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## Pay And Job Satisfaction Among Library Professionals

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### Abstract:

*Human resource is the most significant and active factor of service production, human being is a master of all resources may be natural or artificial. It plays a very important role in the area of production and quality. Human brain is the greatest creation of nature. It is an infinite and higher productivity depends on the skill of employees. Human resource is considered to be the centre of all developmental process of economy. This study discovered the "pay and satisfaction among library professionals". How the payment is booting the employees satisfaction level and what kind of factors effects the library professional, It is clear from the analysis that the responses in most of the cases are positively received. It is also found that most of the respondents are satisfied with all aspects of library. The study is about job satisfaction of university and colleges library professionals In Gulbarga city, it was very interesting and informative both to me and to the organisation as well. The job satisfaction of employees in library is really good and about 80 percent of the employees are satisfied with their job and remaining are less satisfied, and dissatisfied. It shows that the management is highly enthusiastic in keeping employees satisfied.*

### KEYWORDS:

pay, job, Library, Satisfaction, Human Resource, Organization.

### INTRODUCTION:

Human resource in any organization is the most important and expensive but vital resource consequently, the future of any organisation depends more on its staff than any other factors. Job satisfaction is critical issue for every organization because satisfied employees are reportedly known for good performance and vice versa. Usefulness of service oriented organisation like library is measured by the services rendered by it to users which intern depends on the personnel who are responsible for the efficient and effective delivery of service if the authorities tend to think of this service almost exclusive, it is most important to satisfy the employees who manage the service. It is imperative from above fact that the human resources have to be properly and adequately motivated, developed, maintained and utilized to provide efficient service. Library employees therefore, occupy prominent and device place in library in Gulbarga city. the reason is that human resources are animated with attendant emotion, feelings beliefs, opinions perception, attitudes etc. and human factors gives the necessary supported and life all the material resources to provide useful service to all users. Job satisfaction is an occupational act which is carried out by an individual in return for reward. Satisfaction refers to the way one feels about events rewards, people, relation and amount of mental gladness on the job. Job satisfaction is also an emotional response to a job situation which cannot be seen, it is only be inferred and simply how the people feel about their job and different aspects of it.

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Definition according to Michel j jucius: human resources refer to a whole consisting of interrelated. Inter dependent and interacting physiological, sociology, psychological and ethical components, according to this definition human resources represents the quantitative and qualitative measurement of work force required in an organization.

**According to L.F.Urwick:** business houses are made or broken in the long run not by markets or capital. Patents or equipment but by men. As per this definition human resources is the only resources which does not depreciate with the passage of time.

**Lean Meggison:** human resource as the total knowledge skills creative abilities talents and aptitudes of an organization. Workforce as well as the value attitudes and beliefs of the individuals involved.

Human resource is considered to be the centre of all developmental process of economy. It is an essential element of the development and is necessitated by the deteriorating social conditions generated competition and rapid technological advancement on the account of these reasons or some other reason the other resources may be exhausted but the only inexhaustible resources is man. Human being and this resources finds solution to our social and material problems. of all the assets of an organisation the human resource is the most difficult asset to manage. human behaviour is highly unpredictable, it is different not only from an individual to another individual but often on the part of the same individual at different points of time inspite of all the biological and cultural similarities human beings are not any different in their capabilities.

#### REVIEW OF LITERATURE

The literature review is not comprehensive but it is rather limited to the areas concerning the job satisfaction of library employees and the job satisfaction of other type of employees in various organisational settings. I examined specific important factors affecting job satisfaction in the literature. Along with perception, personality, attitudes, learning and motivation is very important part of understanding behaviors.

Luthan (1995) assets that motivation should not be thought of as the any explanation of behaviors since it interacts with and acts in connection with other mediating process in and with the environment Luthan stress that like the other cognitive process motivation cannot be seen all that can be seen is behavior and this should not be equated with causes of behaviour while recognizing the central role of motivation

Even (1998) states that many recent thesis of organisational behaviour find it important for the field to reemphasized behaviour. Definition of motivation abound things there definition have in common the inclusion words such as desire, want, wishes, aim, goals, needs and incentives.

