



## STRESS RELATED ISSUES OF LIS PROFESSIONALS: A STUDY

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### ABSTRACT

*This paper deals with the stress related factors of LIS professionals. LIS professionals are now on cross roads. On the one hand technological development forcing them to face the challenges and on the other hand they are lacking the support in all respect. Considering this situation researcher has selected this topic for the project. In this paper researcher made a pilot study to know the stress related issues of LIS professionals. The main focus is given on the stress issues of academic LIS professionals. To know the reasons and causes of stress researcher formulated a questionnaire to collect the facts and discussed some of the facts with the respondents. Based on this researcher has found the causes of stress and remedies over it.*

**Keywords:** Stress, LIS Professionals, Academics, Librarians

### INTRODUCTION:

In academic phenomena every college has separate library. Library always tries to give user oriented services for that it open for maximum time. In this process many things direct and indirect create stress on library. In psychology, stress is a feeling of strain and pressure. Small amounts of stress may be desired, beneficial, and even healthy. Excessive amounts of stress, however, may lead to bodily harm. Stress can increase the risk of strokes, heart attacks, ulcers, and mental disorders such as depression. Stress can be external and related to the environment, but may also be created by internal perceptions that cause an individual to experience anxiety or other negative emotions surrounding a situation, such as pressure, discomfort... etc., which they then deem stressful.

It is the fact college librarians have exposed to a considerable amount of stress in their work. Many factors are responsible for to create stress like Staff problem, inadequate budget allocation, management support, too much responsibility with secondary duties & heavy workload, working with changing technology, changing users' demands etc. But there are so many strategies to cope up with it. Understanding stress and adopting the coping strategies will be beneficial to the individual as well as the institutions.

The library environment has changed drastically over the last few decades. In the changing environment of modern technological advancement, the traditional concept of the library profession is subjected to rapid changes. The advent of computer, software, internet technologies etc. have shaken the existing concept of the profession. With such changes, the structure and nature of library profession has also changed in a dynamic way. The library and information professionals experience stress as they readjust their lives with the changing library environment, job structure, job promotion etc.

This study attempts to identify the reasons of stress among the academic librarians. This survey carried out among Sangli and Kolhapur district, Maharashtra state. This has been found that work stress among the academic librarians is prevalent due to library staff,

inadequate budget, lack of skilled man power, Job insecurity, library infrastructure problems etc. reasons.

### WHAT IS STRESS?

Stress has become regular symptom of an each one. There are many reasons of stress. That may be related to a social, private or of a work place. Work or Job-related stress is a subject of interest to researchers.

A beneficial stress motivates the employees. This type of stress is called **Eustress**. The detrimental stress is that which makes one irritable. Loses the spirit of work, this type of stress is called **Distress**.

Stress can be derived from three sources such as **physical, mental and situational**. Physical stress can be brought on by overwork, lack of rest and poor diet. Mental stress can be traced to a person's mental state of mind, which involves expectation, fears, regrets etc. Situational stress is derived from the interaction with the outer world like interaction with modern technologies, role as a library manager etc

### LITERATURE REVIEW:

**Babatope, I. S. (2013)** conducted a study of 56 librarians from the three polytechnic libraries in Delta State, Nigeria. For the study purpose he constructed a questionnaire entitled "Causes of job stress Questionnaire" (CJSQ). The results of study shows that pressure from management/boss, poor work environment, excess workload, inadequate support system, challenges in coping with new technology and lack of supervision are causes of job stress among polytechnic librarians in Delta State. And these have negative consequences such as job dissatisfaction, frustration, low productivity, depression, negative job attitude, absenteeism and illness.

**McDevitt, T. and Jones, J. (2013)** has conducted a literature review related to the causes and negative impact of stress in library workplaces and the benefits of effective stress reduction through positive communication and team building techniques. They suggested a series of engaging activities which can be used to help employees to identify the symptoms of work related stress and develop positive methods of coping.

**Osif, B. A. (2008)** has reviewed the books on work stress and stress management. She point out that pressures exist in library profession and it affects librarians' health, decisions, and workplaces.

