

## JOB SATISFACTION OF LIBRARY AND INFORMATION SCIENCE PROFESSIONALS IN UNIVERSITY LIBRARIES IN KERALA

*A. Naseer*

**Dr. A. Naseer**

Reference Assistant (Higher  
Grade)

Kerala Agricultural University  
College of Agricultural, Vellayan,  
Thiruvanthapuram-695522,  
KERALA

Email: naseer976@gmail.com

The present study intends to find out the job satisfaction of Library and Information Science (LIS) professionals working in the eight-state universities of Kerala, India. A structured questionnaire on job satisfaction was developed and used to measure the job satisfaction of the LIS professionals. Data were collected from the two hundred and sixty-six regular LIS professionals. The study revealed that the lion's share of the professionals does not feel stress and strain while discharging their duties and responsibilities. The study found that the LIS professionals have a different level of job satisfaction and they are highly satisfied with their job. LIS professionals have the highest level of satisfaction in their relationship with clientele. However, they are dissatisfied with certain administrative policies of the universities towards their problems. The study is useful for planning, decision making, professional manpower development, excellent library and information services, and developing a sound organizational environment in library and information centers and job motivation of LIS professionals.

**Keywords:** Administrative Policy, Job Motivation, Job Satisfaction, Kerala, Library and Information Science, Organizational Climate, Strain, Stress, University.

### INTRODUCTION

Twenty first century universities are well equipped with the advanced infrastructure along with modern library facilities. Libraries are part and parcel of the contemporary university education. To cope up with the present scenario, the profession of librarianship is undergoing extensive change as a result of the technological advancement and digital disruption. University libraries are playing a prominent role in maintaining their position in the universities. Professional manpower is vital to the success and effectiveness of the library and information centers. The job satisfaction of employees determines the growth and development of the organization. It also enhances the morale of employees and helps to achieve the goals of the organization. Job satisfaction has a significant influence on the

employees to leave or remain in the organization. Satisfied employees are productive employees.

Employees are the assets of any organization. Organizations or institutions are ensuring job satisfaction by the expectation of their employees. Job satisfaction arises from the appraisal of the job. It is a pleasurable state of experience in one's job. Libraries are service-oriented institutions. It has a unique role in the higher education system. LIS (Library and Information Science) professionals have a prominent role in the collection, organization, preservation, retrieval, and dissemination of information to the clientele of the library. Job satisfaction is essential to make the LIS professionals to be committed to their job. Job satisfaction affects the quality of services rendered by LIS professionals. Sound organizational climate and effective motivation at various sections and levels of Library and Information Centres are needed to encourage job satisfaction of the professionals. In this context, the present study is aimed at investigating the job satisfaction of the LIS professionals in university libraries in Kerala by adding a new dimension in the field of library and information science research.

Job satisfaction is how the employees feel contentment regarding different aspects of their work in any organization. In the present study, various facets of job satisfaction and dissatisfaction with the perception of LIS professionals are examined. Additionally, the study explored stress and strain perceived by LIS professionals in discharging their duties and

responsibilities. Job security, working environment, career advancement, and remuneration are significant factors of job satisfaction. In Kerala, universities have a university library/central library, departmental libraries, study center libraries, and constituent college libraries. The essential qualification to become a library and information science professional in the universities of Kerala is a valid bachelor's degree in any subject and a recognized professional degree in Library and Information Science. University libraries have been recognized as a significant element in teaching, learning, extension, and research activities of the universities. These libraries support all the endeavors of the universities through its resources, services, and infrastructure. Thus, teachers, students, and research scholars of the universities can access and utilize all the relevant and pertinent information from the library. It is the bounden duty of the LIS professionals to provide access to the information to the right user at the right time in the right manner.

Locke (1976) defined job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. Job satisfaction is the gratification (in the sense of mental pleasure following from the satisfaction of needs, desires or hopes) that a person derives from the job that he is employed to (French and Saward, 1983). Job satisfaction is the extent to which an employee is pleased or satisfied with the content and environment of his work or is displeased or frustrated by inadequate working conditions and tedious job content. The process of improving job satisfaction is often known as

job enrichment, one of the special interests of occupational psychologists (Johannsen and Page, 1983). In the present study, job satisfaction refers to a pleasurable state or achievement perceived by LIS professionals in the working environment of their job.

