

Job Involvement and Job Satisfaction: A Study of Library Professionals working in Private Universities of Haryana

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Abstract:

The aim of this study is to find out the relation of the job satisfaction and job involvement of the library professionals working in private university libraries of Haryana state. Job satisfaction is a 'person feeling which motivate he/ she to do work'. For the data collection questionnaire method was used and total 109 questionnaires were distributed among the library professionals working in different private university libraries (BML Munjal University, Ansal University, GD Goenka University, KR Mangalam University, Amity University, SGT University, Northcap University, Ashoka University, OP Jindal University) in Haryana. SPSS 25, version had been used for evaluation of data. The findings describe that there is a strong positive relation between job involvement and job satisfaction among the library professionals. Library professionals are satisfied with their work, senior's support etc. Respondents are not satisfied at some point like salary and job security etc.

Key words: Job Involvement, Job Satisfaction, Library Professionals, University Libraries, Study.

Introduction:

Research is the most important part of the higher education centres like universities. University library has to maintain very effective or quick service to provide information or materials for the users and researchers. There are 21 private universities in the Haryana state and each university have one or more than one library in their premises. Near about 150 library professionals are working in the library of private universities of Haryana. With the help of these library professionals libraries achieve their aim to provide important information to their users in time. Only satisfied person do their job effectively or perfectly. Without Job satisfaction one cannot be able to give their complete involvement to their work. Job Satisfaction refers to an inner feeling of an employee of contentment on the work. It is a signal of how comfortable an individual is with their work. It refers to the total association

between an employee and the employer in terms of employees' fulfilment and its expectations by the owner. According to Robbins (2006) "Job satisfaction is also conceptualized as the general attitude of a person toward his or her job".

The term 'Job Involvement' is a sign of how much a worker is concerned with their job. Theoretically, job involvement is reflected in professional's interest, passion and concentration in their work. Lodahl&Kenjer describe, "job involvement affects people for whom job constitutes the most important portion of life". So, job involvement can be analysed as "the level to which a person identifies emotionally with job or the significance of work in his total personality".

Review of Literature:

A number of researchers have been carried out their research work on 'Job Involvement and Job Satisfaction in various subject areas. Some of them related works are given below:

Rathee (2012) reveals from their study that demographic data is not connected to the job satisfaction, but job environment is connected to the job satisfaction. He collected 100 professionals which are working in the library in private 'Engineering and Management Colleges of Haryana'. **Sultana (2012)** conducted a research of working women in Health libraries of Dhaka city. They used MSQ standard questionnaire to determine of the level of satisfaction of work and found that 9 dimensions are insignificant whereas 11 dimensions are more significant out of 20 Job dimensions. **Bhatti (2013)** described from their 100 respondents' study of both government or non government employees of Hyderabad and found that Job satisfaction is not depending on seniority or gender. **Hazarika (2015)** found from their research of junior library staff are more happy and satisfied to senior staff. Age and job satisfaction significantly related to the age. **Steyn (2015)** revealed that Job features (task identity and skill variety) predicted job satisfaction and stress amongst white collar employees of South Africa. **Afshar (2016)** found that on the basis of performance and job environment teachers were satisfied with their job in Iran. The researcher suggested that educational institutions should improve professional commitment to achieve employment security and satisfaction of teachers. **Bakotic (2016)** revealed that organizational performance firm by job satisfaction. From their study he investigates the association between organizational performance and job satisfaction. **Masrek (2017)** from the study of the academic librarians of Pakistan has been found sanguinity as the last interpreter and self

assessment as the first interpreter of job satisfaction. Emotional intelligence is the key factor to reveals the problem in a different approach.

Objective:

Objective of this study is to find out the relation of job involvement and job satisfaction of the library professionals working with private universities of Haryana state.

Research methodology:

Random sampling method was used for the data collection through questionnaire. For secondary data was collected through websites, research theses, monographs, dissertations, university libraries, on the other hand primary data was collected by e-mail google doc form and interviews. The total no. of 125 questionnaires were circulated among the library professionals working in the various private universities of Haryana (BML Munjal University, Ansal University, GD Goenka University, KR Mangalam University, Amity University, SGT University, Northcap University, Ashoka University, OP Jindal University), in which 109 (87%) were received and same selected for the analysis. SPSS version 25 was used for data analysis and interpretation.

Limitation:

Data was collected from the library professionals working with private universities of Haryana state only and those have qualified degree of Library and information science.

Hypotheses:

For the present study following hypothesis was formulated:

H1: Job Involvement and Job satisfaction are not significantly related to each other.

H0: Job Involvement and Job satisfaction are closely related to each other.

Table no1
(Demographic description).

S.No.	Profile of the respondents		No. Of Respondents with %
1	Gender	Male	83(76.5%)
		Female	26(23.5%)
		Total	109(100%)
2	Professional Qualification	B. LISC	24(22.0%)
		M.LISC	70(64.4%)
		M.PHILL	1(0.8%)
		P.hD	14(12.9%)
		Total	109(100%)
3	Age (in years)	20-30	54(49.2%)
		30-40	45(41.7%)
		40-50	10(9.1%)

		Total	109(100%)
4	Designation	Librarian	32(29.5%)
		Deputy librarian	9(7.6%)
		Assistant librarian	56(51.5%)
		Others	12(11.4%)
		Total	109(100%)

Table no.1 clearly shows that out of 109 respondents male respondents are 83, whereas women respondents are 26 .

According to received responses, it is found that library professionals working in private university libraries having only BLIS degree are 24 (22.0 %),MLIS 70 (64.4%), M.Phil1(0.8%) and 14(12.9%) respondents are having Ph.D as the professional qualification.

The table no.1 clearly describes that 54(49.2%) library professionals are 20-30 years age group,45(41.7%) respondents are from 30-40 years and only 10(9.1%) are 40-50 years age group.

As far as, the designation of the library professionals are concerned, Librarians are 32(29.2%), Deputy Librarians are only 9(7.6%) and Assistant Librarians are 56(51.5%), whereas othersare 12(11.4%).

Table no.2 Co-relation table (Job Involvement and Job Satisfaction)

Correlations			
		Job Involvement	Job Satisfaction
Job Involvement	Pearson Correlation	1	.772**
	Sig. (2-tailed)		0.000
	N	109	109
Job Satisfaction	Pearson Correlation	.772**	1
	Sig. (2-tailed)	0.000	
	N	109	109
**. 'Correlation is significant at the 0.01 level (2-tailed)'.			

Table no. 2 reveals positive relationship among Job Involvement and Job Satisfaction in working of library professionals. Pearson correlation method has been used for the under study. The table shows that the correlation coefficient is 0.772. It indicates a strong positive relationship among Job Involvement and Job Satisfaction of work and the significance is 0.000 which is less than 0.05 so alternate hypotheses may be accepted. It means if job satisfaction is increase than job involvement also increases.

Conclusion and Suggestion:

The present study carried out to know the relation between Job Involvement and Job Satisfaction. It is found from the study that there is a strong positive relation between factors. It may be concluded that a satisfied employee is more involved in their job as compared to less satisfied employees. In many aspects job satisfaction depends on working environment, salary, infrastructure etc.

It is observed from the present study that majority of the professionals working in private university libraries in Haryana are satisfied with the variety of work, promotion, senior's support etc. Respondents felt dissatisfaction at some point like salary, job security etc. Hence, it is suggested that the administration of private university of Haryana must pay much responsiveness towards salary and compensate good pay scales, apart from that job security should be ensured.

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