STRESS MANAGEMENT OF LIBRARY PROFESSIONAL AT WORK PLACE

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Abstract:

The study deals with the stress management of Library professionals at work place. Librarianship and information work is the profession which provides services to the users. Stress is the changes which our bodies experience as we adjust to our continually changing environment. It has been an integral part of our daily life since prehistoric times and Library & Information science personnel are not exception to this. Thus we cannot avoid stress in our life; rather the best policy is to manage it properly to increase our efficiency. This article attempts to define stress in the light of LIS profession. It describes about the types of stress in libraries and its reasons. Also critically analyses the best ways to manage the stress of LIS professionals in the work place..

Keywords: stress management, work related stress, Library Professional

.INTRODUCTION

Generally stress is the changes, which our bodies experience as one, adjust to the continually   The profession itself suffers tension related problems between the professional and para- professionals. The library structure includes librarian as the chief manager of the library having administrative technical and nontechnical staff in hierarchy. Stress is a fact in our daily life. When a person needs help, it means the person feels physically and emotionally disabled. Most people believe that their capacity and capabilities are so little to encounter high level of stress. Today, with progress in all respects, human is facing new challenges in many different fields as if progress in turn creates new problems. Over a century, the nature of working has been changed widely, and still these changes are in progress. Following these changes, number of illnesses has been increased, morality and human aspects are faded and new problems are occurred every day, so that we are facing job stress which called "illness of the century".

Stress Management:

Stress Management means to make changes to our life, if someone is in constant stress situation and the person can prevent stress by practicing self care, relaxation and to manage or response to the stressful situations when its occurs.

Stress management is said to reduce the blood pressure, heart, disease, digestive troubles and many more physical ailments. The experts comment that it helps to improve sleep and mental health.

Sources of Stress in the Library Professionals

Stress can be consequent from three sources such as physical, mental and Work Place. Physical stress can be brought on by overwork, lack of rest and poor diet. Mental stress can be traced to a persons' mental state of mind, which involves expectation, fears, regrets etc. Work Place stress is derived from the interaction with the outer world like interaction with modern technologies, role as a library manager etc. Different events which are responsible for stress factors are as follows, Stress Management for Library and Information Professionals

1) Workplace Stress

2) Technological Stress

3) Organisational to Stress

4) Physical Stress

1) Workplace Stress

Workplace stress is hardly limited to the library profession, if compared with the public sectors like public service oriented occupations like health care units, child care or teaching fields. The librarians deal with the users and management. The librarians face problem of staff i.e. manpower, when the attendant and clerk is shifted from library to the office work. The teachers behave differently with the librarian as they are non vocational teachers and the nature of the work differs. Librarianship is very much hectic when the stock verification if more than twenty thousands of books, every three years have to conduct, otherwise every year in summer vacations with insufficient staff. If found loss, librarians are blamed and punished if the management is not supportive. Librarians also feel stressful when not appreciated for the efforts they have taken, many times the stress is also due to lack of leadership, lack of staff autonomy and an distinct vision of job activities. It is obvious that although there is no single definitive cause and therefore no one solution, the reasons contributing to a stressful environment hold distinctive similarities throughout the public service sector, including librarianship. The stress also occurs in the areas of technology, ser expectations and personal responsibilities but the occupation has its stress levels.

2) Technological Stress

Technical services staff members feel pressure of never seeing "in" basket or self of materials to be processed diminish or of always having to accomplish special projects without reductions in "regular" work expectations. In addition to the sheer quantity of work, library staff members may feel a qualitative overload. They often feel that their job requires knowledge and skills that they do not have, job contains elements that are inappropriate or job is frustratingly fragmented or complex. Reference librarians report feelings of inadequacy regarding their knowledge of information sources and technology, impatience with duties such as dealing with "problem" patrons and maintaining photocopy machines and conflicts between on-desk and off-desk duties. Technical services and support staff feel qualitative overload. It has been also reported that it include interdepartmental conflicts, tensions between professionals and non professionals, competition for status and resources, irritable and negative co-workers, and gossip.

Organisational to Stress

Library staffs face many problems and converts into stress when it working in organisation. Librarian and other subordinates also have stress at workplace dealing with different issues. Libraries as organisations including their policymakers, managers and personnel officers, deal with stress and burnout at workplace. The organizational strategies can be grouped into several categories including: (1) reducing number and intensity of stressors, (2) strengthening the employee's ability to cope with stress effectively and (3) recognizing and assisting those who are not coping effectively and who are at risk of burnout. Goal of such strategies is not only to complete elimination of stress or strain but also rather maintenance of stress at a level with which individuals can cope effectively and productively.

Helping manage workers Stress:

While every library staff member should feel that sources of stress are kept minimum at library workplace, even in libraries where this is successful, there will still be considerable stress at workplace. Effective individual stress management and coping strategies are as important, if not more so, as organizational reduction of stressors. Libraries as organizations can play an important role here, too. In overall terms, this is a matter of helping employees gain knowledge, self-awareness, and skills. Works that contain useful information on helping workers manage stress include Paine (1982), Pines (1981), and Tanner (1983). First step to effective stress management is gaining knowledge of how stress operates in one's life and the role that various types of stressors and coping strategies can play in painful stress or strain. Libraries should help their staff members gain such knowledge through workshops and other means. Using this knowledge, staff members can assess sources and level of stress or strain in their own lives. Personnel officers and managers can be helpful in this regard by making available stress and burnout "check up" or assessment instruments that have proven useful. Especially important is assistance to employees in assessing how realistic are goals they have to imposed on themselves and encouraging them to adopt more realistic goals and expectations of themselves. Development of an effective social support system is especially important for individual stress management and coping. Such a support network can provide self-esteem, feedback and appraisal of situation, information and advice, and assistance in making changes in situation.

Strategies to counter of stress management

- Think positive every time

- Improve yourself

- Make yourself happy first. So keep smiling as it costs nothing but pays much.

- Start work through proper planning and set your goals.

- Start enjoying whatever you do for your living

- Learn to say yes happily in every time .

- Communicate properly and do and daily yoga

- Seek more information about handle that situation.

- Increase your physical exercise to have a greater feeling of well being your daily routine.

- Take a good stretch. Stretching makes muscles relax and.

Suggestions:

- Management and Principal must look into the matter, if librarian faces any problem related to job as stress reduces the output performance of the institution.
- Librarians must adopt the new technology to cope up with the next generation library sources and services.
- Library employees should create stress free work environment and ensure they exercise themselves.
- Mind Meditation and physical activities will help the library professionals to reduce the stress at workplace.

Conclusion: Stress is a part of our working lives and is not likely to decrease in tomorrow's workplace. A difficult economy, downsizing, taking on additional responsibilities without assistance or additional pay, all are taking their toll on physical, mental and emotional well being. College librarians often feel isolated as the only professional in the field serving the college campus. The librarian also face difficulty in coping with new technologies, staff support, insufficient staff or manpower and busy workloads in academic structure in limited time frames. The librarian has to find time to do activities which helps to reduce workplace stress.

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