

## Psychological well-being and Job Satisfaction between library personnel of Public and Private University Libraries of Haryana, India.

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### ABSTRACT

The present study was planned with the intension to figure out attributes of psychological well-being and job satisfaction between library personnel of selected public and private university libraries of Haryana, India. Job satisfaction is a pivotal element that directly based on psychological well-being that include monetary, social as well as psychological factors like job security, working environment, relations with co-workers etc. Survey research design was adopted to collect data from library personnel of 8 public and 9 private university libraries. A response rate is 81%.

The study revealed that when library personnel of public university libraries compared with private university libraries, the result reveals there is no significant difference on the level of psychological well-being and job satisfaction based on attributes such as relationship with co-workers; recognition and new initiative on the job; Promotion and Career Development; and working environment and availability of operational equipment to perform work. But there are some attributes such as Salary and Fringe benefits; Job security and work-life balance and feeling of accomplishment and effective job design showed that there is significant difference in the level of psychological well-being and job satisfaction between library personnel of public and private university libraries of Haryana, India

### Keywords:

Psychological Well-being, Job Satisfaction, Library personnel, University Libraries, Haryana, India

### INTRODUCTION

The achievement of any organization is exclusively depends on human resources. Service sectors entities including library and information establishments' existence because of staff performing their duties and responsibilities in an efficient manner. Henceforth, human resource is considered as pivotal element for organizational success. In the words of **Mabso (2017)**, Job satisfaction of workers holds a major attribute in the field of psychology, human resources and organization. The ultimate research definition given by **Locke (1976)** on job satisfaction is that "positive emotional state resulting from the appraisal of one's job or job experiences". The term Job Satisfaction explained by **Ezeamama (2019)** as the workers displayed their positive attitude to their work. Psychological well-being and job satisfaction are crucial element of human resources and noteworthy for the sustainability of any organization.

The services provided by the librarian and library personnel remain very remarkable to the actualization of university plans and objectives. Admissibly, psychological well-being and job satisfaction among library personnel is proportionately related to their job efficiency, productivity and skilful. In the opinion of **Ansong (2018)**, organization required to motivate their workers. Happiness and contentment of workers results in low rate of staff turnover. Psychological well-being and job satisfaction includes salary intake, allowances, relation with co-workers, working conditions promotion, career development and recognition. It is an important attribute for self-fulfilment in carrying out their job performance. Psychological well-being and job satisfaction is indispensable for realization of the commitments of university.

### LITERATURE REVIEW

The survey conducted by **Oluchi (2012)** revealed that level of job satisfaction between librarians of

academic libraries in Nigeria was praiseworthy. **Baro, Seimode, and Godfrey (2014)** in their study revealed that cataloguers in 'Federal University' libraries were much more satisfied with their nature of job than cataloguers from private university. **Onuoha, Samuel and Ojo (2014)** in their study on "Gender and job satisfaction: A study of library staff in private University libraries in Ogun State, Nigeria" illustrated that most of the library personnel were reasonably showed job satisfaction. **Sa'adatu, Sanusi, Ekoja, and Aduku (2015)** investigated job satisfaction between teacher librarian of the 'Federal Capital Territory' (FCT). The findings discovered that the teacher librarians had very much happy and showed high degree of job satisfaction. **Adigwe and Oriola (2015)** in their research discovered that level of one's job satisfaction is prerequisite to the level of one's productivity. The findings validates with **Ikonne and Onuoha (2015)** **Daship (2012)**, and **Ikolo (2017)** that satisfaction level in context of salary rated low among library staff.

**Badia and Madawaki (2016)** investigated that Salary/fringe benefit of librarians in federal university libraries was low. Most of the respondents were dissatisfied with their nature of job. **Igbashal, Beetseh, and Kumba (2016)** in their paper "Factors affecting librarians job satisfaction in federal University of Agriculture, Makurdi" examined various factors that affecting job satisfaction among library staff in Nigeria. The result depicts that level of satisfaction in relation with supervisors and colleagues, job security, librarian's interaction with users were some of the vital factors that affects job satisfaction. But at the same time, satisfaction related to salary and allowances, work environment and growth opportunities to undertake research were measured low. **Yaya, opeke and Onuoha (2016)** in their paper "Job satisfaction as correlates of librarians' productivity in public university libraries in Nigeria" revealed that high level of job satisfaction among librarians. In another study conducted by **Akpa, Soetan, Nwankwere, and Magaji (2016)** reported that employees were highly satisfied with

co-workers, followed by working conditions, career development, recognition and promotions, but comparatively least satisfied with the pay and fringe benefits. **Oyovwevotu (2017)** found that job satisfaction among librarians was low in public universities of Nigeria.

