

# **EMPLOYMENT OPPORTUNITIES FOR LIBRARY AND INFORMATION SCIENCE PROFESSIONALS IN INDIA: AN ANALYTICAL STUDY**

## **Abstract of Thesis**

Submitted for the Award of the Degree of

**Doctor of Philosophy**  
in  
**Library and Information Science**

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**Enrollment No. 1403/16**

**Year 2020**

# ABSTRACT OF THE THESIS

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## 1. BACKGROUND

The present study *'Employment Opportunities for Library and Information Science Professionals in India: An Analytical Study'* has been an outcome of an exhaustive exploration of the use and routine for the upcoming LIS professionals. The foundation of this study was that many students look for the settlement in their career. Since they have chosen LIS profession, hence it is apparent to conduct a study that provides an insight on the LIS job opportunities in India and could make the LIS curriculum rendering to the demand of the employers. The study provides an overview of the reality of the LIS job market and discusses the major factors helpful to consider by the LIS job seekers and demanded by the job providers in India.

It was also observed during the preliminary survey of the literature that, no such study in this area has been conducted in India therefore, by assuming the fact that it can be useful for the LIS students, the study has undertaken. The LIS job seekers may also get an overview of LIS job opportunities, factual information and a new skill set in changing the requirement of employment. The study can also be advantageous for the LIS schools and policymakers to revise their syllabus and policies according to the new skills, job requirements, and changing demands of the employers.

## 2. PROBLEMS COVERED IN THE STUDY

The foundation of this study is that many students are adopting the Library and Information Science profession as a career without knowing much about the scope of job opportunities. Many students, after completion of their degrees, they are not certain about their career choices and unable to find job opportunities in the librarianship. The majority of the students usually not able to decide whether undergraduate, postgraduate or both degrees are sufficient to get jobs in the library profession. They were also messy about few questions like what specialized courses of study, skills, and competencies help find a job in the LIS field. They also need to know, what the hard skills set are in the demand by the employers and what sort of soft skills needed to get a job quickly in the LIS market. Librarianship is a multidisciplinary subject of studies focused on

libraries and information management and retrieval. LIS professionals have vast job opportunities in almost all sectors and areas where record-keeping and information management related functions perform.

The study was undertaken to keep in mind various problems associated with LIS job opportunities such as what are the new functional areas? What skills and qualifications preferred by the job providers? How is the growth-pattern for LIS jobs in India? What are the regions, what types of libraries and which sector generate most LIS jobs? Are knowledge and application of ICT and computer is important for the LIS job aspirants? Whether advanced and interpersonal skills are essential? At what level of management, LIS job aspirants have better opportunities whether at entry-level or in the middle career? Finally, what is pay scales and the range of salaries are offered by the employers despite the prescribed set of pay scales? Is the experience play a significant role in getting a job in librarianship?

### **3. OBJECTIVES OF THE STUDY**

The study has the following objectives:

1. To trace the Growth-Pattern of LIS job opportunities in India on the basis of traditional and non-traditional positions, functional areas, and different regions in India.
2. To examine the LIS job opportunities on the basis of level of education, level of management, and level of pay scales.
3. To find out the gap of LIS job positions among different types of libraries in public and private sectors in India.
4. To explore job opportunities for the teaching and non-teaching LIS profession in India.
5. To find out the most desirable hard and soft skills in changing scenario of LIS job openings.

The opportunities for libraries professionals are expanding and new occupational areas are being opened in the field. Every higher level of education in librarianship leads to the next higher level of the profession. There are so many LIS schools are opened for imparting LIS education in India. However, this mushrooming of the LIS institution

may lead to denigrate and compromise with the quality of LIS education. The one professional, also needs to get an education from such institutions. Another thing that may be worried is the price of higher education day by day it is getting higher especially in the private sector it needs to be regulated. The ICT has brought dynamic changes in the functioning, roles, and responsibilities of the LIS professionals.

#### **4. HYPOTHESES OF THE STUDY**

For the present study, following hypotheses are proposed to be tested.

1. There is no significant relation between the LIS job opportunities in private sector and the UGC eligibility criteria for LIS professionals in India.
2. There is no significance relation between emergence of positions in Public Libraries in India and LIS job opportunities in current scenario.
3. There is a significant relation between Lower level Management positions and LIS job opportunities in India.
4. There is no significant relation between LIS job opportunities and working experience of LIS professionals in India.
5. There is a significance relation between entry-level job positions and job opportunities for LIS professionals in India.

The high-tech changes also influenced on the libraries and the LIS education. The technology has resulted in expansion of the librarianship. The UGC has set up the tone of library professionals. The scope of the librarianship is not limited to the academic sector, but it found every field, even, in the hospitals, media, and other special industries also required libraries. The demand for traditional LIS positions shows that in the age of Google the need of librarians is not decreased rather it enhanced from its present positions. The LIS professionals also achieved the soft and skills along with the hardcore LIS skills to achieve the LIS goals. They also need to be so competent to serve the library users to get a job in the responsible level of management and the pay scales the desired in the profession.

