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JOB SATISFACTION OF WOMEN LIBRARY PROFESSIONALS IN KARNATAKA

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ABSTRACT

In this paper the study attempts to evaluate the extent of job satisfaction among women librarians serving in different Government Degree colleges and Private Degree colleges offering bachelors degree of Karnataka state. To achieve this, questionnaire was designed and collected 132 questionnaires duly filled from women library professionals across Karnataka state and results are discussed.

KEYWORDS: Women Librarians, Job Satisfaction, Degree Colleges.

INTRODUCTION

Women have been playing an important role in all economic and productive activities. In the early period of the twentieth century, they worked only to fulfil their bare economic necessities. This situation is gradually changing, especially after independence. The socio-economic changes in the country are the main factors that have affected the lives of Indian women. The rising prices are the dominant phenomenon that has compelled Indian women to come out of their homes and earn money (KURBETT and Badiger, 2013). Their study carried out during 2011-12 on Women Officers of Karnataka State

Department of Agriculture (KSDA) covering 60 Women Officers of KSDA, selected from 4 districts i.e., Belgaum, Dharwad, Gadag and Haveri of Karnataka state. Women Officers had job satisfaction with reference to job security, working conditions, recognition, opportunity for personal growth and promotion, supervision, co-workers and number of working hours. It was very interesting to note that Home Science Women Officer revealed high job satisfaction index (76.02%) in comparison with Agriculture Women Officers (68.64%). Home Science Women Officers age, education experience and training were

significantly correlated but all variables of Agriculture Women Officers were found to be non significantly correlated with job satisfaction. Results from multiple regression analysis showed that age, education and training were affecting the job satisfaction of Home Science Women Officers but in case of Agriculture Women Officers all variables were not affecting the job satisfaction. Blum (1968) is of the view that satisfaction is the result of various attitudes that are possessed by an employee. In a narrow sense the attitudes are related to the job, they are concerned with such specific factors such as wages, supervisor, steadiness of employment, conditions of work, social relation of job, fair treatment by employer and other aspects. Job



satisfaction is derived from and is caused by many interrelated factors. A comprehensive definition of job satisfaction is the one given by Hoppock (1935). According to him it is a combination of psychological, physiological and environment circumstances that cause a person truthfully to say "I am satisfied with my job".

Alam et al.(2005), Bhat et al. (1999), Gandhara and Joshi (1999) and Sachitra and Sarada (2003) have carried out studies on Job satisfaction of women in academic environment of Indian university system. Job satisfaction level of women working in universities was carried out by S. P. Halagalimath and Rajeshwari Desai (2012) found that women employees in Universities were overall satisfied with their job. They were satisfied with their salary. They perceived their working hours as convenient. They also opined that they are satisfied with the recognition for their work. They perceived their work as challenging and secure. They felt comfortable working with their co-workers. Also, they get enough resources and support from their superiors.

OBJECTIVES

The main objectives of the study are to determine the extent of job satisfaction among women library professionals working degree colleges of Karnataka with respect to Professional development and recognition, Salary and facilities and Promotional benefits.

METHODOLOGY

To determine the exact number of women library professionals in Karnataka both Government and Provided Degree Colleges was a tedious task and for this, the major source of information was data from Collegiate of Education, Government of Karnataka and information obtained through RTI. Further, questionnaire was developed covering facets of job satisfaction i.e. Professional development and recognition, Salary and facilities and Promotional benefits with a response of 133 questionnaires obtained.

Results and Discussion

Table 1: Age of the Respondents and their Professional Experience

Age		Experience			Total
		1-5 years	6-10 years	11 years & above	
Under 40 Years	Count	16	34	16	66
	Percentage	24.2%	51.5%	24.2%	100.0%
41 years & above	Count	7	37	22	66
	Percentage	10.6%	56.1%	33.3%	100.0%
Total	Count	23	71	38	133
	Percentage	17.4%	53.8%	28.8%	100.0%

Table 1 indicates that out of 132 women respondents, more than half of them possess 6 to 10 years of professional experience and 28.8% possess more than 11 years and 17.4% possess under five years of experience.

Table 2: Age of the Respondents and their Pay Scale

Age		Pay			Total
		UGC Scale	State Scale	Consolidated	
Under 40 Years	Count	40	13	14	67
	Percentage	59.7%	19.4%	20.9%	100.0%
41 years & above	Count	45	11	10	66
	Percentage	68.2%	16.7%	15.2%	100.0%
Total	Count	85	24	24	133
	Percentage	63.9%	18.0%	18.0%	100.0%

63.9 % of the respondents draw UGC pay scale and 18% of them draw state and consolidated salary respectively and thus majority of them are benefitted with UGC pay scale.

