

An Empirical Analysis of the Relationship between Marital Status and Job Satisfaction of Library Professionals'

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Abstract

In the past and recent days, many studies in social research attempted to relate variables such as age, sex, race, income and experience with job satisfaction but very few attempted to study the effect of marital status on job satisfaction specifically in library field. This study outlines the impact of marital status and job satisfaction of library professionals'. Data collected from 302 library professionals of higher education institutions in Tamil Nadu and interpreted using SPSS software. In this study, marital status is considered as the independent variable; job satisfaction served as dependent variable; age and sex are taken as control variables. The results revealed that no robust correlation between marital status and job satisfaction when controlling age and sex. So it is understood that even the family commitment and child care responsibilities of women do not affect job satisfaction and library job is suitable for both married and single of all age and sex categories.

Key words: Marital status, job satisfaction, library professionals, Academic library, age, sex

Introduction

Today's competitive world urges an organization to give more attention to its personnel in order to perform effectively and become a more thriving enterprise¹. A happy and satisfied employee will work more and does his job better². Library play a vital role in academics and internet technology applications attracts more users.

Academics, students and scholars get benefited by it. Job satisfaction of library Professionals' will have an effect on the quality of service provided by libraries³.

Various factors influence job satisfaction of library professionals. Number of studies deal with organization factors, motivational factors, and other demographic factors such as sex, race, religion, salary, experience and qualification. Studies about the marital status of library professionals' are limited. Marital status means one's situation with regard to whether one is single, married, separated, divorced, or widowed. It is argued that marital status was critical for women workers in library sector due to the widespread use of the marriage bar which curtailed women's employment on marriage⁴. But in modern world, women have the potential to manage each and every situation that they come across in their personal as well as in carrier path. Even today, men are the sole bread winner of many families. Married men may or may not hold the pressure of managing the financial needs of the family. So there are some possibilities to have difference in job satisfaction of married and single.

This article outlines the effect of marital status on job satisfaction of library professionals' of higher education institutions in Tamil Nadu.

Research Question

To attain the identified objectives of the study, two research questions were raised:

- Does marital status influence job satisfaction of library professionals' in higher education libraries in Tamil Nadu?
- What is the effect of age and sex on the overall impact of the marital status on Job satisfaction of library professionals in higher education libraries in Tamil Nadu?

Hypotheses

To find the impact of marital status on job satisfaction the following hypothesis were tested in the study at $p < 0.05$ level of significance

H₁: A positive correlation exists between marital status and job satisfaction for respondents of library professionals' of higher education institutions in Tamil Nadu.

H₂: The direct relationship between marital status and job satisfaction becomes more apparent when controlling for age and sex.

Literature review

As mentioned earlier, very few research works are available linking marital status and job satisfaction of library professionals'. Somvir and Sudha reported that no significant relationship between marital status and job satisfaction among library professional in Haryana state⁵. Irvani conducted a social work study on job satisfaction and found no significant association between marital status and job satisfaction⁶. Adio and Poopala found significant relationship between the marital statuses on carrier commitment of library professionals in Nigeria⁷. Azim made an attempt to identify the level of job satisfaction of employees in Bangladesh and to test

the level of job satisfaction differs among employees in terms of their gender and marital status. No statistically significant evidence is observed indicating differences in job satisfaction level between 'married' and 'unmarried'⁸. Kenner emphasized robust correlation between marital status and job satisfaction of US adult population when controlling for both age and sex⁹. Samuel et al reported that marital status did not significantly predict job satisfaction of print media workers at 0.05 significance level¹⁰. Scott reported no significant relationship was found between marital status and the job satisfaction of extension Agents¹¹.

Methodology

Research Method

Sampling method used in this study is convenient sampling method. Primary data have been collected from the survey conducted among 302 library professionals of higher education institutions in Tamil Nadu. The questionnaire is prepared in such a way that it is made in simple and understandable manner to enable the respondents to express their views freely and frankly. Marital Response collected by yes or no type questions and job satisfaction response noted based on five point Likert's scale, 'strongly agree', 'agree', 'undecided', 'disagree', 'strongly disagree'¹². Expert opinion was obtained for the preparation of questionnaire. Statistical Techniques used to analyze data include percentage analysis and chi square test.

Variables

Based on marital status, the respondents can be categorized in two categories as single and married. The dependent variable job satisfaction categorizes them into three categories as 'less satisfied', 'moderately satisfied' and 'highly satisfied'. Age and sex are considered as control variables. Based on sex, respondents are categorized as male and female and based on age they are categorized into the categories: Age-20-30 years, 31-40 years, 41-50 years and 50 years and above.

