CHAPTER V

FINDINGS AND SUGGESTIONS
CHAPTER V

FINDINGS AND SUGGESTIONS

Absenteism is an amorphous problem as it is difficult to pinpoint what percentage is avoidable or preventable. It takes great deal of effort to really understand the complexities of absenteeism. The reasons for absenteeism are manifold: external or environmental, organisational, attitudinal and personal factors. The causes differ in different circumstances. The purpose of the study was to investigate the quantum of absence and the association of certain variable i.e. organisational and personal factors associated with absenteeism. (The data for this purpose was gathered from Attendance Registers of S.K. University and S.V. University. Further information was gathered from the questionnaire prepared for this purpose. The study has been conducted with the following objectives.)

OBJECTIVES OF THE STUDY

1. To study the nature and extent of absenteeism in University Libraries.

2. To study the factors which influence absenteeism in University Libraries.

3. To analyse the job satisfaction of the staff of the University Libraries.
4. To examine the relationship between these factors and absenteeism.
5. To suggest some remedial measures to manage absenteeism in University Libraries.

ABOUT THIS STUDY

For the purpose of this study, it is decided to make a case study of two University Libraries: 1. Sri Venkateswara University, 2. Sri Krishnadevaraya University. The aim is to extend this study to University Libraries in India. The present study can be taken as preliminary case study. The libraries chosen have limited strength of professional staff, that is, around thirty. Some of them are transferred to other constituent college and departmental libraries in S.V. University. Only those staff who have been continuously in service during the period of the study are considered for the analysis of the study. The number of such respondents was 27. The quantum absence, the frequency rate, the severity rate are calculated from the attendance registers of respective libraries. The questionnaire and personal interviews enabled the research scholar to collect data relating to personal and attitudinal factors.

FINDINGS

Quantum of Absenteeism

1. Relatively, there is more absenteeism in S.K. University Library than in S.V. University. High degree of
absenteeism in S.K. University Library during the period under consideration is due to sanction of study leaves without any restraint.

2. In S.V. University Library the rate of absenteeism is on the increase from the year 1987 to 1991. It increased from 8.67 per cent in the year 1987 to 13.3 per cent in the year 1991.

PATTERN OF ABSENCE

3. Average frequency rate of S.V. University is 6.62 per cent. In the case of S.K. University it is 7.43 per cent. The staff of S.K. University Library avail leave more frequently than S.V. University Library.

4. The duration of absenteeism at each spell in S.V. University is far less than S.K. University. That means, the staff of S.K. University Library are used to leaves for longer duration whereas it is less in S.V. University.

FACTUAL FACTORS AND ABSENTEEISM

1. The top management constituted by Assistant Librarian/Deputy Librarian/Librarian have high job satisfaction. Junior Library Assistants stand second in ranking. Library Assistants stand low in ranking.

2. The Librarian/Deputy Librarian/Assistant Librarian rank high in the degree of importance attached to the work. Junior Library Assistants stand next in ranking. Library Assistants stand low in the ladder.
RELATIONSHIP WITH COLLEAGUES, EMPLOYER AND UNIVERSITY AUTHORITIES

1. 60.5 per cent of the professional staff expressed their satisfaction with regard to relationship with colleagues.
2. 91.4 per cent of the professional staff expressed their satisfaction with regard to satisfaction relationship with employer or head of the Library.
3. Only 50 per cent of professional staff expressed satisfaction with regard to treatment of University authorities towards staff.

In the light above findings, the following suggestions are made to improve the situation in the Libraries under study:

SUGGESTIONS

1. In S.K. University Library, the study leave is adding much to the quantum of absence. This problem can be solved if substitute arrangement is made whenever a person goes on study leave.

2. In order to enhance job satisfaction among staff, merit promotions to Library Assistants and Junior Library Assistants should be given as in the case of academic staff of the Universities.

3. Rules are to be framed and policy decision is to be taken to provide benefits for higher qualifications. Additional increments are to be given for higher qualifications.
4. Periodical job rotation, particularly in sections like circulation section reduces the stress and monotony of the staff.

5. The Universities are to evolve a staff formula based on increased work load, growth in the number of departments, student strength and growth in the documents in the Library. Ranganathan's formula is to be reinterpreted to suit the modern needs.

6. The Universities are to provide financial assistance for inservice training and improvement of qualifications.

7. Periodicals meetings among the staff for free and frank exchange of views will enhance inter-personal relationship in the library.

8. There should be statutory provision to form Library committee and Advisory committee to discuss and improve the services of the library.

9. The autonomy of the librarian to represent the problems of library direct with higher authorities would pave the way to iron out biased treatment between library staff and other staff of the University.

10. Further, periodical notification about absenteeism particulars, proper counselling by librarian, friendly treatment will lead to reduction of absenteeism.