

## Gender Perspectives on Career choice and Job Satisfaction of LIS Professionals in Higher Education Sector in Telangana

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Studies on job satisfaction are important to the institutions aiming at quality service and image building. A satisfied employee contributes to increased productivity and enhance the performance of the institution.

Present study attempts to understand the career choice and job satisfaction of LIS Professionals from gender perspective. The study presents a comparative account of the career choice and job satisfaction of male and female LIS professionals in the state of Telangana. Job satisfaction varies from one individual to another and various factors determine the extent of job satisfaction. Gender plays an important role in the career choice, career progression and ultimately impact the job satisfaction of employees. Although several studies are carried out on Job satisfaction of LIS Professionals, only few studies are carried out from gender perspective. In this study, the extent of job satisfaction, factors affecting job satisfaction including – salary, working hours, working conditions, relations with co-workers etc. are analyzed from gender perspective. The study is based on the data collected from 103 library & information science professionals working in universities, degree colleges and engineering colleges. Study used a structured questionnaire administered to the respondents through Google Forms. The data is imported to SPSS package for analysis. Data is analyzed and presented in the form of tables. Study finds that career choice based on gender has a profound impact on job satisfaction.

The representation of women in top level management is very low compared to men. Study suggests that institutions should adopt gender sensitive practices and take measures to enhance job satisfaction.

Key words: *Job Satisfaction; Gender; Telangana.*

### 0 INTRODUCTION

Studies on job satisfaction enrich any organization by providing feedback

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on various facets of the job, working conditions, satisfaction of the employees regarding the policies, programs etc. These studies act as diagnostic instruments to identify the problems of the employees and for effecting necessary changes for improved performance of the institutions. Realizing full potential of the employees is possible only by understanding their problems and taking corrective measures to minimize the problems.

Differences exist in the career choice, career progression and job satisfaction based on gender. Due to the process of socialization, men and women are trained to fit into their gender roles which later in their life greatly influence their choice of occupation. Gender stereotype attitudes in the society also relegate women to less important positions. Women are seen to be unfit in managerial positions by people holding to gender stereotypes. Due to these and other limitations posed on women such as balancing dual roles at family and workplace, restrictions on working hours and mobility from one place to another etc. also make them opt for jobs that satisfy their requirements.

Traditionally, professions such as teaching, nursing and librarianship were believed to be most suitable for women. It is felt that library profession is best suited for women as they naturally possess the qualities of patience, perseverance and service. However, studies reveal that the employment ratio of women to men in libraries is still not very encouraging.

Number of factors influence the choice of career, career progress and job satisfaction of both men and women. Various factors influence the job satisfaction of the employees. The key variables that contribute to the job satisfaction of the employees include – job security, salary, working conditions, working hours, Relations with superiors and subordinates at work, recognition etc. job satisfaction has been defined as the effective response of the employee towards work and organization. One of the most widely used definitions in organizational research is that of Edwin A. Locke (1976). He defines job satisfaction as “a pleasurable or positive emotional state resulting from the appraisal of one’s job or job experiences”. Job satisfaction is viewed as a “constellation of attitudes about various aspects or facets of the job” (Spector, P.E, 1997). Spector identified 14 facets of job satisfaction namely – appreciation, communication, co-workers, fringe benefits, job conditions, nature of the work, organization, policies and procedures, pay, personal growth, recognition, security and supervision.

Present study intends to assess the career choice and job satisfaction of LIS professions in higher education sector in Telangana from a gender perspective. Study covers LIS professionals working in universities, degree colleges, engineering college libraries of Telangana.

## 1 OBJECTIVES OF THE STUDY

The specific objectives of the study are to study the following with a particular reference to gender. The study intends to -

1. Study whether LIS career is a chance or choice for the LIS professionals in Telangana
2. Explore the reasons contributing to the career choice
3. Assess the extent of job satisfaction by the LIS professionals
4. Study the factors contributing to job satisfaction
5. Study the influence of personality traits on the job satisfaction

## 2 RESEARCH HYPOTHESES

The following Null Hypotheses were formulated to test the association between variables such as gender, choice of the profession and extent of job satisfaction.