Empirical Results

Respondents in this study include male (58.3%) and female (41.7%). Designations of respondents include assistant librarian (15.6%), deputy librarian (20.2%) and librarian (64.2%).

Table 1 displays our initial cross-tabulation of the independent variable marital status and dependent variable job satisfaction. The chi-square value (0.315) appears statistically insignificant at 0.05 probability level. We may infer an 85.4% chance of obtaining these results for a random data set. Therefore, no robust correlation exist between marital status and job satisfaction of library professionals'. The exact nature of this negative relationship can be examined by controlling both age and sex.

Table 1. Marital Status * Job satisfaction classification Cross tabulation

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-Value
		Low	Moderate	High			
Married	Count	2	127	111	240	0.315	0.854
	% within Marital status	0.8%	52.9%	46.3%	100.0%		
Single	Count	1	33	28	62		
	% within Marital status	1.6%	53.2%	45.2%	100.0%		
Total	Count	3	160	139	302		
	% within Marital status	1.0%	53.0%	46.0%	100.0%		

Table 2. Marital status * Job satisfaction classification Cross tabulation having controls Age=20-30 years, Sex=Male

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-Value
		Low	Moderate	High			
Married	Count	0	12	18	30	2.221	0.329
	% within Marital status	0%	40.0%	60.0%	100.0%		
Single	Count	1	5	12	18		
	% within Marital status	5.6%	27.8%	66.7%	100.0%		
Total	Count	1	17	30	48		
	% within Marital status	2.1%	35.4%	62.5%	100.0%		

Table 2 presents our cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 20-30 years age. The chi-square value (2.221) appears statistically insignificant at 0.05 probability level. We may presume a 32.9% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of male 20-30 years.

Table 3. Marital status * Job satisfaction classification Cross tabulation of Age =20-30 yrs, Sex = female

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	26	6	3	26	4.837	0.329
	% within Marital status	81.3%	18.8%	100.0%	81.3%		
Single	Count	4	5	9	4		
	% within Marital status	44.4%	55.6%	100.0%	44.4%		
Total	Count	30	11	41	30		
	% within Marital status	73.2%	26.8%	100.0%	73.2%		

Table 3 presents the cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 20-30 years age. The chi-square value (4.837) statistically insignificant at 0.05 probability level. We may presume a 32.9% chance of obtaining these results for a random data set. We can consider that is no direct association exists between marital status and job satisfaction of females 20-30 years.

Table 4. Marital status * Job satisfaction classification cross tabulation having controls Age=31-40 years, Sex=Male

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	29	27	56	29	0.028	0.867
	% within Marital status	51.8%	48.2%	100.0%	51.8%		
Single	Count	6	5	11	6		
	% within Marital status	54.5%	45.5%	100.0%	54.5%		
Total	Count	35	32	67	35		
	% within Marital status	52.2%	47.8%	100.0%	52.2%		

Table 4 presents our cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 31-40 years age. The chi-square value (0.028) appears statistically insignificant at the 0.05 probability level. We may presume an 86.7% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of males 31-40 years.

Table 5. Marital status * Job satisfaction classification Cross tabulation having controls Age=31-40 years, Sex=Female

Marital Status	Count	Job satisfaction Classification			Chi square value	P-value
		Moderate	High	Total		
Married	Count	27	20	47	0.0337	0.562
	% within Marital status	57.4%	42.6%	100.0%		
Single	Count	8	4	12		
	% within Marital status	66.7%	33.3%	100.0%		
Total	Count	35	24	59		
	% within Marital status	59.3%	40.7%	100.0%		

Table 5 presents the cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 31-40 years age. The chi-square value (0.337) appears statistically insignificant at 0.05 probability level. We may presume a 56.2% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of females 31-40 years.

Table 6. Marital status * Job satisfaction classification Cross tabulation having controls Age=41-50 years, Sex=male

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	2	22	24	48	4.333	0.115
	% within Marital status	4.2%	45.8%	50.0%	100.0%		
Single	Count	0	4	0	4		
	% within Marital status	0%	100.0%	0%	100.0%		
Total	Count	2	26	24	52		
	% within Marital status	3.8%	50.0%	46.2%	100.0%		

Table 6 presents the cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 41-50 years age. The chi-square value (4.333) appears statistically insignificant at 0.05 probability level. We may presume an 11.5% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of males 41-50 years.

Table 7. Marital status * Job satisfaction classification Cross tabulation having controls Age=41-50 years, Sex=female

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	6	9	15	6	4.023	0.405
	% within Marital status	40.0%	60.0%	100.0%	40.0%		
Single	Count	6	1	7	6		
	% within Marital status	85.7%	14.3%	100.0%	85.7%		
Total	Count	12	10	22	12		
	% within Marital status	54.5%	45.5%	100.0%	54.5%		

Table 7 presents the cross tabulation of the independent variable marital status and dependent variable job satisfaction for females of 41-50 years age. The chi-square (4.023) value appears statistically insignificant at 0.05 probability level. We may presume a 40.5% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of females 41-50 years.

