

Quality of Work Life of Library Professionals in Selected Autonomous Engineering College Libraries of Hyderabad

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***Abstract** - The Quality of Work depends on the Quality of Work Life. It has been clear that one can accomplish his mission and provide the level of service the public demands only if we recruit and retain the best and the brightest and provide them with a work environment that supports them in getting their jobs done. Present study is selected autonomous engineering college of Hyderabad. Researcher found that majority respondents are male (63.16%) respondents, out of 38 professionals (52.63%) are Assistant librarians, Most o(71.05) of them completed MLisc. (55.26%) of the respondents are 36 to 45 age group people, and (68.42%) of the respondents are below 10 years experienced people. It is found that (60.53%) of the respondents are not permanent employment status. It is observed that (52.63%) of the respondents expressed their opinion 'No' on satisfaction of salaries on time.*

Keywords: Quality of Work Life (QWL), Autonomous Engineering College Libraries, Hyderabad, User studies,

Introduction:

In the changing environment of modern technological advancement the traditional concept of the library profession is subjected to rapid changes. The advent of computer, internet technology etc., overcome the existing concept of the profession. The user's demands are also changed according to the new development in the world wide. Consequently, the librarians are known as Information Professionals who collect and disseminate information to the users to cater their needs. In the present situation library professionals lack the deserving identity in their own organization as well as in the society as a prominent figure who collect and disseminate information to the users which add to the woes of the profession.

The Quality of Work depends on the Quality of Work Life. It has been clear that one can accomplish his mission and provide the level of service the public demands only if we recruit and retain the best and the brightest and provide them with a work environment that supports them in getting their jobs done. The phrase "Quality of Work Life" (QWL) has come in use recently to evoke a broad range of working conditions and the related aspirations and expectations of the employees. The QWL can be described as the subjectively perceived satisfaction in one's different aspects of work life as reported by the individual. It is an index

of what people find interesting and satisfying at their work. Quality of Work Life is a concern not only to improve life at work, but also life outside work. Hence it encompasses a wide variety of programmes and techniques that have been developed to endeavor to reconcile the twin goals of an individual and the organization, i.e. Quality of Life and organizational Growth. The Quality of Work Life has, therefore become key area of consideration now a days.

The adverse effects the stress situation vitiates the running of an organization. It creates unpleasant situations in the employer employee relationships as well as staff clientele relations may deteriorate, inaccuracies may develop in the work and so on. The serious effects of job stress could include employee absenteeism and burnouts, which may increase the work load of the fellow workers. The stress management has got enough significance in improving the quality of work life. The present study attempts to measure and identify the amount of job satisfaction the professionals derive and the stressors that accelerate the stress and burnout in the profession. The investigation is mainly carried out on a population of library professionals among engineering college libraries of Hyderabad region.

Review of Literature:

Anne Stevenson and Sarah Harper (2006) This paper investigate the possible effects of workplace stress in academics on the student learning experience, Findings – Stress can be seen to impact both negatively and positively on the student learning experience. Its very much close to the library because students are major part of user group. **Balasubramanian and Vasanthakumar (2011)**. The present study examines the issues related to the job satisfaction of the library professionals working in colleges imparting management education in and around Madurai, Tamil Nadu. Job satisfaction is a very important attribute which is frequently measured by organizations. The job satisfaction is the condition of establishing a healthy organizational environmental in an organization. Normally this depends on the economical, social and cultural conditions. This paper attempts to evaluate the job satisfaction of library professionals based on a questionnaire survey method. 65 questionnaires were distributed out of which 58 responses were received. In the 58, 3 were not fully completed; we take the sample size as 55 questionnaires for this analysis. The data analyzed indicates that library professionals are satisfied with their job. **Jayaprakash, Rekh and Rajendiran (2013)**. conducted a study to identify the work stress among library professionals in general employed in various institutions in and around India. Out of 19 respondents, the maximum number of respondents is pertaining to the age group in between 30-39 years by attaining the percentage of 52.63%. It is highlighted that 78.94% of respondents are Grade-I Librarians. This study highlights the result that maxim numbers of library professionals are experiencing the stress factor C, A, C, A, B. These factors are explained in this study. **Shefali and Rooma (2014)** study focuses on the subjective matter of QWL i.e. its key elements like job security, job performance, employee satisfaction etc. Quality of work life is a process in an organization which enables its members at all levels to participate actively and effectively in shaping organizational environment, methods and outcomes.

