

believed that job satisfaction usually results in satisfaction in life.

Porter (1962) stress that job satisfaction is a function of the discrepancy between needs and outcome. They conceptualized job satisfaction as an end result of the degree to which job needs are perceived as being fulfilled by the job.

IMPORTANCE OF THE STUDY

Job satisfaction is required in every sector for establishment of a healthy environment in an organization, so that resultant output of the organization will be fruit full and productive. The individuals who cannot meet their expectations with regard to their jobs become dissatisfied, due to this job functionalities will suffer. Hence this study is important to sort this kind of problem at the earlier stage.

Diliprai Janatilal Bhat (1987) examined the relationship of job satisfaction to age on a sample of 250 male and female college teachers. The findings showed non-signification job satisfaction difference between the young age and the middle age college teachers and also there was non-significant job satisfaction difference between the young age and the old age college teachers.

NEED FOR THE STUDY

Since Job satisfaction influences the degree of performance of the employee, the person working in the temple of knowledge that is in a Library, should be happy and satisfied with

their day to day service in the library so that temple of knowledge can effectively give good service to the information seekers. Hence, the researchers are interested in taking a deep scientific study about the job satisfaction of library professionals working in Arts & Science Colleges in Vellore District.

SCOPE OF THE STUDY

This study covers only the Arts & Science College's library professionals of Government Colleges, Government Aided Colleges and Self Finance Colleges, Oriental Governments spread over the entire Vellore district.

OBJECTIVE OF THE STUDY

The main objectives of the study are

- To study and understand the job satisfaction of library professionals,
- To obtain information on the level of job satisfaction with reference to quality of life, working conditions etc.,
- To study the socio life of respondent library professionals.

TOOLS USED FOR DATA COLLECTION

Data collected is mainly from primary source. For this purpose, a structured close ended questionnaire was developed and distributed to 124 professionals working in 32 different arts & science colleges affiliated to Thiruvalluvar University, Vellore, Tamil Nadu, India. All these

colleges are categorised into four groups consisting of:

1. Government College
2. Government Aided College
3. Oriental Government
4. Self Finance College

A total of 124 questionnaires were distributed, among them 113 questionnaires were received back, after verification 104 questionnaires were found to be valid representing a 91 per cent response rate which was adequate for empirical analysis.

TOOL USED FOR ANALYSIS

For analysis and interpretation of the data collected, tables, diagrams and simple statistical tools such as mean, percentage and cumulative percentage are used. In addition to this, t test, f test etc., are used.

DATA ANALYSIS & INTERPRETATION

In Vellore District of Tamil Nadu, a total number of 32 Arts & Science colleges were functioning, which were categorised as follows.

i. AGE WISE RESPONDENTS :

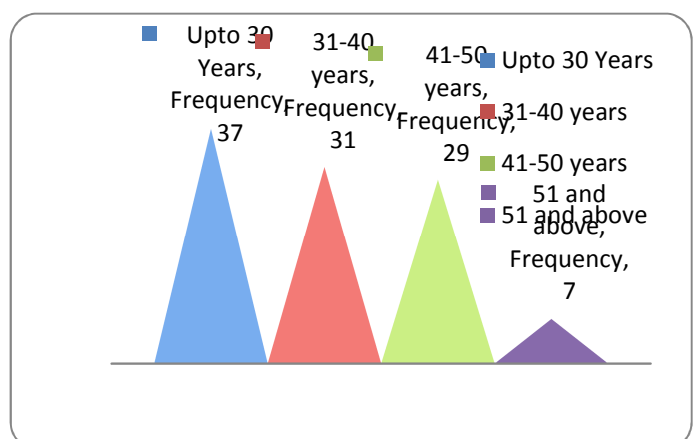
About 36% library professionals are young power of the nation under the age group of 30 years as shown in the below frequency table.