Ebrahim and Watched (1995) state that in system sense motivation consist of the interaction and independent elements i.e. needs derives and incentives managers and management researcher have long believe that organisational goals are unattainable. Without the enduring commitment of members of the organization.

Fleck and Bawden(1995) made a study designed to provide information on the perception of the library and information employees results show that LIS was highly regarded by its users but seen as fulfilling verymuch service oriented and reactive function rather than a dynamic or proactive function. LIS and employee are regarded as being efficient intelligent and helpful possessing specialized knowledge and understanding a range of tasks beyond the routine and traditional.

Kaya (1995) found that the job satisfaction in developing countries is lower than that of developed countries unless libraries secure peer status through adherence to core information will see lamination in these librarians influence over librarian's affairs. So, the success of any organisation in the long run depends on the very quality of its human resources. So, human resources mean all the people working at different levels in an organization. It includes both managerial as well as working personnel. To retain efficient employees in the business employees need to be satisfied the work place and job. Job satisfaction is very important matter for management of quality resources in the organisation for good business and good employee.

#### CONCEPTUAL FRAME WORK

Library is an important part of school, college, university, and all levels of education, books are heart of library. Good education is possible only with the availability of books, books can make available user by library professionals. So, library is central part of education system wherein one could find the

various function performed and service rendered by the library professionals. Library professionals should understand the way to win heart of employees by recognising their good work and appreciate the employee whose performance is outstanding, if not so, guide them to improve their performance. in addition to possessing an employee centre attitude, library supervisor should have certain skills in dealing with people, should have ability to make clear assignments and to delegate authority, one should be competent to instruct and to check completed work, should know the most effective ways to correct as well as commend, and should be able to discuss problems with staff members in an atmosphere of mutual trust, confidence, and goodwill. To realize library's unique function of serving as the one unbiased non partisan bureau of information, personnel of the highest competence and integrity are essential. This calls for proper management of library personnel. The task is challenging one, as the behaviour of the human being both complex and unpredictable, making human resources probably the most difficult and frustrating to manage. The disregard of an employees capacity to feel, think and grow is endear but menacing danger that results in the breaking down of his social and spiritual morale. As a result, it may produce an ineffective and frustrated staff. Quality of service in an organisation is largely determined by the various factors among all pay is important motivating factor. Handsome package not only leads to motivation of employees but also increase in an employees work performance, work commitment, job involvement identification with the organisation. Satisfied employees rendered best service to the users. it need to be overemphasised that the satisfied employees would pay rich dividends to the organization in the form of increased level of motivation, dedication, commitment, reduction in the number of complaints, grievance and decrease in the numbers of absenteeism. This automatically contributes to the reputation of the organization.

#### OBJECTIVES

To discuss the views and perception of the library employees in respect of the pay, job environment, and the organisation.

To identify and analyze the major personnel work, and organisational factors influencing the work performance and job satisfaction of library professionals.

To know the importance human resource management implications and to offer suggestions for strengthening motivation.

**Methodology:** the study is mainly based on the primary data collected from the employee working in different library of Gulbarga city of Karnataka. The necessary information collected from records of library.

**Selection of Library:** Ten college's libraries were selected from Gulbarga city of Karnataka. The library professionals and non professional employees are identified in this study. The pre (tested) structured comprehensive questionnaire was given to all 50 employees out of these 40 respondents were given their responses.

**Work Performance:** Continuous improvement and development of the quality of service is considered as the hall mark of quality management in any organization. Competent and effective work performance must be characterized by work planning and service improvement. attractive pay improves the work performance of employees, it is clear from above data that there is good link between all factors, among all pay is the most important factor which can bind all factors together and lead to job satisfaction and improvement work performance. It is clear from the whole study pay plays an important role in satisfying employees in any organisation. So, in this study also it could be found that pay lead to motivation, motivation lead to job satisfaction, finally job satisfaction lead to improve the employees work performance.

**DATA ANALYSIS AND INTERPRETATION:****TABLE: 1 SATISFACTION LEVEL OF EMPLOYEES WITH SALARY**

Sl.no.	Level of satisfaction	No. of respondents	Percentage %
1	Highly Satisfied	10	25
2	Fairly Satisfied	20	50
3	Low satisfied	10	25
	Total	40	100

(Source: field investigation)

From the above table it was found that the majority of 50 percent of the respondents i.e employees were fairly satisfied, 25 percent of the respondents were highly satisfied and the remaining 25 percent of the respondents have low satisfaction with their pay.