1. Ho - There is no significant difference in the job satisfaction of respondents based on gender.
2. Ho - There is no significant difference in the choice of LIS Jobs by Gender of the respondents
3. Ho - There is no significant difference in the job satisfaction of respondents belonging to different managerial levels and gender.

## 3 METHODOLOGY

Data for the study is collected through an online survey by means of a structured questionnaire that is designed keeping in view the objectives of the study. The questionnaire saved in google drive was shared in various LIS groups. One hundred and three(103) responses were received on time. Data was stored in MS-Excel which is exported to SPSS database for analysis. Chi-Square test and t-test are used to test the hypotheses. Means and standard deviation are calculated to assess the statistical significance and variance of the data. The data is presented in the form of tables and the results are interpreted in the light of the objectives to arrive at conclusions.

## 4 REVIEW OF LITERATURE

Zou, M. (2015) study on gender, work orientations and job satisfaction is based on the Skills Survey data on 4800 employed individuals in UK. The study revealed that women displayed higher levels of job satisfaction than men.

The book titled "Job Satisfaction: Application, Assessment, cause and consequences" by Paul E Spector (1997) gives a detailed account of Job Satisfaction and provides of Job Satisfaction Scale, designing a questionnaire,

conducting Job Satisfaction Survey, cultural and demographic differences in Job Satisfaction. It is a valuable guide to the researcher wishing to pursue research on different aspects of Job Satisfaction.

Apart from the studies on job satisfaction in general, several studies were conducted on the Job Satisfaction of LIS Professionals in India and Internationally.

Rutledge Lorelei B (2020) studied career progression of women academic librarians. Authors studied the barriers and noted that gendered behavioral expectations influenced the work of women librarians. The assertiveness of women lead to a negative outcome. Effective communication, explicit self-promotion are seen as a strategies to overcome the effect of stereotypes.

Another study by Ramesh Pandita and Domnic J(2018) conducted on job satisfaction of library professionals in higher education sector in J & K found that the professionals who joined the profession by choice exhibit more job satisfaction than those who entered the profession by chance.

Study by Suresha and Srinivasa (2017) found that the library professionals are least satisfied with their jobs. Study suggests measures to improve the job-related factors like independence, variety, social status, good supervisory techniques, the point of moral values, authority towards work, utilization of ability of professionals, strong and favorable library policies, responsibility, promotion, recognition of innovative ideas/services and achievement.

Veena (2017) studied the impact of advances in digital technologies on women librarians. Study discusses the parameters of empowerment of women to function effectively in the digital era.

Although several research studies were made on the job satisfaction of LIS professionals, studies from gender perspective are very less, especially in the state of Telangana, India.

## 5 DATA ANALYSIS AND RESULTS

As seen in Table-1, out of the total 103 respondents, 56 (54.4%) are male and 47 (45.6%) are females which is a fair representation to study the aspects of job satisfaction from gender perspective.

Majority of the respondents (35.9%) are in the age group of 41-50 years followed by 33.9% of them belonging to the age group of 30-40 years. Respondents in the age group of 51 and above (18.4%) have high representation than the younger professionals in the age group of 20-30 (11.6%). Gender wise break up shows that females are more in the age group of 20-30 and their number is less in age group of 51 and above.

In terms of the educational qualifications, nearly half of the respondents (47,6%) have double post graduate degrees that is post graduation in other

subjects with MLISc. qualifications. Only 13.6% of the respondents have doctorate degree and 8.7% of them have M. Phil. degree. Another 13.6% of the respondents have additional qualifications such as PGDLAN, Post Graduate Diploma in Computer Applications. From the analysis, it is evident that the library professionals are highly qualified.

Majority of the respondents (82.5%) are working on permanent positions while 18% of them are working on temporary appointments. The percentage of respondents in top level of management (15.5%) is observed to be less. The representation of women in top level positions is found to be very less at 25%. More than 70 per cent of the respondents are in the middle level positions and only 11.6% of them are in lower level of the management.

