

Job Satisfaction Among Library Staff: Study On Haridwar Base Universities

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Abstract

Purpose: The aim of the study is to access the level of job satisfaction among the Library and Information Science professionals in Haridwar Universities. Most of the important variables studied include likes work environment, salary, working hours, location, professional position, worker participation in administrative matters, identity and advancement. These play a crucial role for job satisfaction.

Scope: This study is completely limited for the library and information professionals in Haridwar. The result of the study shows the satisfaction level of Haridwar base Universities library staff.

Methodology: This study has been completely analyzing the primary data collection from library and information professional in Haridwar Universities by circulation distributed questionnaire and personal interview.

Findings: Responses were six universities of Haridwar in Uttrakhand state is representing 88% library staff. And the total 72% are generated, 55.55% male and 45.55% female. The third library professional in Haridwar Universities enters in library profession by choice 66.66% and by chance 60.45%. And if given their better opportunity 77% respondent willing to leave their current job. More than 34.72% were professionals fully or partly agree with their profession 16.16% less satisfied 30.55% were dissatisfied.

Keywords: Universities, Job satisfaction, Library Staff, Job Security

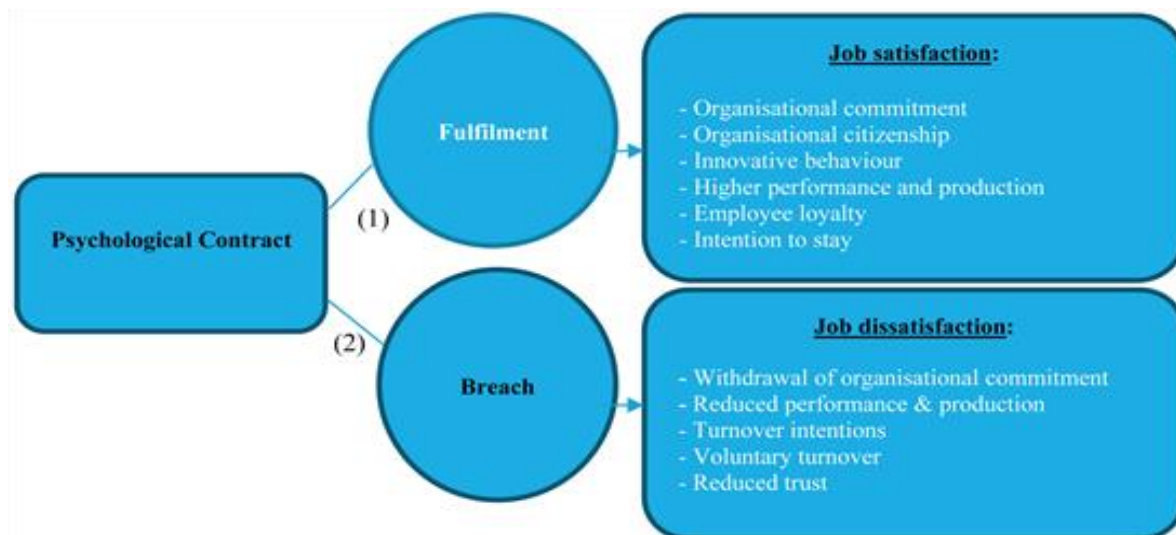
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I. INTRODUCTION

The concept of job satisfaction among the employee satisfaction or work satisfaction is a measure of workers' contentedness with their job, how much people are satisfied with their job. But some people believed that job satisfaction is not so easy to understand. Job satisfaction can be measured in effective or behavioral component of Job satisfaction. Work satisfaction or employee satisfaction is the measure of workers contentedness with their job, if they like job or not. Job satisfaction level noticed by the researchers that job satisfaction is different from that very in the extent to which they measure emotion about affective job satisfaction and cognitive job satisfaction. The trend of assessing of job satisfaction has moved, and we can see the job satisfaction stage is being assessed among employee in each type of Universities. This study investigated the job level satisfaction among library science professionals in Haridwar Universities. In other words says that "*pleasure in the job puts perfection in the work*" (by Aristotle).

Steve Jobs "The only way to do great work is to love what you do. If you haven't found it, keep looking. Don't Settle."



DEFINITIONAL ISSUES

The concept of job satisfaction has been defined in various considerably from person to person and each person has his own cognition of job satisfaction on the base of his reasoning. So there are some general definitions that help to cognize the meaning of job satisfaction for all about. Hoy & Miskel (1987) said that job satisfaction as the psychological, physiological, environmental conditions in which a individual says 'I am satisfied with my job'. Hoy and Miskel further infer that job satisfaction is bringing all round fulfillment, earnings, growth, job security and advancement with subordinate and super ordinate levels. Hulim and judge (2003) explain that job satisfaction comprise multidimensional psychological responses to one's job, such type of responses have effective, cognitive and behavioral components. Locke (1976) describe that job satisfaction as 'a pleasurable emotional condition resulting from the evaluation of one's job and job experience'. Schneider & Snyder (1975) observed that job satisfaction peruse that job satisfaction as an effective response on employees for make their work and organization. Arnold & Feldman (1986) considers that job satisfaction is regard of having a positive effect of work done, which one doing work in environments, and being emotionally attached towards one's.

In a present time library and Information science rules and regulations is more than 130 years old. LIS is cannot strike up to the cardinality to which it otherwise should have. Lots of subject fields are younger than library and information science. And it is observed that library science professionals in Haridwar universities do not enjoy that good professional standing as do professional from others contemporaries from various professional fields. By given this fact, it becomes obligatory to study reasons, which commonly leadership of job dissatisfaction in library science professionals in Haridwar universities. This study is mostly conducted job satisfaction level among employees and generally focus on like as salary, promotion, job security, professional position, working hour and work environment etc.

