

Job Satisfaction among Library Professionals in First Grade College Libraries Affiliated to University of Mysore, Mysuru: A Study

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ABSTRACT

The study mainly focused on job satisfaction among library professionals in First Grade College libraries affiliated to University of Mysore, Mysuru. This study examines entry into LIS carrier, salary scale of pay, library committee, job satisfaction with respect to social recognition factors, management support, facilities, promotional benefits, job performance and motivating factors for increasing job performance. For this purpose the researchers prepared a well structured questionnaire as a tool for data collection and the collected questionnaire has been analyzed and presented in the form of suitable tables. The article concludes with appropriate suggestions.

KEYWORDS: Job satisfaction, Library professionals, First Grade Colleges, Occupational Stress, Degree Colleges.

1. INTRODUCTION

The scenario of libraries especially of academic libraries has been changing since last one of two decades. It may be due to the fact of growth of colleges with increasing intakes and also combination of study subjects. On the other hand the library collection is also being moved from print collection to electronic resources and for which the library personnel require additional skills and hence their job profiles are also changing with new and required skills. This is one side that is affecting both positively and negatively on the job description and thereby the job satisfaction. There is a trend facility to improve the qualifications of library professionals. Many of them are aspiring to acquire higher qualifications especially doctorate degrees whereby their aspirations are tend to change and hence there could be some effect on job satisfaction. The higher education especially college education is now moving from government management to private management and this also affects on the employee compensation like salaries and other benefits like promotion and terminal benefits. Thirdly the libraries, especially the academic and public libraries social image is also changing and are getting somewhat social recognition. The stigma of inferiority complex among librarians in general is gradually waning and getting a better profile. The investigator working in the first

grade degree colleges affiliated to an oldest university of the state has visualized changes in the job satisfaction influenced by the above detailed factors has intended to undertake this study in view of the changing nature of colleges libraries and hence pursued to study in this direction. The present study was conducted on Job Satisfaction among Library Professionals in First Grade College Libraries Affiliated to University of Mysore, Mysuru.

2. REVIEW LITERATURE

Ward and Sloane (2000) have studied the level of job satisfaction of the Scottish workforce, African library professionals, in this study there is no difference in the level of satisfied and dissatisfied at the gender professionals. The researcher observed that female professionals were dissatisfaction with the institutional administration; very common problem was lack of support to female compare to the male professionals.

Srivastava and Srivastava (2004) have assumed that satisfaction about nature of job can be increased based on job environment, training on IT and good monetary gains. “Librarians of the colleges and other educational institutions should be provided the awareness and training about the innovation of information technologies”. Libraries are often challenged to offer the different area of the work environments that showed creativity of the library professionals.

Khan and Ahmed (2013) have studied the level of job satisfaction among the library professionals in the University of Khyber, Pakistan and in this study researchers observed that the level of satisfied and dissatisfied of the library professionals. Although professionals committed to their job or profession, are very less of them satisfied with their salary, promotions, and other benefits and majority of the professionals were dissatisfied with cognitive rewards offered, supervision, appreciation and working environment.

Martin (2020) has studied that job satisfaction of working environment and productivity. Also showed that to understand the level of satisfaction of LIS professionals a total 770 respondent's data were collected through the questionnaire, this study focused on gender race, types of libraries, present position in the libraries and working movement, also to known as identification of the library strength and several key factors of the job satisfaction include that salary, promotion, leadership and relationship with co-workers.

Chintan and mitalkumar (2021) have investigated the present situation of the job satisfaction among the LIS professionals working in private academic institutions. In this study mainly focused on level of job stress, job swapping ratio, perception, and various factors of job satisfaction. Major findings of this study revealed that majority of the employees receive an average motivation and poor remunerations. Also they were working under a higher authority level of stress and more workload at average work culture. Majority of the professionals keep exchange their job for a more salary and career growth. This study showed among the Government and Aided colleges and Private colleges, the present study will help the government to distinguish the present situation of the LIS professionals at aided and private Institutions and also to the employer should change level of their management and leadership practices.