**Salaz, A. (2006)** narrated how her mother and she avoids burnout at their workplaces. According to her recognizing the value of own work is one of the most important ways to avoid burning out.

**Elisa F. Topper, (2007)**, Author described in the article about aims to help people to understand the impact that stress has on library employees and the library as an organization. And the author *Finds*– the Library workers are under stress and the library as an organization needs to provide training in how to deal with this issue. Strategies for reducing stress are outlined.

### OBJECTIVES

1. To find out the stress related to professional authority and responsibility.
2. To identify the job roles, which create stress
3. To study the responsible factors for stress in LIS professionals
4. To suggest solutions for reduce the stress of LIS professionals.

#### 4. SCOPE AND LIMITATIONS

This study is restricted to only Sangli and Kolhapur districts which is part of Maharashtra state. Researcher has randomly select population and collected data with the help used questionnaire method. There were 23 respondents respond us. Therefore, sample size for the present study is limited to 23. All the respondents in the sample are working in government, aided, private colleges or institutes as a librarian.

#### METHODOLOGY:

A survey among the academic librarians has been carried out to meet the objectives of the present study. Survey has been conducted through questionnaire and interview method. The populations selected were from different academic librarians from Sangli and Kolhapur districts which are part of Maharashtra state. The responses to the questionnaire were analyzed through quantitative method to understand the stress among the academic librarians.

#### QUESTIONNAIRE AS A TOOL

To collect the information related to the stress, the questionnaire was designed in which several question were asked it was a closed ended questions. Total 23 respondents gave their valid responses to the structured questionnaire. Therefore all the responses 23 are considered for analysis.

#### ANALYSES OF DATA AND PRESENTATION OF RESULTS:

The results of quantitative analyses have been presented using tables and graphs.

**Figure 1: Gender Ratio**

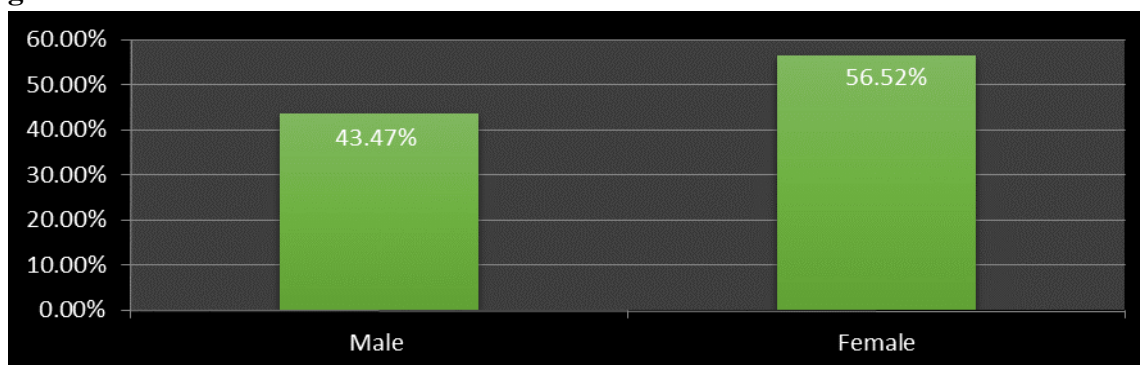


Figure 1: Gender Ratio This bar chart shows that, out of 23 respondents only 43.47% (10) respondents are Male and 56.52% (13) Female.

