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A Study on Job Satisfaction among Women LIS Professionals of India

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ABSTRACT

Job satisfaction is one of the most critical factors which provides shape and growth to any organisation. Job satisfaction is a personal feeling of an individual or a state of mind regarding the nature of work. Library professionals play a vital role in the higher education sector in disseminating information to the information seekers. Various factors come under job satisfaction, e.g., nature of work, degree, promotion, and quality of the physical environment in which people work. Job satisfaction plays a vital role in everyone's life in achieving organisational goals. The purpose of the study was to measure the job satisfaction level among Women LIS Professionals in India. The study was carried out because of knowing Job Satisfaction levels among Women LIS Professionals, and many significant findings have emerged. They have opened a new area in the field of job satisfaction levels. The online questionnaire was sent among women LIS professionals across India through Facebook, WhatsApp, Telegram and E-mail. The questionnaire was designed keeping in view the study's objective consisting of closed-ended questions. A total of 146 responses were collected and analysed. The result shows that the Women LIS Professionals were slightly satisfied with their job. Many women LIS Professionals were dissatisfied with their promotion salaries.

INTRODUCTION

Job satisfaction is a personal feeling of an individual or a state of mind regarding the nature of work. Various factors come under job satisfaction, e.g., nature of work, degree, promotion, and quality of the physical environment in which people work. Job satisfaction plays a vital role in everyone's life in achieving organisational goals. Different authors define job satisfaction in different ways. Line and Kennel define job satisfaction as a "*pleasurable emotional state resulting from one's job" appraisal*. In another way, Job satisfaction can be defined as "individual's natural feeling about their job and the attitude they have towards various aspects or facets of their job, as well as an attitude and perception

that could consequently influence the degree of fit between the individual and the organisation (Ivancevich & Matteson 2002; Spector 1997). A person with high job satisfaction appears to hold generally upbeat attitudes. Dissatisfied one holds negative attitudes toward their job influenced by their own unique needs, values, and expectations, which they regard as important to them (Sempane et al. 2002).

Job satisfaction represents a combination of positive or negative feelings workers have towards their work. Job satisfaction is closely linked to an individual's behaviour in the workplace (Davis et al., 1985). Meanwhile, a worker employed in a business organisation brings the needs, desires, and experiences that determine expectations that s/he has dismissed. Job satisfaction represents the extent to which expectations are and match the actual awards.

Job satisfaction is a worker's sense of achievement and success the generally perceived to be directly linked to productivity and personal well-being. Job satisfaction implies doing a job one enjoys, doing it well and being rewarded for one's efforts. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfilment (Kaliski, 2007).

Job satisfaction can be defined as the extent to which a worker is content with the rewards they get out of their job, particularly in terms of intrinsic motivation (Statt, 2004).

Job satisfaction refers to the attitude and feelings people have about their work. Favourable attitudes towards the job indicate job satisfaction. Negative and unfavourable attitudes towards the job indicate job dissatisfaction (Armstrong, 2006).

Job satisfaction reflects feelings and beliefs that people have about their current job. People's degrees of job satisfaction can range from extreme satisfaction to extreme dissatisfaction and having attitudes toward their jobs. People also can have attitudes about various aspects of their jobs, such as the kind of work they do, their co-workers, supervisors

or subordinates and their pay (George et al., 2008).

Job satisfaction is a complex and multifaceted concept that can mean different things to different people. Job satisfaction is usually linked with motivation, but the nature of this relationship is not precise. Satisfaction is not the same as motivation. Job satisfaction is more of an attitude, an internal state. It could, for example, be associated with a personal feeling of achievement, either quantitative or qualitative (Mullins, 2005).

We consider that job satisfaction represents a feeling that appears due to the perception that the job enables the material and psychological needs (Aziri, 2008).

The previous studies reveal that Job Satisfaction itself is a tool of relaxation by which employees get enhanced to achieve their goals in their organisation. It has developed positive behaviour among them, which benefits their mental health. It also develops the capabilities in their organisation in the same field to strengthen themselves.

In the LIS field, LIS professionals, especially women, job satisfaction is more critical because they organise, navigate, and disseminate knowledge.

BACKGROUND OF THE STUDY

Higher studies play a significant role in an individual's life in the transformation and economic development of the country. All the factors significantly impact the educational institute and the staff of those working in libraries to achieve the organisation's aim and objective to provide adequate service. The efficiency and effectiveness of the library professional would largely depend upon job satisfaction. A happy staff only gives a reasonable effort to achieve the organisational goal.

To adopt the new technology in the library, such as OPAC RFID Technology and also to meet the needs of the library users and maintain the speed, accuracy, and smooth functioning and guide the user properly, it is necessary to develop a positive attitude and also boost up the morale of the library professionals. Job satisfaction itself is a

potential source for all types of need gratification. Hence it is necessary to understand and examine the different needs of library professionals.

Nowadays, women have played an essential role in social, economic, and productive activities.In the early period, they only work to fulfil their economic needs, but now the time has changed, especially after independence. The socio-economic changes in the country are the main factors that have affected the lives of Indian women. The rising prices are the dominant phenomenon that has compelled Indian women to come out of their homes and earn money (KURBETT and Badiger, 2013). This study aims to know the job satisfaction level among women LIS professionals in India.

OBJECTIVES OF THE STUDY

1. To find out the Job Satisfaction Level among Women LIS professionals in India.
2. To gain an insight into the socio-demographic profile of the respondents in terms of age, marital status, income, work experience, and qualifications.
3. To examine the factors that have encouraged them to choose the field of Librarianship as a career.
4. To assess the problems and make suggestions to improve the status of women LIS Professionals.

SCOPE OF THE STUDY

The Scope of the Study is limited to Women LIS Professionals working in various sectors of India.

REVIEW OF LITERATURE

Several kinds of literature related to the topic have been consulted and reviewed to develop an understanding of the concept and make ourselves updated about the recent trends in the research about the job satisfaction among LIS Professionals in general and Women LIS Professionals in particular. The review of literature has been elaborated in the following paras:

Deochhar and Powdwal (2017), in their study entitled, "Impact of continuing education Programs (CEPs) on Library Professionals in Academic Libraries in Mumbai, India," The

purpose of this paper is to report the research findings of an Evaluation of the impact of Continuing Education Program (CEPs) on Library and Information Science (LIS) Professionals of Academic Libraries in Mumbai India.

Matijas, Markas & Brdovcak (2018), in their paper entitled, "Job Resources and satisfaction across gender: the role of work-family conflict." highlights the direct effects of job autonomy and co-worker support on job satisfaction and the meditational role of work-family conflict (WFC) in the relationship between these job resources and job satisfaction in man and women.

Desai, Majumdar, Chakrabarty and Ghosh (2011), entitled "The second shift: working women in India". This study aims to establish the effect of personal resources and marital adjustment on working women's job satisfaction and life satisfaction in India.

Muhonen (2016), in his study "Exploring gender harassment among University Teachers and Researchers." highlights the Prevalence of gender harassment and how it is related to different organisational factors, ill-health and job satisfaction among women and men working as university teachers and researchers.

