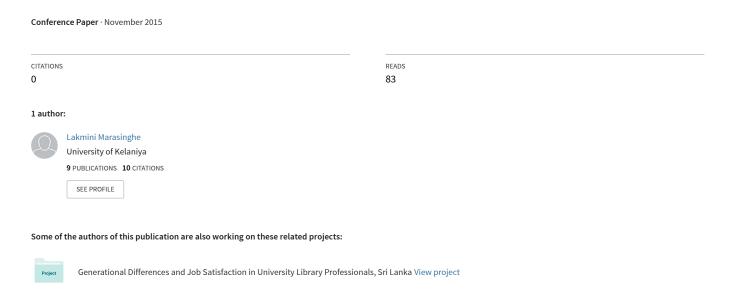
## Gender differences in job satisfaction among University library professionals in Sri Lanka



Abstracts of the 2015 International Conference in Information Science (ICIS 2015) National Institute of

Library & Information Sciences (NILIS), University of Colombo, Sri Lanka 13 November 2015

28-29p.

Gender differences in job satisfaction among University library professionals in Sri Lanka

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This paper examined the influence of gender on job satisfaction among university library professionals in

Sri Lanka. Survey design was adopted for the study. The general objective of the study was to evaluate

the effect of gender differences on the level of job satisfaction among the professional staff of the

University libraries in Sri Lanka. Five parameters were considered, namely; work, co-workers,

compensation, promotion and supervision.

The population of the current study consisted of 125 library professionals of 15 universities coming under

the University Grants Commission in Sri Lanka. All members of the population were given the opportunity

to participate in the study. A semi structured questionnaire was used as the main data collection

instrument. Eighty (80) individuals responded (64%).

Out of 80 respondents of the current study, 48 (60%) were females and 32 were males. Data was analyzed

using descriptive and inferential statistics. The results indicated that there is a significant difference of job

satisfaction between male and female University library professionals only in the "supervision"

parameter, whereas no gender differences existed in other four parameters. Statistically, in the

perception of supervision, the female (0.7243, SD = 0.83) University library professionals have a

significantly larger average job satisfaction than males (-0.0052, SD =1.37). Gender difference is not

affected for the overall job satisfaction of University library professionals. However, equal treatment to

both genders will help to achieve higher satisfaction levels. The findings of the study will be helpful for

librarians and administrators to develop a motivated and productive workforce for organizational success.

Keywords: job satisfaction; library professionals; gender differences