BIBLIOGRAPHY


Locke, E.A. & Lathan, G.P. Ibid.


APPENDIX II

QUESTIONNAIRE
A STUDY OF DEVELOPMENT AND SATISFACTION OF PROFESSIONALS OF LIBRARIES WITH SPECIAL REFERENCE TO AFFILIATED COLLEGES OF MANONMANIAN SUNDARANAR UNIVERSITY

QUESTIONNAIRE

I – PERSONAL PROFILE

1. Name : ……………………………………………………..
2. Age : a) Below 30 years b) 31 to 40 years c) 41 to 50 years d) Above 50 years
3. Gender : a) Male b) Female
4. Marital Status : a) Married b) Unmarried
5. Educational Background
   a) PG / M.Phil b) Ph.D / NET / SET

II – EMPLOYMENT PROFILE

6. Nature of Employment
   a) Permanent b) Temporary
7. Type of Institution
   a) Private b) Government c) Government Aided d) Autonomous
8. Working experience
   a) Less than 5 years b) 5-9 years c) 10-14 years d) 15-19 years e) above 20 years
9. Working Hours
   a) 8 hours b) 10 hours
10. Monthly Income
    a) Below ₹ 20,000 b) ₹ 20,000 and above
11. Location of the intuitional Library
    Urban □ Semi - Urban □ Rural □
III- PLEASE INDICATE THE EXTENT OF YOUR PROFESSIONAL DEVELOPMENT IN YOUR WORK

11. The Principal under whom I worked appreciated my efforts for the growth of the library

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

12. I like my principal who recognizes my accomplishments

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

13. My colleagues & Students think that I am a good Librarian

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

14. I discuss the work related problem with my colleagues.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

15. I receive respect and fair treatment from my superiors

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

16. I receive the help and support from my colleagues.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

17. I set goals for myself and achieve them.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

18. I have the support of all the staff members for doing my work

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

19. My salary is reasonable for the amount of work that I do

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

20. My attitude towards work is to work only as hard as I have to.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>
21. I like my students to learn more

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

22. The policies of my college allow me to do my job effectively

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

23. It is important for me to receive reorganization from others for my service in the library

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

24. I always think only positive aspects.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>


<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

26. I am very much involved in my work

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

27. The available technology and library facilities are adequate.

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

28. Emotionally attached to this Professional and deserves my loyalty

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Neutral</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
</table>

IV - PLEASE INDICATE HOW OFTEN YOU HAVE THE FEELING EXPRESSED IN THE STATEMENT IN REALTION TO YOUR PROFESSIONAL

29. Training programs are adequately offered.

Highly Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Highly Dissatisfied ☐

30. To improve my capacity in my current position with the help of training

Highly Satisfied ☐ Satisfied ☐ Neutral ☐ Dissatisfied ☐ Highly Dissatisfied ☐
31. participating in Orientation and Refresher Program for professional growth is important to me

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

32. My family problems affect the job performance

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

33. To get recognition for my performance

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

34. My superior discusses my performance with me

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

35. Job provides me the opportunity to develop my talent

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

36. Safety and Security of the job is good

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

37. My job entails a variety of tasks and therefore it is interesting.

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>

38. My job allows me to grow professionally

<table>
<thead>
<tr>
<th>Highly Satisfied</th>
<th>Satisfied</th>
<th>Neutral</th>
<th>Dissatisfied</th>
<th>Highly Dissatisfied</th>
</tr>
</thead>
</table>
V - PLEASE INDICATE HOW OFTEN YOU HAVE THE FEELING EXPRESSED IN THE PROFESSIONAL COMMITMENT OF THE RESPONDENTS

39. It is personally important to me that I do my job very well
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

40. I trust my job
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

41. I am clear of what is expected from me
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

42. I cope up well with my work load.
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

43. I provided with the necessary resources to complete my task successfully
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

44. I am responsible for making important decisions in my job.
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

45. I attend the conferences and meetings organized by the professional association
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

46. I am encouraged to occupy positions such as being one of the committee members in professional associations.
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

47. I feel committed to the library where I am working
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

48. I enjoy working in this area of my work place
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

49. I will accept almost any type of job assignment in order to keep working for this library and institutional
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

50. Stay in their jobs because it is hard to find another job
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]

51. I do not feel part of my family at my organization
   Frequently [ ] Sometimes [ ] Rarely [ ] Never [ ]
52. I do not feel a strong sense of belonging to my library
   Frequently  □  Sometimes  □  Rarely  □  Never  □

53. Providing e resources databases and other resources available from my institution’s library.
   Frequently  □  Sometimes  □  Rarely  □  Never  □

54. I will feel guilty if I quit my profession now
   Frequently  □  Sometimes  □  Rarely  □  Never  □

55. I do not feel any obligation to remain with my current employer
   Frequently  □  Sometimes  □  Rarely  □  Never  □

56. This professional has a great deal of personal meaning for me
   Frequently  □  Sometimes  □  Rarely  □  Never  □

VI. Overall, To what extent are you satisfied in your profession?
   Dissatisfied  □  Somewhat Satisfied  □  Satisfied  □

Thank you sir / madam
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