

## Library staff contentment with their jobs at a few engineering college libraries in Bangalore : A Study

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### Abstract :

*The present research paper examine that Library staff contentment with their jobs at a few engineering college libraries in Bangalore There are 28 questionnaires were distributed out of which 28(100%) were received back. Followed by 14(50%) were "Males", 14(50%) were "Females", 6(21.42%) were between the age group of 25-30 Years, 7(25%) were between the age group of 31-35 Years, 13(46.43%) of respondents are Assistant librarian, 7(25%) were Documentation Assistant, 6(21.43%) were librarians and 2(7.14%) Documentation officer 17(60.71%) were responded "Highly Satisfied", 18(64.28%) were responded for "Opportunities for professional growth" 14(50%) were responded for "Work-life balance", 12(42.85%) were responded for "Job security", 12(42.85%) were responded for "Support work environment" 11(39.28%) were responded for "Meaningful work and job fulfillment", 14(50%) of the respondents were definitely recommend this opportunity, followed by 9(32.14%) of the respondents were probably and 5(17.86%) of the respondents were neutral recommend, 16(57.15%) respondents were "satisfied", 9(32.14%) are "very satisfied", 11(39.29%) were responded as "good work environment".*

## 1. INTRODUCTION

The field of librarianship is teeming with enthusiastic individuals who are eager to improve society. To locate the pertinent information, librarians bridge the gap between people, information, and technology. Given that a man devotes a larger portion of his waking hours to his employment, his job is a significant aspect of his life. Each person has unique skills, aptitudes, innate abilities, interests, and goals. Additionally, each person has demands and goals that he want to achieve. He is satisfied with any work that satisfies his demands and motivations. An employee enjoys their work when it becomes engaging. In particular, the enjoyment a worker receives from his chosen career brings him a great deal of psychological fulfillment. One is extremely joyful when cherished

values are satisfied. One should undoubtedly be content with his work if he wants to hear about a pleasant existence. His physical and mental health are impacted in addition to making him feel miserable, when he is not pleased at work. In order to establish knowledge organization systems, librarians and information scientists encourage readers to create the habit of allocating resources for their job.

## 2. REVIEW OF LITERATURE

- **Abdulrahman.et.,al. (2023)** conducted a survey to determine the levels of job satisfaction among paraprofessionals working in academic libraries in Bauchi State. A total of 250 professionals from six academic libraries in Bauchi State were chosen for the study, and the results indicated that male professionals were more satisfied with their jobs than female professionals, although there was no significant difference in the mean responses. The research suggests that management should create and maintain policies that provide for everyone's basic needs for academic excellence, regardless of gender.<sup>1</sup>
- **Pandya & Manavadariya(2022)** Analyze the stress, workload, and job satisfaction levels of LIS professionals in Gujarat's private educational institutions. It was a descriptive research. The questionnaire was used to collect the data, and the basic percentage and frequency techniques were used for analysis. According to the findings, LIS professionals working for private companies continue to face significant stress and workload. Few professionals thought their workplace was the finest, while most said it was mediocre or subpar.<sup>2</sup>
- **Naseer(2022)** conducted a study on the job satisfaction of library and information science professionals working in university libraries in Kerala, who are employed by the eight state universities in Kerala. A questionnaire measuring job satisfaction was created and used to gauge the professionals' level of job satisfaction, which ranges from high to low, but they are not happy with some of the university's

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<sup>1</sup> Abdulrahman, A., Abubakar, M. Z., & Ahmed, M. A. (2023). Levels of job satisfaction among paraprofessionals in academic libraries in Bauchi state. *Library Philosophy and Practice*, 1-15.

<sup>2</sup> Pandya,C.,&Manavadairya,M.(2022). LISProfessionalsStress,Workloadand job Satisfaction Level in Private Educational Institutes of Gujarat. *Journal of Indian Library Association*, 57(1), 119-133.