**Figure 2: Qualification**

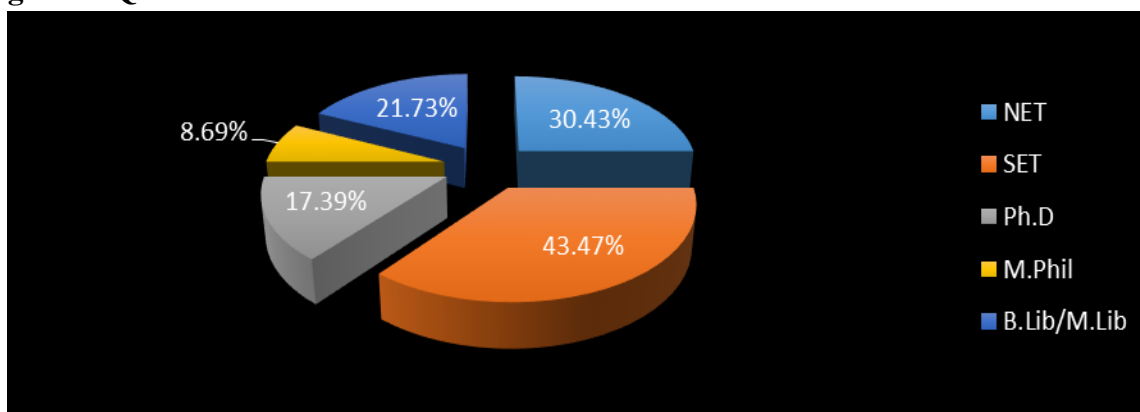


Figure 2 show that maximum professional has qualified SET (43.47%) examination same time only few 21.73% people are not qualified. NET, Ph. D, M. Phil, respectively percentage 30.43%, 8.69%, 17.39%.

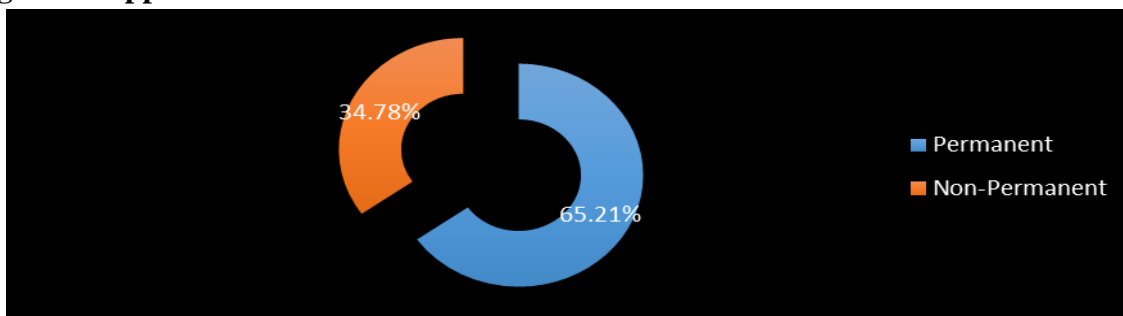
**Figure 3: Appointment Status**

Figure 3 show that maximum professionals working as permanent basis 65.21%, some 34.78% are working non- permanent basis.

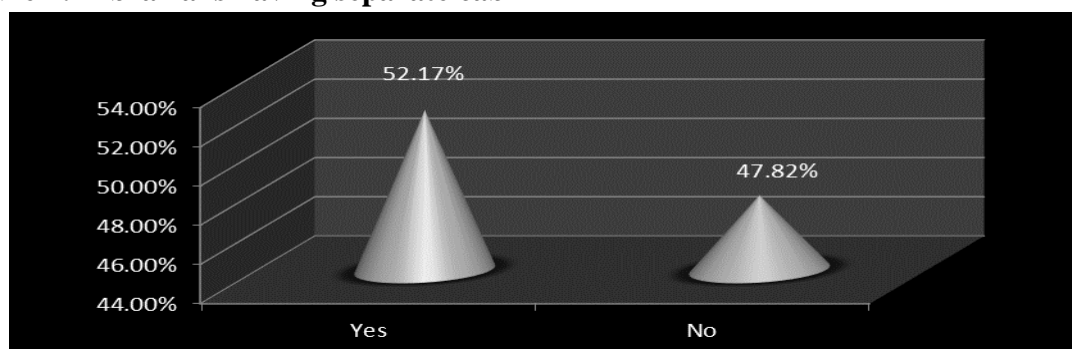
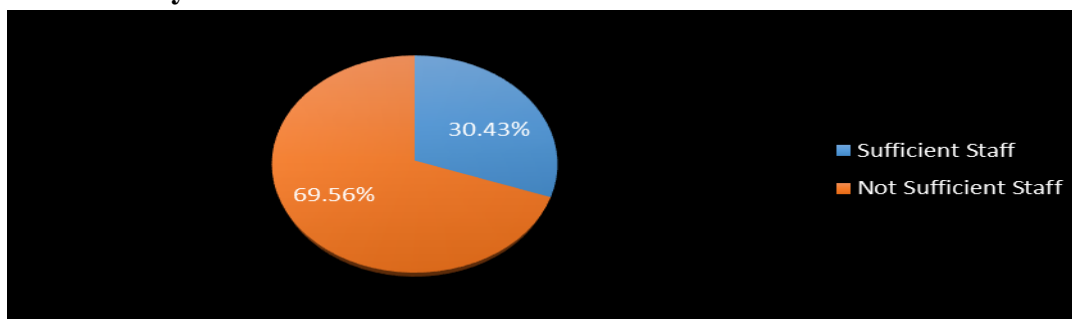
**Figure 4: Librarians having separate cabin**

