CHAPTER- VI

FINDING AND SUGGESTIONS

According to the analytical survey and collection of data the researcher has arrived at some findings which are enumerated in this chapter. The questionnaire is presented to One Hundred Twenty Six (126) Librarians out of that One Hundred Three (103) Librarians and One Hundred Twenty Six (126) Library Personnel out of that Seventy Two (72) filled up this questionnaire and co-operated me by answering the question. Their co-operation is more than sufficient for this project. At the end the detail study of the Librarian and Library Personnel related with the Ahmednagar District Colleges has helped a lot. The whole study was according to questionnaire given to the Librarian and Library Personnel for the analysis and study of research.

The analysis of data collected through questionnaires has been done on two parts namely:-

A) Librarian Questionnaires (General Information, Main Information)

B) Library Personnel Questionnaires (General Information, Main Information)

In the questionnaire ‘A’ part is General Information. It includes the points suitable for the analysis such as gender, age, qualification, date of establish, College Location, etc.

Part A: - Librarian Questionnaires:

General Information:

Que.02-03) Age and Sex wise distribution of Librarian?

It can be observed that 28 (i.e. 27.18%) respondents belong to age Group 31 - 35 which is highest value, where as 21 (i.e. 20.39%) and 19 (i.e. 18.45%) belong to age group 25 - 30 Male and Female respectively. Moreover the lowest age group 51 - 55 the respondents are 04 (i.e. 03.88%) that are Male and Female respectively. From above statement is observed that most of librarians are facing the stress at their beginning of the career.

Que.04) Educational qualification for Librarian?
It is observed that only 1.94 % (i.e. 2) librarians were completed Ph.D with SET, NET, M.Phil. There are 9 i.e 8.74 % librarians were having master degree as well as 12 i.e 11.65 % were having master plus NET degree. And 16 i.e 15.53 % were having master with SET.

Que.07) College Location

It is observed that there are 65 i.e 63.11 % librarians were working in rural area & 38 i.e 36.89 % were working in Urban area. Most of the respondents are belongs to rural location as a result there is difficulty in communication.

Main Information:-

Que.01) which of the following courses offered in your college?

It is observed that there were 40 i.e 38.83 % college librarians were serving to degree level; 10 i.e 9.71 % serving to degree & Junior college Level; 6 i.e 5.83 % were serving to junior to Ph.D level; 23 i.e. 22.33 % were serving to degree & Post Graduate and 5 i.e. 4.85 % were serving to degree, PG & M.Phil, Ph.D Level. As number of unaided courses driven by most of the colleges along with their regular aided courses, the extra workload will directly goes to librarian and library staff.

Que.02) Which of the following Professional courses offered in your College?

It is observed that there were 25 i.e 24.27 % college offered BBA; 14 i.e 13.59 % college offered B.Ed and BBA, BCA; 8 i.e 7.77 % college offered B.Pharm, M.Pharm; 7 i.e 6.80 % college offered B.E, M.E; 6 i.e 5.83 % college offered BCA; 4 i.e 3.88 % college offered B.Ed M.Ed; 3 i.e 2.91 % college offered BCA, BCS, LLB, LLM; 2 i.e 1.94 % college offered B.Arch, M.Arch, B.E, B.P.Ed, BCS, BCS,MCS,LLB; 1 i.e 0.97 % offered B.Ed, MBA, BBA,BCA,BCS,MCA,MCS Professional Colleges.

Que.03) Total Strength of the College?

It is observed that there were 53 i.e 51.46 % librarians having workload of 0-1000 students; 20 i.e 19.42 % were having 1001-2000 students; 12 i.e 11.65 % were having 2001 – 3000 students.

Que.04) Which of the following grade Accredited by NAAC OR others to your college?
From above table there are 10 i.e 9.71 % college were obtained A grade by NAAC & 7 i.e 6.80 % B ++, B +, B grade; 1 i.e 0.97 % A ******, A+,C++, C + Grade obtained by NAAC.

Que.05) Whether your institution re-accredited?

There are 18 i.e 17.48 % college were re-accredited by NAAC & 85 i.e 82.52 % college were not reaccredited.

Que.06) Your Institute belongs to which of the following?