administrative policies.<sup>3</sup>

- **Sharma and Sharma (2022)** Conducted a study on the impact of the COVID-19 epidemic on job satisfaction among library workers in Delhi NCR, India. The data was gathered using questionnaires. There were 80 responses in all, 43 of which were male and 43 of which were female. More than 24 respondents said that they would be open to changing employers, and it was discovered that 54% of professionals in Delhi NCR enter the LIS field by accident and 27% voluntarily. Over 30% of professionals say they are either completely or partially content with their jobs, 24% say that the majority of LIS professionals in Delhi and.<sup>4</sup>
- **Guruprasada and Kumbar(2022)** surveyed library staff members' job satisfaction in First Grade College libraries connected to the University of Mysore in Mysuru. For the purpose of gathering data, the researchers created a well-structured questionnaire, which was then examined and displayed as tables. According to the study, library staff members are generally somewhat content with their positions, which has significant ramifications for raising the caliber of work, user satisfaction, and overall library service quality.<sup>5</sup>
- **Viji Balasubramanian (2022)** The article presents findings from a study on library professionals' job satisfaction at South Tamil Nadu engineering colleges. Data was gathered using the questionnaire approach, and the findings were tabulated and analyzed using statistical techniques such the weighted Arithmetic Mean (WAM). 235 library professionals who work at "Engineering & Technology colleges in south Tamil Nadu" were given the questionnaires. Only 210, or 89.36% of the 235 surveys, were answered by library and information science professionals.<sup>6</sup>

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<sup>3</sup> Naseer, A. (2022). Job Satisfaction of Library and Information Science Professionals in University Libraries in Kerala. *Journal of Indian Library Association*, 57 (2), 39-49.

<sup>4</sup> Sharma,D.,&Sharma,M.P.(2022).DuringCOVID19pandemicceffectonJob Satisfaction among the Library professionals in Delhi NCR India. *Specialusis Ugdyas*, 1(43), 6513-6522.

<sup>5</sup> Guruprasada,G.M.,&Kumbar,M.,(2022).Anexplorativestudyonmeasuring job satisfaction among library professionals in college libraries affiliated to University of Mysore, Mysuru. *International Journal of Information Dissemination and Technology*, 12(1), 1-6.

<sup>6</sup> Viji, P., & Balasubramanian, P. (2022). Job Satisfaction among the Library Professionals of

### **3. Scope\_and\_Limitation\_of\_the\_Study**

A well-crafted and organized questionnaire was utilized to gather information from a select group of engineering college library professionals during the data collecting process, which employed the survey technique of research. Users completed a total of 28 questions; the information gathered will be tallied and presented as tables and graphs. The current study's focus is on professionals working in engineering college libraries. in the city of Bangalore.

### **4. Methodology**

Research is a methodical investigation that involves multiple phases to address a particular issue. Finding the problem, defining goals and a sound hypothesis, gathering information, analyzing that information using the right techniques, and coming up with solutions are all part of a scientific study. It is crucial to finalize the research instruments and methodologies before beginning the study; this makes the process easier and less stressful. The study is becoming scientific as a result. The steps, tools, and procedures used in the research process are explained in this chapter. The survey approach, which used questionnaires and in-person interviews to gather data, served as the foundation for this study.

### **5. Objectives of the study**

- To know the Demographic profile of users of study area
- To find out cartographic information about users of Study area
- To understand level of Job Satisfaction, Factors Contribute to job satisfaction, Satisfaction level of the library professionals of study area.
- To verify the Recommended library profession to others, Workload satisfaction of the library professionals, Work motivation of the library professionals of selected Engineering college library professionals in Bangalore City.
- To know the Library service and programs, satisfaction with job involvement, satisfaction of introducing ICT and Supports of institution in workshops, conference, and training sessions In users of study area.

### **6. Data Analysis And Interpretation**

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Engineering Colleges in South Tamil Nadu. Library Philosophy and Practice, 1-17.

**Table-1 Number of questionnaire distributed and response received back**

<b>Questionnaire</b>	<b>No .of Questionnaire</b>	<b>%</b>
Total No. of questionnaire Distributed	28	100
Questionnaire received	28	100

The above T1 Shows that Number of questionnaire distributed and response received back from the LISc professionals in Engineering college libraries in Bangalore City. There are 28 questionnaires were distributed out of which 28(100%) were received back.