3. OBJECTIVES OF THE STUDY

The objectives behind conducting the present study are:

- ✓ To identify the factors which influence the job satisfaction of among library professionals in college libraries.
- ✓ To identify the factors of Job Satisfaction and performance of library professionals working in college libraries.
- ✓ To study the working environment, communication pattern and social security that affects the level of job satisfaction among library professionals.
- ✓ To explore the extent of the job satisfaction with respect to adequacy of salary and promotional avenues in the library profession.
- ✓ To give suggestions for improving the level of job satisfaction among professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru.

4. SCOPE, LIMITATIONS AND METHODOLOGY

The scope of the study is restricted to the Library Professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru, covering the four districts viz. Mysuru, Mandya, Hassan and Chamarajanagara. The survey method was adopted, using questionnaire as a tool for data collection. A structured questionnaire was designed and distributed among library professionals working in First Grade Colleges affiliated to University of Mysore, Mysuru. A total of 228 questionnaires were distributed to library professionals working in the 162 First Grade College libraries, Of which 193 filled-up questionnaires were received back consisting of 84.64% responses. In addition to questionnaire method, interview schedule and observation method were also used to collect required information as a supplement to the questionnaire method to bring more clarity to the data which are essential and use for analysis and interpretation of data.

5. DATA ANALYSIS

The data was collected by different methods were analyzed and interpreted and the same is presented in the following tables.

5.1. Designation Wise Distribution

The designation wise distribution of respondents has been summarized in Table-1. About 138 (71.50%) of respondents are 'Librarians', followed by 35 (18.13%) are 'Library Assistant/ Project Assistant', and 20 (10.36%) of respondents are 'Assistant Librarian'.

Table-1: Designation Wise Distribution

Designation	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51)	Private Unaided (N=69)	Total (N=193)
Librarian	07 (38.89)	47 (85.45)	34 (66.67)	50 (72.46)	138 (71.50)

Asst. Librarian	04 (22.22)	02 (03.64)	08 (15.69)	06 (08.70)	20 (10.36)
Library Assistant /Project Assistant	07 (38.89)	06 (10.91)	09 (17.65)	13 (18.84)	35 (18.13)
Note: Figures in parentheses indicate percentage					
$\chi^2=16.659$, $df=06$, $P=0.01062165$					

5.2. Entry into LIS Carrier

The information gathered about how the respondents entered into the LIS carrier has been summarized in Table-2. About 125 (64.77%) of respondents opine as they entered LIS carrier by choice, followed by 52 (26.94%) of respondents opine as they entered LIS carrier by chance and 16 (08.29%) of respondents opine as they entered LIS carrier neither by choice or by chance i.e. they didn't had any other option to do higher education.

Table-2: Entry into LIS Carrier/ Job Choice

Designation	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51)	Private Unaided (N=69)	Total (N=193)
By Choice	11 (61.11)	37 (67.27)	36 (70.59)	41 (59.42)	125 (64.77)
By Chance	05 (27.78)	13 (23.64)	09 (17.65)	25 (36.23)	52 (26.94)
Neither	02 (11.11)	05 (09.09)	06 (11.76)	03 (04.35)	16 (08.29)

5.3. Salary Scale of Pay

The information about salary scale of a pay given by the colleges to the LIS professionals has been gathered and summarized in Table-3. About 97 (50.26%) of respondents are get the pay of management pay scale, followed by 69 (35.75%) of respondents get the pay of UGC Pay Scale and 27 (13.99%) of respondents get consolidated pay.

