# LIST OF TABLES

<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Training and development distinction</td>
<td>50</td>
</tr>
<tr>
<td>4.1</td>
<td>University-wise response to questionnaires</td>
<td>72</td>
</tr>
<tr>
<td>4.2</td>
<td>Response according to type of university</td>
<td>74</td>
</tr>
<tr>
<td>4.3</td>
<td>University-wise status of library staff</td>
<td>75</td>
</tr>
<tr>
<td>4.4</td>
<td>Position-wise response to questionnaire</td>
<td>83</td>
</tr>
<tr>
<td>4.5</td>
<td>Age group and gender of respondents</td>
<td>84</td>
</tr>
<tr>
<td>4.6</td>
<td>Position and gender of respondents</td>
<td>85</td>
</tr>
<tr>
<td>4.7</td>
<td>Work experience and gender-wise distribution of respondents</td>
<td>86</td>
</tr>
<tr>
<td>4.8</td>
<td>Membership of professional bodies</td>
<td>87</td>
</tr>
<tr>
<td>4.9</td>
<td>Co-relation of position and membership in professional associations</td>
<td>88</td>
</tr>
<tr>
<td>4.10</td>
<td>Membership of professional bodies and professional qualification.</td>
<td>89</td>
</tr>
<tr>
<td>4.11</td>
<td>Membership and level of professional bodies.</td>
<td>90</td>
</tr>
<tr>
<td>4.12</td>
<td>Role of professional bodies in enhancing knowledge</td>
<td>91</td>
</tr>
<tr>
<td>4.13</td>
<td>Role of professional bodies in enhancing knowledge and its relation to professional qualification</td>
<td>91</td>
</tr>
<tr>
<td>4.14</td>
<td>Response to IT based paper in LIS syllabus</td>
<td>92</td>
</tr>
<tr>
<td>4.15</td>
<td>Completion of specialized courses in IT</td>
<td>93</td>
</tr>
<tr>
<td>4.16</td>
<td>Completion of specialized courses / training in IT (University-wise)</td>
<td>94</td>
</tr>
<tr>
<td>4.17</td>
<td>Analysis of response to number of courses completed</td>
<td>95</td>
</tr>
<tr>
<td>4.18</td>
<td>Acquaintancy with journals and position</td>
<td>95</td>
</tr>
<tr>
<td>4.19</td>
<td>Acquaintancy with journals and professional qualification</td>
<td>96</td>
</tr>
<tr>
<td>4.20</td>
<td>Number of journal titles recorded</td>
<td>97</td>
</tr>
<tr>
<td>4.21</td>
<td>Job and gender relation</td>
<td>98</td>
</tr>
<tr>
<td>4.22</td>
<td>University-wise status of library computerisation</td>
<td>99</td>
</tr>
<tr>
<td>4.23</td>
<td>Status of library computerisation (Housekeeping operation)</td>
<td>100</td>
</tr>
</tbody>
</table>
4.24 Problems faced in application of IT and position
4.25 Problem faced in applying IT and professional qualification
4.26 Efforts to cope with technological changes and position
4.27 Efforts to cope with technological changes and professional qualification.
4.28 Academic qualification at the time of entry in service
4.29 Academic qualification at the time of entry in Service (University-wise)
4.30 Professional qualification at the time of entry in Service
4.31 Professional qualification at the time of entry in service (University-wise)
4.32 Academic qualification acquired in-service
4.33 Academic qualification acquired in-service and position
4.34 Professional qualification upgraded in-service
4.35 Professional qualification upgraded in-service (University-wise)
4.36 Professional qualification upgraded in-service and position
4.37 Computer degree / diploma / certificate completed in-service and position
4.38 Professional qualification improved from type of university
4.39 Participation in job enrichment courses
4.40 Participation in job enrichment courses (University-wise)
4.41 Participation in job enrichment courses and position
4.42 Participation in job enrichment courses and experience in service
4.43 Number of times job enrichment courses attended
4.44 Attendance to Conferences / Seminars / Workshops / Symposiums
4.45 Attendance to Conferences / Seminars / Workshops / Symposiums (University-wise)
4.46 Attendance to Conferences / Seminars / Workshops / Symposiums and position
4.47 Attendance to Conferences / Seminars / Workshops / Symposiums and experience
4.48 Response to number of times conferences / seminars / workshops / symposiums attended
4.49 Training given by software company/ies (University-wise)
4.50 Training given by software company/ies and position
4.51 Quality of training given by software companies