**Table - 2 Gender-wise Response received**

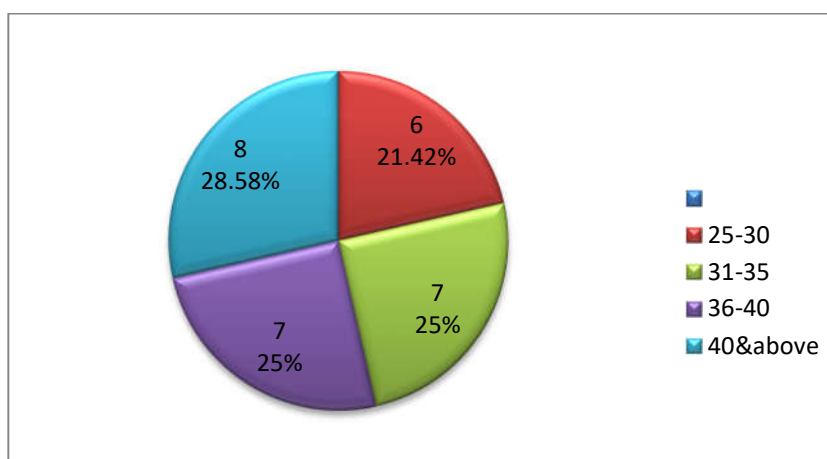
<b>Sl. No</b>	<b>Gender</b>	<b>No. of Response</b>	<b>%</b>
1	Male	14	50
2	Female	14	50
Total		28	100

The above T2 shows that gender wise response received from the respondents there are 14(50%) were “Males” followed by 14(50%) were “Females”.

**Table-3 Age wise response received**

<b>Sl . No</b>	<b>Age</b>	<b>No. of. Respondents</b>	<b>%</b>
1	25-30	6	21.42
2	31-35	7	25
3	36-40	7	25
4	40&above	8	28.58
Total		28	100

The above T3 shows that Age wise response received. There are 6(21.42%) were between the age group of 25-30 Years followed by 7(25%) were between the age group of 31-35 Years, 7(25%) were between the age group of 36-40 Years and 8(28.58%) were between the age group of 40 and above.

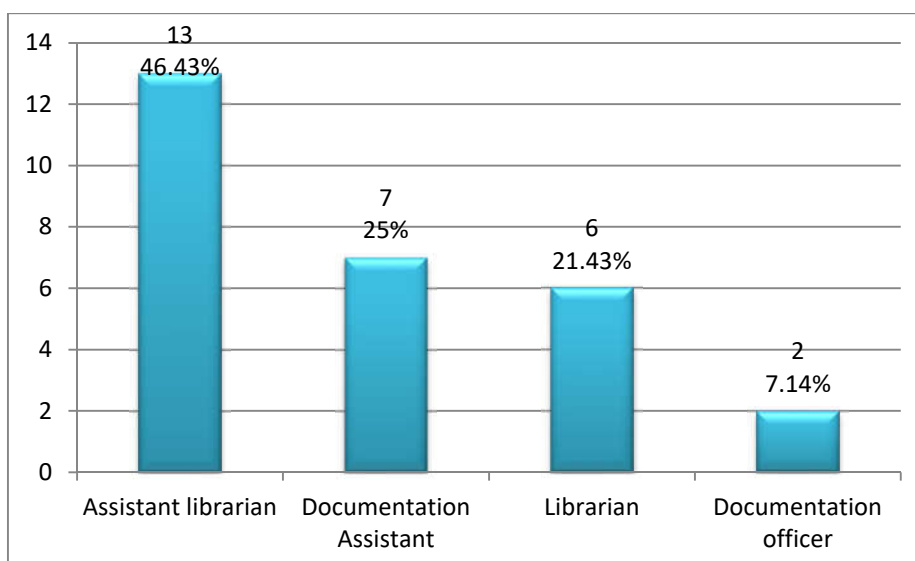


**Fig. 1 Age wise response received**

**Table 4 Designation wise response received**

Sl. No	Designations	No. of Respondents	%
1	Assistant librarian	13	46.43
2	Documentation Assistant	07	25
3	Librarian	06	21.43
4	Documentation officer	02	7.14
Total		28	100