There are 64 i.e 62.14 % college were unaided & 39 i.e 37.86 % college were aided. It is observed that in most of the unaided colleges librarians were not qualified.

Que.07) If your college is unaided college, would you getting salary as per pay scale?

There are 71 i.e. 68.93 % unaided colleges were paying as per salary scale and 32 i.e. 31.07 % were not paying as per salary scale.

Que.08) Whether your Library having Human Resources (Staff) in Library as per staffing Pattern?

There are 91 i.e 88.35 % library having human resources (staff) as per staffing pattern and 12 i.e. 11.65 % were no staff as per staffing pattern. It is observed that in some colleges staffing pattern formula is not followed and hence it may tend towards stress.

Que.09) How many Library staff in your library?

There were 10 i.e 9.71 % librarians have support staff of Assistant Librarian, Library Clerk, 18 i.e 17.48 % were only have librarian and library attendant, 9 i.e 8.74 % have librarian, Library attendant & Peon, 1 i.e 0.97 % only have assistant librarian, Library Clerk, attendant & Peon.

Que.10) Whether your library staff completes assigned work as per workload given to them?

There are 14 i.e 13.59 % librarians were saying that there library staff completes assigned work given to them and 89 i.e 86.41 % librarians have experienced that there staff not completes the assigned work. It is observed that most of the librarians facing stress due to lack of cooperation between his/her subordinates.

Que.11) Whether your library staff having outside/offcampus work other than library work?

Table there are 90 i.e 87.38 % librarians were saying that there library staff having outside/offcampus work other than library work and 13 i.e 12.62 % librarians saying staff not outside/
offcampus work other than library work. Due to the outside / offcampus work assigned to subordinates of librarians their workload may directly falls on librarian.

Que.12) Whether library budget is sufficient?
There are 14 i.e 13.59 % librarians say that the budget is sufficient & 89 i.e 86.41 % librarians were says that budget is not sufficient to handle the library work. It is observed that due to insufficient budget it is very challenging to librarian to manage the library.

Que.13) Whether separate building for library?
There are 28 i.e 27.18 % librarians say that separate building of library & 75 i.e 72.82 % librarians were says that not separate building of library.

Que.14) Whether building is sufficient?
There were 16 i.e 15.53 % librarian says that their library building is sufficient for their library needs & 87 i.e 84.47 % were says that building is not sufficient.

Que.15) Total No. of Books in your library?
There were 30 i.e 29.13 % Book collection in between 5001-10000 & 22 i.e 21.36 % has there library collection in between 1000-5000 and 18 i.e 17.48 % librarians have 10001-20000 books in the library. 6 i.e 5.83 % has there library collection between More than 50000.

Que.16) Whether your library had taken stock verification?
It is shows that there were 29 i.e 28.16 % librarians were taken stock verification in their libraries. And 74 i.e 71.84 % were not taken the Stock Verification. It is observed that most of the librarians were not taken stock verification in their libraries and it may gives stress to him / her.

Que.17) Whether any pressure on you from Administrative staff Association?
It is shows that there were 80 i.e 77.67 % librarians says yes pressure for Administrative staff Association. And 23 i.e 22.33 % says no pressure.

Que.18) Whether library automation is completed?
It is observed that 33 i.e 32.04 % libraries were automated and 70 i.e 67.96 % librarian says not completes their automation.

Que.19) Whether your library has open access system for users?

It is observed that 91 i.e 88.35 % libraries having open access system and 12 i.e 11.65 % librarian says No open access system of our libraries. Open access to books may stress to the librarian.

Que.20) Due to open access system there is any chances of Book Stolen / tearing of pages in your stockroom ?

It is observed that 92 i.e 89.32 % librarians were reporting that there is chance of book stolen due to open access & 11 i.e 10.61 % librarian were saying that open access does not matters in chance of book stolen and tearing of pages.

Que.21) Whether any disaster management system for library ?

It is observed that 29 i.e 28.16 % librarians says yes out library has disaster management system and 74 i.e 71.84 % librarian says no disaster management system.

Que.22) Whether you are getting extra emolument for the unaided work of aided colleges offered by your institute?