Table-3: Salary Scale of Pay

Salary Scale	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51)	Private Unaided (N=69)	Total (N=193)
UGC Pay Scale	03 (16.67)	53 (96.36)	13 (25.49)	00 (00.00)	69 (35.75)
Management Pay Scale	08 (44.44)	00 (00.00)	30 (58.82)	59 (85.51)	97 (50.26)
Consolidated Pay	07 (38.89)	02 (03.64)	08 (15.69)	10 (14.49)	27 (13.99)

5.4. Library Committee

The information gathered about Library Committee in First Grade Colleges has been presented in Table-4. About 175 (90.67%) of respondents opine as 'Yes' i.e. they have library committee at the college and 18 (09.32%) of respondents opine as 'No' i.e. they do not have library committee at the college. The Table also depicts information about position held by the respondents in the library committee. About 91 (52.00%) of respondents hold the position of 'Convener' in the library committee, followed by 34 (19.42%) of respondents hold the position of 'Coordinator' in the library committee, 23 (13.14%) of respondents hold the position of 'Member' in the library committee, 15 (08.57%) of respondents hold the position of 'Advisor' in the library committee and 12 (06.85%) of respondents hold the position of 'Secretary' in the library committee.

Table-4: Library Committee

Library Committee	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51)	Private Unaided (N=69)	Total (N=193)
Yes	18 (100.00)	55 (100.00)	51 (100.00)	51 (73.91)	175 (90.67)
No	00 (00.00)	00 (00.00)	00 (00.00)	18 (26.08)	18 (09.32)
Position held in Library Committee					
Position held in Library Committee	Autonomous (N=18)	Govt. (N=55)	Private Aided (N=51)	Private Unaided (N=51)	Total (N=175)
Convener	07 (38.88)	34 (61.81)	22 (43.13)	28 (54.90)	91 (52.00)
Coordinator	05 (27.77)	09 (16.36)	11 (21.56)	09 (17.64)	34 (19.42)
Member	03 (16.66)	08 (14.54)	06 (11.76)	06 (11.76)	23 (13.14)
Secretary	01 (05.55)	00 (00.00)	05 (09.80)	06 (11.76)	12 (06.85)
Advisor	02 (11.11)	04 (07.27)	07 (13.72)	02 (11.76)	15 (08.57)

5.5. Job Satisfaction with respect to Social Recognition Factors

The opinion gathered towards job satisfaction with respect to social recognition factors has been summarized in Table-5. About 109 (56.48%) of respondents opine as Strongly Agree towards the factor 'My family members recognize my profession', followed by About 103 (53.37%) of respondents opine as Strongly Agree towards the factor 'I am proud of my library profession', 84 (43.52%) of respondents opine as Agree towards the factor 'I am getting social recognition', 103 (53.37%) of respondents opine as Strongly Agree towards the factor 'I am involved in various committees of my college', 72 (37.31%) of respondents opine as Agree towards the factor 'I feel LIS

profession has better recognition compared to other profession', 96 (49.74%) of respondents opine as Agree towards the factor 'The kind of respect getting from student and faculty', 103 (53.37%) of respondents opine as Agree towards the factor 'My students value my status as a library professional' and 109 (56.48%) of respondents opine as Agree towards the factor 'The institution often/permit me to attend workshop/seminars/training programs'.

Table-5: Job Satisfaction with respect to Social Recognition Factors

Social Recognition Factors	SA	AG	NA/ND	D	SD
My family members recognize my profession	109 (56.48)	66 (34.20)	12 (06.22)	00 (00.00)	06 (03.11)
I am proud of my library profession	103 (53.37)	66 (34.20)	18 (09.33)	06 (03.11)	00 (00.00)
I am getting social recognition	55 (28.50)	84 (43.52)	42 (21.76)	06 (03.11)	06 (03.11)
I am involved in various committees of my college	103 (53.37)	84 (43.52)	00 (00.00)	00 (00.00)	06 (03.11)
I feel LIS profession has better recognition compared to other profession	43 (22.28)	72 (37.31)	30 (15.54)	17 (08.81)	31 (16.06)
The kind of respect getting from student and faculty	73 (37.82)	96 (49.74)	18 (09.33)	06 (03.11)	00 (00.00)
My students value my status as a library professional	72 (37.31)	103 (53.37)	18 (09.33)	00 (00.00)	00 (00.00)
The institution often/permit me to attend workshop/seminars/training programs	78 (40.41)	109 (56.48)	06 (03.11)	00 (00.00)	00 (00.00)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi^2=322.206$, $df=28$, $P=0.00$					

