Evaluation of Job Satisfaction on the Basis of Existing Rules and Working Condition of Female Library Professionals in Uttar Pradesh

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Abstract

The present paper highlighted the present status of job satisfaction on the basis of existing rules and working condition of female library professionals in Uttar Pradesh. Survey method is used to collect the data. To know the satisfaction level in the analysis on the basis of existing rules and working condition, the strongly satisfied as well as satisfied have been added together and the satisfaction level of the respondents has been found there after. The correlation of 0.01 and 0.05 levels indicates the reliable percentage which is 98 and 95. The analyzed 't' value shows, the existing rules, working condition and sanitation condition were found to be significant at 0.05% level, whereas the variable atmosphere of work place and over all working condition was significant at 0.01% level of probability. After having done multiple regression analysis, its errors were checked using Durbin Watson test. The correlation was checked using t test, the degree of freedom was checked using tabulated value. After all these tests, positive and negative both the results were found and on the basis of the acquired results it can be, safely, said that the job satisfaction is satisfactory. The mentioned occupational characteristics and factors related to working environment of female library professionals can be guiding parameters for library policy makers in order to improve the status for female library professionals.

Keywords: Job satisfaction, female library professionals, occupational characteristics, working condition and existing rule

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INTRODUCTION

Job satisfaction is the result of various attitudes possessed by an employee. In a narrow sense, these attitudes are related to the job and are concerned with specific factors as wages, supervision, conditions of work, advance opportunities, recognition of job, fair treatment by employer, and other similar factors. This study examines the job satisfaction of female library professionals in relation to demographic, socioeconomic, and work-related variables, such as a sense of belonging, paying dues, job autonomy, and promotion opportunities. Most of the women are housewives. In the Indian society, the responsibility of looking after the family and home rests completely on the women. The changes that are currently taking place in the status and role of women everywhere have been viewed from two angles: firstly roles in the family and secondly in the community [1–9]. Estimation for 2010, there will be 1,000 women per 1,080 men. Regardless of caste, class or age, most Indian women are expected to be responsible and accountable for the invisible and unpaid work within the home. Women's right to work outside the home, on the other hand, cannot always be taken for granted. For women in India, as everywhere else, the right is to gain her employment. For many women, work provides the only opportunity to step outside the four walls of the home, and to meet and interact with other women.

A vast majority of Indian women work throughout their lives. The irony is that this fact is not officially recognized. Statistics on work-force participation rates continue to show low figures for women workers. For instance, according to UNDP report about Indian women in 2001 only 22% of women in rural India were recorded as workers by end of 1997. National data collection agencies accept

the fact that there is a serious under-estimation of women's contribution as workers – the National Sample Survey calculates that as many as 17% of rural women and nearly 6% of urban women are incorrectly recorded as "non-workers". Job Characteristics or Occupational Characteristics: Aspects specific to a job, such as knowledge and skills, mental and physical demands, and working conditions that can be recognized, defined and assessed, are called as job characteristics. The results from the research of Agho *et al*. (1993) suggested that the importance of environment or situational characteristics and job characteristics are influencing employees' satisfaction [6–14].

NEED OF STUDY

It is a general observation that says there are a good number of female professionals in the country but only few reach the top level or decision-making level. It is tradition of Indian society that women are not the bread earners rather they take care of family and household needs of family members. The level of competency is high among the female library professionals but their family life becomes primary concern for all of their activities because of the very structure of Indian society. This study is intended to investigate the job satisfaction among female library professionals in Uttar Pradesh.

The main purpose of this research is to understand the determinants of the work performance among female library professionals in Uttar Pradesh.

OBJECTIVE

This study aims for investigating the job satisfaction of female library professionals in Uttar Pradesh. The objectives of the study are as follow:
1. To understand the job satisfaction of female library professionals in Uttar Pradesh.
2. To understand the job satisfaction on the basis of Existing rules and Working condition of female library professionals in Uttar Pradesh.
3. To understand the occupational characteristics of female library professionals in Uttar Pradesh.

SCOPE OF WORK

The study is aimed for female library professionals of Uttar Pradesh. In due course of study, the research and university libraries are identified from Uttar Pradesh and data is collected from the concerned professionals. Ideally, it would have been better if this study had been conducted at national level, but due to the large size of population and demand of extensive travel for the purpose of data collection, the study is limited to Uttar Pradesh only. Following is the list of various Universities and Research Centers and the concerned respondents. The participants of this study are 109 female library professionals of Universities and Research Centers of Uttar Pradesh.

