CHAPTER-II
METHODOLOGY AND REVIEW OF RELATED LITERATURE

2. Introduction:

Methodology has its own importance in any field for systematic research study, because it is based on scientific principles and procedures, which are useful in finding the truth from the universe of knowledge.

Methods mean the mode or rule of accomplishing an end. Methodology means a system of methods and rules application to research or work in a given science or art. It is connected basically with the principles and techniques to be followed for collecting data, information and material for a given research projects.

Research Methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically in it. We study the various steps that are generally adopted by a researcher who is studying his research problem along with logical method behind them. It is necessary for the researcher to know not only the research method or techniques but also the methodology. Research methodology may be understood as all those methods or techniques that are used for conduction of research methods or techniques, thus, refer to the methods which the researcher uses in performing research operation.

Methodology of research includes all techniques employed in the investigations to examine Library and Information phenomena. Thus scholars and other research workers in the field have used a variety of proven methods; selection of proper research method is a very crucial problem. If a wrong methodology has been adopted for completing a piece of research, the results are bound to be vague, impossible and unscientific. The methodology for any research study is drawn in a careful examination of the imagination and long termed vision and understanding of the research.

Descriptive method of research is employed in the present study by the researcher. This method is mainly concerned with the collection of data, but
more collection of data does not constitute research unless data is properly interpreted to find the casual connections and relations. Descriptive studies are known to portray accurately the characteristics of a particular situation or a group of individual. In these studies major consideration is accuracy.

Therefore, the research design for such studies must be such that basis will be minimized and the reliability of the evidence collected maximized.

2.1. Statement of the problem:
A Analytical Study of Stress among college librarian and library personnel

2.2. Significance:

Today's life has become very dynamic and complicated. It's also has become very competitive and hasty. Well find difference between the life style of before some years and now a days. And there is also difference between the life style of the people in the urban areas & rural areas. A lot of crowd is found in each and every local at the places like Bombay which is according to the time table of per minute of each day. People who go for their duties are always under stress because of that thing. Than Stress causes many physical and serious effects on the people.

Common people and servants use that stress term regularly in day to day's life. Today's that stress has become the cause of 75% diseases.

Librarian and Personnel in the Library also are not free for that daily stress as mentioned above. The Librarian and Personnel in the Library have to face many serious incidents while doing their daily jobs. Much load of the work is found on the shoulder of the Personnel in the Library. That’s why that thing becomes the cause of the Stress of that Personnel in the Library.

There may be many reasons of the stress on the minds of the librarian and the Personnel in the Library. That reason of the stress will be found out in the relevant research. And how the intensity of that stress can be minimized means how the management of the stress can be done in a proper manner will be studies in the relevant research. And in the relevant research, the study of the subject of whitener some remedies are possible to find out for making less the
intensity of that stress in possible will done and also whitener some remedies are possible to make less that stress is possible that will be studied in the relevant research.

Relevant research will prove useful for all librarians and manpower to make them stress free in future.

The term or concept of stress is defined in widely varying ways in the popular press and among researchers and clinicians who have studies the phenomenon. Some treat is as an intrinsically painful or negative phenomenon and one to be avoided. While other consider it to be potentially either positive or negative depending on the situation.

Stress is derived from the Latin word Stringers, Meaning to draw tight and was used in 17th Century to describe hardships or affliction. Work stress is recognized word-wide as a major challenge to worker's health and the healthiness of their organizations. Work related stress is the response people many have when presented with work demands and pressures that are not matched to their knowledge and abilities and which challenge their ability to cope.

2.3. Objects of the study:

The main purpose of this project is to make A analytical study of stress among college librarian and library personnel. There are many reasons of the stress of the librarian and library personnel. That reasons will be find out in the relevant research. And how that stress can be made less means how the management of the stress can be done in a proper manner will be studies in the relevant research. And whether there is possibility of finding out some remedies for minimizing the intensity of that stress in order to make less the stress of the librarian and library personnel which is created by the routine job and other things that study is included in this relevant research

Objectives for any research constitute the milestones where the researcher has to reach.

The Objective of the present Study are:

While the general Objective of the study was an overview of the stress of the college librarian and Library Personnel in all colleges in Ahmednagar District. The Specific objective of the study were:
1) To Study of College Librarian Stress.
2) To Search reasons behind stress in Library personnel.
3) To Suggest, how to do management with respect to stress in case of librarian & Library personnel.
4) To suggest solutions with reference to college librarian & library personnel Stress.
5) To suggest primary reasons behind the regular work of librarian and library personnel.

2.4. Hypothesis:

The formulation of hypothesis is very crucial and the success or failure of research depends on how best it has been formulated by the investigator. Hypothesis is a proposal intended to explain certain facts or observations. It is a tentative theory about the natural world. Hypothesis is a scientist’s best estimation, based on scientific knowledge and assumptions, of the results of an experiment. It is a preposition to be put to test its validity. It is a shrewd guess. According to Goode and Hatt – “Hypothesis a preposition which can be put to test to determine validity.\(^2\)

Hypothesis can be derived from various sources such as:-

01. Theory.
02. Observation.
03. Analogies.
04. Personal Experience.
05. Findings of previous studies.
06. State of knowledge.
07. Culture.\(^3\)

Hypothesis is the tentative answer to the proposal made by the researcher at the beginning of the research. Hypothesis guides the researcher for the direction in which research is to be carried out. Importance of hypothesis in the research has been emphasized by many; however the importance stated by Lindbergh\(^4\) is remarkable.
In social research, each investigator is start with certain assumption, which his subsequent study might prove and disapprove. It is the hypothesis round which study revolves and for which data is collected. There are of course difficulties in the formulation of hypotheses and a hypothesis can be picked up from different sources. Out it has definite utility importance and important place in social research.

The following were the major hypotheses formulated for the study:

1) Stress is created due to daily working on servos college Librarian and Library personnel.

2) Stress create major health problem for College Librarian and Library personnel.

2.5. Sampling Design:

For collecting primary data a set of questionnaire was used by the researcher. Librarian and Library Personnel One hundred twenty six questionnaires were distributed to them. which is given in the following table.

**Ahmednagar District College wise Responses Received.**

**Table No. 2.1**

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Category</th>
<th>Name of College</th>
<th>No. of Colleges</th>
<th>No. of Responses</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>01</td>
<td>Librarian</td>
<td>Arts, Commerce &amp; Science, Pharmacy, Law, B.Ed, B.P.Ed, Architecture, Engineering</td>
<td>126</td>
<td>103</td>
<td>84.74 %</td>
</tr>
</tbody>
</table>
2.6. Need and Scope of Research:

There are many reasons of the stress of the librarian and library personnel. That reasons will be find out in the relevant research. And how that stress can be made less means how the management of the stress can be done in a proper manner will be studies in the relevant research. And whether there is possibility of finding out some remedies for minimizing the intensity of that stress in order to make less the stress of the librarian and library personnel which is created by the routine job and other things that study is included in this relevant research.

The Librarian and the Library personnel in the library have to face many serious problems and diseases because of this stress which are that problems? Why are they created? Whether, there are some ways which will be found out for solving that problems, this thought is important according to the point of this relevant Research scholar.

I feel that this relevant research will prove very useful for the librarian and the library personnel in the library for solving the following problems:

1) Manpower.
2) Regular incensement in the numbers of readers.
3) Limited devices & comparatively unlimited needs.
4) The relationship between the librarian and other staff in the library.
5) The Burdon of official staff in the colleges.
6) Psychology of the staff.
7) Problems created because of accepting information Technology.
8) Responsibility about the literary reading.

9) Shot-comings in the budget.

10) Availability of the readable literature.

11) Psychology of the students.

12) Psychology of the official management of the college.

13) Librarian and Higher Education.

14) Not permission of expenditure.

15) Uncertainty in the service.

16) Non grantable syllabus.

17) Computerization of Library.

The main target of this project is to study all librarian stress in this 109 colleges are reviewed.

2.7. Nature and Field of the study:

The present research work focuses on A Analytical Study of Stress among college librarian and library personnel. The information collected with the help of questionnaire from college librarian of Ahmednagar District about A Analytical Study of Stress among college librarian and library personnel. Here, the researcher has selected the 63 Arts, Commerce & Science Colleges, 6 Pharmacy, 5 Law, 23 B.Ed, 2 B.P.Ed, 2 Architecture, and 8 Engineering Colleges in Ahmednagar District.

Limitations:

The study of this research topic has the following limitations:

The relevant study limited only for the librarian and Library Personnel of all the 126 Arts, Commerce, Pharmacy, Law, B.Ed, B.P.Ed, Architecture and Engineering colleges in the Ahmednagar District.

2.8. Research Methodology:

For any research it is beneficial to adopt scientific methodology. Scientific method of research is useful in finding the truth from the universe of knowledge.

2.8.1 Definitions of Research:
The researcher has given some of the significant definitions of research as Under:

1. An investigation – directed to the discovery of some fact by careful study of a subject, a source of critical or scientific inquire.\textsuperscript{6}

   Sound research is based chiefly upon the scientific method. Which provides a framework within which hypothesis testing and inferential though may be carried out in a disciplined manner.

2. Bush and Harter state that the purpose of research is to obtain valid and reliable information so that specific hypothesis can be tested or research question answered.\textsuperscript{7}

   Like other disciplines of social sciences there are some methods of research in library and information science, but selection of any methods depends on the type of research. The types of research may be broadly classified into the following three categories:

   a) Studies which aim at discovery of facts: - Such fact finding studies aim at an accurate assessment of the conditions prevailing. They are based on the empirically gathered primary data.

   b) Studies which aim at interpreting the already available information: These are based on the secondary data. Such studies are more concerned with the scientific interpretation of the data than merely content with presenting the data.

   c) Theoretical type of research: - Such research is also called pure research. It neither depends on primary nor on secondary data. It makes contributions to the realms of the theory and adds to the existing literature on the subject by way of new interpretation or a different approach to the problem.