Table – 2 : Age wise list of library professionals

S. No	Age Group	Frequency	Percentage	Cumulative Percentage
1	Upto 30 Years	37	35.58	35.58
2	31-40 years	31	29.81	65.38
3	41-50 years	29	27.88	93.27
4	51 and above	7	6.73	100.00

and about 30% of library professionals are in the age group in between 31 to 40 years old, about 28% are under the age group of 41-50 years, at the at last but not the least 6.73% of working library professionals are super power of the nation above the age group of 51 years, these people are the real wealth of library, with their vast experience library functionalities can be developed successfully. Below is the figure of above frequency table.

Figure – 1 : Graphical representation of library professional age



ii. GENDER WISE RESPONDENTS

The Table – 2 shows that about 42.14% of library professionals are male in gender and 57.86% of library professionals are females respondents.

Table – 2 : Gender wise list of library professionals

S. No	Age Group	Frequency	Percentage	Cumulative Percentage
1	Male	59	56.7	56.7
2	Female	45	43.3	100.00

iii. QUALIFICATION OF LIBRARY PROFESSIONALS

From the table-4, it can be noted that 33.65% of library professionals had completed atleast their certification course in library and information science and giving their service to the patron at the best level, and 30.77% professionals had done their training in library at under graduate level as shown in below table.

Table – 4 : Qualification of Library Professionals

Qualification	Frequency	Percentage	Cumulative Percentage
Certificates	35	33.65	33.65
UG in LIS	32	30.77	64.42
PG in LIS	19	18.27	82.69
M.Phil in LIS	17	16.35	99.04
Ph.D in LIS	1	0.96	100.00

About 18% of library professionals had completed their Post-Graduation in library science, and about 16% are done their research degree. Whereas 0.96% has completed their doctorate degree in library and information science, it seems that library professional should do the doctorate degree more and more so that new kind of service can be delivered to the patrons of exponential growth of information industry. Below figure explains the qualification trend of library professionals, it seems that qualification of library professionals are decreasing to the low in case of research degree.

iv. EXPERIENCE OF LIBRARY PROFESSIONALS

It can be seen from the table-5, that the 47% of professionals are experienced with less than one year, and 23% of library professionals are in between 1-3 years of experience.

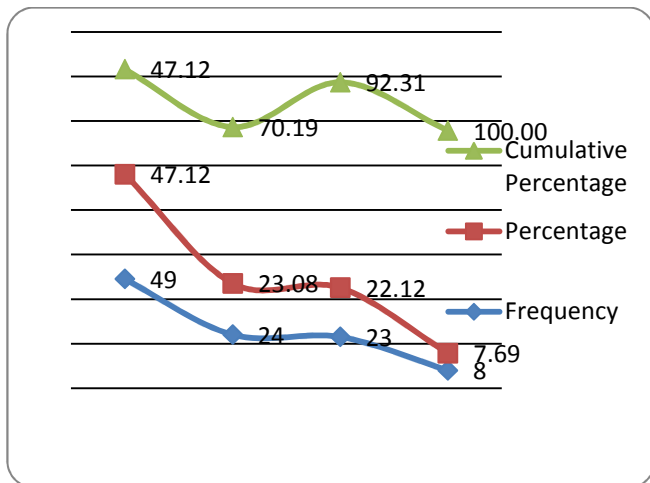
Table – 5 : Experience of library professionals

Experience	Frequency	Percentage	Cumulative Percentage
Less than 1 year	49	47.12	47.12
1-3 years	24	23.08	70.19
5-10 years	23	22.12	92.31
more than 10 years	8	7.69	100.00

About 22% of library professionals have the experience in between 5-10 years, whereas the 8% of senior most library professionals has the more than 10 years of experience in the libraries

of different Arts & Science Colleges in Vellore district. Following graph shows the experience of library professional’s diagrammatically.

Figure – 2 : Graphical representation of experience of library professionals



v. JOB SATISFACTION OF LIBRARY PROFESSIONALS

It can be seen from the table-6, that about 45.19% of library professionals working in vellore district says that they are fully satisfied in their library job, 12% of library professionals says that they are neither agree nor disagree on the satisfaction in their corresponding libraries and 5.77% of library professionals are least satisfied with their job.

