

**JOB PSYCHOGRAPH OF LIBRARY PROFESSIONALS EMPLOYED
IN ENGINEERING COLLEGE LIBRARIES AFFILIATED IN ANNA
UNIVERSITY CHENNAI AND KANCHIPURAM DISTRICT: A STUDY**



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ABSTRACT:

Libraries have existed since ancient times, but only in the second half of the 19th century did library science emerge as a separate field of study. With the knowledge explosion in this century and the improvement in the means of collecting, organizing, and making available materials, two related fields, documentation and information science, evolved. This study is aimed to examine the awareness and use pattern of information sources and services in

psychograph examine the awareness and use pattern of information sources and service. This study examines the awareness were selected for this study, method was adopted to collect the data out of 300 questionnaire 265 were received back. This study examine the awareness about the available resources and services, identify the frequency of using library analyze the purpose of using the use pattern of information resources and service and identify the constraints in accessing the library resources and services.

KEYWORDS

Engineering colleges library professional Awareness, use pattern, information sources and information services.

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1. INTRODUCTION

The personnel requirements of the professions include several categories based on several kinds of specialist knowledge and skills : a knowledge of the nature of documents and their role in collection building : skills in the organization of knowledge through cataloging and classification ; an ability to analyze and survey needs and disseminate information in response to and in advance of inquiries (the new encyclopedia Britannica , volume 22, pg 983). Library professionals need it find ways to respond effectively and innovatively to a very different lands scope in meeting users expectations . this is needed if library professionals and libraries are to flourish , or even survive. Thus there are special are character traits required of person performing the role of a librarian . A job psychograph provides the graphic profile of the persons performing the job based on the traits required for the job.

At this juncture ,the study of job psychograph of library science professionals employed in colleges becomes pertinent.

The dictionary meaning of the term psychograph reads a graph indicating the relative strength of the personality traits of the individual or a psychologically oriented biography or a graphic representation or chart of the personality traits of an individual or group job psychograph is personnel requirement of the professional of a particular job.

Trait approach is essentially concerned with measuring a persons psychological characteristics. These characteristic which include intellectual functioning are generally assumed to be quite stable.

REVIEW OF LITERATURE

In this chapter on the review of relevant literature, the researcher presents the views of various authors on different aspects of the research problem being studied and also the significant finding of other studies carried out in the field. The study is titled JOB PSYCHOGRAPH OF LIBRARY SCIENCE PROEFSSIONALS EMPLOYED IN ENGINEERING COLLEGES LIBRARIES AFFILITED TO ANNA UNIVERSITY CHENNAI & KANCHIPURAM DISTRICT. Hence it is not only pertinent to study about the authors views on job psychograph but also the essential qualities of a librarian.

Identifying the job qualities of a role/ job is facilitated job analysis .A job analysis can be use as a starting point for developing a variety of human permanent management programs, including employment tests, performance evaluations and determining training needs. A job analysis is an efficient, cost effective way to gather use full information about a job .once this information has been collected it can be use over again (with appropriate updates)for many different purposes Accordingly, the researchers presented the following

Job Analysis
Job Psychograph
Qualities of a librarian

JOB ANALYSIS

A job may be defined as a collection or aggregate of tasks, duties and responsibilities which as a whole is regarded as a regular assignment to invidual employees.

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Job analysis is an accurate study of the various components of a job. It is concerned not only with an analysis of the duties and conditions of work but also with individual qualification of the worker. Studying the world of work makes it obvious that jobs are performed under vastly different conditions and situations

JOB ANALYSIS STUDIES

Morris S. Vitals(1923) working through the national research council developed a questionnaire containing the descriptions of 32 traits requirement on which jobs were rated. The resultant ratings for each job were displayed in a graphic profile called a "job psychograph" (Viteles 1923) Perhaps the first of the prototype for the US Department of Labor's (1944) worker characteristics form and the forerunner to later generations of attribute requirement inventories, including the USES (Fine & Kubis 1955; U.S Department of Labor 1956, 1991) as well as some of the instruments in the department of labor's most recently developed occupational information network (O*NET: Peterson, Mumford, Borman, Jeanneret & Fleishman, 1999)

JOB PSYCHOGRAPH

JOB PSYCHOGRAPH consists of a complete state meant of the personnel requirement for a job and job psychograph involves an analysis and specification of special abilities necessary for success in a particular job. It is an analysis in terms of the abilities required to do the job.

In job psychograph, list of traits from different areas is presented and each trait is rated on a five-point scale according to its degree of importance for a particular job in questions by a person familiar with the job.

Job psychograph studies

Leslie King (1977) developed a psychograph in which ten syndromes were scored on a 1 to 5 rating

Needs
Functional ability
Intellect
Self-concept
Interpersonal relationship
Erotic needs
Areas of vulnerability to stress
Productivity
Hindrances to success
Defenses

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QUALITIES OF A LIBRARIAN

The librarian essential qualities

Librarian Corinne Bacon(1991) writing in 1902 listed approaches balance, omniscience, tact, patience

Persistence, accuracy, knowledge of one's tools, knowledge of one's town and familiarity with currents as among the reference librarian essential qualities. We need only change town to organization or company to render her words as applicable to the modern special librarian as to the turn of the century reference librarian.

