



An Analysis of Indian Research Institutes Library Professional Satisfaction towards Salary They Receive

Krishna Naik R., Librarian
Govt First Grade College Shimoga-577201
e-mail. krishna.r.naik@gmail.com

Abstract

A research library supports scholarly or scientific research and will generally include primary as well as secondary sources; it always try to retrieve all recent information related to organization research work and attempt to provide access to necessary information resources in different forms. The rapid change in technology has made the existing knowledge of Research institute library professionals ineffective, which they had at the time of entering into the organization. Salary and monetary benefits are two important components under monetary gratifications for getting satisfaction regarding their respective jobs. It attracts and retains the employee in any organization including special libraries. Knowing these facts present study has been undertaken to identify the demographic profile, salary paid in proportionate to amount of work done and library professional's satisfaction on salary (pay) in Indian Research libraries.

Keywords: *Research Library, Pay, Salary, Satisfaction, Special Library, R&D library*

1. Introduction

Library plays a pivotal role for the progress and development of a parent organization and society in general. The role of librarian in the exponentially growing digital environment has become quite challenging. The existing skill and knowledge of research library professional do not serve the changing information needs and growth of library services. In recent years library professionals are forced to adopt all modern tools of ICT based on their user's expectation and future needs. So it creates increased pressure over the years. This increasing pressure can be controlled from giving adequate training to library professionals at regular intervals and providing proper wages and monetary benefits to professionals. Job satisfaction is essential to make the LIS professionals to be committed to their job. Job satisfaction affects the quality of services rendered by LIS professionals. Sound organizational climate and effective motivation at various sections and levels of Library and Information Centers are needed to encourage jobsatisfaction of the professionals. Here the researcher made an attempt to check the degree of job satisfaction among special library professionals of Karnataka in accordance with the expectations in terms of salary (Pay) they receive in relation to work they do. In other words, the researcher tries to know, whether any form of association exists between the amounts of work they perform and amount of pay they receive. Because salary is an important component under



monetary gratifications for getting satisfaction regarding their respective jobs. It attracts and retains the employee in any organization including research libraries. Knowing these facts present study has been undertaken to identify the library professional's satisfaction on salary in Indian Research institute libraries.

2. Objectives of the Study

The specific objectives of the study were as follows:

- ❖ To identify the different age group of professionals employed in Research libraries.
- ❖ To determine the male and female professionals ratio in Research libraries.
- ❖ To find out the social background and marital status of Research libraries.
- ❖ To make out the qualification level of professionals working in Research libraries.
- ❖ To know the salary paid in proportionate to amount of work done in Research libraries.
- ❖ To assess the satisfaction about comparable salary to present job in other organizations.
- ❖ To discover the library professional satisfaction towards salary they receive.

3. Need of the Study

The need of this study is to determine the salary paid proportionate to amount of work done in Research libraries of Karnataka State, India with a view of identify professional's satisfaction towards the salary they receive and making the necessary recommendations for their resolution.

4. Scope and Limitation of the Study

The present study is designed to analysis the satisfaction towards salary received by professionals working in Research institute libraries of Karnataka state, INDIA only.

5. Methodology

In order to achieve the objectives of the study survey research and questionnaire method was used for this study. Data is collected basically from primary source. A structured close ended questionnaire was designed for the study and it was distributed among R & D library professionals of Karnataka State. Here the researcher made an attempt to check the degree of job satisfaction among special library professionals of Karnataka in accordance with the expectations in terms of pay they receive in relation to work they do. In other words, the researcher tries to know, whether any form of association exists between the amounts of work they perform and amount of pay they receive. Because pay is an important component under monetary gratifications for getting satisfaction regarding their respective jobs. It attracts and retains the employee in any organization including special libraries. In this regard four relevant statements

are framed and the respondents are asked to answer on a ‘*Likert five-point scale*’. The opinion of the respondents has been analyzed in table-6 to 10.

