

A Study of the Training and Job Satisfaction among Library Professionals of Academic Libraries in Cachar District

Nijoy Kumar Paul

Uday Krishna Konwar

Ranu Dhar Rabha

Abstract

Due to revolution of ICT and its application in the library which changes the present scenario of libraries and for which awareness and attitude changes of library needs to be developed to increase the skill and knowledge through training and ultimately leads to job satisfaction.

Keywords: Library Professional, Training, Job Satisfaction, Awareness, Attitude

1. Introduction

Training is a planned process to modify attitude, knowledge, skills, and their behaviour through learning to acquire effective performance in a range of activities. The purpose of training is, to develop the attitude of an individual to satisfy the present and future manpower needs to sustain and supplement education or to train the individual for taking up higher responsibilities. It is therefore said that "training actually begins where education ends". But now training goes hand in hand with education.

To keep up with the technological developments, one need continuous training and development in IT skills. Training programme should be an essential part of an overall programme of library development and continuing education for librarian at all levels.

The professionals working in the college libraries, largely these days, express their dissatisfaction or unhappiness or frustration or less interest about their jobs. Training programme will solve such type of problems. Job satisfaction is not found among

the professionals due to lack of their change of attitude and participation in the training courses.

2. The Concept of Job Satisfaction

Locke, (1976) defined job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experience. In more simplified terms job satisfaction is how an employee feels about his or her job. It is the result of employee's perception of how well their job provides those things which are viewed as important. It seems plausible to note, that workers do expect their job and their work to provide a reasonable degree of satisfaction to their expectation.

The importance of job satisfaction

Job satisfaction is very important for a person's motivation and contribution to production. Job satisfaction may diminish irregular attendance at work, replacement of workers within a cycle or even the rate of accidents (Kahn, 1973).

Factors influencing job satisfaction

Some of the major factors which have a particular influence on job satisfaction include the nature of technology, Work and psychological well-being, meaningful work and the nature of supervision, Stress at work, Environmental factors.



Factors affecting job satisfaction

Motivating factors are achievement recognition, the job conducted, responsibility, promotion and the factor related to the job itself for personal development. Motivating factors in the working environment result in the job satisfaction of the person while protective ones dissatisfy him/her (Herzberg 1968)

Needs of training to LIS professionals

Every professional requires training. To keep up with the technological developments and learn to accept these changes and pressures they belong to, the library professionals need continuous training and development in IT skills. It is essential at this time of rapid changes to ensure that such training is not enabling them to improve their job performance, but also providing them with supportive help. Training programmes should be an essential part of an overall program of library development and continuing education for librarians at all levels.

Objectives of training

Every training process has a set of goals and objectives to achieve. It should bring in the desired changes in professional competence because change is a continuous process in every activity or profession. Professionals have to learn to cope with the change in their environment, in their jobs and with themselves..

Types of training courses: The training courses can be of the following types: (i) Regular training courses, (ii) Adhoc training courses, (iii) In-service training (iv) Continuing education

Benefits of training programme: Trained personnel are: (i) Confidence in work, (ii) Improve morale

of the LIS professionals., (iii) Provides increased flexibility. (iv) Reduces costs on different routines of work and manpower. (v) More efficient use of time (vi) Provision of more services to readers. (vii) Gives job satisfaction.

Barriers in training: Major barriers of training are 1) Economic 2) Psychological 3) Cultural 4) Social, 5) Political

Attitude: There are many definitions of attitude. These definitions vary in the relative emphasis they lay on the different features of attitude like preparation, adjustment, cognition, affection and action tendency. However, all of them rest on the pre-supposition that attitudes are learned through experience and that they are always acquired in specific socio-cultural context.

Motivation: Motivation refers to certain properties of action which are found to be different in nature. These actions and derives are often described as guided, directed, goal oriented, persistent or purposive. Such a characterization may describe its occurrence in a short sequence or over extended periods of time or may describe facets of choice, performance or decision.

Statement of the Problem: The existing skill and knowledge of library professionals do not serve the changing information needs and growth of library services. Lack of manpower training lagging (?) behind the academic library professional to cater the needs of changing demands of user community. Due to lack of proper manpower training, the library employee cannot develop his/her attitude, skills, quality and knowledge with the accelerated technology and updated information to serve the user community. The user community needs various types of information and to meet their need of a particular

organization for developing certain attitude, action, skills and utilities in employees irrespective of their functional level can bring the desired changes.