II. RELATED LITERATURE

Job satisfaction has been research by the scholars or student differently. And the common passable among researchers study those factors direct or indirectly effect on job satisfaction. While the job satisfaction level has been studied in different reviews **Toga, Koustelious, and Tsigilis (2004)** estimated component likes pay, promotion, working condition, supervision, the job itself and organization. Job satisfaction level has been observed by the researchers among professional various component to component. Similarly **Pandita (2016)** assess different mutable of job satisfaction in Library and Information science professionals. In the prevalent IT environment can become a reason for satisfaction or dissatisfaction. The impact on job satisfaction of Moi University Library professional of Keneya **Bii and Wanyama (2005)** examine that the library staffs were especially happy about library automation and more satisfied employees. **Hyder and Batool (2013)** examine the job satisfaction among Libraries of pakistan study that public sector of libraries working are more acquiescent with their job then the counter parts working in private sector. The researchers observed that they do not have clear advancement scheme in place, and mostly professional show more dissatisfaction with their job. **Adio and Popoola (2010)** while examining the job satisfaction among the library professional of Nigeria, collected primary data from 381 from 24 universities and found out the only 20 % respondents shows satisfaction with their profession. And the researchers demands sufficient provisions in the work, and should be made and incentives for loan and leave privileges, etc, should be extended to them. **Asadullah, Esmail and Nagarajan (2002)** while assessing job satisfaction among LIS professionals of Thiruvannamalai district of

Tamil. Most of the studies conduct in India related to job satisfaction has been undertaken either at district level, or either state level and so much study at conduct at national level. **Hart (2010)** assessing a mix of satisfaction and dissatisfaction among African LIS professionals towards their job. Hart found out that 61% of respondents showing satisfaction with his job 50% show willingness 51% feel proud of their job. According to **Jange and Gavali (2014)** while assess the job satisfaction level of library professionals in Maharashtra, India, researchers found out that permanent, highly qualified library professionals are more satisfied with their job than fresher, temporary and less qualified person. **Parida (1998)** investigated the library professionals of Orissa and found out that 80% of library staff wants to be treated under an academic cadre and should follow their own sequence and terminology of post and position. Ward and Sloane (2000), while observing that there is no significant different between the satisfaction and dissatisfaction level at the gender level .and they also observed the dissatisfaction with the institutional administration is a common problem.

IMPORTANCE OF JOB SATISFACTION

Most of the people job satisfaction words used only for discussed nothing else. What is the meaning of this and what is its important, it is important to understand the meaning of this word deeply. There are so many jobs and professions, some of them are stable with good pay. A well satisfied employee is always plays a necessary role for his university, college or organization because he always try to do best according to his capability. Every employee wants do stable career progress and equilibrium life. When an employee feels cozy about for his job and career, then he tries to do his work as best he can. He always tries to perfect his work and not thinks it is a burden. But what kind of job suit different kind of peoples? If you heard anyone complain about their job, it might be because they are not satisfied with their job. Job satisfaction is not only for the role you work in – different organization or companies. The satisfaction for someone gets from job is completely depend on their aims, values. Some people may be satisfied from having a simple job and getting paycheck. But someone else did not satisfied with their job and desire professional challenge.

For employee: Employee satisfied with good atmosphere, respect, feedback, or awards and many things help in job satisfaction. Then they can give good response.

For employers: An employers can satisfied with their employee if they do proper work and give good response for their work and they become faithful for their responsibility

JOB SATISFACTION FACTORS

Definition of good job satisfaction is different from person to person. There are some key ingredients that help to enjoying your job. Job satisfaction is fully belonging to psychology of an employee. A well happy employee always motivated or contributed more. On the other side dissatisfied employee is sluggish, always do mistake and become a burden to the organization. Some of the important common aspects and factors which contribute to job satisfaction are giving below:



Fig 1 Job satisfaction

1. Job security: Job security is biggest problem for an employee that he will have job or not within six month is stressful. If a person have well security for his job it makes people happier in their job. It means that they can do

their work for a long time and it is possible to feel strong for their purpose. When person feel security for their job he always try to do good efforts for his work. It provides good opportunities for employee to put their skills, abilities.

2. Working conditions: If all employees feel comfortable with good working conditions. And you have a good working place and spend his time with pleasant without any stress. Where you receive creative feedback without any harassment, you will feel more comfortable in the job, and feel more satisfied. Unrealistic performance, over time and toxin work can all lead to feeling of dissatisfaction and person feel to search for new job. Healthy work environment helps to lead good working condition or increase job satisfaction.

3. Pay & Promotion policies: Salary and promotion are important factors for developing job satisfaction. Job satisfaction is related with incentives, bonuses, wages and awards. Employee salaries may be insure so that he maintains his school status and he is eligible to meet his obligation. The organization's pay a method for promotion policy should be clear, fair and employee expectancy. An organization should make a policy for their employees, so that the employees are wishing to take more responsibility. And the employees must to believe that salaries are administered clear and promotion policy also may be fair.

4. Communication: Open and clear communication helps an employee to feel trusted and appreciated. It help to dispels any worries related to their performance in the company and school and encourages trusted. Communication plays a important role in work. For an employee is very important to increase their communication skill, and should be able improve your skill and communicate openly with their senior person if they are taking or concerns, complain or dealing with personal matters, without there being a risk.

5. Recognition: Any other employee wants appreciation and feels motivated and they are respected at their workplace. And if they are awarded for their better work, and again motivates employee for their hard work. It helps employee for doing their work.

6. Career developments: An employee always keep their career growth, if a company helps to groom employee, and always tries to gives them good opportunity in their job, it developed job satisfaction feeling in employee because it would get a boost in their career. An employee can develop his career with the help of opportunity and get high priority of his life.

7. Variety: Job variety can be more important for job satisfaction. While employees should keep focus on a single task that can help efficiency, mostly employees are usually satisfied when they have opportunity to participate. An employee feel more happy when they participate in interesting and more excited opportunity for doing work.

8. Acknowledging employee differences: People feel that employer sees their difference, and they are likely to be more satisfied. Its means that both acknowledging the employee is beyond the workplace. Both of them helps people feel more valued. To understand the importance of diversity and inclusion are key to developing a healthy workplace.

