

The Effects of COVID 19 on Job Satisfaction among the Library Professionals in Delhi NCR, India

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Abstract - The main purpose of this study examines the Covid 19 situation effect on job Satisfaction among the library professional in Delhi and NCR. The some are many variables use in this study like a gender, age, designation, LIS professional Institutional affiliation, job satisfaction, Job security in organization, agreement with the dissatisfaction of job with their present employers, prime consideration while going for a job change etc. The total response generated 80 43 are male and 37 female, from the data analysis it emerged that very third professional in Delhi NCR enters in to LIS profession by chance 54% and 27% by choice; more than 24 respondents have expressed their willingness to change their present employer, if given better opportunity. More than 30 % professional either fully or partly agree 24% that most of the LIS professionals Delhi and NCR are Current work station is good but, I am expecting library priority in organizations 8% dissatisfied with their employers. All these and many more areas have been explored, which reflect the aspects of job satisfaction and dissatisfaction among LIS professional in Delhi and NCR region.

Keyword: LIS Profession, Covid 19, Job Satisfaction, Job Security, Human Resources Development, Job Seeker, ICT

I. INTRODUCTION

The covid 19 pandemic in India is a part of the worldwide pandemic of coronavirus disease 2019 caused by severe acute respiratory syndrome coronavirus 2. As of 8 January 2020, according to official figures, India has the second-highest number of confirmed cases in the world with 35,368,372 reported cases of COVID 19 deaths at 486,761 deaths. However, these figures exhibit severe under-reporting.

The first case of covid-19 in India was reported on 30 January 2020 in three towns of Kerala, among three Indian medical students. Job satisfaction is measure of worker's contentedness with their job. Whether they like the job or individual aspects or facts of jobs such as nature of work or supervision job satisfaction can be measured in `evaluative, affective and behavioral components. Researchers have also noted that job satisfaction measures vary in the extent to which they ensure feelings about the jobs affective job satisfaction or cognitions about job.

The Majority of job satisfaction measures are self-reports and based on multi-item scales. Several measures have been developed over the years although they vary in terms of how carefully and distinctively they are conceptualized with respect to affective or cognitive job satisfaction. They also vary in terms of the extent and rigour of their psychometric validation.

II. LITERATURE REVIEW

Job satisfaction has been studied by different re searchers differently. However, the common practice prevalent among researchers is to study those components which directly or indirectly influence job satisfaction while studying the level of job satisfaction among Greek academic librarians.

Toga, Koustelios, and Tsigilis (2004) highlighted that Employee Satisfaction Inventory was employed in this study, which looked at job satisfaction among Greek academic librarians (ESI). The findings contribute to the growing body of evidence indicating academic librarians are happier at work, supervising, and working circumstances. Furthermore, library managers in Greece appear to be able to improve employee happiness by implementing management styles that motivate staff participation in problem-solving and decision making.

Pandita (2016) stated that it is a well-known truth that the same variables that lead to job happiness in one set of employees also lead to job displeasure in another group of employees. It does not necessarily signify that an employee is content or unsatisfied with his or her employment if an employee expresses satisfaction with one component and dissatisfaction with another. Similarly, unhappiness on several accounts does not always imply that an employee is unsatisfied, as a single source of satisfaction may outweigh the other sources of dissatisfaction. A correlation of some of the studies undertaken among LIS professionals to determine their levels of job satisfaction has also been attempted. Age, Salary, Work Environment, Recognition, Interpersonal Relationship, and other typical characteristics are discussed here.

Bii and Wanyama (2001) highlighted library professionals were enthusiastic about their library's automation, and they were more contented and satisfied with their jobs as a result. Other factors influence employee job satisfaction in their own unique ways.

Williamson, Pemberton, and Lounsbury (2005) studied career and job satisfaction in relation to personality traits of information professionals by collecting data from more than 1300 information professionals specialized in a variety of areas. The researchers observed a significant correlation between personality variables with the career and the job satisfaction. The researchers further observed that variables like optimism, emotional stability, teamwork, visionary work style, and drive to work make up to a 20% difference in job satisfaction.

Khan and Ahmed (2013) observed that this research was to assess job satisfaction among library professionals working at KPK's public universities. To assess respondents' job happiness, Spector's Job Satisfaction (JSS) scale was utilized. Researchers received and reviewed 49 replies in total. The findings demonstrate that, while library professionals in these institutions were somewhat content with their type of job, they were dissatisfied with supervision, benefits, and advancement. The researchers recommended that the service structure be revised, as well as personnel policies, academic qualifications, and intensive training.

