

Job Satisfaction among Public Library Professionals: a Gender base Comparison

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Abstract

The purpose of the study is to examine gender base job satisfaction among Public library professionals in Anuradhapura District .Survey method was carried to achieve the goal. Questionnaire was used as the data collection tool. The study shows both positive and negative signs of satisfaction among the professionals. This paper may benefit Government Authority by encouraging librarians to contribute more to their jobs and may help them in their personal growth and development.

Keywords: *Job satisfaction, Public libraries, Library professionals, Gender base job satisfaction*

Introduction

The job satisfactions directly connect to productivity of the job. If they are not satisfied with their job, it directly affects the organization because no organization can successfully achieve its goal and mission unless satisfied with human beings. Job satisfaction is very important attribute in the field of public library because librarians provide their service to the community. So many researches have been done regarding job satisfaction in different occupation .But most of them did not analysis gender base satisfaction. This paper tries to analyze job satisfaction comparison of men and women public Librarians in Anuradhapura District. There were numerous definitions for perception of job satisfaction Abraham Maslow who proposed a theory of human needs. Maslow contended that human needs display themselves in hierarchies of prepotency. As one need is satisfactorily fulfilled, it is replaced by another. Man continually seeks to satisfy some need. Maslow characterized these needs as:

Self-actualization and autonomy: the opportunity for self-fulfillment and accomplishment through personal growth and development; *Esteem:* the prestige received from both within and outside the organization; *ocial:* the requirement for affectionate relations with others; *Security:* the feeling of freedom from anxiety; and *Physiological:* the requirement for food, clothes, shelter, sex, etc.Maslow regards these five sets of needs as being in a definite hierarchy but not in an all-or-none relationship to one another. He contends that decreasing percentages of satisfaction are encountered as a lower-level need is replaced in predominance by a higher-level need. Specifically, Maslow's theory Proposes that there are basic or primary needs, such as food, water, and sleep, which the individual satisfies first (physiological and