9. Company values: It is very difficult for people to feel committed to a cause that they do not agree with. Your work for a company that aligns with your values will develop your desire to do work for that company. If a company does not match its core, this can create dissonance and make people feel less satisfied in their job.

10. Human contact: Many people want to work for companies, where they help others. It can be a major driving factor for helping someone else. For other people working with public member can be difficult for them. And they feel more satisfied working along or as part of small team

11. Work- life balance: Every employee wants to have good workplace with allow time to spend with their family, friends and office. Job satisfaction is often due to a good work life balance policy, while spending their life balance with family and friends with happiness, this improve the employee good quality for doing work

12. Respect for illness: Most of the people want to fall ill once or twice in a year, but sometime they fall ill for a long time. It is very important for the employee to keep safe and recover from illness without any tension that they might lose their job or feel burden into working that time they are not fit.

HOW JOB SATISFACTION AFFECTS EMPLOYEE PERFORMANCE

When we talks about job satisfaction, the work place becomes more enjoyable. It can helps with productive output and high quality product as well as low absenteeism and turnover. An individual can change his career to fulfilling his work. On one can do work with any stress, if he is not satisfied with his job. On the other hand the factors of organizational influence an employee attitude about his job: promotion, company regulations, compensation, kind of work and working environment. On that workplace employee have physical comfort it make easier to do a good job, and provide to job satisfaction. Individual can be motivated for good performance by good reward. That is depends on their work design appreciation and environment. Target will be complete with the help and participation. These things are very important for job satisfaction.

WHY JOB SATISFACTION IS IMPORTANT

Improved Productivity: Productivity play a very important role in job satisfaction, for improving their productivity, first of all our employee should be fully satisfied with their job. Then employees do their work with happily and try to do best.

Lower employee turnover: Employee turnover is something that every business with workers experiences. It takes a time and money to find and train and replacement. So it is good for businesses to change your turnover as much possible.

Increased loyalty: Employee loyalty is one of most important parts of job. We have many reason to keep your employee talent, growing on board, and any reason not to slip from your finger. So what can we do this. *Here are nine common ways to manage and improve loyalty at work.*

- a. Standardize & streamline your processes
- b. Incapable your employee
- c. Align your organization vision with your employee
- d. To provide softness to your employee
- e. Regularly provides feedback
- f. To offers opportunities for development
- h. Facilitate collaboration
- g. Recognize employee matter

Greater profits: Job satisfaction also helps in greater profits. When an employee feel satisfied with their job, he always tries to do something new for their organization. But it is possible, when employee is completely satisfied

Causes of Job Dissatisfaction are;



Fig :2 causes of job satisfaction

Lack of Interest Underpaid: The word of unappreciation meaning is lack of appreciation that does not received full credit positive or negative thought. Its helps like a booster for people life.

Limited career Growth: Career growth is a journey towards your career growth. Today is competitive job. Employers are doing harder then harder to gain and engage top talent. If you do not recognize your growth or other types of opportunities. You never satisfied with your life. So career growth help to employee in job satisfaction.

Poor Management: “poor management is cause of distraction to the organization and the member instead of leading of them into success, and joy”. There are many signs of poor management like as;

- a Micromanagement
- b Failing to Address Issues
- c Brown Noising
- d Visionless
- e Passive Aggressiveness
- f Acting Unconsciously
- g Credit Stealing
- h Bed Temper
- i Playing Favorites
- j Slippery Decision Making

Lack of interest: In other words we can say that no one have short of talent and nor he has negative thought towards his work. Many times may be changes that changes his thought towards work, it may be work atmosphere, any other issue related to worker, who ignore you or etc.

MEASUREMENT OF JOB SATISFACTION

It is very important to understand the meaning of job satisfaction. Job satisfaction can be measured in different reasons. For example a company can measure job satisfaction with time, so that the behaviour of employee or any other policy or organization intervention activities can be assessing. And assessing job satisfaction might be beneficial to identifying the job satisfaction. Some aspect of job by which worker are satisfied. It is very important to measure the job satisfaction important attitude or behavior of employee. Smith, Kendall, & Hulin (1990) “considers five facts of job satisfaction; pay, promotions, supervision, coworkers and the work itself”

There are different famous theories that help to evaluation the job satisfaction of employee. These theories help to understand the parameters that influence job satisfaction of employee. Some famous theories are given below;

i Maslow’s Needs Hierarchy

A Hierarchy five -tier model is divided into reduction need (Physiological, safety, belonging /love, esteem and top level known as (self actualization). When people know you that you are doing good behavior for them, that time they feel motivated to give their best. On the opposite side if you ignore your team members needs then they become discourage and demotivate. They can end up leaving also. A perfect leader should that they made good productive and success team. And he should also try to understand the problem and well being of team members. This Maslow’s Hierarchy of needs was an impressive in this field.

Figure 3: Maslow needs Hierarchy theories



ii Herzberg’s Two Factors Theory

Two Factors theory is also known as Herzberg’s motivational or hygiene theory and also dual factor theory. There are some factors causing job satisfactions while separate set of factors cause of dissatisfaction



