

Job Opportunities for Academic Librarians in India: Analysis of Job Advertisements

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Abstract

The study is based on a PhD research work being carried out through the content analysis of LIS job advertisements published in Employment News, University News, and LIS-Links from 2012 to 2017. The job advertisements can be considered as an important source of employment information in a real-time requirement of the job opportunities. It may also help in to serve as a mirror to look in for important updates in the LIS curriculum in changing job market demands of new skills and competencies. In Library and Information Science (LIS), job advertisements have also proven to be an attractive and useful source for a research. The result can be useful for the LIS job aspirants looking a career in librarianship in India.

Keywords: Librarianship, LIS- Professionals, Level of Management, LIS-Education, LIS- Career.

INTRODUCTION

Traditionally, the LIS professionals are reference librarians, catalogers, and serial librarians but now they are transforming as system analyst, metadata librarian, project coordinators, curators, digital librarian, repository manager, informetrician, web-manager, etc. (Park and Marion, 2009). The individuals, those considering LIS as a career are need to be adaptable, determined, constant in time of uncertainty and they also need to keep acquiring new skills and knowledge throughout their career. Since the late 19th Century, the Library and Information Science (LIS) profession have established a compact professional identity and developed important values to guide their actions and goals. However, the growth in the profession occurred incrementally slow and consequently, the role of librarian remained relatively persistent. Historically, one of the most stable elements was the association of the librarian with the physical library. Even now, one does not usually think of librarians without also thinking of the libraries. The LIS profession has deep roots in the society which is worldwide recognized.

NEED OF THE STUDY

The rationale of this study is based on the fact (as described by Sharma, 2019) that more than 10000 students pass out every year from the LIS schools in India. This can be considered as a valuable and important human resource for a developing country like India. After completion of the degrees, the next step involves to find appropriate path for their career options in librarianship and finding a suitable job. Students usually not able to decide whether to look in public, academic or special libraries, what levels of management they approach for getting a job and which profession teaching or practicing librarianship is appropriate where they look for a job in quick time. The study also intent to answer several questions about sectors i.e. public and private where majority of the LIS positions create in Indian environment.

OBJECTIVES OF THE STUDY

- To find out the LIS job opportunities on level of education and level of management.
- To find out the LIS jobs in public and private sectors in India.
- To explore distribution of the teaching and non-teaching positions in India.

REVIEW OF LITERATURE

The analysis of the literature on the job ads studies on the librarians' jobs can be categorized into five major categories. *First*, the most of those studies included job ads from multiple countries, were intended to determine the changing qualifications required of librarians within one country: countries include the United States (Starr, 2004), United Kingdom (Orme, 2008), Australia (Kennan, Willard, & Wilson, 2006; Pamment, 2008), Ireland (Cullen, 2004), and South Africa (Raju, 2014). *Second*, there are studies that addressed specific library sectors. Many studies focused on academic librarianship, while a few targeted special libraries, such as law librarianship (Tice, 2001) and health science librarianship (Cooper & Crum, 2013). Some studies of academic librarianship focused primarily on entry-level positions for those who recently graduated and have no prior library work experience (Reeves & Hahn, 2010). *Thirdly*, specific positions or functional areas in libraries. Cataloguing has been the most common subject of such research (Khurshid, 2003; Zhu, 2008). Other areas of specialization include serials (Kwasik, 2002), reference (Wang, Tang, & Knight, 2010), collection development, instruction (Gold & Grotti, 2013), outreach (Zhou, 1996) and youth services (White, 1999). *Fourth*, job ads analysis has been conducted to identify the requirements of relatively new development fields or emerging positions. A number of studies published in the early 2000s examined announcements for electronic librarians or electronic resource librarians (Albitz, 2002). In the late 2000s, a large number of papers on metadata librarians (Park, Lu, & Marion, 2009; Han & Hswe, 2010) and digital librarians (Choi & Rasmussen, 2009) appeared. Few studies have been conducted to discover the emerging field of digital data curation (Kim, Warga, & Moen, 2013). *Finally*, particular skills and other requirements for positions have been targeted in a number of job ads studies. Such skills include technology (Mathews & Pardue, 2009), project management (Kinkus, 2007), and management and leadership (Cullen, 2004). Grimes and Grimes's (2008) study is notable as it investigated the requirement for the master's degree in LIS in academic libraries.