In another research conducted by **Idiegbeyanose (2018)** found that the level of job satisfaction among library staff of private university libraries in South-West, Nigeria was relatively low. Staffs were highly disappointed with poor working environment and neglected recognition offered by the organization. While exploring the working condition of staff and level of job satisfaction in University libraries of Sri Lanka, **Ranaweera and Li (2018)** observed that library staff were relatively more satisfied with the nature of job and colleagues, but they were less satisfied with the salary, allowances and career development aspects provided by the University Management. The study suggested University Management that there should be hike in salary of the staff and should provide enough opportunity for career development of library staff. **Akintyo (2018)** in their work 'Information culture, records management practices, work environment on job satisfaction among registry personnel in universities' found that university registry personnel were very much satisfied with the nature of job, responsibility, achievement and recognition, but level of satisfaction in relation to promotion assumed low. The study recommended to university management thought all factors are important to increase level of job satisfaction. The study conducted by **Idiegbeyan-Ose, Opeke, Aregbesola, Owolabi and EyiOlorunshe (2019)** on the connection between job satisfaction and motivation of library staff of university libraries of Nigeria revealed that level of job satisfaction was low among library staff.

## SIGNIFICANCE OF THE STUDY

The present research study take on comparative study methodology to discover attributes of psychological well-being and job satisfaction

among library personnel of Public and Private University Libraries of Haryana. It will also explain which attributes of psychological well-being and job satisfaction influence job performance of library personnel. The findings of the study will help to know the criteria for improvement in any of the attributes of psychological well-being and job satisfaction where library personnel were least satisfied. Finally, this study also put emphasizes on to know, is there is any significant difference between the level of job satisfaction among the library personnel of Public and Private University Libraries.

### OBJECTIVE OF THE STUDY

The study examined the attributes of psychological well-being and job satisfaction of library personnel of public and private universities of Haryana, India. The specific objectives of this study were to:

1. To find out the level of psychological well-being and job satisfaction based on salary and fringe benefits.
2. To access the level of psychological well-being and job satisfaction based on Job security and work-life balance.
3. To identify the level of psychological well-being and job satisfaction based on relationship with co-workers.
4. To find out the level of psychological well-being and job satisfaction based on recognition and new initiative on the job.
5. To determine out the level of psychological well-being and job satisfaction based on Promotion and Career Development of library personnel.
6. To find out the level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design.
7. To identify the level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work.

### HYPOTHESES

1. Hypothesis 1: There is no significant difference in the level of psychological well-being and job satisfaction based on salary and fringe benefits between library personnel of public and private university libraries.
2. Hypothesis 2: There is no significant difference in the level of psychological well-being and job satisfaction based on Job security and work-life balance between library personnel of public and private university libraries.
3. Hypothesis 3: There is no significant difference in the level of psychological well-being and job satisfaction based on relationship with co-workers between library personnel of public and private university libraries.
4. Hypothesis 4: There is no significant difference in the level of psychological well-being and job satisfaction based on recognition and new initiative on the job between library personnel of public and private university libraries.
5. Hypothesis 5: There is no significant difference in the level of psychological well-being and job satisfaction based on Promotion and Career Development between library personnel of public and private university libraries.
6. Hypothesis 6: There is no significant difference in the level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design between library personnel of public and private university libraries.
7. Hypothesis 7: There is no significant difference in the level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work between library personnel of public and private university libraries.

