

**A STUDY OF MONETARY GRATIFICATION**  
**ASSOCIATED WITH JOB SATISFACTION AMONG THE**  
**LIBRARY PROFESSIONALS IN MEDICAL, DENTAL AND**  
**AYURVEDIC COLLEGE OF RAJASTHAN: A STUDY**

**Rajpal Singh Rajpurohit\***

---

**Abstract**

Over the years a number of studies have been carried out to find out the significance and importance of job satisfaction for an employee. New dimensions of knowledge are added everyday and with increasing understanding of new variable and their interplay, the field of job satisfaction has become difficult to comprehend. The traditional notation of work is for living has changed. Because something is there beyond the money which is associated with work. An occupation where an individual has been involved provides many other things such as a sense of well being, doing something worthwhile and having some purpose and meaning in life. It brings some recognition and some identity in the society. A Man's work can be a major social device for his identification as a person. Much of his identity to himself as well as to others. Since the occupation/job/work of an individual is of such social significance, it is but natural for social scientists to focus their attention on the problem of job satisfaction.

**Key Words: Job Satisfaction, Library Professional Social Recognition, Library Professional Attitude.**

---

**\* (UGC-NET, M. Lib, PGDCA) Sr. Librarian Lachoo Memorial College of Science & Technology (Autonomous), Jodhpur**

## **Introduction**

To adopt the use of modern technology in the libraries such as computers, barcode readers, photocopy machines, projectors and other paraphernalia to meet the needs of the users and to maintain the speed, accuracy and reliability have a considerable impact on libraries to know a variety of technical know how in order to work on them and guide the users properly. The increased library techniques such as classification, cataloguing creation of library catalogues & indexes, compilation of bibliographies, providing access to various networks and on-line search and to other innovative forms necessitate the libraries to update themselves and to give proper training to the readers.

The increased research activity from single discipline to interdisciplinary and multi-disciplinary, solo research to group research and relay research are making the people depend more than ever before on the libraries and librarians in search of information. The variety of approaches of readers such as everyday approach, current approach and exhaustive approach are compelling the librarians to devise suitable services to meet the reader's needs. All these factors have a tremendous impact on the functioning of the professional staff working in the libraries in order to accomplish the aims and objectives of the organization in providing effective services. The effectiveness of the efficiency of library personnel in turn would largely depend up on their morale and job satisfaction.

### **1. Review of Literature**

Katna and Saibaba<sup>1</sup> argue that efficiency in any organization depends upon the motivation of the personnel. Concept of the motivation is yet to be applied in libraries. They further attempt to recognize the role of motivation of the libraries as in any organization and its considerations in redesigning library job elements. They analyze how the library job elements may be motivating the workers' performance. Saunders and Saunders<sup>2</sup> studied a pre-test and post-test group design in a public university library setting to study the impact of flexi time. Objective and subjective measures were employed. The study revised that satisfaction with promotions decreased. Flexi time has a favorable and significant effect on sick leave (that is, sick leaves decreased and the average length of vacation leaves increased. The results are mixed on performance, and are favorable and approached significance for anxiety.

Jakubicek's<sup>3</sup> observations reveal that young librarians do not find particularly established library staff helpful; some library collectives seem to find it difficult to accept new librarians. Isacco<sup>4</sup> finds that physical working conditions are a factor which can lead to job dissatisfaction. Public service employees, like librarians, work in the most demanding of environments. If off—duty space provides no privacy, and they have no participation in work space planning, the possible dissatisfaction might contribute to "burnout". The work discusses several studies on the effect of work environment on the staff morale and productivity and considers the relevance of their finding to library staff conditions. Decker<sup>5</sup> in his paper "Quality of Work Life" (QWL) in libraries, discusses who is affected by QWL; why is QWL important; and what factors determine QWL, He concludes that just as the patron has a right to quality service from the librarian, so also the librarian has a right to quality work life. Hegg<sup>6</sup> surveys Midwestern academic libraries to determine the involvement of librarians in continuing education activities and their level of job satisfaction. The findings indicate that participants in credit courses, work shops, and writing for publication are more satisfied than non- participants, although convention attendee's are less satisfied than their peers.

