Employment Opportunities for New Academic Librarians: Assessing the Entry Level Jobs

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Abstract: Finding a position in a library can be challenging for recent Library and Information Science (LIS) graduates. While LIS students are often encouraged to seek out experience, network, and improve upon their technology skills in hopes of better improving their odds in the job market, little research exists to support this anecdotal advice. This study quantifies the academic and work experiences of recent LIS graduates in order to provide a better understanding of what factors most significantly influence the outcome of their academic library job searches. The survey results demonstrate that the job outlook is most positive for candidates, who applied early, obtained academic library experience (preferably employment), participated in professional conferences, and gained familiarity with committee work.

Keywords: Library Science, Employability, Education.

Introduction: One of the factors of the success of any organization depends on the human work force. Librarians and information science professionals always play a supporting role in the teaching, learning and research in the various scopes of the discipline. Employment opportunity in the library and information science is a vital issue in this present era, especially in the present decade and decades to come due to the advancement of new technology which plays a key role in the management of library and information centers. Management factors such as recruitment, induction, promotion, job satisfaction all are affected by modern technologies. Human resource planning is important in library and information centers as a method of efficient distribution of scarce skilled labor. Libraries have given attention to human resource management of library professionals. The development of human resources for future planning requires a clear understanding of the levels of library personnel currently working and the need for the future strategies. This study aims to examine the current status of individuals working in the information centers and establish staff profiles and assist in human resource staffing requirements. The study further aims to make short, medium and long-term recommendations for the development of library and information human resource centers.

Research questions

- What proportion of temporary and part-time jobs is advertised in relation to fulltime and permanent positions?

- What are the characteristics of current information workers in India in terms of job opportunities and interest towards continuous education and training?

- Is there a relationship between the independent variables (education level, experience level, skills level) and the dependent variable (continuing education)?

Limitations of the Study

This study mainly based upon a limited sample size and it basically done through online survey. If the survey done through offline mode then study result will more relevant.
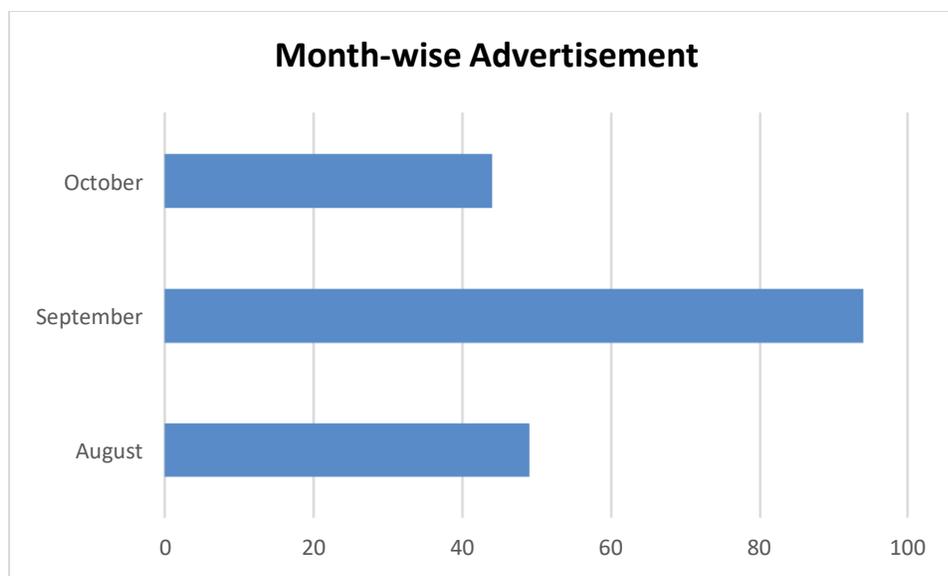
Month Wise Analysis of Advertisement Published During August to October 2019

The result as indicated in Table–.1 shows the status of the month wise details of Advertisements published during the August to October 2019. After scanning of all issues published during the period of study, altogether 187 numbers of advertisements related to job opportunity for LIS professionals have been published which varies from junior positions to senior ones. The month-wise details of advertisements published during 2019 have been tabulated in Table-1.

Table-1: Month-wise advertisements

Months	No of Posts Advertised	Percentage (%)
August	49	26.20
September	94	50.26
October	44	23.54
Total	187	100

N=187

Month-wise Advertisement

Out of 187 number of advertisements, it is found that maximum number of posts are advertised during the months of September (94= 50.26%), August and October advertisement was respectively equal number of advertisements (20%) have been published during the months of August, September and October 2019.

