Evaluation Of Job Satisfaction Among Academic Library Professionals In Kalyana Karnataka Region

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ARTICLE INFO	ABSTRACT
	Professionalism is an active instrument for staff skill development, particularly in light of the rapidly evolving technology and explosion of information. Many of them assume leadership positions in library associations, promoting the funding and regulations required to improve library services. Investigating college library workers' job satisfaction and potential remedial measures is the aim of the present study. In order to assist education, research, and community development, library personnel are essential. For these professions, job happiness is crucial since it influences their motivation, output, and general well-being. The researcher's goal is to assess the many aspects of work satisfaction among Kalyana, Karnataka, library personnel.150 library professionals were surveyed to gather data, and SPSS, Rotated Component Matrix, and Principal Component Analysis were used for analysis.The findings of this study showed that 50% of library professionals were happy with their pay, 48.2% were satisfied with the requirements for promotions, 45% were content with their job security, and 69.8% felt that their employer and they were getting more recognition. **Keywords:** -Skills, Professional, Library Services, Job Satisfaction, Supporting Learning, Library Professionals,Kalyana Karnataka Region, Well-Being,Higher Recognition. *"Job satisfaction is a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences"* **−Locke, 1976**

INTRODUCTION

A highly contented worker does not always have to be an exceptional performance. On the other hand, a disgruntled employee may permanently harm the efficacy of the company .A performance management system should be founded on a holistic framework and ideological foundations by fortifying the connections between the essential elements, including performance planning, execution, appraisal, reward and recognition, and ongoing performance improvement.

Factors including as the kind of library, job duties, education, experience, and work environment all affect how satisfied library personnel are with their jobs. Due to the significant influence, they have on their communities—such as encouraging literacy, lifelong learning, and information access—many express great happiness They appreciate a variety of activities, such as programming, technological integration, and collection development. But obstacles like poor compensation, little opportunity for promotion, and inadequate assistance might lead to discontent.

For library personnel, granting users access to online services, integrating library users into the network, and delivering services in accordance with their needs are difficult tasks .By keeping both online and conventional papers, the academic library is undergoing a hybrid phase . When a library fulfils its obligations and functions to meet the requirements of its patrons, the satisfaction of its staff may be consistently maintained.

High-quality performance is influenced and driven by the job happiness of its employees. Additionally, job satisfaction may be a significant predictor of how workers feel about their jobs and work-related behaviours including absenteeism, job withdrawals, and institutional support. Being a librarian is a wonderful career among many others . Academic libraries are still in a hybrid stage in the era of digital transactions, managing both online and traditional printed materials.

Because it may impact their motivation, output, and general well-being, job satisfaction is crucial for these professions. A few of the variables that may affect library workers' job happiness are as follows. For job happiness, a supportive work environment is necessary. Work-life balance, professional growth possibilities, co worker and supervisor support, and the physical and social surroundings are all included .

Overall, a variety of elements, such as a positive work atmosphere, independence and control, intellectual stimulation, acknowledgement and feedback, a feeling of purpose, pay and perks, and autonomy and control, may affect library workers' job satisfaction.

LITERATURE REVIEW

Kaushik, S. (2012) This research aims to investigate the elements that are strongly associated with job satisfaction among library employees. A sample of 100 library professionals from Haryana state's private engineering and business institutions provided the data. The data analysis showed that the features of library professionals' work settings had a greater impact on job satisfaction than their sex, the kind of library they worked in, or their vocational demands.

Singh, J. (2021) The primary goal of this research is to identify the key variables influencing career decisions, work satisfaction, and opinions on the general representation of library and information science professionals in the Delhi University library system. This article investigates the level of job satisfaction that these library professionals experience and looks at the areas of discontent or degree of dissatisfaction that they experience.

Lahkar, N. (2021) Investigating occupational stress and work performance among university library professionals in North-East India is the goal of the current research. The study's primary goal is to determine how stressed-out library professionals feel about their jobs and if there is a connection between occupational stress and work performance.

Nattar, S. (2010) The goal of the current research is to investigate college library professionals' work satisfaction as well as some corrective actions. The sample for this research consists of 140 library professionals from 20 different institutions. A systematic questionnaire with elements pertaining to college library professionals' work satisfaction was used to gather the data. The majority of respondents are male employees, most are between the ages of 30 and 40, most have a postgraduate degree, most are library assistants, and most have one to five years of work experience, according to some significant findings.

Gul, S. (2020) Under the heading "Job satisfaction among library professionals at Government Colleges of Commerce and Management Sciences of Khyber Pakhtunkhwa," this study was conducted and finished. The Higher Education Department recently became connected with these schools. This study aims to investigate librarians' satisfaction with relation to patrons, reading preferences, conveniences, pay, promotion, and career advancement. Survey research methodology was used in this quantitative and descriptive kind of study. An outline questionnaire with six components was created. It was discovered throughout the study that there are 35 colleges in the province overall, and that there are sixteen (16) librarians employed there.