   The means and techniques, frames of reference by which researchers approach and to carry out inquiry are known as methodology.

\textbf{2.9. Types of Research Methods:}

Research is an endless process, so far on the library and information science is concerned. The following methods of research have generally been
followed by any researcher:

01. Historical Method.

02. Survey Method.

03. Statistical Method.

04. Experimental Method.

05. Case Study Method.

01. **Historical Method:** - According to Whitney the method of reflective is applied in historical research to social problems existing as well as the past events and facts. It also aims at tracing the development of human thought and action to know the basis of social activity.

02. **Survey Method:** - If there is no availability of record or sources of information about some social problems, the researcher has to gather the data from population by applying personal contact, interviews or other techniques that are commonly called social surveys.

Followings are the techniques of survey method:

- a) Observation technique.
- b) Questionnaire technique.
- c) Interview technique.
- d) Documentary technique.

03. **Statistical Method:** - Statistical method has emerged in the recent years but has become very popular in all sciences including Botany, Astrology.

04. **Experimental Method:** - As defined in the Random house dictionary of the English Language, experiment is an action, operation for the purpose of discovering unknown or of testing a principle and supposition. It is a research process used to establish some truth, principle or effect. In case of Library and Information Science experiments can be used to test new techniques for development maintaining and utilizing library collection to identify ill defined or previously unobserved library or information phenomena and to explore conditions under which certain phenomena in library and information science occur.

05. **Case Study Method:** - It is related with the study of a particular social aspect or
problem. In this method, the researcher makes a detailed study of it. An attempt is also made to determine the social process. The complexity of facts and problems are clearly brought out to the notice of the reader or user and it shows their sequences and inter-relationship

2.10. Method of the Study:

The researcher has made use of survey method for this research. “Survey” means to observe anything or event and examine it. Survey method is a general method which plays the role of studying the reader. It is the scientific method and it studies in detail the construction, the geographical place and practical problems of any society. Survey is the collection of objectives and a faithful matter and in full Ability is anchored through it.⁹ Definition: - 1) The present study applies the survey method according to Whitney. “Survey research is an organized attempt to analyze and report the present status of social institution a group and area.”¹⁰

Library survey methods are frequently conducted in the field of librarianship. A survey method is most common in case of use and user’s studies. It is a remarkable successful method. It is useful to find out the exact facts and figures about current situations. Understanding the importance of research methodology. B. N. Ghosh ¹¹ says, “Research is a means to the advancement of knowledge and of science; but a fruitful research study appears to be almost impossible without the proper understanding of research methodology.

The researcher has selected the questionnaire which is prepared to A analytical study of stress among college librarian and library personnel And so, the researcher has personally contacted the librarian and with the help of questionnaire, he has studied their stress from questionnaire filled by them. The questionnaire is related to the stress of the concerning librarian just for understanding their feelings and thoughts and the information as well as the figures got through it. The researcher has tried to draw correct inferences. The questions in the questionnaire are very simple and easy and the answers of these questions are received without efforts and within a short time.
The general information about the concerning librarian in this questionnaire about Stress.

There are various methods and tools of data collection to unfold a research problem. Sadhu and Singh point out that there can be four different approaches to solve the research problem. These are:

1) Historical Approach.
2) Case study approach.
3) Descriptive approach.
4) Experimental approach.

The nature of present study requires the data to be collected from various colleges to find out the prevailing situations of librarian Stress.

Survey research is an approach through the methods of personal interview, mailed questionnaires and personal discussions beside indirect oral investigation. Therefore, it was decided to employ the questionnaire technique. This is a case study in the sense as the study is limited to a particular colleges in Ahmednagar District.

According to C. A. Moser, surveys have their usefulness both in leading to the formulation of hypothesis and at a more advanced stage in putting them to test. Their functions in a given research depend on how much is already known about the subject and for what purpose the information is required. Sadhu and Shigh have pointed out the reason for survey method’s Popularity.

Taking into consideration the advantages cited above and feasibility of this method for the present problem, it has been decided to administer survey method in the present research. Since a nationwide survey for the present study is difficult to conduct due to several problems, it is decided to have a study of Ahmednagar Distinct colleges only. The Ahmednagar District is progressive Colleges and has good educational background. Therefore, the results obtained in the present study can be made applicable to other Colleges also. In this respect such a case study will be useful one. For the present research, the researcher has selected the 109 Colleges in Ahmednagar District Selection of the
study for the research work implied some personal interest also. As pointed out by Wilkinson and Bhandarkar,

Therefore, a case study selected from the librarian representing the group as a whole and therefore, the inference drawn by the researcher will ultimately be made applicable to whole librarian. In the present case, the inferences obtained can be made applicable to all the librarian in the country. It is for the reason that the researcher has decided to apply survey and case study approach in the present study.

2.11. Tools for the collection of Data:

Research methodology can be considered as that the different methods and techniques used for research are the methods of research which the researcher make use of them in undertaking his research activity.

There are two main methodologies – 1) Table Research, 2) Field Research.

Table research means that the researcher has to collect data or information from the library, and Field research from the field. There are several categories of field research method such as census method, sampling method, observation method, interview method and schedule and questionnaire method.

The problem of research is not solved unless a proper tool is selected and used for data collection. Data required to clarify all the ideas in the mind of the researcher is to be collected in the research properly. There are various tools available and described by precious researchers, which are in use.

As these documents provide the data either first hand (i.e. Primary sources) or second hand (i.e. secondary sources) it is not necessary for a researcher to spend time energy or efforts to collect such a large available data through proper sources. In the present survey, the researcher has used the documentary evidences which were also collected from textbooks, reference books, reports, dissertation and articles published in Journals.

For the people/resources, the researcher has decided to use a questionnaire as a tool of research for data collection. The reason for this was that it was
difficult to visit each librarian and collect data required due to vast
distribution of the respondents in three district colleges Ahmednagar.

The method of survey research allows investigator to gather
information about target population without understanding complete
enumeration. The method of survey research saves the researcher’s time and
money without the reduction in his efficiency and adequacy of information.
Survey gives an oversight of the field it is a map rather than detail plan.

Descriptive survey and analytical survey are the two classified groups
of survey. Survey research method is used to obtain three broad classes of data:-
01. Information about incident and development.
02. Information about generally known rules and status.
03. Information about distributions and frequencies.

Basically librarian has conducted many surveys because he wants to know
the facilities and service available in libraries, collection size, amount of
financial support to libraries and the composition library staff.
Librarians use the survey report as a guide to improve their library and to
persuade and convince the authority for necessary help. Similarly the collection
survey as an important selection tool for the libraries which helps the Librarian to
start up their initial collection or collection in any particular subject field. Some
survey can bring to light information for library policy.

Survey is used to collect information regarding to libraries and
librarianship. In any survey it is necessary to collect some information. In order to
collect data the first essential step would be to know what information should
require. What would
be the end of product of survey, the type of size and sample, the nature
of questionnaire or interview schedule the identification of relevant independent
and dependent variables? Careful planning is necessary for the conduct of
successful survey.

When the survey is conducted, time factor is also essential. The timing of
the survey is equally important. For the research survey technique is very
useful. Response of survey depends upon questionnaire if using this technique.
There are three techniques to collect the primary data. A) Observation.
B) Interview.
C) Questionnaire.

2.11.01. Questionnaire:
1. A Questionnaire is a structure schedule of questions which is either self completed by an interviewer who reads out the questions and records the persons.
2. Questionnaire is often used in survey as the primary data collection instrument, care must be taken to develop the kinds of questions or survey items that will accurately measure what the investigator wants to know. It is written instrument to collect the primary data.
3. Survey research is approach through the method of personal interview mailed questionnaires on personal discussions besides indirect oral investigation. Therefore the researcher has decided the use of questionnaire technique to collect the primary data for the research work.
4. In questionnaire various types of questions are asked to extract reliable and valuable information in order to collect comprehensive and relevant data if the questionnaire method is used. Keeping in view of objectives a suitable questionnaire distributed to the College librarian in Ahmednagar District for collecting primary data.

Collection of Data:-

There are two types of data required for the preparation of Thesis.

1) Primary Data. 2) Secondary Data.

Primary data is collected from different books, Thesis, Journals, Encyclopedia, world book dictionary, Librarian Glossary etc.

For secondary data (for collecting secondary data) the researcher has gone through various books, Dictionaries, Magazines, Periodicals, and Research reports. In order to do the analysis and to arrive at the logical conclusions based on this study the data and information collected on the subjects were analyzed by applying statistically methods. 109 questionnaires were distributed to
the Ahmednagar District College Librarian among them only had responded.

2.11.2. Data Analysis:
The researcher’s main purpose is to gather primary data about the analytical study of stress among college librarian and library personnel in Ahmednagar District and to analyze the data according to the requirement of the study. After the collection and classification of data it is analyzed under the following heads.-

**Librarian Questionnaire Data**
- 01.Age and Gender wise Male / Female distribution.
- 02. Qualification
- 03. College Location
- 04. Courses Offered
- 05. Professional Courses Offered
- 06. Strength of the college
- 07. College Accredited
- 08. College Reaccredited.
- 09. College Aided/unaided
- 10. Salary as per pay scale
- 11. Staff as per staffing pattern
- 12. Library staff
- 13. Staff completes assigned work
- 14. Staff having outside/off campus work
- 15. Library Budget
- 16. Library Building
- 17. Library sufficient Building.
- 18. Total Books
- 19. Library Stock Verification
- 20. Pressure Administrative Staff Association
- 21. ICT for Daily Work
- 22. Automation Completed
23. Open Access Systems for Users
24. Book Stolen / Tearing of Pages
25. Disaster Management System
26. Extra Emolument for unaided Work
27. Involved Management body establish new institute
28. Higher Authority pressure for extra workload.
29. Principal Interferer library Administration.
30. Suggestions.

