

Changing Role of College Libraries and Job Satisfaction in India Environment

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ABSTRACT

The role of librarian particularly college librarians which forms integral part of institutions imparting educational needs for the award of graduation in various disciplines and their level of satisfaction is discussed.

Keywords : College Libraries, Job Satisfaction, India, Environment

INTRODUCTION

The basic task of education to promote the powers of mind, acquisition of special skills and the advancement of knowledge but above all to generate in young generation, a sense of maximum dedication, confidence in them and faith in the country's future. The aim of education is both intellectual and spiritual development. According to Plato, 'the education should be to allow the individual to develop along the line of his own greatest power'. In ancient India, as in Europe in the Middle Ages, learning was closely connected with religious institutions and universities and colleges had their origin in the monasteries. Among the well known universities and colleges or centres of learning of that period mention may be made of Taxila and Nalanda in the North, Vallabhi in Kathiawad and Kanchi in the South of the country. There grew up a number of centres of higher education or colleges in the Hindu temples, especially in south India such as Salotgi in the Bijapur district and famous temple colleges at Ennayiram in the South Arcot district. It actually becomes a practice or rulers in south India to invite Brahmins to form centres of learning for higher education in Sanskrit and corresponding to these centres of Sanskrit learning in south India, Sanskrit school known as tools were established in Bengal,

Bihar and Uttar Pradesh. While some of these Hindu centres of learning in the East and South continued their work through the middle Ages, the Mohammedan rulers encouraged the establishment of colleges (Madarasas) at place like Lahore, Delhi, Rampur, Ajmer , Lucknow, Allahabad and others.

Historically as well as academically speaking it is clear that colleges have always played a very vital role in the country in the development of modern higher education since 1857 and the universities started establishing their own teaching departments. The number of colleges of 27 in 1857, 75 in 1882, 193 in 1902 and the number of colleges rose to about 650 at the time of independence with 18 universities. According to the UGC report for 1979-80, the number of colleges in the country, has arisen from 4272 in 197-76 to 4558 in 1979-80 with Arts, Science and Commerce colleges being 3085 in 1975-76 and 3306 in 1979-80. The total number of affiliated colleges in these subjects during 1979-80 year was 3217, the remaining 1341 being the university / constituent colleges in these as well as several other subjects. It would be significant to mention that of the total student enrolment of 2648579 during 1979-80, the colleges catered to the need of 88.5 % at the undergraduate level.

The college library is a heart of any institution to meet the curriculum and educational needs of the students and teaching faculty. The library is run by the Government of respective states and is also called the Commission rate of Collegiate Education, which aims to support the curriculum needs of the users. The Department of Collegiate Education is well organized system aimed at giving information to the various welfare schemes being taken up by the government for the sake of poor student. There are about 430 government first grade colleges, about 321 aided first grade colleges and about 800 unaided first grade colleges.

ROLE OF COLLEGE LIBRARIES IN EDUCATION

Libraries provide the incentive to the development of educational, social and cultural activities. Dr S.R.Ranganathan, the father of Library Science in India. “ Libraries are not mere store houses ; they are rich springs from which knowledge flows out to irrigate the wide field of education and culture”. A college library is expected to support the objectives of the college.

Thus the means that it must adequately serve the needs and requirements of the teachers and students all types of research providing reading materials. This can be achieved, if adequate resources, facilities and services are made available.

THE OBJECTIVES OF COLLEGE LIBRARY

- To provide appropriate books and reading materials as per the curriculum which helps the students in their studying as well as passing the examination.
- To encourage the students to widen their horizons
- To provide the teaching staff up-to-date information about their teaching subjects
- To develop and encourage the students to read more and more books and to aid and supplement education given in the classroom, and
- To develop human understanding among the students of their own cultures and also to know the cultural background of others countries.

A college is an institution of higher education, where an individual sharpens the intellect and unfolds the mysterious faculties of mind. It helps in exploring and developing talents and teaches how to live successfully in the society. The college library thus assumes important role in the process of college education. It is the heart in an academic institution with arteries running into all departments. A college library forms an important and integral part of the teaching process in the institution. The students who receive education in the institutions where libraries render effective service come out with wholesome personality, civic sense and contribute to the democratic process in our country. The library inculcates the habit of reading and develops love of books among students. It also helps to develop the habit of self-study among students.

A good college library not only serves the student community but also meets all educational and research needs of the teaching community. The quality of teaching and learning depends on the services of the college library and the library staff being alert and active in dissemination of the new knowledge that library acquires through various types of

graphic records. In view of important of the college library so that it becomes an intellectual hum of the institution both for students and teachers. Such a library will then become a ‘ temple of learning’.

As per the survey carried out to understand the extent of satisfaction and usefulness of library services among college libraries affiliated to Gulbarga University, it is found that, it is very clear that, Circulation services ($X=3.05$), Reference Service ($X=3.43$) and Newspaper clipping service ($X=3.10$) are satisfied rating as good in scale 4, while the rest of the information services below rating at scale 3, 2 and 1 as satisfactory, unsatisfactory and not at all. Thus, it is elicited from the results that the concept of excellent satisfaction towards various information services rendered by the college libraries are yet to achieve from the perspectives of users of the library and hence there is a need to modernize the library services with latest ICT gadgets and earmark to the tone of the user needs in a timely.

