

## SOCIAL AND ECONOMIC STATUS OF LIBRARIAN IN ALLOPATHIC MEDICAL COLLEGES IN MAHARASHTRA

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**Abstract:** - *This article reports the results of a Economical & Social status of Librarian in Medical Colleges of Maharashtra. Relating to the existence the impact of social expectations and related work issues on the attitudes of library and information professionals. The social roles individuals are expected to perform because of their professions .Librarian, the professionals, have the minimum knowledge regarding their profession. The profession of "Librarian" is a noble profession, no doubt. This is the theoretical aspect purely. But in practice, are they getting the proper respect and equal status as teachers in Medical college?! In day to day life, can anybody have seen in the Matrimonial "Wanted Doctors/ Engineers/ Professors/ Librarians/ etc. for their bride/groom"?! Waiting for positive reply!*

### INTRODUCTION

Practically the librarians in the colleges are Social Officer. I think, it is the high time to change their professional designation 'Librarian' to Assistant Professor (Library) .This studies are covered area of library personnel working in Medical College libraries in Maharashtra. It describes the type of status for library profession. The criteria for appraise their performance for promotion and salary, if they desire to be assess like teachers, and the contribution of faculty members in library

issues. The study shows that 80% of the skilled person like to discuss on academic status other than faculty status. This means they have to preference give to set up their own status proposal rather than be compared with teachers. All Institutions librarians, though, like better to be evaluate for approval from beginning to end an authority selection committee, as is the case for educator. Librarians are the information supervisor. They deal with information and adjust new technology to make possible healthier way in

to information and awareness. They take effort in special kind of Libraries.

- Public/State Libraries
- University Libraries
- School Libraries
- Information Hub/ Centres
- Research and special Libraries

### **Skills in Librarians**

Librarians and Information representative have to organize with particular habits, searching mind, a superior memory and lots of plan to expose information. Courteousness, skill, tolerance, superb communication skills, determination and sociable character are mandatory to deal with study of all ages and from all pace of life. Immediate grasping capability, skills for set up facts, interpolation and text skill, understanding to evaluate technological objects are necessary. It is a post for someone who closes to read things and follow information with determination.

### **Career prospects:**

During period of information revolution, the development & assignment scenario of librarians are on the climb. Trained workers in this field are able to get service opportunities in broad areas like community and Govt. Libraries, academic, professional and other university institutions, reports and communications

agencies, private libraries and particular libraries expected for special kind of people. They also can be working in museum, arcade, archives, information and documentation hub. They can also hope to get a career in personal publishing residence and other private corporations handling with large information.

### **Job Description:**

Librarians contribute preserve to component of an academic, Industrial, professional bodies, societies and Research associations such as scholar, researchers and teaching staff. In general, a librarian deal with, systematize, assess and circulate information, and they motivated regularly with responsibilities for specific topic area otherwise a particular purpose, such as resource link, loans, special compilation and systems. Besides they are involved in assisting and supporting knowledge by learning information retrieval ability to students, staff other users. Librarians expend a considerable quantity of time for working with electronic resources and are progressively more implicated by database managing and web page advance.

### **Social Relationship:**

support fair and right trade preparation. Librarian has a responsibility to avoid circumstances in which private interests might be provide or considerable benefits

add at the expense of Library Ushers, social group, or our employing institutions

### **Social Status of Librarian:**

Librarians contribute to the growth of self-ruled Society in which the freedom and the formality of the kind of person ensured.

- Librarians contribute to the facilitation of users right to know that is certain by the foundation.
- A librarian provides the willingness of community to person growth and supports with hard work.
- Librarians care for the independence of libraries and the users and set up the equivalent way into information.

### **STUDY DESIGN:**

Status is the name applied to the ranking or ordering of people into relative positions of prestige and the social rewards offered with such positions. Status involves a two-way transaction that must include atleast two people. One person may claim status, but status is not achieved unless the other person confers it. Fundamental job behaviours on which higher status is based include (i) mental work, (ii) skilled, unrepitive work, (iii) creative work, (iv) individual responsibility and exercise of judgement,

(v) complex tasks, and

(vi) long training and education.

The relation between an individual's grade within the organizational steps and its possess jurisdictional tasks also give to shape to his status. For example, a chief librarian normally receives a senior status than a reference librarian. Status is a key factor in the career of one's employment. High status concerned librarians tend to be more professional than low status, including higher salaries, sabbatical leaves, and more freedom and autonomy.

### **JOB SATISFACTION**

Job satisfaction is a function of the level to which one's own needs are rewarded in the work place. Job satisfaction have been define of workers successful reply to his job surroundings. It is a situation of intelligence indirect from an employee's reply to how much satisfied he is in his job. Job satisfaction is the feeling of an employee about his pay, hi work, his promotion opportunities and about his supervisor.