Library Personnel Data
01. Age and Gender wise Male / Female distribution.
02. Qualification
03. College Location
04. Courses Offered
05. Professional Courses Offered
06. Strength of the college
07. College Accredited
08. College Reaccredited.
09. College Aided/unaided
10. Salary as per pay scale
11. Internal Department Transfer.
12. Basic Facility
13. Leave When Asked for
14. Promotion any vacancy.
15. Higher authority Pressure.

For collecting secondary data research gone through various books, dictionaries, magazines, periodicals and research reports.

In order to do the analysis and to arrive at the logical conclusions based on this study the data and information collected on the subjects were analyzed by applying statically methods.

2.11.3. Source of Data:
Requisite data for the present study was collected from the Librarian and
Library Personnel in Ahmednagar District Colleges. The study is mainly based on the primary data collected from the Librarian and Library Personnel through a well-designed questionnaire. In this process of collecting the data librarian were interviewed personally to cover the gaps in the questionnaire and to clear the doubts.

2.12. Review of Literature:

**Jewel Gardiner (1954)** discusses his book entitled "Administering library service in the elementary school". He discusses the administration and organization of an elementary school library involves vastly more than the mastery of library technics. It involves the skillful coordination of three distinct fields: the field of librarianship, the field of teaching, and the field of school administration. He discussed not to school librarians alone but to all persons whose work bears an intimate relationship to the success of the elementary school library program. It is to superintendents to principles to teacher librarians to classroom teachers. He discusses on his book the functions of the library in the modern elementary school, organization and administration of the elementary school library, elementary school library personnel, the physical setup of the library, the physical setup of the library, library publicity and promotion, selecting book and magazines, purchasing book and magazines, organization of the book collection, the selection purchasing and organization of nonbook materials.

**Bloomberg Marty and Evans G Edward (1981)** discussed "Introduction to Technical Services for Library technicians". The authors discussed library technical services, automation and libraries, Networks, cooperatives and automated system for technical service, automation work overview, bibliographic verification-general principles and manual systems, machine aided catalogues, verification and sources books, verification and sources of non-print materials, books order procedures, accounting and budgeting, order receipt, records and files of the acquisition department, record and files of the acquisition department discusses.


**Leung S.W (1984)** his discussed paper "Coping with Stress. A Technical Service Perspective" discussed National and local library groups have sponsored workshops on such topics as 'how to
cope with stress' and 'how to avoid burnout'. So far, the focus has been largely on public services librarians, particularly reference librarians. The author examines the technical services environment as it relates to the conditions which may lead to stress.\(^{13}\)

**Scamell R.W (1984)** observed the relationship between subordinating assertiveness and perceived leader behavior and subordinate role stress. He discusses the relationship between subordinate assertiveness, leader behavior, and subordinate role stress was investigated for a sample of professional librarians. This exploratory study used a theoretical base to describe the consequences that might occur when a subordinate uses either high- or low assertive behavior. Although the findings did reveal a significant correlation between initiating structure and consideration for the low assertive subordinates, assertiveness did not otherwise moderate the relationship between either consideration or structure and subordinate role ambiguity, role conflict, and need for clarity.\(^{14}\)

**Elliott J.L and Smith N.K (1984)** presented a paper on burnout (Librarians and Job Stress) that discusses job stress faced by librarians, identifies characteristics most often associated with burnout, characteristics of helping professions that intensify burnout factors, and suggestions to consider for fighting the tendency to burnout.\(^{15}\)

**Freedman, Mary (1986)** in this study entitled "Librarian's Agreement" discusses librarians' agreement governing their attitude towards public. Reasons for change in attitudes of librarians while dealing with people; need for psychology course in the library science curriculum to help them deal with all types of personalities; Training for the support staff on dealing with stress and burnout of public service.\(^{16}\)

**Jick T.D, Mitz L.F (1986)** discussed the empirical evidence of sex differences in stress dynamics and proposes a framework for examining the sources of these differences. Nineteen studies indicate that women tend to report higher rates of psychological distress and that men are more prone to severe physical illness. Explanations for these findings are posited and reviewed. They indicate gaps, ambiguities, and inconsistencies in the existing research. An agenda for future is suggested.\(^{17}\)

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while dealing with people; need for psychology course in the library science curriculum to help them deal with all types of personalities; Training for the support staff on dealing with stress and burnout of public service.

**Tejomurty A (1987)** discussed "Studies in Academic Librarianship". The role of university library functions of the obstacles to the development of libraries, and also discussed library management issues like library management role of executive council and the library committee, library personnel, faculty relationship are dealt with the books. And discusses the acquisitional program, book selection policy, library collection including books and periodicals reference collection and non book materials and the relative position and also discussed principles head of library expenditures, budgeting with budgetary proportions and standards, accounting and auditing. He moves on to a discussion of library services working hours classification and cataloguing, reprography, circulation, reference service, bibliographic and documentation service and information service are taken up in this book. And discussed direction of library cooperation the need for co-operation, inter library loan, resource sharing, union catalogues and bibliographies, co-operative acquisition, cataloguing and storage, local national and international cooperation form the main focus of this book.

**Champion Sandra (1988)** in his study entitled “Technostress Technology’s Toll” discussed on school librarians experience of technostress which is defined as a disease of adaptation caused by an inability to cope with new technology, factors that are causing and epidemic of technostress among school librarians; authors personal experience of technological change in her own library.18

**Roose, Tina (1989)** his presented paper "Stress at the Reference Desk" This article presents a study which focused on the stress and tension experienced by public service reference librarians. Reference librarians are expected to work under such adverse conditions much of the time. Reference librarians are among the few researchers who are expected to perform with an audience in the midst of many other demands and distractions. Many reference librarians have no time or space away from the client-regardless of the type of work they are performing. Being such a public position can be stressful, and too much stress on the job can lead to burnout. The research conducted suggests that because of the great stress they experience, reference librarians burnout as readily as other people workers, such as health professionals. Reference librarian and
other public service personnel may be a subset of library workers at greater risk of burnout than other library workers because their jobs are more client intensive. Burnout doesn’t just happen suddenly; it occurs gradually. People who burn out were once idealistic and enthusiastic and full of energy. 19

Ollendorff M (1989) in his study entitled “How much do librarians know about stress management?” discussed determines how much librarians know about stress management and how they handle stress. The needs of the individual librarian are highlighted, and stress management training is recommended as a response to these needs. Results indicate the opinion that stress management would be helpful to learn as part of an on the job in service training or staff development program. 20

Bunge, Charles A (1991) his presented paper "CD-ROM Stress", his discusses job stress at different levels of library service and questions whether the use of CD-ROMs alleviates or increases this stress. Observation that CD-ROM workstations are constantly used in libraries; nonreference duties which may take time away from answering substantive reference questions of library users; thoughts on the idea that librarians are becoming like technicians; finding that library users caused the most stress for library employees, especially those who use the CD-ROM workstations, because they act impatient or lazy; Feelings of inadequacy which are experienced by some librarians when faced with the knowledge needed to use CD-ROM sources and to teach others how to use them. 21

Raber Merill F, Dyck, George and Crisp Michel (1993) discussed his book Managing stress for mental Fitness managing stress to maintain good mental health. Many of the principles presented in this brief book can be developed and practiced like a thoughtful exercise program or diet. The pressure of life are many. It is important to remember that every one experience some stress. Stress is normal and properly managed can be useful. Author discussed on finding the level of stress that may be useful for you, and teach you ways to recognize and avoid stress beyond that level. Other topics will help you understand the basic ingredients of good mental health, improve self awareness and self image and clarify the link between physical wellness and emotional wellness. And also discussed completing the varios exercises and activities can be a significant step toward self awareness and growth in the challenging arena of your emotional health.
Kniffel Leonard (1999) his presented paper "Survey says Librarians Rank Low in stress. Hello?" Editorial comments on the book 'jobs rated almanac.' By les Krantz, which ranks 250 careers by six criteria. The position of united states president at the top of the list for stress. Librarian at the unstressed bottom of the list; the view that Krantz's stress measuring criteria and the study is off-base', the rationale that librarians make the work look easy; the stress element of ambiguity.22

S.P.Satarkar, (2000), "Personnel Management in College Libraries" discusses College of higher education occupy an important position in the educational system. The state government have, however, not followed the guidelines given by UGC library Committee in 1958, 1965 or 1979. Hence a picture emerged that each state is having different position about staffing in college libraries. The ILA conferences in 1983 and 1985 also emphasized the need to modify the staffing formula but nothing has been done till date. Based on the statewide survey of colleges in Maharashtra. Besides norms for core and additional staff, the qualification of the library staff, cadre wise job description, and scales of pay have also been proposed.

Chander Prakash (2000) discussed the book for "Computers in library and information science" the automation environment in which the library operators. The assessed needs of the library and its climate and the cost conciosness of the library administration the automation environment of today affects the library decision making process in the variety of ways. Many libraries operate I an environment in which they or their organization already possess some computer capability. The capability typically might include an in house mainframe, an inhouse minicomputer time shared services work processors. Author discussed computer configurations, A case for library automation, technical specification, functional specification, contract specification online searching service of library, library automation and staff training.

Sheesley, Deborah F (2001) his presented paper "Burnout and the academic teaching librarian: an examination of the problem and suggested solutions" The writer considers the issue of burnout among academic teaching librarians. she discusses some of the research that increasingly supports the existence of burnout among academic teaching librarians, considers definitions of stress and burnout, describes characteristics of stress that result in burnout, and outlines causes of stress and burnout, nothing parallels with other helping professionals. She (f, 2001)explores
possible solutions to stress and burnout that are based on research and the experiences of academic teaching librarians and outlines solutions both inside and outside the classroom.