In another study, **Reed, Kratchman and Strawser (1994)**, in their joint paper on "Job satisfaction organisational commitment and Turnover Intensions of United Status Accountants: The Impact of Locus of Control and Gender' investigated the impact of Locus of Control and Gender on the experiences and practices of Accounting Professionals and also considers the impact of role overload, inter role conflict and coping behaviour on these attitudes.

In their paper, **Alvarez and Sinde Cantorna (2014)** entitled self-employment and job satisfaction: an Empirical Analysis". In this paper, the author tries to test whether the usual positive effect of self-employment on Job satisfaction remains once the greater autonomy and flexibility afforded by self-employment have been afforded.

Ezzat & Ehab (2012), in their paper entitled," the determinants of job satisfaction in

Egyptian Labour Market." In this paper, they highlight job satisfaction in the Egyptian Market.

Dias, Leite, Ramires & Bicho (2017), in their research paper on "Working with Cancer: motivation and job satisfaction", highlights the motivational factors to work with cancer patients and their repercussions on job satisfaction among Portuguese health care professionals and also to understand the role of socio-demographic and occupational variables in motivation and job satisfaction.

Al-Ismail, Carmichael and Duberley (2019), in their paper entitled, "Female Employment in hotels in Saudi Arabia and UAE", highlights the barriers and problems caused by working and job Satisfaction of Women Employed in hotels in the kingdom of Saudi Arabia (KSA) and UAE.

Burke (1995), in his study "incidents and consequence of Sexual harassment in a professional service firm," highlights the incidence and consequence of self-reportedsexual harassment at work.

Tomlinson (2007), in his study, "Female part-time workers experiences of occupational mobility in UK Service Industry," highlights the extent to which female part-time workers experience occupational mobility in the UK service sector.

Ibrahim, Mustafa, Mustakim, Mokhtar & Sauid (2018), in their study entitled, "The Influence of Workplace Support on Job Satisfaction among Academic Staff in Five Malaysian Public Research Universities", highlights the influence of the workplace among five Malaysian Public Research Libraries.

Khwaja and Mohanty (2018), in their study entitled "Impact of Employee Development on Job Satisfaction and organisational commitment: Person organisation Fit as moderator", highlights the role of employee and job satisfaction and the organisation's commitment in the telecommunication industry in Pakistan.

Yee (2018), in his study entitled, "An analysis on the relationship between job satisfaction and work performance among Malaysian

private universities", in this study it was found that, except remuneration, all other factors have a relationship with job satisfaction.

Jeyraj (2017), in his study entitled Diminishing Trend of Job Satisfaction, its causes and Constraints among School Teacher Librarians in Batticaloa Districts of Sri Lanka". This study revealed that the leading cause of dissatisfaction is dual duties.

Jilke (2015), in his article entitled "Job Satisfaction and Regime Change: Evidence from a Natural Experiment", has examined the job satisfaction level of East German employees has decreased drastically compared to West Germany Employees.

Khan, Masrek and Nazdar (2015), in their study entitled," Technology Management Competencies and Job Satisfaction of Pakistan University Librarians: An empirical Assessment of Relationship", This study revealed that Technology Management Competencies play a vital role in enhancing job satisfaction.

Fatima and Bhati (2014), in their study entitled," Job Satisfaction among LIS Professionals of Universities in the Punjab Province", highlights the salary, promotion, management Policy/facilities, and working conditions of university libraries in Punjab province, Pakistan.

RESEARCH METHODOLOGY AND RESEARCH DESIGN

The survey research method has been adopted using a structured questionnaire to collect data for the present study. The questionnaire was designed keeping in view the stated objectives, and the structured questionnaire comprises mainly of closed-ended questions.

The data collection tools translate the research objectives into specific questions/items. The response will provide the data required to achieve the research objectives.

The questionnaire is a widely used tool for the collection of data. It is a systematic compilation of questions logically related to problems under study—the questionnaire supplemented by the women LIS professionals of India. The researcher has collected

responses online with the help of Facebook, WhatsApp, Telegram and E-mail.

ANALYSIS OF DATA

Analysis of Data on Job Satisfaction among Women LIS Professionals of India
Results have been shown in two sections:
Part-A Personal background of the respondents/Demographic characteristics of the respondents
Part-B Analysis of Data among Women Library Professionals of India

Part-A Personal background of the Respondents/Demographic characteristics of the Respondents

A.1 Age Group of the Respondents

To know the age group of the respondent's questionnaire sent to the Women LIS Professionals of India, the result reveals that 64(60.95%) of the respondents belong to the age group of 25-35, 29(27.61%) of the respondents come between 36-45, whereas 9(8.57%) comes between age group 46-55 and only 3(2.85%) respondents come in the age group of above 55.

Table 1: Age group of the Respondents (N=105)

| Age Group	No of Respondents	Percentage (%)
25-35	64	60.95
36-45	29	27.61
46-55	9	8.57
Above 55	3	2.85
Total	105	100
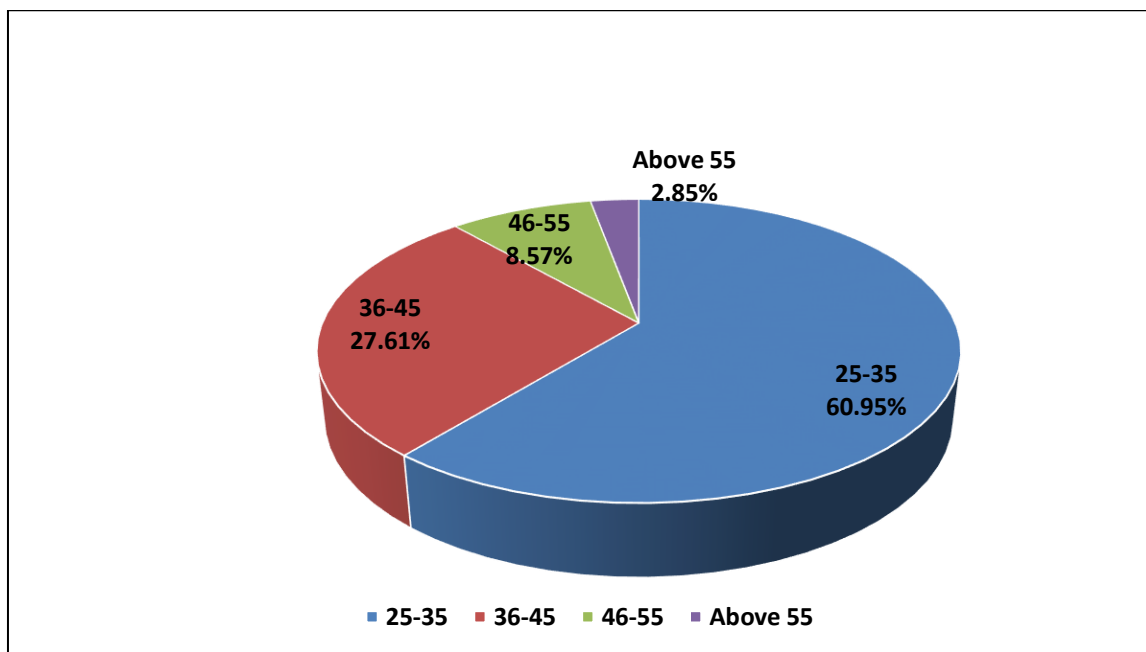
Figure 1: Age group of the Respondents

A.2 Marital Status of the Respondents

Table - 2 shows the marital status of the respondents, and the result shows that 57(54.28%) of the respondents are married, whereas 47(44.76%) are unmarried and only 1(0.95%) respondents are widowed. The percentage of married respondents is high in comparison to unmarried respondents.

