

Strategic Stress Management used among Library Staff in Engineering and Management Colleges Libraries, Bangalore

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Abstract:

Staff development is a issue in a changing library environment as well-equipped professional librarians are key resources to developing and maintaining a high quality library .The quality of academic library depends upon the quality of workforce, which in turn directly depends on knowledge, adaptability, and satisfaction level of the Professionals working in a given library. High quality staff can transform even the poorest library into an operation offering excellent service. It is perceived that, library professionals, especially academic librarians in India are facing challenges in the profession due to the rapid technological changes with the development of cutting-edge technologies in library work/services. This therefore brings into focus the need to ensure that library professionals are well prepared for their duties and are up-to-date with the current trends in their jobs. Professional Development is a lifelong activity. However, there are many motivating factors and bottlenecks that affect professionals in participating in Continuous Professional Development (CPD) activities. 1. Factors responsible to produce stress.2. Problem or outcome of stress among library staff.3. Strategies use to alleviate stress among library staff. In the findings & conclusion of the article showed that to overcome the Stress related problems like Job Insecurity, lack of work autonomy, group conflict & demotions should be weeded out from the college campus. Stress relief remedies like Meditation/Yoga/Prayer/Physical exercise, relaxation techniques, time management & counseling should be provided in the colleges. The research work also through light on what are all the factors responsible for creating stress among staff and how a librarian can overcome stress-creating environment.

Keywords: Strategic Stress Management, Factors responsible for stress, Problem or outcome of stress, Strategies use to alleviate stress.

Introduction

Staff development is a issue in a changing library environment as well-equipped professional librarians are key resources to developing and maintaining a high quality library .The quality of academic library depends upon the quality of workforce, which in turn directly depends on knowledge, adaptability, and satisfaction level of the Professionals working in a given library. High quality staff can transform even the poorest library into an operation offering excellent service. It is perceived that, library professionals, especially academic librarians in India are facing challenges in the profession due to the rapid technological changes with the development of cutting-edge technologies in library work/services. This therefore brings into focus the need to ensure that library professionals are well prepared for their duties and are up-to-date with the current trends in their jobs.

Professional Development is a lifelong activity. However, there are many motivating factors and bottlenecks that affect professionals in participating in Continuous Professional Development (CPD) activities.

Symptoms of Stress:

- Some of the symptoms of stress at workplace are as follows:
- Absenteeism, escaping from work responsibilities, arriving late, leaving early, etc.
- Deterioration in work performance, more of error prone work, memory loss, etc.
- Cribbing, over-reacting, arguing, getting irritated, anxiety, etc.
- Deteriorating health, more of accidents, etc.
- Improper eating habits (over-eating or under-eating), excessive smoking and drinking, sleeplessness, etc.

Sources/Causes of Stress:

The factors leading to stress among individual are called as stressors. Some of the factors/stressors acting on employees are:

1. Organizational factors 2. Individual factors 3. Extra-organizational factors-

Scope and Limitations of the Study:

The study will boost the different strategies used in different aspect of HRM by Private Engineering and Management College Libraries in Bangalore. It also aims to identify for what extent these strategies are successful in library management and the same can be applicable to all other Engineering and Management College Libraries. To investigate the various strategies used by libraries for personnel and professional development. The present study is limited to Private Engineering and Management college libraries of in and around Bangalore.

Profile of Study Area:

This research study includes variety of Private Engineering and Management College Libraries of in and around Bangalore, which affiliated to VTU.

Research Methodology

For this research, mainly questionnaire method is used to collect the data from respondent of library staff from Private Engineering & Management college librarians. The research study will be conducted among sample space of 80 Colleges around Bangalore city affiliated to VTU. Questionnaire has been adopted in this study to drive conclusion.

Analysis of Data

An attempt has been made in this chapter to report and summarize the research data collected from librarians from management colleges in and around Bangalore, pertaining to Strategic Human Resource Management in Engineering and Management College Libraries. For the convenience of data presentation, analysis and interpretation the results are presented in table form.

Rating method, 0 = Not at all, 1 = To Some extent, 2 = To a large extent has been used to collect data from respondent for every strategy used in library for different aspects of human resource management. Designed Questionnaire was distributed randomly to Private Engineering & Management College library Staff. The total numbers of respondent are 80 from different Engineering & Management College libraries.

Table 1 - Response Rate

Sl. No	Content	Numbers
1	Questionnaires Distributed	100
2	Questionnaires received	80
3	Response Rate	80%

When we look into the table –1 it shows that, total no of questionnaires supplied are 100 and only 80 people responded, it means response rate is 80% only.

Table – 2 Availability of Manpower

Sl. No	Category	Nos.
(i)	Librarian	30
(ii)	Assistant Librarian	15
(iii)	Library Assistant	20
(iv)	Technical Assistant	5
(v)	Library Clerks	5
(vi)	Supporting Staff	5

In my Study, I have Covered 3 aspects in Strategies Stress Management

1. Factors responsible to produce stress
2. Problem or outcome of stress among library staff
3. Strategies use to alleviate stress among library staff

Strategic Stress Management

Three important part of library are stock, staff and user. Success or failure of any library directly depends upon the manpower/staff of the library. To take library towards success working environment of library should be positive. Librarian should avoid the factors which may create stress among staff and prepare the staff good enough to manage if any such type of situation arise in library. No, man can work or put 100% efforts in stress creating environment. Stress environment may leads to poor performance of library.