**Weston Wil (2001)** discussed "Information, Now" focuses on job stress facing librarians and discusses articles on librarians. It discusses the article. CD-ROM stress by Charles Bunge discussed on how reference librarians find CD-ROM users impatient and demanding. Several steps that can be taken to help alleviate job stress of librarians and library patrons are presented which include the adjustment of the reference desk schedule and the prevention of negative self-Criticism.

**Placzek Sandra B (2001)** in this study entitled "All in a Days work Whats reference librarian to do?" discussed the reference librarian today have much in common with yesterdays counterparts their days are much more hectic. Technological advances, Changes in law and society, demands from a diverse group of library users, and an increased workload make time and stress management important issues to explore. discusses reference librarianship in the academic environment, discusses how reference librarianship has changed and offers suggestions on coping with the stresses those changes have caused.

**Arden John B (2002)** discussed stressed at work, cold sweat: anxiety, down in the dumps depressstion, job burnout, medicine of herbs, surviving tech stress, super stress, job fishing, making an attitude adjustment, get some sleep, relax this topic discussed.


**Luthans Fred (2005)** has thoroughly explain the various facts in his books "Organisational behavior related to stress in college librarian and library personnel, Emergence of stress, the causes of stress, the effect of stress and itrainindivudual conflict, coping strategies for stress and conflict.


Alsop Justine (2005) his presented paper “Losing our minds“ The article expresses and academic librarians concern about the impact of technology, and attendant stress and multitasking, on the soul and collective intellect of society and in particular of universities. Of particular concern is the impact of technology on reading and contemplation, a tradition of the university for hundreds of years. Students are reading more haphazardly, if at all while juggling part time jobs and heavy course load. Conversations are creakingly occurring over email rather than face to face. Stress can have the effects of killing brain cells. The author suggests that we are at risk of losing our relationships, intellectual abilities and even our memories.26

Missoula, Montana, Conlus (2005) his presented paper "Award Winning librarian stresses cooperation with teachers" Presents and interview with carole monlux, school librarian at paxon elementary school in Missoula, Montana. Efforts by monlux to establish cooperation with classroom reachers; tipes to school librarians in working with classroom teachers and students; suggestions to classroom teachers in taking advantage of the resource available in the school library.27

Togia Aspasia (2005) in this study entitled “Measurement of burnout and the influence of background characteristic in greek academic librarians discusses to measure levels of burnout among Greek academic librarians and to assess its relation with certain background28

Kotter Wade R (2005) in this study entitled “Evolving internet reference in Anthropology: What our patrons want and how we can help them find it“ he discusses Reference work in Anthropology has evolved in a variety of directions with the growth of the internet and world Wide Web. He discusses that evolution stresses the ways in which existing internet resources
can be used to answer eight of the most common categories of reference questions in this extraordinarily broad and diverse discipline.  

**Ajayi N.A and Akindojutimi B.F (2005)** discussed “Use of recommended Eye Glasses by professional librarians an Occupational Hazard” he discussed professional librarians wear eyeglasses, whether they have enough information concerning the use of eyeglasses, whether the use of eye glasses improves their productivity, and if the use of eyeglasses can be regarded as an occupationally-induced health problem. Two hundred Five of the librarians who attended the 2004 annual general conference of Nigerian library association meeting were studies. A stratified random sampling techniques was used to select the respondents. A questionnaire was used to elicit information from them. The study revealed that librarians use eyeglasses because of eyestrain. It was found that wearing eyeglasses improve librarians productivity and efficiency. It was concluded that librarian wear eyeglasses not for fashion, but to correct poor reading vision. It is suggested that eye health education and information be widely disseminated. Librarians should go for regular eye check ups and reduce stress on the eye by alternating reading with writing.  

**Maguire Mary (2006)** his presented paper "If you weed, they will come" The article reflects on the task of weeding a library collection. It highlights librarians reasons for not taking a collection assessment that leads to weeding. It outlines the negative factors that frequently ruin a books usefulness and mark it for weeding. It describes a strategy for relieving the stress of discarding parts of the collection.  

**Berry Ill, John N (2006)** his presented paper "I’m Glad I’m Not a Director" The article discusses the difficult role of public library directors and the issues they face, issues discussed include relationships with library unions, community and political groups who oppose things like non-English language services, and the constant financial difficulties. The author feels that public library directors are under fire from so many sides, he does not envy their position and recommends that they consider shorter terms to avoid burn-out.  

**Great Britain, office for standards in Education (2006)** his presented paper "ofsted stresses key role of librarian" the article discusses a 2006 report produced by England’s office for standards in education (ofsted) in which it was stated that the best schools in the country were
those which recognized the essential role of the school librarian be active in the curriculum and work closely with other members of the staff to develop and promote reading programs. Ofsted also reported a direct link between the level of funding and the level of effectiveness in reaching a school library's educational objectives.\textsuperscript{32}

\textbf{Mueller, Misha (2006)} his presented paper " keep Breathing : Coping with Technology " The article presents tips for librarians on coping with stress caused by technology use. Ergonomics plays in important role in stress management. Librarians can practice sitting properly for a short time daily. Deep breathing can help in dealing with a stressful situation. Taking a walk is also recommended, as well as getting out of the library occasionally. Librarians can perform simple exercises in their cubicles. Several methods of meditation are also discussed. Eating food rich in protein can be beneficial as well consuming a number of small meals throughout the day.\textsuperscript{33}

\textbf{Saddiq, Saqib (2006)} his presented paper " Librarian ' Suffer Most Stress ' ", the article reports on a study hat shows working in libraries is the most stressful job of all. According to psychologist Saqib Saddiq, librarians find their jobs repetitive and unchallenging. Such as workload, compensation, how much control workers thought they had over their working day and job satisfaction.\textsuperscript{34}

\textbf{Yucht Alice H (2006)} his presented paper " Stress Management Strategies " The article offers information concerning stress management among library media teachers. It suggests for the expression of courtesy to manifest kindness and the willingness of the individual to help. It also gives emphasis on brain, which is responsible in planning and exploring for solutions to problems of the students. Grins on the face has been suggested to manifest happiness and cheerfulness. It gives the precaution in making complaints related to overwork because administrators use to think that librarians can be replaced by the internet.\textsuperscript{35}

\textbf{Saddiq Saqib (2006)} his presented paper “ Are librarian their own worst Enemy ? The article comments on the study of Saqib Saddiq about several factors which contributes stress in librarians. Environmental stressors in librarian includes perceived control in their day to day role perception in the use of their skills, availability of money and their workload. It pointed out that key stressors are due to the influence of their physical environment, their lack in command in
their jobs and poor use of their skills. The persistence of stress in their work can be attributed to a psychological disorder. Occupational stress can be transferred creatively.\(^{36}\)

**Tiwari Purushottam** (2006) discussed in his book "Digital Library" A digital library is a library in which a significant proportion of the resources are available in machine readable format accessible by means of computers. The digital content may be locally held or accessed remotely via computer networks. Digital libraries can immediately adopt innovations in technology providing users with improvements in electronic and audio book technology as well as presenting new forms of communication such as wikis and blogs. Impact of digital collections is an access to digital information and the most distinguishing attribute of the information age. He discussed to provide all basic aspects of digital library in an authentic but simply style. It describes the revolutionary changes brought out by digital libraries in the entire concept of library organization management and operations. It also discusses the challenges emerging due to the adoption of newer technologies. This book will be an essential reading for practicing librarians, information scientists, teachers and students of library and information and for all those who concerned with digitization of library collection.

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**Kranich, Nancy** (2007) in his study entitled “Librarians and Teen Privacy in the Age of social Networking” discussed on the integration of guidelines among librarians for assurance of security among the youth to cope up with the risk of environmental online. She stresses the need to know the rights of users under federal, state and local law that encourages responsibility on the use of such technology. She also states on the must for the development of privacy policies that manifest usage of technologies.\(^{37}\)

C Lal and K Kumar (2007) discussed "Descriptive Questions in library and information science" he discussed the various information and its communication, library legislation, education, profession and association, reference and information sources, reference and information services, information/knowledge management, library management, computer and information technology, information system and organizations and research methodology, library and its users.

Henry Parker (2007) noted that life can be stressful and at times you will have to take steps to deal with ongoing stress in a positive way. Stress can have a variety of causes such as family problems, job problems, financial difficulties, false expectations or even the death of someone close to you. It is important to recognize the causes and if possible take steps to deal with the root of the problem or ask for help from friends and in severe cases professionals.

Chorafas Dimitris N (2007) noted that her books Risk Management Technology in Financial: Risk Control, Stress Testing, Models and IT Systems and Structures A Sense of reality appears to be setting in financial services over the world of risk management, its methodology and its technology. This has long been overdue because innovation, globalization and deregulation have radically changed the shape of the financial industry, as well as its goals, opportunities and exposures to risk factors which are not always well understood. Risk management is really the process of management of change.

Kranich, Nancy (2007) discussed the author reflects on the integration of guidelines among librarians for assurance of security among the youth to cope up with the risk of environmental online. She stresses the need to know the rights of users under federal, state and local law that encourages responsibility on the use of such technology. She also states on the must for the development of privacy policies that manifest usage of technologies. Further, she reveals the necessity to present the values of social networking.

Knibbe-Haanstra, Marcella (2008) his presented paper "Reference desk Dilemmas: The Impact of New Demands on Librarianship" This article discusses job stresses related to reference librarianship. It notes that the public understanding of librarianship is of an
undemanding and stress-free occupation that fails to mesh with the reality of maintaining proficiency with technological developments, information sources, and customer services. Particular focus is given to the demands placed on librarians resulting from emerging technologies and user expectations. Stress management option including a collegial support system, support from library administration, and personal time management are also discussed.  

**Winkelstein, Julie (2008)** his presented paper "The Life of a librarian is more stressful than you think " A reprint of the article " The author found it comforting and fascinating to see that issues and problems facing libraries are universal. Attending and infopeople workshop on stress management gave her the chance to understand stress and how to create a lifestyle with work-life balance.  