Bengston<sup>7</sup> and Shields apply/use the predictive model developed by Marchant in 1970 to participative management and job satisfaction to the librarians at Brigham Young University. They find that Academic librarians feel better about their relationships with university administration and direct supervisors when the management of library is more participative. They also feel more satisfied with their relationship to library clientele when a higher percentage of librarians work in the library. They conclude that greater overall satisfaction of librarians can be predicted from increased satisfaction with duties, supervisory relationship, increasing opportunity for salary and relations with their clientele. Nandy<sup>8</sup> analyses several studies on job satisfaction in the library field. He describes 3 methods : job enrichment, job enlargement and job rotation for increasing job satisfaction. The study finally asserts that job satisfaction leads to the effective functioning of the individuals and the organization as a whole. The study further suggests that it is a good policy for any organization to ensure job satisfaction which can generate a favorable climate to repair employee-employer strained relationship.

Shyu<sup>9</sup> conducted a study to investigate the level of job satisfaction of the working staff of the University library by administering a questionnaire to 312 employees in the libraries of 16 universities. The study concluded that the library employees did not achieve job satisfaction. Education and department affiliation variables and marital status and university category variables produced few differences among the respondents in job satisfaction; and job satisfaction scores differed significantly by sex, age, professional education, supervisory level, tenure and career orientation. Water<sup>10</sup> makes a case study of the effects of new technology on the employees of a university library. The factors which constitute job satisfaction are identified. The methods by which the employees' job satisfaction and prestige and self-esteem were measured are described. The results indicate that automation has not brought about job dissatisfaction or affected self-esteem of most employees, and that social relationships are unchanged.

## **2. Scope and Limitation of The Study**

The study addresses Medical, Ayurveda & Dental libraries in Rajasthan state, these are well developed than other academic, particularly college and University libraries in terms of job satisfaction. The 24 Medical, Ayurveda & Dental Colleges libraries of Rajasthan are selected for the study.

## **3. Objective of The Study**

The main objectives of the study are:

1. To assess the level of job satisfaction of librarians among the Medical & Dental college Library Professionals of Rajasthan;
2. To assess the level of job satisfaction of library professionals and semi-professionals;
3. To find out monetary gratification of the librarians/library professionals within and outside their organizational structure;

## **4. Research Methodology**

Three methods viz., questionnaire surveys and semi-structured interviews with librarians, staff and observational visits in the libraries will be used in data collection. A survey method based on a structured questionnaire will be used for the study which will be circulated to library staff. The

purpose of questionnaire will be to obtain data regarding the job satisfaction and services in Medical & Dental College Library Professional in Rajasthan. The questionnaire will be distributed to staff with a covering letter indicating the significance of the study and the intended plans for the results and data collection. The study will confined only to Medical & Dental Ayurvedic college Library Professional in Rajasthan. The names, administrative status and addresses of libraries for the study. Information was verified telephonically and through personal visits. Twenty four libraries selected for the study. The data collected through questionnaires will be converted into machine –readable form and imported into the statistical analysis package, SPSS. The data will be analyzed and inference made based on various standard statistical methods. The respondents will be asked to select multiple answers for the job satisfaction and services.

## 5. Data Analysis

### 5.1 Monetary Gratifications

The compensation policies and programmes affect the employee's commitment to the organisation. However fascinating the individual's job assignment may be, he must be paid properly. A large part of compensation that people receive from work is monetary. Hence the monetary gratifications influence the job satisfaction of the employees which, in turn, affect the performance of the employees.