## **5. SCOPE OF THE STUDY**

The scope of the present study consists with the Indian territories which were further distributed into states, zones and four metro cities i.e. Delhi, Chennai, Mumbai, and Kolkata. The geographical distribution of the LIS job opportunities can help to the LIS job seekers. The study also focuses on employment opportunities for the Library and Information Science professionals in India. Initially, the study also intended to cover the job descriptions of different LIS positions, but at the pilot level, it was observed that the majority of the job advertisements did not publish job descriptions for the related position as it may enhance the publication cost of the advertisement. The following offline and online data sources for primary data collection were considered those published LIS job advertisements.

### **a. Data Sources**

The study covered analysis of job advertisements published in the sources mentioned below for a period of six years i.e. from January 2012 to December 2017. For this study, the most authentic and well-established sources have been used for the collection of the data.

**Table 1: Employment Information Sources for Data Collection**

<b>S. No.</b>	<b>Name of Source Covered</b>	<b>Mode of Data Collection</b>	<b>Web Address</b>
1	Employment News	Offline	<a href="http://www.employmentnews.gov.in">www.employmentnews.gov.in</a>
2	University News	Offline	<a href="http://www.aiu.ac.in/university/universitynews.asp">www.aiu.ac.in/university/universitynews.asp</a>
3	Lis-links	Online	<a href="http://www.lislinks.com">www.lislinks.com</a>

### **b. Limitations of the Study**

The study covered job advertisements published in the above-mentioned sources for a period of six years i.e. from January 2012 to December 2017 in Hindi and English only for LIS published for Indian territories. The advertisements appeared for short term jobs like library trainees, internships and such other jobs were excluded from the final analysis only the advertisements published permanent and regular LIS positions in government and private sectors. The study has also not covered the job advertisements which are repeated, overlapped, or incomplete.

## **6. RESEARCH METHODOLOGY USED**

The study contains a combination of several methods of research such as literature search, review, and observation, etc. but chiefly, the study is based on the content analysis of the LIS job advertisements.

### **a. Content Analysis**

The content analysis is a well-established research method now that requires several data collection tools in which the checklist is the most important. The content analysis is an original, first hand and problem-specific method of data collection that helps to describe and evaluate a given phenomenon or problem under study. The method is evaluative, therefore the parameters or variables can be defined before the data collection. The technique involves studying previously recorded information systematically and objectively by splitting it into some manageable units related to the study.

### **b. Tools Adopted**

A longitudinal approach for the data collection was used in this study for which a checklist contained more than 30 fields was designed and developed based on the objectives and hypotheses of the study. The instrument i.e. checklist was tested based on a pilot study which was carried out with the purpose to review the elements included for content analysis. As the study is based on the content analysis of the job advertisements, therefore, to collect data from the data sources, a checklist or observation sheet based on the objectives and hypotheses of the study was designed and developed. The observation sheet contained more than 30 parameters generally available in a job advertisement, the parameters observed in the checklist are given as under:

**Table: 2: Parameters of Checklist**

<b>S. No</b>	<b>Parameters</b>	<b>S. No</b>	<b>Parameters</b>
1	Source of Ads	16	Experience
2	Ads Quantity	17	Pay Scales, Grade Pay, Pay-Band & Group of Post
3	Month	18	Fix pay
4	Year	19	Traditional/Non- traditional
5	Name of Post	20	Functional Areas
6	Numbers of Posts	21	Nature of Position
7	Teaching/Non-Teaching	22	Sector
8	Category of Reservation	23	Types of Library
9	Sub-Category	24	Level of Management
10	Minimum Level of Education	25	State
11	Additional Qualifications	26	Ads Language
12	Essential Qualification	27	Application Fee
13	Desirable Qualification	28	Mode of payment & apply
14	Advanced Skills	29	Time limits
15	Age Limits	30	Name of Institution

**c. Statistical Tests**

In this research work, five hypotheses were formulated for testing and validate the results. To formulate an analysis plan, analyze sample data according to the plan, and accepts or rejects the null hypothesis, based on results of the analysis few statistical tests like *Chi-Square Test*, *Z-Test* and *Kruskal- Wallis Test* as and when found appropriate were adopted with the help of statistical software i.e. STATA 14.0 version and IBM SPSS 20.0 was used to test the hypotheses of this study. Testing of the hypothesis is a process of making decisions for research problems under study based on data. It is a rational process validating decisions based on a true or false result of an analysis of establishing a relationship between variables.

Before, understanding the procedure of testing hypotheses, it is important to know the quality of the data collected for this study. This can be understood by using *the Kruskal-Wallis equality-of-populations rank test* of the population for testing of hypotheses with the help of Statistics/Data Analysis (Stata) 14.1 version software was used in this study.