Figure 4 Librarians having separate cabin indicates that out of 23 respondents 52.17% respondents only has separate cabin in library while 47.82% respondents do not have.

**Figure 5: Library Staff is Sufficient?**

This figure 5 shows that many libraries facing problem of inadequate library staff. 69.56% library does not have sufficient staff and same time only 30.43% library have sufficient staff.

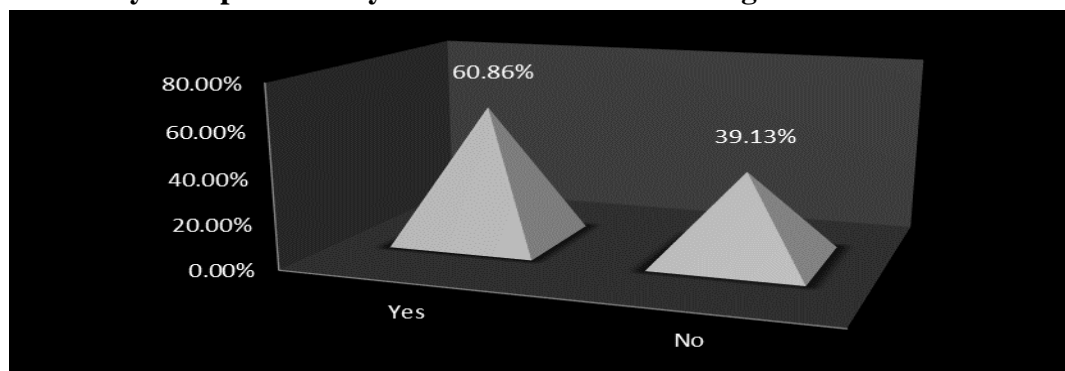
**Figure 6: Do you depute library staff for advanced training?**

Figure 6 shows that 60.86% libraries depute library staff for advanced training and only 39.13% library have not.

**Figure 7: Do you have Institutional Repository?**

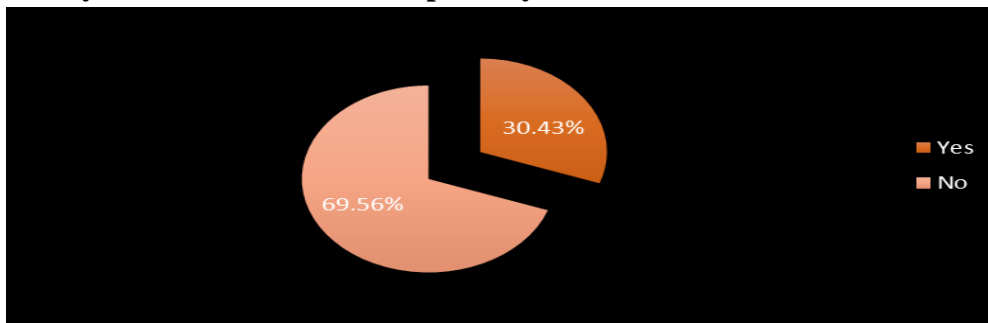


Figure 7 show that 69.56% library has Institutional Repository and same time 30.43% library have not Institutional Repository.