Table 2: Marital Statuses of the Respondents (N=105)

Marital Status	No of Respondents	Percentage (%)
Married	57	54.28
Unmarried	47	44.76
Divorced	0	0
Widowed	1	0.95
Total	105	100
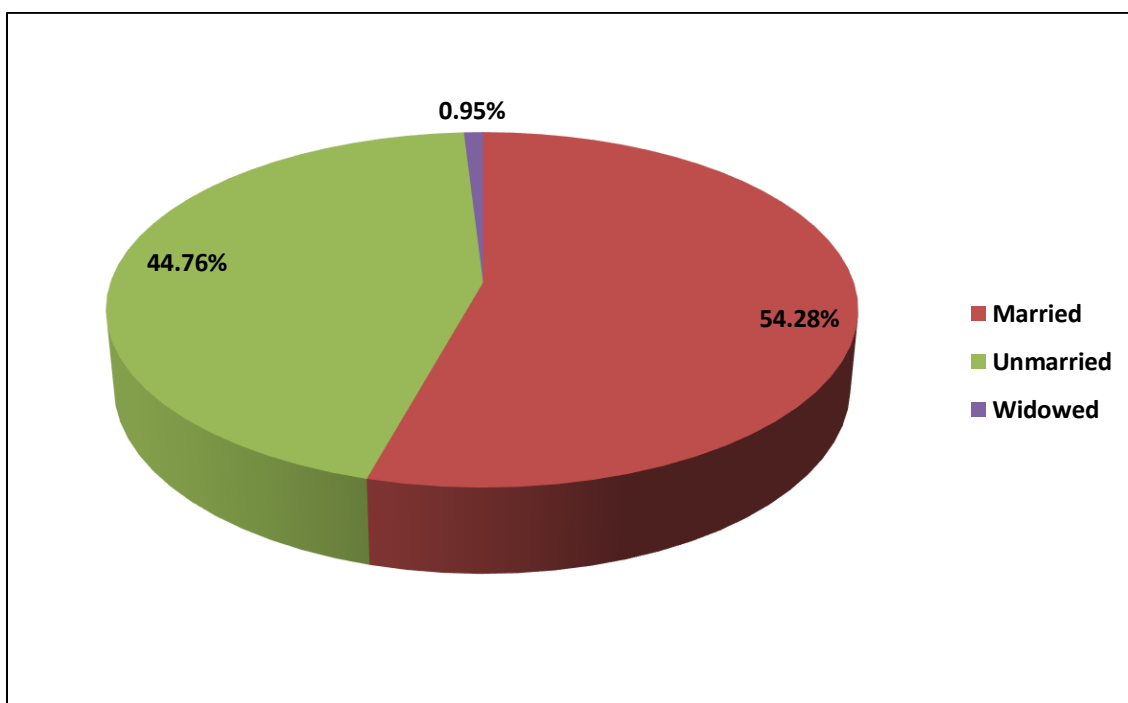
Figure 2: Marital Statuses of the Respondents

A.3 Monthly Income of the Respondents

Table - 3 reveals the income group; 52 (49.52%) respondents drew salary less than 50000 which is followed by the income of 25(23.80%) are between 51000-100000, which is followed by the income of 7(6.66%) of the respondents are between 101000-150000 only 6(5.71%) of the respondent's income comes between 151000-200000 and 15 (14.28%) of the respondent's income are above 200000.

Table 3: Monthly Income of the Respondents (N=105)

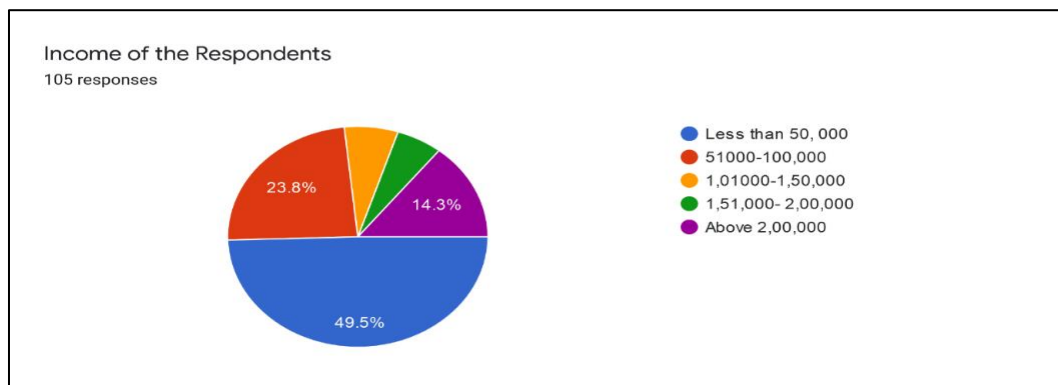| Monthly Income	No of Respondents	Percentage
Less Than 50000	52	49.52
51000-100000	25	23.80
101000-150000	7	6.66
151000-200000	6	5.71
Above 200000	15	14.28
Total	105	100

Figure 3: Income of the respondents

A.4 Work Experience of the Respondents

Table 4 indicates the work experience of the respondents. About 49(46.66%) respondents have less than five years of working experience, 24(22.85%) of the respondents have 5 to 10 years of working experience, 14(13.33%) respondents have work experience of 10-15years whereas 13(12.38%) of the respondents are having 15 to 20 years of experience and only. A very few respondents (2=1.90%) have work experience of 20 to 25 years, and more than 25 years of work experience has only 3(2.85%) of the respondents.

Table 4: Work Experience of the Respondents (N=105)

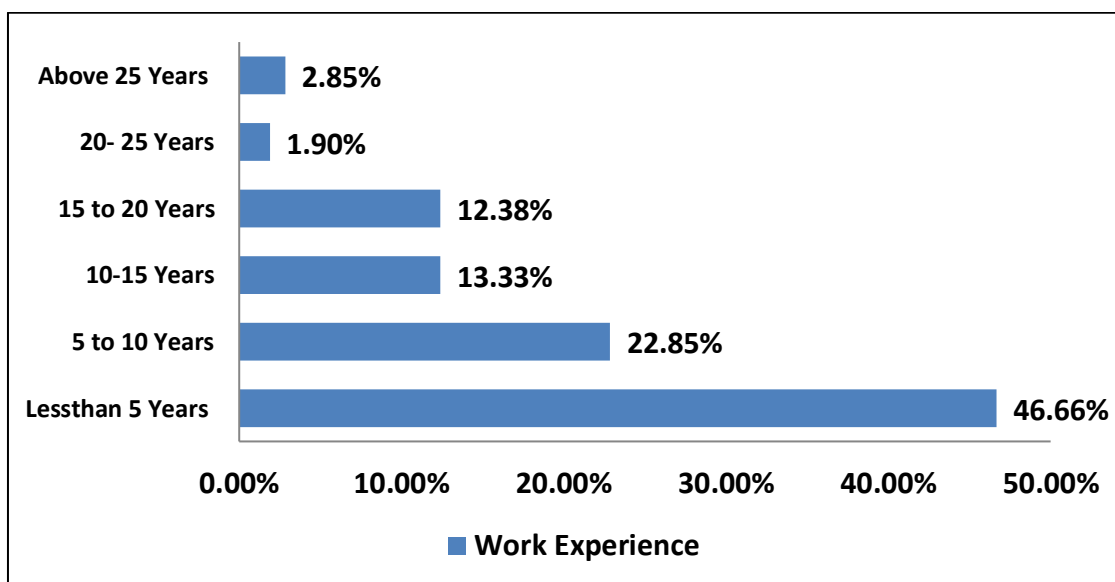| Work Experiences	No of Respondents	Percentage (%)
Less than 5 Years	49	46.66
5 to 10 Years	24	22.85
10-15 Years	14	13.33
15-20 Years	13	12.38
20 to 25 Years	2	1.90
Above 25 Years	3	2.85
Total	105	100