## REVIEW OF LITERATURE

Gunasundari and Esmail (2019) examined job satisfaction of library staff working in arts and science colleges. The factors such as salary of the staff and salary with experience, the quantum of work, scale of pay, the safety of a job, the security of job and freedom of work were discussed in the study. The study indicates that there is an association among the library professionals and factors of job satisfaction in the colleges affiliated to Bharathidasan University, Trichy. Idiegbeyan-Ose et al. (2019) investigated the relationship between motivation and the job satisfaction of staff in private university libraries in South-West, Nigeria. The study adopted a survey research design, and total enumeration was used. The tool used was a questionnaire. The population consists of three hundred and sixty-one library staff. The results show that the job satisfaction of library staff was low, while their motivation level was high. The study also revealed the relationship between motivation and job satisfaction. The study recommended that staff should be recognized and motivated in terms of intrinsic motivation to increase their job satisfaction.

Sohail (2019) conducted a study on job satisfaction of library and information science professionals working in the government and

private sector libraries in Fiji. The survey method was used for the study. The purpose of the study was to find out major factors affecting career choices, level of job satisfaction, and perception of the general image of library professionals. The study reveals that females are more satisfied with their job as compared to their male counterparts. The study also found that experienced professionals have a high level of job satisfaction compared to other age groups. However, the professionals between the ages of 28 and 35 have an ignoble level of job satisfaction, compared to other age groups. Moreover, unmarried professionals possess an ignoble level of job satisfaction compared to married and the widow and separated professionals hold a high level of job satisfaction. Marasinghe and Wijayaratne (2018) evaluated the effect of gender differences in job satisfaction among the professionals of university libraries in Sri Lanka. The parameters considered for the study are work, co-workers, compensation, promotion, and supervision. The study consisted of one hundred and twenty-five library professionals of fifteen universities. The study indicated that there is a significant difference in job satisfaction between male and female are only in the parameter of supervision. There is no gender difference exists in other parameters of job satisfaction. But, equal treatment to both genders will help to achieve higher satisfaction.

Bellary and Naik (2018) examined the issues related to job satisfaction and associated factors of the Library and Information Science (LIS) professionals. The study shows that majority of the LIS professionals working in the management

institutes of Karnataka state are not satisfied with their job because of job security, salary, and career advancement systems. Pandita and Dominic (2018) assessed the application of ICT apart from improving the library services and activities in improving the job satisfaction. The study was conducted among the library and information professionals working in the higher education sector of the Jammu and Kashmir. The study used two hundred and sixty-four responses from the LIS professionals. In the study, 68.9 percent of respondents viewed that LIS professionals contribute significantly to the teaching and research activities. But, 61 percent of the respondents have satisfaction with the information technology infrastructure in their libraries. A total of 60.2 percent of respondents viewed that the application of information technology in libraries contributed to job satisfaction. However, 43.9 percent of respondents expressed that the LIS professionals working in the manual environment has lower levels of job satisfaction.

Kyumana (2017) measures the job satisfaction of IFM library staff. The study found that library staff experience moderate satisfaction with work itself, and job security is the factor that causes high satisfaction. Achievement, recognition, advancement, salary, responsibility, status, and relationship with supervisors and co-workers accounted for moderate satisfaction. The study pointed out that the working environment is the overwhelming factor for low satisfaction that leads to dissatisfaction with library staff. Establishment of the library board to include stakeholders from various faculties, including

students and management was recommended as a way to bridge the gap between library staff and academic community to facilitate service provision and job satisfaction. Swaminathan (2017) examined the relationship between characteristics and job satisfaction among arts college library professionals in Madurai district, Tamil Nadu. The questionnaire method was used for data collection. The study revealed that experienced professionals are more satisfied than less experienced professionals. However, professionals with higher qualifications are more satisfied with their job than the professionals with less qualification. The study found that majority of the professionals strongly agrees with job satisfaction levels.

Bellary and Naik (2016) analyzed literature related to job satisfaction of LIS professionals and discussed various issues related to job satisfaction. The study observed that only satisfied LIS professionals could provide innovative services. Esakkimuthu and Vellaichamy (2015) measured job satisfaction among library professionals working in engineering institutions in Tamil Nadu. Six components of job satisfaction were derived for the study. The results of the study indicate that library professionals were slightly satisfied with their nature of work. The major constraints to their job satisfaction are salary, promotion, denied access to benefits, and lack of job security. The study recommended a good salary package and more incentives to increase the level of job satisfaction.

