CHAPTER VII

CONCLUSION AND SUGGESTIONS
CHAPTER VII

CONCLUSION AND SUGGESTIONS

7.1 Conclusion
7.2 Suggestions
7.3 Areas for Future Studies
7.4 Testing of Hypotheses
CONCLUSION AND SUGGESTIONS

Present chapter deals with the conclusions drawn. Considering the interpretations of responses as shown in the chapter four of this thesis.

Although the interpretation of the responses for engineering college and polytechnic were discussed separately in the previous chapters, the conclusion and suggestions are drawn unitedly. The reason being that both the types of the institutions are dealing with single discipline i.e. engineering. Further functions of these libraries, job carried out, qualifications of the librarians are similar in nature, the only difference is of complexity.

Therefore, in this chapter the conclusions and suggestions are shown in combined manner, however separate suggestions are made for polytechnic and engineering colleges wherever necessary.

7.1 CONCLUSION:

The findings of the survey enabled me to draw following major conclusions.

1) It is found in the study that age and experience have been positively related with job satisfaction of librarians working in engineering institutions.

2) It is also found in the survey that there is a significant relationship between job satisfaction and salary of the librarians employed in engineering institutions. Those who are in scale are satisfied in both engineering and polytechnics. Whereas the employees with consolidated pay are unsatisfied with their pay structure. Hence their morale and job satisfaction is found to be low.

3) Majority of the librarians possess M. Lib. Science Degree (57.43% in engineering colleges and 62.26% in polytechnic colleges), whereas required qualification for the post of librarian in engineering institution is SET or NET or Ph.D. (For the incumbents received after 2009) only (9.46%) librarians hold such qualification in engineering colleges and no one is found in polytechnic though it is essential qualification for the post.
4) It has been found that in this study, there is no significant relation in job satisfaction and level of education.

5) It is also found in the study that females are more satisfied than males at work.

6) The percentage of respondents drawing salary in scales is more in engineering colleges than in polytechnics, as majority of the respondents were recruited before NET/SET/Ph.D. and drawing salary equivalent to the NET/SET/Ph.d. holders researcher found that, their job satisfaction level is high.

7) It is also found that financial rewards, recognition by superiors is very much important in job satisfaction, which has been found that no sound mechanism of reward system exist in the management of the institutions hence satisfaction level is low in this regard.

8) It is found in the survey that respondents of engineering institutions lack professional attitude like attending seminars, holding membership of professional institutions. Very few respondents were found to be active in this respect. This affects the overall work situation in the libraries and interaction amongst the professionals.

9) It is evident from the survey that physical working environment also contributes to job satisfaction of librarians working in engineering institutions. 71.63% engineering and 58.50% polytechnics respondents agree with better working environment.

10) It was found in this study that 39.62% librarians of polytechnics and 27.03% librarians of engineering colleges have not started work of automation though it is made compulsory by AICTE.

11) It was also found in the survey that no library has used RFID, whereas CCTV is used by only 10.81% engineering libraries and 11.32% polytechnics and 3M is used by only one library. Researcher found that, libraries of technical institutes lagging in this advance technology era.

12) In the area of training and advancement of knowledge, it is expected librarians to undergo training courses like refresher orientation and STTP, it is made
compulsory by AICTE. It was found that about half of the respondents from both engineering and polytechnics have not undergone any of the above course though it is compulsory for carrier advancement scheme.

13) Organizational climate in the library makes its employees satisfied in their job, the respondents were found to be more positive to have conducive environment.

14) Overall librarians of engineering institutions are satisfied with their job. Maximum librarians feel positive about their work. Very less percent of librarians are dissatisfied. The areas of dissatisfaction are, role of management, automation activity, salary benefits, professionalism, working conditions and rewarding mechanism.

15) There is no scheme CAS provided by AICTE for the librarian working in engineering and polytechnics. Hence respondents are not getting financial benefit as that of art, science and commerce colleges, still the level is job satisfaction was found more, researcher feels that reason for such high level is the infrastructure available, environment of the professional institutions and liberty in carrying out job given by the management.

7.2 SUGGESTIONS

1) Job satisfaction is significantly related to the recognition for work done, hence there should be a sound reward mechanism.

2) Librarians of engineering institutes should be encouraged & financially supported to undergo training courses like refreshers, orientations & STTP (short term training programs), so that they can keep their knowledge up to date.

3) Every institutes Director / Principal should provide necessary infrastructure & conducive environment in the library by providing infrastructural facilities & required hardware for effective functioning the library, so that librarians can utilize their professional knowledge & their job satisfaction will be enhanced.

4) A.I.C.T.E. should prescribe schemes of carriers advancement to engineering & polytechnic librarian with necessary parameters. This will make the librarian to work more and achieve target for obtaining financial benefits.
5) Autonomy should be given to the librarians to take quick decisions. There should be no interference in the work of librarian by superiors.

6) Librarian must be trained for the adoption of the latest technology in the library & librarian should adopt the information technology in the library practice. For this purpose a close coordination must exist between Information Technology / Computer Science department of the college and library, so that expertise is available in the department for implementation of new technology in the library.

7) Librarian should positively participate in institute’s co-curricular activities. College authority should encourage librarian’s participation.

8) Librarian should get a place in decision making process of the institute & in the selection committee for selecting library personnel/ staff.

9) Working conditions & low wages should be improved. The respondents on consolidated salary must be shifted to salary with pay scales.

10) Institute should create an environment that encourages team work & strengthen intrapersonal relationship among staff.

11) Librarian should participate in consortia or e-resources & digitization of information sources, so as to make the library technologically sound & provide effective services.

12) Management should concentrate improving the working conditions for library personnel.
7.3 Testing of Hypotheses

The researcher has tested the hypotheses treated in the synopsis with the responses received from the engineering colleges & polytechnics.

**Hypotheses:** 1) The librarians of engineering institutions are lagging behind to provide better services.

The institutions of engineering faculty are having the advanced technologies available in the departments hence it is common expectation that, the librarian of engineering institutions should render services using recent technologies. However it was found in the survey that only 18.25% of the respondents are highly satisfied in this respect. Even if the responses received for the second level alternative ‘more than expected’ is considered the percentage of satisfied respondents comes to 28.38%, which is very low. Hence the above hypotheses found correct. (Table no. 6.42)

**Hypotheses:** 2) The library services in engineering & polytechnics are not of desired level.

The responses received regarding implementation of automation in library shows that 27.03% of engineering & 39.62% polytechnic libraries have not started automation & 25.68% engineering & 33.96 % polytechnic libraries do not have internet facility in the library. Therefore although the engineering & polytechnics are considered as technical institutes, the librarians of these institutes are having inferior library services. This is supporting with the research regarding participation in consortia, availability of e – resources, Internet in the library. It is found that majority of the librarians are lacking in this direction.

**Hypotheses:** 3) To find out reasons for dissatisfaction.

Researcher has found out the various reasons of dissatisfaction of the librarians working in the engineering & polytechnics & also suggested remedies in suggestion part.

*Hence the Hypotheses made are tested & proved in the present study.*
7.4 AREAS FOR FUTURE STUDIES

Considering the results of the survey researcher suggests following future study related topics of the study.

1 Job satisfaction of the librarian working in other disciplines of knowledge like Arts, commerce and law can be undertaken so as to compare results to other discipline.

2 A survey of job satisfaction in engineering colleges in other states of India can be undertaken so as to compare the results.

3 Job satisfaction level of the supportive staff working in library can also be undertaken so as to find out their results regarding the library of engineering and polytechnic institutions.