### SCOPE OF THE STUDY

The scope of the study is limited to library personnel of public and private university libraries

of Haryana, India. The 8 public universities covered – Kurukshetra University; Chaudhary Charan Singh Haryana Agricultural University; Maharshi Dayanand University; Guru Jambheshwar University of Science and Technology; Pandit Bhagwat Dayal Sharma University of Health Sciences; Deenbandhu Chhotu Ram University of Science and Technology (DCRUST); Bhagat Phool Singh Mahila Vishwavidyalaya; and State University of Performing and Visual Arts (SUPVA). The study covers 9 private university namely – Sushant University; Apeejay Stya University; PDM University, Baba Mastnath University, Maharishi Markandeshwar University, Mullana, SRM University, Lingaya's Vidyapeeth, Jagan Nath University and K.R. Mangalam University.

## METHODOLOGY

Survey research design was adopted for the study.

Enumerative method was followed to collect data

from all the library personnel of selected 8 public and 9 private university libraries. A response rate is 84%. Collected data were analysed using simple percentage, Mean and Standard Deviation. All the hypotheses were tested at 0.05 level of significance using Unpaired T-test. This statistical method was used to compare level of psychological well-being and job satisfaction of library personnel of public and private university libraries to identify whether there were any differences.

## DATA ANALYSIS

Survey Questionnaire was designed in 7 attributes to gathered information of respondents, factors relating to the level of psychological well-being and job satisfaction. 5point likert scale ranging from 1-5 (Strongly Disagree, Disagree, Neutral, Agree and Strongly Agree). Collected data were presented in tabular form shown below:-

**Table 1: Type of university**

Type of university	No. of University covered	Response collected	Percentage
Public University	8	43	62.32
Private University	9	26	37.68
Total		69	100

### ATTRIBUTE 1- Level of Psychological well-being and Job Satisfaction based on Salary and Fringe benefits

Table 2 - Level of Psychological well-being and Job Satisfaction based on Salary and Fringe benefits, illustrates that most of the library

personnel from public university libraries showed feeling of satisfaction with regard to Salary and fringe benefits. But many library staff from private university libraries found not satisfied with the salary and fringe benefits.

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
A	<b>PUBLIC UNIVERSITY</b>							
1.	Fairness of Salary with the amount of work							
	8 (18.6%)	25 (58.14%)	3 (6.98%)	5 (11.63%)	2 (4.65%)	43	3.74	3.37
2.	Provision of fringe benefits							
	9 (20.93%)	27 (62.79%)	1 (2.33%)	3 (6.98%)	3 (6.98%)	43	3.84	3.46

	<b>Combined Mean and Standard Deviation</b>						<b>3.79</b>	<b>3.4</b>
<b>B</b>	<b>PRIVATE UNIVERSITY</b>							
1.	Fairness of Salary with the amount of work							
	2 (7.69%)	5 (19.23%)	1 (3.85%)	13 (50%)	5 (19.23%)	26	2.46	2.25
2.	Provision of fringe benefits							
	1 (3.85%)	3 (11.54%)	1 (3.85%)	15 (57.69%)	6 (23.08%)	26	2.15	1.88
	<b>Combined Mean and Standard Deviation</b>						<b>2.31</b>	<b>2.1</b>

**Table 2: Level of Psychological well-being and Job Satisfaction based on Salary and Fringe benefits**

**Hypothesis 1:** There is no significant difference in the level of psychological well-being and job satisfaction based on salary and fringe benefits between library personnel of public and private university libraries.

The result shows that type of university had significant difference based on Salary and Fringe benefits. Calculated  $t = 1.9978$  and two-tailed  $P$  value equals 0.0498.

Since,  $p < 0.05$ , implies that there is significant difference in Level of Psychological well-being and Job Satisfaction based on Salary and Fringe benefits between library personnel of public and private university libraries.

#### **ATTRIBUTE 2 - Level of psychological well-being and job satisfaction based on Job security and work-life balance**

**Table 3 -** Level of psychological well-being and job satisfaction based on Job security and work-life balance, 100% respondents from public university libraries that they were completely satisfied with job satisfaction and majority of them were fully agreed they are able to manage Good work-life balance. In case of private university libraries, majority of respondents were worried about their job security which in turn affects work-life balance.