**TABLE: 2 LEVEL OF JOB SATISFACTION OF EMPLOYEES ABOUT WORKING CONDITION**

Sl.no.	Level of satisfaction	No. of respondents	Percentage%
1	Very good	10	25
2	satisfactory	25	62.50
3	No opinion	5	12.50
	total	40	100

(Source: field investigation)

Above table indicates that 25 percent of the respondents were very satisfied with working conditions of the library and 62.50 percent of the respondents were normally satisfied with working place and remaining 12.50 percent of the respondents were neutral about working conditions of the library.

**TABLE: 3 LEVEL OF SATISFACTION OF EMPLOYEES WITH PROMOTION POLICY.**

Sl.no	Level of satisfaction	No. of respondents	Percentage%
1	Very satisfied	8	20
2	Satisfied	30	75
3	Low satisfied	2	5
	total	40	100

(Source: field investigation)

Above table reveals that 12.50 percent of the employees were highly satisfied and 75 percent of the respondents were moderately satisfied and remaining 12.50 percent of the respondents were not all at satisfied with promotion policy of the library

**TABLE: 4 LEVEL OF SATISFACTION OF EMPLOYEES WITH TRAINING AND DEVELOPMENT PROGRAM**

Sl.no	Level of satisfaction	No. of respondents	Percentage %
1	Highly satisfied	5	12.50
2	satisfied	30	75
3	Not satisfied	5	12.50
	Total	40	100

Source: field investigation

From the above table reveals that 12.50percent of the employees are very satisfied and 75 percent of the employees are moderately satisfied and remaining 12.50 percent of the employees are not satisfied with training program

**TABLE: 5 LEVEL OF SATISFACTION OF EMPLOYEES WITH SUPERVISOR SUPPORT**

Sl.no	Level of satisfaction	No. of respondents	Percentage %
1	Extremely satisfied		
2	Well satisfied	5	12.50
3	Moderate satisfied	10	25
4	Somewhat satisfied	15	37.50
5	Dissatisfied	10	25
	total	40	100

(Source: field investigation)

The above table no.5 reveals that there were no extremely satisfied employees, 12.50 percent of the respondents are well satisfied, 25 percent of the employees are moderately satisfied, 37.50 percent of the respondents are somewhat satisfied and remaining 25 percent of the employees are dissatisfied with supervisor's support.

**TABLE: 6 OPINION OF EMPLOYEES ABOUT OVERALL JOB SATISFACTION IN LIBRARY**

Sl.no	Level of satisfied	No. of respondents	Percentage %
1	Highly satisfied	4	16
2	Satisfied	18	72
3	Dissatisfied	3	12
4	Completely	-	-
	total	40	100

(Source: field investigation)

Table 6 shows that out of 40 respondents 16 percent of the employees are highly satisfied and 72 percent of the employees are moderately satisfied and 12 percent of the employees are somewhat dissatisfied with their job but not completely dissatisfied.



## CONCLUSION

It is clear from the above analysis that the responses in most of the cases are positively received. It is also found that most of the respondents are satisfied with all aspects of library. The study is about job satisfaction of university and colleges library professionals In Gulbarga city, it was very interesting and informative both to me and to the organisation as well. The job satisfaction of employees in library is really good and about 80 percent of the employees are satisfied with their job and remaining are less satisfied, and dissatisfied. It shows that the management is highly enthusiastic in keeping employees satisfied. Employees are also committed and devoted in nature. However some employees are dissatisfied with some of the aspects, which have been found in this study lack of cooperation of supervisor, not effective working promotion policy maker.

Suggestion Made by; Researcher was based on study findings that most of employees are happy with working conditions of library, some of them are not satisfied with the promotion policy and supervisor support, so I would like suggest that you need to have focuses in these area, through adapting different techniques while framing promotion policy and supervisor should have friendly attitude towards employees. Hope it would be helped you in satisfying your employees. The overall view of the study reveals that majority employees are happy with the organisation and still want to be part of the organisation and serve.

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