APPENDIX I

COMMENTS FROM THE RESPONDENTS
The Profession

Library profession is a noble profession for those who are interested in learning and meeting with learned people. That is why perhaps I could make my humble contribution to the profession.

This is the best profession to help the readers in the University.

In today's context librarianship provides you a chance to have some satisfaction of serving the people.

Librarianship is a peaceful and nice job.

For job satisfaction, one has to train one self to love books and care for readers, understand other's problems. Human understanding and human touch is necessary. This one has to learn himself if wishes to be a good Librarian.

My job is a social one - that is to come into contact with various people - i.e. those coming for study and those others who come to see the library as it is one of the main place to be shown to the visitors. Thus it is a very interesting job.
To some extent disillusioned as we are we cannot
do proper justice to our profession, as all the time is
devoted to administrative routine work, and motivation
and dedication among the staff is totally absent, to which
we professed initially to be committed.

I love the profession and I fervently hope that the
present constraints will be over in course of time.

I think Library job is good for Ladies.

Do join this profession if you have an aptitude
for service-oriented work.

Elevation is certainly desirable than degradation
of such a noble and intellectual profession as librarianship.
Efforts must be made by all of us towards achieving this
goal.

I feel that we are lacking in missionary zeal in
performing our duties as librarians. We can get the desired
job-satisfaction and chances to rise, if we take our job with a
sense of dedication.

What is honestly felt is that there is a vast scope
for rendering much greater service to the community (through
the scholars) but somehow that remains unfulfilled.
I have enjoyed my work amidst books and readers. Of late however, I have a feeling that we are admitting into our library schools persons neither interested in books nor in readers but only in the job. Our training programmes are aiming at producing mechanics not scientists. There is too much of emphasis on the techniques rather than on the readers' services.

The present generation of library professionals is lacking in commitment and shows lack of awareness of academic environment around it. They are however, better trained than the earlier generation.

More public awareness for upgrading the library profession and increasing the salary scale of librarians.

Society as a whole is under turmoil. The Morale of the people is its lowest ebb. Library staff members and users are not out of the present society. That is why there is no satisfaction to most of the people. Every one (majority of the people) want facilities and benefits without caring for their responsibilities and duties towards the institution, society and the nation as a whole. The future appears very bleak. Look to the present trend of the society, Library Philosophy may have to be changed back to 'Books are for
On the basis of my experience in the profession, I feel that it is deteriorating day by day in all respects. Under the present circumstance and setup I am afraid it can be improved. However, it needs, overall change in our educational system and administration.

There is nothing in librarianship to impress any one.

It is not as attractive as other jobs in the University.

Library job is a thankless job.

Most thankless job in the present set up of the society.

Job Satisfaction

Job satisfaction is at times a result of many factors around, besides one's personality. It, however, may not be forgotten that sometimes job dissatisfaction is a creation of the person himself/herself.

During my 30 years service in libraries (librarianship) since 1954 there has been always job satisfaction which mainly depended upon how cordial I was with my clientele and how
promptly they were served tactfully. The authorities have never posed any problem for me.

My job satisfaction depends very much on conditions and environment of the library and the conditions and environment in the academic library depend very much on the academic and educational environment of the institution concerned and the country in general which at present is polluted.

In my opinion whatever satisfaction/dissatisfaction is visible in the profession is on account of the overall position of educational institutions in the present day society.

Job satisfaction depends upon the proportionate development of the library where there is no such development how can we assess it?

Over all I am not satisfied with the present job.

I am not satisfied with the present job.

Reading:

One should read good and great general books. This will give new ideas.
Librarianship offers time for inculcating reading habits, keeping in touch with the current affairs of the world, through use of many magazines or newspapers thus helps us in remaining up to date. My duty in the circulation section helps me in coming into direct contact with the reader and this enables me to know their inner feelings about the working of different sections of the library.

**Attitude of authorities towards libraries**

I feel that the library field is the most neglected one. The highest authorities do not listen to any problems of the University Library staff. In short, I may say that even the administrative staff rules the library and we are simply looking at it.

The university authorities are not in a mood to co-operate for the development of our university libraries.