There were 26 i.e. 25.24 % librarians were getting extra income if they were involved in unaided work of aided institution & 77 i.e 74.76 % librarians does not get any extra income if work assigns. It is observed that most of the librarians were not getting extra income of extra work and hence they are not willing to do extra work.

Que.23) Whether you are completed bar-coding of books ?

It is observed that 32 i.e 31.07 % librarians says yes our libraries barcode completed and 71 i.e 68.93 % librarian says no complete barcoding work.

Que.24) Are you getting involved by management body when the any planning for establishment of new institute library of your society ?

It is observed that 84 i.e.81.55 % librarians were getting involved in planning for establishment new institutions & 19 i.e 18.45 % were not getting involved.

Que.25) Whether any pressure for college higher authorities regard extra workload ?
It is observed that 83 i.e 80.58 % librarians say s yes pressure for extra workload for college higher authorities and 20 i.e 19.42 % librarian says no Pressure. It is observed that some college higher authorities pressure to librarian may leads to stress.

Que.26) Whether Management Body / Principal Interfer in the Library Administration ?

It is observed that 87 i.e 84.47 % librarians were facing interfere of principal in library administration & 16 i.e 15.53 % librarians were not facing such problem. Such interfere of principal in library administration may leads wrong decision making to librarian.

Que.27) Future Plan for avoiding any work stress?

It is observed that 35 i.e 33.98 % librarians says yes future plan for avoiding stress and 69 i.e 66.99 % librarian says no future plan for avoiding stress.

Que.28) How will you outsource the library work for avoiding the work stress ?

There were 95 i.e 92.23 % librarians were outsourcing the library work for avoiding the work stress & 8 i.e 7.77 % were not outsourcing the work. Outsourcing is good for avoiding the work stress for librarians but librarians may have to take right decision for which work can be outsourced.

Que.29) How will you outsource the library work for avoiding the work stress ,If YES what are the type of work you outsource it ?

It is observed that there were 64 i.e 62.14 % libraries outsource work like book binding, Library Automation, Book Data Entry: 12 i.e 11.65 % libraries outsource the work like Library automation, Book Data Entry ; 9 i.e 8.74 % Book binding, library automation ; 8 i.e 7.77 % book binding, book data entry ; 6 i.e 5.83 % Book binding ; and 4 i.e 3.88 % libraries outsource the work like Automation.

**Part B: - Library Personnel Questionnaires:**

**General Information and Main Information :**

Que.02-03) Age and Sex wise distribution of Library Personnel

It can be observed that 26 (i.e. 36.11 %) respondents belong to age Group 36 - 40 which is highest value, where as 19 (i.e. 26.39 %) respondents belong to age Group 31 – 35 and 9 (i.e.
12.50 %) belong to age group 25 - 30 Male and Female respectively. More over the lowest age group 56 - 62 the respondents are 02 (i.e. 2.78 %) that are Male and Female respectively.

Que.05) Name of the Post of Library Personnel ?

It is observes that 32 i.e.44.44 % were library attendant which is the most value & 2 i.e 4.17 % were trainee ; 23 i.e 31.94 % were library clerk & 7 i.e 9.72 % were assistant Librarian ; 7 i.e 9.72 % were peon.

Que.07) Your Institution belongs to which of the following ?

There are 51 i.e 70.83 % college were unaided & 21 i.e 29.17 % college were aided.

Que.08) If your college is unaided college, would you getting salary as per pay scale?

There were only 6 i.e 8.33 unaided college library personnel were getting salary as per pay scale and 66 i.e 91.67 were not getting the salary as per pay scale. It is observed that in most of the unaided colleges library personnels were not paid well and hence it may lead stress.

Que.09) Is there internal departmental transfer of library staff within the same institute or other institute of mother institution ?

From above there are 6 i.e. 8.33 % respondents says yes internal departmental transfer of library staff within the same institute or other institute of mother institution and 66 i. E. 91.67 % says no internal department transfer.

Que.10) Whether your library staff completes assigned work as per workload given to them?

It is observed that only 8 i.e 11.11 % library personnel were satisfied with the assigned work to their staff & 64 i.e 88.89 % library personnel were saying that there staff does not completes using work. It is observed that due to lack of cooperation among library personnel may lead to stress.

