

A Study of Job Satisfaction of Paramedical College Librarians of Central Gujarat

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Abstract- Job satisfaction of librarians plays a significant role in determining the quality of information services, staff retention, and overall academic productivity. This study investigates the job satisfaction levels of librarians working in paramedical college libraries in central Gujarat. Data were collected from 100 librarians through a structured questionnaire and analyzed using descriptive statistics, t-tests, and ANOVA. The results reveal that librarians are moderately satisfied with their jobs. Higher levels of satisfaction were found in professional autonomy and interpersonal relations, whereas lower satisfaction was reported in remuneration, promotion opportunities, and recognition. The study concludes with recommendations for enhancing job satisfaction, such as salary review, career development initiatives, improved infrastructure, and recognition programs. Addressing these aspects will help strengthen library services in paramedical colleges and ultimately improve teaching and learning outcomes.

Keywords- Job satisfaction, librarians, paramedical colleges, Gujarat, academic libraries, organizational factors

I. INTRODUCTION

Libraries are the backbone of higher education institutions, providing essential support for teaching, learning, and research. In paramedical education, where students rely on updated resources for practical training and academic development, the role of librarians becomes even more crucial. The job satisfaction of librarians is directly linked to the quality of services they provide. Dissatisfied staff may demonstrate lower productivity, reduced commitment, and weaker service delivery. This study examines the factors influencing job satisfaction among librarians in paramedical college libraries of central Gujarat.

II. REVIEW OF LITERATURE

Previous studies emphasize that remuneration, working conditions, promotion policies, and professional development are significant determinants of job satisfaction among library professionals. Mukherjee (2010) highlighted that Indian academic librarians often face challenges such as limited budgets, lack of recognition, and fewer professional opportunities. Similar trends are observed in paramedical and nursing colleges, where libraries may not receive adequate priority compared to clinical facilities.

III. OBJECTIVES OF THE STUDY

1. To assess the overall job satisfaction levels of librarians in paramedical college libraries of central Gujarat.
2. To identify major factors influencing satisfaction, including salary, working conditions, autonomy, recognition, and professional development.
3. To compare satisfaction levels based on demographic and institutional variables.
4. To recommend measures to improve job satisfaction and enhance library services.

IV. METHODOLOGY

The descriptive survey method was employed. A sample of 100 librarians was selected from 25 paramedical colleges in central Gujarat using purposive sampling. A structured questionnaire consisting of demographic information and job satisfaction items (30 statements on a 5-point Likert scale) was administered. Data were analyzed using descriptive statistics, t-tests, and ANOVA at a 5% significance level.

V. RESULTS AND FINDINGS

- Overall Satisfaction: Mean score = 3.21 (Moderate satisfaction).
- High Satisfaction Areas: Professional autonomy (M = 3.68) and interpersonal relations (M = 3.54).
- Low Satisfaction Areas: Remuneration (M = 2.57) and recognition (M = 2.82).
- Institutional Differences: Government-aided librarians reported higher satisfaction in job security and pay compared to private institutions ($p < 0.05$).
- Experience Factor: Librarians with more than 10 years of service showed higher satisfaction than early-career professionals.
- Qualification Factor: Higher qualifications (MLISc/PhD) were positively correlated with professional growth satisfaction.

VI. DISCUSSION

The findings indicate that while librarians enjoy autonomy and supportive relationships with faculty and colleagues, dissatisfaction arises from inadequate salary structures, limited professional development, and lack of recognition. Similar patterns are reported in other Indian higher education studies. In paramedical institutions, especially private ones, financial constraints and lack of policy attention towards libraries appear to be key issues.

VII. RECOMMENDATIONS

1. Review and improve salary and promotion policies.
2. Organize regular training programs and professional development workshops.
3. Invest in library infrastructure and ICT facilities.
4. Reduce non-library clerical workload for librarians.
5. Establish recognition and award systems for library staff.
6. Develop structured career pathways for librarians.

VIII. CONCLUSION

The study concludes that librarians in paramedical colleges of central Gujarat experience moderate job satisfaction, with notable dissatisfaction in remuneration and recognition. Implementing the suggested measures will improve morale, enhance

service quality, and ultimately support academic excellence in paramedical education.

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