Theoretically speaking it is a good profession but practically it is a profession of persons who have failed in all walks of life. The authorities do take no interest in matters concerning libraries and the organisations are allowed to die slowly but surely.
In our country the library profession has been neglected by the experts in the library field and the governments.

Library services have not been recognised by the academic community as it is expected to be. This is due to the effort of the library authorities of this University.

Leadership:

Leadership in the profession is very much lacking; I mean administrative capability and at the same time technical efficiency. Efforts should be made, on behalf of the library authorities, to meet the professionals in groups and discuss their problems and resolve those after thread bear discussions.

Most of the libraries are lacking in current awareness services. Until and unless persons with sound academic background and professional qualifications choose this profession, the profession has no future. The out look of the librarians should be changed.
Before entering into the profession I had dreamt that librarianship is a sublime profession where there shall not be the slightest touch of partiality, favouritism, politics etc. One will start experiencing all these worst qualities right from preparing oneself for the profession i.e. while doing the library science course. One has to face all these again after seeking a job. Some will adjust themselves with the atmosphere in swimming along with the current. But alas! such of those, who have true conscience, will fail to swim. They will reach a stage when they cannot decide at all whether they have chosen the best career.

The main reason for this is that the present stalwarts in our profession, in our country, are selfish and self-centred. They have done least for the profession and much for themselves. They create such an atmosphere in the library that fellow workers start hating each other. As a result the total image of the profession looks ugly. They are not at all ready to take into confidence their colleagues. All this must go so that the profession will bloom fully giving its fragrance.

The profession can only prosper and cope with the needs of the time, if the head of the institution is a well-qualified and experienced person, who can lead his team of staff well.
technically and motivate them. The leader should be a good administrator and selfless person.

(a) Librarians in top positions do not care for the enhancement of library profession.

(b) Juniors have, thus, developed apathy towards their jobs and the profession.

(c) The total result is chaos.

Librarianship in India today is governed by a few people at the apex. They have made themselves indispensable which has resulted total blocking of opportunities for young blood to reach the top positions and bring innovations in the organization and make them more effective. These people at the top, today, are responsible for the politics in the profession.

Usually it is the internal politics which presents an honest, pushing and enterprising person not to improve upon the existing procedures etc. In my opinion, it is the incapable "yes man" it may be he/she who is preferred to one who is hard working. The lack of proper leadership and planning has brought a bad name to the library profession. But despite of this I am satisfied with my job, a satisfaction which I derive when a
reader goes satisfied. This is enough to forget all
the internal politics

Categorisation of staff :

It is a good profession. For want of good administration
the profession is sure to lose its status. The Three tier
system (of staffing) alone cannot run the library efficiently.
Professionally qualified and experienced staff at the lower
level should be well looked after (They are large in number).

There is the necessity of having separate specific
staff (Professional and semi-professional) for Documentation
unit, otherwise the services are bound to suffer at the cost
of the others.

How one is satisfied with his job when the same type
of duties are performed by two different categories of
Assistant Librarians. These two categories are the products
of the selfish authorities, who have spoiled the very face of
librarianship, and who don't know the ABC of it. In some cases
the length of service is taken as the criteria and in some
cases paper qualifications are preferred. Result: Job
dissatisfaction.
Better late than never let this survey mobilise the administration to bring about amity amongst professionals by way of framing clear-cut rules in service, in job allotment, in salaries and let the job of librarianship be satisfactory.

Working conditions:

There should be at least one non-professional staff to attend to such work as filing, giving messages to persons for whom the phone-calls come to our counter, for issuing new readers' cards etc.

I live on the Campus. Sometimes I am asked to work out of the Campus at study centres. I am very dissatisfied with this job.

In spite of politics in the library still I am satisfied with the job because I try my best to do more work, then I am paid for.

Most of the library staff do not work up to the mark.

Loss of books cannot be made as a criterion to harass the staff.

University library may be handled (to attend routine work) by the semi-professionals rather than professional staff (except classification and Reference Service).
1. Have to carry on the work with a very limited quantum of staff.

