

A Study on Occupational Stress among University Librarians in India

Mahadevaiah D.*

Librarian, Sri Mahadeshwara Government First Grade College, Kollegal, Chamarajanagar District

Abstract – Stress is a universal element which faces us in every way of life and which has both positive and negative implications for employees and organizations. Work stress is also referred to as burnout. Burnout is an expression of physiology and a wellness sense. This is also seen as a feeling of imbalance at the same time. Furthermore, in different situations it is the way of reacting physically, mentally and emotionally, and cannot be controlled. Stress is also like wrath, frustration, anguish, tension and depression in a burnout, where the person feels bad emotions. In today's world, librarian professionals appear to suffer from occupational stress due to changing technological conditions and the needs for information. A structured questionnaire was built in two parts: the general data sheet and occupational stress for collecting primary data, which were distributed among the 100 professional librarians randomly selected as a sample. The purpose of this paper is to learn how stressful librarians are in India.

Keywords – Library Professionals, Occupational Stress, Job Stress, University Libraries, India, Stressor

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1. INTRODUCTION

Work stress has now become an essential issue for many research subjects and an important issue in every organization in terms of management of human resources. Larson (2004) says that work stress or stress are terms that interchangeably relate to the same thing. The work stress has been defined as mental and physical stress or both, created and linked to employment and its surroundings by people and objects from and outside the workplace, resulting in absenteeism, accidents, low productivity and service effectiveness, lack of motivation and initiative, dissatisfaction at the workplace, disruption and alienation.

The professional librarians experience stress when they try to adapt their lives to the changing library environment, work change, job promotion, etc. When you adjust to a changing library environment, stress will help or stop you depending on how you react. The library experts are pressured to adopt new technology knowledge along with traditional function and service methods. However, the scope for training, higher education and refresher courses is limited and it is stressful amongst professionals at library level. Fear of safety at work is also a cause of stress among bibliography professionals as many departments appoint computer professionals (Somvir & Kaushik, 2013). The adoption of new technologies has led to new challenges, according to Akakandelwa and Jain (2013), such as a necessity to continually train employees, frequent migration from one software to a different, or upgrade to another, maintain hardware and learn about the upcoming

technological developments. All this led to the role of the library staff being changed. Libraries are now moving from traditional libraries to digital libraries, which have given rise to a new type of "work stress," i.e., a "technological stress" resulting from working with various computer systems that change rapidly, and from mediating between these systems and the demands of our organisation, staff, customers and personal existence.

Although a large number of studies have been conducted on the workplace stress and its effects in other professions, such as banking, medicine, teaching, IT etc., there are few bibliopolical studies. This study tries to evaluate the occupational stress levels faced by the professional librarians in the university libraries of Assam in the north east of India and identify the most powerful stressors that have caused occupation stress. An external stressor is nothing more than a stressful external stimulus, condition, event etc.

2. REVIEW OF LITERATURE

Gohain (2010) attempt to identify and critically analyse the different types of stress that library experts working in a library and information centre face. Nonglait and Thabah (2010) have attempted to identify work-related stress sources and examine the problems faced by Central Library Bibliotheks at North Eastern Hill University. The findings revealed a certain stress level in all areas, i.e. mentally, emotionally and physically, in the library staff in

different sections. The workload and organizational engagement also stirred stress.

Ratha, Hardia and Naidu (2012) indicated that the work stress of the book lifter was lower compared to the book librarian in private engineering colleges of Indore City than that of the assisting Library Officer. The research has also shown some of the reasons for the workload, technology, shift work, satisfaction for users, job insecurity, lack of administratives, poor status, inappropriate pay, a change in the environment of the library and reducing staff strength.

Ogunlana et al. (2013) stressed that the levels of employment stress among men and women librarians are significantly different. In comparison to her male counterparts, female bookmakers had significantly less job satisfaction. New and inexperienced staff found the level of stress at work to be higher. Between job stress and job satisfaction, a positive correlation was found. Much of the bibliographers found that their work stress and satisfaction levels were higher. The library of Polytechnic Library in Northern Central Nigeria has revealed Ejike, Uwakwe, and Asadu (2014) that there have been various categories of work stress such as emotional stress, psychological stress, technological stress, situational stress and accidental stress. The causes of work stress among libraries staff are work excess, environmental hazards, poor communication, social support shortages, poor leadership style, insecurity in employment, a lack of control, ambiguity in role and health factors. As a result, the library staff have been absent, insomnia, deteriorated health, depressed and tired. The bibliography professionals have been shown to have moderate organizational stress. Role ambiguity, inter-row distance, stagnation, and erosion of roles have been identified among the library workers as powerful sources of stress. The level of occupational stress among librarians in relation to their sex and marital status was shown to be no significant difference. Furthermore, library professionals who work in private and deemed universities were found to be more prone to stress than librarians who work in central and national universities.

