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LEVEL OF JOB PERFORMANCE OF LIBRARY PROFESSIONALS IN UNIVERSITY LIBRARIES IN VARANASI BASED ON THE GENDER AND WORK EXPERIENCE

By

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ABSTRACT

The purpose of this present study was to determine the level of personal characteristics of library professionals on their job performance in four University libraries in Varanasi. The personal characteristics consists of gender and work experience. In this study, the survey research design was adopted to investigate the level of these variables on the job performance of a sample of library professionals from the four university library in Varanasi. The questionnaire was used for data collection. Descriptive statistics were used to analyze the collected data for this study. The results revealed that most of the library and information professionals have an average level of job performance. For data collection was used 14 items questionnaire "Employee level of job performance". The instrument was validated and a reliability coefficient of +.99 was obtained using test method. Hypotheses were tested using the Chi-square statistical tool. It was also found that there is no association between gender and level of job performance and experience increases the performance of library professionals in University libraries in Varanasi. The recommendations were also made based on the findings of the present study.

Keywords: Job performance, Gender, Work experience, Library professionals, University libraries, Varanasi

Introduction

Job performance assesses whether an individual is performing a job well. Job performance, analyzed academically as part of industrial and organizational psychology, is also part of human resource management. Performance is an important criterion for organizational success (Campbell, 1990). Job performance as an independent attribute or something a single person does. This differentiates it from more comprehensive structures such as organizational performance or national performance, which are higher-level variables (Campbell et al., 1993).

Evaluations carried out by different organizational members are gaining importance by increasing the use of 360-degree feedback tools not only for developmental but also for job performance assessment purposes. While the work assessments of managers' supervisors have been studied in the past with respect to potential gender bias, this study provides the first facts

available to the author. In addition to this contribution, this study also provides data that may be useful in resolving the ongoing debate whether female bosses act more like cogs in the machine or as change agents in organizations (Szymanska, 2018).

The performance of an employee is directly proportionate to the success of any organization. Employees are the human capital of an organization and its performance insurer's organization to achieve the desired goal. The organization always depends on the participation and job performance of its employees. They are the one who is responsible for achieving the vision and goals of the organization. Employee's positive characteristics and feelings towards the work they perform lead to job performance. Keeping in view the growth and demand of the libraries from the structural point of view and their impact on the performance of the employees, the present study aims at exploring the relationship between structural and personal factors (i.e. gender and experience) that are associated with employee performance.

Review of literature

Saleem et al. (2014) identified the effect of the gender of academicians on their job performance, together with their rank, length of service, education, marital status, age and designation. He analyzes that there is highly correlation and positive impact of Male, younger, highly educated, married academicians on their job performance collectively as well as individually. Vijayakumar (2019) examine the level of professional satisfaction of both male and female librarians in India and the effect of work on the professional satisfaction of librarians. The majority of respondents agreed that their work is recognized by their superiors and that the respondents are therefore in a position to maintain a good balance between professional and personal life. Kotur (2014) revealed how the factors age and gender influence the performance levels of the workers in the firm. The study found that the two variables under investigation had a direct effect on the performance of workers to varying degrees. Employees in the medium range of age, perform better than those in the extremes. Sex has also been shown to have an impact on performance, and female workers are comparatively more successful. Tanrikulu (2017) observed that determine whether there was any difference between sex and gender identity conditions of psychological job outcomes, work stress, organisational commitment, purpose to leave and job satisfaction. They found that there were differences between sex groups in psychological work outcomes, with the exception of work stress, while differences were identified. Nkereuwem

(1996) examines the gender of employees in the allocation process. Seeks to determine: whether library managers attribute a woman's job performance to different causes than a man's job performance; whether disparities in attribution are mitigated when managers obtain more extensive work experience with their subordinates; whether library supervisors' performance attributions are real. Gede (2011) concluded that the major consequence of such disparity in people within the company is that people need to be treated as individuals and managing them accordingly is a pre-requisite to excellence and most expedient path to organizational success. This is important because the successful performance of specific tasks gear the activities towards the achievement of organizational goals. Abbas (2010) Gender discrimination and employee performance are directly proportional and by implementation of proper gender discrimination policy within an organization help to attain increase employee performance, motivation and satisfaction.

Significance of the study

Performance is supposed to be one of the most important factors affecting the overall performance of the employee and the success of the organization in the today's competitive environment. The main purpose of this study is to analyze the factors (gender and working experience) affecting employee job performance in university libraries of Varanasi. It was found that such studies have not conducted before in the university libraries of Varanasi.