Table-3 Factors Responsible to Produce Stress

Sl. No	Options	Rating		
		0	1	2
(i)	Organization structure and climate	45	20	15
(ii)	Government / University legislation	14	43	23
(iii)	External group activities	42	25	13
(iv)	Economical or time pressure	17	39	24
(v)	Technological change	16	43	21
(vi)	Obsolescence	19	38	23
(vii)	Health and safety practice	16	39	25
(viii)	Physical setting (Lighting, air conditioning)	20	38	22
(ix)	Any other (P1. specify)	-	-	-

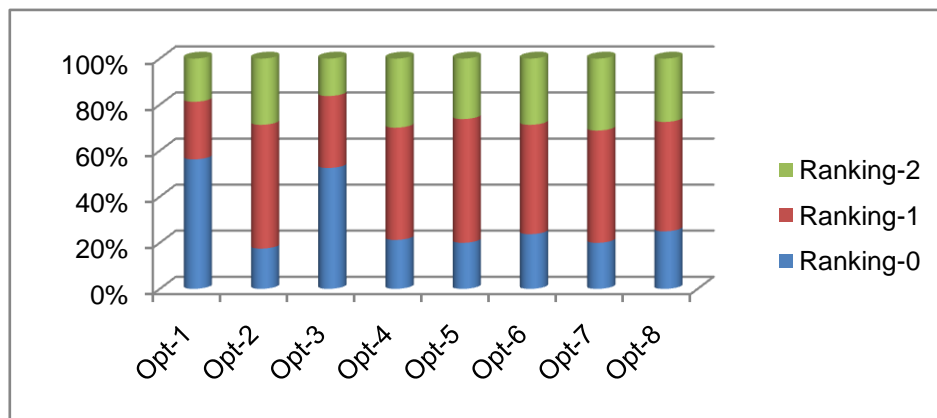


Fig-1: Factors responsible to produce stress

Figure-1 Clearly shows that majority of the respondents use the following ratings, we can summarize by giving the percentage with the no of Options given in the Questions

i. Organization structure and climate	Not at all	56.25%
ii. Government / University legislation	To a some extent	53.75%
iii. External group activities	Not at all	46.6%
iv. Economical or time pressure	To some extent	48.75%
v. Technological change	To some extent	53.75%
vi. Obsolescence	To some extent	47.5%
vii. Health and safety practice	To some extent	48.75%
viii. Physical Setting	To some extent	47.5%

Table-4 Problem or outcome of stress among library staff

Sl. No	Options	Rating		
		0	1	2
(i)	Job insecurity	13	45	22
(ii)	Lack of work autonomy	8	48	25
(iii)	Bad work relationship	39	26	15
(iv)	Group conflict	20	34	26
(v)	Constant work interruption	14	39	27
(vi)	Promotions, demotions or transfer	4	28	48
(vii)	Any other (P1. specify)	-	--	-

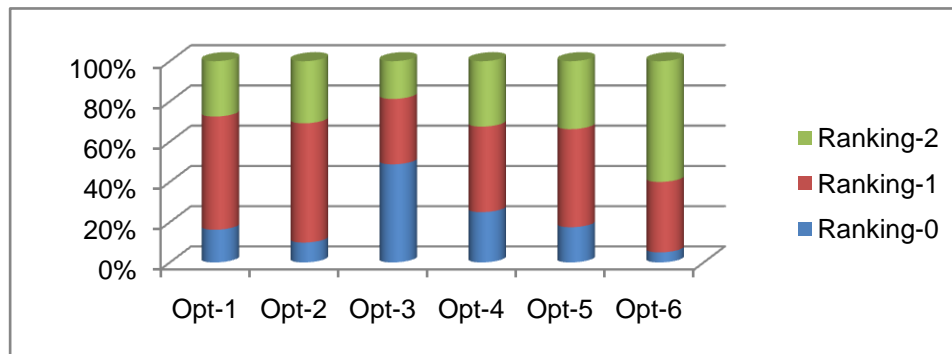


Fig-2: Problem or outcome of stress among library staff

Figure-2 Clearly shows that majority of the respondents use the following ratings, we can summarize by giving the percentage with the no of Options given in the Questions,

- | | | | |
|------|-----------------------------------|-----------------|--------|
| i. | Job insecurity | To some extent | 56.25% |
| ii. | Lack of work autonomy | To some extent | 60% |
| iii. | Bad work relationship | Not at all | 48.75% |
| iv. | Group conflict | To some extent | 42.5% |
| v. | Constant work interruption | To some extent | 48.75% |
| vi. | Promotions, demotions or transfer | To large extent | 60% |