6. Data Analysis and Interpretation

The researcher attempted to ensure a sample that would represent the population and hence selected simple random method for the study. The questionnaires were distributed to the professionals and were given enough time to go through it and respond to the questions therein. The data collected were tabulated and analyzed statistically using appropriate descriptive techniques included in Software Package for Social Sciences (SPSS) V.20.

Table-1: Distribution of Questionnaire and Response Received

Nature of Library	Number of Questionnaires		Percentage of Response
	Distributed	Received	
Research Library	216	189	87.5%

Table-1 identified that among total of 250R & D library professionals, 216 questionnaires were distributed and managed to collect 189filled questionnaires back with response rate of 87.5%.

Table-2: Distribution of Professionals by Gender

Nature of Library	Gender		Total
	Male	Female	
Research Library	102 (54%)	87 (46%)	189 (100%)

It is observed from the table-2 that, majority of 102 (54%) of professionals, belongs to male category and 87 (46%) of professionals are females category in Research libraries.

Table -3: Distribution of Professionals by Age

Nature of Library	Age (in Years)				Total
	Less than 30 Years	31 to 40 Years	41 to 50 Years	51 and Above Years	
Research Library	17 (9%)	74 (39.2%)	40 (21.2%)	58 (30.7%)	189 (100%)

Data in table-3 illustrates the different age group of Research library professionals employed in Karnataka State (INDIA). Above study found that highest number 74 (39.2%) of professionals

are in the age group of 31-40 years, followed by 58 (30.7%) professionals are 51 and above years, 40 (21.2%) of professionals are 41-50 years age group and remaining 17 (9%) of professionals are in less than 30 years of age group respectively.

Table-4: Distribution of Professionals by Marital Status

Nature of Library	Marital Status		Total
	<i>Married</i>	<i>Unmarried</i>	
Research Library	158 (83.6%)	31 (16.4%)	189 (100%)

Above table-4 demonstrates that, maximum number 158 (83.6%) of professionals are married and 31 (16.4%) are un-married in Research libraries.

Table-5: Distribution of Professionals by Social Background

Nature of Library	Social Background			Total
	<i>Urban</i>	<i>Semi-urban</i>	<i>Rural</i>	
Research Library	88 (46.6%)	55 (29.1%)	46 (24.3%)	189 (100%)

It is found from table-5 that, large number 88 (46.6%) of professionals are belongs to urban category preceded by 55 (29.1%) are semi-urban and 46 (24.3%) of professionals are from rural background in Research institute libraries of Karnataka State.

Table-6: Distribution of Professionals by Educational Qualification

Nature of Library	Educational Qualification						Total
	<i>PhD.</i>	<i>MPhil.</i>	<i>Master Degree</i>	<i>PG Diploma</i>	<i>Bachelor Degree</i>	<i>Others</i>	
Research Library	20 (10.6%)	14 (7.4%)	116 (61.4%)	1 (0.5%)	19 (10.1%)	19 (10.1%)	189 (100%)

Table-6 determines that majority of the respondents 61.4% of have master degree as their highest qualification, followed by 10.6% PhD., 10.1% Bachelor degree and other qualifications, 7.4% MPhil., and 0.5% PG diploma qualification in Research libraries.

Table-7: Salary in Relation to Amount of Work Done

Nature of Library	Salary in Relation to Work Done					Total
	<i>HDS</i>	<i>DS</i>	<i>CD</i>	<i>S</i>	<i>HS</i>	
Research Library	11 (5.8%)	55 (29.1%)	84.2%)	74(39.1%)	41 (21.6%)	189(100%)

From the table-7 it can be understood that, out of total 189 respondent’s majority (39.1%) of respondents expressed their satisfaction about salary in relation to amount of work done in research organizations. Further it is also observed that, marginally equal percentage of 29.1% respondents are dissatisfied, 21.6% of respondents highly satisfied, 5.8% respondents highly dissatisfied and 4.2% respondents opined they couldn’t decide the satisfaction about salary.

