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# **Job opportunities for LIS professionals in India: a study based on Online Job portals**

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## **Abstract**

Recruitment means systematic process of searching for prospective employees and stimulating them to apply for job in an organisation. The study inquires the current trends of job opportunities for qualified LIS professionals in the area of library and information science by examining all job advertisement published in different online job portals. The data collected from different online job portals have been criticised to reflect the various aspects of LIS profession such as employer and designation wise distribution of jobs, essential and desirable qualifications and competencies for different type of job positions. The data collected have been explained through tables and figures. The finding show that the number of posts advertised is very less in number in comparison of number of fresh LIS graduates. Therefore the state and central government should provide more job opportunities for fresh LIS graduates, LIS professionals and for research scholars.

**Keywords:** Job opportunities, Online job portals, LIS professionals, Employees, LIS graduates.

## **Introduction**

Career opportunities for LIS students are not lacking, as more than half the workforce of library professionals will retire or leave their positions within next decade (Association of College and Research Libraries [ACRL],2003).Today, several universities are offering library science in bachelor, master and PhD levels. Many open universities are also offering library science in distance mode.

We are living in a knowledge society. Library and information science have lot of opportunities to develop knowledge and skill to sustain and survive in this society. Presently, anumber of career opportunities are available for LIS professionals. The qualified and trained professionals can work in all type of library as like. So the future prospect of LIS professionals is very bright today. Qualified and trained LIS professionals can have opportunities to work in different sectors.

## Objective of the study

The objectives of the study are:

- 1) To find out the trends of job advertise in the various online job portals.
- 2) To evaluate the job advertisement by category of post, type of employer and type of organisation for which the jobs are offered.
- 3) To explore the qualification and experience required for the job which are advertised in various online job portals.

## Methodology

As per Wikipedia (2018) online job portal is the portal that deals with employment or career news published in different sectors. The five notable employment websites which are dealing with job advertisements: Naukri ([www.naukri.com](http://www.naukri.com)), Shine([shine.com](http://shine.com)), Monster ([monsterindia.com](http://monsterindia.com)), Indeed Jobs([indeed.co.in](http://indeed.co.in)) and trovit jobs ([jobs.trovit.co.in](http://jobs.trovit.co.in)).The Jobs advertisement published in the above five job portals are taking into consideration for this study. The study is also limited for the year 2017.Care has been taken to consider all the advertisement published for LIS professionals from above five job portals.

## Analysis

Data collected from the above five job portals are analysing below:-

### Job advertisement by employer

The employer wise distribution of number of posts which are advertised has been shown in Table 1:-

Job Portals	Government Sector	Private Sector
Naukri	68	229
Monster	52	286
Trovit Jobs	36	318
Indeed jobs	28	289
Shine	43	224

**Table – 1 shows number of posts by the employer.**

From the above table, it was found that the maximum number of posts has been advertised for private sector and notification for few posts has been published for government sector.

### Job advertisement published from different type of sector

Job advertisements published in the different type of sector by various job portals are visualized in table 2:-

Job Portals	Different type of Sector					
	School	College	University	Research/ Educational Institute	Private Organization	Government Organization
<b>Naukri</b>	127	95	35	11	19	10
<b>Monster</b>	158	98	37	12	20	13
<b>Trovit Jobs</b>	146	111	45	16	25	11
<b>Indeed Jobs</b>	139	96	35	13	19	15
<b>Shine</b>	125	89	25	7	15	6

**Table – 2 shows different type of sector by various job portals.**

From the above table, we see that majority of advertisement published in 2017 for School sector. Thus, both the government and public schools are creating huge vacancies for LIS professionals. The number of vacancies of government and private colleges and universities are not so fewer than schools.