**Hyams Elspeth (2008)** discusses “Motivating and rewarding the next generation of managers (Cover Story) the article profiles Amanda Quick, president of the charted institute of library and information Professional career development group. It discusses the career goals of generation X and GenerationY librarian which may not follow a linear progress ending with management. Quick comments on her career as a teacher, her move to librarianship, and her work as and academic librarian. Workplace pressure, developing work life balance and emphasis on professional qualifications are also explored. Quick encourages other to know who they are and what they want from their careers instead of forcing options which are not rewarding.  

**Kugler, Anette (2008)** discussed “Landesgruppe Baden-Wurttemberg: Stressmanagement, selbstpräsentation, Selbstmanageent fur Frauen” discusses on a report from the Baden-Wurttemberg regional group of the berufsverband information bibliothek. A seminar on stress management was held at the university library in hohenheim, Germany. The main speaker at the event was psychologist Barbel Roller.  

**Stephen P Robbins, Timothy A Judge and Seema Sanghi (2008)** has thoroughly explain the various facts in his books "Organisational Behaviour "  

**Steven L Mcshane, Mary Ann Ven Glinow and Radha R Sharma (2008 )** focused on the present topic of stress, The causes of stress, interpersonal stress, role related stress, organizational and physical environment stress, work networks stressors, stress and occupations, individual differences in stress, resilience and stress work a holism and stress, consequences of
distress, Indian perspective on job burnout, managing work related stress, remove the stress, change stress perceptions, control of consequences of stress.

**Vidula Bal, Michael Campbell and Sharon McDowell – Larsen (2008)** discussed on his book Managing Learship Stress discussed everyone experience stress and leaders face the additional stress brought about by the unique demands of leadership having to make decisions with limited information to manage conflict, to do more less and faster when when your resources meet or exceed these demands you experience eustress the energy you feel when tackling a challenging assignment and feeling confident in your success. When the demands exceed your resoures you experience distress the type of stress associated with health problems and deteriorating relationship.

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**Johnston Mary (2009)** his presented paper “Treasures seafaring found by librarians“ the article offers ideas from librarians at the university of Virginia in Charlottesville, Virginia, concerning the value of semester at sea. According to the article Semester at sea is an educational voyage of discovery administered by the institute for shipboard education. It is stated that the semester at sea stresses a worldwide. Comparative education to create the insight and background needed in understanding international topics and differences.
Eva, Nicole and McCormack, Nancy (2009) in their study entitled "Legally satisfied: A Survey of Law Library Workers and Job Satisfaction". The authors surveyed law library workers across Canada in an attempt to discover whether they were satisfied with their jobs, and to compare these findings to previous surveys of those working in other types of libraries. Findings indicated that while law library workers are generally quite satisfied with their work, issues affecting job satisfaction included salary, stress, and opportunities for advancement.

Steele, Anitra (2009) presented a paper titled "Flying with the Phoenixes: Avoiding job burnout as a librarian and a manager". The article offers several strategies that will help librarians and managers avoid the job burnout caused by stress, poor working conditions, and lack of job recognition. It cites that job burnout causes changes in attendance, productivity, performance, and attitude of librarians as well as managers. These can be avoided through several ways including job sharing, which increases leadership opportunities and offers staff with excellent training and resume material. Other strategies such as continuing education, recognition, and mentoring are also discussed.

Aswathappa, K (2009) "Organizational Behaviour: Text cases & Games" revealed that the stress definition and its causes.

Ahmad, Ungku Norulkamar Ungku (2009) in his study entitled "discusses the impact of technostress on organizational commitment among Malaysian academic librarians". The technological revolution has undoubtedly brought along many changes in the workplace today. Although it has allowed work to be carried out faster and more efficient, many employees are not comfortable with the implementation of technology as it involves change and uncertainty. As a result, they experience additional stress known as technostress which may have negative
consequences in the organization. This conceptual paper highlights the issue of technostress and organizational commitment, particularly in the library setting. As empirical evidence on the influence of technostress on organizational commitment is still lacking, this paper proposes the methodology for examining the impact of technostress in organizational commitment among the Malaysian academic librarians.\textsuperscript{45}

**Johnston Mary (2009)** discussed “Treasures seafaring found by librarians” discussed offers ideas from librarians at the university of Virginia in Charlottesville, Virginia, concerning the value of semester at sea. According to the article Semester at sea is an educational voyage of discovery administered by the institute for shipboard education. It is stated that the semester at sea stresses a worldwide. Comparative education to create the insight and background needed in understanding international topics and differences.

**Flaspohler, Molly R (2009)** He carried out "Librarian sabbatical leaves: Do we need to get out more?" he discusses continues the conversation about librarian sabbatical participation. Analyses are based on quantitative and qualitative data gathered using an online questionnaire. While numerical results show little change in sabbatical participation over time, respondents had much to say about this topic.\textsuperscript{46}

**John J. De Nobile, John McCormick (2010)** revealed that age, gender and position are found to be related to three out of the four identified domains of occupational stress as well as overall occupational stress. In addition, male staff experience higher levels of general occupational stress than their female colleague overall.

**Das Dhrubajit and Dipika Baruah (2010)** discussed paper “Challenges and Issues of College Library in Dibrugarh District of Assam: A Case Study” The College librarian of Dibrugarh District are facing many problems due to lack of adequate finance, collection, sufficient manpower and lack of infrastructure. As a result they cannot provide expected services to the users. In this paper a study has been conducted on the management and services of college libraries in Dibrugarh district as well as users satisfaction from the existing services; status of library automation and problems faced by the college libraries and forwarded some vial suggestions.
Arikrishnan (2010) discussed this paper on “e-Resources for Engineering and Technology: An Overview”. Many academic libraries have relied on electronic sources of information in order to satisfy their clients.

Strothmann, Molly (2010) discussed “The Life in Librarian: Developing library Outreach to University Residence Halls” discusses proliferation of remote resources that allow users to complete research without visiting a library in person, many academic librarians have responded with outreach initiatives that extend library services to a variety of campus locations. Residence hall however have received little attention as an outreach venue despite the fact that most universities stress the importance of housing educational mission. In the three years that university of Oklahoma librarian Karen Antell lived as Faculty in Residence she developed extensive library and educational programming of the students in her residence hall. These experiences formed the basis of a successful continuing outreach hall. These experiences formed the basis of a successful continuing outreach program to students in university housing even after Antell was no longer living in the dormitory.  

Johns Sara Kelly and Yucht Alice (2010) his presented paper “Pass it forward: Teaching as an adjunct” the article presents the authors views and experiences of working as adjunct instructor and school librarian in the U.S. It stresses the benefits of socializing with other people around the school and the advantage of using technologies and books for research and information seeking. It states that practical realities are more important than any published theory when working in a school library. The significance of teaching a graduate course being an adjunct professor is also mentioned. 

Denslaw, Debra (2010) his presented paper ”Legal information on Government Website” The article focuses on the availability of free full-text, primary law on Indians web site and three main U.S. Federal web sites. It states that librarians in Indiana can help users find access to free Indiana and U.S Primary law on online government sites including the legislative administrative which comprises the rules and regulations and the judicial information on the courts and cases. It notes that the resources described provide access to full-text information and user guides appropriate for general library users, students, and the public. It stresses that in aiding legal researches, librarians should be aware that most of these resources are not he official law and should not be used for legal citation or reliance in litigation.
Crudge, Sarah (2011) his presented paper "A week in the life a further education partner college librarian" the article explores the author career as a further education partner college librarian in great Britain. The authors stresses that she was motivated to work after having attended a joint information systems committee regional support centre event. She emphasizes her responsibility for the learning resource centre to manage the college print room and a fleet of print equipment. She indicates their goal to deliver mentions their training sessions on electronic resources as the most challenging aspect of higher education library support.50

Scordato Julie (2011) his presented paper “The Perils of Passion” The article presents advice regarding the management of passion or professional drive within the careers of young adult librarians and their organizations. Suggestions are offered warning against the danger of burnout by mismanaging one’s enthusiasm and resources. Guidelines to maintain a healthy work life include promoting coworker networking, focusing on personal growth as a professional and moderating expansion plans in small increments.51

Nuttall, Harry D and Knigt Carley (2011) in his study entitled “From both sides now “ A Recently-Hired librarian and a library venteran respond to the loss of a favorite Database “ the discusses the impact that database loss can have on meeting user needs as has happened with Jacksonville State Univerisity’s Houston Cole Library and the Alabama Virtual Library. The shift of reference and other sources from print to electronic format has affected acquisitions departments and collection development librarians. The problems began when the AVL decided not to renew JSU’s subscription to Literary reference Centre database. The author stress that LRC cannot be replaced due to its speed and efficiency.52

Mahalakshmi K, Sornam S (2011) in this study entitled "Techno Stress and Librarians" This paper studies a) the reviews written in the area of techno stress b) Effect of techno stress on librarians C) Sources of techno Stress D) Some coping strategies discusses.53

Ajala Emmanuel Babatunde (2011) in this study entitled "Work related stress among librarians and information professionals in a Nigerian University" he discusses conducted at the University of Ibadan in Nigeria on stress assessment and management among librarians and information managers in academic library settings. study include the dynamic nature of the profession and changing methods of information delivery to patrons arising from emerging
information technologies, budgetary concerns that force librarians and information professionals to step outside of traditional roles, and occupational stress theories including the general adaptation syndrome (GAS) model the stressors in the Environment model and the transactional model.\textsuperscript{54}

\textbf{Shupe, Ellen I and Pung Stephanie K (2011)} in this study entitled "discusses changing role of academic librarians from a psychological perspective: A Literature review" Although issues related to the role of librarians have long been discussed in the literature on academic librarianship, there has been little attempt to incorporate the extensive psychological theory and research on role related issues. In the current article we review the empirical literature on the role of librarians, with a particular focus on the link between role related issues and job stress, recruitment and selection, and training and development. We then discuss relevant psychological theory and research in these areas, and we conclude with a recommendation for more collaborative efforts between research psychologists and scholars in the field of librarianship.\textsuperscript{55}

