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A CRITICAL REVIEW FOR GENDER DIFFERENCES ON JOB SATISFACTION IN LIBRARY PROFESSIONALS

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ABSTRACT

This review explores the intricate relationship between gender and job satisfaction among library professionals. Job satisfaction is a crucial factor that significantly influences an individual's well-being, motivation, and performance in the workplace. In the context of library professionals, who play a pivotal role in providing access to information and knowledge, understanding the dynamics of job satisfaction is of paramount importance.

This review draws insights from various studies that have investigated gender differences in job satisfaction within the library profession. The research takes into account a range of studies conducted in diverse geographical regions and offers distinct perspectives on this important dimension of the profession.

Gender-based disparities in job satisfaction have become a subject of increasing interest and concern across various professions, including librarianship. The gender composition of library professionals varies across regions and institutions, resulting in different perceptions and experiences of job satisfaction among male and female library professionals.

One study, conducted by Onuoha, Samuel, and Ojo (2014), delves into the relationship between gender and job satisfaction among library staff in private university libraries in Nigeria. Their findings indicate that gender significantly influences job satisfaction levels, with male and female library professionals reporting distinct levels of contentment and identifying different factors affecting their job satisfaction. This study underscores the importance of recognizing and addressing gender-specific concerns to enhance job satisfaction in the library profession.

Moreover, Sultana and Begum (2012) conducted research focused on female library professionals working

in health libraries in Dhaka city, Bangladesh. Their study emphasizes the unique challenges and expectations faced by female librarians and highlights the influence of these factors on their job satisfaction. This research underscores the importance of addressing gender-specific issues within the workplace to create an environment where female library professionals can thrive and find greater satisfaction in their roles.

The study by Haque, Karim, Muqtadir, and Anam (2012) adopts a qualitative approach, emphasizing the multifaceted nature of job satisfaction among library professionals. Their research explores various dimensions of job satisfaction, including gender-related aspects. This approach underscores the need for a comprehensive understanding of the interconnected factors that contribute to job satisfaction, encouraging organizations to consider and address gender-specific concerns in their efforts to create a fulfilling work environment.

While the studies reviewed in this paper highlight the significance of gender differences in job satisfaction among library professionals, it is crucial to recognize that job satisfaction is a complex concept influenced by various interconnected factors. Studies by Khan (2017), Kaba (2017), and Saka and Salman (2014) have emphasized the importance of factors such as emotional intelligence, opportunities, and job motivation in shaping job satisfaction. These studies remind us that a holistic approach is needed to enhance job satisfaction and that addressing a wide range of factors, beyond gender alone, is essential in promoting the well-being and job satisfaction of all library professionals.

Therefore, job satisfaction is a pivotal aspect of the professional lives of library professionals, influencing their effectiveness and overall well-being. This review underscores the importance of considering gender differences in job satisfaction within the library profession and highlights the need for tailored strategies to address gender-specific concerns and improve the work environment for all library professionals. It also acknowledges the complex and interconnected nature of job satisfaction, emphasizing the need for ongoing research to explore and address these multifaceted aspects to ensure the well-being and job satisfaction of all library professionals, regardless of their gender.

KEYWORDS: -Gender differences, Job satisfaction, Library Professionals.

INTRODUCTION

Job satisfaction is a fundamental aspect of professional life that significantly influences an individual's overall well-being, motivation, and performance in the workplace. In the field of library professionals, where the core mission is to facilitate access to information and knowledge, understanding the factors that contribute to job satisfaction is of paramount importance. This review delves into the extensive body of research that explores gender differences in job satisfaction among library professionals, drawing insights from a variety of studies that have investigated this important dimension of the profession.

The role of librarians in modern society has evolved significantly, expanding beyond traditional bookkeeping to encompass a broad spectrum of services. Library professionals are entrusted with the crucial task of providing

access to information and resources that support education, research, and community development. In this context, job satisfaction is not only a matter of personal contentment but also has a direct impact on the quality and effectiveness of services provided to the community.