Scope and limitation of the study

The present study attempts to identify level of job performance of library professionals based on gender and working experience in University libraries in Varanasi. It will help to understand the level of job performance of library professionals. This study will improve the job performance of library professionals. This study is restricted within four Universities situated in the Varanasi, Uttar Pradesh.

Objectives of the study

The objectives of the study are as follow:

- To find out the level of job performance of library professionals in University libraries in Varanasi from whole sample

- To find out the association between gender and experience with level of job performance of library professionals in University libraries in Varanasi.

Hypothesis of the study

- There is no significant association between the genders and level of job performance of library professionals in University libraries in Varanasi.
- There is no significant association between the experiences and level of job performance of library professionals in University libraries in Varanasi.

Methodology

The survey research design was used for the study. The area of the study comprises all the four University libraries of the Varanasi. During the designing of the questionnaire the researcher has consulted some of the faculty members of the Department of Psychology, Banaras Hindu University and thoroughly discussed the topic. Finally, researcher has adopted previously developed scales by Prof. A. P. Singh and others (n.d) were used to assess the level of job performance of library professionals based on gender and work experience. The questionnaire was designed with five points Likert scale for the collecting of data. The Participants (N=35) were library professionals.

Results and discussion

The prime aim of this paper is to find out the level of job performance of library professionals in University libraries in Varanasi for whole sample. For identifying the level of job performance of library professionals were classified into the high, average and low groups based on their job performance of library professionals scores in the test. Assuming a normal distribution of job performance of library professionals' scores, the conventional procedure of using sigma distances was used for classifying sample. Considering the baseline of the normal curve representing the distribution extending from -3σ to $+3\sigma$, i.e. over a range of 6σ ; library professionals, whose job performance scores fall between $M+\sigma$ and $M-\sigma$ were classified as 'Average-Job performance of library professionals group' (AJP), library professionals whose scores were below $M-\sigma$ were classified as 'Low-job performance of library professionals group' (LJP), and Library professionals whose scores were above $M+\sigma$ were classified as 'High-job performance of library professionals Group' (HJP). For the distribution of job performance of

library professionals scores, Mean was 59.62 and Standard Deviation was 3.52. Therefore, library professionals whose job performance of library professionals scores were 63.15 or more (rounded value of $M+\sigma$) were considered to possess ‘High job performance of library professionals’, whose scores were less than 56.10 (rounded value of $M-\sigma$) were considered to possess ‘Low-job performance of library professionals’, and the remaining who come in between these scores were classified as of ‘Average job performance of library professionals’. The data and results of the classification done are shown in the Table.

Table-1 shows that the number and percentages of the level of job performance among library professionals whole sample.

Table-1: Level of Job performance

	Scores	Number	Percent
Low Job performance	56.10	5	14.3%
Average Job performance	56.10 to 63.15	20	57.1%
High Job performance	63.15	10	28.6%
Total		35	100.0

Table-1 demonstrates that 20(57.1%) of library professionals’ have Average level of job performance in the University libraries in Varanasi 5(14.3%) library professionals have Low level of job performance and 10(28.6%) have High Level of job performance. So it can be concluded that most of the library professionals have average level of job performance it can be represented below through pie diagram.