## **OBJECTIVES OF THE STUDY**

The main objective of the study is to assess the job satisfaction of LIS professionals working

in the eight-state universities in Kerala. The following were specific objectives of the study.

1. To find out designation wise and gender-wise distribution of LIS professionals working in the university libraries in Kerala.
2. To study the stress and strain perceived by LIS professionals of libraries of selected state universities in Kerala.
3. To examine the level of job satisfaction perceived by LIS professionals of libraries of the universities in Kerala.
4. To assess job satisfaction along with the major areas of contentment and discontentment of LIS professionals working in the libraries attached to the universities in Kerala.

### **HYPOTHESES**

In pursuance of the above-mentioned objectives, the following hypotheses are formulated and tested.

- H1. LIS professionals are being perceived stress and strain while discharging their duties and responsibilities.
- H2. There is a significance that Library and Information Science professionals are dissatisfied with their job.

### **SCOPE AND LIMITATION OF THE STUDY**

Universities in Kerala have reached a significant number after the formation of the state in 1956. The universities included in the present study are University of Kerala (UoK), Thiruvananthapuram, University of Calicut (UoC), Thenjippalam, Mahatma Gandhi University, Kerala

(MGUK), Kottayam, Cochin University of Science and Technology (CUSAT), Kochi, Kannur University (KU), Kannur, Sree Sankaracharya University of Sanskrit (SSUS), Kalady, Kerala Agricultural University (KAU), Vellanikkara, Kerala Veterinary and Animal Sciences University (KVASU), Pookot. The study examined the contentment and discontentment features of LIS (Library and Information Science) professionals. Only regular LIS professionals were selected for the study. The study is limited to the period from 2014 to 2018. The universities with skeletal LIS professionals and the libraries of the newly established universities are exempted from the study.

### **RESEARCH METHODOLOGY**

There are thirteen state universities, central universities, deemed to be universities, and several higher educational institutions of national importance in Kerala. The state universities with full-fledged libraries and adequate Library and Information Science (LIS) professionals are selected for the present study. The study aims at identifying job satisfaction of all regular LIS professionals presently working in the university libraries in Kerala. The cadres of LIS professionals are Deputy Librarian, Assistant Librarian, Reference Assistant (Higher Grade) / Reference Officer (Higher Grade), Reference Assistant/Reference Officer, Technical Assistant / Professional Assistant Grade-I and Library Assistant / Professional Assistant Grade-II. A structured questionnaire was designed and used for data collection keeping in view of the objectives of the study. Census survey method was used for the study. A total of two hundred and

seventy-six questionnaires were distributed to all the members of the population. However, two hundred and sixty-six questionnaires are duly filled and returned. The response rate was 96.38 percent. The job satisfaction questionnaire measured the job satisfaction of LIS professionals of the selected universities. Moreover, related studies had been examined for the design of the research. Accordingly, the population of the present study consists of two hundred and sixty-six LIS professionals working in the eight-state universities in Kerala. The collected data were analyzed by using mathematical and statistical techniques.

## DATA ANALYSIS AND INTERPRETATION

### University - wise distribution of the Respondents

There are 385 sanctioned posts of LIS professionals in the selected eight state universities in Kerala. At present, 276 LIS professionals are working in the universities. Rest of the posts of the LIS professionals are lying vacant in the universities. The table 1 shows the details of the university wise distribution of the respondents chosen for the study. The table 1 depicts that 75 (28.20 percent) respondents are from the University of Kerala and 60 (22.56 percent) respondents are from the University of Calicut. The respondents from the Mahatma Gandhi University, Kerala are 42 (15.79 percent), and the Cochin University of Science and Technology is 35 (13.16 percent). Total respondents from Kannur University are 23 (8.65 percent). The respondents from the Sree

Sankaracharya University of Sanskrit are 15 (5.64 percent) and 10 (3.76 percent) respondents are from the Kerala Agricultural University. The respondents from the Kerala Veterinary and Animal Sciences University are 6 (2.26 percent). From the study, it is clear that majority of the respondents are from the University of Kerala. There are seven cadres among the LIS professionals in the state universities of Kerala. The respondents are requested to indicate their cadre.

