals, with regard to career development opportunities.

Research Methodology

An in-depth analysis of the topic of research was made to identify the major facets of the study. Specific variables to be measured were

identified based on the objectives of the study and to determine job satisfaction. The target population of the present study is 110 library professionals who are working in 23 university libraries of Andhra Pradesh. There were hundred percent of the respondents involved in this study, out of which were 34 women (30.91%) while the male respondents were 76 (69.09%). Survey questionnaire was designed in four parts to obtain demographic information on respondents, factors related to job satisfaction and staff perception on their level of job satisfaction.

Observation

Rank list of career development opportunities statements based on the level of satisfaction by the library science professionals

Statements	Strongly agree	Agree	Not certain	Disagree	Strongly disagree
Do library professionals enjoy social status on par with other teaching professionals	27	11	10	25	21
Do you satisfied with chances for promotion	25	29	4	12	5
Do you ever feel despised by others for being a library professional	12	21	51	44	31
Do you Ample opportunities are available in your job to use skills and abilities abundantly	45	41	24	17	2
Are you being paid a salary as per the norms laid down by the governing body of your institution	21	25	54	24	4
Do you receive adequate training when new technology is introduced relating to job responsibilities	55	14	5	1	2
Do you participate in the administrative and policy matters of your institution	21	11	42	12	22
Are you entrusted with complete operational autonomy of your library	56	54	11	4	9
Do you enjoy complete authority in library affairs	52	51	2	1	1
Are all library related policy decisions taken by the institutional administration with your consent	51	51	1	1	1
Have you ever faced any undue administrative interference in library affairs	21	22	51	12	22
Are you satisfied with the parity maintained between teachers and library professionals by	56	45	2	1	1

your institutional administration					
Are you providing library services to clientele on 24 x 7 pattern	12	21	42	33	21
Would you leave your present employer if given better opportunity	11	12	55	41	44
Did the Opportunities are available for professional development within this field	57	55	41	1	1
Did you deputed to attend workshops/seminars/conferences etc. periodically	54	55	41	4	4
Did you deputed to undergo training programmes when ever training programmes are organized	74	41	5	1	1
Is there a chance to pursue higher education / studies while performing the job	45	45	45	1	1

Conclusion

The present study was carried out to seek opinions to explore the level of job satisfaction towards the career development opportunities, identify the main factors and finally to provide suggestions to improve the present level of job satisfaction of library science professionals serving in the university library system. Based on the survey findings, this study concluded that the library science professionals are more satisfied with the career development opportunities statements that ample opportunities are available in my job to use my skills and abilities abundantly’, ‘opportunities are available for professional development within my field’ and ‘I have been deputed to attend workshops/seminars/conferences etc. periodically’.

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