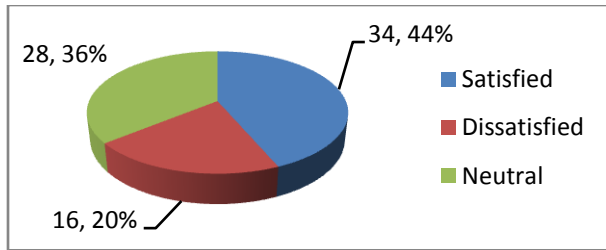
Therefore, the monetary gratifications of the study population has been assessed in order to measure the level of job

satisfaction of library professionals by taking the following aspects in to consideration:

1. Salary Benefits,
2. Leave Benefits,
3. Retirement Benefits, and
4. Career Advancement Benefits

Table -1: Cumulative Distribution of Satisfaction with regard to Monetary Gratification

S. No.	Level	No. of Staff
1	Satisfied	41(52.56%)



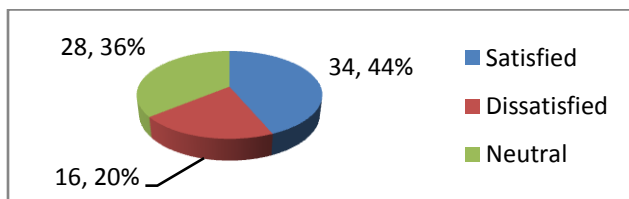
2	Neutral	22(28.20%)
3	Dissatisfied	15(19.23%)
4	Total	78(100%)

Table -1 shows the distribution of satisfaction with regard to monetary gratification. Out of the 78 respondents, 52.56% are satisfied, 28.20% are neutral and 19.23% are dissatisfied with the present monetary gratification. Therefore, it is inferred that the half of the respondents are satisfied with regard to monetary gratification.

## 5.2 Salary Benefits

Salary is an important component for getting satisfaction in their respective jobs. It is an important component under monetary gratifications. It plays a vital role in the employment. Hence, to assess this factor the relevant questions were framed and the respondents were asked to answer the structured questions. In this factor the following items were included to ascertain the level of satisfaction from the respondents salary, pay scale, increments, salary revisions. The term salary includes pay and allowances.

Table -2: Cumulative Division of Satisfaction with regard to Salary Benefit



S. No.	Level	No. of Staff
1	Satisfied	47(60.25%)
2	Neutral	18(23.07%)
3	Dissatisfied	13(16.66%)
4	Total	78(100%)

Table - 2 shows the distribution of satisfaction with regard to Salary Benefit. Out of the 78 respondents, 60.25% are satisfied, 23.07% are neutral and 16.66% are dissatisfied with the present Salary Benefit. Therefore it is inferred that half of respondents are satisfied with regard to Salary Benefit.

### 5.3 Leave Benefits

Questions were framed to assess the answers from the respondents. They pertain to leave policy, leave encashment, leave travel concession, leave compensatory policy, etc.

Table -3: Cumulative Division of Satisfaction with regard to Leave Benefit



Table -3 shows the distribution of satisfaction with regard to leave benefits. Out of the 78 respondents, 76.92% are satisfied, 14.10% are neutral and 8.97% are dissatisfied with the present leave benefits. Therefore, it is inferred that half of the respondents are satisfied with regard to leave benefits.

### 5.4 Retirement Benefits

It is assessed through a questionnaire with structured questions to what extent they are satisfied with the retirement benefits such as pension, gratuity, provident fund etc

Table -4: Cumulative Distribution of Satisfaction with regard to Retirement Benefit