**Table 1: University - wise distribution of the Respondents**

Sl. No.	Name of University	No. of Respondents	Percentage (%)
1	UoK, Thiruvananthapuram	75	28.20
2	UoC, Thenjippalam	60	22.56
3	MGUK, Kottayam	42	15.79
4	CUSAT, Kochi	35	13.16
5	KU, Kannur	23	8.65
6	SSUS, Kalady	15	5.64
7	KAU, Vellanikkara	10	3.76
8	KVASU, Pookot	6	2.26
<b>Total</b>		<b>266</b>	<b>100.00</b>

### Cadre - wise distribution of the Respondents

It is evident from the table 2 that there are seven designations in the university libraries in Kerala. The cadre of Librarian is lying vacant in all the universities. Next to Librarian is Deputy Librarian cadre, and the respondents working in the cadre of Deputy Librarian are 12, and Assistant Librarians are 77. The total number of Reference Assistants (Higher Grade)/Reference Officer (Higher Grade) is 5 and Reference Assistant/Junior Librarian/Reference Officer is 54. The

respondents working in the category of Technical Assistant/Professional Assistant Grade-I are 84 and 34 respondents are working in the category of Professional Assistant Grade-II/Library Assistant.

**Table 2: Cadre - wise distribution of the Respondents**

Sl. No.	Cadre	No. of Respondents	Percentage (%)
1	Librarian	Vacant	Zero
2	Deputy Librarian	12	4.51
3	Assistant Librarian	77	28.95
4	Reference Assistant (Higher Grade)/ Reference Officer (Higher Grade)	5	1.88
5	Reference Assistant/ Junior Librarian/ Reference Officer	54	20.30
6	Technical Assistant/ Professional Assistant Gr. I	84	31.58
7	Professional Assistant Gr. II/ Library Assistant	34	12.78
	<b>Total</b>	<b>266</b>	<b>100.00</b>

### Age-wise distribution of the Respondents

The table 3 shows the age-wise distribution of the respondents. Age is the main characteristic to find out the potential population. The respondents are classified into four age groups. It is particularized in the table 3. The table 3 indicates that 32.7 percent of the respondents are in the age group of up to 40 years, and 22.9 percent of the respondents are in the age group of 41-45 years. The respondents in the age group of 46-50 years is 22.9 percent, and the respondents are in the age group of above 50 years of age is 21.4 percent. From the study it is clear

that majority of the LIS professionals are below or up to 40 years. It shows that there is a scope for improving their job skills.

**Table 3: Age-wise distribution of the Respondents**

Sl. No.	Age group (In Years)	No. of respondents	Percentage (%)
1.	Up to or below 40	87	32.7
2.	41 to 45	61	22.9
3.	46 to 50	61	22.9
4.	Above 50	57	21.4
	<b>Total</b>	<b>266</b>	<b>100</b>

### Gender - wise distribution of the Respondents

Both male and female library and information science professionals were selected as respondents of the study. The table 4 presents the gender-wise distribution of the respondents. The table 4 reveals that female (55.6%) respondents are more than male (44.4%) respondents. Due to the expansion of higher education facilities, women have got enough opportunities to pursue higher professional qualifications in Library and Information Science.

**Table 4: Gender - wise distribution of the Respondents**

Sl. No.	Gender	No. of respondents	Percentage (%)
1.	Male	118	44.4
2.	Female	148	55.6
	<b>Total</b>	<b>266</b>	<b>100.00</b>

### Salary-wise distribution of the respondents

Salary is a significant factor in determining the job satisfaction of employees. LIS professionals working in the UGC/ICAR scale of pay and state scale of pay are selected as

respondents. Salary wise distribution of respondents is depicted in table 5. The table 5 shows that 46 respondents are working in the UGC/ICAR scale of pay, and the respondents working in the state scale of pay is 220. It shows that majority of the respondents are working in the state scale of pay. The post of the Librarian, statutory post, is lying vacant in all the libraries. There is no recruitment in the position of UGC/ICAR scale of pay of LIS professionals for a long time. In the state universities of Kerala, LIS professionals are normally appointed only through state scale of pay. They are subsequently promoted at higher levels.