**Table-1: Descriptive Statistics**

	Male	Female	Total	Percentage
<b>Gender</b>	56	47	103	
<b>Age</b>				
20-30 years	5	7	12	11.6
31-40 years	16	15	35	33.9
41-50 years	22	14	37	35.9
51 years and above	12	7	19	18.4
<b>Marital Status</b>				
Married	50	39	89	86.4
Single	5	6	11	10.7
Divorced	1	2	3	2.9
<b>Nature of the Employment</b>				
Permanent	41	44	85	82.52
Temporary	15	3	18	17.48
<b>Educational Qualifications</b>				
Degree only	2	1	3	2.9
BLISc only	2	1	3	2.9
MLISc	22	19	41	39.8
PG+MLISc	26	23	49	47.6
M.Phil	4	5	9	8.7
Ph.D.	8	6	14	13.6
Other professional qualifications (PGDLAN)	7	7	14	13.6
Not Answered	1	1	2	1.9
<b>Managerial level</b>				
Top level	12	4	16	15.5
Middle level	37	38	75	72.8
Lower level	7	5	12	11.6
<b>Time of Entry into the Job</b>				
Late	14	16	30	29.1
On time	35	29	64	62.1
Early	7	2	9	8.7

Time of entry into the profession is one important factor that is affected by gender. From Table-1, it is evident that majority (62.1%) joined the profession on time. However, considerable employees (29%) joined the profession late. The proportion of women is more in the category of employees who joined the profession late. This is justified as women take up jobs late due to family commitments, marriage, child bearing and other reasons. A small percentage of employees joined the job at an early age and the number of women in this category is observed to be less.

#### CAREER CHOICE

The study questioned the respondents whether they entered the profession by chance or by choice. It is found that for majority of respondents (61.1%) LIS profession is a choice. However, considerable proportion of respondents (38.8%) said that they joined the profession by chance (Table-2).

**Table-2: Analysis of Respondent's Choice of Library Profession by Gender**

Options	Gender		Total (%)
	Male (%)	Female (%)	
By Chance	20 (35.71)	20 (42.5)	40 (38.83)
By Choice	36 (64.28)	27 (57.4)	63 (61.17)
Total	56	47	103

#### SUITABILITY OF LIS CAREER TO MEN AND WOMEN

Respondents were asked to give their opinion regarding the suitability of LIS jobs for men, women or both. The responses are analyzed and presented in Table-3

**Table-3: Respondent's opinion regarding suitability of Library Profession by Gender**

Respondents by Gender	Suitable to			Total
	Men	Women	Both	
Male	11	20	25	56
Female	2	29	16	47
Total	13 (12.62)	49 (47.57)	41 (39.8)	103

Nearly half of the respondents (47.7%) felt that LIS jobs are suitable for Women. However, another 39.8% are of the opinion that LIS jobs are suitable for both men and women. Only a small percentage of respondents (12.62%) opined that LIS jobs are suitable to men.

#### FACTORS AFFECTING CHOICE OF LIBRARY JOBS

Comparison of the Mean Values of the factors affecting choice of Library Jobs by respondents based on sex (Table-4) reveals interesting findings. While the mean values of Females is higher than Males in the factor "Job Security", in all other factors, mean scores of females is less than their male counterparts. Comparison of means of all the factors reveals that Males ranked Nature of Work, Flexible working hours and Job Security as major factors for their choice of LIS jobs. Female respondents ranked Job Security, followed by Nature of work and Salary as the major deciding factors for choosing LIS Jobs.

**Table-4: Analysis of Factors Affecting Choice of Job in the Library by Gender of the Respondents**

Gender	Mean Values				
	Salary	Job Security	Nature of Work	Flexible Working Hours	Non Transferable Job
Male	3.78	3.92	4.20	3.94	3.60
Female	3.74	4.11	3.94	3.47	3.43

## JOB SATISFACTION

A comparison of the job satisfaction by gender of the respondents reveals that greater percentage of Female respondents expressed greater level of satisfaction (38.29%) than their male counterparts (26.78%). With slight variation both male (55.36%) and female (51.06%) expressed moderate levels of satisfaction. It is also interesting to note that less number of females (10.64%) reported least satisfaction compared to their male counterparts (17.86%)