Figure 4: Work Experience of the Respondents

A.5 Education Qualification of the Respondents

Table No 5 shows the Education qualification of the respondents, which shows that the education qualification of 5(4.76%) of the respondents is up to graduation, where 66(62.85%) are up to Post Graduation where 19(18.09%) respondents education qualification is up to PhD which is followed by 11(10.47%) of the respondents is up to M.Phil. where only 4(3.8 %) of the respondents have different other qualifications. The study shows that majority of the respondents are up to Post Graduation.

Table 5: Educational Qualifications of the Respondents (N=105)

Qualification	No of Respondents	Percentage (%)
Graduation	5	4.76
Post-Graduation	**66**	**62.85**
M.Phil	11	10.47
PhD	19	18.09
Other	4	3.8
Total	105	100
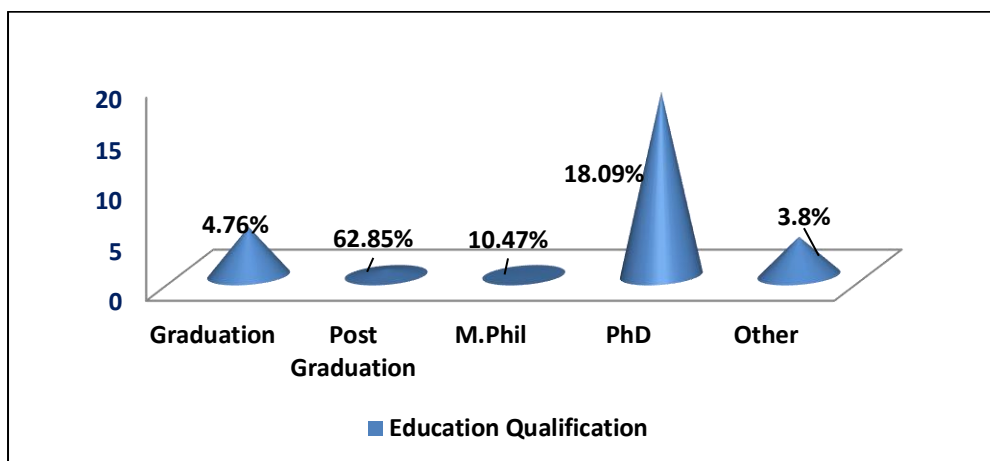
Figure 5: Educational Qualification

A.6 Professional Qualification of the Respondents

Table- 6 shows the professional qualification of the Respondents, which reveals that out of 105 respondents, 2(1.90%) respondents have BLIS, 58(55.23%) respondents have MLIS, and 14(13.33%) have M.Phil. Degree, 20 (19.04%) have Ph D Degree, where 3 (2.85%) respondents are pursuing PhD, and 8(7.61%) have some other qualification. Thus, the study shows that out of 105 respondent's majority has MLIs Degree.

Table 6: Professional Qualifications of the Respondents (N=105)

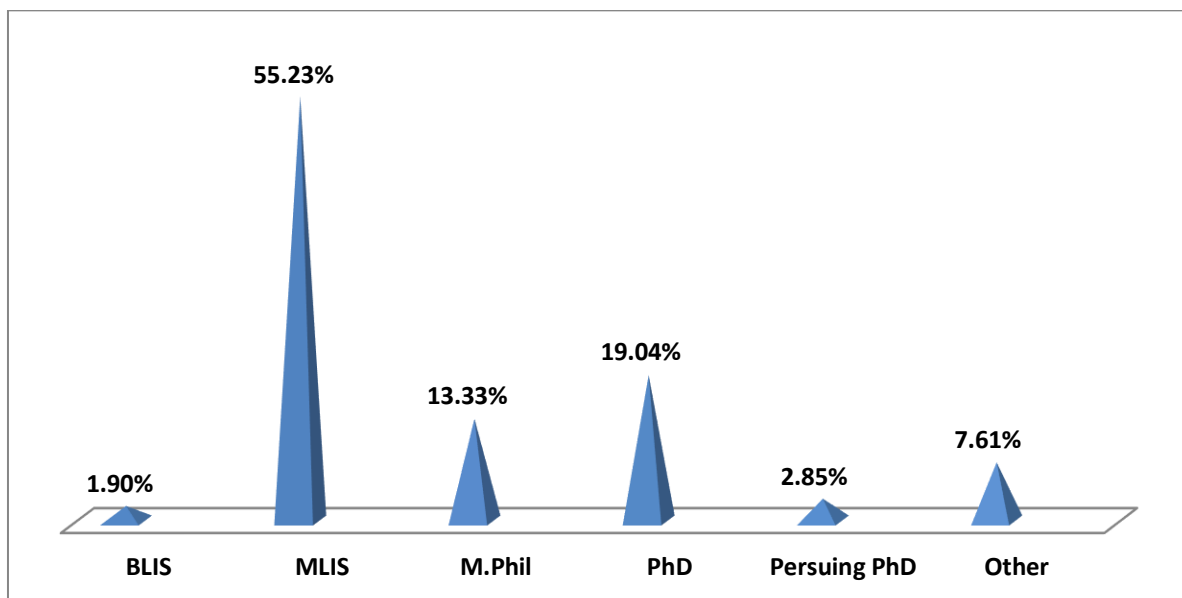| Professional Qualification	No of Respondents	Percentage (%)
BLIS	2	1.90
MLIS	**58**	**55.23**
M. Phil	14	13.33
PhD	**20**	**19.04**
Pursuing PhD	3	2.85
Other	8	7.61
Total	105	100

Figure 6: Professional Qualifications of the Respondents

A.7 Designation of the Respondents

Table 7 indicates the professional qualification of the Respondents. Out of 105 Women Professionals, 37(35.23%) women professionals are Librarian, 13(12.38%) respondents are Assistant Librarian,12(11.42%) respondents are College Librarian, 7(6.66%) are Library Assistant, 3(2.85%) respondents are Professional Assistant. In contrast, only 1(0.95%) is Deputy Librarian,1(0.95%) is Semi Professional Assistant,1(0.95%) respondent is Library Attendant, and 30(28.57 %) respondents are from other designation.

