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The Influence of Salary and other Benefits on Job Satisfaction among University Library Assistants in Sri Lanka

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Job satisfaction is one of the prime concerns of modern day employee welfare. Job satisfaction can be influenced by a variety of factors such as appreciation, communication, co-workers, fringe benefits, job conditions, nature of work, organization, personal growth, policies and procedures, promotion opportunities, recognition, security, and supervision. This study analyses the influence of salary and other benefits on job satisfaction among University Library Assistants in Sri Lanka. A questionnaire was developed to measure seven components of job satisfaction; i.e. salary, overtime earnings, loan facilities, welfare, accommodation, foreign leave and career development; and posted among Sri Lankan University system. The study population being the finite sample was 280 Library Assistants attached to the libraries of 13 National Universities. Two hundred and eight individuals responded out of 280 Library Assistants. The results indicated major difference of satisfaction through seven parameters. Out of the seven parameters, only the salary has become a strong facet that contributes to overall job satisfaction. It was found that 125 respondents (60%) were satisfied and 68 (33%) were averagely satisfied regarding the salary. Satisfaction on overtime earning, loan facilities, welfare, accommodation, foreign leave and career development facilities of respondents were 43%, 32%, 18%, 12%, 12% and 16% respectively. Further the study reveals that the overall job satisfaction was better towards the salary and the satisfaction of library assistants was negative towards the overtime earnings, loan facilities, welfare, accommodation, foreign leave and financial access for career development of University Libraries. The finding of the study will be helpful for the university authorities and librarians for the quality development of the effective service of Library Assistants of University Libraries.

Key words: *Job satisfaction; University Library; Para professional's staff, Staff management*

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