2. Grants are sanctioned mainly for purchase of books. The staff required for the up-keep and maintenance is not at all considered by the Higher Authorities.

3. Professional staff is not accorded corresponding status with the University Teachers. The faculty members look down upon the librarians.

4. User education including the library orientation needs to be given to the students right from the beginning, from the school days.

5. A majority of the students do not know how to consult the various reference material available. Even the college teachers from the mofusil area do not have much information.

Lack of co-ordination, supervision and lack of future prospects. Many workers are not library-minded and are not fit for library work, though they are professionals and are highly paid.

I want that at least in the University Libraries, the workers, supervisors, our University Librarians must be
very much sincere, honest towards their work and people and services. There should not be any partiality, they must have sincerity to make improvements. More chances must be provided to have higher qualifications and more education. Beside this, more opportunities should be created for next promotion if the library work is to be well improved.

Management and Supervision:

So far as the jobs are concerned there may be an agreement about any body being satisfied. But the circumstances, working atmosphere and policies or rather absence of any policies towards the Library work, are highly discouraging at present. As has been treated by me most of the items about practices or for better assignment of jobs as to suit one's ability and capacity, participatory management consultations among the staff, meetings etc., are not at all applicable in the University Library System.

There is lack of co-operation among supervisory staff.

Supervisory job:

A man is very much a product of his social milieu. With the present crisis brought on by rapid changes in living
conditions a supervisor's job is always unenviable. Besides, with years getting on, I have tended to become a little bit of a cynic.

Communication:

There is no process of communication among the employees and the administration. Supervisors avoid responsibilities.

In-Service Training:

In service Training is the best way to help improve professional competence. Performance of the staff depends largely on the qualities of leadership of the heads of libraries or heads of divisions.

Salary:

Primary school teacher's pay scales are better than the pay scales of District Librarians/Asstt. Librarians/ and other Professional Asstts., who are working in various Department Libraries.

Job is good. The encouragement, salary, status are not satisfactory.

Most of the library staff are less paid.
Promotion:

It would have been better if I had stayed in the University office as II Divn. clerk instead of coming to this lousy profession. I would have been Asst. Registrar of course, even Deputy Registrar, at the time of retirement, if I had stayed in my previous profession as clerk.

My job is rather stereotyped. There is no scope of promotion to the next higher post.

The profession has been down trodden. There is no equality with other administrative staff. We are recognised neither as teachers nor as administrators nor any thing. This is a great handicapp in promotional and status matters. The other office colleagues are better treated; they are placed in better positions than the people who have joined the library profession. At present it is quite disappointing.


Now-a-days there is great politics in this profession. The chances of promotion are very less; long experience
excellent record of service do not pay any more. Only the approach (influence) is more helpful than the academic or professional qualifications.

Student Problem:

The library profession is a very good profession indeed, but particularly in the University Libraries we can't run the library properly due to student leaders' interference.

Temporary Staff:

Working in a library, purely on temporary basis for 4½ years and sometimes spread over several years creates uncertainty and certainly does not build confidence in the institution. or '

Part-time jobs:

The ladies working in this profession should have part-time job. There must be transfers from one section to another after every 4 to 5 years.

Change of job:

In the beginning, I was working in a library,
performing the job of a librarian though the designation remained "Library Assistant". Since there was variety in the work, handling all the things myself, I was really happy. But since one library was given away, I had to come away along with it with the result that I had been like a chop in an ocean. Hence, previous job satisfaction is no more there, but since, I have reconciled to it, I really do not mind it now and am happy, you could say I am not ambitious.

Services:

In order to satisfy the demands (for Text books) from the students (a) purchase of more copies of text books (b) regular binding facilities (c) more fines and (d) collection of more amount for deposit from the students are the measures to be adopted.

Stock Taking:

Our institutional libraries need some special attention regarding improvement in the library service. (1) Stock taking must be done to know how many books have been lost and the total number of books now available for the library users. (2) Stacks must be cleaned so that books
may be used properly.

User:

Personal interest and involvement will affect users' response.

People's need for medical services is urgent and unavoidable. But even the most educated do not feel the need of a good library facility.