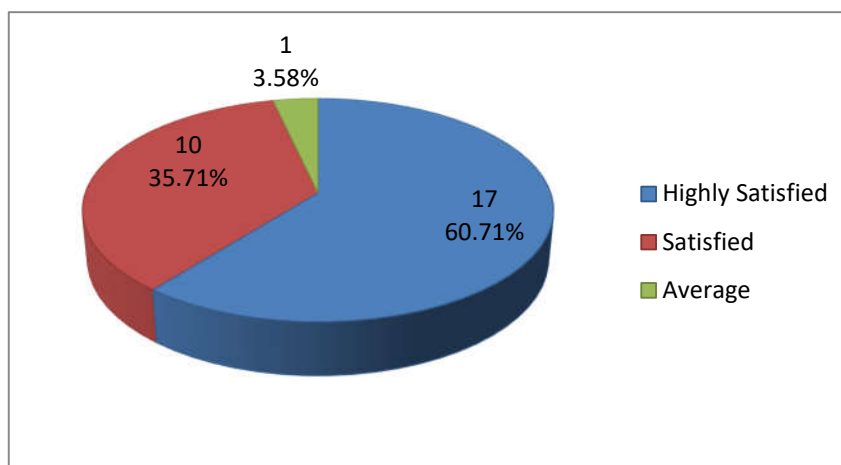
The above T4 Shows that designation wise response received. There are 13(46.43%) of respondents are Assistant librarian, followed by 7(25%) were Documentation Assistant, 6(21.43%) were librarians and 2(7.14%) Documentation officer.



**Fig.2 Designation wise response received****Table 5 Level of Job satisfaction**

Sl. No	Job satisfaction	No. of Respondents	%
1	Highly Satisfied	17	60.71
2	Satisfied	10	35.71
3	Average	01	3.58
<b>Total</b>		28	100

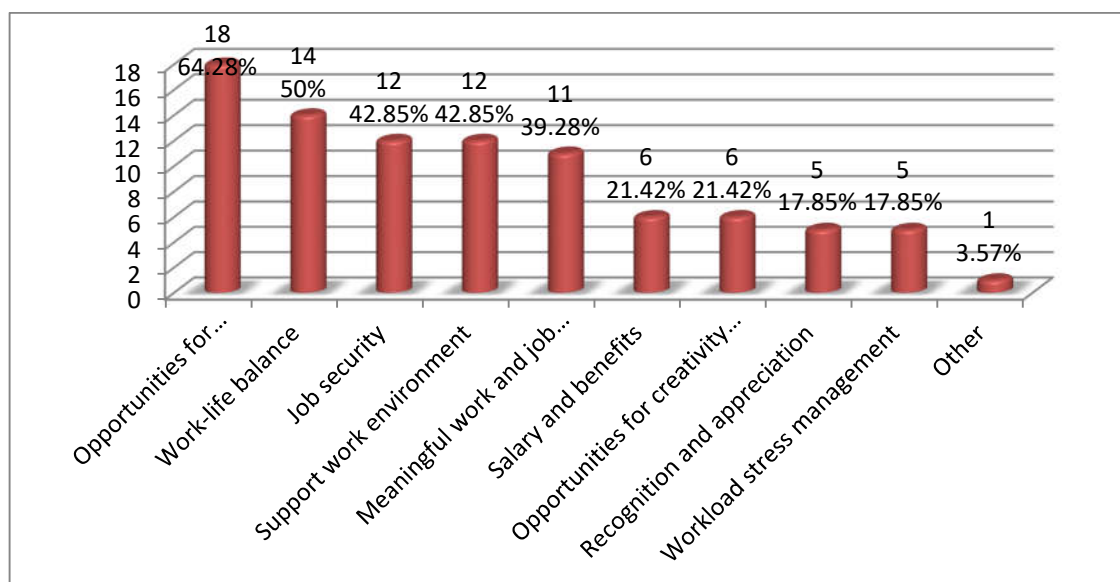
The above T5 shows that Response received on Level of Job Satisfaction. There are 17(60.71%) were responded “Highly Satisfied” followed by 10(35.71%) were Satisfied and 1(3.58%) were Satisfied “Average”.

