
The Impact of Job Satisfaction on Research Publications among LIS Professionals of SVKM Institutions in Mumbai City

Ravi N. Bellary

Deputy Librarian

NMIMS Deemed to be University, Vile Parle (W)

Mumbai – 400056, Maharashtra.

Email: rnbellary@gmail.com

Ramesh R. Naik

Professor

Dept. of Library & Information Science

Karnatak University, Dharwad – 580003, Karnataka.

Email: rRNAIK@gmail.com

Abstract

Job satisfaction is very important for all organizations including library and information center. The high level degree of job satisfaction motivates the employee to contribute more to their respective organization. It is believed that motivation leads to high level of productivity not only in terms of professionally even personal growth also. The present study narrates on job satisfaction correlates with research publications output among Library and Information Science (LIS) professionals. 50 LIS professionals were selected for the study based on the simple random sampling.

Keywords

Professionals; Job satisfaction; Library and information center; Research publications; SVKM, Library professionals; Mumbai, Productivity.

Electronic access

The journal is available at www.jalis.in



Journal of Advances in Library and Information Science
ISSN: 2277-2219 Vol. 7. No.2. 2018. pp.162-166

INTRODUCTION

Job satisfaction is a positive attitude towards the job, it plays the crucial role in ascertaining the productivity of the organization. The library and information center is a service oriented organization. It is observed that only satisfied LIS professionals can provide best possible services to their patrons. To increase the productivity of the LIS professionals' job satisfaction is very important in the educational institute. Yaya, et. al. (2016) argued that the ability to produce an item or service in the organization, it also refers to all efforts that an individual employee exerts towards the general production of goods and services of the organization with the least input of skills, labour, material, and machines.

Today LIS professionals are contributing lot literature in various fields of library and information science like information and communications technology, cyber law, open source, cloud computing, information package and much more due to engaging in the research work at various level. The University Grant Commission (UGC), New Delhi has given more importance for the publications in the Academic Performance Indicators (API) for career advancement scheme promotions for the LIS professionals. Another important reason for publications in academic is to build the reputation in the field. Jaensh (2017) argued that in Research Excellence Framework faculty publications are evaluated in order to provide ranking discipline wise in the educational institute. The present study explores the impact of job satisfaction on research publications of LIS professionals working at various level in SVKM, Mumbai.

SVKM, Mumbai

Shri Vile Parle Kelavani Mandal (SVKM) is a public charitable trust registered under Society's Registration Act and Bombay Public Trusts Act. The SVKM has always been committed to the cause of providing high quality education at various levels. From its humble beginning in 1934, when it took over the Rashtriya Shala, a school established in 1921 in the wake of the National Movement, the Mandal today has grown into a big educational complex imparting high-level education to more than 32,000 students.

Over the 80 years, the Mandal has developed a large educational complex in Vile Parle, Mumbai. With a strong vision and passion for the modern education

system, all SVKM institutes are state of the art, with ever expanding facilities, infrastructure and well-designed library. From its beginning with the Swadeshi Movement, the Mandal has grown into an educational foundation promoting global thinking consistent with national interest and promoting the values, professionalism, social sensitivity and dynamic entrepreneurship. It has established the several educational organizations to offer various level of educational programs in different disciplines. It also established institutes in Bangalore, Shirpur, Navi Mumbai, Indore and Hyderabad also.

SCOPE AND LIMITATION

The present study covered LIS professionals coming under the umbrella of SVKM, Mumbai campus only.

METHODOLOGY

The study was mainly based on the primary data collected from the LIS professionals working in SVKM, Mumbai through questionnaires. A well-structured questionnaire was sent to selected LIS professionals of SVKM, LIS professionals. The professionals were asked to tick mark against various statements listed in the questionnaire. To analysis the level of job satisfaction used five point scale measurements i.e. (VS)-Very satisfied, (S)-Satisfied, (NS)-Notsure, (D)-Dissatisfied & (VD)-Very dissatisfied

OBJECTIVES

The main objective of the study is to understand the how job satisfaction impact on the research publication output among LIS professionals working in SVKM institutions in Mumbai city.

LITERATURE REVIEW

The literature review is a very important tool to understand the background of the study. Here we present some of the very important literature related to job satisfaction of LIS professionals and productivity. Popoola (2007) examine the 300 record officers of 15 Federal Universities in Nigeria, how workplace, biographical and motivational factors affect the organizational commitment. Data analysis found that there were significant differences in organizational commitment on their material statuses, work motivation, and job tenure but not on their workplace and religious beliefs. The study concludes

with a recommendation that the record officers should adequately motivate and qualified manpower to be recruited to serve in the records officers of the Nigerian Federal Universities, to enhance their organizational commitment and work productivity. Talab and Mokshapathy (2011) analysis the impact of information communication technology on human resource development in library and job satisfaction of library professionals. Collected data reveals that information communication technology also impacts on library resources, operation as well as expectations of user groups. Authors suggest that it can also be utilized in work productivity and training of library professionals.