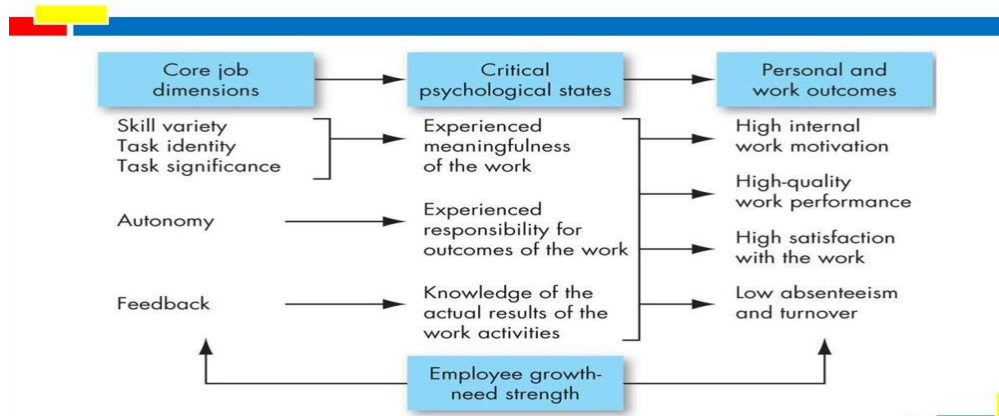
iii McClelland’s Motivation Theory

David McClelland’s motivation theory helps to know you people’s motivating drivers. And it also helps to provide happiness and feedback, hand over, motivated and keep them effectively. McClelland’s theory is also known as Three Needs Theory, Motivational Need Theory and Learner Need’s theory. Maslow created this theory in 1940’s. This theory found out the basic needs of human being, like as Physiological needs, safety needs and self actualization or needs of belonging.

iv Job design (or Characteristics) model

Job design model is presented in 23 Exhibit. This model in comprised the general managerial concept, censorial dimensions and psychological states and required outcomes. This model will permit an examination of desire thus we can explore that what step can take to effort.

The Job Characteristics Model



TO KNOW MEASURES OF JOB SATISFACTION

There are many number of measure of job satisfaction are available and some of them are for special purpose
 Mental Measurement Yearbook: MMY is a serial publication that is mostly available in libraries. It is a external reviews by established researchers that is evaluate new measure.

Compendia of satisfaction measure: There are compendia of job measurement. It has some dated recently developed measures of job satisfaction.

Test Publisher: Many numbers of test publishers of market measure of job satisfaction that is publishes for professionals staffs or that helps to measure job satisfaction developed by others

World Wide Web: In present time internet can be used to located web pages, that provide information related to job satisfaction. An electronic database has above 1,900 behavioral science journals.

Exemplar measurement of job satisfaction: Although there are many measurement of job satisfaction, some of them may be more relevant given for special purpose. Some of discuss here on their excellent reputations or designed

Faces scale: The faces scale, developed in 1950s, measurement of job satisfaction using only one nonverbal things. It can be administered a huge range of employee At last we can say that Faces scale is a quick and simple measure of job satisfaction.

Minnesota satisfaction questionnaire: The Minnesota satisfaction questionnaire was published in the 1960s to provide assessment of general job satisfaction. There are many number of measure of job satisfaction are available and some of them are for special purpose

Job Diagnostic Survey: JDS measure job characteristics and also measure five item of job satisfaction. The Job Diagnostic job satisfaction is very easy to administer and it also has been found to provide a good overall job satisfaction.

Facet Specific job satisfaction: F-SJS measure includes 33 items to measure six features of job satisfaction Responses scored using a four point, all are not true scale; the items can be used to provide measurement of job satisfaction

Job satisfaction survey: A Job satisfaction survey includes 36 items, that are score on six point disagree or agree strongly. Scored items are summed for over all measure of satisfaction.

Job Descriptive index: JDI first published in 1969 again revised in 1985 and 1992 is the most frequently used measure of job satisfaction. It has been translated in differ languages.

6 IMPORTANT WAYS TO IMPROVE JOB SATISFACTION



OBJECTIVE OF THE STUDY

This study's objective the overall level of job satisfaction who is practicing library and Information professionals in Haridwar Universities which influence job satisfaction or dissatisfaction among library information science professionals. Some important keys studies in this paper like as recognitions, salary, worker position, working hours, location, work environment and employee participation etc.

METHODOLOGY AND APPROACH

The present study data is collected from the Library Science Professionals working across the Haridwar six private or government Universities by the questionnaire method designed for LIS professionals. This data were purely collected by the distributing the questionnaire and personal interview. All the responses were received this data by the questionnaire within 15 days. 85 questionnaires were distributed but only 72 received 12 responses were not found.

Basic information about the respondents

It is a collection of basic information about the respondents which influence their satisfaction level of job. These values includes gender, age, professionals, working with organization, place where one is working, so on. The total responses were 85 only 72 library and information science professionals generated, 55.55% male and 45.55% female. And the respondents 5.55% are in the age of below 25 years, 50% are male and 50% female. This age groups of maximum number of respondent were both male and female. And the 12.96% of the respondents in age group of 26-35 years, in which 44.44% of male and 68.75% female respondents and the 38.88% respondents percentage was observed in the age group of 36-45 years, it is a first highest responded group male or female respondents. And the 46 to 55 years old respondents is 19.44% ,it is a second highest respondents percentages of male and female. The unaccepted response percentage in higher age group of different reasons. (See Table 1).

Table 1. Gender and age wise response distribution

Age Group	Total Responses %	Male		Femal		Satisfied			Dissatisfied		
		Total	R%	Total	R%	Male	Female	Agg	Male	Female	Agg
		%		%		(S%)	(S%)	(S%)	(S%)	(S%)	(S%)
Below 25 Year	4 5.55%	2 5%	50%	2 6.25%	50%	0	1 5.55%	25%	3 13.04%	0	75%
26-35 Year	18 12.96%	8 20%	44.44	10 31.25	68.75%	4 22.22%	6 33.33%	55.55%	4 17.39%	4 30.76%	44.44%
36-45 Year	28 38.88%	17 42%	60.71	11 34.37	65.63%	8 44.44%	7 38.88%	53.57%	9 39.13%	4 30.76%	46.42%
46-55 Year	14 19.44%	8 20%	57.14	6 18.75	81.25%	4 22.22%	3 16.66%	50%	4 17.39%	3 23.07%	50%
Above 55 Year	8 11.11%	5 12%	62.5	3 9.37	90.63%	2 11.11%	1 5.55%	37.50%	3 13.04%	2 15.38%	62.50%
Total	72	40 55.55		32 44.45%		18	18	50%	23 57.50%	13 40.63%	18.06%