**Table 5: Salary-wise distribution of the Respondents**

Scale of pay (In Rs.)	UGC/ICAR Scale of pay	
	No. of respondents	Percentage (%)
15,600-39,100	39	84.78
37,400-67,000	7	15.22
<b>Total</b>	<b>46</b>	<b>100.00</b>
Scale of pay (In Rs.)	State Scale of pay	
	No. of respondents	Percentage (%)
27800-59400	29	13.18
32300-68700	82	37.27
35700-75600	59	26.82
39500-83000	25	11.36
42500-87000	20	9.09
55350-101400	5	2.27
<b>Total</b>	<b>220</b>	<b>100.00</b>

### **Distribution of LIS Professionals based on perceived Stress and Strain**

The respondents are categorized based on their stress and strain in discharging their duties and responsibilities. The table 6 depicts the distribution of the LIS professionals who perceived stress and strain in discharging their duties and responsibilities. The table 6 states that

42 (15.8 percent) of the respondents have stress and strain in discharging duties of library and 204 (76.7 percent) respondents have not perceived any stress and strain in discharging their duties and responsibilities. It is evident that 20 (7.5 percent) respondents sometimes felt stress and strain in discharging their duties and responsibilities. Vij (2017) analyzed stress in libraries and suggested ways to manage the pressures and stress of LIS professionals in the digital library environment.

**Table 6: Distribution of LIS Professionals based on perceived Stress and Strain**

Sl. No.	Perceived Stress and Strain in Discharging Duties and Responsibilities	No. of respondents	Percentage (%)
1.	Yes	42	15.8
2.	No	204	76.7
3.	Sometimes	20	7.5
<b>Total</b>		<b>266</b>	<b>100.00</b>

### **Responses related to facets of Job Satisfaction among the Respondents**

The study attempts to investigate the level of job satisfaction among the LIS professionals of universities in Kerala. Nine statements are given to the LIS professionals to indicate the responses. The table 7 presents the responses related to various facets of job satisfaction among the respondents. The table 7 indicates that in *overall functions of the library*, the mean score of satisfaction is 3.80. It is significantly higher than the mean of the response scale. It means that library professionals are generally satisfied with the overall functions of their library. From the result, it can be inferred that the overall functions of the libraries are above average. The opinions

score for the statement that *my relationship with clientele of the library* is found to be the highest score of 4.09. It indicates that the library professionals have the highest level of satisfaction in their relationship with users of the library. The second important aspect of job satisfaction is on the *supervision of my job in the library*. The mean score of that aspect is 3.90. The other important aspect of job satisfaction in order of descending level are *getting satisfaction from the fulfillment of work* with a mean score of 3.78, *the overall working environment of our library* with a mean score of 3.70 and *users' satisfaction with facilities available in our library and job design in our library* with a mean score of 3.65 each. The lowest score is found for *administrative policies of our university towards the problems faced by library*

*professionals* with a mean score of 2.91. The result indicates that the library professionals are generally dissatisfied with the administrative policies towards solving the problems of library professionals. From the study it is observed that majority of the respondents were satisfied with their job except for administrative policies towards solving the problems of library professionals. Naseer (2019a) opined that authorities of universities have a significant role in motivating the job of LIS professionals of universities in Kerala, and there is no significant variation in the opinion of the LIS professionals in this regard. A similar study conducted by Naseer (2019b) which reveals that there exists a significantly high level of job enrichment among the library professionals of university libraries in Kerala.

**Table 7: Responses related to facets of Job Satisfaction among Respondents**

Sl. No.	Statements	Mean	SD	t	Sig.
1.	Overall functions of our library.	3.80	0.70	18.759	0.000
2.	Overall working environment of our library.	3.70	0.79	14.507	0.000
3.	Users' satisfaction with facilities available in our library.	3.65	0.73	14.367	0.000
4.	Administrative policies of our university towards the problems faced by library professionals.	2.91	0.90	1.703	0.090
5.	Professional development of LIS professionals in our university.	3.14	0.87	2.665	0.008
6.	My relationship with the clientele of the library.	4.09	0.56	31.949	0.000
7.	Supervision of my job in the library.	3.90	0.63	23.363	0.000
8.	Getting a degree of fulfilment of my work.	3.78	0.63	20.227	0.000
9.	Job design in our university library.	3.65	0.70	15.340	0.000