Besides, the hygiene factors are important because they have to be meeting in order to prevent job unhappiness. Professional librarians were defined as the employees doing effort that need teaching and ability in the academic or technical phase. The librarians of college are not getting U.G.C. recommended scales of pay. They are in the state government revised pay scales which is much lower than the

UGC recommended pay scales. Their status is less than that of the Assistant Librarians of the universities. However since 1905/ the librarians of Post-Graduate Degree Colleges are redesignated as 'Senior librarians' and given the revised scales of pay equal to Class II Officers of the government. All other college librarians of degree colleges are given the scale of pay equal to the rank of a Class I. The problems of college librarians are related to their scales of pay promotion facilities, career development programmer service conditions, study leave facilities, pension/gratuity, house building advances, and their working environment. They are neither treated as academic personnel nor as administrative personnel of the colleges. Bhuiya (1981) has stated that faculty members hold a favorable image of academic librarians. Bloch (1981) made a study (i) to ascertain whether librarians have low status, (ii) to understand the causes that create the librarians status, (iii) and to investigate which of these reasons are the principal Academic status for librarians has become firmly established over a long period of years of many of the American universities and a classified plan for its librarians has been adopted, (Downs, 1964). In an investigation Hyman & Schleicher(1973) felt that overall a high level of support was found both for the concept of academic status for librarians and for the specific rights, privileges and responsibilities spelled out in 'Standards'. They further established that librarians working in administrative capacities and

in public contact were found to be more supportive of faculty status than technical services librarians. Goil (1981) analyzed the recommendations of the UGC (India), Library Committee to accord scales of pay to the professionally qualified library staff on par with academic staff and determined the causes of disparity in the revision of UGC. The survey described the librarian's struggle for recognition of professional status library itself, accorded a place on the shaky bridge between administration and teaching. University librarian be given statutory recognition, be directly responsible to the Vice-Chancellor of the University; be an exofficio member of all the academic bodies; be the member Secretary of the library committee and be accorded the status and privileges of a university teacher and the head of the university post-graduate department; and that the status and designations of various cadres of library staff be equated with those of the teaching wing of the university, not much has been done in this direction. Many of the university libraries even now, have not been provided with a university librarian who may be having the status that is commensurate with that of the Professor, although at some places he has been given equivalent grade.

### **STATUS EVALUATION**

The word status is sometimes used as a synonym for prestige or honor and by loose implication is sometimes used to denote the power, authority,

rights and obligations associated with prestige. The status of the Librarians of the Medical Colleges may be classify as following.

(i) Social status – Authorities, communications, respects, etc.

(ii) Economics status – which categorized librarians as academic staff employee than other faculty. In this way they set up their personal level scheme including the privileges, salary, Leaves,etc.

Librarians seek faculty status along with a comprehensive review of literature dealing with status evaluation. However to bring important works dealing with status of the college and University librarians

## DATA ANALYSIS

The respondents were explained clearly the importance & the scope of faculty and institutions status at the time of interviews. They have asked to identify clearly the kind of status they favored for their profession. Table 5.1. Provides the number and percentages of professionals like better the types of status. It

can be noted from the table that most of the professionals favored

Academic status to that of faculty status. Their percentages ranged from 64.29% to 92.86% with an average of 80.66 +10.65% among the university library professionals 92.86% of non-supervisory and 64.29% of supervisory staff

preferred academic status. Similarly among the college library professionals 86.45% of non manageable worker and 79.05% of staff favored educational status. The percentages of professionals preferring faculty status ranged from 7.16% with an average of 19.35, 10.65% Interestingly among the total sample about 81% preferred academic status. Among the professionals preferring faculty status belonged 35.73% of ULS and 20.97% of COS profesyiuui, i l s . The percentage in this look upon was moderately less. This has clearly specified.

that except few supervisory professionals of colleges and universities who preferred to be strictly considered and evaluated.

**Table 1 Number and percentages of professional preferring the type of status**

S.N.	Category	Academic status			Faculty status		
		No. of persons	% of category	% of category	No. of persons	% of category	% of Total
1	ULS	18	64.18	8.73	10	35.72	4.85
2	CLS	83	79.04	40.29	22	20.96	10.67
3	ULN	13	72.85	6.31	1	7.15	0.48
4	CLN	51	86.44	24.57	8	13.56	3.88

**Table 2 Number & percentages of professionals preferring criteria for promotion.**

S.N.	Category	By seniority only		Individuals achievements without expert		Expert selection as per teachers	
		No. of persons	% of category	% of category	No. of persons	% of category	% of Total
1	ULS	3	10.71	13	46.42	12	42.48
2	CLS	25	23.80	70	66.66	10	9.52
3	ULN	6	42.85	7	50.00	1	7.14
4	CLN	11	18.64	44	74.57	4	6.77

**CONCLUSION:**

The assignment before the librarians now days are to create the invisible to visible. They have to settle in the lead with their role, achieve it time after time and communicate it definitely. while

they do their unique services with talent will come to be unspoken and appreciated by their society. Librarians might be discover their endless mission for a status suitable to their contributions little close to realisation This investigation having carried out for the first time in the state of Orissa, hopes to act as a guideline for similar investigations elsewhere in the country.

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