R%-Response Percentage S%- Share Percentage

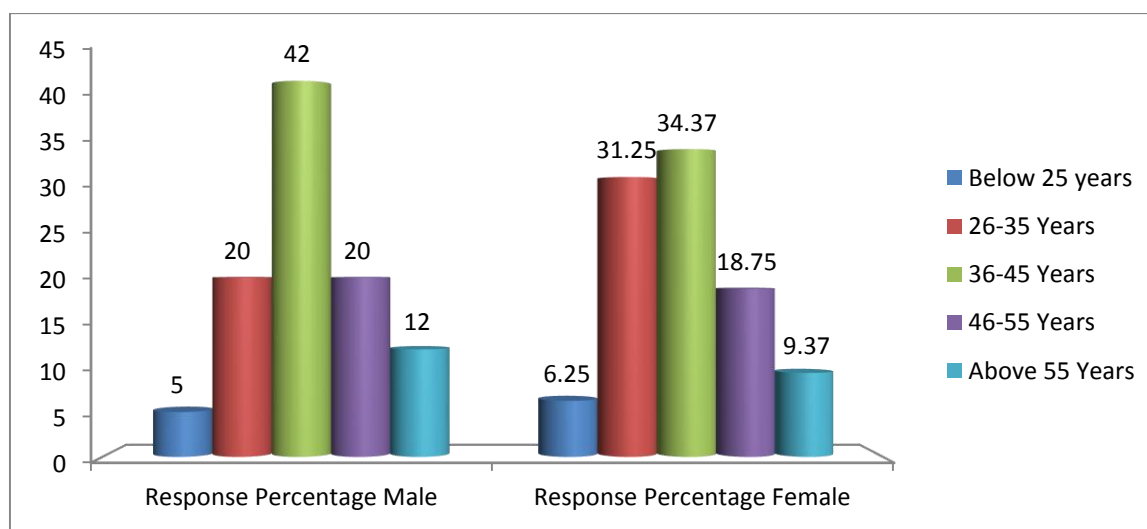


Fig .1 Gender wise response percentage in the age groups

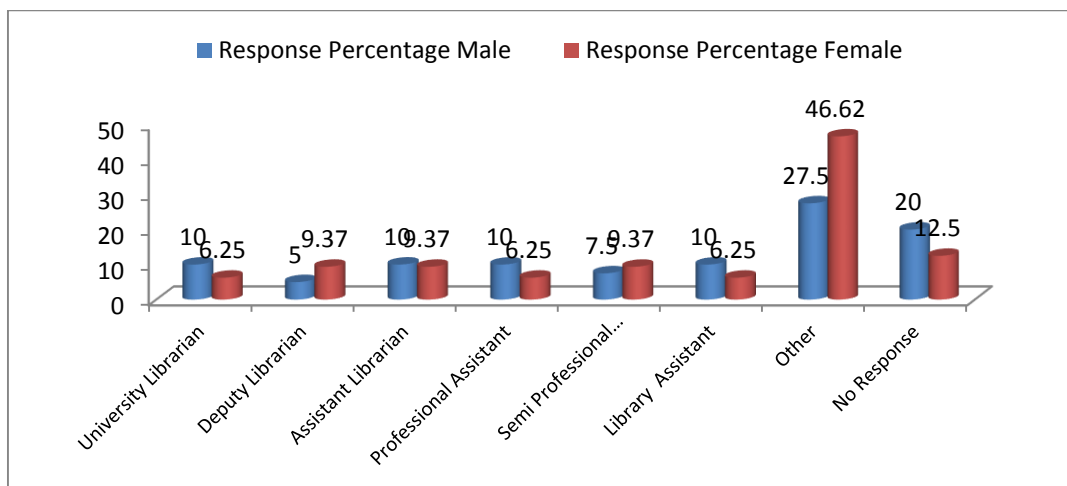
Table 2. Distribution on the basis of Designation

Designation	Total Responses %	Male		Femal		Satisfied			Dissatisfied		
		Total	R%	Total	R%	Male	Female	Agg	Male	Female	Agg
		%		%		(S%)	(S%)	(S%)	(S%)	(S%)	(S%)
University Librarian	6 8.33%	4 10.00%	66.66%	2 6.25%	33.33%	2 11.11%	1 5.55%	50%	2 8.69%	2 15.38%	66.66%
Deputy Librarian	5 6.94%	2 5.00%	40%	3 9.37%	50%	2 11.11%	2 11.11%	80%	1 4.34%	1 7.69%	40%
Assistant Librarian	6 8.33%	4 10.00%	66.66%	3 9.37%	50%	2 11.11%	2 11.11%	66.66	2 8.69%	1 7.69%	50%
Professional Assistant	6 8.33%	4 10.00%	66.66%	2 6.25%	33.33%	2 11.11%	2 11.11%	66.66%	2 8.69%	2 15.38%	66.66%
Semi Professional	6	3		3		2	1		1	1	

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Assistant	6.94%	7.50%	50%	9.37%	50%	11.11%	5.55%	50%	4.34%	7.69%	33.33%
Library Assistant	6	4		2		1	2		3	1	
	8.33%	10.00%	66.66%	6.25%	33.33%	5.55%	11.11%	50%	13.04%	7.69%	66.66%
Other	25	11		13		3	5		8	3	
	34.74%	27.50%	44.00%	40.62%	52%	16.66%	27.77%	32%	34.78%	23.07%	44%
No Response	12	8		4		4	3		4	2	
	16.66%	20.00%	66.66%	12.50%	33.33%	22.22%	16.66%	58.33%	17.39%	15.38%	50%
Total	72	40		32		18	18		23	13	

R% Response Percentage, S%-Share Percentage



.2 Gender wise representation of professional status of respondents

Study fact like in university respondents is very important for reputation and an employee is working in equally ensuring job satisfaction, as a arrange of interests of worker. The basic approach of an employee seeking job satisfaction level like as salaries, job security, welfare program and more many ensuring greater job satisfaction. In this Figures it emerges LIS professional in Haridwar has less then staff from the government universities.