#### **Job advertisement published under different posts:-**

**Table 3 shows the distribution of jobs under different posts:-**

Jobs Portals	Librarian	Library Assistant	Assistant Librarian	Library Attendant	Library Trainee
<b>Naukri</b>	190	22	59	15	11
<b>Monster</b>	228	30	65	20	15
<b>Trovit Jobs</b>	230	24	69	15	16
<b>Indeed Jobs</b>	195	17	71	19	15
<b>Shine</b>	167	11	57	13	19

**Table – 3 shows the distribution of jobs under different posts.**

It is observed that the highest number of posts among all the five job portals is for Librarian. Posts such as assistant librarian, library assistant and library trainee were also advertised during the year.

#### **Distribution of jobs by educational qualification requirement**

**Table 4 shows the qualification wise distribution of jobs among the five job portals:-**

Job Portals	Educational Qualifications					
	CLIS	DLIS	BLIS	MLIS	M.Phil/PhD	NET/SET/SLET
<b>Naukri</b>	2	11	277	185	15	37
<b>Monster</b>	5	15	297	177	25	55
<b>Trovit Jobs</b>	7	21	311	259	33	65
<b>Indeed</b>	2	9	288	215	22	45

<b>Jobs</b>						
<b>Shine</b>	3	7	222	167	19	43

**Table - 4 shows the qualification wise distribution of jobs among the five job portals.**

From the above table, it is observed that maximum number of LIS jobs require degree in library science i.e., BLIS .Certificate/Diploma and Master degree are also required for many LIS Job advertised. The requirement of Phd/M.Phil. In library science is few. The demands of NET/SET qualified professionals are not so few.

**Required experience wise distribution of jobs:-**

The experience required for the different types of LIS Jobs are presented in table 5:-

<b>Job Portals</b>	<b>Years of Experience</b>				
	<b>1 to 3 Years</b>	<b>4 to 6 Years</b>	<b>7 to 10 Years</b>	<b>10 to 18 Years</b>	<b>Not Mentioned</b>
<b>Naukri</b>	167	35	22	15	28
<b>Monster</b>	216	27	17	23	55
<b>Trovit Jobs</b>	254	31	19	14	36
<b>Indeed Jobs</b>	211	29	21	11	45
<b>Shine</b>	177	23	17	15	35

**Table – 5 shows the experience for the various types of LIS jobs.**

It can be noticed that the experience required for different post of LIS jobs ranges from 0 to 18 years and some experience is required for every type of post.

**Essential skills and qualification wise distribution of jobs:-**

Various additional skills are also required for LIS posts. Table 6 provides the clear picture of additional qualification and essential skills require for LIS posts:-

<b>Job Portals</b>	<b>Essential Skills and Qualification</b>					
	<b>Certificate / Diploma in Computer Application</b>	<b>Knowledge of Computer Operation</b>	<b>Good proficiency in English</b>	<b>Pleasing personality with good interpersonal</b>	<b>Knowledge of various library software</b>	<b>Experience in handling electronic books &amp; journals</b>
<b>Naukri</b>	75	122	175	55	255	77
<b>Monster</b>	77	155	188	57	311	88
<b>Trovit Jobs</b>	88	177	277	66	325	97
<b>Indeed Jobs</b>	67	144	255	61	310	89
<b>Shine</b>	59	119	166	51	247	67

**Table – 6 shows the additional qualification and essential skills.**

Knowledge and proficiency in English, knowledge of IT, working knowledge in computer application, and knowledge of library management software are the most preferred essential skills required by LIS Job industry.

**Conclusion:**

LIS curriculum normally gets revised by all the universities on regular interval to accommodate new developments in LIS field. It is observed that theoretical knowledge is not enough for LIS Job aspirants to survive; LIS jobs aspirants have to develop some important skills to get jobs and sustain in LIS profession. So the LIS schools have to accept the challenge of how to incorporate these skills into the curriculum and ensure its proper implementation into the students (Sawant & Sawant, 2018). It is initial study taking with consideration of advertisement published during 2017. If the study continue for the period of five years or more than a reliable picture will be come out. Most of the LIS positions require additional skill like communication skill, good knowledge over English, working knowledge on library management software, knowledge of IT, innovative approach in providing library service etc. As per current trends, the LIS professionals have to make themselves suitable for the jobs.

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