REVIEW OF LITERATURE

The existing literature was reviewed for help and guidelines considering three factors, which are:
➢ Studies on job satisfaction
➢ Occupational characteristics
➢ Job satisfaction of females

Studies on Job Satisfaction

Heesbeen *et al*. (2008) aims to investigate if there is a relation between perceived teacher ownership and job satisfaction and if factors including age, gender, subject, experience and type of school play a role. Teachers of three schools of three different locations (Finland, Italy, the United States of America) participated in this research. A questionnaire about perceived teacher ownership and job satisfaction was used to collect the data. The results indicated a strong and positive relationship between perceived teacher ownership and job satisfaction. With this outcome this research tries to contribute to solving the problem of shortage of teachers in the Netherlands.

Williamson, Pemberton and Lounsbury (2008) investigated whether academic reference librarians, archivists, cataloguers, distance education librarians, public librarians, records managers, school librarians, special collections librarians, and system librarians differ in personality traits. A total of 2,075 librarians/information professionals were surveyed in non-random sample. The study found that distinct personality traits were

associated with the different types of librarians. There was also an unadaptive cluster composed of individuals from all specialties. There were distinguishing traits associated with person-oriented and technique-oriented specialties. Gender was not collected. Chauhan (2010) investigated the relation between library professionals and job satisfactions and if factors including age, gender, subject, experience.

This study as the summation of feelings of an employee over a number of dimensions of his job, namely the nature of work, pay, promotion, supervision, co-workers, opportunities for professional development, reading community, security of the job, working conditions, general policies and administration.

Hart (2010) investigated the job satisfaction at South African university library included 31 staff members, via interviews/questionnaires. The study found a love-hate relationship between respondents and their work. The key positive finding is that 61% staff members report overall job satisfaction with the core work of an academic library, providing for the information needs of clients, the source. However, only 51% staff members claim to be proud to work at their library and 50% staff members are open to other job offers. Sense of stagnation, frustration with inadequate resources, and anger at poor remuneration are observed as the causes for restlessness among library, staff members [10–24].

Studies on Occupational Characteristics
Aswathappa (1991) opined that several job elements contribute to job satisfaction. The most important amongst them are wage structure, nature of work, promotion changes, quality of supervision, work group and working conditions.

Working Conditions: Working conditions are compatible with an employee's physical comfort and that facilitate doing a good job, contribute to job satisfaction. Temperature, humidity, ventilation, lighting and noise, hours of work, cleanliness of work place and adequate tools and equipment are the features which affect job satisfaction.

There are various theories of job satisfaction and motivation in which some of the important are (i) Maslow's (1954) hierarchy of basic human needs and (ii) Herzberg's (1966) motivation-hygiene theory. Blum and Naylor (1968) defined that job satisfaction is a general attitude which is a result of many specific attitudes in three areas, which consists of the following three specific attitudes (i) Specific job factors (ii) Individual characteristics and (iii) Group relationships outside the job.

In order to determine the factors in work environment that are important enough to elicit worker's feelings or satisfactions, Ronan (1970) has reviewed the empirical literature and determined job satisfaction with the following seven important facets; (1) The work itself (2) Supervision (3) The organization and its management (4) Promotional opportunities (5) Pay and other financial benefits (6) Co-workers (7) Working conditions.

Feldman and Arnold (1983) stated that job satisfaction is the amount of overall positive effect or feelings that individuals have towards their jobs. Many factors influence job satisfaction of employees. Rao and Narayana (1986) reveal the following important determinants of job satisfaction.

Occupational Level: Ample research suggests that people in higher level job experience have the highest level of job satisfaction. One significant reason is that high job carry prestige and self esteem will be enhanced to the extent that other people view work is important.

Franek and Vecera (2008) in their study examined the relationships among job satisfaction and personal characteristics. The study revealed several personal correlates of job satisfaction and states that individuals with higher level of education are more satisfied in job than those with lower level of education. Workers are slightly more satisfied in large companies with more than 500 employees than in smaller organizations. Moreover, the data revealed that employees from international corporations are definitely more satisfied than employees from other

types of organizations. The least satisfied are employees working in public/governmental organizations. The data indicated that agreeableness, stability, openness, and self-efficacy were positively related to the total job satisfaction. Chauhan (2010) investigated the parameter for job satisfaction among library professionals. The parameter of job satisfaction being the core of organizational harmony is one of the most of important theoretical field of research. The results of the present study might be useful to remove job dissatisfaction and enhance job satisfaction of the subjects in particular and multidimensional construct is related to satisfaction with the existing rules, condition of working place, good relation of co-workers, salary, promotion, senior officers and reservation etc.