Table – 6 : Job Satisfaction of library professionals

Qualification	Frequency	Percentage	Cumulative Percentage
Strongly agree	47	45.19	45.19
Agree	32	30.77	75.96
Neither agree Nor Disagree	12	11.54	87.50
Disagree	7	6.73	94.23
Strongly Disagree	6	5.77	100.00

Let set the Null Hypothesis (Ho) as ‘The Gender has no impact on the levels of Job Satisfaction of library professionals.’ By using the statistical tool of t test on the above collected data, we get the output as on table - 7 and table - 8.

Table – 7 : Job Satisfaction with reference to Gender (Group Statistics)

Gender wise		N	Mean	Std. Deviation	Std. Error Mean
Job Satisfaction	Male	59	2.17	1.085	.141
	Female	45	3.91	1.104	`

Table – 7, Group Statistics of Job Satisfaction with reference to Gender gives the mean of Job Satisfaction with male library professionals is 2.17 with standard deviation of 1.085 and for female library professionals is 3.91 with standard deviation of 1.104.

Table – 8 : Job Satisfaction with reference to Gender (Independent Samples t Test)

Job Satisfaction with reference to Gender		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Job Satisfaction	Equal variances assumed	.258	.612	-8.048	102	.000	-1.742	.216	-2.171	1.312
	Equal variances not assumed			-8.029	94.007	.000	-1.742	.217	-2.172	1.311

In this test, Table-8 shows that the t-statistic is -8.048 with 102 degrees of freedom. The corresponding two-tailed p-value is 0.000, which is less than 0.05, hence we reject the null hypothesis. It is concluded that the difference of means in Job Satisfaction between males and females is different from 0. This result is in accordance with the study of Platsidou and Diamantopoulou, which says that there was no difference between male and female with reference to job satisfaction.

Table – 9 : Job Satisfaction with reference to age (ONE WAY ANOVA)

Job Satisfaction with reference to Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	124.850	3	41.617	55.835	.000
Within Groups	74.535	100	.745		
Total	199.385	103			

The output table-9 of one way ANOVA (f test) for comparison of age of library professionals shows that there is a statistically

significant difference in the Job Satisfaction between different age group of library professionals. $[F(124.850, 74.535) = 55.835, p = 0.000]$.

Table – 10 : Job Satisfaction with reference to experience (ONE WAY ANOVA)

Job Satisfaction with reference to experience	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	31.815	3	10.605	6.329	.001
Within Groups	167.570	100	1.676		
Total	199.385	103			

The output table – 10 of one way ANOVA (f test) for comparison of experience of working library professional's shows, that since the significance value 0.000 is less than 0.05 ($p < 0.05$), the variance between different experimental library professionals is significant. Hence there exists a statistically significant difference in the Job Satisfaction between experiences of library professionals.

Table – 11 : Job Satisfaction with reference to qualification (ONE WAY ANOVA)

Job Satisfaction with reference to qualification	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	54.977	3	18.326	12.690	.000
Within Groups	144.407	100	1.444		
Total	199.385	103			

The output table – 11 of f test for comparison of qualification of library professional's shows that there is a statistically significant difference in the Job Satisfaction between qualifications of library professionals. [F(54, 144)= 12, p= 0.000]. These results are supported by studies of (Gurbuz), (Gardner and Oswal) and (Metle).

FINDINGS

- The study has show that 91% of the respondents are satisfied with their job.
- About 7.69% of library professionals are more experienced.
- About 33.65% of entry level library professionals had completed at least their certification course in library and information science.
- About 65.38% libraries in Vellore district are following the open access system in the library.
- About 35.58% are young aged library professionals in the age of up to 30 years old.
- About 59.38% colleges are self financial, which show that there is huge demand for higher education courses, which was served by the local general people.

CONCLUSION

It is concluded that job satisfaction of library professionals are related to an individual's expectations and organisation working environment and monetary benefits etc. The aspiration differs from one to another and from time to time.

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