Sajid, S. M. (2019) To guarantee that their productivity, motivation, and dedication to work are improved, university academicians—who are the foundation of the higher education system—need improved policies, training initiatives, management assistance, and regular satisfaction surveys. Although the advantages of having a high level of work satisfaction have been extensively studied, there is a clear measurement gap in the academic community. Academicians' work satisfaction is still a neglected research topic, according to a thorough literature assessment conducted in nine different nations.

Balasubramanian, P. (2022) This study examines the level of work satisfaction among library staff in South Tamil Nadu's engineering colleges. Job satisfaction is a subjective emotion that may be influenced by many different things. Data was gathered using the questionnaire approach, and the findings were tabulated and analysed using statistical techniques such the Weighted Arithmetic Mean (WAM).

Kumbar, M. (2022) The purpose of the research is to determine how satisfied library staff members are with their jobs in First Grade College libraries connected to the University of Mysore in Mysuru. This research looks at the kind of employee, perks related to promotions, work satisfaction on both positive and negative comments, job stress, job profile satisfaction, organisational culture, and personal development and ambitions. A well-structured questionnaire was created by the researchers for this purpose in order to gather data, and the results have been examined and shown in the form of appropriate tables.

Objectives of the study

- To determine the general degree of job satisfaction among academic librarians employed by Kalyana Karnataka's colleges and institutions.
- To determine the main elements that affect job satisfaction, including pay, working conditions, job security, prospects for advancement, workload, and interpersonal connections.
- To evaluate how important individual characteristics are to work happiness.
- To investigate the difficulties and problems that librarians encounter at work.

RESEARCH METHODOLOGY

Using the easy sampling methodology, the researcher used a survey questionnaire to gather data. A survey with 150 respondents was conducted, and SPSS and basic percentage analysis were used for analysis. The Kalyana Karnataka Region's library professionals' demographic profile and work satisfaction elements were outlined in a structured questionnaire.

I.RESULTS AND DISCUSSION

1.1 Demographic Profile of the Respondents

Table 1 Gender-Based Classification.

Particulars	No. of Respondents	Percentage
Male	88	58.96
Female	60	42.59
Total	150	100.0

The personal profiles of the Kalyana Karnataka Region library professionals selected for this research are shown in Table 1. Males make up the majority of library professionals (58.96%), and they have occupied the frequency of 88. They have taken up the frequency of 60 and the remaining 42.59% are female.

Table 2 Age Group.

Particulars	No. of Respondents	Percentage
21-34 years	41	29
35-44 years	55	37
45-54 years	39	24.59
Above 55 years	17	10.59
Total	150	100.00

The distribution of library professionals by age group is shown in Table 2.The majority of library professionals (36%) are between the ages of 35 and 44, and they occupy frequency 55.Next in line are those in the 21–34 age range (29%) who occupy frequency 41.The age group of 45-54 years old, which occupies the frequency of 39, comes in third position (24.59%). The last group (10.59%) consists of those over 55 who have inhabited the frequency of 17.
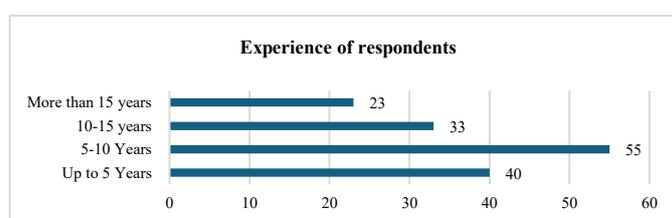

Fig. 1 Respondents' experience.

The experience of library workers is examined in Figure 1. The majority of respondents (32.9%) have five to ten years of experience, and they occupy frequency 55.Next in line are those with up to five years of experience (24.9%), who occupy frequency 40. (20.9%) have between 10 and 15 years of experience and have held 33.

1.2   Kaiser-Meyer-Olkin (KMO) Sampling Adequacy Measure

Table 3 Bartlett's Test and KMO.

Kaiser-Meyer-Olkin A measure of the adequacy of sampling		.935
Bartletts Test of sphericity	Approx.Chi-square	194.21
	Df	160
	Sig.	.008

According to the Kaiser-Meyer-Olkin value of 0.937, the variables selected for the research have a positive correlation with the Bartlett's test of significance value of 0.07, making it legitimate to do factor analysis on the chosen variable.

Table 4 Library professionals' perspectives on the elements that contribute to work satisfaction.