Job Satisfaction of Females

Amekuedee and Adanu (2006) investigated the current status, their career advancement opportunities, inhibiting development and occupational characteristics of thirty five (35) professional women librarians in Ghana. Aguilar and Vlosky's (2008) study compares levels of job satisfaction among male and female cooperative extension workers in the United States. Women have been placed a higher importance on job stability/security as a factor influencing job satisfaction. However, the levels of feedback and instrumentality are less important determinants of job satisfaction to females than to males. There is a high level of job satisfaction among cooperative extension workers and no statistically significant differences between males and females. However, when modeling job satisfaction as a function of (1) Control/Autonomy/Influence, (2) Challenge, (3) Performance Measures, is concerned, there is found differences between male and female.

Ofuani (2010) examined the job satisfaction of women in paid employment in Benin City. The purpose of the study was to find out whether women in paid employment are satisfied with their jobs or not and to establish the effects of marital status, experience, academic qualification and relationship with superior officers of the women on their perception of job satisfaction. Two hundred women were selected for the using 'Job Satisfaction of Women in Paid Employment

Questionnaire' (JSWPEQ). Finding were analysed using the 't-test'. The result of the study revealed that marital status, experience, academic qualification and relationship with superior officers had no significant effect on the job satisfaction of women in paid employment in Benin City. It is recommended that women should be given opportunities to hold positions of responsibility and conducive atmosphere should be created for them at their work places [16–24]. On the basis of available literature it reveals that relatively little attention has been paid to job satisfaction in the library science field. The situation is not better in other countries. In India, a few studies have been reported in recent years. Nevertheless the literatures related to job satisfaction in library science do reflect the concern of the library professionals.

METHODOLOGY

It is a survey-based study. An exhaustive attempt has been made to know if female library professionals and the job satisfaction evaluation on the basis of working condition and existing rule of female library professionals in Uttar Pradesh. The present scale is a five point scale based on Likert's scale. The level of job satisfaction has been categorized in five divisions i.e. strongly satisfied, satisfied, undecided, partially satisfied, not satisfied and having allotted different marks. Those divisions (level) carry different meanings (Strongly satisfied = 5, Satisfied = 4, Undecided = 3, Partially satisfied = 2 and Not satisfied = 1). A mark obtained by individual respondents is called score of scale (questionnaire) and collectively of all respondents is called score board.

ANALYSIS OF DATA

After collection of filled up questionnaire from the respondents the data has been tabulated using SPSS Software and in the present report the results have been shown in percentages (%).

Correlation: Correlation is the relationship between two sets of variables. Correlation coefficient is denoted by 'r'.

$$r = \frac{\sum xy - \frac{\sum x \sum y}{n}}{\sqrt{\sum x^2 - (\sum x)^2/n}\sqrt{\sum y^2 - (\sum y)^2/n}}$$

whereas, r=Coefficient of Correlation between variable x and y.

$\sum x$ = Sum of the scores of variable x. and $\sum y$ = Sum of the scores of variable y.

n = Total number of respondents. $\sum x^2$ = Sum of the square of variable x.

$\sum y^2$ = Sum of the square of variable y.

Positive value of 'r' indicates a tendency of 'x' and 'y' to increase together, negative value of 'r' indicates a tendency of decreasing one variable with the increase of one variable.

't' test for Correlation Coefficient: No. of independent variables in an observation set is called its degree of freedom. The significance of correlation coefficient was tested by 't' test with degrees of freedom (d.f) n−2, with the of following formula:

$$t = \frac{r}{\sqrt{1-r^2}}\sqrt{n-2}$$

where t = degrees of freedom
r = correlation and n = No of respondents

Multiple Regression: A regression model that involves more than one regressor variable is called a multiple regression.

➢ Multiple regression analysis is one of the most widely used of all statistical tools. In linear regression, the objectives of analysis are to determine the degree of linear relationship between two variables and to predict the behavior of the dependent variable on the basis of an independent variable.

➢ But in practical situation, the dependent variable is related not only to one independent variable but a host of independent variable at the same time. In these situations, it is imperative to apply multiple regression analysis to get the required result.

The following equation was used to determine the multiple regression:

$Y = \beta_0 + \beta_1 x_1 + \beta_2 x_2 \ldots\ldots\ldots + \beta_k x_k$

where Y = Value of the dependent variable

x_k = Value of the independent variable

β_0 = Intercept constant and β_k = Partial regression coefficient

β_k = (k=1, 2, 3, 4,….) (k = The number of independent variables)

β_j = Regression coefficients (j = 0, 1, 2, …, k)

Partial regression coefficient which represents the amount of change in 'Y' that can be associated with a unit change in any one of the 'x_k' with the remaining independent variable held fixed.