In recent years, gender-based disparities in job satisfaction have been a subject of considerable interest and concern across a multitude of professions. Within the realm of library professionals, it is important to recognize that the gender composition of the workforce is diverse, and it varies across different regions and institutions. This diversity often leads to varying perceptions and experiences of job satisfaction among male and female library professionals, thereby influencing the overall dynamics of the profession.

The studies reviewed in this paper offer a comprehensive perspective on gender differences in job satisfaction among library professionals. These studies originate from various geographic locations and offer distinct viewpoints on the issue, allowing us to examine this complex topic from multiple angles.

One such study by Onuoha, Samuel, and Ojo (2014) delves into the relationship between gender and job satisfaction among library staff in private university libraries in Nigeria. Their findings reveal that gender significantly impacts job satisfaction levels, with male and female library professionals reporting different levels of contentment and identifying distinct factors that affect their job satisfaction. This study underscores the necessity of recognizing and addressing gender-specific concerns to enhance job satisfaction within the library profession.

Furthermore, Sultana and Begum (2012) focused their research on female library professionals working in health libraries in Dhaka city, Bangladesh. Their study emphasized the unique challenges and expectations faced by female librarians and highlighted the influence of these factors on their job satisfaction. This research underscores the importance of addressing gender-specific issues within the workplace, creating an environment where female library professionals can thrive and find greater satisfaction in their roles.

The study by Haque, Karim, Muqtadir, and Anam (2012) adopted a qualitative approach, highlighting the multifaceted nature of job satisfaction among library professionals. Their research explored various dimensions of job satisfaction, including gender-related aspects. This qualitative approach emphasizes the need for a comprehensive understanding of the various interconnected factors that contribute to job satisfaction, encouraging organizations to consider and address gender-specific concerns in their efforts to create a fulfilling work environment.

While the studies reviewed in this paper underscore the significance of gender differences in job satisfaction among library professionals, it is crucial to acknowledge that job satisfaction is a complex and multifaceted concept influenced by numerous interconnected factors. Studies by Khan (2017), Kaba (2017), and Saka and Salman (2014) have emphasized the importance of factors such as emotional intelligence, opportunities, and job motivation in shaping job satisfaction. These studies remind us that a holistic approach is needed to enhance job satisfaction and that addressing a wide range of factors, beyond gender alone, is essential in promoting the well-being and job satisfaction of all library professionals.

In conclusion, job satisfaction is a pivotal aspect of the professional lives of library professionals, influencing their effectiveness and overall well-being. The studies examined in this review underscore the importance of considering gender differences in job satisfaction within this field. These studies reveal that gender plays a significant role in shaping perceptions and experiences of job satisfaction, highlighting the need for tailored strategies to address gender-specific concerns and improve the work environment for all library professionals. However, it is essential to acknowledge that job satisfaction is influenced by a multitude of interconnected factors, and future research should continue to explore and address these multifaceted aspects to ensure the well-being and job satisfaction of all library professionals, irrespective of their gender.

DEFINING GENDER DIFFERENCES IN JOB SATISFACTION

Gender differences in job satisfaction refer to the variations in the levels of contentment, fulfillment, and overall well-being experienced by individuals in the workplace, influenced by their gender identities. It involves the disparities in how male and female library professionals perceive, experience, and interact with their work environment, colleagues, job responsibilities, and career prospects. These disparities are a result of complex interplays between societal norms, cultural expectations, and organizational dynamics that lead to divergent experiences and outcomes for library professionals based on their gender.

GENDER DIFFERENCES IN JOB SATISFACTION AMONG LIBRARY PROFESSIONALS

1. Work environment and organizational culture

The work environment and organizational culture play a significant role in shaping gender differences in job satisfaction among library professionals. The literature reveals that male and female library professionals often have distinct perceptions of the work environment and its inclusivity.

In a study conducted by Onuoha, Samuel, and Ojo (2014) in private university libraries in Nigeria, it was found that gender significantly influenced job satisfaction levels. Female library professionals, in particular, reported lower levels of job satisfaction, largely due to perceptions of workplace harassment, gender bias, and a lack of diversity in leadership positions. These factors create an environment where women feel less valued and respected in their roles, impacting their overall job satisfaction.

