

Job Satisfaction Among Public Library Staff in Trincomalee District

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This study investigated the job satisfaction among Public Library staff in Trincomalee district. The satisfaction affects the organization in which a person works and it affects the quality of work provided to the society. Trincomalee district has thirteen divisions. Researcher has selected only the tamil divisions which consist of twenty-five libraries. Due to language barriers five pradesa saba divisions are excluded from the study. Self-administered questionnaire was issued to 89 staff and a structured interview with the librarians and the field visit to all divisions were carried out. This study is based on the population approach. The study has thirteen factors considering the Maslow need theory and Herzberg two factor theories with forty-one statements. Excel sheet and SPSS package were used for analysis. SPSS package 16.0 was used for the analysis. Decision Criteria is if the mean value is 1.5-2.5 Low level of agreement. If mean value is 2.6-3.5 is Moderate level of agreement. If mean value is 3.6-5.0 is High level of agreement. The factors which falls into high level of agreement are responsibility 3.715, pay 4.071, job security 4.363 and work -itself 4.396. Organizational policy 2.734, supervision 2.764 and interpersonal relation 3.494 have moderate level of agreement. The factors like growth 1.685, achievement 1.707, advancement 1.734, recognition 2.168 and work condition 2.419 have low level of agreement. The overall satisfaction is 2.932089. It shows that staff are in moderate level of agreement in Trincomalee district. One tailed test was selected to calculate p value since a test of a statistical hypothesis where the region of rejection is on right side of the sampling distribution. The calculation considers only above the mean value and overall standard deviation. The p value for pay 0.0001 is <0.01 , work itself $0.00012 < 0.01$, job security $0.000135 < 0.01$ shows that these factors are extremely significant. Responsibility p value equals 0.0906 by conventional criteria this difference is considered to be not quite statistically significant. These factors contribute to staff job satisfaction. Remaining factors p values are > 0.01 shows that these factors are not statistically significant and not contributing to the library staff satisfaction. Public library administrative body has to pay attention on this to motivate the staff for better performance in future. Ranking method shows the priority order of factors that contribute to public library staff job satisfaction. Public library managing authority should pay their attention on hygiene factors to minimize the dis satisfaction and should pay attention on motivating factors to improve job satisfaction.

Keywords: Job satisfaction, Public library, Library professionals, Trincomalee district, Sri Lanka