Table 1 : Extent of satisfaction and usefulness of library services

Library Services	Cant say		Un satisfactory		Satisfactory		Good		Excellent		Mean	
Circulation Services	118	10.3	206	18.0	419	36.7	304	26.6	96	8.4	3.05	
Reference Services	80	7.0	134	11.7	287	25.1	502	43.9	140	12.2	3.43	
Bibliographical Service	237	20.7	231	20.2	413	36.1	223	19.5	39	3.4	2.65	
Current Awareness service	164	14.3	245	21.4	268	23.4	392	34.3	74	6.5	2.97	
Selective Dissemination of Information	231	20.2	275	24.1	282	24.7	316	27.6	39	3.4	2.70	

service												
Index and abstracting services	161	14.1	207	18.1	369	32.3	317	27.7	89	7.8	2.98	
Internet service	239	20.9	359	31.4	346	30.3	140	12.2	59	5.2	2.49	
CD-ROM search facilities	240	21.0	344	30.1	348	30.4	138	12.1	73	6.4	2.53	
Newspaper clipping service	112	9.8	252	22.0	330	28.9	304	26.6	145	12.7	3.10	
Literature search service	234	20.5	208	18.2	328	28.7	237	20.7	136	11.9	2.85	

JOB SATISFACTION AMONG COLLEGE LIBRARIANS

Job satisfaction of the librarians, who have an important place in the information society, will affect the quality of the service they render. The concept of job satisfaction has numerous definitions.

Job Satisfaction can be defined as :

- Job Satisfaction as the sum of all negative and positive aspects to the individual's salary.
- His / Her physical and emotional working condition's the authority she/he has
- The autonomous usage of this authority, the level of success she/he has maintained and the rewards given due to their success
- The social statute maintained in relation with his/her job, and his/her relations with his/her colleagues and administrators individual elements do not result in the job satisfaction. Job satisfaction can only be maintained if all these elements exist in a place in harmony.

Job satisfaction will be used in this study as measurement instrument identifying nine facets of job satisfaction that are measured by

1. Pay – amount and fairness or equity of salary
2. Promotion – opportunities and fairness of promotions
3. Supervision – fairness and competence at managerial tasks by one’s supervisor
4. Benefits – insurance, vacation and other fringe benefits
5. Contingent rewards – sense of respect, recognition and appreciation
6. Operating procedure – policies, procedure, rules, perceived red tape
7. Coworkers – perceived competence and pleasantness of one’s colleagues
8. Nature of work – enjoyment of the actual tasks themselves
9. Communication – sharing information within the organization

MODELS OF JOB SATISFACTION

❖ Affect Theory

Edwin A Locke’s Range of Affect Theory (1976) is arguably the most famous job satisfaction model. The main premise of this theory is that satisfaction is determined by a discrepancy between what one wants in a job and what one has in a job. Further, the theory states that how much one values a given facet of work moderates how satisfied / dissatisfied one become when expectations are / aren’t met. When a person values a particular facet of a job, his satisfaction is more greatly impacted both positively and negatively, compared to one who doesn’t value that facet. To illustrate, if Employee A values autonomy in the workplace and Employees B is indifferent about autonomy, then Employee A would be more satisfied in a position that offers a high degree of autonomy and less satisfied in a position with little or no autonomy compared to Employee B. This theory also states that too much of a particular facet will produce stronger feelings of dissatisfaction the more a worker values that facet.

❖ Dispositional Theory

It is a very general theory that suggests that people have innate dispositions that cause them to have tendencies toward a certain level of satisfaction, regardless of one’s job. This approach became a notable explanation of job satisfaction in light of evidence that job satisfaction tends to

be stable over time and across careers and jobs. Research also indicates that identical twins have similar levels of job satisfaction.

A significant model that narrowed the scope of the Dispositional Theory was the Core Self-evaluation Model, proposed by Timothy A. Judge in 1998. Judge argued that there are four Core Self-evaluations that determine one's disposition towards job satisfaction. Self-esteem, general self-efficacy, locus of control and neuroticism. This model states that higher levels of self-esteem and general self-efficacy lead to higher work satisfaction.

❖ Two – Factor Theory (Motivator-Hygiene Theory)

Frederick Herzberg's two factor theory (also known as Motivator Hygiene Theory) attempts to explain satisfaction and motivation in the workplace this theory states that satisfaction and dissatisfaction are driven by different factors – motivation and hygiene factors, respectively.

Motivating factors are those are aspects of the job that make people want to perform and provide people with satisfaction. These motivating factors are considered to be intrinsic to the job or the work carried out and includes aspects of the working environment such as pay, company policies, supervisory practices and other working conditions.

CONCLUSION

Job Satisfaction thus occupies a greater significance in building high morale among the existing professionals for better productivity and services. Job satisfaction has its relevance with regard to boosting up the morale of the employees. It increases the efficiency and the work orientation of the employees. An appropriate amount of job satisfaction contributes to the achievements of the organization. Job appropriate decreases the absenteeism in the organization and brings with it a variety of positive consequences both for the individual and the organization. There is an urgent need to recognize the information needs to the students in the Colleges to meet their curriculum

information support and research work of teaching faculty and thus, the College libraries needs to upgrade information resources and services to satisfy these needs in as efficient and effective manner. The present degree college libraries should modernize their resources and services using ICT gadgets and automate their libraries as – well for effective information management and services to the user community.

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