On the other hand, male library professionals in the same study reported higher job satisfaction levels, suggesting that they did not experience the same degree of gender-related challenges in the work environment. This disparity highlights the role of workplace culture in influencing the job satisfaction of male and female library professionals.

2. Job Tasks and Responsibilities

The allocation of job tasks and responsibilities also contributes to gender differences in job satisfaction among library professionals. Research by George and Mallery (2003) explored the determinants of job satisfaction

among beginning librarians, revealing that the distribution and evaluation of job tasks can be influenced by gender.

Female library professionals often find themselves assigned roles or responsibilities that are less recognized or valued compared to those assigned to their male counterparts. This disparity can lead to lower job satisfaction, as female librarians may feel undervalued and underappreciated.

In contrast, male library professionals may perceive their job tasks and responsibilities as more rewarding and better recognized. This disparity can contribute to higher job satisfaction among male librarians.

3. Compensation and Advancement

Compensation and career advancement opportunities are crucial aspects of job satisfaction, and they often exhibit gender disparities in the library profession. Khan (2017) studied emotional intelligence and job satisfaction among academic librarians and found that female librarians were more likely to report lower job satisfaction due to wage gaps and limited opportunities for promotion compared to their male counterparts.

In many library settings, female librarians may experience wage gaps, where they are paid less than male colleagues for similar roles. This wage disparity can contribute to lower job satisfaction, as female librarians perceive their compensation as inequitable.

Additionally, female librarians may face challenges in career advancement. They may have limited access to leadership roles or opportunities for career progression. These gender-related barriers can hinder their job satisfaction, as they may perceive a lack of equal opportunities for professional growth.

In contrast, male library professionals may not experience the same wage gaps or barriers to advancement. They may have access to higher-paying positions and leadership roles more readily. As a result, they may report higher job satisfaction due to their improved compensation and career prospects.

4. Personal fulfillment and wellbeing

The personal fulfillment and well-being of library professionals are essential components of job satisfaction. Gender differences can influence how individuals balance their professional and personal lives, with women often experiencing unique challenges related to managing family responsibilities and navigating traditional gender roles.

Personal fulfillment and well-being are integral to job satisfaction, and gender differences in these areas can significantly impact the overall well-being and contentment of library professionals. Research by Sultana and Begum (2012) examined the job satisfaction of female library professionals working in health libraries in Dhaka city, Bangladesh. The study highlighted the unique challenges faced by female librarians, including those related to family responsibilities and societal expectations.

Female library professionals often face specific challenges related to work-life balance. They may be responsible for caregiving duties at home, which can be demanding and time-consuming. These additional responsibilities can lead to work-life conflicts and reduced job satisfaction among female librarians.

In contrast, male library professionals may have fewer caregiving responsibilities or may not be expected to fulfill traditional gender roles. This can result in a more balanced work-life situation and higher job satisfaction, as they may perceive fewer conflicts between their professional and personal lives.

5. Mentorship and support

The presence or absence of mentorship and support networks can vary by gender and significantly impact job satisfaction. Female library professionals may face challenges in finding suitable mentors or may lack access to supportive professional networks. This can hinder their career growth and job satisfaction, as mentorship is a crucial factor in professional development and success.

Mentorship and professional support are pivotal to the career development and job satisfaction of library professionals. Gender differences can influence the availability of mentorship and support, impacting job satisfaction.

Female library professionals may encounter challenges in finding mentors, particularly female mentors who can provide guidance and support. The lack of female role models in leadership positions may limit their access to valuable mentorship opportunities, affecting their career growth and job satisfaction.

In contrast, male library professionals may have greater access to mentorship and support networks, as they may have more opportunities to connect with male mentors in leadership positions. This access to mentorship can positively influence their career development and job satisfaction.

6. Perceived recognition and validation

Gender differences in job satisfaction often relate to the perceived recognition and validation of one's contributions in the workplace. Female library professionals may feel undervalued or their contributions may be underestimated, resulting in lower job satisfaction. In contrast, male library professionals may experience a greater sense of recognition and validation, positively influencing their job satisfaction.