4.52 Appropriate job assigned (University-wise)

4.53 Appropriate job assigned and professional qualification

4.54 Position-wise opinion on job assignment

4.55 Motivation to work (University-wise)

4.56 Analysis of motivational factors (position-wise)

4.57 Satisfaction with present job (University-wise)

4.58 Satisfaction with present job and gender

4.59 Satisfaction with present job and professional qualification

4.60 Satisfaction with present job and position

4.61 Dissatisfaction with present job

4.62 Opinion on Incentives / Rewards (University-wise)

4.63 Opinion on incentives / rewards and professional qualification

4.64 Opinion on Incentives / Rewards and position

4.65 Job rotation policy (University-wise)

4.66 Job rotation policy by experience and gender

4.67 Number of times job rotated (University-wise)

4.68 Experience and number of times job rotated

4.69 Usual period for job rotation (University-wise)

4.70 Usual period for job rotation and gender

4.71 Opinion on job rotation (University-wise)

4.72 Gender-wise opinion on job rotation

4.73 Experience-wise opinion on job rotation

4.74 Opinion on modification in job rotation (transfer) policy (University-wise)

4.75 Opinion on modification in job rotation (transfer) policy and gender

4.76 Opinion on modification in job rotation (transfer) policy and experience

4.77 Promotion in service

4.78 Promotion in service (University-wise)

4.79 Promotion in service and experience

4.80 Number of promotions (University-wise)

4.81 Number of promotions and experience
4.82 Number of promotions and professional qualification 185
4.83 Ranking of criteria for promotions 186
4.84 University-wise response to rational and unbiased promotion policy 187
4.85 Response to rational and unbiased promotion policy and experience 189
4.86 Opinion on modification in promotion policy (University-wise) 190
4.87 Opinion on modification in promotion policy and experience 191
4.88 Congenial work environment in library (University-wise) 194
4.89 Congenial work environment in library and age 195
4.90 Involvement in extension activities organised by library (University-wise) 196
4.91 Involvement in extension activities organised by library and age 199
4.92 Opinion on Inter-personnel relations 201
4.93 University-wise opinion on Inter-personnel relation 204
4.93A University-wise opinion on Inter-personnel relation 205
4.94 Mechanism / system used for performance appraisal (University-wise) 214
4.95 Position-wise response to mechanism / system used for performance appraisal 217
4.96 Feedback of performance appraisal (University-wise) 219
4.97 Feedback of performance appraisal and position 220
4.98 Satisfaction with prevailing system of performance appraisal (University-wise) 222
4.99 Satisfaction with prevailing system of performance appraisal and position 224
4.100 Delegation of Powers 227
4.101 University-wise response to delegation of powers 230
4.101A University-wise response to delegation of powers 231
4.102 Opinion on career planning and development 239
4.103 University-wise response to career planning and development 243
4.103A University-wise response to career planning and development 244
4.104 Opinion on satisfaction with deputation to job enrichment courses 252
4.105 University-wise response to satisfaction with deputation to job enrichment courses 255
<table>
<thead>
<tr>
<th>Section</th>
<th>Title</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>4.105A</td>
<td>University-wise response to satisfaction with deputation to job enrichment courses</td>
<td>256</td>
</tr>
<tr>
<td>4.106</td>
<td>Position-wise response to satisfaction with deputation to job enrichment courses</td>
<td>263</td>
</tr>
<tr>
<td>4.106A</td>
<td>Position-wise response to satisfaction with deputation to job enrichment courses</td>
<td>264</td>
</tr>
<tr>
<td>4.107</td>
<td>Opinion on satisfaction with opportunities for enhancement of qualification (University-wise)</td>
<td>265</td>
</tr>
<tr>
<td>4.108</td>
<td>Opinion on satisfaction with opportunities for enhancement of qualification and position</td>
<td>267</td>
</tr>
</tbody>
</table>