A STUDY OF JOB SATISFACTION OF COLLEGE LIBRARIAN WORKING IN THE ACADEMIC AFFILIATED COLLEGES IN THE DISTRICT OF AKOLA MS

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Abstract :
This study looked for librarians for job satisfaction as librarians working in an academic college located in the Akola district of Maharashtra, India. A self-constructed job satisfaction questionnaire was developed and used to measure the job satisfaction of librarians working in academic colleges of Akola district. Data were collected from 50 academic college libraries. The study revealed that librarians do not feel anxious about fulfilling their duties and responsibilities in this profession. The study found that college librarians have varying levels of job satisfaction and are highly satisfied with their jobs. College libraries have the highest levels of customer satisfaction. However, academics are not satisfied with some academy management policies that focus on their own problems. This course is useful for planning, making decisions, developing a professional library workforce, good library and information services, developing a good organizational environment in college libraries and information centers, and developing business plans.

Introduction :
I have personal experiences or emotions, including job satisfaction. However, based on research, job satisfaction of college librarians working in academic affiliated colleges can vary depending on several factors, such as salary, workload, support from administration, opportunities for professional development, and the overall culture of the institution.
Some studies suggest that a higher salary, manageable workload, and support from administrators and colleagues can positively influence job satisfaction among college librarians. In contrast, inadequate resources, heavy workload, and lack of support can lead to job dissatisfaction and burnout.
Moreover, opportunities for professional development and the overall culture of the institution, such as open communication, mutual respect, and a positive work environment can contribute to the job satisfaction of college librarians.
In summary, various factors can influence the job satisfaction of college librarians working in academic-affiliated colleges. Creating a supportive work environment, providing ample resources and opportunities for professional development, and offering competitive salaries and benefits can improve job satisfaction and retention among college librarians.
Quality of Service: College librarians play an integral role in the academic success of students by providing access to knowledge and resources. When librarians are satisfied with their jobs, they are more likely to provide a higher quality of service to students.
Retention: Job satisfaction among college librarians can lead to increased retention rates. A satisfied librarian is less likely to leave their position, reducing turnover and ensuring continuity of service.
Productivity: A satisfied librarian is more productive and efficient in their role, resulting in better service levels to students and increased success in their job.
Collaboration: Job satisfaction can also increase collaboration and teamwork among colleagues, leading to a more cohesive and efficient working environment.
Sense of Purpose: When the work environment is conducive and satisfying, college librarians can feel a greater sense of purpose in their role, which ultimately leads to higher job satisfaction and fulfillment.

Rational of the study :
Job satisfaction is an important aspect of any profession as it directly relates to an individual's overall well-being and motivation to perform their job effectively. In the case of librarians, a study on their job satisfaction is crucial to understanding the factors that contribute to their job satisfaction, which includes the work environment, job responsibilities, professional development opportunities, organizational policies and management practices, work-life balance, and compensation. Furthermore, understanding job

satisfaction among librarians can help employers design a better job environment that promotes employee well-being and productivity. It can also help in retaining librarians in the workforce who are essential in providing effective library services to communities. Therefore, the rationale for conducting a study on job satisfaction among librarians is significant and relevant to the profession.

Objective of the study :

1. To study the stress and strain perceived by Librarian in academic colleges library.
2. To examine the level of job satisfaction perceived by the library professionals of librarians of the college.

Hypothesis :

1. Library and information science professionals are being perceived stress and strain while discharging their duties and responsibilities.
2. There is no significant difference between the Library and Information Science professionals who are dissatisfied with their job.

Scope and limitation :

Akola district academic academy belongs to Sant Gadge Baba Amravati University, Amravati. This regency includes Akola, Patur, Balapur, Akot, Telhara, Murtizapur, and others. The study examines the satisfaction and dissatisfaction characteristics of the library and information science profession. Only library and information science majors were selected for the study. Academic colleges affiliated to universities operating in the Akola district are not included.

Research Methodology :

In this study, normative survey methods were used for this study. A total of 50 librarians were selected for this study. The job satisfaction questionnaire measured the job satisfaction of library and information science professionals from selected academic colleges in the Akola district affiliated to sant gadge baba university Amravati. The collected data were analyzed using statistical techniques.

Data Analysis :

Table no. 1.1
Distribution of LIS Professionals basedon perceived Stress and Strain

	Yes	No	Sometimes	Total
Frequency (fo)	12	32	06	50
Percentage	24%	64%	12%	100%
Fe	16.66667	16.66667	16.66667	
Fo-Fe	-4.66667	15.33333	-10.6667	
(Fo-Fe)^2	21.77778	235.1111	113.7778	
(Fo-Fe)^2/Fe	362.963	3918.519	1896.296	
Chi Square	6177.778			

The table above shows the distribution of library and information science majors according to perceived stress and strain. It was shown that 24% of the respondents experienced difficulties in performing their duties as librarians and 64% of the respondents did not feel any stress or difficulties in performing their duties and responsibilities. It is proven that 06% of the respondents sometimes find it difficult to perform their duties and responsibilities.

Table no. 1.2
Responses related to facets of Job Satisfaction among Respondents

	Statement	Satisfied		No satisfied	
		N	%	N	%
1	Overall functions of library.	41	82%	09	18%
2	Overall working environment of library	39	78%	11	22%
3	Users satisfaction with facilities available in library.	34	68%	16	32%
4	Administrative policies towards the problems faced by library professionals.	45	90%	05	10%
5	Professional development of LIS professionals.	43	86%	07	14%
6	My relationship with the clientele of the	42	84%	08	16%

	library.				
7	Supervision of my job in the library.	38	76%	12	24%
8	Job design in library.	40	80%	10	20%

This study attempts to explore the level of job satisfaction among librarians and librarians of academic colleges in information science. LIS professionals are given nine sentences to demonstrate their answers. The table shows responses related to different aspects of job satisfaction among respondents. The table shows that 82% of the librarians are satisfied with the performance of the entire library. 78% were satisfied with the working environment of the entire library. 68% of library users were satisfied with the accessibility of their college library. 90% of librarians are not created and face administrative policies of working conditions. 86% of librarians are satisfied with professional development. 84% of librarians are satisfied with their relationship with library patrons. 76% of librarians are satisfied with the supervision of their library work. 80% of librarians are satisfied with job design.

Conclusion :

Job satisfaction is an essential aspect of the library industry, particularly in academic colleges. Only content employees can make positive contributions toward the library's services. Job satisfaction also has a significant impact on the knowledge and skills of librarians and information scientists, which leads to the effective dissemination of information to library customers. A current curriculum is an effective tool for planning, decision-making, providing excellent library services, and achieving the overall objectives of academic colleges. Research indicates that most library and information science professionals in the Akola district do not experience stress or difficulty while carrying out their duties and exhibit different levels of job satisfaction.

Studies reveal that library and information science professionals generally exhibit high levels of job satisfaction and report positive relationships with library users. Despite this, some administrative policies implemented by academic institutions have led to dissatisfaction among these professionals. To increase job satisfaction and motivation among library and information science professionals working in university libraries, institutional policies need to identify and address issues contributing to dissatisfaction. This will promote a positive organizational climate within academic college libraries and improve the motivation and job satisfaction of librarians and information scientists.

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