**Figure 8: Library services to Users**

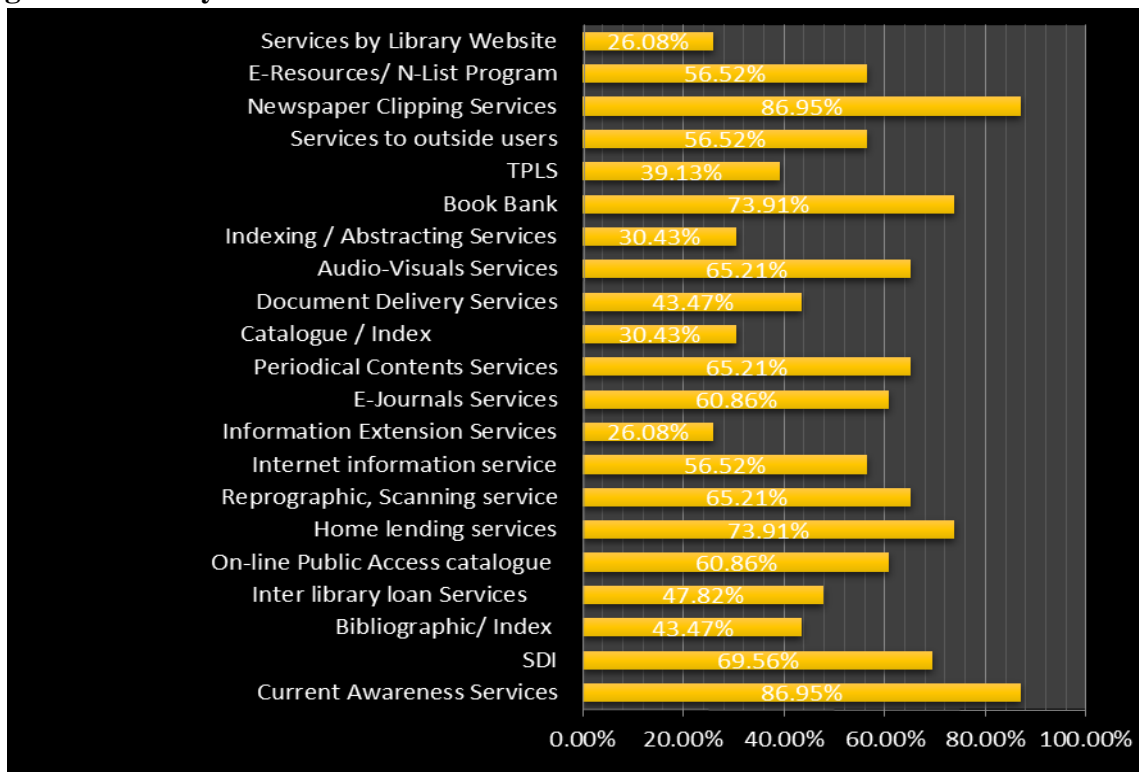


Figure 8 shows that near about 23 type’s services are provided by libraries. CAS, News paper clipping service, Book Bank, Home lending service, Internet information service, SDI, these are the common services given by most of the libraries. Indexing, Information Analysis, Information Extension services are provided by very few libraries.