Table 8. Marital status * Job satisfaction classification Cross tabulation having controls Age> 50 years, Sex=male

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	4	4	8	4	0.900	0.867
	% within Marital status	50.0%	50.0%	100.0%	50.0%		
Single	Count	0	1	1	0		
	% within Marital status	0%	100.0%	100.0%	0%		
Total	Count	4	5	9	4		
	% within Marital status	44.4%	55.6%	100.0%	44.4%		

Table 8 presents the cross tabulation of the independent variable marital status and dependent variable job satisfaction for males of 51 years and above. The chi- square value (0.900) appears statistically insignificant at their respective probability levels. We may presume an 86.7% chance of obtaining these results for a random data set. Thus, no direct association exists between marital status and job satisfaction of males 51 years and above

Table 9. Marital status * Job satisfaction classification Cross tabulation having controls Age>50 years, Sex=female

Marital Status	Count	Job satisfaction classification			Total	Chi square value	P-value
		Low	Moderate	High			
Married	Count	1	3	4	1	NIL	NIL
	% within Marital status	25.0%	75.0%	100.0%	25.0%		
Single	Count	1	3	4	1		
	% within Marital status	25.0%	75.0%	100.0%	25.0%		
Total	Count	1	3	4	1		
	% within Marital status	25.0%	75.0%	100.0%	25.0%		

Since the count is very less, we did not get chi –square and p value we can omit the results obtained for marital status versus job satisfaction for females of above 50 years.

Findings

Initial cross tabulation on marital status and job satisfaction reveals that most of the respondents are married (79.5%) and are moderately satisfied. Very few respondents are single (20.5%) and are moderately satisfied.

When controlling age and sex cross tabulation results indicate the following data

- There is no direct association between marital status and job satisfaction of male 20-30 years. 62.5% and 37.5 % of respondents within this category are married and single respectively. Data indicate that irrespective of marital status, most of respondents of this category are highly satisfied.
- There is no direct association between marital status and job satisfaction of female 20-30 years. Within this category 78% of respondents are married and 19.5 % are single. Most of the married of this category are moderately satisfied and most of the single of this category are highly satisfied.
- there is no direct association between marital status and job satisfaction of male 31-40 years. 83.6% and 16.4 % of respondents within this category are married and single respectively. Data indicate that irrespective of marital status, most of respondents of this category are moderately satisfied.
- There is no direct association between marital status and job satisfaction of female 31-40 years. 79.7% and 20.33 % of respondents within this category are married and single respectively. Data indicate that irrespective of marital status, most of respondents of this category are moderately satisfied.
- There is no direct association between marital status and job satisfaction of male 41-50 years. 92.3% and 7.7 % of respondents within this category are married and single respectively. Data indicate that irrespective of marital status, most of respondents of this category are moderately satisfied.
- There is no direct association exists between marital status and job satisfaction of female 41-50 years. 68.2% and 31.8 % of respondents within this category are married and single respectively. Data indicate that irrespective of marital status, most of respondents of this category are moderately satisfied.
- There is no direct association between marital status and job satisfaction of male above 50 years. 89% and 11 % of respondents within this category are married and single respectively. Data indicate that 50% within this category of married and 100% single are highly satisfied with their job.
- Since the count is very few, we did not get chi –square and gamma value. we can omit the results obtained for marital status versus job satisfaction for females of above 50 years.100 % within this category are married 75 % are highly satisfied.
- No significant correlation exists between marital status and job satisfaction of library professionals' even it is controlled by age and sex.

Conclusion

Libraries today, provide high quality information services to support teaching and research. Job satisfaction is really complex measured by wide range variables. So it is very difficult to make any definite conclusion about the level of job satisfaction or its determinants. This study examined the impact of marital status on job satisfaction of library professionals' of higher education institutions in Tamil Nadu. It is found that the overall level of job satisfaction of library professionals in Tamil Nadu higher education libraries is 'moderate'. It is also found that marital status does not play a significant role on job satisfaction and it is even confirmed by applying the control variables age and sex. So it is concluded that irrespective of age and sex, marital status does not influence the job satisfaction for library professionals'. As very few studies available linking marital status and job satisfaction of library professionals', findings of the study highlights a striking difference in terms of attitude towards job satisfaction. it is understood that even the family commitment and child care responsibilities of women do not affect job satisfaction and the article emphasize that library job is suitable for both married and single of all age and sex categories.

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