\textbf{K Mahalakshmi K and Sornam S Ally (2011)} in this study entitled "he discusses Ergonomics and techno stress among library professionals of engineering colleges of Anna University" The Degree of computer usage in libraries had been greatly increased in recent decades carrying the risk of several health hazards.\textsuperscript{56}

\textbf{Whisner, Mary (2011)} in this study entitled “Work Crunch “ Facing a tie crunch herself, Ms. Whisner suggest ways that librarians can handle periods when there is just too much to do.\textsuperscript{57}

\textbf{Greyson, Devon (2011)} analyzed article “Open access and health librarian in 2011” discusses the development of open access movement in Canada. It provides an overview of open access activity in 1990s after the first declarations of free access to information and the use of internet by the U.S National library of Medicine for free web based access to MEDLINE via PubMed in 1997. Moreover, it stresses the role of health librarian leadership to adapt the emerging needs of information technology.\textsuperscript{58}

\textbf{Valenza Joyce Kasman (2011)} in this study entitled “In my Network Confession..” discusse presents views from several librarians regarding their preferred online social networks. Buffy J Hamilton reveals that she likes Twitter an Facebook since it enables her to share and discover
content and resources, and she use them as gateway to people who are influenced in her practice.\textsuperscript{59}

**Karabush, Cynthia (2011)** in this study entitled “Talk Me off the Ledge” discusses solo school librarians and their various roles in several schools in the U.S. librarians control the various operations of school libraries catering numerous teachers and students. It mentions their various responsibilities including reading promotion, professional development for teachers, and book budgeting, it also stresses the importance of understanding curriculum development to address the various needs of teachers.\textsuperscript{60}

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**Badley Ken and Scott, Jane (2011)** in this study entitled "Fruitful research: A Biblical perspective on the Affective Dimension of Research" Librarian and professors in christain colleges and universities can work collaboratively to help reduce the stress and anxiety that student researchers experience as they carry out their undergraduate or graduate research. This collaboration focuses on understanding the affective dimension of the research process and relating the research process to St.Paul's list of nine fruit of the spirit.\textsuperscript{61}

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Badley Ken and Scott, jane (2011) his presented paper "Fruitful research : A Biblical perspective on the Affective Dimension of Research " Librarian and professors in christain colleges and universities can work collaboratively to help reduce the stress and anxiety that student researchers experience as they carry out their undergraduate or graduate research. This collaboration focuses on understanding the affective dimension of the research process and relating the research process to St.Pau's list of nine fruit of the spirit. The student researcher who can view the research process within the frame of these nine dispositions will have additional
resources with which to integrate god's presence in the research process, thereby reducing research anxiety.

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**DelGuidice, Margaux (2011)** his discussed paper the article discusses the dangers of librarian burnout and the serious threat that it poses. It explores the helpful ways to prevent burnouts through following some simple steps. One important aspect is to attend conferences and workshops which is a type of professional development valuable to the state of mind. It also mentions learning to say no to too much activities, asking for help when necessary, and beating the budget blues by reaching out to other librarian colleagues for assistance.  

**McClellan, Edna (2011)** his presented paper "Stress and Cataloging Paraprofessionals in Academic and Public Libraries in Florida" The article discusses a study which focused on work related stress issues for paraprofessional catalogers in academic and public libraries in florida. A research tool was made for estimating work stress in cataloging paraprofessionals. The libraries were selected from the 2004 florida library directory with statistics for public and Academic libraries. The source of stress in the study include the environment, the cataloging record, and the format of the material.

Wright, David (2012) his presented paper "An R for those Library Blues" In this article, the author suggests books to librarians to de-stress. The book "A universal history of the destruction of Books :: From ancient summer to Modern-Day Iraq" by Fernando Baez focuses on the future on the future growth of libraries. The book "Hands Around the library : Protecting Egypt's Treasured Book" by Karen Leggett Abouraya and Susan L. Roth is a tale of Frontline library advocacy. The Reading promise: My father and the Books we Shared" by Alice Ozma is an inspiring memoir.

Asghar, Amna (2012) his presented paper "Status of Techno Stress among university librarians of Lahore" An abstract of the article related to techno stress status among university librarians of Lahore, Pakistan by Amna is presented.

Jesonis, Erica (2012) his presented paper "Running the library Race" the article focuses on the need for libraries to pace work effectively to avoid burnout. It examines the significance of cognitive science, Organizational Psychology and practical examples to improve productivity and reduce stress within the library culture. Also discussed are the six key areas of workplace stress related to burnout.

Omundson, Samara (2012) his presented paper "Not Your Traditional Librarian" The article discusses the author's day-to-day librarian functions which can be considered as anything but traditional. These include evaluating credible resources, database queries, and the creation of a three-year business plan. She also stresses the importance of being equipped in searching for a library position which include practical skills, general thinking framework and the fundamental theory acquired in becoming a librarian.

Kahvecioglu, Kerem (2012) his discussed paper Topics include Kahvecioglu's month-long internship in the U.S at the Yale Law School Library, his speech on Turkish Legal research at a monthly lunch meeting of the Yale Law School Library librarians, and innovative approached by Yale Law School Library, such as the lending of a certified library therapy dog, named montly to students for anti stress sessions.

Asghar, Amna (2012) his presented paper "Status of techno Stress among university librarians of Lahore" an abstract of the article related to techno stress status among university librarians of Lahore, Pakistan by Amna Asghar is presented.
**Mcfarland, Colleen (2012)** his presented paper “Reflections on the future of American Religious Archives” the Author reflects on the future of the religious archives in the U.S. The Author notes the decline of organized religion in the country which could make the future of religious archival programs uncertain. He also notes the budget and staffing cuts in religious archival programs. He explores the way religious archivists handled religious records, He stresses in importance for archivists to work with church leaders to help them understand the damage they do to themselves, their congregations, and their mission by closing public access to its records in order to keep secrets, ranging from inconsequential to the scandalous. 69

**Gwinett, Lori L (2012)** his presented paper “Ideas, Hints, and Tips” the author recommends the appointment of student assistants who can create research material displays for the benefit of the students. She explains that students tend to reply on peer assistance rather than ask for help from reference librarians she stresses that giving students assistants the opportunity to work at the library would earn them scholarship recognition. She also suggests giving incentives to best students displays to encourage participation. 70

**Bergson-Michelson Tasha (2012)** his presented paper “The interstitial Library” the article takes a look at the concept of the interstitial library. According to the author, school library professionals not only support the important components of the core curriculum of students but provide an avenue into fields of knowledge that are not neatly divisible into the periods of the school day. The authors stresses that librarians create the interstitial place where students and adults gain knowledge. 71

**Shabani A, Aderyani R Rezaei, Abedi M.R, Naderi F (2012)** in this study entitled "Investigating the occupational Burnout of Librarians in University of Isfahan discusses many empirical studies were carried out to recognize stress syndrome and occupational burnout in the United States libraries; the result indicated that the librarians in other countries are susceptible to these two conditions as well. Discusses the rate of occupational burnout in librarians of University of Isfhan and evaluates the educational level, field of study, age occupational experience, and the position of male and female librarians. the population under study included all the 61 librarians working in the libraries of University of Isfahan. 72
Spiers, Carole (2012) his presented paper "A No-Nonsense approach to stress management" the article discusses techniques that can be used to reduce stress levels within an organization. These techniques include engaging all levels of the workforce to make them feel more valued. Managing workplace stress is linked to creating a healthy organizational environment that requires the building of a climate of trust and respect to improve workplace culture, closing the effort/reward gap Is suggested.73

Abel Holly (2012) discussed paper "The effect of a stress management course on counselors-in Training" the effect of a stress management course on the stress knowledge and coping techniques.74

Mcfarland, Colleen (2012) discusses “Reflections on the future of American Religious Archives” discusses on the future of the religious archives in the U.S. discusses the decline of organized religion in the country which could make the future of religious archival programs uncertain. He also notes the budget and staffing cuts in religious archival programs. He explores the way religious archivists handled religious records, He stresses in importance for archivists to work with church leaders to help them understand the damage they do to themselves, their congregations, and their mission by closing public access to its records in order to keep secrets, ranging from inconsequential to the scandalous.

Gwinett, Lori L (2012) his presented paper “Ideas, Hints, and Tips” discusses recommends the appointment of student assistants who can create research material displays for the benefit of the students. She explains that students tend to reply on peer assistance rather than ask for help from reference librarians she stresses that giving students assistants the opportunity to work at the library would earn them scholarship recognition. She also suggests giving incentives to best students displays to encourage participation.

Sheltom Anna (2012) in his study entitled “Take Action Workplace Stress” he discusses tips to manage workplace stress experienced by library staff. It Advises that libraries should adopt flexible work policy as it all their employees to meet family, educational and volunteer priorities. It suggests librarian to seek help from colleagues to clear off the pending job tasks. It further advises libraries to update their employees with changing library technologies. It encourages employees to develop self management skills to become stress free.
Shelton Anna (2012) his presented paper “Take Action Workplace Stress” the article presents tips to manage workplace stress experienced by library staff. It Advises that libraries should adopt flexible work policy as it all their employees to meet family, educational and volunteer priorities. It suggests librarian to seek help from colleagues to clear off the pending job tasks. It further advises libraries to update their employees with changing library technologies. It encourages employees to develop self management skills to become stress free.