Hyder and Batool (2013) discovered that librarians working in public institutions were happier than librarians working in private universities. While private sector universities provided larger chances for librarians in several areas, such as promotion, public sector institutions in Lahore lacked promotional infrastructure. According to the report, librarianship authorities should develop rules on job satisfaction, such as a proper reward system or work incentives, an appealing working environment, especially in the public sector, and a proper career infrastructure, among other things.

Clark (1997) examines the degree of the gender gap in eight variables of job happiness, as well as the premise that identical men and women in identical employment should be equally content. The gender satisfaction gap is not explained by men and women doing different professions, having different work values, or having different sample sizes. The proposed explanation in the research is based on the concept of relative well-being, particularly in comparison to workers' expectations.

Ward and Sloane (2000) examined at employment happiness in the workplace, using data from 900 academicians from five conventional Scottish institutions. Overall job satisfaction does not differ much by gender, according to our findings. The nature of the dataset, which is limited to a highly skilled population, explains this conclusion, as female workers are more likely to have employment requirements similar to their male.

Hart (2010) collected the data using interviews/questionnaires and was informed by standard HRM job satisfaction theory. The study involved 31 members of staff. According to the findings, individuals and their jobs have a "love-hate" relationship. The most encouraging finding is that 61 percent of respondent's express overall job satisfaction with an academic library's basic functions of meeting clients' information needs, according to the source. Only 51% say they're proud to work at their library, while 50% say they're open to alternative job opportunities. A sense of immobility, irritation with insufficient resources, and indignation over poor remuneration are all factors that contribute to restlessness.

Nigeria is one of the leading LIS research countries in the African region (Pandita & Singh, 2015), and is one of the proactive countries which has raised issues concerning its LIS professionals.

Oladokun (1993) conducted research to determine the level of job satisfaction among Nigerian library paraprofessionals. Oladokun asserted a number of factors that contribute to discontent among library paraprofessionals, including reasons for entering the LIS profession, whether by choice or by happenstance, as well as satisfaction with the professions in terms of monetary incentives or future prospects.

Adio and Popoola (2010) gathered the information from 381 library professionals from 24 universities in Nigeria to assess work happiness and professional dedication. They found that just 20% of respondents were satisfied with their jobs. According to the researchers, suitable provisions in the workplace should be created, as well as incentives such as loan and leave privileges. The majority of studies on job satisfaction among library professionals in India have been conducted at the district or state level, with no big national study.

Asadullah, Esmail, and Nagarajan (2012) investigated the job satisfaction among LIS specialists in Tamil Nadu's Thiruvannamalai district.

Jange and Gavali (2014) investigated the level of job satisfaction among librarians in Maharashtra, India. The researchers discovered that experienced, continuous, and highly skilled library professionals are happier in their jobs than newcomers, temporary workers, and those with lower qualifications.

Somvir and Kaushik (2012) examined at the characteristics that are strongly linked to job satisfaction among library employees. A total of 100 library professionals from private engineering and management institutes in Haryana were surveyed. Job satisfaction among library professionals is not related to their sex, the type of library where they worked, or their vocational demands, according to the data analysis, but it is related to the characteristics of their work surroundings.

Verma, Mahawar, and Narayan (2009) Verma, Mahawar, and Narayan (2009) investigated job satisfaction among library staff at Pantnagar’s G. B. Pant University of Agriculture and Technology Library. The use of ICT in library activities has greatly aided LIS workers in obtaining improved levels of job satisfaction.

Bellary, Sadlapur, and Naik (2015) discussed that Libraries are evolving in the digital age, offering a variety of high-tech instruments for accessing e-information from the library. The impact of information, communication, and technology (ICT) on job satisfaction among library professionals at the Narsee Monjee Institute of Management Studies (NMIMS) Deemed University is presented in the findings of our research. A total of 13 librarians were studied in this study. The majority of the responders said they needed training on the latest library innovations.

Bandyopadhyay, and Hasan (2014) determined job satisfaction among librarians in terms of status, service conditions, promotional policies, and interpersonal relationships. To conduct the study, 93 questionnaires were issued to professionals from 7 state-funded general university libraries in West Bengal who were known to be actively involved in the use of ICT. A total of 63 (68 percent) respondents filled out the questionnaires completely. The findings indicate that librarians enjoy their professions and have good working relationships with their coworkers and supervisors. They are, however, unhappy with the university’s monetary incentives and promotional policies.