Table-8: Comparable Salary to Present Job in Other Organizations

Nature of Library	Comparable Salary to Present Job in Other Organizations					Total
	<i>HDS</i>	<i>DS</i>	<i>CD</i>	<i>S</i>	<i>HS</i>	
Research Library	10(5.3%)	54(28.6%)	26(13.8%)	76(40.2%)	23(12.2%)	189(100%)

Data in the table-8 explains that highest percentage (40.2%) of respondents expressed their satisfaction about comparable salary to present job in other organizations. Remaining 28.6% of respondent’s expressed dissatisfaction, 13.8% of respondents couldn’t decide, 12.2% of respondents highly satisfied and 5.3% of respondents expressed high dissatisfaction.

Table-9: Comparable Level of Salary to Similar Job, Experience and Qualification

Nature of Library	Comparable Level of Pay to Similar Job, Experience and Qualification					Total
	<i>HDS</i>	<i>DS</i>	<i>CD</i>	<i>S</i>	<i>HS</i>	
Research Library	13(6.9%)	54(28.6%)	22(11.6%)	78(41.3%)	22(11.6%)	189(100%)

Table-9 reveals that majority (41.3%) of respondents have expressed their satisfaction regarding comparable salary to similar job, experience and qualification in research organizations of Karnataka state followed by 28.6% of respondents have expressed their dissatisfaction, 11.6% respondents couldn’t decide, 11.6% of respondents are highly satisfied and 6.9% of respondents are highly dissatisfied.

Table-10: Overall Satisfaction about Salary (Pay)

Nature of Library	Overall Satisfaction about Salary (Pay)					Total
	<i>HDS</i>	<i>DS</i>	<i>CD</i>	<i>S</i>	<i>HS</i>	
Research Library	06(3.1%)	51(26.9%)	03(1.6%)	89(47%)	40(21.1%)	189(100%)

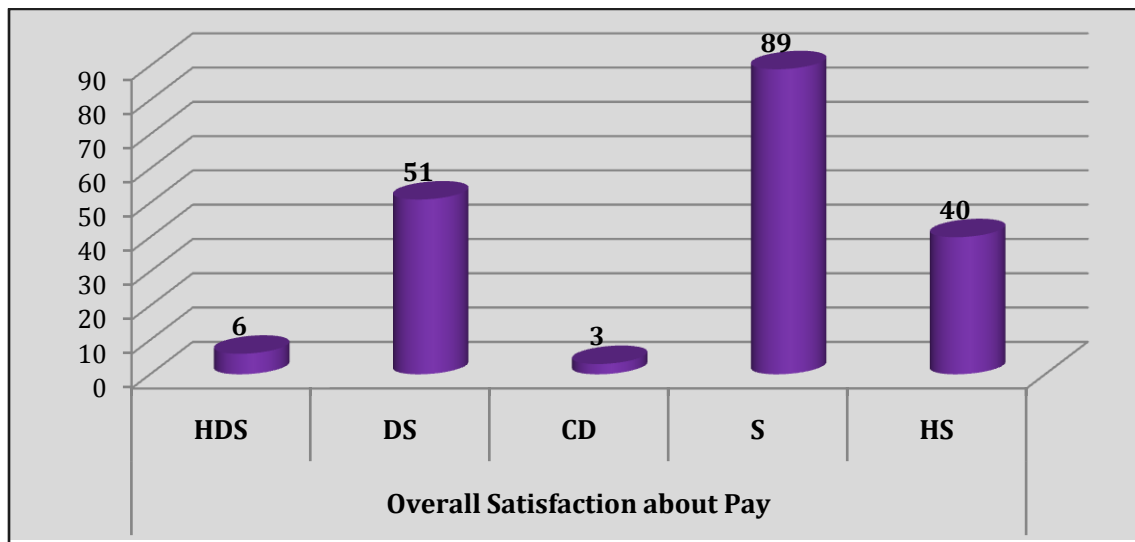


Table-10 and graph highlights the reaction of respondents on overall satisfaction about Salary (Pay). Above table discover that, highest percentage (47%) of respondents have satisfied with overall satisfaction about pay, 26.9% of respondents expressed dissatisfaction, 21.1% of respondents are highly satisfied, 3.1% of respondents are highly dissatisfied.