Que.11) Whether library staff learned & occupied new emerging technology in the field of library science ?

It is observed that only 7 i.e 9.72 % library personnel were occupied new emerging technology. & 65 i.e 90.28 % library personnel were saying that staff does not occupied new emerging
technology. It is observed that most of the library personnels were not compitable with new emerging technologies used in the libraries and hence it may lead to stress.

Que.12) Whether basic facilities such as drinking water / toilet canteen / first aid is available in library building premises?

It is observed that only 8 i.e 11.11 % were library personnel saying their basic facilities such as water toilet first aid in library personnel. & 64 i.e 88.89 % were not having such basic facilities.

Que.13) Whether any pressure from librarian / higher authorities on you regarding work?

It is observed that only 63 i.e 87.50% were library personnel saying yes librarian and higher authorities pressure & 9 i.e 12.50 % were not having such pressure. Due to pressure from librarians and higher authorities on library personnels may lead to stress.

Que.14) Whether good work environment of proper communication in between library staff?

There were 13 i.e 18.06 % library personnel were having good work environment of proper communication in between library staff & 59 i.e 81.94 % were not having good work environment. Most of the library personnels were not having good work environment.

Que.15) Is there any work conflict in between library staff?

There were 64 i.e 88.89 % library personnel says Work conflict in between library staff & 8 i.e 11.11 % were says not work conflict in between library staff.

Que.16) Whether all library staff comes on duty as per assigned working hours?

There were 8 i.e 11.11 % library staff comes on duty as per assigned working hours & 64 i.e 88.89 % were not comes on duty for assigned working hours.

Que.17) Whether you will get leave when asked for?

There were 11 i.e 15.28 % library personnel saying get leave when asked for & 61 i.e 84.72 % says librarian not get leave when asked for. Due to not getting leave to library personnel when required may lead to stress.
Que.18) Whether you face any problems while handling books on shelf (e.g. dust, insects, etc.)?

There were 68 i.e. 94.44% library personnel says face problem for dust insects etc while handling books on shelf & 4 i.e 5.56% says no dust insects problems while handling books on shelf.

Que.19) Whether your institute assigne any extra work other than your work responsibility of un-aided class divisions?

There were 66 i.e. 91.67% library personnel says yes institute assign extra work other than work responsibility of un-aided class division & 6 i.e 8.33% says no unaided class division extra work.

Que.20) Whether your institute assign any extra work other than your work responsibility of un-aided class division, If yes whether you get any extra emolument for it?

There were 6 i.e. 8.33% library personnel says yes get institute get extra emolument & 66 i.e 91.67% says no get extra emolument. It is observed that most of the library personnel were not getting extra emolument of extra work.

Que.21) Whether you will will get any promotion when there is any vacancy in your institution?

There were 10 i.e. 13.89% library personnel says get promotion when there is any vacancy in our institute & 62 i.e 86.11% says no promotion if any vacancy in institute. It is observed that most of the library personnel were not promoted by their institutions.

Que.22) Whether your library software givers you all the reports of daily routine work?

There were 8 i.e. 11.11% library personnel says library software gives all the reports of daily routine work & 64 i.e 88.89% says no reports for library software of daily routine work.

Que.23) Whether your library provides night library facility?

There were 52 i.e. 72.22% personnel says library provides night library facility & 20 i.e 27.78% says library provides no night library facility.
Que.24) Whether you are getting extra emolument for the unaided work of aided colleges offered by your institute?

There were 11 i.e. 15.28% personnel says getting extra income if they were involved in unaided work of aided institution & 61 i.e 84.72% says does not get any extra income if work assign.

Que.25) Whether you will get all the required benefits of government facilities?

There were 7 i.e. 9.72% personnel says college get all the required benefits of government facilities & 65 i.e 90.28% says do not get required benefits of government facilities.. it is observed that most of the library personnel would not get benefits of government facilities.

Que.26) Whether your salary is sufficient for your financial needs?

There were 9 i.e. 12.50% personnel says salary is sufficient for financial needs & 63 i.e 87.50% says do not sufficient.

Que.27) Whether any pressure for college higher authorities regard extra workload?