Table 3: Age of the Respondents and their Pay Scale

Age		Mode of Education		Total
		Regular Mode	Distance Mode	
Under 40 Years	Count	31	36	67
	Percentage	46.3%	53.7%	100.0%
41 years & above	Count	31	35	66
	Percentage	47.0%	53.0%	100.0%
Total	Count	62	71	133
	Percentage	46.6%	53.4%	100.0%

Mode of education is found to be distance mode especially (Masters Degree or M.Phil) among women librarians serving in Karnataka with 53.4%.

Table 4: Age of the Respondents and their Qualification

Age		Qualification			Total
		M.Phil	NET/ SET	PhD	
Under 40 Years	Count	47	16	4	67
	Percentage	70.1%	23.9%	6.0%	100.0%
41 years & above	Count	45	14	7	66
	Percentage	68.2%	21.2%	10.6%	100.0%
Total	Count	92	30	11	133
	Percentage	69.2%	22.6%	8.3%	100.0%

Table 4 shows that 69.2% of the respondents passed M.Phil in Library and information science and 22.6% passed UGC NET/SET exams and only 8.3% possess PhD in Library and information science.

Table 5: PROFESSIONAL DEVELOPMENT AND RECOGNITION

Sr. No	Your Valuable Opinion	Mean & Standard Deviation
01	I have been deputed to attend workshops/ conferences/ /training	3.57894 1.07457
02	There is chance for pursuing higher education/studies	3.7744 1.0416
03	There is job security	3.6691 1.1262
04	I am fascinated to perform my job duties as Librarian	3.7518 0.9954
05	It is interesting to serve users and work in library	4.0378 0.9442
06	When I do good job, I do receive recognition	3.9548 0.9603
07	My job is monotonous routine working activity	3.8270 1.0409
08	Library profession has better recognition & creativeness as compared to other profession	3.6466 1.1428
09	There is a scope for innovation introducing new services	3.6691 1.1059
10	Library job is thankless profession	3.5413 1.1248
11	Teaching faculty do not recognize our talent and work in the library	3.5639 1.0176

To determine the job satisfaction among respondents under study, each statement of professional development and recognition facet has been asked to rate their satisfaction in five scale i.e. 1 for Strongly Disagree, 2 for Disagree, 3 for Neutral, 4 for Agree and 5 scale for Strongly Agree. Respondents reveal that It is interesting to serve users and work in library (Mean – 4.03), When I do good job, I do receive recognition (Mean – 3.95) and feel that their job is monotonous routine working activity (Mean-3.82) and opined that Library profession has better recognition & creativeness as compared to other profession (Mean-3.64) (Table 5).

Table 6: SALARY AND FACILITIES

Sr. No.	Your Valuable Opinion about	Mean & Standard Deviation
1.	My Salary is adequate	3.774436 1.084439
2.	It is a well paid job	3.541353 1.07669
3.	Medical. Travelling Allowances and Residential Benefits are sufficient	3.601504 1.205667
4.	In comparison to other jobs my profession is less attractive	3.225564 1.216157
5.	Telephonic /newspaper facilities on account of office at home is provided	3.383459 1.105919
6.	I get satisfactory relationship between work & salary	3.330827 1.204297
7.	My overtime is compensated	3.443609 1.20864
8.	Additional sources of income are needed	3.43609 0.940288

Table 6 shows that opinion of respondents towards their salary and facilities. To determine the job satisfaction among respondents under study, each statement on salary and facilities facet has been asked to rate their satisfaction in five scales. Results found that their salary is adequate (Mean-3.77) and feel they are well paid (3.54) between scale 3 and four i.e. Neutral and agree.

Table 7: PROMOTIONAL BENEFITS

Sr. No.	Your Valuable Opinion about	Mean & Standard Deviation
1.	Good opportunity for advancement	3.56391 1.082599
2.	There is a merit consideration for promotion	3.390977 1.127041
3.	There is a Proper reward system	3.421053 1.095518
4.	Uncertainty prevails for promotion in library	3.270677 1.115509
5.	Partiality is done in providing promotions	3.541353 0.996291
6.	Limited opportunity for promotions in library setup	3.526316 1.10494
7.	Time bound promotions are given	3.518797 1.004547
8.	Seniority based promotions are given	3.545455 1.051089

To determine the job satisfaction among respondents under study, each statement on salary and facilities facet has been asked to rate their promotional benefits in five scales. It is observed from the table 7 that based on the mean values the promotional benefits of their satisfaction has been rated between 3 and four scale. i.e. Good opportunity for advancement (Mean-3.56), There is a Proper reward system (3.42).

CONCLUSION

In the globalized world, women is no more biased and occupy equal opportunities in all the sectors and results from this study discussed the level of job satisfaction among women library professionals serving in degree colleges and found to be between scale 3 and four i.e. Neutral and agree. This indicates that still there is a scope for better satisfaction among women librarians and therefore the management has to understand the anomalies if any and thereby improve their satisfaction to a full extent for better productivity of the organization in general and library in particular.

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