5.6. Management Support and Job Satisfaction

The opinion gathered towards management support and job satisfaction has been summarized in Table-6. About 115 (59.59%) of respondents opine as Agree towards the factor 'The administration in my institute communicates policy decisions', followed by 90 (46.63%) of respondents opine as Agree towards the factor 'I get a due recognition from the higher authorities', 115 (59.59%) of respondents opine as Agree towards the factor 'Get support /value my proposals for the development of library', 97 (50.26%) of respondents opine as Strongly Agree towards the factor 'Involve librarian in the work of NAAC/ IQAC', 121 (62.69%) of respondents opine as Agree towards the factor 'Management involve librarian in NSS, NCC, Hostels, Sports, Cultural other activities of Institute/College', 127 (65.80%) of respondents opine as Agree towards the factor 'Get motivated to perform better in general', 109 (56.48%) of respondents opine as Agree towards the factor 'I get clear instructions from my supervisor' and 66

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(34.20%) of respondents opine as Agree towards the factor 'Management guides me due to lack of my performance or critical'.

Table-6: Management Support and Job Satisfaction

Factors	SA	AG	NA/ND	D	SD
The administration in my institute communicates policy decisions	48 (24.87)	115 (59.59)	24 (12.44)	06 (03.11)	00 (00.00)
I get a due recognition from the higher authorities	61 (31.61)	90 (46.63)	30 (15.54)	12 (06.22)	00 (00.00)
Get support /value my proposals for the development of library	60 (31.09)	115 (59.59)	06 (03.11)	12 (06.22)	00 (00.00)
Involve librarian in the work of NAAC/ IQAC	97 (50.26)	78 (40.41)	18 (09.33)	00 (00.00)	00 (00.00)
Management involve librarian in NSS,NCC, Hostels, Sports, Cultural other activities of Institute/College	48 (24.87)	121 (62.69)	12 (06.22)	12 (06.22)	00 (00.00)
Get motivated to perform better in general	48 (24.87)	127 (65.80)	12 (06.22)	06 (03.11)	00 (00.00)
I get clear instructions from my supervisor	36 (18.65)	109 (56.48)	30 (15.54)	12 (06.22)	06 (03.11)
Management guides me due to lack of my performance or critical.	37 (19.17)	66 (34.20)	48 (24.87)	18 (09.33)	24 (12.44)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi^2=293.492$, $df=28$, $P=0.00$					

5.7. Salary and Facilities

The opinion gathered from the respondents towards salary and facilities has been summarized in Table-7. About 68 (35.23%) of respondents opine as Strongly Agree towards the factor 'My salary is adequate', followed by 75 (38.86%) of respondents opine as Strongly Agree towards the factor 'It is well paid job', 88 (45.60%) of respondents opine as Strongly Agree towards the factor 'I am satisfied with my salary in relation to my job/work', 90 (46.63%) of respondents opine as Strongly Agree towards the factor 'I feel sometimes I am underpaid in relation to my job', 71 (36.79%) of respondents opine as Strongly Agree towards the factor 'I feel the perks and allowances paid to me are on par with others in the Institution', 98 (50.78%) of respondents opine as Strongly Agree towards the factor 'The additional work assigned to me is compensated (Monetary or otherwise)', 99 (51.30%) of respondents opine as Strongly Agree towards the factor 'I am allowed to receive honorarium for outside work (with permission)', 79 (40.93%) of respondents opine as Strongly Agree towards the factor 'I get regular revision to my salary scales along with others'.