In this backdrop, a few questions that naturally arise are as follows: Are the library professionals well aware of the needs of present generation user community? Do the professionals feel that the existing environment is supporting their professional upliftment? What is the level of job satisfaction existing among them?

The present study examined the questions raised above and made an academic endeavour to systematically evaluate various aspects of training of manpower in library so as to understand performance level of human resources and information.

Objectives of the Study

The main objectives of the present study are:

1. To find out the awareness level of LIS professionals about training,
2. To measure the attitude of LIS professionals about training,
3. To find out the nature and scope of training attended by LIS professionals, and
4. To measure the job satisfaction of LIS professionals.

Hypotheses of the Study

The hypotheses governing the study are

- A. Due to lack of proper training, job satisfaction does not occurs.
- B. Due to lack of interest and attitude of the authority, the LIS professionals could not update their knowledge.

- C. Due to lack of proper facility, the LIS professionals could not get training and job satisfaction.
- D. Proper training helps to update knowledge of the modern technology application in libraries and job satisfaction occurs.

Scope of the Study: The scope of library professionals is much and more in modern libraries and there are different types of professional's institutions where one can take training and update his existing knowledge for quality service and job satisfaction. The organization, UGC and other professional's institutions provides sponsorship to attend training courses.

Research Methodology: In order to study the assigned subject, the above objectives and scope, methodology and technique applied are survey, questionnaire technique, interview and observation. The topic requires a personal survey of the libraries in academic libraries of Cachar District and discussion with managerial and professional staff. To collect the necessary information a questionnaire is prepared and distributed to the librarian, deputy librarian and other professional staff etc. On the basis of data and information collection through the questionnaire analysis made under the different headings.

Tools for data collection: The following tools used for data collection: Interview Schedule

1. Questionnaire Method Job Satisfaction by interview guide Sampling

Universe: Academic library of Cachar District. Such as Assam University, Silchar and few selected college library.

Sample: All the library professionals have selected in detail.

Criteria: Library professional will be categorised as professional and para-professionals.

Data Analysis: Data obtained through tools and technique, analysed qualitatively and quantitatively. Quantitative data have analysed in a descriptive manner and quality data through simple statistical technique.

Limitations of the Study:

The study covers the academic library of Cachar District such as Assam University Library and few selected college libraries such as G.C. College Library, Radha Madhav College Library, Womens College Library, Cachar College Library, and Janata College Library.

Data Analysis Result

Awareness level of LIS professionals about training

To find out the awareness level of LIS professionals towards training, I first sum-up the questions from D1 to D9 for each of the respondent. All these questions are having the answers either 'yes' or 'no'. Now, I am trying to find out how many 'yes' is there for each respondent out of 9 questions. For example, some respondent may be 7 yes, some may be 6 yes, etc. Once I got the total values of 'yes' for each respondent, I calculate the average where minimum value is 1 maximum is 9. The average value of awareness level of LIS professional is 7.81 (i.e. near to 9). Therefore, we can say that the awareness level of LIS professionals about training is satisfactory. The output of SPSS is given below

Descriptive Statistics Table no.1

	N	Minimum	Maximum	Mean	Std. Deviation
Awareness level	32	1	9	7.81	1.857
Valid N(list-wise)	32				

Attitude of LIS professionals about training

As explained earlier, the total score for attitude of each LIS professional is identified based on the questions from C1 to C10. Thereafter, It is tried to find out the average attitude score corresponding to gender, marital status and age of LIS professionals.

Table no.2

Gender	Average Attitude Score
Male	40.27
Female	39.5

Source. Primary data

Table no.2 showed that the average attitude score of respondents on the basis of male is maximum than female one.