Objectives

- To find out the demographic profiles of the LIS professionals in autonomous engineering colleges of Hyderabad region.

- To know the quality of work life among Library Science Professionals
- To find out the availability of Physical, medical and transportation facilities in Autonomous Engineering College of Hyderabad.
- The study the job security among the LIS professionals.

Methodology:

This research was undertaken in 10 libraries in and around Hyderabad city, Telangana state using a questionnaire survey to study the quality of work life among library professionals working in autonomous engineering colleges imparting management education. Primary data collected from the questionnaire. 60 questionnaires were randomly distributed. Out of 60 questionnaires 38 were received. The collected primary data were kept into system by using the MS-Excel to analyze data and to generate tables.

Scope of the study

Present study is limited to only 10 autonomous engineering college library professional of Hyderabad city, which is given below table-1 represents. All colleges are in private engineering colleges around the Hyderabad city,

Table-1
Selected Autonomous Engineering Colleges of Hyderabad

S.No.	Name of the College	Year of Establishment
1	CMR College of Engineering & Technology	2002
3	Gokaraju Rangaraju Institute of Engineering & Technology	1997
8	JB Institute of Engineering and Technology	1998
4	Malla Reddy College of Engineering and Technology	2002
5	MLR Institute of Technology	2005
6	Sreenidhi institute of science and technology	1998
7	Vardhaman College of Engineering	1999
8	VNR Vignana Jyothi Institute of Engineering and Technology	1995
9	Geethanjali College of Engineering and Technology	2005
10	CVR College of Engineering	2000

Data Analysis

Demographic information of LIS Professionals

Table-2
Demographic Information

S.No.	Demographic Information	No. of Respondents (N=38)	%
Gender Distribution			
1	Male	24	63.16
2	Female	14	36.84
Professional Designation			
1	Librarian	8	21.05
2	Assistant Librarian	20	52.63
3	Library Assistant	10	26.32
Educational Qualification			
1	CLISc.	1	2.63
2	BLISc.	4	10.53
3	MLISc.	27	71.05
4	M.Phil.	1	2.63
5	Ph.D.	3	7.89
6	NET/SLET	2	5.26
7	Others	0	0.00
Age Group Distribution			
1	Below 25	1	2.63
2	25-35	13	34.21
3	36-45	21	55.26
4	46-55	3	7.89
Professional Experience			
1	Below 10 years	26	68.42
2	11-15 years	8	21.05
3	16-20 years	4	10.53

Table-2 shows that in distribution of gender was 24(63.16%) of the respondents are male and 14(38.84%) of the respondents are female. 20(52.63% of the respondents are assistant librarians, 10(26.32%) are library assistant and remaining 8(21.05%) are librarians. In educational qualification represents 27(71.05%) of the respondents have completed MLISc degree, 4(10.53%) of the respondents have completed BLISc., 3(7.89%) are completed Ph.D. , 2(5.25%) of the respondent are passed NET/SLET and only 1(2.63%) of the respondents completed CLISc. And M.Phil. Degree. Most of the 21(55.26%) respondents under 36 to 45 age group, 13(34.21%) are from the age group, between 25 to 35, 3 (7.89%) are from 46 to 55 age group and remaining 1(2.63%) respondents are from below 25 age group. Finally in the professional experience 26(68.42%) of the respondents are from below 10 years experience, 8(21.05%) are from 11 to 15 years experience, and reaining 4(10.53%) are from 16 to 20 years experience.