**Table 3: Level of psychological well-being and job satisfaction based on Job security and work-life balance**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
<b>A</b>	<b>PUBLIC UNIVERSITY</b>							
1.	Job Security							
	31 (72.09%)	12 (27.91%)	0	0	0	0	4.72	4.22
2.	Good work-life balance							
	9 (20.93%)	27 (62.79%)	1 (2.33%)	3 (6.98%)	3 (6.98%)	43	4.33	3.84
	<b>Combined Mean and Standard Deviation</b>						<b>4.53</b>	<b>4.02</b>
<b>B</b>	<b>PRIVATE UNIVERSITY</b>							
1.	Job Security							
	2 (7.69%)	4 (15.38%)	1 (3.85%)	11 (42.31%)	8 (30.77%)	26	2.77	2.11
2.	Good work-life balance							
	3	7	0	9	7	26	2.62	2.5



	(11.54%)	(26.92%)		(34.62%)	(26.92%)			
	<b>Combined Mean and Standard Deviation</b>						<b>2.45</b>	<b>2.31</b>

**Hypothesis 2:** There is no significant difference in the level of psychological well-being and job satisfaction based on Job security and work-life balance between library personnel of public and private university libraries.

The result shows that type of university had significant difference based on Job security and work-life balance. Calculated  $t = 2.4048$  and two-tailed  $P$  value equals 0.0190.

Since,  $p < 0.05$ , implies that there is significant difference in Level of Psychological well-being and Job Satisfaction based on Job security and work-life balance between library personnel of public and private university libraries.

### ATTRIBUTE 3 - Level of psychological well-being and job satisfaction based on relationship with co-workers.

Table 4 - Level of psychological well-being and job satisfaction based on relationship with co-workers, explained that most of the respondents both from the public university libraries and private university libraries were showed their good level of satisfaction with the competency of co-workers in their job and Co-operative and cordial relationship among co-workers. This illustrates good sign of Team-work.

**Table 4: Level of psychological well-being and job satisfaction based on relationship with co-workers**

S.N O	Strongly Agree	Agree	Neutra l	Disagree	Strongly Disagree	Tota l	Mea n	Standar d Deviation
A	<b>PUBLIC UNIVERSITY</b>							
1.	Competency of co-workers in their job							
	11 (25.58%)	26 (60.47%)	3 (6.98%)	2 (4.65%)	1(2.33%)	43	4.02	3.58
2.	Co-operative and cordial relationship among co-workers							
	13 (30.23%)	24 (55.81%)	1 (2.33%)	3 (6.98%)	2 (4.65%)	43	4	3.61
	<b>Combined Mean and Standard Deviation</b>						<b>4.01</b>	<b>3.59</b>
B	<b>PRIVATE UNIVERSITY</b>							
1.	Competency of co-workers in their job							
	2 (7.69%)	11 (42.31%)	2 (7.69%)	8 (30.77%)	3 (11.54%)	26	3.04	2.77
2.	Co-operative and cordial relationship among co-workers							
	3 (11.54%)	13 (50%)	2 (7.69%)	5 (19.23%)	3 (11.54%)	26	3.31	3.03
	<b>Combined Mean and Standard Deviation</b>						<b>3.18</b>	<b>2.88</b>

**Hypothesis 3:** There is no significant difference in the level of psychological well-being and job satisfaction based on relationship with co-workers between library personnel of public and private university libraries.

The result shows that type of university had no significant difference based on relationship with co-workers. Calculated  $t = 1.0015$  and two-tailed  $P$  value equals 0.3202.

Since,  $p < 0.05$ , implies that there is no significant difference in Level of Psychological well-being and Job Satisfaction based on relationship with co-workers between library personnel of public and private university libraries.

#### ATTRIBUTE 4 - Level of psychological well-being and job satisfaction based on recognition and new initiative on the job

Table 5 - Level of psychological well-being and job satisfaction based on recognition and new initiative on the job, showed 21% of respondents from public university libraries were strongly agreed on respect and recognition for personal efforts as compared to 8% respondents from public university libraries. But, 54% respondents from both private and public university libraries showed agreed on respect and recognition for personal efforts. In case of, about 90% respondents agreed that they were allowed to take new initiative on the job as against the respondents from private university libraries.

