

CAREER CHOICE AND CHALLENGES FACED BY LIBRARY PROFESSIONALS IN HARYANA: A STUDY OF LIBRARY PROFESSIONALS WORKING IN COLLEGES OF DISTRICT AMBALA AND YAMUNA NAGAR

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Abstract

Purpose- The purpose of this paper is to investigate the factors affecting career choice and challenges faced by library professionals working in colleges of District Yamuna Nagar and Ambala.

Methodology- Data was gathered via questionnaire sent to 33 library professionals working in library of Govt and Govt. Aided colleges in Haryana.

Finding- The study indicates factors which motivated choice of career and challenges faced by library professionals.

Practical Implication- The result of study may provide useful information and practical advice regarding career choice and challenges which are faced by library professionals.

Keywords- Career Choice, Challenges, library Professionals.

1.0 Introduction: The Library is an integral part of higher education. Early library was considered store house but now situation is different due to increase in knowledge. Now library becomes information centre and to attract new generation in the library profession and to increase the retention of new recruits in the library, It is important to know the reason to choose the career as a library profession. Various factors like salary, job security, service environment etc. are helpful for new generation to choose library profession as a career in their life.

Librarian is not custodian of books. He /She has to face lot of new challenges due to non-print resources. The Library is an active medium of communication because without the libraries the books would not have survived. Librarian is a mediator between man and the graphic records that his and previous generation have produced.

Ranganathan stated "Librarianship is a noble profession. A librarian derives his joy by seeing the dawn of joy in the face of the readers help by him to find the right book at the right time.

Library profession is growing at a rapid speed and in order to meet it squarely there is need for properly trained people. Without good staff the best stocks will not be fully exploited while the good staff can make the most of limited stocks. Library professionals should be skilled people and capable of handling non print media such as software, internet, searching techniques, CD/DVD, maintenance of IT infrastructure etc. Due to lack of knowledge of e- resources Library professional have to face lot of challenges. In Library science education curriculum should be designed to cope with the challenges faced by library professionals regarding new advancement in the technology.

2.0 Literature Review

Jestin and Parameswari (2002) revealed the challenges for library professionals in new millennium. It was found that library professionals in India were subjected to various challenges. The introduction of computer and new technology was a challenge to all librarians. It was concluded that librarians should be ready to participate in the process of generating and distributing information and knowledge for quality of life and education for all.

Kaur (2007) discussed various factor which motivate them to join this profession , their professional interest, attitude and job satisfaction level with the LIS profession.

Tella (2007) highlighted various factors, such as attractive salary, good condition of service, and job security, which can promote librarianship as a choice of career.

Issa and Nwalo (2008) studied the factors affecting the career choice of undergraduates in Nigeria library and information schools. It was found that 68.86% of the respondents claimed that they chose the profession because

of their previous work experiences in a library while 15.68% admitted that they opted for the profession in order to secure a good job.

Alansari (2011) investigated those factors affecting career choice, job satisfaction and participation of the public image of librarians of 117 professional librarians in Kuwait. Respondents reported that they were moderately satisfied with their current job.

Mohsensadeh and Mohhadam (2011) conducted study on perception of library staff regarding challenges of developing digital libraries in an Iranian University. It was found that the most difficulties are the lack of suitable equipment and untrained personnel.

3.0 Objectives

1. What are the educational backgrounds of Library Professionals in the Library?
2. What are reasons for the library professionals to choose of the Library profession?
3. What challenges faced by library professionals in library profession?
4. What are the available sources of information on library profession?

4.0 Methodology

The data was collected by using questionnaire survey method, personal interviews and observation also. The targeted population was library professionals working in Govt. and Govt aided colleges in Ambala and Yamunanagar. Questionnaire was designed on the basis of literature review. The questionnaire included questions on basic qualification and professional qualification. In addition questions were asked regarding reason to join library profession and what challenges they are facing in this profession.

5.0 Data Analysis

In total 33 questionnaires were distributed in various colleges (List attached as Annexure 1) of Ambala and Yamuna Nagar districts of Haryana. Out of 33 questionnaires, 30 respondents (90.90 per cent) filled up and submitted the same. The respondents belonged to various level in the library.

Table-1: Academic Educational backgrounds of Library Professionals

Stream	Frequency	%
Arts	29	96.67%
Commerce	1	33.3
Science	-	-
Total	30	100%

Table 1 shows academic qualifications of library professionals working in colleges of Ambala and Yamuna Nagar. It was found that 96.67% respondents are Arts backgrounds. Only one respondent 33.3% belongs to Commerce. No respondents having Science backgrounds.

Table-2 : Professional Educational backgrounds of Library Professionals

Stream	Frequency	%
B.Lib. sc	10	33.33
M.Lib. Sc.	20	66.67
Total	30	100%

Table 2 indicates that majority of library professionals 66.67% had Master in Library Science degree followed by 33.33% had Bachelor in library science degree. It means Library professionals with Master degree in study may be due to fact that academic institution placed on emphasis on master degree.

Table-3 :Reasons to Choose Library Profession as a Career

Reasons	Frequency	%
Easy to get job	5	14.28
Previous work experience in the library	10	28.57
Influence of parents, friends , teachers etc.	6	17.14
Love of book and reading	9	25.71
Contact with Librarian	5	14.28
Total	35	100%

Table 3 reveals that respondents 28.57% main reason of choice of library profession was previous work experience in the library followed by 25.71% respondents choose due to love of book and reading. Other

reasons due to respondents choose library profession as a career were influence of parents, friends, teachers' etc 17.14%, Easy to get job 14.28% and contact with librarian 14.28%.

Table-4: Motivational Factors for the Choice of Library Profession

Factors	Frequency	%
Job Security	12	35.29
Employment opportunities	5	14.70
Salary	10	29.41
Working Environment	5	14.70
Better than teaching	2	5.88
Total	34	100%

Table 4 shows that job security 35.29% was main factor to choose library profession by the respondents followed by salary 29.41% . Other factors were employment opportunities 14.70%, working environment 14.70% and better than teaching 5.88%.

Table-5: Challenges Faced by Library Professionals in Library Profession

Challenges	Frequency	%
Working Hours	8	21.05
IT Skills	9	23.68
Disregard	7	18.42
Work Load	10	26.31
Communication skill	4	10.52
Total	38	100%

Table 5 indicates that work load 26.31% was main challenges for library professionals working in library followed by IT Skills 23.68%. Other challenges faced by library professionals were working hours 21.05%, Disregard 18.42% and Communication skill 10.52%

Table-6 :Available Sources of Information on Library Profession?

Sources	Frequency	%
University/ College Website	8	20
Newspapers/Television	6	15
Internet	10	25
Library	11	27.5
Friends/ relatives	5	12.5
Total	40	100%

Table 6 shows that Library 27.5% was main source of information on library profession followed by 25% Internet. Other sources of information on library profession were 20% University/ College websites, 15% Newspapers and 12.5% friends and relatives.

6.0 Conclusion and Recommendation

It is concluded that majority of library professionals poses art subject, it means library profession is less popular among science/commerce students. Maximum library professionals having degree in Master in Library and Information Science, It means that they have professional background in library science. Institution gives importance to staff having degree in library science.

It was also found that majority of library professionals joined this profession due to their previous working experience in the library and they were mostly motivated by job security of this profession.

Today library professionals are facing challenges of IT skills and work load.

Due to advancement of technology training facility should be provided to library professionals time to time for providing better services o the users.

It was also found that main source regarding library profession was library. So library culture should be developed. Academic institution in the state should take responsibility to enhance library culture.

7.0 References

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