RESEARCH METHODOLOGY

The study is based on the data collected for a PhD research for six years from January 2012 to December 2017. The content analysis of the job advertisements published for various positions for the library and information science professional from the three major sources namely Employment News, University News, and LIS links an online blog used for employment information in India.

DISCUSSION, ANALYSIS AND INTERPRETATION

The incompleting, overlapped, and missing information of the advertisements were removed from the published job advertisements. The brief summary of the data collected from all the three sources is given in the table 1.

Table 1: Advertisements Administered for the Study

Data Sources	Total Ads	2012	2013	2014	2015	2016	2017	Total
University News	Processed	118	115	83	96	106	79	597
Employment News		134	108	119	101	107	124	693
LIS-Links		681	807	511	323	488	522	3332
Total		933	1030	713	520	701	725	4622

Analysis in table 1 displays the number of LIS job advertisements processed prior to final consideration for the study, the data collected from all the three sources have processed at the initial stage. The table 1 shows that most of the LIS jobs advertisements have published or uploaded on the online data source i.e. LIS-Links. There were 5617 LIS job advertisements uploaded during 2012-2017 out of which 2285 (40.6%) advertisements were not considered for the study due to the limitation of the study. The table 1 also shows that in both the offline sources i.e. Employment News and University News there were a total of 728 and 604 advertisements published out of which 35 (4.8%) and 7 (1.1%) LIS job advertisements also not considered on the ground of limitation.

Level of LIS Education in India

The different level of education were identified for which job openings created such as the UG degree i.e. Bachelor of Library Science (B. Lib) or Bachelor of Library and Information Science (BLISc.) and the PG degree i.e. Master of Library Science (M. Lib) or Master of Library and Information Science (MLISc.) Singh, 2003. The data pertaining to the level of education obtained from the job ads is presented in table 2.

Table 2: LIS Job Opportunities based on Level of Education

Education Level	Employment News		University News		LIS-Links		Total Ads		Total Posts	
	Ads	Posts	Ads	Posts	Ads	Posts	Ads	%	Posts	%
M. Lib. I. Sc.	283	378	579	609	1682	2138	2544	55	3125	52.7
B. Lib. I. Sc.	282	391	12	16	1315	1607	1609	34.8	2014	34
Certificate in Lib. Sc.	80	173	5	10	175	352	260	5.6	535	9
Diploma in Lib. Sc.	37	45	1	1	97	127	135	2.9	173	2.9
Ph.D. in Lib. I. Sc.	11	11	0	0	63	70	74	1.6	81	1.3
Total	693	998	597	636	3332	4297	4622		5928	

Sources of Level of LIS Education: UGC, 2001; Singh, 2003.

Analysis in table 2 reveals that the majority i.e. 55% (2544) of the LIS job advertisements where 52.7% (3125) of posts were demanded post graduate degree i.e. *Master of Library and Information Science (M.Lib. I.Sc.)* from the LIS job aspirants during the six years covered under this study. In the 34.8% (1609) job advertisements, under graduate degree in the library science i.e. *Bachelor of Library and Information Science (B. Lib. I. Sc.)* for 34% (2014) posts in LIS job market in India. The table 2 shows that both UG and PG degrees in the LIS occupied more than 85% of job market in India. The tables 2 also reveals that *Certificate* level of qualifications were published only in 5.6% (260) ads for 9% (535) positions whereas 2.9% (135) ads for 2.9% (173) LIS positions were based on *Diploma* level course in

the Library science. As regards to the research degree in LIS i.e. PhD. only 1.6% (74) advertisements in which 1.3% (81) posts were asked the doctoral degree.

Level of Management in LIS Job Opportunities in India

Stoner, Freeman and Gilbert (2015), defined the three level of management which are included in this study for collection of data from the LIS job advertisements. To find out the LIS job opportunities at various levels of management, attempts have been made to find out the LIS jobs under the criteria. The data collected are given in table 3.