Test 't': Partial regression coefficient can be tested by 't' test as:

$$t = \frac{\beta_k}{SE(\beta_k)}$$

where β_k = Partial regression coefficient
SE(β_k) = Standard error of partial regression coefficient.

t-test is not applicable to those places where two variables are found.

'F' Test: The multiple correlation coefficient (R) and coefficient of determination (R^2) were also worked out from the multiple regression analysis.

The significance of R^2 was tested by using the 'F' test.

$$F(k, (n-k-1)) = \frac{R^2}{1-R^2} \times \frac{n-k-1}{k}$$

where R^2 = The coefficient of determination
k = The number of independent variables
n = Size of the sample.

➢ If F (calculated) value is greater than or equal to F (tabulated) value with (k,(n−k−1)) d.f. at the required level of significance then, there is evidence to conclude that 'R^2' is significant, otherwise there is no significant co-efficient of determination.

The Durbin-Watson Test: The regression problems involving time series data exhibit the positive autocorrelation, the hypotheses, usually considered in the Durbin-Watson test, are:

H_0: p = 0
H_0: p > 0

$$d = \frac{\sum_{t=2}^{n}(e_t - e_{t-1})^2}{\sum_{t=1}^{n} e_t^2}$$

where, e_t, t = 1, 2, 3,…n are the residuals from an ordinary least − squares analysis applied to the (y_t, x_t) data. 'd' depends on the X matrix. Durbin-Watson (1951) shows that 'd' lies between two bounds, say d_L and d_U, such that if d is outside these limits, a conclusion regarding the hypotheses in above equation can be reached. The decision procedure is as follows:

If d < d$_L$ reject H_0: p = 0
If d > d$_U$ do not reject H_0: p = 0
If d$_L$ ≤ d ≤ d$_U$ test is inconclusive

That H_0: p = 0 should be rejected because positive autocorrelation indicates that successive error terms are of similar magnitude, and the differences in the residuals $e_t - e_{t-1}$ will be small. Durbin and Watson suggest several procedures for resolving inconclusive results. The Table 1 and Figure 1 shows the working conditions; it was found that the 74.31% female were satisfied with good working condition of the library. 16.51% females were dissatisfied and 7.33% females were partially satisfied with the working conditions of the library. It is also found that 1.84% had no opinions about the working condition.

The Table 2 and Figure 2 show the existing rules; it was found that the 72.48% females were satisfied with the existing rules of duty hours in the library. Whereas 16.51% females were not satisfied and 11.01% were partially satisfied. There is no separate rule for male/female in profession except where physical labor is involved and some cases if work involves risk and danger.

The Table 3 and Figure 3 show the "Atmosphere of working place"; it was found that the 79.82% females were satisfied with the excellent atmosphere of working place of the library. 4.58% females were dissatisfied and 7.34% female were partially satisfied with the atmosphere of working place of the library. It was also found that 7.34% had no opinion about the atmosphere of working place of the library. 0.92% females did not respond.

The Table 4 and Figure 4 show the working condition of the library; it was found that the 84.40% females were satisfied with the excellent working condition of the library. 3.67% females were dissatisfied and 11.01% females were partially satisfied with working conditions of the library. It is also found that 0.92% had no opinion.

Table 1: Working Conditions of Library.

SN	Response Categories	No. of Respondents	Percentage (%)
1	Strongly satisfied	24	22.02
2	Satisfied	57	52.29
3	Undecided	2	1.84
4	Partially satisfied	8	7.33
5	Not satisfied	18	16.51
6	No Response	0	0
	Total	109	100

Table 2: Existing Rules of Duty Hours.

SN	Response Categories	No. of Respondents	Percentage (%)
1	Strongly satisfied	17	15.6
2	Satisfied	62	56.88
3	Undecided	0	0
4	Partially satisfied	12	11.01
5	Not satisfied	18	16.51
6	No Response	0	0
	Total	109	100

Table 3: Atmosphere of Workplace is Congenial or Not.