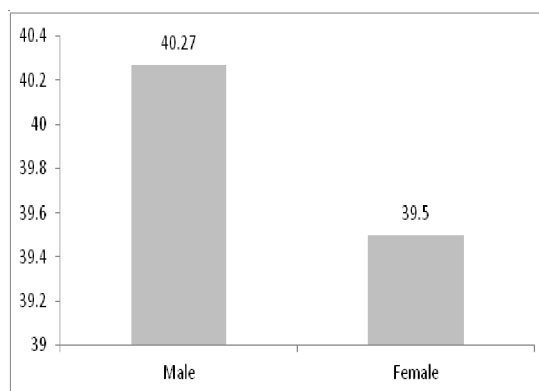


Figure no.1

Table no 3: Average attitude score of respondents on the basis of married and unmarried.

Marital Status	Average Attitude Score
Married	40.52
Unmarried	39.11

Source: Primary data

It is found from the above table that the average attitude score on the basis of marital status is maximum of married than unmarried one.

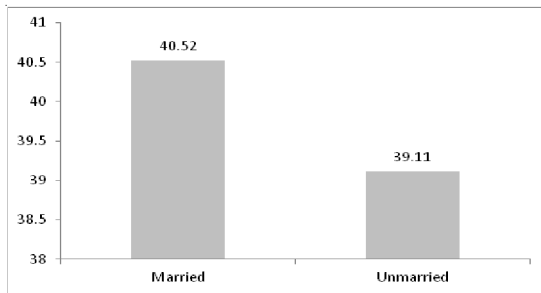


Figure No:2

Table no.4. Average attitude score of respondents on the basis of age

Age	Average Attitude Score
20-30	39.63
30-40	40.77
40-50	38.88
50-60	42

Source: Primary data

Table no 4. showed that the average score of attitude of age group 20-30 ,30-40,40-50,50-60 is 39.63,40.77,38.88,42 respectively and maximum score of the age group 30-40 and minimum score 40-50 age group.

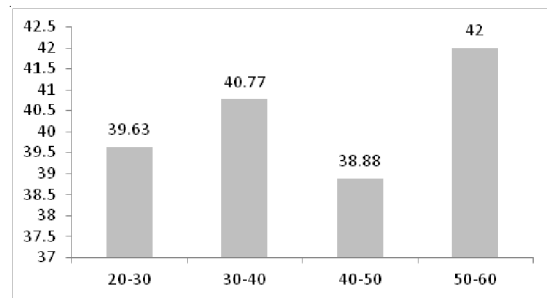


Figure No: 3

The total score for job satisfaction of each LIS professional is identified based on the questions from E1 to E10. Thereafter, It is tried to find out the average job satisfaction score corresponding to gender, marital status and age of LIS professionals. However, it has been revealed that the average job satisfaction score is 50.34.

Table no.5 Average job satisfaction score of respondents on the basis of gender

Gender	Average job satisfaction Score
Male	48.67
Female	50.73

Source: Primary data

From table no.5 it is revealed that the average score of job satisfaction is 48.67 for male respondents and 50.73 for female respondents. So maximum score for female respondents.

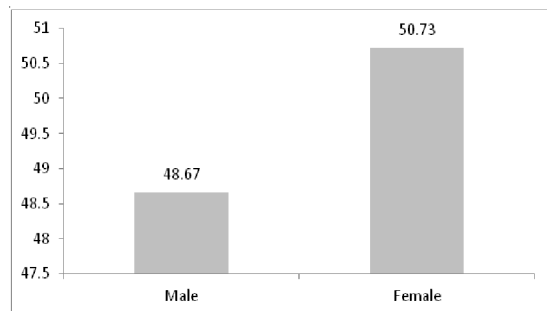


Figure No:4

Table No: 6

Marital Status	Average job satisfaction Score
Married	52.67
Unmarried	49.43

Source: Primary data

It is found from the table no.6 that the average job satisfaction score of married respondents is 52.67 and unmarried respondents is 49.43 respectively. Maximum job satisfaction score is for married one.



Figure No:5

Table No:7

Age	Average job satisfaction Score
20-30	50
30-40	52.38
40-50	46.25
50-60	53.33

Source: Primary data

From table no.7, It is seen that the average score of job satisfaction of age group 20-30,30-40,40-50,50-60 is 50,52.38,46.25,53.33 respectively. Maximum score belongs to the age group 50-60 and minimum is 40-50.