**Figure 9: Research Publications of LIS Professionals**

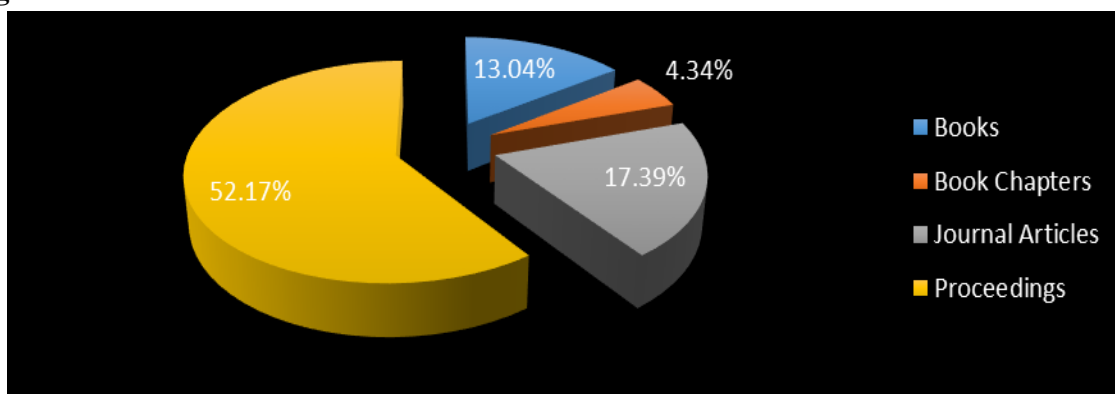


Figure 9 shows that most of librarians publishing research papers in proceedings (52.17%). 17.39% librarian publishing research papers in journals. 13.04% librarians have write books. 4.34% librarians have write book chapters.

**Figure10: Problem Which Increases Stress**

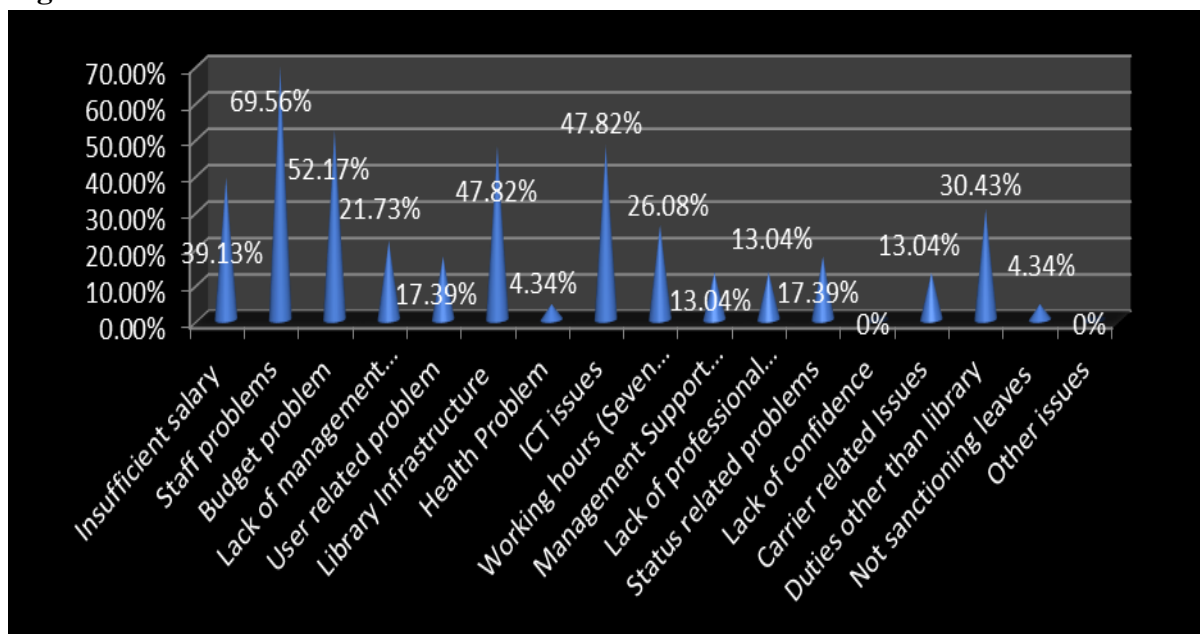


Figure 10 Insufficient staff or staff problem is the major stress creating factor among 69.56% librarians, following to that Budget issue is second more stress creating factor among the 52.17% librarians. Inadequate infrastructure, ICT, Duties other than library, career oriented issues are the factors are responsible for extent stress.