Table 7: Designation of the Respondents (N=105)

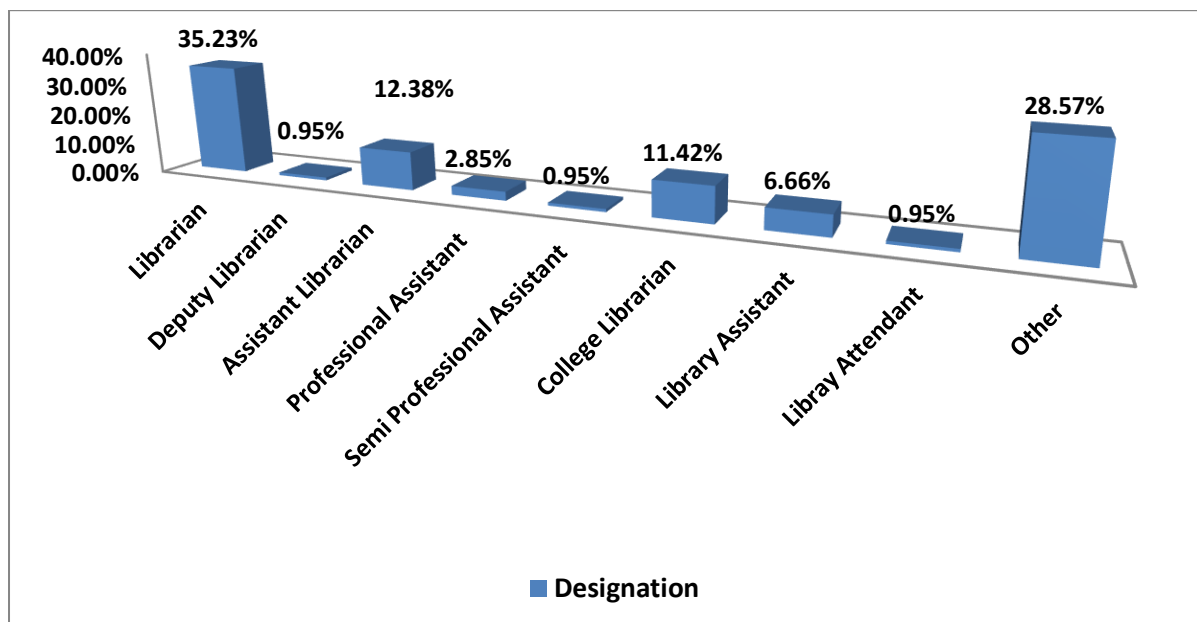| Designation	No of Respondents	Percentage (%)
Librarian	**37**	**35.23**
Deputy Librarian	1	0.95
Assistant Librarian	**13**	**12.38**
Professional Assistant	3	2.85
Semi-Professional Assistant	1	0.95
College Librarian	**12**	**11.42**
Library Assistant	7	6.66
Library Attendant	1	0.95
Library Bearer	0	0
Other	30	28.57
Total	105	100

Figure 7: Designation of the Respondents

A.8 Type of Institutions of the Respondents

Table - 8 shows the type of institutions the Women LIS Professionals are serving. The result shows that out of 105 women LIS Professionals, a maximum of 28(26.66%) respondents are from College Library, and 25(23.80%) respondents are serving in Central Universities. 12(11.42%) serve in State Universities, 13(12.42%) respondents serve in Private Universities, 8(7.61%) are employed in other Higher Educational Institutions, whereas 3(2.85%) of the respondents of each serve in Special libraries. School Library have a good number of respondents (13= 12.38%) work in other Educational Institutions.

Table 8: Type of Institution of the Respondents (N=105)

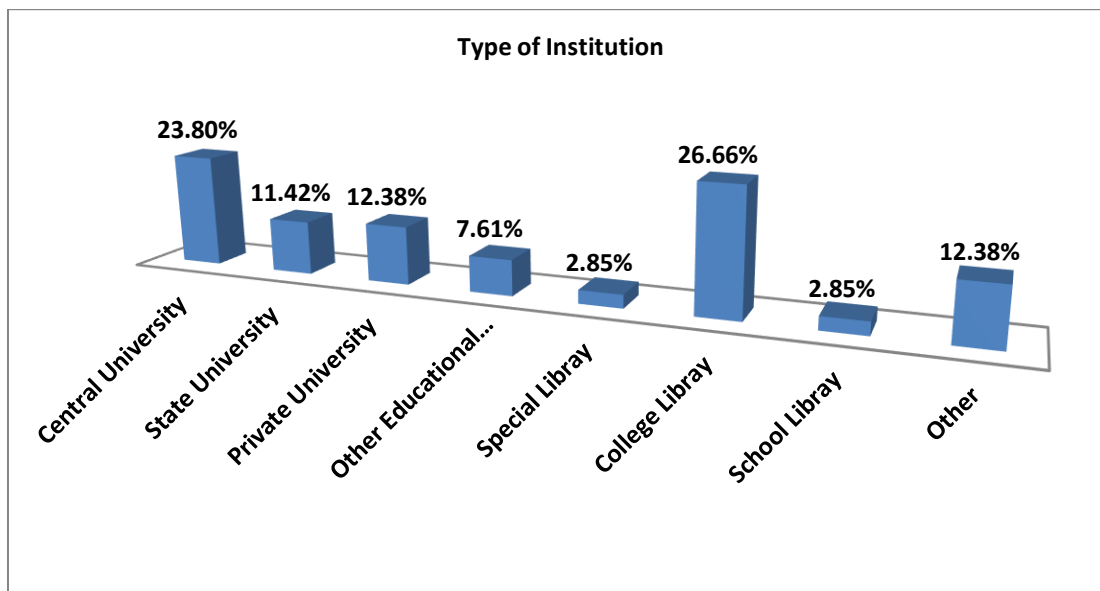| Type of Institution	No of Respondents	Percentage
Central University	**25**	**23.80**
State University	12	11.42
Private University	13	12.38
Other Higher Educational Institute	8	7.61
Special Library	3	2.85
College Library	**28**	**26.66**
School Library	3	2.85
Other	13	12.38
Total	105	100

Figure 8: Type of Institution

A.9Types of Academic Programmes offered in Respondents Institution

Table -9 shows the types of Academic programs offered where women library professionals work. It shows that 36(34.28%) academic institutions are offered UG Courses only, 7(6.66%) offered PG Courses only, 13(12.38%) offered UG and PG both Courses, and 5(4.76%) offered research only, whereas 44(41.90%) institutions are offered UG, PG and Research.