Parida (1998) conducted the research based on a survey of librarians in Orissa’s academic libraries. It specifies the type of position these librarians choose, the criteria for evaluating their performance for promotion and remuneration, whether they prefer to be evaluated as professors, and whether faculty members are involved in library concerns. According to the report, academic standing is favored by 80% of the professionals polled above faculty position.

III. OBJECTIVES OF THIS STUDY

1. To find out Job Satisfaction under to COVID 19 situation.
2. To find out the LIS professional think about the professional under to COVID 19 situation.
3. Find out the Prime Consideration while going for a job change various variable.
4. To find out the Job Security in Organization under to COVID 19.

IV. METHODOLOGY

To undertake the present study data were collected from practicing library and information science professionals working across the length and bred the of Delhi NCR by a questionnaire method specially designed of the Under

COVID 19 situation effect on Job Satisfaction among the Library professional in Delhi NCR India. The Questionnaire was circulated among respondent the data were collected purely by circulating the questionnaire online using google services, and the link was hosted and cross-posted on various social networking sites like group, Facebook, linked, LIS link Form, discussion forums and email. All the responses were received online and the analysis was carried out as per variable. The analysis of all questionnaire in MS office 2010 excel file.

V. DATA ANALYSIS

Online Survey respondents were Age of LIS professional (51%), 26 to 35 year age group of LIS professional. Online survey we received by the 36-45 (age group LIS Professionals. Third was 46-55 year age group online 3% fill the online survey form.

TABLE I AGE GROUP

Age	Respondents	Percentage
Below 25 years	4	2
26-35 years	42	51
36-45 years	27	30
46-55 years	5	3
Above 55 years	2	1
Total	80	87

Above table highest respondents was submitted by 26-35 age group with 51%.

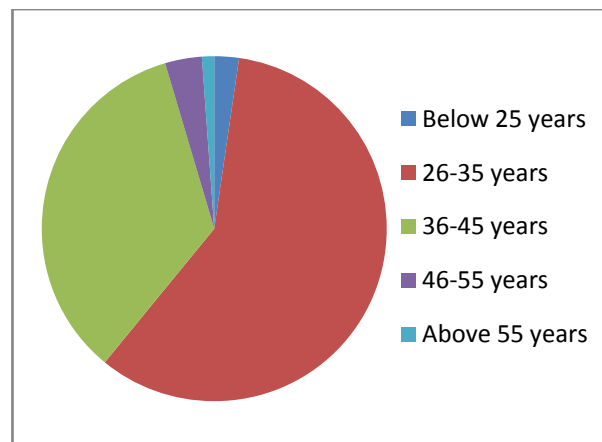


Fig. 1 Age Group

TABLE II ONLINE SURVEY RESPONDENTS ANALYSIS

Gender	Respondents	Percentage
Male	43	51
Female	37	49
Total	80	100

Table II Online survey respondent’s analysis shows that Male respondents were submitted with 51% and Female respondents with 49%.

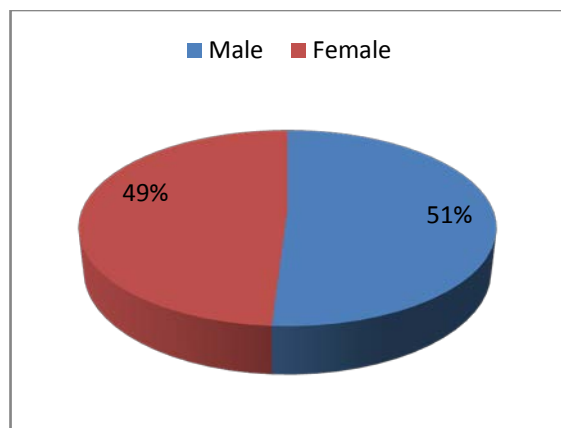


Fig. 2 Gender

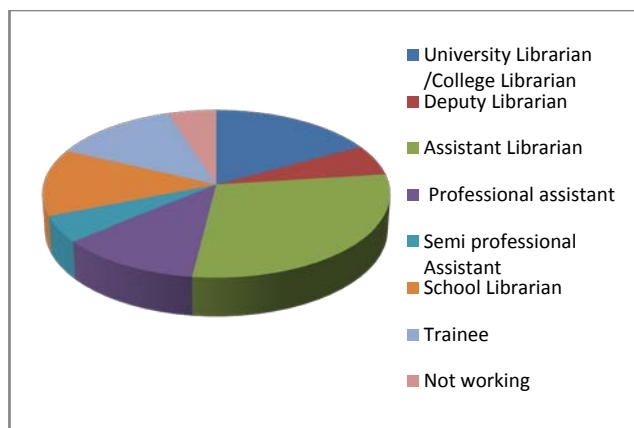


Fig. 3 The designation by submitted a Google form LIS Professional

TABLE III THE DESIGNATION BY SUBMITTED A GOOGLE FORM LIS PROFESSIONAL

Designation	Respondents	Percentage
University Librarian /College Librarian	13	17
Deputy Librarian	5	6
Assistant Librarian	23	29
Professional assistant	10	12
Semi professional Assistant	4	5
School Librarian	10	13
Trainee	10	13
Not working	5	5
Total	80	100