**Table 5: Level of psychological well-being and job satisfaction based on recognition and new initiative on the job.**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
A	<b>PUBLIC UNIVERSITY</b>							
1.	Respect and Recognition for personal efforts							
	9 (20.93%)	23 (53.49%)	4 (9.3%)	2 (4.65%)	5 (11.63%)	43	3.67	3.35
2.	Allow to take new initiative on the job							
	14 (32.56%)	25 (58.14%)	2 (4.65%)	0	2 (4.65%)	43	4.14	3.71
	<b>Combined Mean and Standard Deviation</b>						<b>3.39</b>	<b>3.52</b>
B	<b>PRIVATE UNIVERSITY</b>							
1.	Respect and Recognition for personal efforts							
	2 (7.69%)	14 (53.85%)	3 (11.54%)	6 (23.08%)	1 (3.85%)	26	3.38	3.03
2.	Allow to take new initiative on the job							
	5 (19.23%)	10 (38.46%)	4 (15.38%)	5 (19.23%)	3 (11.54%)	26	3.42	3.13
	<b>Combined Mean and Standard Deviation</b>						<b>3.36</b>	<b>3.02</b>

**Hypothesis 4:** There is no significant difference in the level of psychological well-being and job satisfaction based on recognition and new initiative on the job between library personnel of public and private university libraries.

The result shows that type of university had no significant difference based on recognition and new initiative on the job. Calculated  $t = 0.0361$  and

two-tailed  $P$  value equals 0.9713. Since,  $p < 0.05$ , implies that there is no significant difference in Level of Psychological well-being

and Job Satisfaction based on recognition and new initiative on the job between library personnel of public and private university libraries.

**ATTRIBUTE 5 - Level of psychological well-being and job satisfaction based on Promotion and Career Development of library personnel**

Table 6: Level of psychological well-being and job satisfaction based on Promotion and

Career Development of library personnel, demonstrated that more than 50% respondents both from the public and private university libraries were agreed on opportunity provided for promotion, but in case of opportunity for career development, more than 85% respondent from public university libraries were satisfied as compared to 35% respondent from private university libraries agreed on prospects for career development.

**Table 6: Level of psychological well-being and job satisfaction based on Promotion and Career Development of library personnel**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
A	<b>PUBLIC UNIVERSITY</b>							
1.	Opportunity provided for Promotion							
	7 (16.28%)	20 (46.51%)	2 (4.65%)	12 (27.91%)	2 (4.65%)	43	3.42	3.11
2.	Opportunity for Career Development							
	11 (25.58%)	22 (51.16%)	3 (6.98%)	3 (6.98%)	4 (9.3%)	43	3.77	3.44
	<b>Combined Mean and Standard Deviation</b>						<b>3.6</b>	<b>3.26</b>
B	<b>PRIVATE UNIVERSITY</b>							
1.	Opportunity provided for Promotion							
	3 (11.54%)	11 (42.31%)	4 (15.38%)	1 (3.85%)	7 (26.92%)	26	3.08	3.9
2.	Opportunity for Career Development							
	3 (11.54%)	6 (23.08%)	2 (7.69%)	9 (34.62%)	6 (23.08%)	26	2.65	2.5
	<b>Combined Mean and Standard Deviation</b>						<b>2.87</b>	<b>2.69</b>

**Hypothesis 5:** There is no significant difference in the level of psychological well-being and job satisfaction based on Promotion and Career Development between library personnel of public and private university libraries.

The result shows that type of university had no significant difference based on Promotion and Career Development. Calculated  $t = 0.9604$  and two-tailed  $P$  value equals  $0.3403$ . Since,  $p < 0.05$ , implies that there is no significant difference in Level of Psychological well-being and Job Satisfaction based on Promotion and Career Development between library personnel of public and private university libraries

**ATTRIBUTE 6 - Level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design.**

Table 7: Level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design, illustrates that more than 85% respondents were agreed on Feeling of accomplishment towards job and Effective job design enhances performance. But in case private



university libraries, near to 40% respondents were agreed on feeling of accomplishment towards job and only around 27% respondents were agreed on effective job design enhances performance.

