CHAPTER - VII

FINDINGS, SUGGESTIONS AND CONCLUSION

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7.1 Introduction

This study has been undertaken with a view to finding out the job satisfaction among library professionals working in Karnataka State University Libraries. Since the manpower is an important component of the libraries, their job satisfaction plays a crucial role in the functioning of the libraries. Therefore, the job satisfaction of professionals working in university libraries with different factors like gender, caste groups, age groups, length of service have been taken into consideration for the study.

7.2 Findings

The following findings are drawn from the study.

1. As far as the sex groups are concerned, the study reveals that the males are highly satisfied with regard to salary, leave, retirement benefits, whereas the females are highly satisfied in respect of job environment, status and recognition. Regarding the career advancement, proper rewards and working conditions, there is not much difference between the sex groups.

2. As far as the caste groups are concerned, the study reveals that the open categories (OCs) are more satisfied
in the matters of salary, retirement, job environment and facilities for career advancement. The Backward Castes (BCs) are more satisfied in respect of career advancement, promotions and salary. The Scheduled Castes (SCs) are more satisfied with leave benefits, status and recognition. In respect of rewards and awards, the various groups do not show any difference.

3. The extent of need dissatisfaction is greater in autonomy and

Self actualization than security, social and esteem needs of the librarians.

4. Librarians are satisfied with esteem need comparatively.

5. Perceived importance of need is higher than what it exists now, which result in dissatisfaction to a greater degree.

6. Perceived need dissatisfaction is greater in autonomy and self actualization than security, social and esteem need.

7. The librarians have failed to understand the importance of autonomy and self-actualization in their profession.

8. Personal factor/ length of service has no association with the extent of need dissatisfaction.

9. Perception of need dissatisfaction is in no way associated with the length of service.
10. Sex, be it male or female, has in no way any association with the extent of dissatisfaction.

11. Sex as a factor in no way affects the perceived need dissatisfaction.

12. Martial status, be it married or unmarried, has no association with the extent of need dissatisfaction.

13. Neither does, martial status affect the perception of need dissatisfaction.

14. That age group was to affect the extent of need dissatisfaction was proved as expected to be wrong.

15. Similarly, age group failed to prove any association with the perceived need dissatisfaction.

7.3 Suggestions

1. The findings of the study reveal that most of the library professional are not satisfied with the privileges and the facilities provided by the organization. Hence certain measures such as transportation, housing, education and health facilities may be taken up in order to improve the satisfaction.

2. 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 for doing research, training to update the skills, deputation to attend conferences/seminars, which not only help in updating and improving their knowledge but also help in career development.

3. The status of the librarians may be equated faculty status in academic institutions, by providing equal facilities in respect of pay scales, leave, retirement benefits and by involving them in policy formulation etc.

4. The award system may be introduced as a token of recognition of their innovative or outstanding services to improve their job satisfaction.

5. As far as leave benefits are concerned, only Earning of Leave is uniform in all university libraries. But the leave encashment and compensatory leave policy varies from organization to organization, with which many individuals have expressed their unhappiness. Hence, measures may be taken to adopt uniform practices in all libraries.

6. Further, there is a common complaint by the individuals working in university libraries that some benefits like LTC, Medical Reimbursement, and Educational Concessions which are enjoyed by other Government
Employees are not extended to them. Hence, the universities should take steps to give these benefits to all, so that the disparity among the libraries is removed and satisfaction is got.

7. There is also a general complaint particularly from traditional university 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 and to improve the survivor. The following alternatives may be implemented:

a) To recruit the required number of personnel,

b) To hire the services of personnel from where there is surplus personnel,

c) To engage part-timers on daily wage basis or hourly basis.

d) To hire the services of the students on hourly basis which reduces the burden on library staff and provides financial support to the students to earn while learning

8. It is generally observed that most of the library professionals suffer from health problems caused by
working with books. Hence some measures shall be taken up to maintain hygienic conditions and also to provide incentives to the staff.

7.4 Future Research

1. Further studies can be taken on Job satisfaction of library professionals who have been working in fully automated/computerized university libraries.

2. Research can be undertaken concentrating exclusively on women working in the libraries, since the library profession is one of the most suitable jobs for women, and a considerable number of women are already working in the libraries.

3. The present study concentrates only on the professionals and does not cover the non-professionals. Hence future research shall be undertaken on non-professionals, since they also form a part of library staff.

4. Further studies can also be undertaken on the performance of the library professionals from the management side even after taking up the measures/programmes to improve their job satisfaction.
7.5 Conclusion

The findings of this investigation, it is hoped, will enable University Library managers to know the areas of feelings of satisfaction and dissatisfaction among the professionals of both sexes. Information and knowledge about these areas would yield a better understanding of the problems of manpower management, and would help the managers in future in arriving at suitable decisions about manpower. Identification of the determinants of satisfactions and dissatisfaction would help in redesigning work for improved quality of work life. This, in turn, would lead to sound and effective manpower management.