There were 66 i.e. 91.67% personnel says pressure for college higher authorities regard extra workload & 6 i.e 8.33% says do not pressure regard extra workload. Most of the library personnel having pressure for extra workload from their higher authorities. Which may lead to stress.

Que.28) Whether your institution has any staff credit society / Bank / Patsanstha?

From above table there were 67 i.e. 93.06% personnel says yes institution has staff credit society / Bank / Patsanstha & 5 i.e 6.94% says do not staff credit society.

Que.29) If Yes, Your Society / Bank / Patsanstha provides sufficient amount of loan for your kind of needs?

There were 42 i.e. 58.33% personnel says Society / Bank / Patsanstha provides sufficient amount of loan for kind of needs & 30 i.e 41.67% says patsanstha do not provides sufficient amount of loan for kind of needs. It is observed that staff credit society / Bank / Patsanstha is the good solution for financial needs for library personnel.

Findings:
The present study on A Analytical Study of Stress Among College Librarian and Library
Personnel in Colleges of Ahmednagar District Arts, Commerce & Science (75), Pharmacy (7), Law (4), B.Ed (23), B.P.Ed (2), Engineering (13), Architecture (2) Colleges are selected for the research study. Researcher distributed questionnaire to One Hundred Twenty Six (126) Librarian, and out of them One Hundred Three (103) have responded means 81.74% Librarians have responded. And Researcher distributed questionnaire to One Hundred twenty Six (126) Library Personnel, and out of them Seventy Two (72) have responded means 57.14% Library Personnel have responded. The data collected from the respondents through the questionnaire is tabulated and analyzed. Statistical techniques like simple percentage, arithmetic mean are used. The findings in relation to the objectives have been presented here. In addition to this suggestions are also given at the end of this chapter.

Some findings of this study are as follows:-

(Librarian)

1) Most of the respondents librarian are belongs to age group in between 31-35; male librarian (19) is 22.75% & female (9) is 50.00%. This is the most young group of librarian & they are facing the stress since beginning of their career.

2) In most of the un-aided colleges librarian appointed having their degree (MLSc) from open university & not qualified the eligibility examinations so they are feeling difficulty in handing the library.

3) In most of the aided colleges, they started un-aided courses & they are not appointed any more staff for these courses. & hence the stress directly reflects on the permanent staff of the college/ library.

4) Most of the colleges having more than 6000 students strength but at the same time there is no staffing pattern followed & if result in to stress over the existing staff.

5) Most of the un-aided colleges are not following rules of government for payment & there staff.

6) Out of 103 college (60) 58.25% colleges are not accrediated & (85) 12.52% colleges are not reaccredited; hence there is lack of basic facilities.

7) Out of 103 college staff (89) 86.14% colleges are not complete the assigned work on time.

8) Out of 103 colleges libraries 89 college are not having sufficient budget, hence it is
difficult to handle the needs of library users.

9) Out of 103 colleges 87 % college staff has extra work other than library work.
10) Out of 103, 73 colleges, there is no separate building for library & 84.47 % colleges are not feeling sufficient space in their library building.
11) 72 % colleges have did not the stock verification due to lack of the staff.
12) Out of 103 colleges (70) 67.96 % colleges are doing their daily work manually as they are not done the automation of libraries.
13) Open Access System were followed by 88 % college libraries & it is causing risk of book stolen / tearing of pages.
14) Out of 103 colleges (77) 74.66 % colleges are not paying for extra work for un-aided work.
15) Out of 103 colleges 72 % college are not having disaster management systems.
16) There are 81 % librarians are having pressure of extra work from their superiors.
17) There are (87) 84.47 % college principals were interfering in the library work.
18) There are (95) 92.23 % college librarians were outsourcing the library work to outside agency due to insufficient no of staff.
19) There are 92 % college library staff facing the problems of internal departmental transfer.
20) There are (64) 88.89 % college library staff are not following their duty hours.
21) Out of 103 colleges (59) 81.94 % college library staff are not having good relationship with their colleagues of lack of communication.