Particulars	Initial	Extraction
Physical working condition	1.000	.564
Leadership	1.000	.649
Innovation	1.000	.792
Responsibility towards the work	1.000	.598
Pree cooperation	1.000	.456
Recognition by the organisation	1.000	.259
Job expectation	1.000	.157
Induction training of the staff	1.000	.239
Salery of Benefit	1.000	.995
Promotion	1.000	.591
Family welfare	1.000	.579
Teamwork	1.000	.569
Motivation	1.000	.452
Initiative	1.000	.987

1.3   Method of Extraction: Primary Source: Original Information

The accompanying table, which displays the variance of 15 variables ranging from 0.539 to 0.723, illustrates the communalities of the variables using the major compound analysis. The significance of the factors is clear.

Table 5 Component Matrix Rotation of Variables.

Factor category	Factor	Components		
		1	2	3
In-Hours	Orientation and training	.645		
	Salary Benefits	.655		
	Promotion	.458		
	Job expectation	.545		
	Peer group Cooperation	.469		
	Innovation	.489		
General	Family welfare		.589	
	Career Development		.621	
	Working Environment		.687	
	Recognition		.595	
Personal	Teamwork			.598
	Initiative			.256
	Communication			.416
	Leadership			.895
	Motivation			.478

1.4   Principal Component Analysis as an Extraction Method

Six factors emerged from fifteen assertions in the Rotated Component Matrix, which determined the association between each variable and factors. High-importance factors were identified and listed above. Six variables are loaded and referred to as "in-house factors" based on their relationships. Four variables, referred known as general factors, are placed onto the second factor. Five variables are put on the third and referred to as personal factors.

FINDINGS AND CONCLUSION

Library workers who are happy in their jobs may benefit the organisation, themselves, and its patrons in a number of ways . Libraries looking to improve their effectiveness and influence should take this into account. Numerous benefits for the person and the organisation may result from library workers having high levels of job satisfaction.

✓ The majority of library professionals who responded (59.33%) are men between the ages of 35 and 44.
✓ 35.33% of those surveyed had five to ten years of experience.
✓ The most important elements for job satisfaction are responsibility for the task , physical working conditions , job rotation, salary benefits, and promotion.
✓ Promotion, orientation and training, and salary benefits are important aspects of work satisfaction that fall within the area of internal variables.

✓ In general, the most important criteria for job satisfaction are professional advancement, family welfare, and the working environment.

✓ Teamwork, initiative, communication, and leadership are important variables that impact job satisfaction in the personal category .

Library professionals' performance and work satisfaction may be significantly impacted by psychological motivation. These are a few ways that library workers may be impacted by psychological motivation:

• **Increased Job Satisfaction:** Library workers that are highly psychologically motivated may be more satisfied with their jobs. They are more likely to feel their job rewarding, pleasurable, and significant when they are genuinely driven to work.

• **Improved Performance:** Library workers' performance may also be enhanced by psychological motivation. They are more likely to operate successfully, efficiently, and creatively and innovatively when they are driven . Better customer service and greater research impact are two possible benefits for the library as a consequence of this.

• **Increased Engagement:** Psychologically driven library staff members are more likely to be involved in their job. They are more inclined to engage in professional development events, provide suggestions, and exercise initiative. A more active and effective library community may result from this.

• **Greater Resilience:** Additionally, psychological motivation might assist library workers in managing the difficulties they face on the job. They are more likely to remain optimistic, persevere through challenges, and bounce back from failures when they are intrinsically driven.

• **Better Relationships:** Relationships between library staff may also be enhanced by psychological incentive. They are more inclined to work together, communicate well, and encourage one another when they are motivated. This may result in a more upbeat and encouraging workplace.

• **Higher Retention:** Employee satisfaction increases the likelihood that library professionals will remain in their roles for longer . This may reduce employee turnover and increase organisational stability.

• **Increased Productivity:** Professionals in libraries who are happy with their jobs are often more effective and productive. They are more likely to be inventive and creative, finish assignments on time, and miss fewer days of work .

• **Improved User Services:** A contented librarian is more likely to provide patrons high-quality assistance. They are more driven to respond quickly to customer demands and go above and beyond to provide outstanding service.

• **Positive Word of Mouth:** Positive views on their job and the organisation are likely to be shared by contented library workers . This may boost the library's standing, draw in more skilled workers, and encourage more people to utilise its resources.

• **Better Teamwork:** Working together with colleagues is more common among library professionals who are happy in their positions . They are more inclined to support team objectives, offer their skills and experience, and foster a productive and upbeat work atmosphere.

• **Professional Growth:** Professionals in libraries who are happy with their jobs are more likely to be involved in their work and receptive to new experiences and ideas. More chances for professional development and advancement inside and beyond the company may arise from this.

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