

STATUS AND CHALLENGES OF WOMEN LIBRARY PROFESSIONALS IN HARYANA: A STUDY

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CHAPTER-5

FINDINGS, CONCLUSION AND SUGGESTIONS

5.1 FINDINGS

The major findings of study are as follows:

1. Majority of the women library professionals i.e. 67 (37.8%) belong to age group of 26-35 years and least number of 4 (2.3%) respondents belong to the age group of more than 45 years.
2. Maximum number of the respondents i.e. 141 (79.7%) belong to urban area and least number of respondents 36 (20.3%) belong to rural area.
3. Most of the women library professionals i.e. 159 (89.9%) are married who are employed in different types of libraries in Haryana and equal number 2 (1.1%) of women library professionals are divorced and widowed.
4. Highest number of respondents i.e. 152 (85.9%) belong to general category who are working in different types of libraries in Haryana, whereas no respondents belong to ST category.
5. As far as educational qualification is concerned, majority of the respondents i.e. 101 (57.1%) are graduate and least number of the respondents i.e. 8 (4.5%) having M.Phil./ Ph.D. degree.
6. Highest number of respondents i.e. 116 (65.5%) having M.LISc. degree followed by 32 (18.1%) of respondents having B.LISc. degree, whereas 29 (16.4%) of respondents having M.Phil/Ph.D. degree in the subject of Library Science who are working in different types of libraries in Haryana.
7. Majority of respondents i.e. 169 (95.5%) have not qualified UGC-NET in library science, whereas least number of respondents i.e. 8

- (4.5%) are UGC-NET qualified in library science who are employed in different types of libraries in Haryana.
8. It has been found that majority of respondents i.e. 107 (60.5%) are working in College libraries (Govt./Govt. Aided colleges) followed by 38 (21.5%) respondents are working in University libraries, 20 (11.2%) respondents are working in Polytechnic libraries (Govt./Govt. Aided) and least number of respondents i.e. 12 (6.8%) are working in Public/District libraries of Haryana.
 9. Highest number i.e. 70 (39.6%) respondents have less than 5 years working experience in the present library whereas least number of respondents i.e. 4 (2.3%) having 16-20 years experience in the present library.
 10. Maximum number of respondents i.e. 73 (41.2%) have planned to become library professional when they were studying in college level whereas, least number of 21 (11.9%) of respondents never planned to become library professional as they co-incidentally become library professionals.
 11. Majority of respondents 94 (53.1%) having opinion that librarianship is a predominantly female profession, whereas 83 (46.9%) of them are not agree with this opinion.
 12. Most of 96 (54.2%) respondents choose library profession as first career option, while 81 (45.8%) respondents were working somewhere else before joining the library profession.
 13. Highest number of respondents i.e. 38 (21.5%) are working on the post of restorer in different types of library in Haryana and no women library professional working on the post of University librarian, whereas 22 (12.4%) respondents working as Jr. Librarian, 17 (9.6%) respondents working as Lib. Attendant, 16 (9.1%) respondents as

Library Assistant, while few 14 (7.9%) respondents are working on any other post in libraries and only 8 (4.5%) respondents are working as Sr. Librarian in College libraries and Public/District libraries of Haryana.

14. Maximum number of respondents i.e. 119 (67.2%) belong to level of Group C, However followed by 33 (18.7%) of respondents belong to level of Group B, 22 (12.4%) of respondents belong to level of Group A, respectively and least number of respondents i.e. 3 (1.7%) belong to level Group D.
15. Maximum number of respondents i.e. 111 (62.7%) are not satisfied with their status, while 66 (37.3%) of respondents are satisfied with their status in library profession.
16. Highest number of respondents i.e. 142 (80.2%) work less than 8 hours per day and least number of respondents i.e. 9 (5.1%) work less than 6 hours per day.
17. Maximum number of respondents i.e. 140 (79.1%) are working as full time library professionals, whereas, 37 (20.9%) of them working as part time.
18. Maximum number of respondents i.e. 58 (32.8%) having annual income more than Rs 400000 whereas there is one respondent whose annual income less than Rs.50000.
19. Majority of respondents i.e. 96 (54.2%) having pension facilities and least number of respondents 2 (1.1%) having any other facility in different types of libraries in Haryana.
20. Out of married women library professionals 86 (54.1%) don't want to move geographically for their job/promotion, whereas 9 (64.3%) unmarried and all the divorced and widowed women library professionals also don't want to move geographically for their job/promotion