Table 3: LIS Job Opportunities and Level of Management

Level of Management	Employment News	University News	Lis-Links	Total	%
Top	75	28	379	482	8.1
Middle	259	466	1071	1796	30.2
First Line	597	37	1127	1761	29.7
Unidentified	67	105	1717	1889	32
Total	998	636	4294	5928	100

Source of Level of Management: Stoner, Freeman, & Gilbert, 2015

Analysis in table 3 shows that maximum number i.e. 30.2% (1796) LIS positions were created in the *Middle Management*, while almost equal i.e. 29.7% (1761) LIS positions were also generated in the *First Line Management* during the period of study. The table 3 reveals that only 8.1% (482) LIS positions for the *Top Management* were published among the LIS job advertisements. As the data in figure 3 indicates that maximum 32% (1889) LIS job positions were *Unidentified* for any of the level of management. Analysis for the *Middle* and *First Line* managements also indicate that almost equal LIS job positions were emerged during the period of the study. However, as far as the top management is concerned, only 8.1% LIS job were appeared among the advertisements for LIS professionals. The data pertained to the level of management can be useful for the future LIS professionals for deciding their goals of selecting a particular level of management.

LIS Jobs in Public and Private Sector in India

Through the incorporation of ICT applications, the role of Library and Information Science professionals has been developed into several micro fields in libraries. The doors have been opened in every sector there public or private. The study aims to find out the LIS job opportunities in public and private sectors, therefore the data related with the sectors was also collected, the observations obtained through content analysis is presented in table 4.

Table 4: LIS Job Opportunities in Public and Private Sectors

Sectors	Employment News	University News	LIS-Links	Total	%
Central Govt.	817	79	1726	2622	44.2
State Govt.	177	551	1408	2136	36.1
Private	4	6	1160	1170	19.7
Total	998	636	4294	5928	100

Analysis of table 4 reveals that in *Employments News* 81% (817) LIS post were published for the *Central Govt.* LIS jobs while 17.7% (79) of posts were published for the *State Govt.* whereas, only few i.e. 4 posts were appeared for the private sectors. In the *University News* the majority i.e. 86.6% (551) LIS posts were published for the *State Government* during six years. Whereas, 12.4% (79) job from *Central Government* and only just 0.9% (6) post for were published for the *Private Sector* positions. It is

observed that in the offline data sources, majority of the LIS job opportunities were created for the *Public Sector* while in the online data source i.e. *LIS-Links* a significant number i.e. 27% (1160) posts were identified for the *Private Sector* LIS job posts. The table 4 shows that most i.e. 44.2% (2622) of LIS jobs were found for the Central Government, while for the *State Government* there were 36.1% (2136) and only 19.7% (1170) posts were published for the *Private Sector*.

LIS Job Opportunities in Different Types of Libraries in India

The study also aimed to find the LIS job opportunities in different types of libraries and information centres in India. It may be useful for the LIS job aspirants in terms of finding appropriate places where they look for LIS job opportunities. The Libraries were categorised in three major types (Kumar, 2002) i.e. Academic, Special and Public Libraries. The data related to types of libraries is presented in table 5.

Table 5: Job Opportunities in Different Types of Libraries

Types of Libraries	Central Govt.	State Govt.	Private	Total	%
Academic	1226	1723	1058	4007	67.5
Special	1362	395	107	1864	31.4
Public	34	18	5	57	1
Total	2622	2136	1170	5928	100

Source of Types of Libraries: Kumar, 2002.

Analysis in table 5 shows that there are 67.5% chances for the LIS job seekers to find their jobs in *Academic Libraries* as the majority i.e. 4007 LIS positions were published for the *Academic Libraries* for both public and private sectors. The 31.4% (1864) LIS positions were also appeared for the *Special Libraries* in which libraries of few special research institutes e.g. AIIMS and IIM libraries were merged. The table 5 reveals that only 1% of LIS positions were published for the *Public Libraries*.

Table 6: LIS Job Opportunities in Various Types of Academic Institutions

Areas	Central Govt.	State Govt.	Private	Total	%	Rank
College	452	898	445	1795	30.2	1
University	744	750	130	1624	27.3	2
Special	962	395	107	1464	24.6	3
School	30	75	483	588	9.9	4
NIT	158	0	0	158	2.6	5
IIT	115	0	0	115	1.9	6
AIIMS	80	0	0	80	1.3	7
Public	34	18	5	57	0.9	8
IIM	47	0	0	47	0.7	9
Total	2622	2136	1170	5928		

Analysis in table 6 shows that 27.3% (1624) LIS positions were demanded in *Colleges* followed by 27.3% (1624) jobs in *Universities* whereas, 9.9% (588) LIS positions were published for the *School* level. The LIS positions for the *Special* libraries appeared in 24.6% (1464) posts. The data also shows that in the *Public Libraries* just only 0.9% (57) posts were published during six years. This status of the LIS professionals in *Public Libraries* reveals the real situations of available staff positions in the public libraries in India.