LIS Link is a LIS professional Social Networking site developed by the Indian LIS professional for the benefit of the upcoming LIS professionals who are seeking job. It has developed a forum for job advertisements.

Part time and Full Time Vacancies

The result as indicated in Table–2 shows the status of the month wise details of Advertisements with the part time and full time vacancies published during the August to October 2019. After scanning of all issues published during the period of study, altogether 187 numbers of advertisements related to job opportunity for LIS professionals have been published which varies from junior positions to senior ones. The month-wise details of advertisements published during 2019 have been tabulated in Table-2.

Table -2: Part time and Full Time Vacancies

Months	Part-Time	Full-Time
August	39	10
September	60	34
October	30	14

N=187

The information pertaining to job has been posted by some of the member LIS professionals for the benefit of the others. As soon as the advertisement information has been posted, instantly,

there is provision in the system to send alerts to all the members which enables the LIS professionals to go through the detail advertisements published in either Employment News or organizations web sites or on any printed and electronic media.
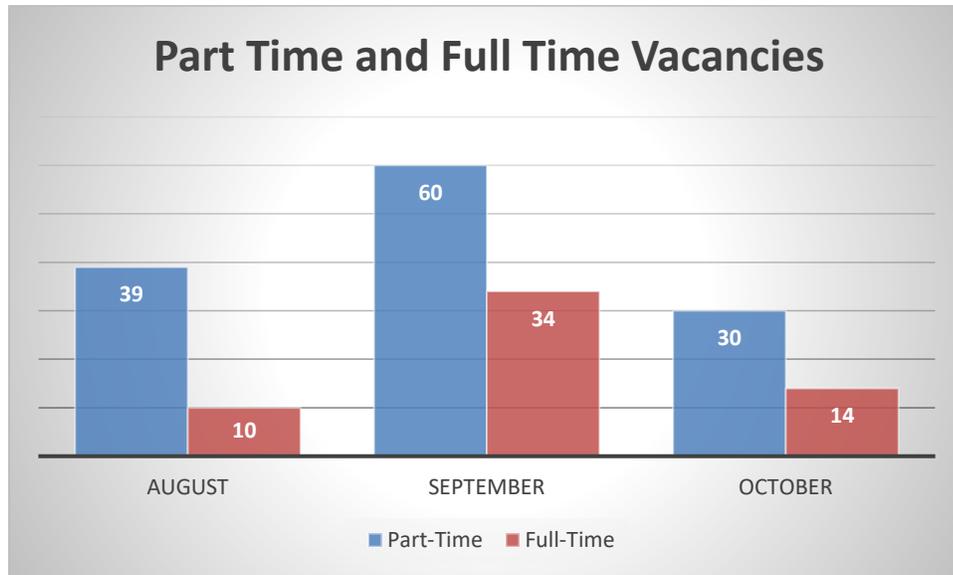
Out of 187 vacancies included in the present analyses, 68.98 % were Part Time and 31.02% were Full Time vacancies. The total mean was 43 with the standard deviation 15.39 were employed on temporary or contractual basis. On the basis of the analysis it can be highlighted that the 68.98% reported high basic employability and 32.02% reported as high aspiring employability.

The overall correlation matrix presented in the table no 3.

Table – 3: Correlation Matrix

	Mean	Standard Deviation
Part Time Vacancies	43	15.39
Full Time Vacancies	19.33	12.85

Table – 4: Part time Full time percentage

Months	Part-Time	Full-Time
August	39	10
September	60	34
October	30	14
Total	129	58
Percentage (%)	68.98%	32.02%