Table-7: Salary and Facilities

Opinion	SA	AG	NA/ND	D	SD
My salary is adequate	68 (35.23)	28 (14.51)	21 (10.88)	35 (18.13)	41 (21.24)
It is well paid job	75 (38.86)	39 (20.21)	13 (06.74)	43 (22.28)	23 (11.92)
I am satisfied with my salary in relation to my job/work	88 (45.60)	50 (25.91)	11 (05.70)	23 (11.92)	21 (10.88)
I feel sometimes I am underpaid in relation to my job	90 (46.63)	33 (17.10)	25 (12.95)	24 (12.44)	21 (10.88)
I feel the perks and allowances paid to me are on par with others in the Institution	71 (36.79)	48 (24.87)	28 (14.51)	28 (14.51)	18 (09.33)
The additional work assigned to me is compensated (Monetary or otherwise)	98 (50.78)	29 (15.03)	19 (09.84)	18 (09.33)	29 (15.03)
I am allowed to receive honorarium for outside work (with permission)	99 (51.30)	14 (07.25)	18 (09.33)	27 (13.99)	35 (18.13)
I get regular revision to my salary scales along with others	79 (40.93)	09 (04.66)	19 (09.84)	35 (18.13)	51 (26.42)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi^2=118.797$, $df=28$, $P=0.00$					

5.8. Promotional Benefits

The opinion gathered from the respondents towards promotional benefits has been summarized in Table-8. About 92 (47.67%) of respondents opine as Strongly Agree towards the factor 'Library profession provides an opportunity for promotion', followed by 68 (35.23%) of respondents opine as Agree towards the factor 'Promotion are given according to seniority', 78 (40.41%) of respondents opine as Strongly Agree towards the factor 'I like my immediate supervisor', 91 (47.15%) of respondents opine as Strongly Agree towards the factor 'My work is formally evaluated annually', 91 (47.15%) of respondents opine as Strongly Agree towards the factor 'Limited opportunity for growth in library setup', 89 (46.11%) of respondents opine as Strongly Agree towards the factor 'There is a reward system for good work' and 84 (43.52%) of respondents opine as Strongly Agree towards the factor 'Time bound promotions are given'.

Table-8: Promotional Benefits

Opinion	SA	AG	NA/ND	D	SD
Library profession provides an opportunity for promotion	92 (47.67)	58 (30.05)	11 (05.70)	11 (05.70)	21 (10.88)
Promotion are given according to seniority	65 (33.68)	68 (35.23)	28 (14.51)	14 (07.25)	18 (09.33)

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I like my immediate supervisor	78 (40.41)	56 (29.02)	32 (16.58)	16 (08.29)	11 (05.70)
My work is formally evaluated annually	91 (47.15)	43 (22.28)	29 (15.03)	21 (10.88)	09 (04.66)
Limited opportunity for growth in library setup	91 (47.15)	31 (16.06)	24 (12.44)	19 (09.84)	28 (14.51)
There is a reward system for good work	89 (46.11)	43 (22.28)	28 (14.51)	09 (04.66)	24 (12.44)
Time bound promotions are given	84 (43.52)	45 (23.32)	18 (09.33)	14 (07.25)	32 (16.58)
Note: SA: Strongly Agree, A: Agree, NA/ND: Neither Agree Nor Disagree, D: Disagree, SD: Strongly Disagree					
Note: Figures in parentheses indicate percentage					
$\chi^2=66.921$, $df=24$, $P=0.00000633$					

5.9. Job Performance and Job Satisfaction

The opinion gathered from the respondents towards job performance and job satisfaction has been summarized in Table-9. About 115 (59.58%) of respondents opine as Agree towards the factor 'I fulfil specific job responsibilities', followed by 112 (58.03%) of respondents opine as Agree towards the factor 'I meet performance standards and expectation', 103 (53.36%) of respondents opine as Agree towards the factor 'My performance level effective and satisfactory', 90 (46.63%) of respondents opine as Agree towards the factor 'I am effective in my job', 101 (52.33%) of respondents opine as Agree towards the factor 'I feel my performance is better than other employees who on similar job' and 113 (58.54%) of respondents opine as Strongly Agree towards the factor 'My productivity is good quantitatively and qualitatively'.