Distribution of LIS Teaching and Non-Teaching Positions

The Indian government made certain provisions through its regulations for the academic and other academic staff in colleges and universities by which the gap between teachers and librarian have reduced up to some extent. Since, the study aimed to find out the gap between teaching and non-teaching LIS job opportunities for LIS professionals, therefore, the data collected on this aspect is presented in figure 1.

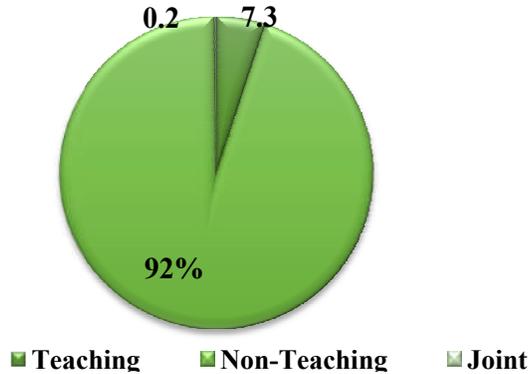


Figure 1: Distribution of LIS Teaching and Non-Teaching Positions

Analysis in figure 1 shows that the majority i.e. 92% (5492) of the LIS posts published during 2012-2017 were the *Non-Teaching* in nature while only 7.3 (436) jobs for the *LIS Teaching* positions were appeared in the LIS job advertisements. During the study, it was observed that few i.e. 0.2% LIS posts were published as '*Joint*' in nature that can be categorised for both the positions. It also shows that in the *Non-Teaching* working area there are greater scopes for LIS jobs in India.

FINDINGS OF THE STUDY

- The study found that the majority of the LIS positions were based on the master's degree in Library & Information Science. Whereas, the Bachelor's degree in LIS also provides significant (34%) opportunities for LIS jobs in India (Ref. Table 2).
- The study found that the LIS job opportunities for the *Middle Level Management*, followed by the *First Line Management*. However, a significant number (32.8%) of the post have remained unidentified (Ref. Table 3).
- It is found that the majorities (80%) of LIS Jobs were created in the Public Sector in which 44% were found in Central Government and 36% were in the State government. Only 20% LIS positions were found in the private sector (Ref. Table 4).
- The major working areas where the LIS job aspirant looks for their careers, the study found that in the college and universities, there are many scopes for LIS job opportunities in India. The study found that academic libraries are dominating a large scale of the LIS job market in India. However, the study also found a constant decreasing LIS opportunity in the public libraries (Ref. Table 5).
- The study found that the majority i.e. 92% of the total LIS jobs were generated for the non-teaching positions, whereas, only 8% of the jobs for the teaching profession were created in India (Ref. Figure 6).

CONCLUSION

There are opportunities at every level of management in the library system for the LIS professionals, however, they should focus where they fit and adjust. The result in this study reveals that middle and first line management have greater opportunities for the librarianship. It is also suggested on the basis of the result that the government should increase and create several positions in the public libraries to spread information and support informal education. It is also suggested to the LIS job seekers that they should also focus on the non-teaching posts instead to wait the teaching positions because it

covered only 5% and while earlier covered 95% of LIS job market. There are greater LIS prospects for the librarians in the higher educational system especially in colleges and universities those covered 67% of the LIS job market.

The present study also revealed that there is no significance relationship in the eligibility standards and the LIS job opportunities in the private sector. It is suggested that the government should think of provide and strengthen the libraries in the private sector. The study is concludes with an end note that if LIS job aspirants should acquire at least Master's degree in Library and Information Science for prompt and wider scope in their career. In brief, it is stated that the Library and Information Science Profession is a developing discipline that attracting young minds to join establish themselves to contribute to the knowledge and information creation management and preservation and to support the education.

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