## CONCLUSION

Job satisfaction is one of the most significant aspects in the field of Library. Only well-satisfied professionals can make a positive contribution to the libraries attached to the universities. Job satisfaction can enhance the knowledge and skill

of LIS professionals, which results in the effective dissemination of information to the clientele. The present study is useful for planning, decision making, providing excellent library services, and to achieve the overall objective of the universities. The results of the study indicate

that majority of the LIS professionals in the universities of Kerala do not felt stress and strain while discharging their duties and responsibilities and also reveals that they have different levels of job satisfaction. The study indicated that the LIS professionals are highly satisfied with their job, and they have the highest level of satisfaction in their relationship with users of the library. However, the administrative policies of the universities towards the problems of LIS professionals are the area of discontent among the professionals. Hence, the results of the study accepted alternative hypotheses that majority of the LIS professionals do not perceive stress and strain in discharging their duties and responsibilities, and they are highly satisfied with their job. The study recommends that the administrative policies of the universities will identify the problems faced by LIS professionals in the area of their discontentment and take action to overcome these problems in the process of job satisfaction. This is essential to develop a sound organizational climate in university libraries and to enhance job satisfaction and job motivation of LIS professionals working in the university libraries.

## ACKNOWLEDGEMENT

The author would like to acknowledge the University of Kerala, Thiruvananthapuram for the facilities and support to carry out this study.

## REFERENCES

1. Bellary, R.N., & Naik, R.R. (2016). Job Satisfaction of Library and Information Science Professionals: An Expert's View. *Journal of Advancements in Library Sciences*, 3(3), 15-19.
2. Bellary, R.N., & Naik, R.R. (2018). Job Satisfaction among Library and Information Science Professionals of Management Institutes in Karnataka State. *Journal of Advancements in Library Sciences*, 5(1), 17-22.
3. Esakkimuthu, C., & Vellaichamy, A. (2015). Job Satisfaction among the Library Professionals in Engineering Institutions: An Empirical Study. *International Journal of Digital Library Services*, 5(1), 22-37.
4. French, D., & Saward, H. (1983). In *Dictionary of Management* (2<sup>nd</sup> ed.). London and Sydney: Pan books.
5. Gunasundari, V., & Esmail, S.M. (2019). Factors Impact on Job Satisfaction of Library Professional of Arts and Science Colleges Affiliated to Bharathidasan University: A Study. *Asian Journal of Information Science and Technology*, 9(1), 43-49.
6. Idiegbeyan-Ose., J., Opeke, R., Aregbesola, A., Owolabi, S., Eyiolorunshe, T.A. (2019). Relationship between Motivation and Job Satisfaction of Staff in Private University Libraries, Nigeria. *Academy of Strategic Management Journal*, 18(1), 1-13.
7. Johannsen, H., & Page, T G. (1983). *International Dictionary of Management*. New Delhi: Vision Books.
8. Kyumana, V. (2017). Measuring the Level of Job Satisfaction of Library Staff at the

- Institute of Finance Management, Tanzania: A Case Study. *International Journal of Business and Management Invention*, 6(11), 79-85.
9. Locke, E.A. (1976). *The nature and causes of job satisfaction*. In M. D. Dunnette (Ed.), *Handbook of industrial and organizational psychology* (pp. 1297–1349). Chicago, IL: Rand McNally.
10. Marasinghe, M.P.L.R., & Wijayaratne, A. (2018). The Impact of Gender Differences on Job Satisfaction of University Library Professionals. *Journal of the University Librarians Association of Sri Lanka*, 21(2), 1-20 DOI: <https://doi.org/10.4038/jula.v21i2.7905>
11. Naseer, A. (2019a). Job Motivation of Library and Information Science Professionals Working in Different Organizational Climate: An Investigative Study among University Libraries in Kerala. *Asian Journal of Information Science and Technology* 9 (S1), 31-36.
12. Naseer, A. (2019b). A Study on the Extent of Job Enrichment among University Libraries in Kerala. *Journal of Indian Library Association*, 55(2), 42-52.
13. Pandita, R., & Dominic, J. (2018). Impact of Information Technology on the Job Satisfaction of LIS Professionals: A Case Study of Jammu & Kashmir. *DESIDOC Journal of Library & Information Technology*, 38(2), 75-81.
14. Sohail, M. (2019). Job Satisfaction among Library and Information Science Professionals in Fiji. *DESIDOC Journal of Library and Information Technology*, 39(1), 47-53.
15. Swaminathan, K.S.M. (2017). Job Satisfaction among College Library Professionals in Madurai District: A Study. *Asian Review of Social Sciences*, 6(2), 1-4.
16. Vij, R. (2017). Management of Pressures and Stress on Library Professionals in 21st Century. *International Journal of Research in Humanities & Soc. Sciences*, 5(3), 82-88.