3. RESEARCH METHODOLOGY

The methodology of research is one way of solving the problem systematically, i.e. it shows how the research takes place. A selection was made of a sample of 100 library professionals working at Indian private engineering and management colleges. The information was collected using an online questionnaire that was well-designed.

For medium, standard error, median, fashion, standard deviation, variance, skewness, standard skewness error, curtosis, standard curtosis error, range, minimum and maximum, the obtaining data was processed. With the help of SPSS, all statistical analyses were carried out. For this gender, the

independent variables are selected: marital status, monitoring status, involvement in IT and residential areas (rural/urban).

4. DATA ANALYSIS AND INTERPRETATION

The data must be processed and analyzed in line with the design after collection from primary and secondary sources. This is important to ensure the use of all relevant data to conduct and analyze comparisons. Analysis therefore refers to the calculation of certain measures, as well as the search for patterns of relations between data groups. Interpretation is intended to cover raw data.

Table 1: Statistical constants for the distribution of OS scores for the total sample

n	Valid	100
	missing	0
	Mean	189.6200
	Std. Error of Mean	2.32082
	Median	189.0000
	Mode	193.00
	Std. Deviation	23.20823
	Variance	538.622
	Skewness	.879
	Std. Error of Skewness	.241
	Kurtosis	.925
	Std. Error of Kurtosis	.478
	Range	103.00
	Minimum	153.00
	Maximum	256.00
	Maximum Possible	300
	Minimum Possible	60

4.1 Interpretation

57% of men and 43% of women are married, 39% of them are married or 61% unmarried. In the survey respondents 63% of respondents are designated as supervisors, and 37% are designated as non-supervisors. 91% of professionals in the field of IT are involved, but 9% are not involved. 71% of respondents belonged to urban books and 29% to rural booksellers. The central trend and dispersion measurements of employment stress values have been calculated. Table 1 shows the statistical constant for OS scoring distribution.

4.2. T-Test for the Significance of Difference between Mean OS Scores of Male and Female Library Professionals

Hypotheses (H1): There is no significant difference between men and women with regard to occupational stress factors.

4.3. T-Test for the Significance of Difference between Mean OS Scores of Marital Status of Library Professionals:

Hypotheses (H2): In terms of occupational stress depending on marital conditions, between employees there is no major difference.

4.4. T-test for significant differences among Mean OS Job Nature Scores (Supervisory and Non-Supervisory) of Library Professionals:

Hypotheses (H3): Nature of the work (supervisor/non-supervisor) and occupational stress factors are not significantly different between the staff.

Table 2: group Statistics

	Sex	n	mean	Std. Deviation	Std. error mean
OS	Male	57	190.4737	24.12919	3.19599
	Female	43	188.4884	22.15892	3.37920

Table 3: independent Samples test

	Levene's test for equality of Variances		t-test for equality of means						
	f	Sig.	t	Df	Sig. (2-tailed)	mean Difference	Std. error Diff.	95% Confidence Interval of the Difference	
								lower	upper
Equal variances assumed	.145	.705	.422	98	.674	1.98531	4.70740	-7.35637	11.32699

Table 4: group Statistics

	Marital Status	N	Mean	Std. Deviation	Std. Error Mean
OS	Single	39	189.3590	21.68493	3.47237
	Married	61	189.7869	24.30714	3.11221

Table 5: independent Samples test

	levene's test for equality of Variances		t-test for equality of means						
	f	Sig.	t	df	Sig. (2-tailed)	mean Diff	Std. error Diff	95% Confidence Interval of the Difference	
								lower	upper
Equal variances assumed	.889	.348	.089	98	.929	-.42791	4.78224	-9.91811	9.06229

4.5. T-Test for the Significance of Difference between Mean OS Scores of Involvement in IT of Library Professionals

Hypotheses (H4): According to the IT involvement factors, the difference between employees is not significant.

4.6. T-Test for the Significance of Difference between Mean OS Scores of Library Professionals (urban/rural)

Hypotheses (H5): In terms of occupational stress factors, there is no significant difference between employees by library profession (urban/rural).

Table 4: group Statistics

	Supervisory /non - Supervisory	n	mean	Std. Deviation	Std. error mean
OS	Supervisory	63	190.4762	23.41206	2.94964
	Non supervisory	37	188.1622	23.10305	3.79812

Table 5: independent Samples test

	Levene's test for equality of Variances		t-test for equality of means							
	f	Sig.	t	Df	Sig. (2-tailed)	mean Difference	Std. error Difference	95% Confidence Interval of the Difference		
								lower	upper	
Equal variances assumed	.002	.962	.480	98	.633	2.31403	4.82577	-7.26255	11.89061	

4.5. T-Test for the Significance of Difference between Mean OS Scores of Involvement in IT of Library Professionals

Hypotheses (H4): There is no significant difference in IT involvement between employees as regards employment stress factors.

