

Study of Variables and Significance of Job Satisfaction and How it is Related with Library Professional

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Abstract:

Job satisfaction is the collection of beliefs and feelings that people have about their current job. Job satisfaction has emotional cognitive and behavioral components. Basically job satisfaction is an individual matter and refer to what one expects from his or her job, When there is mismatch between what is expected and what is received or there is disparity, dissatisfaction occurs. The present article described about definitions of job satisfaction, importance and different variables of it correlated with library professional. The present study recommends that all job variables that affect job satisfaction should be reduced to increase the job satisfaction in the library professional.

Key Words: Components, Professional, Satisfaction, Variables

Introduction

Job is a very important part of an individual's life which occupies more time of an individual than any other activity. Job satisfaction is an important research topic in industrial and organizational psychology and satisfaction at work influence many aspects of work such as efficiency, productivity, absenteeism, turnover rates, improved health and well-being of the workers. During the last decade, there has been a great deal of focus on staff policies, development competencies, ethics, attractive work and similar topics.

Various experts defined job satisfaction differently and it also differs time to time. Robbins and Judge (2007) defined job satisfaction as positive feelings about one's evaluation of the characteristics of the job. Locke

(1976) defined it as a positive emotional state that results from the evaluation of the experiences given by the job.

Today improving employee's job satisfaction is one of the most important mission of all organization and measurement of satisfaction of staff is the most important objective of every organization. The job satisfaction and job attitudes are the alternate terms and typically used interchangeably. Both refer to affective orientations on the part of individuals toward work roles which they are presently occupying. Positive attitudes toward the job are conceptually equivalent to job satisfaction and negative attitudes towards the job are equivalent to job dissatisfaction. Job satisfaction is governed, to a large extent, by perception and expectations of the working people. Any discrepancy between aspirations and perceptions account for dissatisfaction. Several authors have stressed the significance and importance of job as a source of satisfaction. Apart from wealth work also provides many other things to a person such as sense of doing something worthwhile, having some aims in life and brings some status in the society

Job satisfaction of library professional depends on the economically, social and cultural condition. Job satisfaction of the library professional that has an important place in the information society will affect the quality of the services.

Importance of job satisfaction:

Important of job satisfaction may be pointed out if person had many negative consequences in mind of job dissatisfaction such as lack of loyalty, increased absenteeism, increased number of accidents etc. Spector (1977) give three important points of job satisfaction:

1. Organization or Institutes should be guided by human values and treated their employees fairly and with respect. So, high levels of job satisfaction may be sign of a good emotional and mental state of employee.
2. Due to the level of job satisfaction, behavior of workers will affect the functioning and activity of the organization's work.

3. Satisfaction may serve as indicator of organizational activities.

Different variables of job satisfaction-

Common variables showing a strong correlation between job satisfaction and library professional are as follows:

1. **Age:** Many researchers showed a strong correlation between age and the level of job satisfaction. Berry in his study conducted among the library professionals working across the public and academic libraries observed that compared to older library professionals younger ones are more dissatisfied with their jobs. The author observed that library professionals having rendered services to larger length are contented with their job. However, Albanese is of the view that most of the library professionals are satisfied with their job, irrespective of their age.

2. **Gender:** Gender based discrimination are very common across the global nations and women folk in particular is one of the victims of this discrimination. According to the previous studies, the female library professionals expressed lower level of job satisfaction towards, security, esteem, autonomy and self actualization than their male counterparts. However the female professional expressed satisfaction over the social needs to that of men.

3. **Qualification and Experience:** Professionals having lesser academic or technical attainments show the sign of stagnation, which act as an impediment in their career and block their opportunities of growth as such dissatisfaction with their job. The researchers Also observed that highly qualified graduates reflected disappointment over not being able to use their knowledge and competence at work, while as in some cases the under educated graduates showed contention with their job.

4. **Hygiene:** Hygiene is known to be as one of the factors which in its own way leave a profound impact on the level of job satisfaction in an employee. The performance of employees is directly affected by their job

satisfaction and their devotion to work. The researchers suggest that it is always imperative to deal the hygiene issues first and then to move on other motivation factors.

5. Salary: Salary is the important factor of job satisfaction that fulfills both the social and material attainments of an individual. Salary plays a very significant role in job satisfaction in library professional greater the difference in the salary of employees higher will be the variation in job satisfaction in library professional. Odunlade studied a correlation between job satisfaction and salary of library professionals and observed a positive correlation between these two variables and found that more than two-third of the library professional were satisfied with the salary received by them. Mccinn also stated that salary it not the important factor among library professional which may lead to job satisfaction or dissatisfaction.

6. Job Security: Job security is the important factor associated with the job satisfaction. Previous studied showed that employee is more satisfied with permanent public sector jobs and dissatisfied with temporary jobs.

7. Supervision: Supervisory staff plays a very important role in evaluating and enhancing the performance of each individual employee management has got to be very much careful while seeking opinion from supervisory staff. The role of supervisors is consistently monitor the work force and provide feedback about their performance that is also correlated with job satisfaction.

8. Work Environment: A healthy work environment it bound to nurture satisfaction among library professional. An employee of an organization should be provided with basic minimum facilities so that may be able to render the services in

9. Growth and Professional Development: The work place of an institution needs all round growth and development and the promotional opportunities extended to employees play a very proactive role in offering higher levels of job satisfaction among the employees. Exposing employees to the technological advances for advanced training at workplace enhance their job satisfaction. Professional development performance increases the job satisfaction, professional competence and boots the professional growth of employees.

10. Stress: Stress is most significance factor associated with the job satisfaction. The amount of stress under stress under which an employee is working is directly associated with the levels of their job satisfaction. The higher the levels of stress among library professional more will be the chance of job dissatisfaction. Stressful working environment and heavy workload in the library increases the stress levels in library professional.

11. Positive Attitude towards job: The fulfillment of the basic requirement of life is one of the prerequisites of job satisfaction and if one is not able to meet one's fundamental requirement from the job one is doing the person is bound to be dissatisfied with his/ her job. If there is absence of motivation among the library professional towards their job leads to dissatisfaction.

Effects of Job Satisfaction:

Job satisfaction causes a series of influence on various aspects of organizational life. Job satisfaction influences employee productivity, loyalty, absenteeism in the job. Recent research showed that satisfaction may not be related with the individual performance improvement but will helps to increase department and organizational level performance. Employee loyalty is one of the most significant factors in the institutions. It is of three types: Affective, normative and Continuity loyalty. Affective loyalty is that when an employee feels an emotional connection to the institute. Normative loyalty in which employee feels like he owes something to the company and continuity loyalty is that employee does not have an opportunity to find a job somewhere else. Employee absenteeism is also important factor related to the job satisfaction. The best way to reduce this faction would be through an increase in the level of employee satisfaction.

Conclusion:

The study showed that in order to reduce the job stress, the institution must increase the job satisfaction level in the library professional so that they will feel satisfied with their work. Job satisfaction can be increase by giving reward, recognition, better salary placement and benefit, better working condition and provision of good

facilities. Job satisfaction plays an explanatory role in the relationship between job demands, job resources in the library professional. Job satisfaction affects social life, personality and interpersonal relationship on job and performance. There it is recommended that all job variables that affect job satisfaction should be reduced to increase the job satisfaction in the library professional.

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