Employment status:

Table-3
Employment Status

S.No.	Permanent/ Temporary	No. of Respondents	%
1	Yes	15	39.47
2	No	23	60.53
	Total	38	100

Table-3 depicts the employment status of respondents, 23(60.53%) are they are not permanent employees and only 15(39.47%) of the respondents are permanent employees, quality of work depends on employment status.

Pay-scale structure of respondents

Table-4
Pay-Scale Structure

S.No.	Pay-Scale	No. of Respondents	%
1	UGC	6	15.79
2	Stat Govt.	2	5.26
3	AICTE-Scale	6	15.79
4	Fixed	12	31.58
5	Adhoc	12	31.58
	Total	38	100

Table-4 shows the pay-scale structure of the respondents, out of 38 respondents 12(31.58%) are 'Fixed' and 'Adhoc' basis working in the engineering colleges. 6(15.79%) of the respondents are working on 'UGC' and AICTE' scale, only 2(5.26%) of the respondents are working on State government scales. Majority of the respondents working on 'Fixed' and 'Adhoc' basis pay-scales.

Opinion on salaries

Table-5
Getting salaries on time

S.No.	Opinion	No. of Respondents	%
1	Yes	14	36.84
2	No	24	63.16
	Total	38	100

Question has been asked to respondents on opinion of are you getting salaries on time, their opinion presented in the Table-5. Out of 38 respondents 24(62.16%) opinion is 'No' that they are not getting salaries in time, only 14(36.84%) of the respondents expressed their opinion 'Yes'

Satisfaction about salaries:

Table-6
Satisfaction of salaries on time

S.No.	Opinion	No. of Respondents	%
1	Yes	18	47.37
2	No	20	52.63
	Total	38	100

Table-6 shows the satisfaction of salaries on time, majority 20(52.63%) of the respondents expressed their opinion 'No' they are not satisfied with salaries on time. 18(47.37%) of the respondents expressed their opinion 'Yes' they are satisfied with salaries.

Level of satisfaction on welfare programmes:

Table-7
Satisfaction level of physical infrastructure facilities

Gender	Highly satisfied	Satisfied	Not satisfied	Total
Male	2 (8.33%)	18(75%)	4(16.67%)	24
Female	2(14.29%)	8(57.14%)	4(28.57%)	14
Total	4	26	8	38
The chi-square statistic is 1.3049. df=2 The p-value is .520757. The result is not significant at $p < .05$.				

Table-7 shows the satisfaction level of physical infrastructure facilities like welfare, transportation, lunch rooms and wash rooms. Majority 18(75%) male respondents are satisfied and only 4(16.67%) respondents are not satisfied. 8(57.14%) of the female respondents satisfied with physical infrastructure facilities and 4(28.57%) of the respondents are not satisfied, chi-square result is not significant at $p < .05$ with the gender basis physical infrastructure facilities are not sufficient.

Findings:

- Majority respondents are male (63.16%) respondents, out of 38 professionals (52.63%) are Assistant librarians, Most o(71.05) of them completed MLisc. (55.26%) of the respondents are 36 to 45 age group people, and (68.42%) of the respondents are below 10 years experienced people.
- It is found that (60.53%) of the respondents are not permanent employment status.
- Majority (31.58%) of the respondents working on 'Fidex' and 'adhoc' pay-scale.
- It is observed that (52.63%) of the respondents expressed their opinion 'No' on satisfaction of salaries on time.

Conclusion:

Based on the finding the quality of work life of working library professional in autonomous engineering colleges of Hyderabad region is not satisfactory level. However important areas such as fair remuneration, facility provision for job performance and equal right issues were areas of dissatisfaction for the librarians. Quality of work life of librarians is not significantly related to gender, age, experience. The limitation of the study is on the sample size which may not be very representative for generalization to all librarians in Hyderabad.. Essentially, library professional quality of work life need to be a positive one in all areas and for all concerned for job retention and good productivity. It is therefore imperative that librarians map out advocating strategies to improve their work environment and also ensure adequate compensation.

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