**Fig. 3 Level of job Satisfaction.****Table-6 Factors Contribute to job satisfaction wise response received (responded more than one option)**

Sl. No	Factors	No. of Response	%
1	Opportunities for professional growth	18	64.28
2	Work-life balance	14	50
3	Job security	12	42.85
4	Support work environment	12	42.85
5	Meaningful work and job fulfillment	11	39.28

6	Salary and benefits	06	21.42
7	Opportunities for creativity and innovation	06	21.42
8	Recognition and appreciation	05	17.85
9	Workload stress management	05	17.85
10	Other	01	3.57

The above T6 Shows that Factors Contributed for job satisfaction. There are 18(64.28%) were responded for “Opportunities for professional growth” followed by 14(50%) were responded for “Work-life balance”, 12(42.85%) were responded for “Job security”, 12(42.85%) were responded for “Support work environment” 11(39.28%) were responded for “Meaningful work and job fulfillment”. And so on.



**Fig . 4 Job satisfaction as a library professional**

**Table 7 Satisfaction level of the library professionals for different aspect**

Statements	Strongly Agree	Agree	Neither Agree	Disagree	Strongly Disagree
My Family members recognize my profession	13 (46.42%)	11 (39.29%)	02 (7.15%)	01 (3.57%)	01 (3.57%)
I am proud of my library professional	8 (28.58%)	15 (53.57%)	3 (10.71%)	2 (7.14%)	0



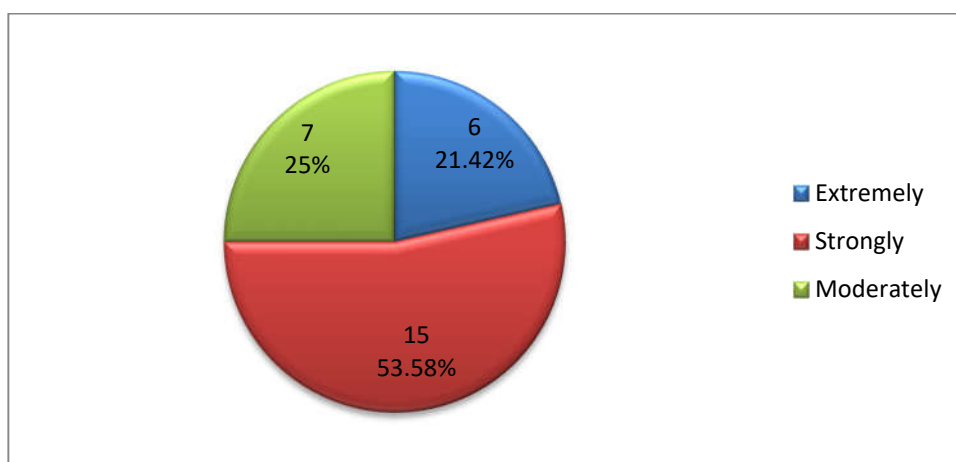
I am involved in various committees of my college	9 (32.14%)	13 (46.42%)	4 (14.29%)	2 (7.15%)	0
Feel LIS Profession has better recognition compared to other profession	6 (21.43%)	16 (57.14%)	2 (7.14%)	4 (14.29%)	0
The kind of respect Getting from student and faculty	10 (35.71%)	7 (25%)	7 (25%)	4 (14.29%)	0
My student value my status as a library professional	4 (14.29%)	20 (71.42%)	3 (10.71%)	1 (3.58%)	0
The institution often/ permit me to attend workshop/seminar/ training programs	14 (50%)	12 (42.86%)	1 (3.57%)	1 (3.57%)	0

The above T7 shows that different elements that lead to the job satisfaction of selected 28 library professionals, there are 13(46.42%) respondents are strongly agree with the My Family members recognize my profession, 11(39.29%) were “Agree” with My Family members recognize my profession 2(7.15%) were “Neither Agree” My Familymembers recognize my profession 1(3.57%) were “Disagree” and 1(3.57%) were “Strongly disagree” with My Family members recognize my profession. And so on.

**Table 8 Library Professional has a Positive impact of your community or users**

Sl. No	Positive impact	No. of Response	%
1	Extremely	06	21.42
2	Strongly	15	53.58
3	Moderately	07	25
Total		28	100

The above T8 shows that level of positive impact on the community or users as a library professional, there are 15(53.58%) were respondents strongly feel that they have a positive impact on society, followed by 7(25%) respondents’ moderately impact, and 6(21.42%) were respondents “Moderately” have positive impact on the society as a library professional.