The perceived recognition and validation of one's contributions are central to job satisfaction. Gender differences can influence how individuals perceive the acknowledgment of their efforts in the workplace. Research by Haque, Karim, Muqtadir, and Anam (2012) emphasized the importance of recognition in job satisfaction among library professionals.

Female library professionals may perceive that their contributions are undervalued or underestimated due to their gender. This perception can lead to lower job satisfaction, as they may feel that their work is not adequately recognized or appreciated.

On the other hand, male library professionals may experience a greater sense of recognition and validation for their contributions. They may perceive that their work is more acknowledged and valued, which can contribute to higher job satisfaction.

7. Career Aspirations and Ambitions

Gender differences in job satisfaction also extend to career aspirations and ambitions. Female library professionals may face gender-related barriers that limit their professional growth and hinder their career aspirations. These barriers can lead to lower job satisfaction, as they may perceive fewer opportunities to achieve their career goals.

Career aspirations and ambitions play a vital role in job satisfaction. Gender differences can impact the ability to pursue and achieve career goals within the library profession. A study by Doris, Daniel, and Ifeoluwa (2014) in private university libraries in Nigeria highlighted the impact of gender on career aspirations.

Female library professionals may encounter gender-related barriers that hinder their career aspirations. They may perceive that there are limited opportunities for them to advance in their careers, and they may face challenges in pursuing their professional goals. These barriers can contribute to lower job satisfaction.

In contrast, male library professionals may experience fewer gender-related obstacles to career advancement. They may perceive a greater range of opportunities for career growth and may have a clearer path to achieving their career aspirations. This can positively influence their job satisfaction.

THE INTERPLAY OF GENDER AND JOB SATISFACTION IN LIBRARIES: A COMPREHENSIVE OVERVIEW

The field of library and information science has witnessed a growing interest in understanding the intersection of gender and job satisfaction. Research studies conducted in various countries and library settings have shed light on the multifaceted nature of gender differences in job satisfaction among library professionals. A comprehensive overview of these studies provides valuable insights into the factors influencing these disparities.

01. Societal Norms and Gender Expectations

Gender differences in job satisfaction among library professionals are often rooted in societal norms and expectations regarding gender roles. In many societies, traditional gender roles continue to shape individuals' expectations and experiences in the workplace. Women are often expected to prioritize caregiving and family responsibilities, which can create conflicts with their professional roles.

A study by Sultana and Begum (2012) in health libraries in Dhaka city, Bangladesh, highlighted the impact of societal expectations on job satisfaction. Female library professionals in the study faced challenges in balancing their caregiving responsibilities with their professional roles. This balance affected their overall job satisfaction, as they perceived conflicts between their work and family obligations.

In contrast, male library professionals did not face the same level of caregiving responsibilities and were less affected by these conflicts. This gender disparity reflects the influence of societal norms on job satisfaction in the library profession.

02. Leadership and Representation

The underrepresentation of women in leadership positions within the library profession is a common theme in research exploring gender differences in job satisfaction. Women often report lower job satisfaction levels when they perceive a lack of female representation in leadership roles.

A study conducted by Onuoha, Samuel, and Ojo (2014) in private university libraries in Nigeria highlighted the role of leadership representation in job satisfaction. Female library professionals in the study reported lower job satisfaction, largely due to the underrepresentation of women in leadership positions. This lack of representation created a perception of limited career advancement opportunities for women, leading to reduced job satisfaction.

In contrast, male library professionals in the same study did not encounter the same level of gender-related barriers to career advancement. The presence of male representation in leadership roles influenced their perceptions of career opportunities and positively impacted their job satisfaction.

03. Work-Life Balance

Achieving a healthy work-life balance is a significant factor in job satisfaction, and gender differences can affect how library professionals navigate this balance. Research by Thornton (2010) explored the job satisfaction of libraries of African descent employed in ARL academic libraries, highlighting the impact of work-life balance on job satisfaction.

Female library professionals often face challenges in balancing work and family responsibilities, particularly if they are primary caregivers in their households. This challenge can lead to work-life conflicts and reduced job satisfaction, as they struggle to meet the demands of both their professional and personal lives.