**Figure 11: Orientation, Refresher or Training Completed.**

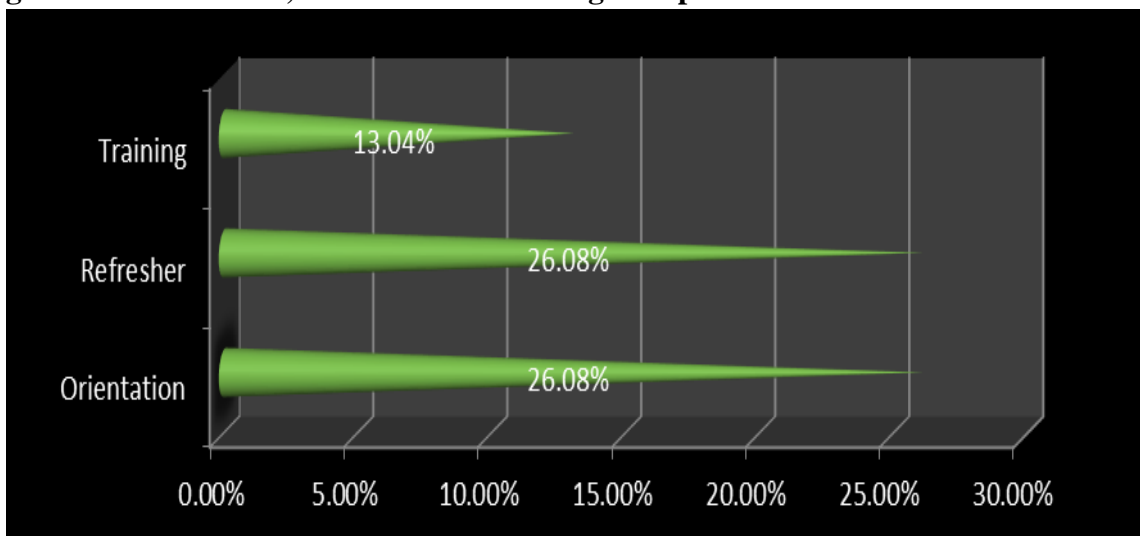


Figure 11 shows that orientation 26.08% and refresher 26.08% courses completed by librarian and same time some librarian attend the training courses 13.04%.

**FINDINGS**

The present study reveals the findings based on data analysis. These findings are responsible to create stress among the library professionals. The major findings are as





1. The study reveals that majority (65.21%) of LIS professionals is permanent and 34.78 are not permanent facing many problems regarding salary.
2. The researcher has found that majority (52.17%) of the librarians are enjoying working in a comfortable cabin, while some (47.82%) librarians are working in the compromised space. This factor affects the working environment, and working efficiency due to chaos.
3. CAS, Home lending & Newspaper clipping...etc. services are given by the maximum library.
4. Majority of librarian facing the problems Related to Staff, Budget, ICT, Library infrastructure, Duties other than libraries increase the stress among LIS professionals and affects the working environment, and working efficiency due to chaos.

### **Suggestions to reduce the work stress among the academic librarians**

Academic Librarians are under stress with varies reasons. It is not possible to remove the all work stress to all librarians but they can manage or reduce their work stress by following suggestions.

1. LIS professionals should be join short term courses like Yoga, Meditation, etc.
2. Librarians should give more preference to attend seminar, workshops and refresher courses for their professional development as well as to adopt the new technologies.
3. Librarian should keep positive attitude toward the library work.
4. LIS professionals should develop the hobbies.

### **CONCLUSION**

The academic librarians are suffering with various types of work stress in the libraries. The present study has been focused on not only to study the causes and effect of stress but also suggesting the remedies to manage the stress. Considering the above remedies might be fruitful for to reduce the stress. Academic Librarians should manage their work stress and explore their own potentials by keeping positive approach and render the best services to their users.

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