

Factors Affecting Job Satisfaction Among The LIS Professionals

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Abstract

In the context of library, a satisfied library professional is regarded as a productive professional. A satisfied employee not only rendered quality service to the users, but also ensure commitment to the library in which he/she is serving and contributes one's might to its image building. Job satisfaction and dissatisfaction are function of perceived relationship between what one wants to derive from one's job and what one perceives as offering or entailing. This paper highlights the problems of LIS professional as a whole and also gives some solution /suggestion to overcome those problems.

Keywords: Job Satisfaction, Technology, Salary Structure, Attitude, Policy, Motivation, Recognition, Skills, Vacant Post.

Introduction

The effectiveness and efficiency of the any type of library is measured in terms of quality of its service delivered or rendered to its users. The quality of its service mainly depends upon the quality of workforce, which in turn directly depends on knowledge, adaptability and satisfaction level of the professionals. Employee satisfaction is a pre-requisite for delivery of quality service and keeps users satisfied.

The experience produced by the discrepancy between what one drives and what ones expect may be an indicator of satisfaction/dissatisfaction from job. Patricia performed a study of professional librarian's job satisfaction which found that creativity, flexibility and recognition of professionals' skill and knowledge were source of high satisfaction.

Objectives

The objectives of present paper are

1. To explore problems of LIS Professionals regarding job and job satisfaction.
2. To find out solution of that problems.
3. To suggest means to improve the job satisfaction of library and information science professionals.

Methodology

For this Paper, Author use observation, experience, interview of many professionals as a methodology.

Factors Affecting/Influencing The Satisfaction Level Of LIS Professionals

From the side of Authority:

1. Consider less important field
2. Giving less salary
3. Autonomy by authority- LIS Professionals except lesser management interface and more autonomy in routine working of the library
4. Always prefer fresher as an employee because they agree easily do job even with less salary structure
5. No policy for increasing salary after certain period for temporary staff
6. No recognition from side of authority and also from colleagues from different discipline
7. Only advertising vacant posts time to time No /less motivation towards doing anything innovative
8. Less attractive practical course for student
9. No provision for preparing student for different exams
10. Do not have tendency to take initiative and risk for betterment
11. No facility for develop different skill time to time being a library professional
12. Neutral attitude of authority towards library and library profession/Professionals
13. No provision for giving any technical knowledge to professional related to computer time to time according to need from the side of organization.
14. Less number of staff in comparison to work and student's strength
15. Old syllabus and curriculum.
16. Less opportunities and facilities for pursuing PhD or D.lit in LIS subject locally
17. Take for granted attitude
18. Do not apply or implement policy, rules, regulation strictly till long time
19. No proper/suitable publicity of this profession
20. Inadequate fund
21. Collaboration of LIS schools in the region is weak and largely informal.
22. No initiative or interest of authority to sustain skilled person in their organization
23. Maximum opportunities at far places

24. No job security for fresher's

25. Environment at work place

From The Side Of Professionals/Fresher's

1. Negative attitude toward this profession
2. Do not have tendency to take initiative and risk for betterment
3. We used to do traditional work
4. Take entry by chance or by luck in this profession
5. Lack of leadership, co-operation, communication skill, management, involvement etc
6. Easily satisfy and agree with the less salary structure
7. Less moral value mostly behave true professional
8. Lack of updated knowledge and skills

Suggestions/Solution

1. First feel important and valuable person for organization
2. Always improve yourself in the context of Education, knowledge, skills, morals, values, behavior etc
3. Authority's appreciation, user's appreciation motivates the library and information science professionals to render better service in the future.
4. Develop yourself market oriented
5. Set a standard/ Role model in front of other's discipline to do tremendous job in this discipline
6. Do not satisfy with less salary structure. Otherwise in future, it would be trend to hire professionals on less salary structure. This is completely shameless
7. Do not compromise with salary, power
8. Take strong effort and initiative to fill Vacant posts seriously
9. Always think and do innovative in the favor of LIS field
10. Inculcate tendency to take initiative and risk for betterment
11. Need to change syllabus according to future
12. Do not use effective way of teaching

Conclusion

It is promising to note that supervision, reward and recognition etc are the areas of satisfaction for professionals. The study explore the fact that, LIS professionals should be encourage to participate actively in library and related activities of organization to improve their perception.

Their opinions are to be taken seriously and implement their valid and concrete suggestion should be implemented in practice. This type of positive approach from authority/ a management/ parent organization improves the satisfaction level of the professionals.

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