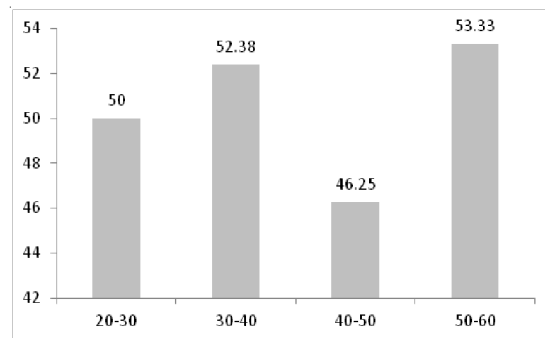


Figure No:6

Now to understand the average status of awareness level, attitude level and job satisfaction towards LIS training among the different age groups, ANOVA test is performed and the result of the test is given below.

ANOVA

Table No:8

		Sum of Squares	Df	Mean Square	F	Sig.
awar_level	Between Groups	17.269	3	5.756	1.799	.170
	Error	89.606	28	3.200		
	Total	106.875	31			
Attitude_level	Between Groups	30.442	3	10.147	.390	.761
	Errors	729.058	28	26.038		
	Total	759.500	31			
job_satisfaction	Between Groups	215.975	3	71.992	1.910	.151
	Errors	1055.244	28	37.687		
	Total	1271.219	31			

Source: Primary data

From the above table, it is seen that for awareness level, Attitude level and job satisfaction, the corresponding p-value is greater than 0.05. Therefore, there is no significant difference among the different age groups in terms of awareness level, Attitude level and job satisfaction towards LIS training.

To find out the average significant difference between married and un-married LIS professionals for awareness level, Attitude level and job satisfaction, the independent sample t-Test is performed.

Table No:9

Test Variables	t	df	p-value
Awareness level	1.917	30	0.065
Attitude	0.719	30	0.478
Job Satisfaction	1.298	30	0.204

Source: Primary data

It has been seen that the p-value corresponding to awareness level, Attitude level and job satisfaction towards LIS professionals is greater than 0.05.

Therefore, we can say that there is no significant difference between married and un-married LIS professionals for awareness level, Attitude level and job satisfaction.

Similarly, to find out the average significant difference between male and female LIS professionals for awareness level, Attitude level and job satisfaction, the independent sample t-Test is performed.

Table No: 10

Test Variables	t	df	p-value
Awareness level	0.757	30	0.455
Attitude	0.338	30	0.738
Job Satisfaction	0.706	30	0.486

Source: Primary data

It has been seen that the p-value corresponding to awareness level, Attitude level and job satisfaction towards LIS professionals is greater than 0.05. Therefore, we can say that there is no significant difference between male and female LIS profession-

als for awareness level, Attitude level and job satisfaction.

Suggestion

Modern University and college libraries are changing day-to-day and different types of method; technique has been applied to cope up with vast information. The following are some important suggestions for manpower training and job satisfaction.

- ❖ The librarians and library professionals should be provided with opportunities for continuing education and facilities to attend library conferences, short term courses, and workshops undertake library study tours or undergo in service training courses organized by national or state library associations, universities and department of library and information science.
- ❖ The university authorities should give emphasis on the development of the library personal and encourage them to participate in different training programmes. The authorities should provide library professional travel funds for attending conferences, visiting other libraries to study innovation and participating in workshops. The authorities should put equal interest to library unit like other unit.
- ❖ For participating in the conference (Library) Duty leave with T.A/D.A may be sanctioned.
- ❖ Study leave for completing Ph.D. may be sanctioned.
- ❖ Library professionals should be motivated to work more and to take training conducted by

professional institution in India for update knowledge.

- ❖ The authority should give more facility for in service training for staff development.
- ❖ The Library professional should be given to attend refresher course and orientation programme.

Conclusion

It is concluded that most of the library professionals are not aware about the training programme conducted by different institution and association and there is a need of attitudinal changes to participate in the training programme for proper job satisfaction.

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About Authors

Mr. Nijoy Kumar Paul, PA, Rabindra (Central) Library, Assam University, Silchar.

Mr. Uday Krishna Konwar, SPA, Rabindra (Central) Library, Assam University, Silchar.

Ms. Ranu Dhar Rabha, SPA, Rabindra Library, Assam University, Silchar.