

## **Job Satisfaction among Librarians of College Libraries of**

**Vallabh Vidyangar**

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### **ABSTRACT:**

A try has been done here to know job satisfaction of college librarians in terms of their salary, leave facilities, work environment, working hours and mutual relations with their college staff. 36 librarians of college libraries of Vallabh Vidyanagar were taken as sample. The data revealed that majority of librarians were not satisfied particularly in terms of their salary and other amenities.

*Keywords: Salary, working hours, Job satisfaction, work environment*

### **INTRODUCTION**

The greatest asset of any nation is its human resources. Hence human resources should be used very tactfully so that they can be maximally utilized. Job satisfaction is an essential part to take benefit of Human resources.

Here a try has been made to know job satisfaction of college librarians working in the colleges of Vallabh Vidyanagar in terms of their salary, working hours, leave facilities, college environment and their mutual relation with other staff mutual relation with other staff member.

### **OBJECTIVES OF THE STUDY ;**

1. To know pay-scale given to librarians of colleges in Vallabh Vidyanagar colleges.
2. o know working hours of librarians.
3. To know leave facility given to librarians.
4. To know college environment i.e. physical amenities and accommodation provided to college librarians.

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5. To know mutual relations of librarians with other college staff.
6. To know overall job satisfaction of librarians working in college libraries of Vallabh Vidyanagar.

### **QUESTIONS OF THE STUDY ;**

1. Whether librarians of colleges are paid salary according to U.G.C. pay-scales ?
2. Whether college librarians are given other facilities like maternity leave, L.T.C., on job training, etc.
3. Whether leave facility is given to college librarians ?
4. Whether mutual relations of librarians with other college staff are healthy ?
5. Whether college environment is inspiring for more work ?

### **UNIVERSE AND SAMPLE :**

All the librarians of 36 colleges (5 Grant-in-Aid + 31 self-finance) of Vallabh Vidyanagar were universe and they were taken as sample for the present study.

### **RESEARCH METHOD :**

The researcher used survey method in the present study.

### **METHOD OF STATISTICAL ANALYSIS :**

Percentage

**Tool :** Self-constructed questionnaire.

### **COLLECTION OF DATA .**

The researcher prepared questionnaire with the help of experts in the field. Then he contacted principals of colleges of Vallabh Vidyanagar, made them convinced with the objectives and then given the questionnaire to librarians of college libraries filled in questionnaires were collected and analysed them, with the help of S.P.S.S. software programme and tableside the data in required format.

**ANALYSIS OF DATA :**

1. only 5 college librarians out of total 36 college librarians (13.88%) get salary as per U.G.C. pay scales norms.
2. 75% librarians said that they doing job in schedule time while 25% librarians said that there was no fit time for work. i.e. they are absorbed more work.
3. 60% respondents said that they had environmental amenities i.e. specius room, light, air, furniture while uses has replied that they were not accommodated.
4. 75% librarians told that they could enjoy leave as few their requirement while 25% respondents told that they were not given leave as per their requirement.
5. 65% respondents told that their mutual relations with staff were healthy while 35% libraries were not satisfied with treatment of other staff.
6. 60% respondents were overall satisfied with their job in terms. other facilities but majority of librarians were an happy with their pay-scale.

**FINDINGS :**

1. Librarians of Grant-in-aid colleges were given pay-scale as per U.G.C. norms while self-finance (private) college librarians were given Pay-scale as per norms. They were under fixed pay.
2. Leave facility, working hours and college environment was also not suitable to librarians of self-finance colleges.
3. Overall Job satisfaction of librarians was not found sufficiently healthy particularly in terms of pay scale and other amenities.

**CONCLUSION :**

There is last difference between pay-scale of librarians of Grant-in-aid and self finance colleges even trough they posses almost equal qualification. They were exploited in terms of salary, leave facility, working environmental facilities. They were not treated healthy by other college staff.

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