21. Finding of study reveals that circulation is highest performed activity by 155 (87.6%) women library professionals in different types of libraries followed by maintenance, acquisition, data entry, cataloguing, classification, photocopy etc.
22. Majority of respondents 174 (98.3 %) are familiar with computer, while highest number of 149 (84.2%) respondents have no familiarity with web designing. `
23. 100% of women library professionals have awareness regarding the library Software available in their library.
24. Majority of 170 (96.1%) respondents stated that computer improve the work in the library, while 176 (99.4%) are not agree with any other impact of computer on the position of women library professionals.
25. Highest number of 123 (69.5%) respondents faced main challenge of work load in the library, while least 1 (0.6%) respondent faced the challenge of non recognition by the management in the library.
26. Majority of 110 (62.1%) respondents stated main reason to join library profession was its suitability for women, whereas least number of 28 (15.8%) respondents stated the reason to join the library profession as easy to get job.
27. Highest number of 110 (62.1%) respondents stated acquisition of knowledge is main motivational factor to join library profession, while least number of respondents 19 (10.7%) stated easy to get job is motivational factor to join library profession.
28. Maximum number of the 97 (54.8%) respondents stated that the main career advancement opportunity in library profession is promotion and least number of 4 (2.3%) respondents stated collaboration with residential expert.

29. Majority of 97 (54.8%) respondents stated dissatisfaction or shortage of promotion prospects is main factor of inhibiting career development in library profession and least 13 (7.3%) respondents stated fragmentation of the profession inhibit career development of women library professionals in library profession.
30. Highest number of 135 (76.3%) respondents faced barrier of limited prospects in library profession and least number of 3 (1.7%) respondents faced barrier of lack of confidence in library profession.
31. As far as attitude of women library professionals towards library profession reveals that mean score (**3.238**) is lying nearby moderate to positive levels but close to moderate level. Hence we can say that attitude of respondents towards library profession is moderate level.
32. Maximum number of respondents i.e. 122 (68.9%) are agreed with statement that Library profession is a good medium of serving humanity, while 87 (49.2%) strongly disagree with the statement Library professionals should try to supplement their income even by overlooking professional ethics.
33. As far as job satisfaction of women library professional concerned the overall job satisfaction of women library professionals is ambivalent as mean score is **133.767** which indicate that average response lying under the ambivalent level which is ranged between 108 to 144.
34. Facets wise job satisfaction of respondents indicates that women library professionals are highly satisfied with supervision which mean score 18.1524 is highest while promotion and operating procedure are falls in dissatisfaction range lowest mean score 11.7344 and 11.4744, it indicates that respondents are dissatisfied with promotion and operating procedure of the libraries.

Findings from testing of hypotheses

35. Hypothesis 1: There is no significant difference in challenges faced by women library professionals among four types of library in Haryana. It has been observed that there is no significant difference in most of challenges faced by women library professionals among different types of libraries while only there is significant difference regarding challenge of IT skills and work load faced by women library professionals among different types of libraries and p value of most of challenges **is more than the critical value (.05).** Hence, the null hypothesis 1 is accepted

36. Hypothesis 2: There is no significant difference in career advancement opportunities for women library professionals among four types of library in Haryana

It has been observed that there is no significant difference among career advancement opportunities for women library professionals working in four types of libraries in Haryana i.e. internal job posting, collaboration with residential experts, leadership training, access to information network, internal learning program, conference/ seminar and there is only difference regarding career advancement opportunities i.e. promotion and refresher course in different types of libraries in Haryana, as **most of career advancement opportunities p value is more than critical value (0.05), hence hypothesis 2 is accepted.**

37. Hypothesis 3: There is no significant difference in attitude of women library professionals towards library profession among four types of libraries in Haryana

It has been found that there is no difference in attitude of women library professionals towards library profession among different types of libraries

in Haryana. Women library professionals working in University libraries show highest positive attitude towards library profession (**Mean 3.2461**) whereas women library professionals working in Govt./Aided Polytechnic Libraries have lowest positive attitude towards library profession. However, there is no difference in attitude towards library profession of women library professionals among four types of libraries in Haryana and difference in attitude of women library professionals towards library profession among four types of libraries in Haryana is not significant as **p value of analysis of variance attitude towards library profession is more than critical value (.05)**. Hence, the null hypothesis 3 is accepted.

38. Hypothesis 4: There is no significant difference in Job Satisfaction of women library professionals among four types of libraries in Haryana

It has been found that there is no significant difference in Job satisfaction of women library professionals among different types of libraries in Haryana. It has been observed that Women library professionals working in **Public/District libraries have highest Job Satisfaction (Mean 3.9514)** whereas women library professionals working in University Libraries have lowest level of Job satisfaction . However, difference in job satisfaction of women library professionals among four types of libraries in Haryana is not significant as **p value of analysis of variance job satisfaction is more than critical value (.05)**. Hence, the null hypothesis 4 is accepted.