Table-9: Job Performance and Job Satisfaction

Factors	SA	AG	NA/ND	D	SD
I fulfil specific job responsibilities	65 (33.67)	115 (59.58)	06 (03.10)	07 (03.62)	00 (00.00)
I meet performance standards and expectation	66 (34.19)	112 (58.03)	07 (03.62)	06 (03.10)	02 (01.03)
My performance level effective and satisfactory	78 (40.41)	103 (53.36)	08 (04.14)	04 (02.07)	00 (00.00)
I am effective in my job	85 (44.04)	90 (46.63)	13 (06.73)	05 (02.59)	00 (00.00)
I feel my performance is better than other employees who on similar job	78 (40.41)	101 (52.33)	05 (02.59)	08 (04.14)	01 (00.51)
My productivity is good quantitatively and	113	74	01	05	00

qualitatively	(58.54)	(38.34)	(00.51)	(02.59)	(00.00)
Note: Figures in parentheses indicate percentage					
$\chi^2=51.099$, $df=20$, $P=0.00015389$					

5.10. Motivating Factors for Increasing Job Performance

The opinion gathered from the respondents towards motivating factors for increasing job performance has been summarized in Table-10. About 100 (51.81%) of respondents opine as Strongly Agree towards the factor 'Job security', followed by 92 (47.67%) of respondents opine as Strongly Agree towards the factor 'Monetary gain', 98 (50.78%) of respondents opine as Strongly Agree towards the factor 'Working conditions', 93 (48.19%) of respondents opine as Strongly Agree towards the factor 'Hours of work', 104 (53.89%) of respondents opine as Strongly Agree towards the factor 'Personal growth', 98 (50.78%) of respondents opine as Strongly Agree towards the factor 'Supervisors', 112 (58.03%) of respondents opine as Strongly Agree towards the factor 'Recognition', 118 (61.14%) of respondents opine as Strongly Agree towards the factor 'Status', 91 (47.15%) of respondents opine as Strongly Agree towards the factor 'Independent Decisions' and 109 (56.48%) of respondents opine as Strongly Agree towards the factor 'Encourage application of ICT in Library development'.

Table-10: Motivating Factors for Increasing Job Performance

Opinion	SA	AG	NA/ND	D	SD
Job security	100 (51.81)	51 (26.42)	21 (10.88)	09 (04.66)	12 (06.22)
Monetary gain	92 (47.67)	68 (35.23)	18 (09.33)	07 (03.63)	08 (04.15)
Working conditions	98 (50.78)	69 (35.75)	09 (04.66)	08 (04.15)	09 (04.66)
Hours of work	93 (48.19)	55 (28.50)	21 (10.88)	10 (05.18)	14 (07.25)
Personal growth	104 (53.89)	57 (29.53)	11 (05.70)	18 (09.33)	03 (01.55)
Supervisors	98 (50.78)	58 (30.05)	24 (12.43)	09 (04.66)	04 (02.07)
Recognition	112 (58.03)	32 (16.58)	27 (13.98)	14 (07.25)	08 (04.14)
Status	118 (61.14)	39 (20.21)	29 (15.02)	06 (03.11)	01 (00.52)
Independent Decisions	91 (47.15)	62 (32.12)	18 (09.33)	14 (07.25)	08 (04.15)
Encourage application of ICT in Library development	109 (56.48)	45 (23.32)	27 (13.99)	08 (04.15)	04 (02.07)
Note: Figures in parentheses indicate percentage					
$\chi^2=85.362$, $df=36$, $P=0.00000688$					

5.11. Management Support and Job Satisfaction

The opinion gathered from the respondents towards management support and job satisfaction has been summarized in Table-11. About 98 (50.78%) of respondents opine as Strongly Agree towards the factor 'Administration my institute communicates policy decisions', followed by 77 (39.90%) of respondents opine as Strongly Agree towards the factor 'I get a due recognition from the higher authorities', 91 (47.15%) of respondents opine as Agree towards the factor 'Get support /value my proposals for the development of library', 87 (45.08%) of respondents opine as Agree towards the factor 'Involve librarian in the work of NAAC/ IQAC', 92 (47.67%) of respondents opine as Strongly Agree towards the factor 'Management involve librarian in NSS,NCC, Hostels, Sports, Cultural other activities of Institute/College', 102 (52.85%) of respondents opine as Strongly Agree towards the factor 'Get motivated to perform better in general', 90 (46.63%) of respondents opine as Strongly Agree towards the factor 'I get clear instructions from my supervisor' and 85 (44.04%) of respondents opine as Strongly Agree towards the factor 'Management guides me due to lack of my performance or critical'.