4.6. T-Test for the Significance of Difference between Mean OS Scores of Library Professionals (urban/rural)

Hypotheses (H5): In terms of occupational stress factors, there is no significant difference between employees by library profession (urban/rural).

Table 6: group Statistics

	Supervisory /non - Supervisory	n	mean	Std. Deviation	Std. error mean
OS	Supervisory	63	190.4762	23.41206	2.94964
	Non supervisory	37	188.1622	23.10305	3.79812

Table 7: independent Samples test

	Levene's test for equality of Variances		t-test for equality of means						
	f	Sig.	t	Df	Sig. (2-tailed)	mean Difference	Std. error Difference	95% Confidence Interval of the Difference	
								lower	upper
Equal variances assumed	.002	.962	.480	98	.633	2.31403	4.82577	-7.26255	11.89061

Table 8: group Statistics

	involvement in it/not involved	n	Mean	Std. Deviation	Std. error mean
OS	Involved	91	190.1319	23.65925	2.48016
	Non Involvement	9	184.4444	18.30376	6.10125

Table 9: independent Samples test

	Levene's test for equality of Variances		t-test for equality of means						
	f	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
Equal variances assumed	.249	.619	.700	98	.486	5.68742	8.13061	lower	upper
								-10.44750	21.82235

Table 10: group Statistics

	Urban/Rural	N	Mean	Std. Deviation	Std. Error Mean
OS	URBAN	71	189.4930	22.54258	2.67531
	RURAL	29	189.9310	25.17642	4.67514

Table 11: independent Samples test

	Levene's test for equality of Variances		t-test for equality of means						
	f	Sig.	t	DF	Sig. (2-tailed)	Mean Difference	Std. error Difference	95% Confidence Interval of the Difference	
Equal variances assumed	.668	.416	.085	98	.932	-.43808	5.14046	lower	upper
								-10.63916	9.76301

Table12: Output of the Hypotheses

Hypothesises	t-values	results	Supported/ not Supported
Hypotheses (H1)	.422	.422< 1.96	Supported
Hypotheses (H2)	.089	.089< 1.96	Supported
Hypotheses(H3)	.480	.480< 1.96	Supported
Hypotheses(H4)	.700	.700< 1.96	Supported
Hypotheses (H5)	.085	.085< 1.96	Supported

5. FINDINGS, SUGGESTIONS, RECOMMENDATIONS

The percentage of librarians with high work stress is zero. The sample size of the mean OS score is 189.62, and the standard difference is 23.20. It is thus observed that professional librarians who work in academic libraries of private engineering and administration colleges in India do not suffer stress at work. All the participants in the sample had little stress in their work. It was therefore concluded that there was no employment strain at all for library professionals in India. Comparisons have therefore not been attempted of the mean OS scores of the relevant subsamples.

If a number of future scientific inquiries in this field are carried out, the results can be more elaborated. The following fields of research are therefore identified and recommended for further research on library professionals' occupational stress. The study can be extended to identify the main stressors in India's bibliography and information industry. This study can be extended to include psychological and institutional variables such as the self-concept: self respect means being esteemed and being well treated. Our research has shown that if employees in the business environment are comfortable, they will try and show greater self-esteem.

Achievement motivation: Atkinson and Feather proposed a theory of motivation for achievement (1966). Their perception of the individual's value of the task, the second part being the probability for success, and the third being its readiness to achievement, was based on the fact that a person's performance-related behavior is based on three factors. It means that employees will be awarded recognized motivational awards if they try and do good things for organizations. The occupational stress of semiprofessionals in libraries can be investigated and the results can be comparable with that of professional librarians. Library workers can explore and compare their occupational stress with other professionals.

6. CONCLUSION

There is no significant difference in terms of employment stress factors among librarians with respect to gender, marital status, the nature of the job, participation in IT and the professional library (urban/rural). The study concludes that stress factors affect the productivity of all equally. Self-respect refers to being in respect for yourself and to the belief that you are good and worthy to be well-treated, and our study found that if the employee is comfortable in the organization (whether a librarian or another professional), he or she is trying to show more self-respect. Timely Motivation Awards for achievement value their work and recognize them in the organization to feel and motivated within an organization. These things will make them very productive and courageous in their work. There are many reasons why employees lower their work stress, motivate them, try to listen to their problems (even in family and workplaces) so that they feel better during their working hours. One should also attempt to identify and deal with stress factors among employees in a timely manner. This clearly reduces stress and increases employee productivity.

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Corresponding Author

Mahadevaiah D.*

Librarian, Sri Mahadeshwara Government First Grade College, Kollegal, Chamaraajanagar District