SN	Response Categories	No. of Respondents	Percentage (%)
1	Strongly satisfied	35	32.11
2	Satisfied	52	47.71
3	Undecided	8	7.34
4	Partially satisfied	8	7.34
5	Not satisfied	5	4.58
6	No Response	1	0.92
	Total	109	100

***Table 4:** Overall Working Condition of the Library.*

SN	Response Categories	No. of Respondents	Percentage (%)
1	Strongly satisfied	29	26.61
2	Satisfied	63	57.79
3	Undecided	1	0.92
4	Partially satisfied	12	11.01
5	Not satisfied	4	3.67
6	No Response	0	0
	Total	109	100
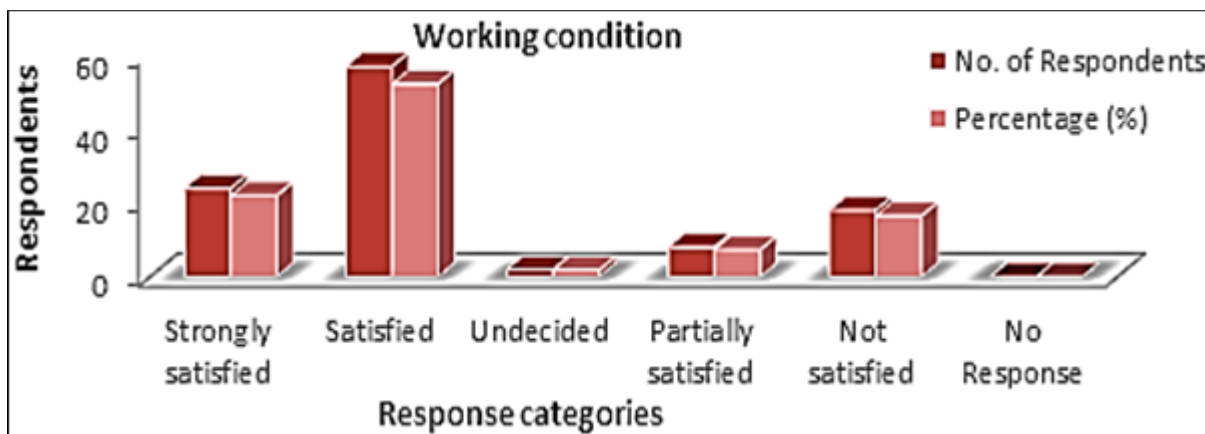
***Fig. 1:** Working Condition versus Satisfaction.*
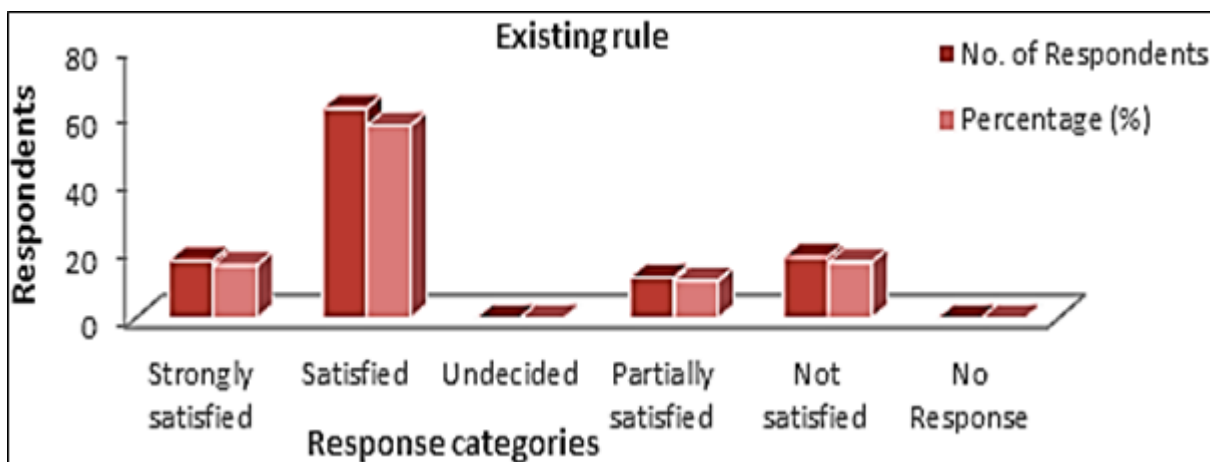
***Fig. 2:** Existing Rules versus Satisfaction.*
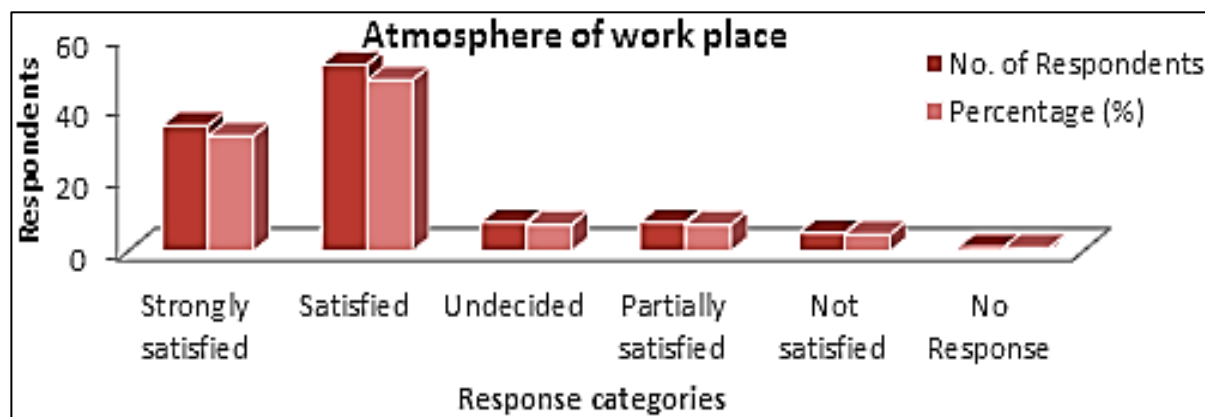
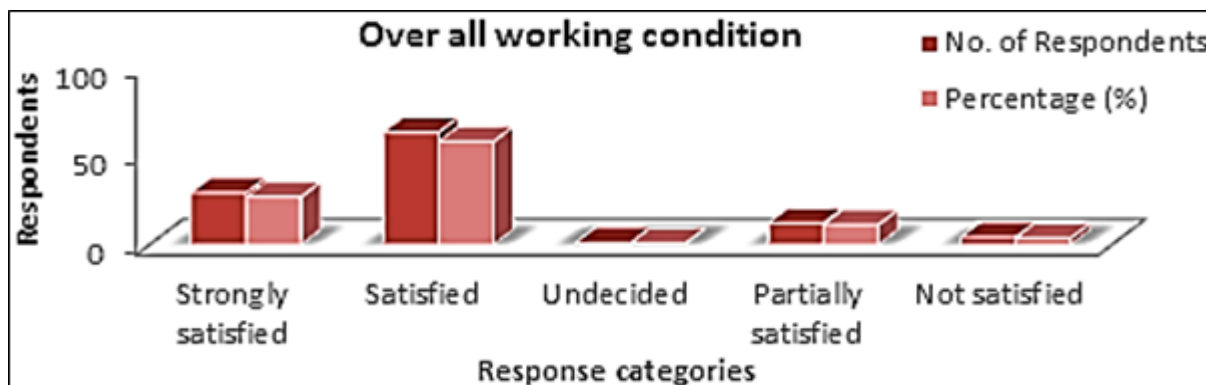***Fig. 3:** Atmosphere of Workplace versus Satisfaction.*