Gabriel Raquel J (2012) in this study entitled “Dealing with stress” Ms.Gabriel discusses the advantages of relying upon support networks of diverse individuals during times of stress. When diversity exists within an organization, employees benefit by being able to draw upon a variety of backgrounds to assist with stress management.75

Lamothe, Alain R (2012) in this study entitled ”The importance of encouraging librarians to publish in peer reviewed publications” He discussed the Advancement in any field can only be achieved when participants distribute their ideas and experiences. What happens, however, when colleagues express uninterest, hesitation, apprehension, and in some cases, outright hostility toward publishing? by relaying his publishing experiences as an academic librarian both positive and negative the author hopes to alleviate the fear, doubt and resistance some feel toward publishing their results and ideas, particularly in peer-reviewed journals. Reasons to publish as well as valuable suggestions and advice are presented to the reader..

Kahvecio glu, Kerem (2012) noted that ”A day in the life of a law librarian” He discusses a day in the life of law librarian at Istanbul Bilgi University in Turkey, Kerem Kahvecio glu. Topics include Kahvecio glu’s month-long internship in the U.S at the Yale Law School Library, his speech on Turkish Legal research at a monthly lunch meeting of the Yale Law School Library librarians, and innovative approached by Yale Law School Library, such as the lending of a certified library therapy dog, named montly to students for anti stress sessions.

Onuchukwu Okoye Michael (2012) analyzed articles ”Social implications of ICT’s : View of Academic librarians in Nigeria” he discusses social implications of ICTs their positive impacts and potential dangers. In Addition, the study examines some important imperative factors that sustain favorable social implications of ICTs. They neither aid mass destruction of property nor induce organizational stress. It was found that gender inequality and ethnicity /racism do not
constitute challenges that affect social implications other findings showed that while quest for current information was the greatest factor which could facilitate favourable social implications of ICTs, lack of internet skills was the greatest challenge which could affect social implications of ICTs. It was also identified that the greatest strategy for enhancing social implications of ICTs would be by posting ICT compliant teachers to school. Some of the practical implications of the paper were that favorable social implications of ICTs could be hampered by factors which focus on domains purported to create digital divide, cultural neo-colonialism, popularization of pornography and breakdown of law and order. The value of this paper lies in the identification of core factors of social implications of ICTs as well as rebuttal of the impressions that ICTs induce mass unemployment.76

**Featherstone Robin M (2012)** his discussed “ Provision of pandemic diseases information by health science librarians: a multisite comparative case series “ The research provide and understanding of pandemic information needs and informs professional development initiative for librarians in disaster medicine. Methods: Utilizing a multisite, comparative case series design, the researches conducted semi structured interviews and examined supplementary materials in the form of Organizational document , correspondence, and website to create a complete picture of each case. The rigor of the case series was ensured through data and investigator triangulation.77

**Oyewole, Godwin O and Popoola S.O ( 2013)** in this study entitled " Effects of Psycho-Social Factors on Job Performance of Library Personnel in Federal Colleges of Education in Nigeria" this study investigates the effects of self-concept, work-family conflict, job satisfaction and job stress on job performance of library personnel in federal colleges of education in Nigeria. The study adopted a survey research design of a correlational type.78

**Jas Nikhil Kumar and Nath Shova , Maiti Sucharita ( 2013)** in his study entitled “ Protection of intellectual Property in India Role of library and information professionals in the new millennium “ discussed intellectual property, copyright, fair use and intellectual property right. Catgorizes the different types of intellectual properties into two groups.i.e.copyright properties and industrial properties. Cities the rights related to the copyright. Suggests the way for making a balance between the interests of the IPR holders and that of the users in intellectual property for
the social benefits. Points out the different ways of infringement, cyber-crimes and violation of IPR with the development of Information and communication technology.  

**Dickinson Gail K (2013)** in this study entitled “he discussed Putting the big rocks in first” the author reflects on the workload of school librarians. She warns of the dangers of multitasking too much, stating that librarians can become overwhelmed by working on multiple projects at once. In response, she suggests that librarians prioritize the largest issues first, especially at the start of a new school year.

**Herring, Mark Y (2013)** his presented paper “Little Red Herrings- We Have Met the Enemy, And He is Us” the author reflects on how academic librarians can unintentionally increase the difficulties on their job responsibilities.

**Fay Robin (2013)** Analyzed the paper published by "Stressed ? Organize (Or Reorganize) Your Work Space, Part-1" discusses offers tips on how librarians could avoid stress when organizing their workspace, both physical and virtual. He discusses evaluating one's workspace and time, considering everything as a resource, and evaluating one's priorities. It mentions to cultivate one's support network, learning to multitask effectively, adding a date in a procedures document to establish the current and outdated document. It also suggests archiving items as needed and managing people resources.

**Romero Lisa (2013)** in this study entitled “Honest tips for less stress and publication success” he discusses offers tips that can lead to reduced stress and publication success. Topics discussed include research and publication process, practices to be followed before submitting the manuscripts for publication, and library schools.

**Amusa, Oyintola Isiaka (2013)** in this study entitled "Occupational frustration variables of the librarians in public universities in south west Nigeria" discusses a study which investigation the incidence of occupational frustration variables among librarians in public owned universities in southwest Nigeria.

**Akakandelwa, Akakandelwa (2013)** he carried out "A comparative study of perceived work related stress among library staff two academic libraries in southern Africa." He discusses south to explore and compare the current levels of job stress among academic library staff at the
University of Botswana (UB) and the university of Zambia (UNZA). discusses salary related issues were found to be the highest source of stress items among library staff fell into two broad categories namely conflict-related and management related items. Research limitations/implications similar to other empirical studies this study is not without its limitations.85

Greyson, Devon, Surette, Soleil, Dennett Lix, and Chatterley Trish (2013) in this study entitled "You're just one of the group when you're embedded": he discusses Embedded librarianship has received much attention in recent years. A model of embedded rarely discussed to date is that of research-embedded health librarians (REHLs) discusses explores the characteristics of Canadian REHLs and the situations in which they are employed. Methods: The authors employed a sequential, mixed-method design. An online survey provided descriptive statistics about REHLs positions and work experiences. This informed a series of four group interviews, created a portrait of a "Typical" REHL and discovered themes relevant to REHL work. REHLs may identify more strongly as researchers than as librarians, with corresponding professional needs and rewards. REHLs value "Belonging" to the research team, involvement in full project lifecycles, and in depth relationships with nonlibrarian colleagues. Despite widely expressed job satisfaction, many REHLs struggle with isolation from library and information science peers and relative lack of job security. Conclusions: REHLs differ from non embedded health librarians, as well as from other types of embedded librarians. REHLs work also differs from just a decade or two ago, prior to widespread internet access to digital resources. Implications: Give that research-embedded librarianship appears to be a distinct and growing subset of health librarianship.

Spencer, Roxanne Myers (2013) in this study entitled "Taking care of yourself: Stress and the librarian" his discusses Stress is a part of our working lives and is not likely to decrease in tomorrow's workplace. A difficult economy, downsizing, taking on additional responsibilities without assistance or additional pay- All are taking their toll on our physical, mental, and emotional well-being. Community college librarian can often feel isolated as the only professional in the field, sometimes serving multiple campuses, they also share many of the same stressors as librarian in other settings: difficulty of keeping up with and maintaining fluency with new technologies in education, competing demands on their time with little or no staff support,
rapidly changing responsibilities within a hierarchical academic structure, student and staff needs, and busy workload to be completed within limited timeframes.  

Collen Lauren (2013) his presented paper " How does your garden grow ? the author stresses the importance of communication in the collaboration between public libraries and school districts. She relates how some libraries describe the difficulty for some public libraries and school to work together effectively. She also compare library to gardening. She suggests librarians to be constant gardeners so that partnerships and communities can flourish.

Jas Nikhil Kumar and Nath Shova , Maiti Sucharita (2013) his discussed paper “ Defines intellectual property, copyright, fair use and intellectual property right. Catgorizes the different types of intellectual properties into two groups. i.e. copyright properties and industrial properties. Cities the rights related to the copyright. Suggests the way for making a balance between the interests of the IPR holders and that of the users in intellectual property for the social benefits. Points out the different ways of infringement, cyber-crimes and violation of IPR with the development of Information and communication technology. Highlights the different IPR laws passed, measures adopted, conventions conducted for the protection of IPR in India. Mentions the important features of the Indian copyright act 1957 ( amended in 2012 ). Stresses the role of library and information professionals for the protection of the IPR as well as the interests of the users of intellectual property.

Dickinson Gail K (2013) his presented paper “ Putting the big rocks in first” the author reflects on the workload of school librarians. She warns of the dangers of multitasking too much, stating that librarians can become overwhelmed by working on multiple projects at once. In response, she suggests that librarians prioritize the largest issues first, especially at the start of a new school year.

Herring, Mark Y (2013) his presented paper “ Little Red Herrings- We Have Met the Enemy, And He is Us” the author reflects on how academic librarians can unintentionally increase the difficulties on their job responsibilities. He states that many librarians are unwilling to compromise regarding the budget as well as job positions that can be filled by paraprofessionals and also are unable to favor one political side over another publicly.
Romero Lisa (2013) presented paper "Honest tips for less stress and publication success" This article offers tips that can lead to reduced stress and publication success. Topics discussed include research and publication process, practices to be followed before submitting the manuscripts for publication, and library schools. Also suggests taking feedback on different aspect of manuscripts.

Fay Robin (2013) presented paper "Stressed? Organize (Or Reorganize) Your Workspace, Part-1" The article offers tips on how librarians could avoid stress when organizing their workspace, both physical and virtual. It suggests evaluating one's workspace and time, considering everything as a resource, and evaluating one's priorities. It mentions to cultivate one's support network, learning to multitask effectively, adding a date in a procedures document to establish the current and outdated document. It also suggests archiving items as needed and managing people resources.

Amusa, Oyintola Isiaka (2013) presented paper "Occupational frustration variables of the librarians in public universities in south west Nigeria" The article presents a study which investigation the incidence of occupational frustration variables among librarians in public owned universities in southwest Nigeria. A survey research method used in the investigation, which involved 253 librarians from 13 university libraries, is explained. The existence of the variables among the librarians is conformed in the conclusion.