**Table-5: Analysis on the Extent of Job Satisfaction by Respondents based on Gender**

Gender	Extent of job satisfaction						Total
	Large Extent		Some Extent		Least Extent		
	No.	%	No.	%	No.	%	
Male	15	26.78	31	55.36	10	17.86	56
Female	18	38.29	24	51.06	5	10.64	47
Total	33		55		15		103

## FACTORS CONTRIBUTING TO JOB SATISFACTION

**Table-6: Analysis of the factors contributing to Job Satisfaction of the Respondents**

Factors contributing to Job Satisfaction	Male	Female
Working Hours	3.60	3.86
Challenging Job	3.84	3.56
Work Autonomy	3.96	3.63
Management Support	3.76	3.49
Recognition	3.56	3.47
Rewards and incentives	3.56	3.09
Relation with Co-workers	3.15	2.86
Working Conditions	3.89	3.77
Love for the Profession	3.75	3.49

Comparison of the means of factors contributing to job satisfaction of male and female respondents do not reveal much variation. However, difference can be noticed across the mean values of different factors. It can be observed that while mean values for work autonomy, working conditions and challenging nature of the job are high among male respondents, female respondents got high mean values for factors working hours, working conditions and work autonomy in the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> places respectively.

## PERSONALITY TRAITS AND JOB SATISFACTION

Studies reveal that personality traits account for variations in the job satisfaction of the employees in an organization. Highly motivated, high-energy individuals fit into their work environment and get involved in the work than the low energy individuals. Hence, the job satisfaction levels also are likely to vary among the two types of employees with intrinsic and extrinsic qualities.

In order to know the personality traits of the respondents, the questionnaire included questions that relate to the personality traits. The questions that reflect preferences for challenging situations, making new friendships, contributing

to the society, having good planning and organization skills, freedom to work innovatively are categorized under extrinsic qualities. The questions reflecting preferences for working in quiet environment, isolation without consulting others, who do not like to share their work and expertise with others, need for support in the work place are categorized as intrinsic qualities. The respondent's preferences are analyzed on a five point Likert scale. The relation between personality traits and job satisfaction levels is shown in Table-7

**Table-7: Personality Traits and Job Satisfaction**

Personality Traits	Job Satisfaction	N	Mean	SD	F value	p-value
Intrinsic	Poor	5	16.20	5.404	10.488	0.000
	Moderate	55	18.31	2.433		
	Large extent	38	20.42	2.367		
Extrinsic	Poor	5	18.40	5.128	10.475	0.000
	Moderate	55	23.20	3.153		
	Large extent	38	25.13	3.330		

From the table, it is evident that the relation between job satisfaction of Intrinsic and extrinsic personalities is significant. However, when the Intrinsic and Extrinsic personalities are grouped by gender, the results indicate that the effect of gender and job satisfaction on intrinsic ( $F = 0.241268$ ,  $p = 0.786126$ ) and Extrinsic ( $F = 0.492631$ ,  $p = 0.612619$ ) are not significant.

It means that job satisfaction varies with personality traits but gender-wise personality traits do not show significant effect on job satisfaction.

#### TESTING OF HYPOTHESES

1.  $H_0$  - There is no significant difference in the job satisfaction of respondents based on gender.

**Table-8: Testing of Hypothesis 1**

How satisfied are you in your present job?	Gender		Total	Chi-square value	p-value
	Male	Female			
Poor	3	2	5	0.300	0.861
Moderate	32	25	57		
Large extent	21	20	41		
<b>Total</b>	56	47	103		

Chi-Square test is employed to test the Null Hypothesis. As the p-value is greater than the Chi-square value, Hypotheses is accepted.

Inference: The Association between gender and job satisfaction is not significant.

2. Ho - There is no significant difference in the choice of LIS Jobs by gender of the respondents

**Table-9: Testing of Hypothesis 2**

Choice of LIS Job	Gender		Total	Chi-square value	p-value
	Male	Female			
Chance	20	20	5	0.503	0.478
Choice	36	27	57		
<b>Total</b>	56	47	103		

The relation between career choice and gender is tested using chi-square. As the p-value is less significant, hypothesis is rejected.