***Fig. 4:** Working Condition versus Satisfaction.*

The Table 5 and Figure 5 show the sanitary condition of the work place; concludes' that 21.10% respondent work strongly satisfied, whereas, 26.61% respondent work satisfied. About 4.59% respondent work partially satisfied and 27.52% respondents were not satisfied with the sanitation condition of their work place. 2.75% respondent did not response at all.

The Table 6 and Figure 6 indicates that the multiple regression analysis of the evaluation of Job Satisfaction on the basis of existing rules and working condition. We have five (5) response categories. These response categories are based on five (5) variables.
Variable(x_1) = Existing rules
Variable(x_2) = Working Conditions
Variable(x_3) = Atmosphere of work place
Variable(x_4) = Sanitation condition

Variable(x_5) = Over all working condition

In this analysis, existing rules is dependent variable and the rest like working Condition, atmosphere of work place, Sanitation condition and over all working condition are the independent variable.

The significance of correlation comes 0.01 and .05 levels as shown above. The Correlation of 0.01 and .05 levels indicates the reliable percentage which is 98 and 95. On the basis of data given in Table 6 the multiple regression analysis of evaluation of Job Satisfaction on the basis of existing rules and working condition as given Table 7. The regression analysis of the each variable is given in first row and its Pearson correlation is two tailed test, which indicates that the all the variable are strongly correlated.