Table 9: Types of Academic Programmes offered in that Institution (N=105)

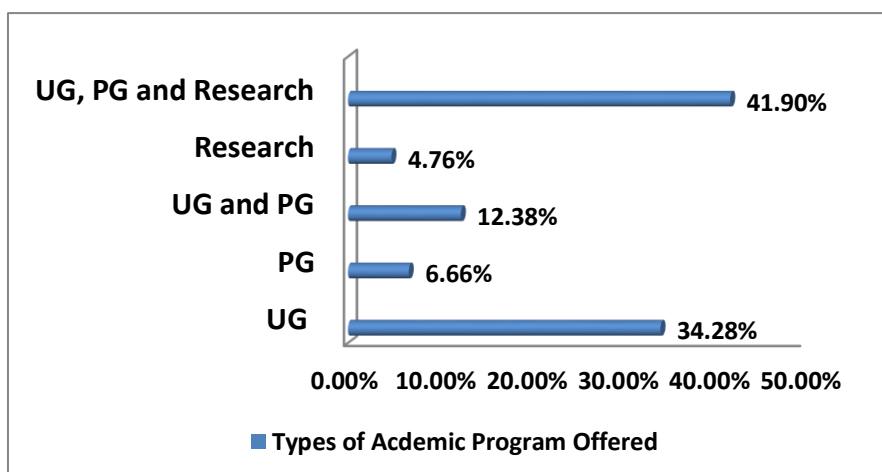| Types of Academic Program	No of Respondents	Percentage (%)
UG Courses only	36	34.28
PG Courses only	7	6.66
UG and PG	13	12.38
Research Only	5	4.76
UG, PG and Research	44	41.90
Total	105	100

Figure 9: Types of Academic Program offered in that Institution

**Part-B Analysis of Data among Women Library Professionals of India**

B.1 Indicate the point in life when Women LIS Professionals thought seriously for the first time about Librarianship as a career

Table -10 shows the point in Life where Women Library Professionals seriously think about Librarianship as a career. The result shows that 28(26.66%) of the respondent thought while studying for the Bachelor's Degree and 59(56.19%) thought after receiving Bachelor's Degree, 12(11.42%) thought while Engaged in Another career or Profession,10(9.52%) thought after finishing Intermediate /Higher Secondary. Only 4(3.80%) thought after finishing high school.

Table 10: Point of Life when Women LIS Professionals thought seriously about Librarianship as a Career (N=105)

Point of Life when Women LIS Professionals thought seriously about Librarianship as a career	No of Respondents	Percentage (%)
While studying for the Bachelor's Degree	28	26.66
After Receiving Bachelor's Degree	51	48.57
While Engaged in Another Career or Profession	12	11.42
After Finishing Intermediate/Higher Secondary	10	9.52
After finishing High School	4	3.80
Total	105	100
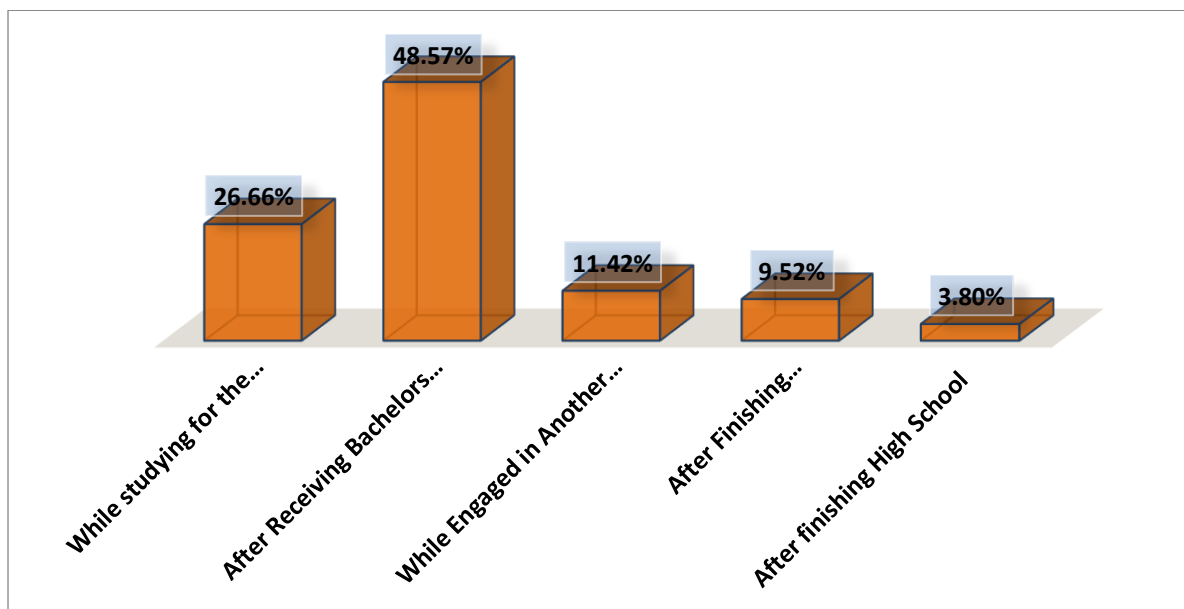
**Figure 10:** Point of Life when Women LIS Professionals thought seriously about Librarianship as a career

B.2 The Factors that have Encouraged the Women LIS Professionals to join in the Field of Librarianship

The study shows that 22(20.95%) of the Women LIS Professionals Like the Nature of work in the library, and again 22(20.95%) encouraged by their parent and Friend, and 23(21.90%) respondents are knowingly or unknowingly selected this field, 20(19.04%) of the respondents have interest on books and library where 8(7.61%) of the respondents are influenced by the Librarian that they Know. Only 1(0.95%) of the respondent's father was encouraged to join this profession.

Table 11: The Factors that have Encouraged the Women LIS Professionals in the Field of Librarianship (N=105)

The factor That has encouraged	No of Respondents	Percentage (%)
I like the nature of the work in the library	22	20.95
My parent Friend Encouraged me to join in the Field	22	20.95
I was no Other Alternative Option	9	8.57
I was knowingly or unknowingly selected for this field	23	21.90
I was interested in books, and the Library	20	19.04
A Librarian influenced me that I Know	8	7.61
My father Want to this	1	0.95
Total	105	100
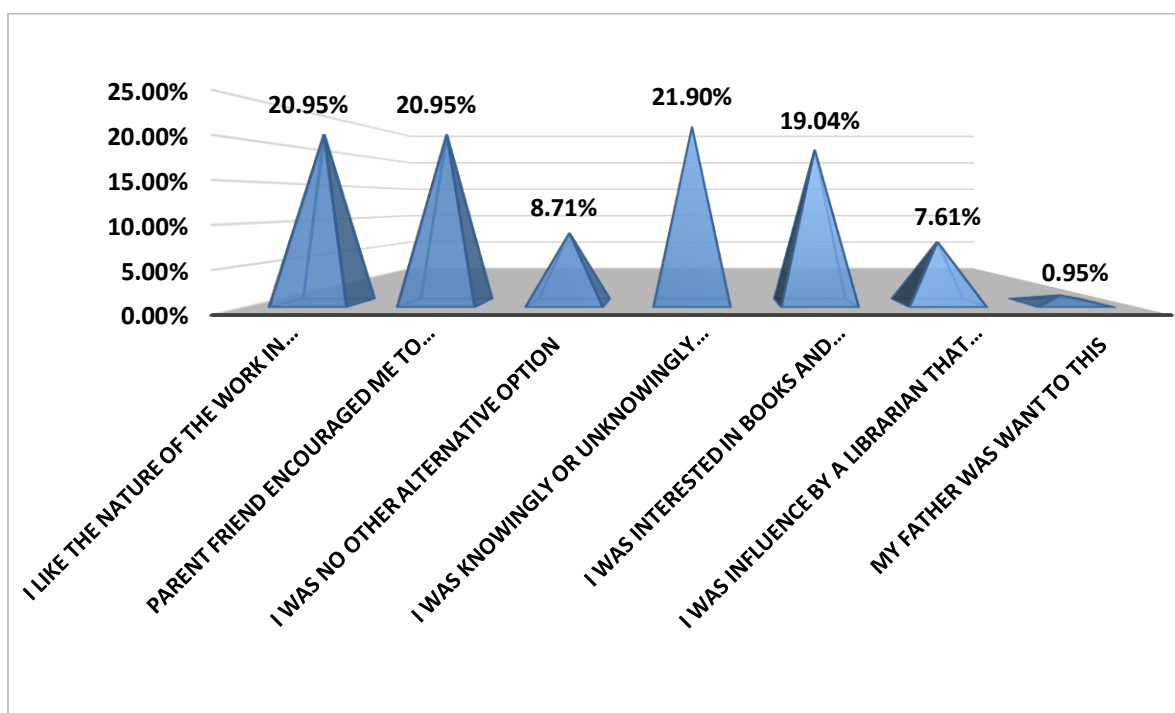
Figure 11: The Factors that have encouraged the Women LIS Professionals in the Field of Librarianship