Table-11: Management Support and Job Satisfaction

Opinion	SA	AG	NA/ND	D	SD
Administration my institute communicates policy decisions	98 (50.78)	54 (27.98)	31 (16.06)	08 (04.15)	02 (01.04)
I get a due recognition from the higher authorities	77 (39.90)	71 (36.79)	21 (10.88)	18 (09.33)	06 (03.11)
Get support /value my proposals for the development of library	80 (41.45)	91 (47.15)	18 (09.33)	03 (01.55)	01 (00.52)
Involve librarian in the work of NAAC/ IQAC	55 (28.50)	87 (45.08)	41 (21.24)	06 (03.11)	04 (02.07)
Management involve librarian in NSS,NCC, Hostels, Sports, Cultural other activities of Institute/College	92 (47.67)	45 (23.32)	35 (18.13)	14 (07.25)	07 (03.63)
Get motivated to perform better in general	102 (52.85)	51 (26.42)	21 (10.88)	15 (07.77)	04 (02.07)
I get clear instructions from my supervisor	90 (46.63)	65 (33.68)	18 (09.33)	15 (07.77)	05 (02.59)
Management guides me due to lack of my performance or critical.	85 (44.04)	48 (24.87)	51 (26.42)	31 (16.06)	08 (04.15)
Note: Figures in parentheses indicate percentage					
$\chi^2=127.31$, $df=28$, $P=0.00$					

SUGGESTIONS

Based on the above results the following suggestions are made on job satisfaction among library professionals in First Grade College Libraries affiliated to University of Mysore, Mysuru.

- The findings of the study reveal that most of the library professionals are satisfied to some extent with the privileges and the facilities provided by the Institutions. Hence certain measures such as transportation, housing, education and health facilities may be taken up in order to improve the satisfaction.
- Every individual will aspire for growth in his/her career so that he/she will be satisfied with his/her job. Hence, there is a need to provide certain facilities like leave facility for education, programmes like FIP,FTP, FDP for doing research, training to update the skills, deputation to attend conferences, workshops, training, seminars, which not only help in updating and improving their knowledge but also help in career development. The institutions should depute interested Library professionals to do PhD and PDF by granting study leave and payment to carry out research.
- The status of the librarians may be equated faculty status in academic institutions, by providing equal facilities and opportunities in respect of pay scales, leave and by involving them in policy formulation etc.
- The award system may be introduced as a token of recognition of their innovative or outstanding services to improve their job satisfaction.
- There is also a general complaint from most of the First Grade College libraries that adequate staff is not appointed in proportion to the work, which leads to general dissatisfaction among employees. This will ultimately have adverse effect on the services to be provided to the readers. Hence, the organizations can think of various alternatives to lighten the burden of the existing staff.

CONCLUSION

This study provided an insight into the job satisfaction among library professionals in First Grade College Libraries affiliated to University of Mysore, Mysuru. The Job satisfaction is an important issue for every organization because satisfied and happy employees are considered more productive and vice versa. They are the better employees and known for the good performance. Several factors collectively determine the job satisfaction including the basic factors such as pay, work, supervision, promotion, co-workers and work environment and the demographic attributes of the employees. The broader social, organizational, and human contexts constitute the totality of work environment. The present study was an effort to find the level of job satisfaction among the library professionals and to analyze the various factors associated with the job satisfaction. The study found that the library professionals are overall somewhat satisfied with their jobs. The findings of the study have important implications for improving the quality of work, users' satisfaction and overall improvement of library services. Therefore college authorities must be aware of the level of jobs satisfaction among the library professionals and take necessary steps to improve it to provide effective and efficient library and information services.

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