7. Findings of the Study

- ❖ Among Research library professionals of Karnataka, 54% are male and 46% are female.
- ❖ 83.6% professionals are married and 16.4% are unmarried category. The reason for majority in married professionals is because of among total number of professionals 91% of the respondents are belongs to the age group of above 31 years and as per Indian standard average age of marriage is 27 years.
- ❖ More than one third of research library professional’s 46.6% are from urban background and 29.1% are from semi-urban background, indicating that Research libraries remained confined to the elite urban masses.



- ❖ Almost two third of respondents have expressed their satisfaction marginally equal percentage of 29.1% respondents are dissatisfied about pay in relation to amount of work done in organization.
- ❖ Almost half of respondents have expressed overall satisfaction about salary.
- ❖ More than half population of respondents expressed their satisfaction regarding comparable pay to similar job, experience and qualification in organization.
- ❖ Almost two third population of respondents are satisfied with overall satisfaction about salary they receive.

8. Recommendations and Conclusion

- ❖ There is a strong need to establish research institutes at rural areas.
- ❖ More measures should take to improve the qualification of professionals.
- ❖ Need to provide proper salary to professionals in proportionate to amount of work done.
- ❖ Measures should be taken to increase the salary benefits of the professionals at regular intervals.

9. Reference

- i. Alansari, H. A (2011). Career choice, satisfaction, and perceptions about their professional image: A study of Kuwaiti librarians. *Lib. Rev.* 60 (7), 575-587. doi: 10.1108/00242531111153597
 - ii. Chhabra, T.N. *Human Resource Management-Concepts and Issues*, 4th edition, Shamp Co. Delhi.
 - iii. Elisa F.T (2008). Job satisfaction in libraries: Love it or leave it. *New Lib. World* , 109 (5/6), 287-290. doi: 10.1108/03074800810873623
 - iv. Fong, E.C. (1992). Fiji Island: A country report. In *The Status, Reputation and Image of the Library and Information Profession: Proceedings of the IFLA Pre-Session Seminar*, 24-28 August 1992, Delhi, Pp. 140-147.
 - v. Frank J. Landy and Jeffrey M. Conte. *Work in the 21st Century: An Introduction to Industrial and Organizational Psychology*, 5th Ed. Wiley. New Jersey
 - vi. Kavitha, T. and Jayaraman, S. (2015). Job Satisfaction of Librarians in Academic Libraries. *Indian Journal of Applied Research*, 5 (9), 140-142, [http://www.worldwidejournals.com/indian-journal-of-applied-research-\(IJAR\)/file.php?val=September_2015_1441103354_39.pdf](http://www.worldwidejournals.com/indian-journal-of-applied-research-(IJAR)/file.php?val=September_2015_1441103354_39.pdf) (Accessed on 18-09-2016)
 - vii. Khan, Amjid and Ahmed, Shamshad (2013). Job Satisfaction among Librarians in the Universities of Khyber Pakhtunkhwa, Pakistan: A Survey. *Library Philosophy and Practice*, 906. <http://digitalcommons.unl.edu/libphilprac/9061> (Accessed on 15-9-2015)
-



- viii. Pan, J. and Hovde, K. (2010). Professional Development for Academic Librarians: Needs, Resources, and Administrative Support. *Chinese Librarianship: an International Electronic Journal*, 29. URL: <http://www.iclc.us/cliej/cl29PH.htm26>
- ix. Paul, N.K. (2002). Manpower training in University Libraries with special reference to North-Eastern Hill University Library and Assam University Library: A study, Un-published dissertation report, Gauhati University, pp. 6.
- x. Rowden, R.W. and Conine Jr. C-T (2003), The Relationship between workplace learning and job satisfaction in U.S. Small Commercial Bank. In S.A. Lynna & T.M. Egan (Eds.) *AHRD, Conference Proceedings* (pp. 459-466).
- xi. Violino, B. (2001). Still the Money Network Computing, 12 (16), 66.