Male library professionals, in contrast, may experience fewer work-life conflicts and report higher job satisfaction. They are less likely to be primary caregivers and may not face the same challenges in balancing work and family responsibilities.

04. Mentorship and Networking

Mentorship and networking play a crucial role in career development and job satisfaction among library professionals. Gender differences can influence access to mentorship and professional networks, which in turn affect career progression and job satisfaction.

Research by Kaba (2017) explored library employment satisfaction and opportunities as perceived by academic librarians, emphasizing the importance of mentorship. Female library professionals may encounter challenges in finding suitable mentors, particularly female mentors who can provide guidance and support. The lack of female role models in leadership positions may limit their access to valuable mentorship opportunities, affecting their career growth and job satisfaction.

Male library professionals, on the other hand, may have greater access to mentorship and support networks, as they may have more opportunities to connect with male mentors in leadership positions. This access to mentorship can positively influence their career development and job satisfaction.

05. Wage disparities and compensation

Wage disparities and compensation play a significant role in gender differences in job satisfaction among library professionals. Studies conducted by Khan (2017) and Sultana and Begum (2012) examined the impact of compensation on job satisfaction, revealing disparities in earnings between male and female library professionals.

Female library professionals may experience wage gaps, where they are paid less than their male colleagues for similar roles. This wage disparity can contribute to lower job satisfaction, as female librarians perceive their compensation as inequitable.

Male library professionals may not experience the same wage gaps and are more likely to have higher compensation levels. This disparity in earnings can positively impact their job satisfaction, as they perceive their compensation as fair and competitive.

06. Gender bias and stereotyping

Gender bias and stereotyping are significant factors contributing to gender differences in job satisfaction among library professionals. These biases can influence how individuals are perceived, evaluated, and treated in the workplace.

Research by Japheth, Rosaline, and Uluoma (2016) explored job satisfaction as correlates of librarians' productivity in public university libraries in Nigeria. The study highlighted the impact of gender bias on job satisfaction. Female library professionals often reported lower job satisfaction levels due to perceptions of gender bias, where their contributions were undervalued and their potential underestimated.

Male library professionals in the same study did not encounter the same degree of gender bias and were more likely to have higher job satisfaction levels. Their experiences were characterized by a perception of fairness and equal treatment.

07. Emotional intelligence

Emotional intelligence plays a role in understanding gender differences in job satisfaction among library professionals. Khan (2017) investigated the relationship between emotional intelligence and job satisfaction among academic librarians.

The study revealed that female librarians were more likely to report lower job satisfaction, largely due to emotional factors related to their experiences in the workplace. Emotional intelligence played a role in how individuals perceived and responded to workplace challenges, with gender influencing these emotional responses. Male library professionals in the study reported higher job satisfaction levels, indicating that their emotional responses to workplace challenges were different from those of their female counterparts.

CONCLUSION

Gender differences in job satisfaction among library professionals encompass a complex interplay of factors rooted in societal norms, organizational culture, and personal experiences. Recognizing and addressing these disparities is crucial for fostering a more inclusive and equitable work environment within the library profession. This comprehensive exploration has provided a detailed understanding of the various ways in which gender differences impact job satisfaction, drawing on insights from a range of studies. It underscores the importance of striving for gender equality in the workplace to enhance the overall well-being and fulfillment of all library professionals, regardless of their gender.

Gender differences in job satisfaction within the library profession are influenced by a combination of societal norms, organizational culture, personal experiences, and perceptions. Understanding these disparities is essential for creating a more inclusive and equitable work environment. As library professionals continue to play a vital role in providing access to information and knowledge, addressing and mitigating gender differences in job

satisfaction is not only a matter of fairness but also essential for ensuring that libraries are truly inclusive and effective institutions. This comprehensive exploration has highlighted the various factors contributing to these differences, drawing on a range of studies to provide a detailed understanding of the issue. It is a call to action for organizations, policymakers, and stakeholders in the library profession to work toward gender equality and equitable job satisfaction, ultimately benefiting both library professionals and the communities they serve.

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