To improve the quality and content of education in a developing country like India, there can not be an easier and cheaper way than the development of libraries of the educational institutions. The library personnel play a great role in achieving this goal. Their status and motivation to work are important for running the libraries effectively and efficiently. Particularly this is very pertinent for the state of Orissa, where a library in its ideal sense hardly exists. Therefore, this study on status and jobsatisfaction of library professionals working in different colleges and universities of Orissa is an important aspect of modern library personnel management.

The review of published literature reveals that works dealing with status and jobsatisfaction of library personnel in India are comparatively less. The status of library personnel in Orissa has been a subject of controversy for long. The basis of controversy seems to be the demand for higher status by the qualified librarians in the academic institutions and denial of the same by the authorities of the educational institutions. Jobsatisfaction among the professional staff of academic libraries is related to their status and work environment. Keeping the above facts in view, this work aims to finding out the present status enjoyed by the library professional personnel in colleges and universities of Orissa and the satisfaction they desire and also derive from their jobs. This work further discusses the status and jobsatisfaction of similar categories of library personnel in other states of India to draw a comparative account.
of the library personnel of Orissa in Indian context.

This study is based on a survey of the library personnel working in different college and university libraries of Orissa. The investigator has collected required data and information through the structured questionnaires along with personal interviews. Thus the data collected are subjected to statistical analysis and interpretations and also presented in tabular forms.

This study determines to what extent the library professionals of college and university libraries of Orissa have preferred the type of status, the criteria for evaluating their performance in case of promotion. However, some of the guidelines to enhance the status of the college and university library professionals are provided in this work.

Further this study reveals that there is a lot of inconsistency regarding the factors responsible for job satisfaction among the librarians/library professionals. These inconsistencies are due to the peculiar environmental conditions prevailing in the libraries and the results of the job satisfaction studies on the personnel working in different library situations which are influenced by certain environmental factors. In Orissa where the library situation is so poor that it will be a very difficult task to equate the findings of studies done elsewhere i.e. within the country and abroad. However in this study an attempt has been made to assess and identify the factors related to job satisfac-
faction of the library personnel working in different college and university libraries of Orissa.

For the first time in Orissa this research project attempts to reveal the personnel problems of academic library professionals and brings out some useful and valuable suggestions for planning and developing manpower for the university and college libraries in the state which will have far reaching implications in improving the quality of education in the country.

Though the findings of this research are not sufficient to make generalization regarding the status and job satisfaction of the library professionals in colleges and universities of the country, it will be a useful work and pathfinder for future research workers to investigate on similar projects in other states of the country. Probably considering the findings of all other works together, a generalization could be achieved in future.

VANI VIHAR
Bhubaneswar,
Dated the 31st July, 1992

(BAMAN PARIDA)