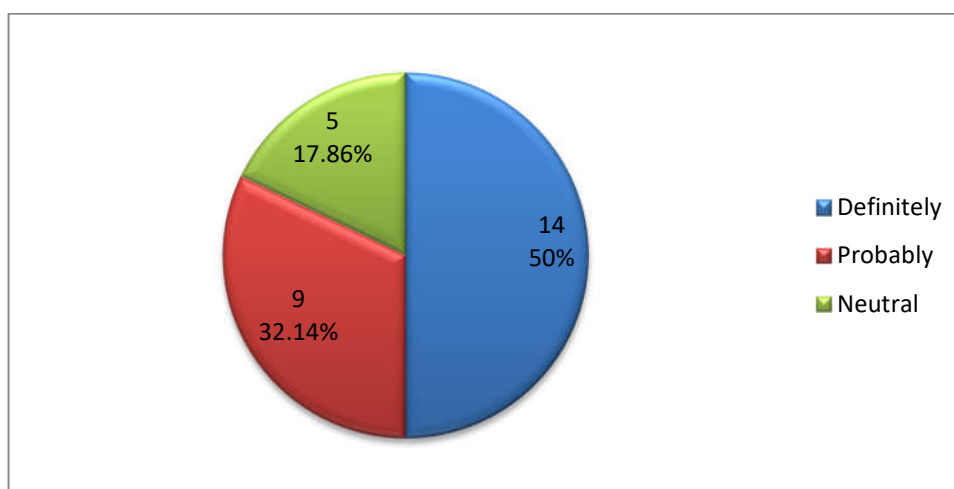


**Fig. 5 Positive impact of your community or users**

**Table 9 Recommended library profession to others**

Sl. No	Recommended	No. of respondents	%
1	Definitely	14	50
2	Probably	09	32.14
3	Neutral	05	17.86
Total		28	100

The above T9Shows that the willingness to recommend the library profession to others by the library professionals, there are 14(50%) of the respondents were definitely recommend this opportunity, followed by9(32.14%) of the respondents were probably and 5(17.86%) of the respondents were neutral recommend.

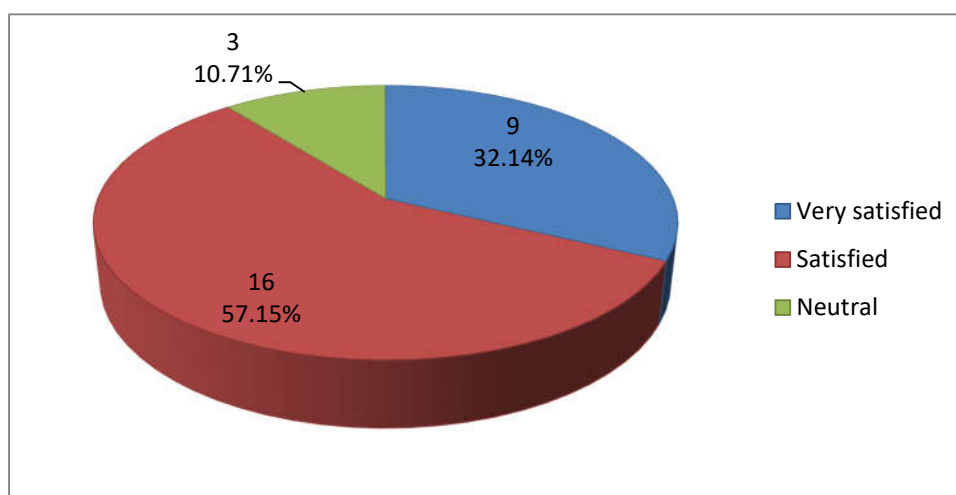


**Fig.6 Recommended library profession to others**

**Table 10 Workload satisfaction of the library professionals.**

Sl. No	Opinion	No. of respondents	%
1	Very satisfied	09	32.14
2	Satisfied	16	57.15
3	Neutral	03	10.71
Total		28	100