***Table 5:** Sanitation Condition.*

SN	Response Categories	No. of Respondents	Percentage (%)
1	Strongly satisfied	23	21.10
2	Satisfied	29	26.61
3	Undecided	5	4.59
4	Partially satisfied	19	17.43
5	Not satisfied	30	27.52
6	No Response	3	2.75
	Total	109	100

***Table 6:** Score of Total Respondents: Evaluation of Job Satisfaction on the Basis of Existing Rules and Working Condition.*

SN	Response Categories	Score of Respondents				
		Existing Rules	Working Condition	Atmosphere of Workplace	Sanitation Condition	Over all Working Condition
		(x_1)	(x_2)	(x_3)	(x_4)	(x_5)
1	Strongly satisfied	85	120	175	115	145
2	Satisfied	248	228	108	116	252
3	Undecided	0	6	24	15	3
4	Partially satisfied	24	16	10	38	24
5	Not satisfied	18	18	5	30	4
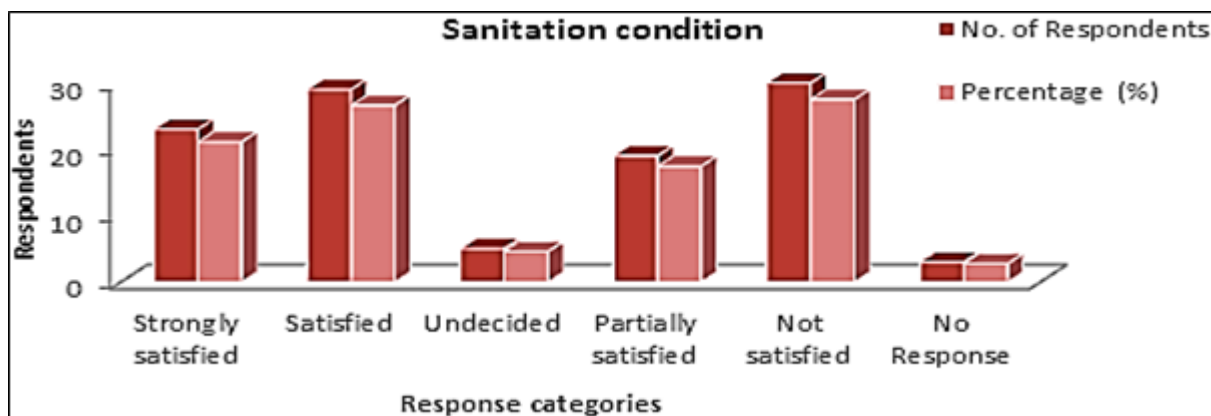
Fig. 5: *Sanitation Condition versus Satisfaction.*
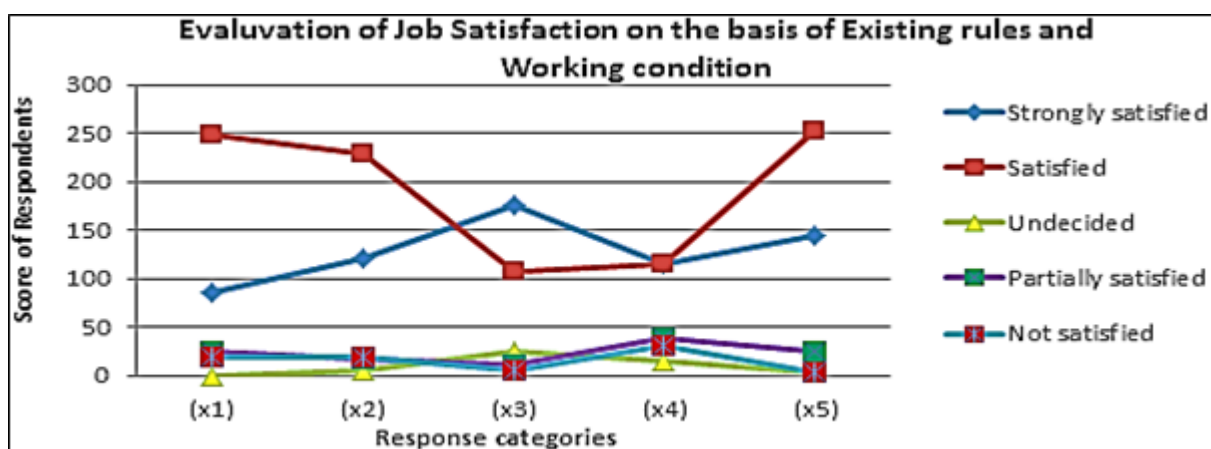
Fig. 6: *Evaluation of Job Satisfaction.*