Table III The designation by submitted a Google form LIS Professional. The maximum LIS professional Designation was Assistant Librarian. Second rank was University Librarian and college librarian. Semi professional and Not working LIS Professional only submitted 5% Respondents in this above table.

TABLE IV LIS PROFESSIONAL INSTITUTIONAL AFFILIATION CENTRAL UNIVERSITY

Institutional Affiliation	Respondents	Percentage
Central University	14	18
State University	10	12
Pvt University	13	16
Pvt College	12	15
Govt School	10	12
Pvt School	6	8
Ministry	5	6
Autonomous body	10	8
Total	80	95

Table IV show that LIS Professional Institutional Affiliation central University was submitted 18% respondents, after that PVT University affiliation 16% respondents received, the Third PVT College affiliation 15% respondents. In this table received some respondents from Ministry (6%) and Autonomous body (8%).

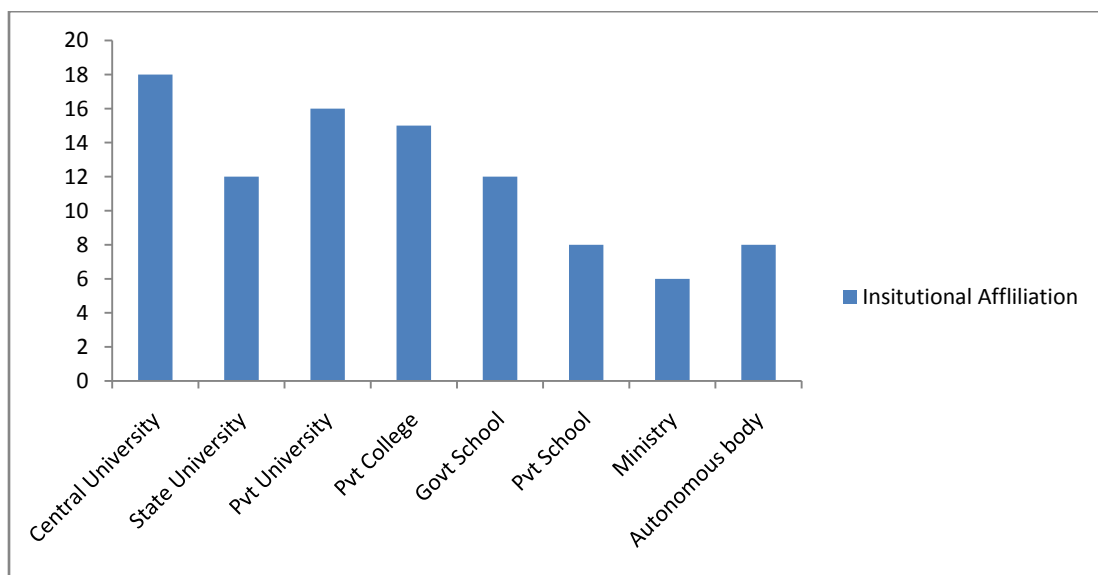


Fig. 4 Institutional Affiliation

TABLE V ENTRY INTO LIS PROFESSION

Purpose	Respondents	Percentage
By Chance	43	54
By Choice	21	27
LIS LINK	5	6
Other	11	13
Total	80	100

Above table LIS Professionals are entry into LIS Professional. 54% LIS professionals are given the respondents BY Change and 27 LIS professionals are given 27% respondents other library professional 6% LIS LINK website through come into LIS Professional and 13 % other sources come into LIS Professionals.