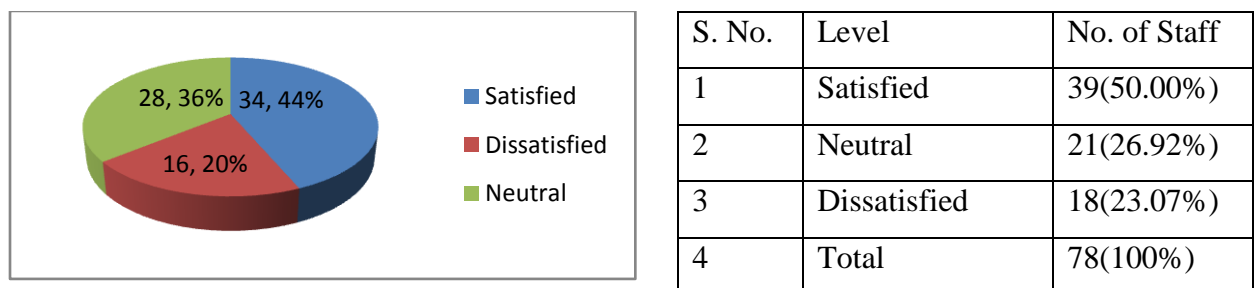


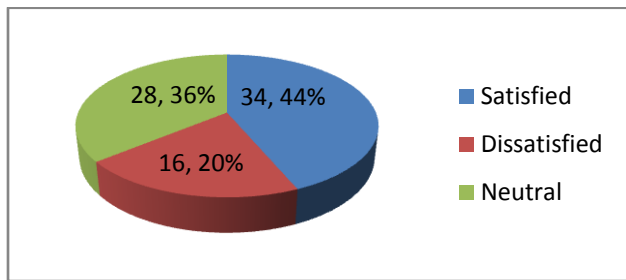
Table -4 shows the distribution of satisfaction with regard to Retirement Benefit. Out of the 78 respondents, 50.00% are satisfied, 26.92% are neutral and 23.07% are dissatisfied with the present Retirement Benefit. Therefore, it is inferred that half of the respondents are satisfied with regard to Retirement Benefit.

### 5.5 Career Advancement Benefits

The Career advancement benefits such as career advancement/promotions, higher qualification benefits, FIP, etc., have been assessed with the help of structured questionnaire.

Table -5: Cumulative Distribution of Satisfaction with regard to Career Advancement Benefits

Table -5 shows the distribution of satisfaction with regard to Career Advancement. Out of the 78 respondents, 43.58% are satisfied, 35.89% are neutral and 20.51% are dissatisfied with the present Career Advancement. Therefore, it is inferred that half of the respondents are satisfied with Career Advancement.



S. No.	Level	No. of Staff
1	Satisfied	34(43.58%)
2	Neutral	28(35.89%)
3	Dissatisfied	16(20.51%)
4	Total	78(100%)

## 6. Conclusion

Job satisfaction refers to a general attitude resulting from various specific attitudes to job factors, social factors, monetary factors, group relationships, etc. Thus, job satisfaction is the result of various attitudes of the employee which he holds towards his job and related factors. Job satisfaction contributes significantly to employee productivity and morale. The organizations which take care to develop individual attitudes among employees which contribute to job satisfaction will be benefited substantially.. It is in this context that the present study explores job satisfaction among the library professionals.

## References

1. Katna, A.K. and Saibaba, B. : Motivation in Libraries. Library Herald 23(2 & 3) , 1984, 99-102.
2. Saunders, Carol Stoak and Saunders, Russell : Effects of flexitime on sick leave, vacation leave, anxiety, performance and satisfaction in a library setting. Library Quarterly 55(1), 1985, 71-88.



3. Jackubicek, Milan: A seminar for recent graduates from Librarianship Colleges. *Ctenar*, 37(12), 1985, 52.-70.
4. Isacco, Jenne M. Work spaces, satisfaction and productivity in libraries. *Library Journal* 110(8), 1985, 51-58.
5. Decker, Jean S. QWL in academic/research libraries. *Technical Services Quarterly* 3(1/2), 1985, 51-58.
6. Hegg, Judith L : Continuing education : a profile of theacademic librarian participant. *Journal Library Administration* 6(1), 1985, 45-63.
7. Bengston, Dale Susan and Shields, Dorothy A test of Merchant's predictive formulas involving Job satisfaction. *Journal Academic Librarianship* 11(2), 1985, 88-92.
8. Nandy, Subodh Gopal Job satisfaction of the library professionals. *Jferazd of Library Science* 24(4), 1985, 295- 300.
9. Shyu, Jin-Fen : A study on Job satisfaction of the University Library staff in the Republic of China. *Journal of Library and Information Science (USA/Taiwan)*, 11(2), 1985, 207-234.
10. Water, David : Assessing the impact of new technology on library employees. *LASIA* 17(1), 1986, 20-27. 44.