B.3 Feeling Satisfied with This Job

The questionnaire was distributed among Women LIS Professionals in India to know whether women LIS Professionals are satisfied with their job, and the result shows that 69(65.71%) are satisfied with this job, whereas 10(9.52%) respondents are not satisfied with this job, and 26(24.76%) respondents are chosen Maybe.

Table 12: Feeling satisfied with this Job (N=105)

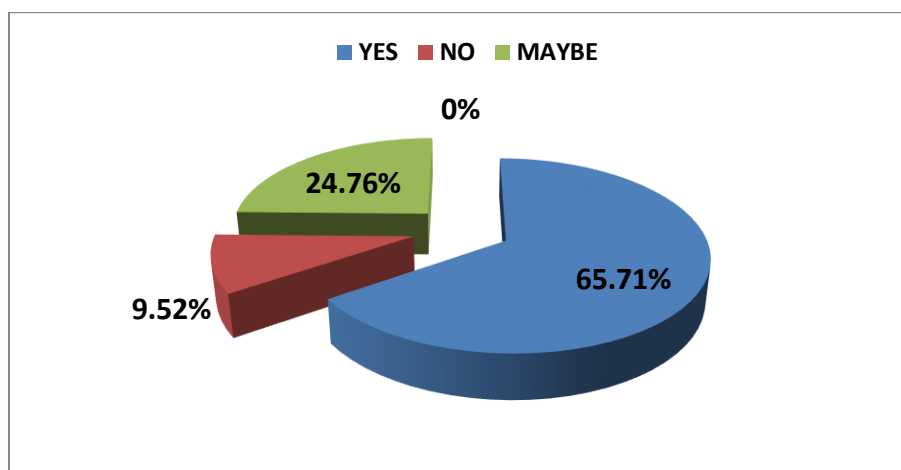| Feeling Satisfied with this job	No of Respondents	Percentage (%)
Yes	69	65.71
No	10	9.52
Maybe	26	24.76
Total	105	100

Figure 12: Feeling Satisfied with this Job

B.4 Job Satisfaction Level among Women LIS Professionals

Table 13: Shows the Job Satisfaction Level among Women LIS Professionals in India

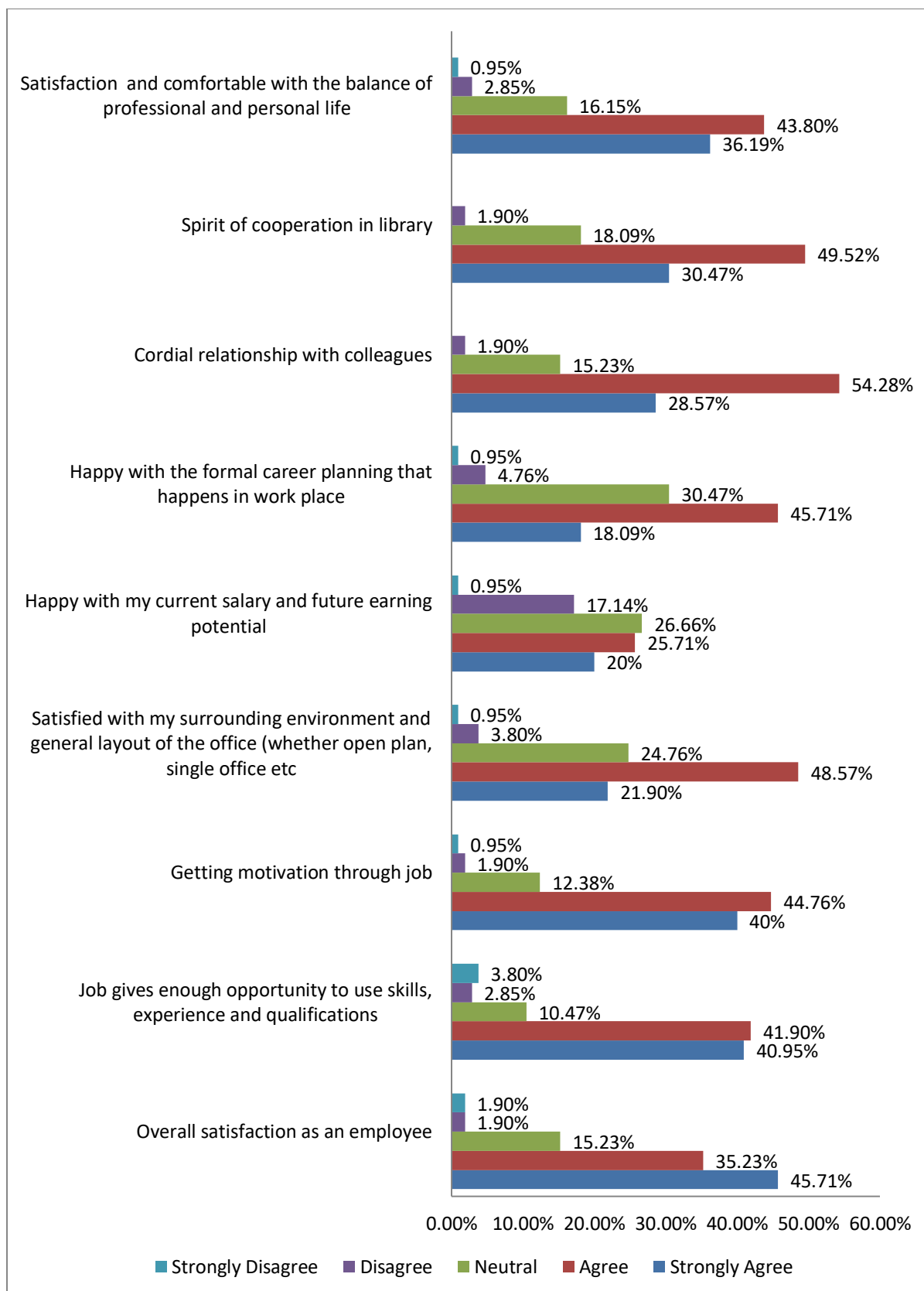| Job Satisfaction Level among Women LIS Professionals	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Overall satisfaction as an employee	48 (45.71%)	37 (35.23%)	16 (15.23%)	2 (1.90%)	2 (1.90%)
Job gives enough opportunity to use skills, experience and qualifications	43 (40.95%)	44 (41.90%)	11 (10.47%)	3 (2.85%)	4 (3.80%)
Getting motivation through job	42 (40%)	47 (44.76%)	13 (12.38%)	2 (1.90%)	1 (0.95%)
I am satisfied with my surrounding environment and the general layout of the office (whether the single open-plan office.	23 (21.90%)	51 (48.57%)	26 (24.76%)	4 (3.80%)	1 (0.95%)
I am happy with my current salary and future earning potential	21 (20%)	27 (25.71%)	28 (26.66%)	18 (17.14%)	1 (0.95%)
Happy with the formal career planning that happens in the workplace	19 (18.09%)	48 (45.71%)	32 (30.47%)	5 (4.76%)	1 (0.95%)
Cordial relationship with colleagues	30 (28.57%)	57 (54.28%)	16 (15.23%)	2 (1.90%)	0
Spirit of cooperation in library	32 (30.47%)	52 (49.52%)	19 (18.09%)	2 (1.90%)	0
Satisfaction and comfortable with the balance of professional and personal life	38 (36.19%)	46 (43.80%)	17 (16.15%)	3 (2.85%)	1 (0.95%)
Satisfaction with the development of women in the library profession	47 (44.76%)	30 (28.57%)	21 (20%)	3 (2.85%)	4 (3.80%)