Whereas, Somvir and Kaushik (2012) examine those factors which are related to the high manner of job satisfaction among library workers working in private engineering and management colleges in Haryana state of 100 library professionals. The study indicated the characteristics of their job environments. The supervisory climate and the essential characteristics of the job itself are the two most important determinants of job satisfaction. The study suggests that a supervisory climate which permits a librarian to exercise initiative and professional judgment in the performance of the job is conducive to job satisfaction. Bellary (2014) discusses the factors that influence on job satisfaction of library and information science (LIS) professionals. The author identified three types of factors i.e. organizational factors, job-related factors, and personal factors. The study further says that LIS professional's job satisfaction can improve service quality and increase professional's satisfaction. In this case, higher authorities of the organization have turned their attention to providing different kinds of facilities to their employees to satisfy their employees. The study concludes that organizational factors are the most important aspect of job satisfaction of the employees in any organization.

However, Bellary and Naik (2016) explore the various motivations that enhance the level of job satisfaction. Authors adopted content analysis method for the study. The study reports eight motivational factors for library and information science professionals i.e. policies and procedures of an organisation, nature of work, pay scale, job security, recognition & reward system, a chance for developments, educational level and status and prestige. Verma and Singh (2017) discuss the trends in authorship pattern and degree of collaborative in *Journal of Librarianship and Information Science*. Study also reveals a noticeable

upward trend of a collaborative study in library science subject.

DATA ANALYSIS AND INTERPRETATION

The well designed questionnaire is divided into three parts to gather information from LIS professionals. 1. Background information, 2. Job satisfaction and 3. Research publications.

Background Information

To know background information about LIS professionals few questions were asked about gender, working position in the library and working experience.

Gender wise distribution of respondents

Determination of gender is very important in the study which helps identification of an individual in the organization.

Table 1: Gender wise distribution of respondents

Sr. No.	Gender	No. of Respondents
1.	Female	28 (56.00 %)
2.	Male	22 (44.00 %)
	Total	50 (100.00 %)

The table-1 reveals that gender wise distribution of respondents. It is observed that majority of the respondents are females 28 (56.00 %) followed by male respondents are 22 (44.00 %) in the organization.

Designation wise distribution of respondents

The SVKM has the fantastic infrastructure to cater the needs of the students. To know their position in the library a question was asked about their designation.

Table 2: Designation wise distribution of respondents

Sr. o.	Designation	No. of Respondents
1.	Librarian	15 (30.00 %)
2.	Deputy librarian	02 (04.00 %)
3.	Assistant librarian	33 (66.00 %)
	Total	50 (100.00 %)

The table-2 discuss respondents' designation in the organizations. It is found that majority of the respondents are working as an assistant librarian 33 (66.00 %) followed by 15 (30.00 %) respondents as a librarian and about 2 (4.00 %) respondents working as a deputy librarian in SVKM educational institute.

Working experience

It is observed that only experienced LIS professionals can provide innovative services in the library and information center. To know LIS professionals working experience a question was asked.

Table 3: Working experience of the respondents

Sr. No.	Designation	No. of Respondents
1.	05 to 15 years	15 (30.00 %)
2.	16 to 25 years	12 (24.00 %)
3.	More than 26	23 (46.00 %)
	Total	50 (100.00 %)

The table-3 reveals the working experience of the respondents. Majority of the respondents fall under more than 26 years of experience 23 (46.00 %), followed by 5 to 15 year of experience (30.00 %) and about 12 (24.00 %) fell under 16 to 25 years of experience.

Job Satisfaction

To analysis the job satisfaction of the LIS professionals, five point scale from 1 to 5 (i.e. (VS)-Very satisfied, (S)-Satisfied, (NS)-Not sure, (D)-Dissatisfied & (VD)-Very dissatisfied) was used for the following statements.

Table 4: Job satisfaction

Sr. No.	Statement	No. of Respondents					Total
		VS	S	NS	D	VD	
1.	Salary, leave benefits and promotions in the present position	35 (70.00)	15 (30.00)	0	0	0	50 (100.00)
2.	Working conditions in the library	40 (80.00)	10 (20.00)	0	0	0	50 (100.00)
3.	Social recognition for the profession	45 (90.00)	05 (10.00)	0	0	0	50 (100.00)
4.	Higher authority support for the library management	50 (100.00)	00 (00.00)	0	0	0	50 (100.00)

5.	Relation with coworkers	37 (74.00)	13 (26.00)	0	0	0	50 (100.00)
6.	Opportunity for professional growth	31 (62.00)	19 (38.00)	0	0	0	50 (100.00)
7.	Opportunity for personal growth	38 (76.00)	12 (24.00)	0	0	0	50 (100.00)
8.	Level of job satisfaction in the present position	41 (82.00)	09 (18.00)	0	0	0	50 (100.00)