STATEMENT OF THE PROBLEM

This study aims to analyze the awareness and use patterns of information and services in various disciplines. Gender wise, Educational qualification, Designation, Ranking skills, job psychograph satisfaction wise Respondents.

OBJECTIVES

- To study the characteristic of the respondents
- To know the awareness about the resources and services available
- To identify the frequency of using library
- To analyze the purpose of using library services and resources
- To find the use pattern of information resources and services
- To identify the constraints in accessing the library resources and services.

RESEARCH METHODOLOGY

This Chapter deals with the methodology in the research that has been adopted for the study. The Research Methodology includes the significance of the study, scope of the study, aim, objective of the Hypothesis, research design of the study, definition of concepts, universe and sampling techniques, tools of data collection used by the researchers, pre-testing, limitations of the study and concludes with chapter station of the study. Only 300 questionnaires were distributed. Among the information sources 300 only 265 respondents returned the questionnaire, the collected data were analyzed and inferences made based on standard statistical tools.

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ANALYSIS AND INTERPRETATION

TABLE 1: GENDERWISE RESPONDENTS

GENDER	NO .OF RESPONDENTS	PERSENT
MALE	156	156.0
FEMALE	104	104.0
TOTAL	260	260

From the above table I shows that the distribution of questionnaire to the various in psychograph of library professionals. Table. 1 Classified under the disciplines classified under the disciplines wise out 300 questionnaire only 260 were received . The questionnaire Male 156 Female 104 were distributed from over all position in respondents the male highest position, and the second position

TABLE 2: EDUCATION QUALIFICATION WISE REpondENTS

EDUCATIONAL QUALIFICATIONS	NO. OF RESPONDENTS	PERCENTAGE
UG	145	145.0
PG	100	100.0
M. PHIL.	9	9.0
PHD.	6	6.0
TOTAL	260	260.0

2 Characteristics of Table the respondents were aliaed with their educational qualification wise respondents from over all respondents Educational U.G 145(145.0) P.G 100(100) COURSE M.PHIL 9(9.0) PH.D 6(6.0) From over all respondents were in the educational qualification wise respondents

TABLE 3: DESIGNATION WISE RESPONENTS

DESIGNATION	NO.OF RESPONDENTS	PERCENTAGE
LIBRARIAN	130	130
ASSISTANT LIBRARIAN	80	80
LIBRARY TECHNICAL ASSISTANT	32	32
LIRARY ASSISTANT	18	18
TOTAL	260	260

TABLE: 3 Show that the awareness about the library resources and services among librarian :130 (130.0),

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Assistant librarian: 80 (80), library technical assistant: 32, library Assistant: 18, Designation wise respondents

TABLE 4: RANKING SKILLS WISE RESPONENTS

SKILLS	AGREE	NEUTRAL	DISAGREE
MANAGEMENT SKILLS	142	103	15
EDUATIONAL SKILLS	152	93	15
TECHNICAL KNOWLEDGE AND TRAINING SKILLS	136	94	30
INTERPERSONAL SKILLS	146	74	40

Table :4 show that the management skills 142, neutral 103, disagree 152 educational skills ,neutral 93,Disagree 15 ,Technical knowledge and training skills 136, neutral 94, disagree 30 Interpersonal skills 146, neutral 74, disagree 40

TABLE 5: JOB PSYCHOGRAPH SATISFACTION WISE RESPONENTS

DESCRIPTIONS	SATISFIED	SOME WHAT SATISFIED	DISSATISFIED
MANAGEMENT POLICIES	136	94	30
DECISION MAKING	142	103	15
JOB SECURITY	152	93	15
SALARY / ALLOWANCES	146	74	40
WORKING CONDITIONS	132	113	15
CARRIER DEVELOPMENT S	151	94	15

Table 5 Job psychograph satisfaction wise responds Management 136 ,some what satisfied 94 dissatisfied 30 , Decsion making 142, some what satisfied 103, dissatisfied 15. Job security 152 Some what satisfied 93, dissatisfied 15, Salary 146 , some what satisfied 74, dissatisfied 40

Working conditions satisfied 132, some what satisfied 113 dissatisfied 15 Carrier development satisfied 151, some what satisfied , 94 dissatisfied 15.

CONCLUDING:

JOb psychograph is to provide the graphic profile of the persons performing the job based on the traits required for the job. hence , the study of job psychograph of library science professionals employed in colleges becomesa perinent.It is an upcoming topic in the field of job anaysis of any profession .Thus it will help the future reseachers to find out the level of psychograph from various levels of jobs and varios categories of jobs.

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