Figure 13: Shows the Job Satisfaction Level among Women LIS Professionals in India

SIGNIFICANT FINDINGS OF THE STUDY

1. The present study reveals that 60.95% of the respondents are between the age group of 25-35, 27.61% of the respondents come in the age group of 36-45, whereas 8.57% are between the age group 46-55, and only 2.85% respondents come in the age group of above 55;

2. In the study, it is found that 54.28% of the respondents are married, whereas 44.76% are unmarried, and only 1(0.95%) respondents are widowed;

3. The researcher has found that 49.53% of the respondent's income is less than 50000, 23.80% of respondents' income is between 51000-100000, 6.66% of the respondents are between 101000-150000 only 6(5.71%) of the respondent's income comes between 151000-200000 and 14.28% of the respondent's income are above 200000;

4. From the study, it is found that the work experience of 46.66% of the respondents is less than five years which is followed by the work experience of 22.85% of the respondents is 5 to 10 years and13(12.38%) work experience is 10-15year also 12.38% of the respondents are 15 to 20 years where 1.90% of the respondents work experience is 20 to 25 years, and 2.85% of the respondents work experience is above 25 years;

5. The study reveals that most respondent (62.85%) did Post- Graduation, followed by 18.09% of respondents who did a PhD, 10.47% of the respondents are M.Phil. , and 4.76% of respondents are up to graduation level. In contrast, only 3.8 % of the respondents have different other qualifications.

6. In the study, it is found that only 1.90% of respondents have BLIS, 55.23% of respondents have MLIS, and 13.33% have M.Phil. Degree, 19.04% have Ph D Degree, where 2.85% of respondents are pursuing PhD, and 7.61% have some other qualification;

7. From the study, it is found that 35.23% of Women Professionals are Librarian 12.38% are Assistant Librarian, 11.42% are College Librarian, 6.66% are Library Assistant, 2.85% are Professional Assistant, where we have seen that only 0.95% have deputy Librarian,0.95% have Semi Professional Assistant,0.95% is Library Attendant, and 28.57 % have different other Designation;

8. Most of the women LIS professionals (23.80%) are serving in Central Universities, 11.42% of respondents are serving in State universities, 12.42% Serving in Private universities, 7.61% in Other Higher Educational institutions, 2.85% of the respondents are from Special Library, 26.66% respondents are from College Library, 2.85% are from School Library, and 12.38% are from different other Educational Institution;

9. From the study, it is found that 34.28% of Academic institutions are offered UG Courses only, 6.66% offer PG Courses only, 12.38% offer UG and PG both Courses, and 4.76% offer research only, whereas 41.90% of institutions are offered UG, PG and Research;

10. In the study, it is found that 26.66% of the respondent thought about Librarianship as a career while studying for the Bachelor's Degree, and 59.19% thought after receiving a Bachelor's Degree,11.42% thought while Engaged in Another career or Profession,9.52% thought after finishing Intermediate /Higher Secondary, and only 3.80% thought after finishing their high school;

11. The findings reveal that 20.95% of the Women LIS Professionals like the nature of work in the library, and again 20.95% are encouraged by their parents and Friend, 8.57% of respondents do not have any alternate option,21.90% of respondents are knowingly or unknowingly selected this field, 19.04% of the respondents have interest on books and library where the Librarian influences 7.61% of the respondents that they Know and only 0.95% of the respondent's father was encouraged to join in this profession;

12. From the study, it is found that 65.71% are satisfied with this job, whereas 9.52% of respondents are not satisfied with this job, and 24.76% of respondents are chosen Maybe;

13. The researcher has found that the Women LIS Professionals are satisfied with Librarianship as a career.

SUGGESTIONS AND RECOMMENDATIONS

Based on the study, the researcher has arrived at the following suggestions to improve the job satisfaction level among Women LIS Professionals in India:

➢ The Women LIS Professionals should take part in the training program, Seminar, and Conferences to develop themselves;
➢ The Subject of Library Science should include in the degree level to engage the unemployed LIS Professionals in the Degree Colleges so that they take part in the development of the Library Profession;
➢ The Salary structure of the Non-Government Organization should increase to enhance the morale of the women LIS professionals so that they contribute better to the development of the library profession;
➢ There is a need for the feeling of acceptance and the need to maintain a cordial relationship among male and Female LIS professionals so that women LIS professionals can take part in every library activity.

CONCLUSION

Job satisfaction of the women LIS Professionals mainly depends on the economic, social and cultural condition of the country or state. Job satisfaction is now a day's is significant because it is related to organisational status. To know the job satisfaction level of the employee, the organisation must organise a survey once a year for continuous development. The study also suggested that the organisation allow women LIS Professionals to participate in different professional training programs, Seminars, Conferences, and workshops and visit the other Libraries and documentation centres. It would be highly motivating and helps in the development and success of the organisation.

Thus, from the study, the researcher has observed thatmost Women LIS Professionals work in different libraries at a young age and work in different Central Universities in India. It is also observed that the majority of the women LIS Professionals are seriously thinking about Librarianship after receiving their Bachelor's Degree. The other factor that has encouraged them to join Librarianship is the nature of the work of the library. They are also encouraged by their parent, friend and relatives, and some of them unknowingly join this profession.

Thus, from the study, it is observed that the library Profession is the noblest profession among all professions. The majority of the Women LIS Professionals are satisfied with their profession. The critical factor of this study is the necessity of the satisfaction level among LIS Professionals, and the success of the organisation is possible only when their employee is satisfied.

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