Figures in parenthesis indicate percentage

The table-4 presents respondents opinion for job satisfaction. Majority of the respondents are very satisfied 35 (70.00 %) followed by 15 (30.00 %) respondents are satisfied for the 'salary leave benefits and promotions provided in the present position. It also found 40 (80.00 %) respondents are very satisfied and 10 (20.00 %) satisfied for the 'working conditions in the library. 45 (90.00 %) respondents are very satisfied and 5 (10.00 %) respondents are satisfied for the 'social recognition for the profession'. 50 (100.00 %) of respondents are very satisfied for the 'higher authority support for the library management. Data also reveals that 37 (74.00 %) of respondents are very satisfied and 13 (26.00 %) of respondents are satisfied for the relation with coworkers in the library. 31 (62.00 %) respondents are very satisfied and 19 (38.00 %) respondents are satisfied for the 'opportunity for professional growth' in the institute. 38 (76.00 %) respondents are very satisfied and 12 (24.00 %) respondents are satisfied for the 'opportunity for personal growth' in the institute. 41 (82.00 %) respondents are very satisfied and 9 (18.00 %) respondents are satisfied for the 'level of job satisfaction in the present position' in the organization.

Research publications of the LIS professionals

Publications are very important in academics even for LIS professionals also. The scholarly publications are essential for the professional development. To know opinion regarding publication output following questions were asked to the respondents.

Table 5: Research publications of LIS professionals

Sr. No.	Publications	No. of Respondents		
		Yes	No	Total
1.	Do you write research articles / book chapters regularly?	45 (90.00)	05 (10.00)	50 (100.00)

2.	Do you contribute research articles / papers in the conference / seminar regularly?	43 (86.00)	07 (14.00)	50 (100.00)
3.	Are you member of any editorial board of the journal publication?	04 (08.00)	46 (92.00)	50 (100.00)
4.	Are you author / co-author of any book?	08 (16.00)	42 (84.00)	50 (100.00)
5.	Are you member of any conference / seminar / workshop committee?	12 (24.00)	38 (76.00)	50 (100.00)
6.	Do you present your paper(s) in the conference / seminar?	34 (68.00)	16 (32.00)	50 (100.00)

Figures in parenthesis indicate percentage

The table-5 explore the research publications of LIS professionals. The data clearly indicate that majority of the LIS professionals produce quality publications. 45 (90.00 %) respondents write research articles / book chapters regularly, whereas 43 (86.00 %) respondents contribute research articles / papers in the conference / seminar regularly. The table also reveals that only 4 (8.00 %) respondents are the member of editorial board of the journal publication, followed by 8 (16.00 %) respondents perform as an author / co-author of the book. About 34 (68.00 %) of respondents present their paper(s) in the conference / seminar. It is also noticed that on an average 2 to 4 research articles / papers produced by the professionals in an academic year.

SUGGESTIONS

1. The LIS professionals should approach research grant agencies to do research in the area of library and information science.
2. Higher authority should motivate LIS professionals to attend the national and international conference / seminar.
3. LIS professionals should attend national and international conference to build their strong carrier in the field of library and information science and develop a strong network among LIS professionals.

CONCLUSION

Job satisfaction is influenced by various factors like age, gender, economic conditions, available resources, working conditions, support from higher authority and co-workers in the organizations. The only satisfied employee can fulfil the aim and objectives of the organizations. It is observed from the data analysis LIS professionals are satisfied with their job in their respective position and also higher authority motivated to publish research papers and articles in their interested field. The working conditions, support from higher authority and coworkers, an opportunity for professional growth impacts on the quality publication of the LIS professionals.

REFERENCES

- [1]. Bellary, R. N. & Naik, R. R. (2016). Motivational factors that contribute to the job satisfaction of library and information science professionals. *International Journal of Information Resources and Knowledge Management*, 3(1).
- [2]. Bellary, R. N. (2014). Factors influencing on job satisfaction of LIS professionals. *Conference Proceedings of Digital Shift: Making Libraries relevant for education and research*. 309-314.
- [3]. Jaensch, D. An introduction to academic publishing culture in the UK and the University of Essex.
https://www1.essex.ac.uk/journals/estro/submitti ng/documents/why_submit_why_publish_why_r eview.pdf (Retrieved on 2nd January 2018)
- [4]. Popoola, S. O. (2007). Workplace, Biographical and Motivation Factors Affecting Organizational Commitment of Records Officers in Nigerian Federal Universities. *African Journal of Library, Archives & Information Science*, 17(1), 33-44.
- [5]. Somvir & Kaushik, S. (2012). Job satisfaction among library professionals in Haryana State. *International Journal of Scientific and Research Publication*, 2 (5), 1-4.
- [6]. Talab, S. M. G. & Mokshapathy S. (2011). The impact of ICT on human resource development in university libraries. *SRELS Journal of Information Management*. 48 (2), 153 – 164.
- [7]. Verma, N. & Singh, K. (2017). Authors productivity and degree of collaboration in journal of librarianship and information science (JOLIS) 2010-2016. *International Journal of Library and Information Studies*, 7(4), 1-6.
- [8]. Yaya, J. A., Opeke, R. O., & Onuoha, U. D, (2016). Job Satisfaction as Correlates of Librarians' Productivity in Public University Libraries in Nigeria. *Library Philosophy and Practice (e-journal)*. 1418.