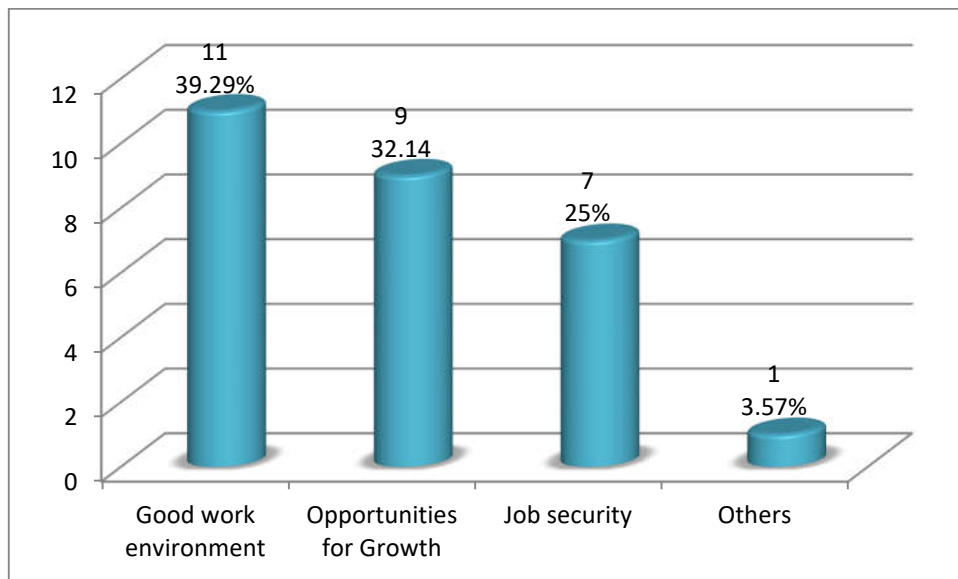
The above T10 shows that level of satisfaction of the library professionals there are 16(57.15%) respondents were “satisfied”, followed by 9(32.14%) are “very satisfied”, and 3(10.71%) were respondents who are neutral, with their level of job satisfaction.

**Fig.7 work load satisfaction****Table 11 Work motivation of the library professionals**

Sl. No	Work motivation	No. of respondents	%
1	Good work environment	11	39.29
2	Opportunities for Growth	09	32.14
3	Job security	07	25
4	Others	01	3.57
Total		28	100

The above table shows regarding work motivation of the library Professionals there were 11(39.29%) were responded as “good work environment”, followed by 9(32.14%) were responded as “Opportunities for Growth”, 7(25%)were responded “job security” and

only 1(3.57%) respondents are refer to “others”.



**Fig.8 Work motivation of the library professionals.**

**Table 12 Valued and recognized contributions**

Sl. No	Contributions	No. of respondents	%
1	Rarely	12	42.86
2	Frequently	08	28.58
3	Occasionally	05	17.85
4	Always	02	7.14
5	Almost Always	01	3.57
<b>Total</b>		28	100

The above table shows that Valued and recognized contributions there were 12(42.86%) were responded “Rarely” followed by 8(28.58%) were responded “frequently” 2(17.85%) were responded “always” and 1(3.57%)responded “Almost always”.

**Table 13 Library's cataloguing and classification system**

<b>Sl. No</b>	<b>Library's cataloguing</b>	<b>No. of respondents</b>	<b>%</b>
<b>1</b>	Satisfied	23	82.14
<b>2</b>	Very satisfied	02	7.14
<b>3</b>	Neutral	02	7.14
<b>4</b>	Dissatisfied	01	3.58
Total		28	100

The above T13 shows Library's cataloguing and classification system out of 28 respondents 23(82.14%) respondents are satisfied with Library's cataloguing and classification system followed by 2(7.14%) are responded "Very Satisfied" 2(7.14%) are "Neutral" Satisfied and 1(3.58%) respondents are "dissatisfied", with Library's cataloguing and classification system.

**Table 14 Library service and programs**

<b>Sl. No</b>	<b>Library service and programs</b>	<b>No. of respondents</b>	<b>%</b>
<b>1</b>	Satisfied	21	75
<b>2</b>	Very satisfied	06	21.42
<b>3</b>	Neutral	01	3.58
Total		28	100

The above T14 Shows that Library service and programs wise response received there are 21(75%) were responded they are "Satisfied" with their library services and programs Followed by 6(21.42%) respondents were "very satisfied", and 1(3.58%) of the respondents were "neutral".

**Table 15 satisfaction with job involvement**

<b>Sl. No</b>	<b>Satisfaction with job Involvement</b>	<b>No .of Respondents</b>	<b>%</b>
1	Satisfied	16	57.14
2	Highly satisfied	08	28.58
3	Average	03	10.71
4	Dissatisfied	01	3.57
Total		28	100

The Above T15 Shows that satisfaction with job involvement there were 16(57.14%) Satisfied with job involvement followed by 8(28.58%) were responded highly satisfied, 3(10.71%) respondents were satisfied “average” 1(3.57%) were responded “dissatisfied”.