Table 7: *Pearson Correlation.*

SN	(x_1)	(x_2)	(x_3)	(x_4)	(x_5)
1	1	0.982(**)	0.634	0.837(*)	0.970(**)
2	0.982(**)	1	0.768	0.914(*)	0.996(**)
3	0.634	0.768	1	0.920(**)	0.799
4	0.837(*)	0.914(*)	0.920(**)	1	0.929(**)
5	0.970(**)	0.996(**)	0.799	0.929(**)	1

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table 8: *Evaluation of Job Satisfaction.*

Multiple R	Multiple R^2	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson	F	df1	df2
0.982	0.964	0.955	20.35290	2.594	107.509	1	4

a) Predictors: (Constant), Variable(x_2) = Working Condition
b) Dependent Variable: Variable(x_1) = Existing rules

Table 9: *Evaluation of Job Satisfaction on the Basis of Existing Rules and Working Condition.*

SN	Independent variables	Beta	't' values	Partial Correlation
1	Existing rules (x_1)	0.982	−0.396	0.982
2	Working Condition (x_2)	0.982	10.369	0.999
3	Atmosphere of work place (x_3)	−0.290	−9.025	−0.982
4	Sanitation condition (x_4)	−0.365	−2.176	−0.782
5	Over all working condition (x_5)	−1.054	−0.963	−0.486

** Correlation is significant at the 0.01 level (2-tailed).
* Correlation is significant at the 0.05 level (2-tailed).

Table 8 shows that the variables are correlated and the given correlation coefficient is 0.982. This shows that there is no sign of non-association of the variable as the value of test of significance are very less again for regression analysis. Coefficient of determination (R^2) 0.964 and Adjusted R 0.955 are given in column 2 and 3. The standard errors are also measured and then applied the Durbin-Watson test to check if the validity of error is uncorrelated. The value of Durbin-Watson test is 2.594. Now, to test the validity of the calculated value of Durbin-Watson test we have also obtained the calculated value of the F (107.509) test which is equal to 7.71(tabulated value) at 5 percent level of significant the degree of freedom (df1 and df2 is 1−4). From the value we observe that calculated test value is less than the tabulated value which shows that the test is not significant. Their significance evidence about the correlation coefficients and variables are correlated.

The Analyzed 't' value shows, the existing rules, working condition and sanitation condition were found to be significant at 0.05 percent level, whereas the variable atmosphere of work place and over all working condition was significant at 0.01 percent level of probability. The partial regression coefficients presented in Table 9 indicates that the atmosphere of work place, sanitation condition and over all working condition were found to be negatively significant, whereas the existing rules and working condition were found to be positively significant.

FINDING
The significance of correlation comes 0.01 and .05 levels as shown above. The Correlation of 0.01 and .05 levels indicates the reliable percentage which is 98 and 95. On the basis of data given in Table 6 the multiple regression analysis of evaluation of Job Satisfaction on the basis of existing rules and working condition as given Table 7. The regression analysis of the each variable is given in first row and its Pearson correlation is two tailed test, which indicates that the all the variable are strongly correlated. The analyzed 't' value shows, the existing rules, working condition and sanitation condition were found to be significant at 0.05 percent level, whereas the

variable atmosphere of work place and over all working condition was significant at 0.01 percent level of probability. The partial regression coefficients presented in Table 9 indicates that the atmosphere of work place, sanitation condition and over all working condition were found to be negatively significant, whereas the existing rules and working condition were found to be positively significant.

CONCLUSION
The female employee satisfaction level was found to be higher in existing rules and 72.48% females were satisfied with the existing rules of duty hours in the library. The Beta value (i.e., 0.982) suggests the positive correlation of the variable. 74.31% females (with Beta = 0.982) were satisfied with good working condition of the library. 79.82% females (Beta = −0.290) were satisfied with the excellent atmosphere of working place of the library, however, the negative Beta value suggests that satisfaction level decreases with the increase in the number of respondents. 47.71% respondents were satisfied (with Beta = −0.365) and 27.52% respondents were not satisfied with the sanitation condition of their work place. 84.40% females (Beta = −1.054) were satisfied with the excellent working condition of the library. After having done multiple regression analysis, its errors were checked using Durbin Watson test. The correlation was checked using *t* test, the degree of freedom was checked using tabulated value. After all these tests, positive and negative both the results were found and on the basis of the acquired results it can be, safely, said that the job satisfaction is satisfactory. The mentioned job characteristics and factors related to working environment of female library professionals can be guiding parameters for library policy makers in order to improve the status for female library professionals. The findings of the study may also be useful for policy makers towards forming policies for female library professionals.

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