

Impact of Working Culture of Job Satisfaction: A Study Based on Public Librarians in Colombo, Sri Lanka

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Abstract

Job satisfaction has become an important topic of discussion around the world for many years. The factors that contribute to job satisfaction have varied greatly among researchers. The Job satisfaction of library professionals is a key factor for delivery of quality service and it ensures the user satisfaction. In the modern era, public libraries as knowledge centers are facing several challenges due to the rapid changes of the society. In order to face for these challenges, satisfaction of its employees is foremost. The main purpose of this paper is to present the result of the impact of working environment on public librarians' job satisfaction. The present study typically considered facets were physical working condition, human relationships, professional development, and personal needs. The study employed a quantitative methodology. Data was collected through a self-administered survey questionnaire. The target population consists of public librarians in Colombo, Sri Lanka. Simple random sampling is used for collecting data from 25 librarians. The result indicated that a positive relationship between working environment and public librarians' job satisfaction in Colombo District in Sri Lanka. **Originality-**There has been no study done on public librarians' job satisfaction in Sri Lanka.

Keywords: *Public libraries, Sri Lanka, Job satisfaction, Public librarians, Employee satisfaction*