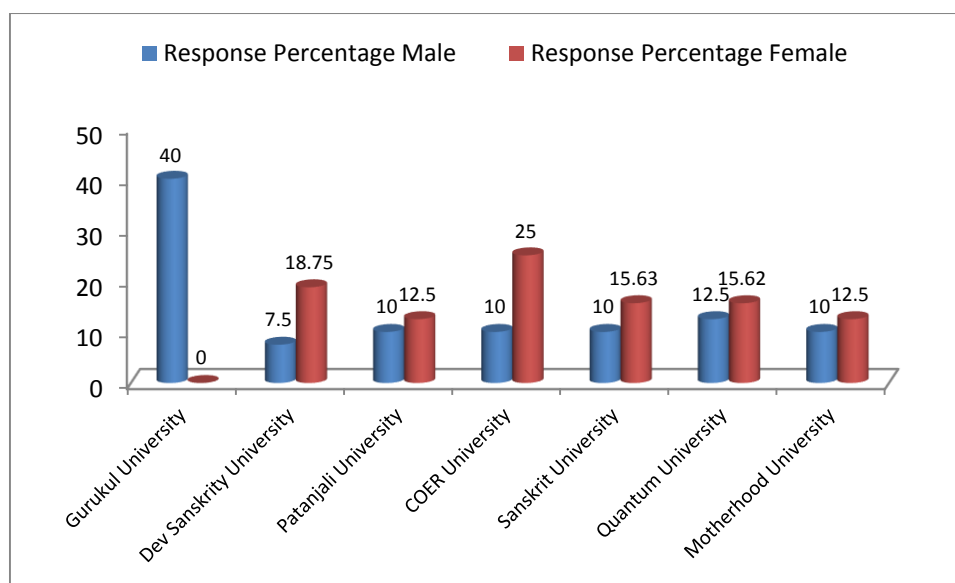
Table 3. Response Universities wise distribution

Designation	Total Responses %	Male		Femal		Satisfied			Dissatisfied		
		Total	R%	Total	R%	Male	Female	Agg%	Male	Female	Agg
		%	%	%	%	(S%)	(S%)	(S%)	(S%)	(S%)	(S%)
Gurukul University	16	16		0		10	0		6		37.5
	22.22%	40%	100	0	0	55.55%		6.25%	26.08		
Dev sanskrit University	9	3		6		1	2		3	3	66.66
	12.50%	7.50%	3333.00%	18.75%		5.55%	11.11%	44.44%	13.04%	23.07%	
Patanjali University	8	4		4		2	3		2	1	37.5
	11.11%	10%	50	12.50%		11.11%	16.66%	62.50%	8.69%	7.69%	
COER University	12	4		8		2	4		2	4	
	16.66%	10%	33.33	25%		11.11%	22.22%	50%	8.69%	30.76%	50
Sanskrit University	9	4		5		1	4		3	1	
	12.50%	10%	44.44	15.63%		5.55%	22.22%	55.55%	13.08%	7.69%	44.44
Quantum University	10	5		5		1	4		4	1	
	13.88%	12.50%	50	15,62%		5.55%	22.22%	55.55%	17.39%	7.69%	50
Motherhood	8	4		4		1	1		3	3	

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University	11.11%	10%	50		12.50%	5.55%	5.55%	37.50%	13.08%	23.07%	75
Total	72	40	55.55	32		18	18	50%	23	13	50%

RS-Response Share Percentage

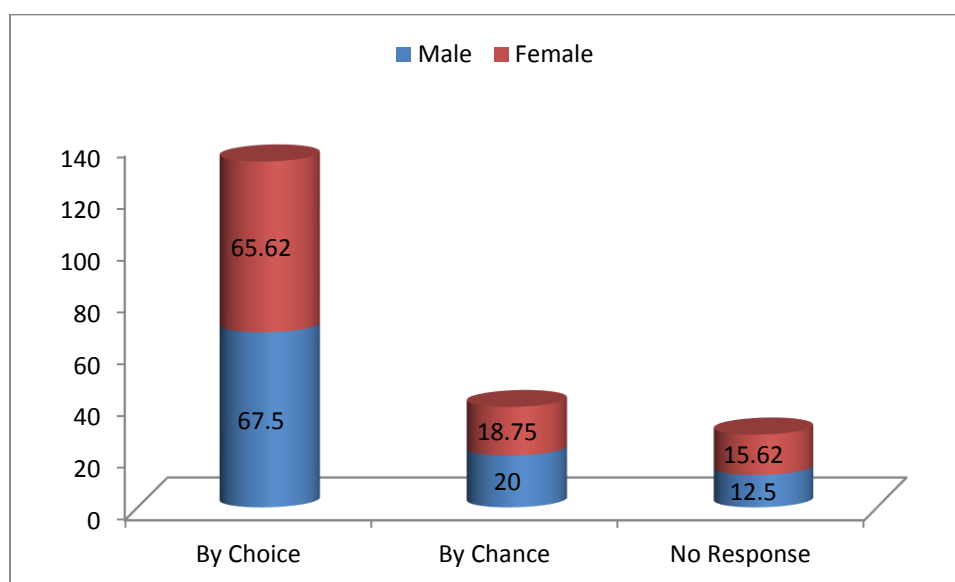


Percentage has been drawn from Universities wise

Recording of the level of job satisfaction 40% of mail of Gurukul University are mail and 7.5 % of mail in Dev sanskrit University or 18.75% female , 10% male or 12.5% femail in Patanjali University. !0% male or 25%female in CORE university, 10% male or 15.62 % in sanskrit university, !2.5 in male or 15.62% female in Quantam university and !0%male oe 12.5% female in motherhood university.

