Effect of job satisfaction among library employees working in Kanchipuram district : evidence from non-cash variables

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ABSTRACT

Job satisfaction is a key element, which provides an insight into the psychology of work-disability as well as an innovative access to numerous problems. In order to utilize the existing staff to the best institutional advantages as well as to their own, studies of job satisfaction have often been conducted from time to time in the of libraries. The present articles aims to investigate the effectiveness of job satisfaction of in librarians. Based on the sample of 75 librarians in Kanchipuram District, this study evaluates the effectiveness of job satisfaction and the development programme.

The term "Job satisfaction" is derived from the Latin words 'satis' and 'facere' meaning 'enough' and 'to do', respectively. Job satisfaction is an integral component of the organizational climate and an important element in management employee's relationship. Job satisfaction may be described in terms of attitude toward the job like any other attitude it represents a complex assemblage of cognition (belief or knowledge), emotions (feelings, sentiments or evaluations) behaviors and tendencies.

The problem of job satisfaction is far more complex than is customarily appreciated. Since the Hoppock's monograph in 1935 on job satisfaction, a great deal of research has been directed towards identifying the factors that influence job satisfaction. It has usually been considered as a general attitude, which is the result of many specific attitudes in three areas, namely, specific job factors, individual characteristics and group relationships outside the job (Blum and Naylon, 1968).

Job satisfaction can be construed axiomatically as positive-in-tuneness in the job situation, the extent of which is dependent on the degree of harmony between a person's expectations and their fulfillment in reality. It is the composite interacting and interdependent effect of several factors on-the-job and off the job. It has now been accepted by eminent industrial psychologists such as Seachore and Taber (1975) and Pleitner (1982) that the complexity of job satisfaction eludes so far any plausible inclusive definition of the domain of relevant facets to be represented in job satisfaction measuring measures.

New ideas, concepts and theories are constantly being evolved and put forward, resulting in the introduction of newly emerging or newly discovered correlates and determinants of job satisfaction. As such the roster of probable correlates and determinants of job satisfaction ever remains open-ended, with a high potential for abrupt and significant changes over time in an individual case. Although these correlates and determinants are never exhaustive or definitive, these can, say for operational reasons, be grouped into a finite quantity.

Life affects work and work affects life. It is not unreasonable to think about the relationship between the two. A person who is happy with his job is likely to be happy with life in general. Alternatively, a person who dislikes his job tends to dislike important things in his life, for example, family and leisure activities (Francis and Milbourn, 1980) . Many people who experience stress at work find that it spills over into their personal lives (Blume, 2003) , and similarly moods or feeling about life affect the job. This could cause loss in productivity and continuance of service through poor attendance (Pelled and Xin, 1999).

Research also shows that happy people have fewer illness, fewer absences, and are more successful in their job, while unhappy and pessimistic people not only make those around them less happy, but also cost employers more through increased insurance claims, more absenteeism due to illness, and more work complaints, along problems with their colleagues. By attempting to "mentally compartmentalize problems at work" some people try to avoid this spillage. Conversely, there is a positive relation between meaningful work and family satisfaction. Thus, people who are able to improve their job experience are able to improve their life and family satisfaction.

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