Inference: There is a difference in the choice of LIS Jobs by male and female respondents.

3. Ho - There is no significant difference in the job satisfaction of respondents belonging to different managerial levels and gender.

**Table-10: Testing of Hypothesis 3**

Gender	Managerial Level	Job Satisfaction			Total	Chi-square value	p-value
		Poor	Moderate	Large Extent			
<i>Male</i>					26.347	<.001	
	Top	0	2	10			
	Middle	1	25	11			
	Lower	2	5	0			56
<i>Female</i>							
	Top	1	1	3			
	Middle	1	21	16			
	Lower	2	3	1			47
<b>Total</b>							103

The relation between managerial level of the respondents grouped by gender with extent of job satisfaction is tested using chi-square test. P value is less than the chi-square value obtained. Hence hypothesis is rejected.

Inference: There is a significant variation in the job satisfaction levels by managerial class and gender.

## 6 FINDINGS AND DISCUSSION

1. Majority of respondents entered LIS jobs by choice (61.1%) and the respondents who joined the profession by chance is also considerable (38.8%).

Earlier research by Ramesh Pandita, 2017 established that every third person in the profession in the State of Jammu & Kashmir enter the profession by chance. Study states that there is a need to popularize the Library &

Information Science at UG and PG level in order to increase awareness about scope and nature of work in Libraries.

Present study also establishes the fact that gender and career choice has a significant impact on job satisfaction. Hence it is important to take measures to see that more LIS professionals join the profession by choice.

2. Representation of women in Top Level management is found to be very less.

Out of the total respondents only 15% of them are in the top level of management and the number of women in this level is very less. As is evident from the study, LIS professionals are highly qualified with double post graduate degrees. In spite of this, the lack of promotional opportunities, not filling up the top level positions may be the causes for less number of professionals working in Top managerial positions. Organizations should follow equal employment policies to ensure representation of women.

3. Male respondents ranked nature of work, flexible working hours and job security as major factors for their choice of LIS jobs. Female respondents ranked Job Security, followed by nature of work and salary as the major deciding factors for choosing LIS Jobs.
4. Female respondents expressed greater level of satisfaction (38.29%) than their male counterparts (26.78%). However, testing of hypothesis revealed that the relation between gender and job satisfaction is not significant.
5. Work Autonomy, Working Conditions and Challenging nature of the job are rated as factors contributing to job satisfaction by male respondents. Female respondents rated factors - Working Hours, Working Conditions and Work Autonomy in the 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> places respectively.
6. The relation between personality traits (Intrinsic and Extrinsic) on Job Satisfaction is found to be significant. However, combined effect of gender and personality traits on job satisfaction is found to be non-significant.

Findings of the study and review of literature suggest that there is a changing trend in the preferences for LIS jobs. The LIS profession which was once seen as a female dominated profession is now is the preferred job for both male and female professionals. Job Satisfaction is observed to be high among LIS professionals who join the profession by choice than those who come into the profession by chance. Hence there is a need to improve the awareness about the profession among the youth who ought to take up jobs after graduation. The following suggestions are made for improved job satisfaction of LIS professionals:

1. Ensuring safe and secure work conditions especially to women LIS professionals
2. Creation of more job vacancies and recruitments for permanent positions
3. Creation of promotional opportunities for career progression to top level positions will help to improve the job satisfaction
4. Several factors such as wages, hours of work, job security, autonomy, performance etc together determine the satisfaction of an employee. Large scale studies on these various aspects may be carried out to find out job satisfaction score or index to measure the job satisfaction across various professions.

## 7 CONCLUSION

The service quality of the employees depends on the commitment, willingness to work and the satisfaction derived from the work. Job satisfaction not only contributes to increase in productivity but also plays an important role in promoting image of the institution.

Job satisfaction varies with individuals and there may be many reasons that affect the job satisfaction. As more and more women enter the LIS profession, the institutions should build up gender sensitive practices to ensure safe and improved working conditions and provide avenues for their career progression and development.

There is a need to conduct more in depth research into various aspects of job satisfaction with special focus on Gender issues.

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