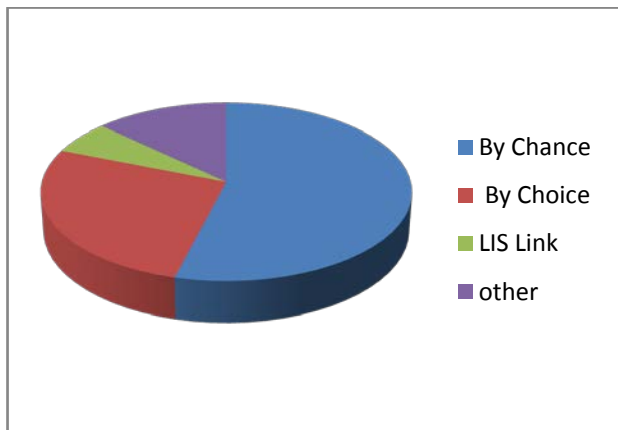


Fig. 5 Entry into LIS profession

TABLE VI JOB SATISFACTION

Particulars	Respondents	Percentage
Satisfied	32	40
Partly Satisfied	20	25
Dissatisfied	13	15.50
Partly Dissatisfied	7	9.50
Can't Say	8	10

This table show that 40 % LIS Professional satisfaction on own jobs in covid19. 25 % LIS professional Partly Satisfied, 15.50 % LIS Professional Dissatisfied own jobs, 9.50 LIS Professional Partly Dissatisfied, 10% LIS professional Can't Say about the Job Satisfaction in LIS Professional.

TABLE VII JOB SATISFACTION UNDER TO COVID19 AGAINST THE IDENTIFIED VARIABLES

Particulars	Respondent	Percentage
Salary	38	48
Work Environment	18	22
Working Hours	10	12
Recognition	6	8
Salary and Working hours	8	10

Above table various variables analysis against the job satisfaction and received 48% LIS professional salary is main reason against to job satisfaction, 22% LIS Professional work Environment of Organization against to job satisfaction.

TABLE VIII JOB SECURITY IN ORGANIZATION UNDER TO COVID 19

Particulars	Respondent	Percentage
Always	28	35
To Some Extent	24	30
Never	17	20
Other	11	15

Job security is most important for any employee. Above table has been show that LIS Professional 35% respondent always, to some extent 30% and 20% never think about the Job security followed by 15% other think about job security.

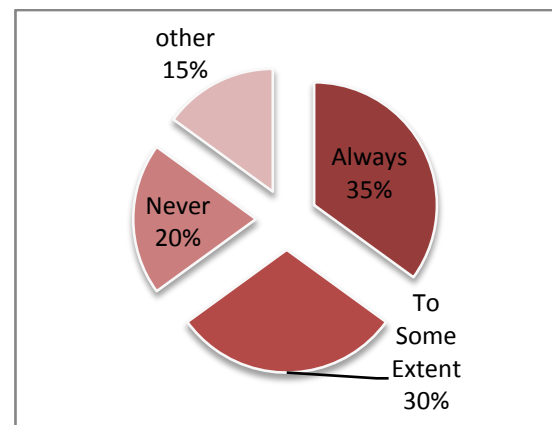


Fig. 8 Job Security in Organization

TABLE IX AGREEMENT WITH THE DISSATISFACTION OF JOB WITH THEIR PRESENT EMPLOYERS

Particulars	Respondent	Percentage
Agree	24	30
Partly Agree	19	23.25
Disagree	11	15
Partly Disagree	1	0.50
Cannot say	19	23.25
Current work station is good but, I am expecting library priority in organizations	6	8

Above table has been show Agreement with the Dissatisfaction of job with their present employers 30 % agree with present employers, 23.25% Partly agree, 15% Disagree to present employers 0.50% and 23.50 Partly Disagree Cannot Say 8% respondent current work station is good but, I am expecting library priority in organizations.

TABLE X PRIME CONSIDERATION WHILE GOING FOR A JOB CHANGE

Particulars	Respondent	Percentage
Salary	44	55%
Work Environment	12	15
Working Hours	8	10
Recognition	6	8
Advancement	4	4
Other	6	8

Above table is show that Prime consideration while going for a job change maximum respondent 55% salary issue, 15% work environment, 10% working hours, 8% Recognition, 4% advancement, 8% other.

VI. CONCLUSION AND FINDING

Covid 19 has mostly affected the jobs satisfaction of LIS professional and many institutions have been closed. This study analyzed some professionals are satisfied about their Jobs and some professionals are dissatisfied. The total response generated 80, 43 are male and 37 females, from the data analysis it emerged that very third professional in Delhi NCR enters in to LIS profession by chance 54% and 27% by choice; more than 24 respondents have expressed their willingness to change their present employer, if given better opportunity. More than 30% professional either fully or partly agree 24% that most of the LIS professionals Delhi and NCR are Current work station is good but, I am expecting library priority in organizations 8% dissatisfied with their employers. All these and many more areas have been explored, which reflect the aspects of job satisfaction and dissatisfaction among LIS professional in Delhi and NCR region.

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