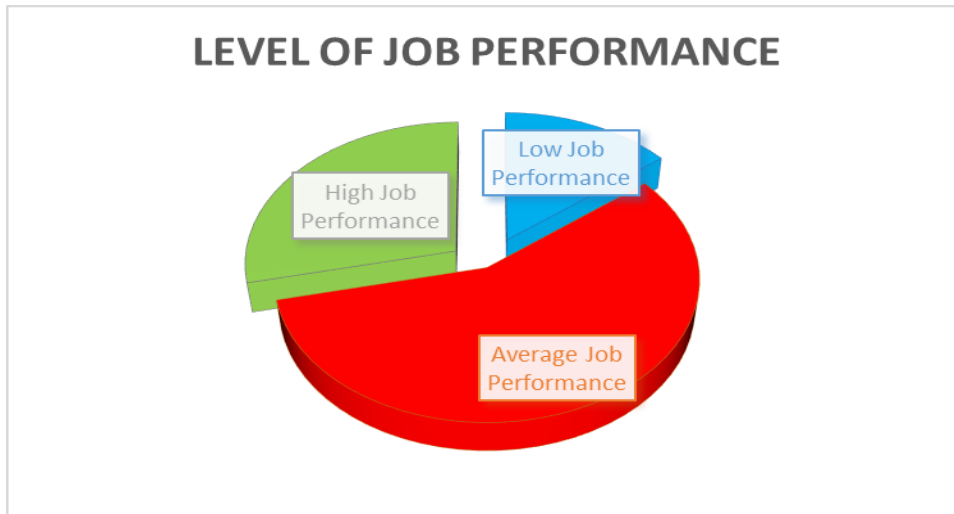


Fig-1: Level of Job performance

The second objective of the paper is to find out the level of job performance of library professionals in University libraries in Varanasi based on the gender and work experience.

For this investigator developed a null hypothesis there is no significant association between the gender and experience with level of job performance of library professionals in University libraries in Varanasi for testing of this hypothesis investigator used Chi-square test and test at the 0.05 level of significance. The data and results are given in the table-2.

Table-2 data and results of association between gender and level of job performance of library professionals in University libraries in Varanasi

Table-2: Gender and level of Job performance

Gender		Level of Job performance			Total	χ^2	P value		
		Low Job performance	Average Job performance	High Job performance					
Male	Count	5	14	6	25	2.66	.264		
	%	20.0%	56.0%	24.0%	100.0%				
Female	Count	0	6	4	10				
	%	0.0%	60.0%	40.0%	100.0%				
Total	Count	5	20	10	35				
	%	14.3%	57.1%	28.6%	100.0%				

From the above table shows that the number and percentages of the male and female library professionals in University libraries in Varanasi. It is clear that 14(56%) of the male professional

have average level of job performance while female professional it is 6(60%), whereas 5(20%) male professionals have Low level of job performance and regarding the High job performance 6(24%) male and 4(40%) female professionals. The obtained Chi-square value 2.66 is less than the table value 5.99. That means there is no association between gender and Level of job performance of library professionals in University libraries in Varanasi. So it can be concluded that gender is not depending factor on the job performance. It is shown below in graph

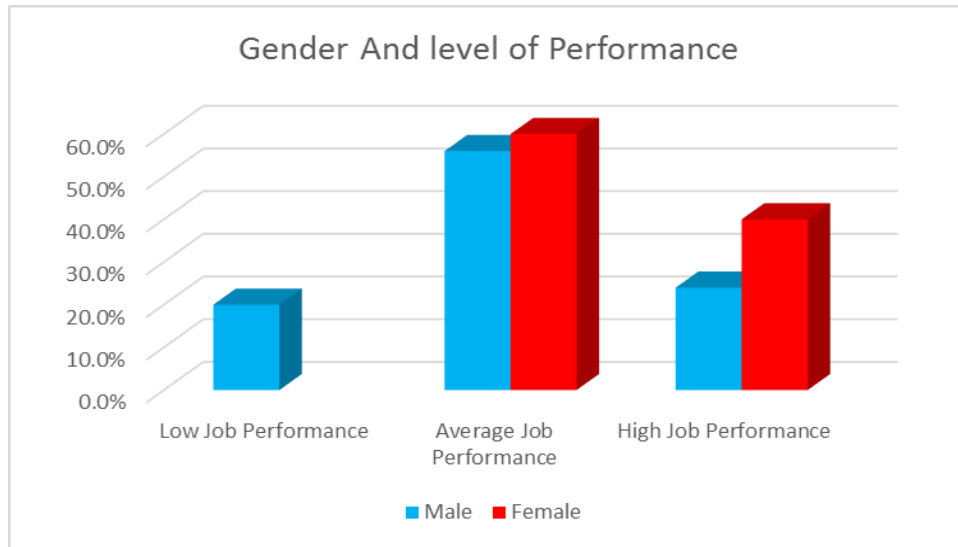


Fig-2: Gender and level of Job performance

Table-3 shows the data and results of association between experience and level of job performance of library professionals in University libraries in Varanasi.