5.2 CONCLUSION

It is concluded that status as well position of women library professionals working in different types of libraries in Haryana is low. Mostly women working in this profession are from urban areas appearing less popularity of profession in the society. Highest numbers of women in library

profession are young and having less experience explore that women are not satisfied and they may be earlier shifted from this profession and this attitude down fall the image of library profession in the society. However, women library professionals are employed on full time job and having good salary that is good sign for them but majority of them are employed at low level of post, not a single women was found at the position of University Librarian in Haryana and largest number of women are Master in library Science but few of them are UGC NET qualified which is necessary to get higher post in the field of library profession. They spend maximum time in performing of library work and majority of them are not satisfied with their status in the library. It has also been found that most of women library professionals having familiarity with different types of technology but they are mostly associated with circulation work in the library which is considered poor image work and they don't have any decision making authority in the library which also reflects poor image of women in library profession. All of women in library professionals are using library software package in the library but they are facing different types of challenge and problems in library profession such as work load and working hours are main challenge for women employed in different types of library in Haryana, however in their opinion "suitable for women" and "acquisition of knowledge" are main reason and motivational factor for women to join this profession but still they are facing problem of shortage of promotional prospects, limited prospect and less career advancement opportunities in the field of library profession. It was also found that attitude of women working in library towards library profession are moderate which reflects women opinion which is not fully favorable and neither fully unfavorable about the library profession and regarding level of job satisfaction of women library professionals are ambivalent

shows that they are not fully satisfied and neither fully dissatisfied with their job. These factors also effect on image of library profession in society as well as influence the decision of new comer to join library profession and service productivity of the library. There is requirement of joint efforts to improve the status of women in library profession and to overcome all these problems and challenges faced by women library professionals in the library profession in Haryana. It is possible if strong supportive policies and legislations will be implementing and people will be change their thinking about the women and more efforts should be applied for women progress and to provide facilities to women library professionals in the library profession.

5.3 SUGGESTIONS

On the basis of findings of the present study suggestions given by the women library professionals working in different types of libraries of Haryana are given as under.

1. Suggestions to enhance the status of women library professionals in Haryana

- Salary structure and promotional opportunities should be improved for the women library professionals. They should be given appropriate status at least equivalent to teaching staff in their institution, so that status of library professionals gets improved.
- More security arrangement should be made available in library according to library needs so that women library professionals get safe working environment. This will motivate more women to join this profession.
- Recognition should be given to women library professionals by giving awards, certificate of recognition for their work to enhance

their status by women organization and library association of the state.

- Library science related courses should be started in more number of Universities and Colleges, so that women get easy access to higher studies in the field of library and they get higher qualification for higher posts and it should be approachable to the rural women and they are also able to choose profession in library science.
- Working hours should be decreased, so that working conditions get improve and more library professionals gets employment. This will also motivate more women to join library profession.
- Management should give respect to the women library professionals and library profession should be given recognition as other profession. It will increase the status of women library professionals.
- More facilities should be provided to the women library professionals. It will increase their satisfaction in the profession and it will influence women to join library profession.
- Training programme and orientation programmee should be organized for library professionals to keep them updated with latest trends in knowledge seeking behavior and about technology development. This will also enhance their skills to perform work. This will also enhance their self esteem as library professionals.
- Haryana state Govt. and Haryana Library Association should draft the plan to execute the policy for encouraging women library professional to do well for themselves, their gender and their profession through adopting new technology.

- Promote to organize awareness program by department of library science to enhance their profession and it will enhance the status of profession in the society.
- Priority should be given to women in the selection of any level of job in the library. Govt. should be providing more opportunities to the women to join the library profession and it should take initiative to fill the post vacant in the schools.

2. Suggestion for the improvement of existing facilities in libraries in Haryana

- Vacant posts should be filled in the library that will decrease extra work load on library professionals and it will increase their work capacity and quality of work .It will also enhance quality of services provided by the library and motivate new comer to choose library profession as they will get more job opportunities.
- Skilled staff should be appointed in library so that it leads to proper division of work and it will cause of improvement in quality of service provided to the users of library. This will also increase respect for the library professionals.
- Facilities of IT infrastructure in the library and regular and advanced training should be provided to the women library professionals to enhance their skills about new technology.
- Modern library set up should be there like automation which will reduce the manpower and fatigue and well organized library should be set up.
- Support of govt. and educational departments towards libraries. Govt. should provide more grant to maintain library infrastructure which will facilitate better service to the users.

5.4 AREAS FOR FUTURE RESEARCH

The present study has been conducted to know the status and challenges of women library professionals delimited to University libraries, Govt./ Aided College libraries, Govt'/Aided Polytechnic libraries and Public/District of Haryana State. Professional College libraries, Private College libraries, Village libraries etc. could not be included in this study; some suggestions for future research are given below.

- This type of study may be conducted with other types of libraries such as libraries of professional College libraries, Private College, school libraries with other states.
- Research can be further extended by relating library infrastructure with satisfaction of women library professionals.
- A study can be done regarding job satisfaction of male and female library professionals.
- Comparison of status of women library professionals in rural area and urban area can be studied,
- Comparative study to know status of male and female library professionals can be conducted with more comprehensive area.