Table 5 - Strategies use to alleviate stress among library staff

Sl. No	Options	Rating		
		0	1	2
(i)	Meditation / yoga / prayer	50	13	7
(ii)	Physical exercise	49	15	6
(iii)	Taking rest	16	29	35
(iv)	Progressive relaxation technique	10	28	42
(v)	Moderation min diet	12	38	30
(vi)	Reading	8	29	43
(vii)	Time management	5	31	44
(viii)	Managing work environment	8	35	47
(ix)	Managing life style	13	39	28
(x)	Counseling and Psychotherapy	19	34	27
(xi)	Any other (P1. specify)	-	-	-

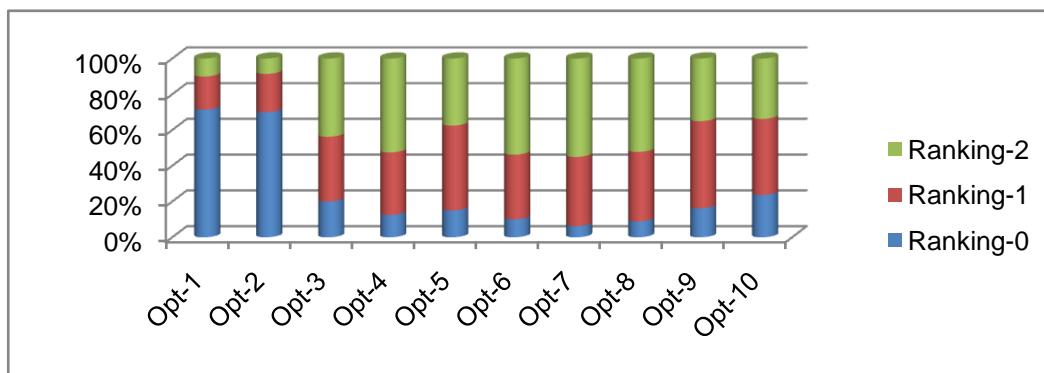


Figure-3 clearly shows that majority of the respondents use the following ratings, we can summarize by giving the percentage with the no of Options given in the Questions,

- | | | | |
|--------------|----------------------------------|-------------------|--------|
| i. | Meditation / yoga / prayer | Not at all | 62.5% |
| ii. | Physical exercise | Not at all | 61.25% |
| iii. | Taking rest | To a large extent | 43.75% |
| iv. | Progressive relaxation technique | To a large extent | 52.5% |
| v. | Moderation min diet | To some extent | 47.5% |
| vi. | Reading | To a large extent | 53.75% |
| vii. | Time management | To a large extent | 55% |
| viii. | Managing work environment | To a large extent | 58.75% |
| ix. | Managing life style | To some extent | 48.75% |
| x. | Counseling and Psychotherapy | To some extent | 42.5% |

Findings & Suggestions

Findings

- An attempt has been made to give summary form to the findings of the study and recommendations to improve the strategies of HRM in Engineering and Management College Libraries of in and around Bangalore and for what extent the existing strategies are useful.
- After analysis and interpretation of questionnaire of respondent following are the findings, which are found in my research work
- All the respondents are the librarians of Engineering and Management Colleges, which conduct, B.E., M.Tech, MCA and MBA.
- In all the library Teaching staff and Students are the common users.
- 56.25% library staff thinks that organization structure and climate produce stress among staff. 53.75% about the government /university legislation.46.6percentage among external group activities.48.75% say that economical or time pressure. 53.75% stress because of technological change. 47.5% agree on obsolescence. Only 48.75% agree of health & safety practice.47.5% say because of lighting & air conditioning.
- 56.25% says that due to stress in the library leads to job insecurity. 60% agree on lack of work autonomy. 48.75% says due to bad work relationship.42.5% tell because of group conflict. 48.75% says stress due to constant work interruption.60% tell it is due to promotions, demotions or transfer.
- 62.5% and 61.25 library staff do not do meditation/yoga/prayer/physical exercise.43.75 says that they take rest. 52.5% use progressive relaxation technique. 47.5% stick to minimum diet.53.75% cultivate reading habit.55% use time management.58.75% managing work environment. 48.75% manage by life style.42.5% go for counseling & psychotherapy.

Suggestions

In my research work following are the suggestions received from the respondents.

- Libraries should be given adequate Library Assistant, Technical Staff & Library Clerks.
- Stress related problems like Job Insecurity, lack of work autonomy, group conflict & demotions should be weeded out from the college campus.
- Stress relief remedies like Meditation/Yoga/Prayer/Physical exercise, relaxation techniques, time management & counseling should be provided in the colleges.

Conclusion

Library is a growing organism. It grows in terms of stock and users more when compared to staff. The research gives remedies to overcome stress among library staff. It also gave clue to overcome changes in external environment. This research highlighted how to become leader/motivator & to be a successful librarian in their college. The research work also through light on what are all the factors responsible for creating stress among staff and how a librarian can overcome stress-creating environment. What are all the strategies should develop with in him to become a creative and innovative, how the staff can be prepared to face changing IT environment and survive in the field of library and information science. It also tells how librarian can lead and motivate his subordinate. Finally it clearly explains what all the benefits of strategic management.

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