Table 4. Respondents entry in LIS profession

Option	Male (%)		Female (%)
By Choice	48 (66.66)	27 (67.5)	21 (65.62)
By Chance	14 (19.44)	8 (20)	6 (18.75)
No Response	10 (13.88)	5 (12.5)	5 (15.62)
Total	72	40	32

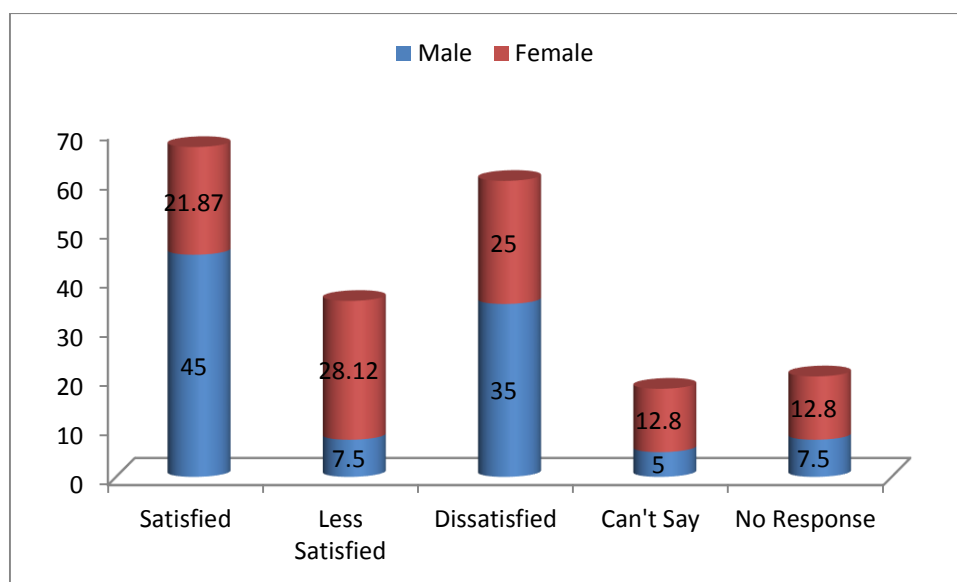


Representation of professional choice by respondents

While according the level of job satisfaction 67.5% of male or 65.62% of respondents they replied that they are enter in their LIS profession by choice and 20% of male or 18.75% of respondents enter by chance and 12% male and 15.62% of female do not responded.

Table 5. Job security is important for job satisfaction were asked respondents.

Option	Male (%)		Female (%)	
Satisfied	25 (34.72)	18 (45)	7 (21.87)	
Less Satisfied	12 (16.16)	3 (7.5)	9 (28.12)	
Dissatisfied	22 (30.55)	14 (35)	8 (25)	
Can't Say	6 (8.33)	2 (5)	4 (12.80)	
No Response	7 (9.72)	3 (7.5)	4 (12.80)	
Total	72	40	32	



45% male and 21.87% female responded of replied satisfied with their job, 7.5% male or 28.12% female responded less satisfied, 35% of male or 25% female responded are dissatisfied, 5% male or 12.8% female not responded.

Table 6 Agreements level with the Dissatisfaction of job with their present employee

Option	Male (%)		Female (%)	
Salary	54 (75)	36 (40)	18 (56.25)	
Award/Pormotion	42 (58.33)	34 (85)	8 (25)	
Work Invironment	45 (62.5)	36 (90)	9 (28.12)	
Recognition	43 (59.72)	24 (60)	19 (59.37)	
Working Hour	54 (75)	34 (85)	20 (62.5)	
Job Security	67 (93.05)	45 (112.5)	22 (68.75)	
Career Growth	54 (75)	34 (85)	20 (62.5)	
Work Life Balance	45 (5.55)	35 (87.5)	10 (31.25)	
Advancement	34 (47.72)	26 (65)	8 (25)	
All of Above	28 (38.88)	18 (45)	10 (31.25)	
No Response	32 (44.44)	23 (57.5)	9 (28.12)	
Total Responses	72	40	32	

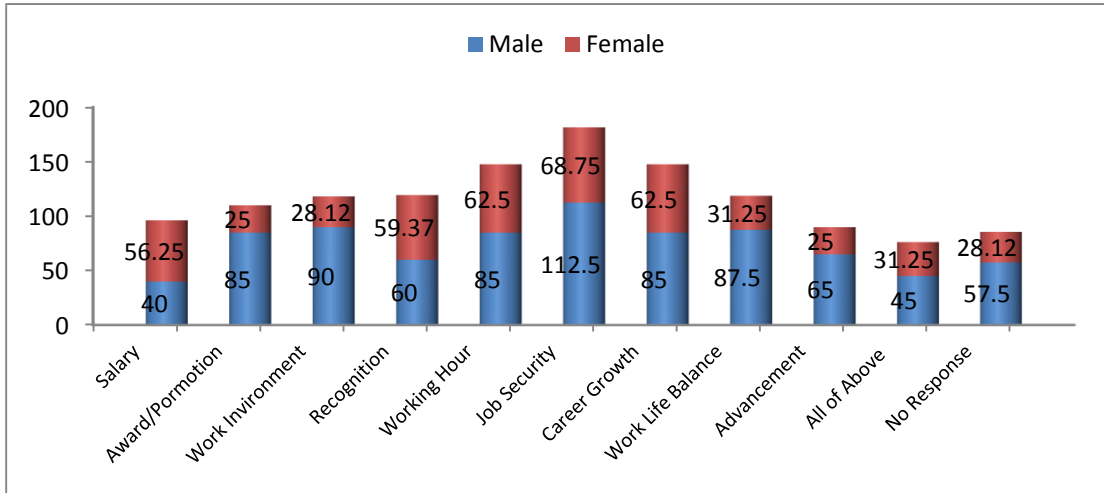


Table 7. Respondents thinking for leaving job.