Majority of the respondents were expressed their view that they were over-burden and also need to perform many other jobs other than library duties.

**Table 7: Level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design.**

S.NO	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total	Mean	Standard Deviation
A	<b>PUBLIC UNIVERSITY</b>							
1.	Feeling of accomplishment towards job							
	13 (30.23%)	28 (65.12%)	0	2 (4.65%)	0	43	4.21	3.74
2.	Effective job design enhances performance							
	15 (34.88%)	23 (53.49%)	2 (4.65%)	3 (6.98%)	0	43	4.16	3.72
	<b>Combined Mean and Standard Deviation</b>						<b>4.19</b>	<b>3.73</b>
B	<b>PRIVATE UNIVERSITY</b>							
1.	Feeling of accomplishment towards job							
	3 (11.54%)	7 (26.92%)	0	9 (34.62%)	7 (26.92%)	26	2.62	2.5
2.	Effective job design enhances performance							
	1 (3.85%)	6 (23.08%)	2 (7.69%)	11 (42.31%)	6 (23.08%)	26	2.42	2.2
	<b>Combined Mean and Standard Deviation</b>						<b>2.52</b>	<b>2.35</b>

**Hypothesis 6:** There is no significant difference in the level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design between library personnel of public and private university libraries.

The result shows that type of university had significant difference based on Promotion and Career Development. Calculated  $t = 2.0472$  and two-tailed  $P$  value equals 0.0446. Since,  $p < 0.05$ , implies that there is significant difference in Level of Psychological well-being and Job Satisfaction based on feeling of accomplishment and effective job design between library personnel of public and private university libraries.

#### **ATTRIBUTE 7- Level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work**

Table 8: Level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work, explains that more than 75% respondents both from the public and private university libraries were agreed on satisfaction with working environment. More than 80% respondents from public university libraries showed that they were quite satisfied with the availability of operational software, tools and equipment for better operations. On the other hand, more than 50% respondents were agreed with the availability of operational software, tools and equipment for better operations which was also considered fair level of satisfaction.

**Table 8: Level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work**

S.N O	Strongl y Agree	Agree	Neutral	Disagree	Strongly Disagree	To tal	Mean	Standar d Deviation
<b>A</b>	<b>PUBLIC UNIVERSITY</b>							
1.	Satisfaction with working environment							
	14 (32.56%)	27 (62.79%)	0	2 (4.65%)	0	43	4.23	3.76
2.	Availability of operational software, tools and equipment for better operations							
	11 (25.58%)	24 (55.81%)	5 (11.63%)	3 (6.98%)	0	43	4	3.56
	<b>Combined Mean and Standard Deviation</b>						<b>4.16</b>	<b>3.66</b>
<b>B</b>	<b>PRIVATE UNIVERSITY</b>							
1.	Satisfaction with working environment							
	8 (30.77%)	12 (46.15%)	2 (7.69%)	4 (15.38%)	0	26	3.92	3.53
2.	Availability of operational software, tools and equipment for better operations							
	5 (19.23%)	8 (30.77%)	3 (11.54%)	7 (26.92%)	3 (11.54%)	26	3.19	2.96
	<b>Combined Mean and Standard Deviation</b>						<b>3.56</b>	<b>3.25</b>

**Hypothesis 7:** There is no significant difference in the level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work between library personnel of public and private university libraries.

The result shows that type of university had no significant difference based on Promotion and Career Development. Calculated  $t = 0.6876$  and two-tailed  $P$  value equals 0.4941.

Since,  $p < 0.05$ , implies that there is no significant difference in Level of Psychological well-being and Job Satisfaction based on feeling of accomplishment and effective job design between library personnel of public and private university libraries

## FINDINGS OF THE STUDY

The present research paper was putting forward an attempt to evaluate the comparative study on psychological well-being and job satisfaction between library personnel of public and private university libraries of Haryana, India. The study covered 8 Public University Libraries and 9 Public University Libraries. Data required to evaluate psychological well-being and job satisfaction were classified into 7 core attributes presented in 5 point likert scale. Data were analysed using simple percentage, Mean and Standard Deviation. All the hypotheses were tested at 0.05 level of significance using Unpaired T-test.