Table-3: Experience and level of Performance

		Level of Job performance			Total	χ^2	P value		
		Low Job performance	Average Job performance	High Job performance					
3 to 5 yr	Count	2	0	0	2	13.20	.010		
	%.	100.0%	0.0%	0.0%	100.0%				
6 to 8 yr	Count	2	9	4	15				
	%.	13.3%	60.0%	26.7%	100.0%				
>8yr	Count	1	11	6	18				
	%	5.6%	61.1%	33.3%	100.0%				
Total	Count	5	20	10	35				
	%	14.3%	57.1%	28.6%	100.0%				

It is clear from the above table that the number and percentages of the library professionals in University libraries in Varanasi based on their experience. It is clear that 100% of the 3 to 5 years' experience professionals have low level of job performance. Professionals having 6 to 8 years 9(60%) have average job performance 2(13.3%) have Low level of job performance and 4(26.7%) have high level of job performance. In the case of above 8 years professionals 11(61.1%) have average level, 1(5.6%) have low level and 6(33.3%) have high level of Job performance. So it can be concluded that when the experience increases the performance of Library professionals also increases. More over the obtained Chi square value 13.20 is greater than the table value 5.99. That means there is a significant association between experience and Level of Job performance of Library professionals in University libraries in Varanasi. So it can be concluded that experience is depending factor on the Job performance library professionals. It is representing below graph

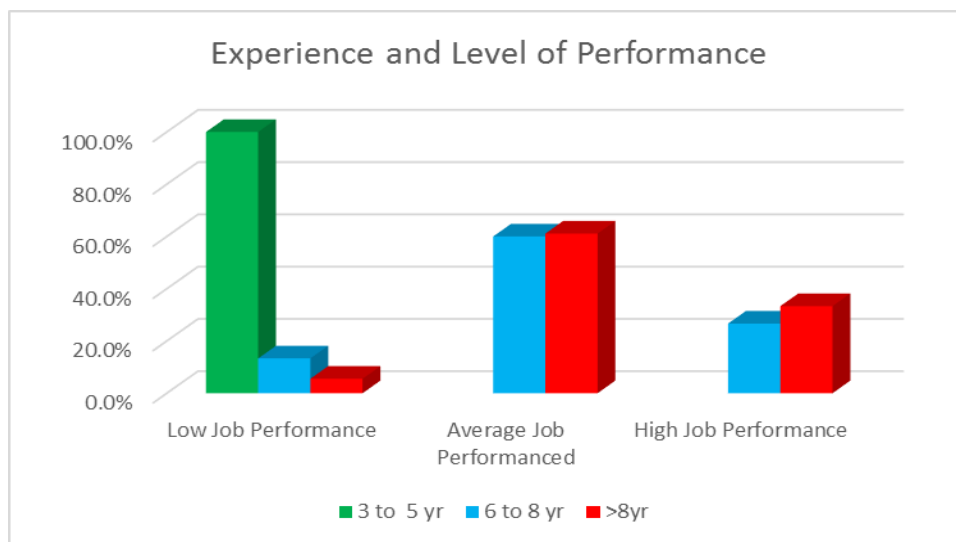


Fig-3: Experience and level of Performance

Major findings

- Most of the library professionals have average level of job performance
- There is no association between gender and level of job performance of library professionals in University libraries in Varanasi
- Gender is not depending factor on the job performance
- The experience increases the performance of library professionals also increases

- There is a significant association between experience and level of job performance of library professionals in University libraries in Varanasi.
- Experience is depending factor on the job performance library professionals

Recommendation

Several recommendations are put forward from this research thus:

- Banaras Hindu University library should trained to coach skill including working skill, professional knowledge, encouragement, recognition of potential strengths of employees to make them work better.
- Encourage employees to take initiative, make decision, and use their knowledge.
- Maintain high moral and confidence by recognizing successes and encouraging high performance.
- Give employees the freedom to put the ideas and solutions into practice.
- Library should build the trust within the organization to believe that the effort will lead to a reward for high job performance.

Conclusions

The purpose of research design is to collect data about a hypothesis in such a way that inferences of relationship between an independent and dependent variable can be legitimately drawn. This Elaborate statistical procedures using chi square test have been applied to interpret what results actually. The analysis of the study the means, most of library professionals' have Average level of job performance in the University libraries in Varanasi, less library professional shave Low level of job performance. So it can be concluded that most of the library professional shave average level of Job performance. That 56% of the male professional have average level of Job performance while female professional it is 60%., and regarding the High job performance 24% male and 40% female professionals. The obtained Chi square value 2.66 is less than the table value 5.99. That means there is no association between gender and Level of job performance of library professionals in University libraries in Varanasi. It is clear from the study that more experience professionals have high level of job performance. So it can be concluded that when the experience increases the job performance of library professionals also increases. That means

there is a significant association between experience and level of job performance of library professionals in University libraries in Varanasi. So it can be concluded that experience is depending factor on the job performance of library professionals.

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