Part Time and Full Time Percentage

	Part Time	Full Time
Value	129	58
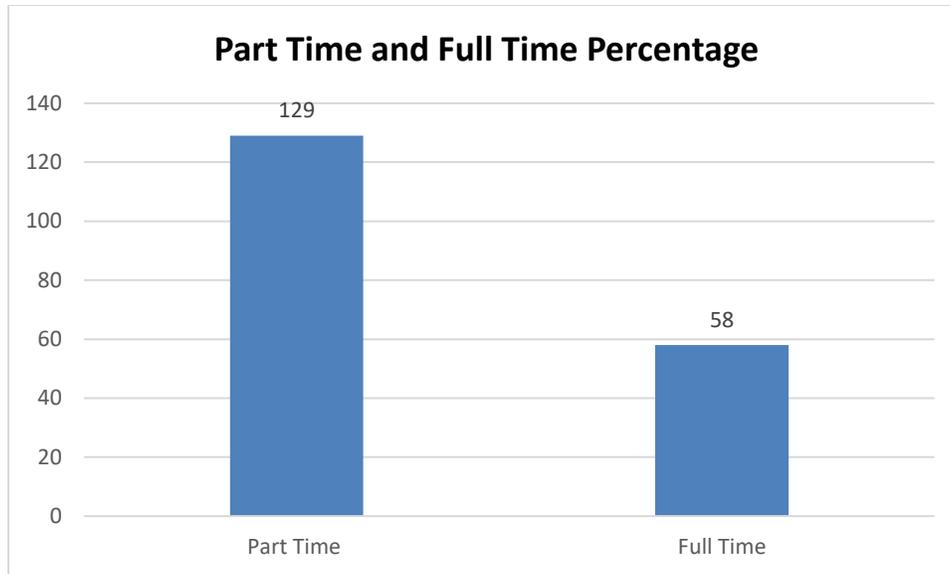
After analysis the data find out that in the recent working field of library mostly job can be done in the Library Intern or Library Apprentice then the other institute is school or university. The most important finding from the result is the significant shortage of staff at all levels, which is presented most noticeably by the high percentage of positions which are vacant. A high level of vacant positions is always a clear pointer of staff shortages and it is reflecting the most on the staff which need proper qualifications or training of some kind. It is to be predictable that a small percentage of all positions will be vacant at some point of time as staff leaves and delays are expected before they are substituted. The high percentages of vacancies shown by the results need immediate attention.

Continuing Education after the Job-Title

Table – 5: Continuing Education

Job Title	Continuing Education	p-value
	Yes	
Professional	25.13%	<0.005
Para-Professional	74.87%	

In table -5 shows when testing the relation between job title and the motivation of continuing education, the Null Hypothesis (H0) is rejected (p 0.0005) and it can be concluded that there is a relationship between the job categories and the motivation of continuing education. A professional is a person who has more desire and interest to continue his / her postgraduate studies that is because the professional has more knowledge, experience and deep understanding of the weaknesses and strengths of his / her profession and knows about the areas which need to be developed. That is the reason they are not high basic employability. He / she is highly motivated to create new positions in the field for new people and develops new software related to the library for satisfying the needs of the customers. Furthermore, he/she is the one present to

identify his / her major strength and work on the major weakness in the field. After analysis the result I find out some of the solutions regarding the situation of employability.

Problems with Human Resource in Libraries

Human Resources Department (HRD) in libraries has been the main concern and center of attention in this time. To develop an effective appraisal system this will be used by the management to provide a current inventory of manpower resources in the organization. Human Resources played a leadership role in the field where they work. The outcome of this study looks at the current situation and recent developments in Human Resources for Libraries.

Summary of the findings

Human resource environment in terms of current skills and competencies of the library organization workforce are examined.

Part Time and Full Time Vacancies

Out of 187 vacancies mentioned in the present analyses it is found that 68.98 % were Part Time and 31.02% were Full Time vacancies. The total mean was 43 with the standard deviation 15.39 were employed on temporary or contractual basis. On the basis of the analysis it can be highlighted that the 68.98% reported high basic employability and 32.02% reported as high aspiring employability.

Month wise analysis of advertisement

Out of 187 number of advertisements , it is found that maximum number of posts were advertised during the months of September (94= 50.26%), August and October advertisements were respectively equal number of advertisements (20%) had been published during the months of August, September and October 2019.

Conclusion

This study is basically based on the advertisement in the recent market and factors can significantly influence the library job search. Libraries and information centers as they are today in India, are not profitable organizations and are in the group known as service sectors. While there are many in-service sectors like banking, insurance, health services, etc. operating on a business basis, earning profits on their services, library and information services cannot be compared with these service sectors, although there are certain library and information services which offer services only at a price. This is one of the biggest constraints that these information institutions are to cope up with at present. Our research represents an initial look into the recent advertisements in the library job search, yet many other variables warrant further exploration. While this study focused on library job seekers qualities, all types of libraries have to be

examined here. Further research could also explore the experiences the other sites where the library science advertisements should be published.

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