Hypothesis 1: There is no significant difference in the level of psychological well-being and job satisfaction based on salary and fringe benefits between library personnel of public and private university libraries. . Calculated  $t = 1.9978$  and two-tailed  $P$  value equals 0.0498. Since,  $p < 0.05$ , implies that **there is significant difference in Level of Psychological well-being and Job Satisfaction based on Salary and Fringe benefits** between library personnel of public and private university libraries.

Hypothesis 2: There is no significant difference in the level of psychological well-being and job satisfaction based on Job security and work-life balance between library personnel of public and private university libraries. . Calculated  $t = 2.4048$  and two-tailed  $P$  value equals 0.0190. Since,  $p < 0.05$ , implies that **there is significant difference in Level of Psychological well-being and Job Satisfaction based on Job security and work-life balance** between library personnel of public and private university libraries.

Hypothesis 3: There is no significant difference in the level of psychological well-being and job satisfaction based on relationship with co-workers between library personnel of public and private university libraries. . Calculated  $t = 1.0015$  and two-tailed  $P$  value equals 0.3202. Since,  $p < 0.05$ , implies that **there is no significant difference in Level of Psychological well-being and Job Satisfaction based on relationship with co-workers** between library personnel of public and private university libraries.

Hypothesis 4: There is no significant difference in the level of psychological well-being and job satisfaction based on recognition and new initiative on the job between library personnel of public and private university libraries. . Calculated  $t = 0.0361$  and two-tailed  $P$  value equals 0.9713. Since,  $p < 0.05$ , implies that **there is no significant difference in Level of Psychological well-being and Job Satisfaction based on recognition and**

**new initiative on the job** between library personnel of public and private university libraries.

Hypothesis 5: There is no significant difference in the level of psychological well-being and job satisfaction based on Promotion and Career Development between library personnel of public and private university libraries. . Calculated  $t = 0.9604$  and two-tailed  $P$  value equals 0.3403. Since,  $p < 0.05$ , implies that **there is no significant difference in Level of Psychological well-being and Job Satisfaction based on Promotion and Career Development** between library personnel of public and private university libraries

Hypothesis 6: There is no significant difference in the level of psychological well-being and job satisfaction based on feeling of accomplishment and effective job design between library personnel of public and private university libraries. Calculated  $t = 2.0472$  and two-tailed  $P$  value equals 0.0446. Since,  $p < 0.05$ , implies that **there is significant difference in Level of Psychological well-being and Job Satisfaction based on feeling of accomplishment and effective job design** between library personnel of public and private university libraries

Hypothesis 7: There is no significant difference in the level of psychological well-being and job satisfaction based on working environment and availability of operational equipment to perform work between library personnel of public and private university libraries. . Calculated  $t = 0.6876$  and two-tailed  $P$  value equals 0.4941. Since,  $p < 0.05$ , implies that **there is no significant difference in Level of Psychological well-being and Job Satisfaction based on working environment and availability of operational equipment to perform work** between library personnel of public and private university libraries

## CONCLUSION

The present study was carried out to compare the level of psychological well-being and job

satisfaction between library personnel of public and private university libraries of Haryana, India. Based on attributes such as relationship with co-workers; recognition and new initiative on the job; Promotion and Career Development; and working environment and availability of operational equipment to perform work showed that there is no difference in the level of psychological well-being and job satisfaction between library personnel of public and private university libraries of Haryana. While, attributes like Salary and Fringe benefits; Job security and work-life balance and feeling of accomplishment and effective job design showed that there is difference in the level of psychological well-being and job satisfaction between library personnel of public and private university libraries of Haryana. Most of the library personnel from private university libraries were shown their level of dissatisfaction towards and Fringe benefits; Job security and work-life balance and feeling of accomplishment and effective job design. They were of the view that lack of proper salary structure, job insecurity, job stress leads to low feeling of accomplishment towards their job. Moreover, library personnel from private university libraries are over-burdened need to perform more tasks other than allotted duties and job stress negatively work-life balance. The management from private universities should make some positive changes in salary structure, allowances, ensure job security and effective job design will increase staff morale and less employee turnover, leads to achieve academic goals more efficiently and industriously.

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