**Table 16 satisfaction of introducing ICT**

<b>Sl. No</b>	<b>Satisfaction of Introducing ICT</b>	<b>No. of respondents</b>	<b>%</b>
<b>1</b>	Satisfied	16	57.15
2	Highly satisfied	9	32.14
3	Average	3	10.71
Total		28	100

The Above T16 shows that satisfaction of introducing ICT in their library there are 16(57.15%) were satisfied, followed by 9(32.14%) were highly satisfied, and 3(10.71%) were satisfied average.

**Table 17 Supports of institution in workshops, conference, and training sessions**

<b>Sl. No</b>	<b>Supports of Institution</b>	<b>No. of Respondents</b>	<b>%</b>
1	Strongly agree	13	46.42
2	Agree	12	42.86
3	Disagree	02	7.14

4	Neutral	01	3.58
Total		28	100

The above T17 shows that Supports of institution in workshops, conference, and training sessions there are 13(46.42%) were Strongly agree followed by 12(42.86%) were agree, 2(7.14%) were disagree, and 1(3.58%) responds neutral.

## 7. . Major Finding, suggestions and conclusion

### ❖ Findings

- It is observed in T1 that There are 28 questionnaires were distributed out of which 28(100%) were received back.
- It is observed in T2 that there are 14(50%) were “Males” followed by 14(50%) were “Females”.
- It is observed in T3 that There are 6(21.42%) were between the age group of 25-30 Years followed by 7(25%) were between the age group of 31-35 Years.
- It is observed in T4 that There are 13(46.43%) of respondents are Assistant librarian, followed by 7(25%) were Documentation Assistant.
- It is observed in T5 that There are 17(60.71%) were responded “Highly Satisfied”.
- It is observed in T6 that there are 18(64.28%) were responded for “Opportunities for professional growth” followed by 14(50%) were responded for “Work-life balance”.
- It is observed in T7 that there are 13(46.42%) respondents are strongly agree with the My Family members recognize my profession.
- It is observed in T8 that there are 15(53.58%) were respondents strongly feel that they have a positive impact on society.
- It is observed in T9 that there are 14(50%) of the respondents were definitely recommend this opportunity.
- It is observed in T10 that there are 16(57.15%) respondents were “satisfied”.
- It is observed in there were 11(39.29%) were responded as “good work environment”.
- It is observed in T13 that there are 23(82.14%) respondents are satisfied with Library’s cataloguing and classification system.

- It is observed in T14 that there are 21(75%) were responded they are “Satisfied” with their library services and programs.
- It is observed in T15 that there were 16(57.14%) Satisfied with job involvement.
- It is observed in T16 there are 16(57.15%) were satisfied.
- It is observed in T17 that there are 13(46.42%) were Strongly agree.

### ❖ Suggestions

- It is recommended that libraries establish incentives such as best performance awards for the year or routinely raise employee pay scales.
- Employee involvement in libraries and job satisfaction are directly related to their working environment.
- When working conditions are favorable, employees' productivity is satisfactory.
- It is recommended to the staff that the management encourage the library professionals' research and other professional endeavors.
- For LIS professionals to perform more efficiently, the administration should encourage them to participate in professional development programs like PDF or FDP, among others.

### Conclusion

In summary, the study has shed light on important factors that affect an employee's job satisfaction. The study has determined that a number of elements, such as work-life balance, recognition, opportunity for professional progress, and supportive work environments, all contribute to job satisfaction. This study highlights how crucial it is for people and organizations to consistently work to improve LIS professionals' job happiness. The study shows that the majority of employees are content with their jobs as LIS specialists, highlighting the complex nature of job satisfaction within this group. Job satisfaction is one of the most significant criteria in the library sector. Only happy professionals are able to make a positive impact on their institutions' libraries. The experience and knowledge of LIS specialists can be enhanced by job satisfaction, which results in more effective information delivery to clients. Planning, decision-making, providing excellent library services, and accomplishing the institutes' overarching objective are all aided by the current study.



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