Harwell Kevin (2013) discussed "Burnout and job engagement among business librarians" library leadership & management journal his discussed stress and burnout librarians and library employees has been the focus of a number of studies over the years. His discussed a study of the incidence of burnout and job engagement among a sample of business librarians. And also says implications for library employers will also be addressed. He noted that area of work life and burnout.

Dr. Golwal Madansing D (2014) presented paper "Job satisfaction among librarians in colleges: A Case Study", This present study examine the objective of the present paper is to highlight the concept of Job Satisfaction library, College Libraries, Dr. Babasaheb Ambedkar Marathwada University (BAMU) and the specify objective, hypothesis, limitations, methodology an conclusion of the study.
Ghule Pravin Keruji (2014) his presented paper "Stress among college librarian and information professionals in Agasti College,Akole", This present study examine Agasti College Akole library system, Work environment, personal or internal factors, home work interface, Professional / Academic demand, Job security, Job Satisfaction, Management Problems, Managing stress a better way, Organisation Role, Role characteristics, Job Characteristics, Interpersonal Relationship, Organisational structure and climate, Human Resource Management System. And conclusion of the study.

Ghule Pravin Keruji (2014) his presented paper "Overview of stress on librarian", This present study examine Sources of stress on librarian, external stress factor, internal stress factor, causes of workplace stress, symptoms of stress, effect of stress, effect of stress on health, stress prevention remedies and conclusion of the study.

Rengunthwar S.B (2014) his presented paper "Stress management of LIS professionals", This present study examine, types of stress in libraries, job security, Technological stress, mental stress, physical stress, Causes of stress in libraries, technological change, changing library environment, change in type of document, change in library physical facility, changing users demand, reduce staff strength, lack of proper coordination among staff and conclusion of the study.

Biradar Sharnabasappa (2014) his presented paper "Job satisfaction and Job Analysis of Library Professionals " the paper focused on actual job satisfaction of the institute.

Pawar Kuldeep P (2014) his presented paper "Stress management of Library & Information resource center in Digital Environment ", the paper focused on stress stress for ICT digital environment

Russell, Sandra J (2014) his presented paper "Job Stress and the librarian : Coping Strategies from the professionals " Job stress and satisfaction of the librarian and how can stress reduce.

Traska, Maria R (2014) his presented paper "District library Supervisors under Duress " the article discusses the findings of the lilead Project survey, which researched the conditions facing U.S. School libraries. Topics discussed include the lack of resourced available to district school library supervisors, the professional development, technology support, and collection
development responsibilities held by school library supervisors, and the stress experienced by school library supervisors, charts and graphs illustrating the findings of the survey are also provided.\textsuperscript{90} 

**Brickey, Morgan (2014)** his presented paper "Job stress and the librarian: Coping Strategies from the professionals" job Stress & the librarian : Coping Strategies form professionals.\textsuperscript{91} 

**Affelt, Amy (2014)** Acting on Big Data” The article discusses information professionals role as a data scientist when handling big Data, the different online courses that could augment the knowledge and skills of information professionals in handling it, and the use of a “Raw Data Quality Checklist” for taking up data and source with project teams. It also mentions of the use of storytelling to stress the importance of data and the various tools for data analysis.\textsuperscript{92} 

**Adams Helen R (2014)** his presented paper “Practical Ideas: Protecting students privacy in your school library” the article offers some practical ideas on how school librarians could protect students privacy in librarians in the U.S. It related the strategies employed by librarians Emily, Cheryl and Jessica on areas of circulation to teach students about their privacy right. It also stresses the need for libraries to have privacy policy in line with the American library association code of ethics.\textsuperscript{93} 

**Aall Spectrum (2014)** his presented paper “Member to Member “The article presents feedback from members of the American Association of Law libraries about the best program they have attended. Medicine the annual state court and country law libraries special interest section auction and a session on preserving digital content. A session on international human right law is also mentioned.\textsuperscript{94} 

**Barrett, Sam (2014)** his presented paper "How workplace stress management has developed " the article presents information on development of workplace stress management the pressures of the recent global recession with some other stress cases has made job stress a hot topic. It is suggested that employers should take robust approach in tackling stress by implementing various support mechanisms.\textsuperscript{95} 

**Brickey, Morgan (2014)** in this study entitled "Job stress and the librarian: Coping Strategies from the professionals" job Stress & the librarian : Coping Strategies form professionals.
Wilkins Jordan Mary (2014) carried out "All stressed out, but Does anyone notice? stressors affecting public libraries" discusses identify some of the most common stressors affecting public librarians. Current public librarians were recruited from across the country to sort and rank a provided set of 25 stressors affecting public librarians. The stressors were developed from a review of the literature and anecdotal discussions with public librarians. The stressors were developed from a review of the literature and anecdotal discussions with public librarians. Participants sorted the stressors according to the extent to which each affected them personally in their workplace. They could also give information about other sources of stress they experienced at work, or which they see other public librarians experiencing.96

Pandora, Cherie (2014) in this study entitled "Managing and evaluating your collaboration without Stress" he discusses start your collaborative efforts it is helpful to determine how you will evaluate the effectiveness of your programs. You will want to measure what worked, what didn't work as well, and what should be repeated with a few tweak. You will also want to think about how to keep the funding rolling in so that you can repeat successful programs while starting new initiatives.97

Larrivee, Anne (2014) analyzed the paper published "Exploring the stressors of New Librarians" discusses the different stressors and anxieties facing new librarians. It also addresses the various way that new librarians can cope with location, emotional, and work-related stressors. The article is broken into four different categories of stress; some stressors have been more explored than others.98

Gunnarsson, Jenny and Kulesza Wlodek J and Petterson Antte (2014) in this study entitled "he discusses the Teaching international students how to avoid plagiarism: Librarians and faculty in collaboration" he discussed presents how a plagiarism component has been integrated in a research methodology course for engineering master students at Blekinge institute of Technology, Sweden. The plagiarism issue was approached from an educational perspective, rather than a punitive. The course director and librarians developed this part of the course in close collaboration. One part of the course is dedicated to how to cite, paraphrase and reference, while another part stresses the legal and ethical aspects of research. Currently, the majority of the students are international, which means there are intercultural and language aspects to consider. In order to evaluate our approach to teaching about plagiarism, we conducted a survey. The
results of the survey indicate a need for education on how to cite and reference properly in order to avoid plagiarism, a result which is also supported by students assignment results. Some suggestions are given for future development of the course.99

**Affelt, Amy (2014)** in this study entitled” discusses information professionals role as a data scientist when handling big Data, the different online courses that could augment the knowledge and skills of information professionals in handling it. It also mentions of the use of storytelling to stress the importance of data and the various tools for data analysis.100

**Adams Helen R (2014)** discusses “ Practical Ideas: Protecting students privacy in your school library” discusses offers some practical ideas on how school librarians could protect students privacy in librarians in the U.S. It related the strategies employed by librarians Emily, Cheryl and Jessica on areas of circulation to teach students about their privacy right. It also stresses the need for libraries to have privacy policy in line with the American library association code of ethics.


**A. Tejomurty ," Studies in Academic Libarianship", Discusses An Introduction to the state of Madhya Pradesh and Its important Features. Deals with Issue like Library Management, the inquisitional programme; book selection policy, library collections including books and periodicals, financial Administration, Library Services, Library Cooperation, Library Building.**

**2.12.1. National Conferences:**

**Theme:-**


This Conference has the following Sub-Theme-

1) Job Satisfaction and Job Analysis.
2) Relational Behavior in Library Management.

3) Psychological Impact of web technology on research sources.

4) Stress Management of LIS Professionals.

This conference the various states delegates presented the papers for Stress of librarian.

2.12.2. Thesis on Subject:

A) "Stressful Work Organisation : A Systematic study on Occupational Health "

B) " Stress at work place and its management with special reference to defense field service by Bhutnath Mahato, and presented thesis to Shri.Jagdishprasad Jhabarmal Tibrewala University, Jhunjhunu, Rajasthan, 2013.

C) " Job Stress, Job Satisfaction and Adjustment among Physical Education Teachers of Haryana Schools " by Ranjit Singh, presented thesis to Punjab University, Patiala, 2010.

2.13. Chapterisation:-

The present study is divided into six chapters. This study is about A Analytical Study of Stress among college librarian and library personnel. The division of chapters is as under:

Chapter- I: - Introduction


Chapter- II: - Research Methodology

The Second Chapter is about the Research Methodology adapted for the study. In this chapter the researcher has dealt with Introduction, Objects of the study, Hypothesis, Needs and scope of research, Nature and field of the study, Types of research, Methods of study, and Review of literature.

Chapter- III: - Importance of College Library
The Third Chapter is about the Importance of College Library adapted for the study. In this chapter the researcher deals with the role of college library in higher education, in academic research, in distance education, function of college library, objective of college library, Types of college libraries, quality improvement of teachers as well as in self education.

Chapter- IV: - Stress : Librarian Stress

The Forth Chapter is about Stress of Librarian.

Chapter- V: - Analysis and Presentation of Data

The Fifth Chapter is about the analysis and interpretation of actual data collected from Librarian and library personnel for Ahmednagar Districts Colleges. This chapter is devoted to data analysis. Data collected are presented and analyzed scientifically and graphically and graphically to indicate the conditions.

Chapter- VI: - Conclusions. (Observation and Suggestions)

Taking into consideration the facts and the data collection in the survey the investigator has drawn the conclusions by putting down the results clearly and precisely. The suggestions are also made by the investigator, which are included in this chapter.
References:


05. Random House Dictionary of English Language.


09. ibid (13) p. 45.

10. ibid (01) p. 50.


81. Herring, Mary Y., (Dec, 2013). Little Red Herrings—We Have Met the Enemy, And He is Us. Against the Grain, 25(6), 64-60.