Some findings of this study are as follows:-
( Library Personnel )

1) Out of 72 college library personnels are belongs to 31-33 age group ; male are (22) 36.07 % in number & female are (4) 36.36 % in number ; it tends to that there is higher number & library personnels are facing stress at their early age.
2) Out of 72 (63) 87.50 % college library personnels having pressure form their librarian.
3) Out of 72 (61) 84.72 % college library personnels are not getting leave when
they are in need of leave.

4) Out of 72 (62) 86.11% library personnel are not getting any promotion when they are liable to get it with their qualification.

5) Out of 72 (42) 58.33% college library personnel are not getting proper financial support from bank, staff society, etc when they are in need of finance.

6) Most of the colleges having more than 6000 students strength but at the same time there is no staffing pattern followed & if result in to stress over the existing library personnel.

7) Most of the un-aided colleges are not following rules of government for payment & their staff.

8) College Library Personnel (colleague) are not complete the assigned work on time.

9) More of Colleges are doing their daily work manually as they are not done the automation of libraries.

10) Some of library personnel are having pressure of extra work from their Librarian.

Suggestions:

The researcher has proposed the questionnaire and supplied to the Librarian and library personnel and has made an attempt from the observations to give the following suggestions here:

1) Aided colleges should appoint sufficient number of staff for unaided courses.

2) If possible there should not be junior college affiliated to senior college.

3) Staffing pattern should be followed in the library

4) Library support staff should not be used for other work of colleges

5) Budget of library should be incremental as per increasing number of students and expenses.

6) Library building should be sufficient and separate to cater the increasing needs, number of students and library reading materials.

7) Technical processing (Accessioning, Classification, Cataloguing) of library reading materials, should be done timely.

8) Librarian must communicate and make good relationship with Administrative Staff Association.

9) There should be provision of modern technology for library management from budget of
10) If library is offering open access system, then college authority should provide electronic surveillance (CCTV) system and Radio Frequency identification (RFID) so librarian can take good care of books and library.

11) There should be provision of disaster management system within the library. Stockroom must be well equipped with fire extinguishers and emergency exit door.

12) Librarian and library personnel should be paid for extra work of unaided colleges.

13) For unaided college librarian and library staff salary should be paid as per government rules.

14) Librarian and library personnel should get summer vacation.

15) There should be provision of refresher courses, personality development courses, yoga, meditation as well as training programs for librarian and library personnel.

16) There should be provision of continuing higher education for librarian and library personnel.

17) Time consuming work should be rendered to outsourcing agency to avoid extra work pressure of librarian and library personnel.

18) There should be separate and active library advisory committee to take decisions when needed for which should support to librarian and there should not be any pressure regarding library policies from principal and management body.

19) There should not be any involvement to librarian when management body planning for new establishment of colleges.

20) Working hours of the librarian should be same as working hours of senior teachers.

21) Library automation procedure must be completed in single instance so librarian can directly use the system for generating the various reports.

22) As librarian is the professionals in his / her field hence principal should not interfere with the decision of librarian regarding library work. But must support to library advisory committee.

**Scope for Further Search:**

The investigator would like to suggest the further possible research on:-
1) Stress of librarian in Arts, Commerce & Science colleges.
2) Evaluation of Stress among college and University librarian.
3) A Comparative Study of Stress among College librarian and University librarian.
4) A comparative Study of Stress among University librarian and library personnel.

Conclusion:

The researcher has made an attempt to make an analytical study of stress among college librarian and library personnel. In his research work, the researcher has come out with same concrete findings which are mentioned earlier and has made few suggestions so as to reduce their stress. This research study will certainly be helpful, useful and a guiding source to the other researcher who desires to do his research works on this particular area of research. The research study has revealed the fact that the stress among college librarian and library personnel in Ahmednagar district colleges.

The Bad stronger that the good people pay more attention to negative emotional states such as anxiety stress and boredom than they do to positive states such as joy and contentment. The differential attention gives to bad feelings is reinforced by our awareness of conventional medical wisdom that informs us of the damaging effects of prolonged stress. The chronic experience of stress is not good for the mind or the body.

Considerable research suggests that positive emotions are good for us all the time, and not just when we are distressed. Positive emotions have physical and mental health promoting effects beyond their ability to offset the potentially toxic effects of negative emotions. Many researchers studying the effects of social support on health have reached a similar conclusion.