Option	Male (%)	Female (%)
Always	49 (68.055)	24 (40) / 25 (78.12)
Sometime	10 (13.88)	6 (15) / 4 (12.5)
Never	6 (8.33)	5 (12.5) / 1 (3.12)
Can't say	9 (12.5)	3 (7.5) / 0
No Response	4 (5.55)	2 (5) / 2(6.25)
Total	72	40 / 32

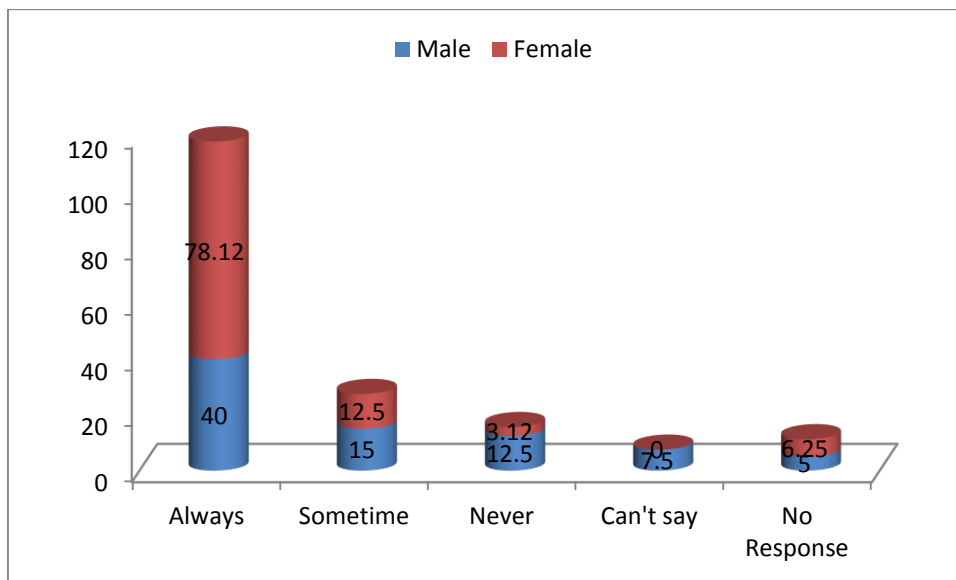
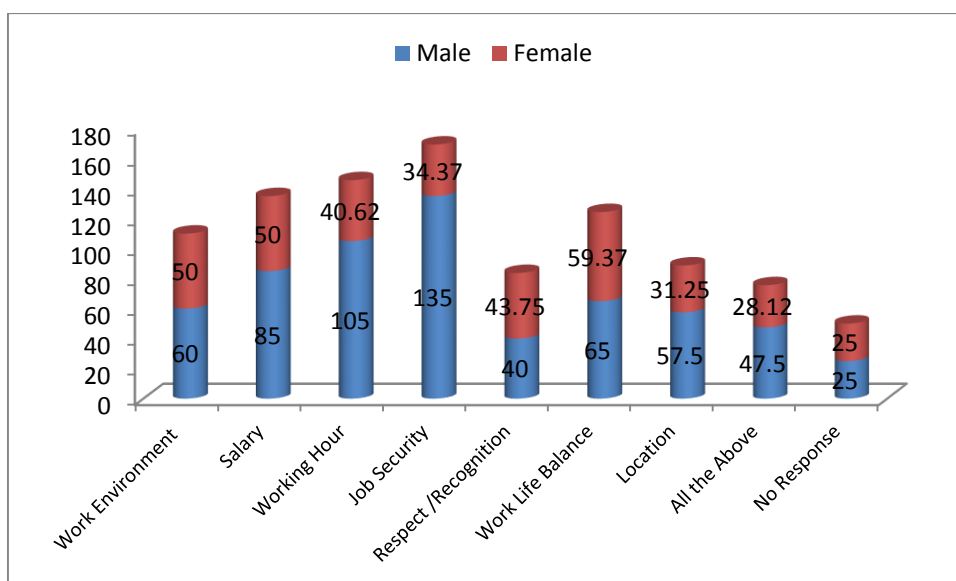


Table 8. Respondents were asked their Agreement of Administrative Interference in the library matters.

Option	Male (%)	Female (%)
Work Environment	40 (55.55)	24 (60) / 16 (50)
Salary	50 (69.44)	34 (85) / 16 (50)
Working Hour	55 (76.38)	42 (105) / 13(40.62)
Job Security	65 (90.27)	54(135) / 11 (34.37)
Respect /Recognition	46 (63.88)	32(40) / 14 (43.75)
Work Life Balance	45 (62.5)	26 (65) / 19 (59.37)
Location	33 (45.83)	23 (57.5) / 10 (31.25)

All the Above	28 (38.88)	19 (47.5)	9 (28.12)
No Response	18 (25.00)	10 (25)	8 (25)
Total	72	40	32



III. FINDING AND DISCUSSION

In this part from various reasons discussed in the level of job satisfaction or dissatisfaction. Familial displeasure do play their part and people suffering most of signs of dissatisfaction in workplace. Some people get some things, other need some other things. So we can say that what we are satisfied with today will not give continue satisfaction tomorrow. The Over ambitious behavior is a cause of job dissatisfaction Factors of job satisfaction like as , salary, working hour, interpersonal relationships and many other job seeking satisfaction. By the rating work environment of salary, we can say that it is not always reason for job satisfaction, Otherwise working hour, recognition, relationship and other fact which a important role for job satisfaction. Compare of male or female seek more satisfaction of work in working hourj job security, career growth and work life balance.

More than 65 .62% male and 67.5% female enter LIS profession by their choice and 18.75% or 20% only by chance. And more than 21.87% male or 45% female satisfied with their job, and 25% male and 35% female are dissatisfied with their profession.

IV. CONCLUSION

In Haridwar every of LIS professional enters by chance not by choice and every two third professionals of LIS have expressed their reading to change their career. At last we can say that all the components of job satisfaction life as salary, work environment, working hour, recognition and advancement these are play crucial role in job satisfaction for employee. And library staff mostly are not satisfied with their work, in private university library professionals doing extra work and pay scale is very low. So they always ready to change their if given the opportunity.

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