## **7. ORGANIZATION OF THE STUDY**

The present study has been organized into the following six chapters. A brief description of the chapters is given as under:

**Chapter 1: Introduction** covers the basic information of the study dealing with the concepts of job advertisements and job opportunities, statements of problems, objectives, scope, hypotheses, etc. The introduction provides an entry to the study and helps to build an overview of the problems undertaken.

**Chapter 2: Review of Related Literature** describes the detailed review of the works which have already done in the area of this study. The core studies specifically related to job advertisements studies. During the review process, it was observed that only two studies (research articles) have been done in India with a limited scope and period.

**Chapter 3: Research Design and Methodology** covers the methodologies and tools adapted to solve the problem of the studies and complete this research work. It provides an outline of the administration of the data collection procedure, data cleaning, coding, analysis, and interpretations. The chapter also provides a detailed account of the advertisements limited from the data sources to process for the studies. It also explains the statistical tools, procedure, and tests adopted for testing of hypotheses of the study.

**Chapter 4: Employment Opportunities in Librarianship** provides a theoretical understanding of the problem covered in this study. It reveals the status of LIS professionals in India, librarianship as a career, LIS sources for job ads, and hard and soft skills required in the LIS job market. The chapter highlighted the level of LIS education, level of management, pay scales in the present day scenario according to the 7<sup>th</sup> pay commission. The chapter has given an overview of the major LIS schools imparting education.

**Chapter 5: Data Analysis and Interpretation:** deals with the analysis and interpretation of the data collected from the content analysis of the job advertisements published under the employment information sources covered under

the study. The chapter also discussed the major issues concerned with LIS job opportunities.

**Chapter 6: Findings, Conclusion, and Suggestions:** gives an overall summary of the study in the form of findings and suggestions derived from the data analysis and interpretation. The chapter provides foresight on the major recommendations of the study. Finally, the scope of future research area on the basic tools and research methodology adopted in this study.

## **7 FINDINGS OF THE STUDY**

- 7.1 The study found that the growth of library and information science job opportunities was slow and steady during the period covered under the study.
- 7.2 The year-wise account of the average number of job opportunities for the LIS professional in the study found that the large average of LIS job opportunities published in the online data sources.
- 7.3 The overall growth rate of the LIS job opportunities among all the data sources found that an average of per year 770 ads, 988 posts, and 2491 vacancies were published during 2012-17.
- 7.4 It is found in the study that the majority 84% of the LIS job opportunities published for the traditional librarian positions in India
- 7.5 Findings reveal that still the *Circulation of the Books, Cataloging, Classification, Reference, Accessing, Shelving, and Display of Periodicals* are among the top traditional housekeeping functional areas for which LIS positions created by the employers for LIS professionals.
- 7.6 Finding on the Non-Traditional Functions reveals that the implementation of the *Innovative Library Services, Computer Proficiency, Documentation, Digitization of Library Documents, Digital Resource Management, and Database Management, Administration* such as *Planning and Policy Formation,*

*etc.* are the major non- traditional functional areas for which LIS positions created.

- 7.7 It was found that that the *Delhi* among the top-ranked state where 20% of the LIS job created. Followed by *Maharashtra* (11%), *Uttar Pradesh* (9%), and *Haryana* (5%) were found significant states for LIS jobs appeared in the LIS job advertisements during 2012-17.
- 7.8 The zone-wise breakup of the LIS job opportunities in the study found that the *North Zone* created significant job opportunities for LIS professionals. As regards to the LIS job opportunities in the four metro cities of India, it is found that *Delhi* occupied 75% of the total posts published in the four metro cities of India.
- 7.9 The study found that the majority of the LIS positions were based on the master's degree in Library & Information Science.
- 7.10 The study found that the LIS job opportunities for *Middle-Level Management*, followed by *First Line Management* on the pay scales of *Rs. 15600-39100* (6<sup>th</sup> CPC) as well as Level 10 -13 (7<sup>th</sup> CPC) followed by 16% in the *Pay Scale* of *Rs. 5200-20200* (Level 1 -5 in 7<sup>th</sup> CPC).
- 7.11 Findings on the fixed salaries revealed that most (26%) of the LIS positions (in the private sector) have offered a range of *Rs 10,000 to Rs. 15,000/-* per month while a range of *Rs. 15001/- to 20000/-per month* have offered in the 20% LIS job advertisements.
- 7.12 It is found that the majority (80%) of LIS Jobs were created in the Public Sector in which 44% were found in Central Government and 36% were in the State government. Only 20% of LIS positions were found in the private sector.
- 7.13 The study found that academic libraries are dominating a large scale of the LIS job market in India.
- 7.14 It is found that the '*Knowledge of Library Management Software*' is the most preferred desirable hard skill found in the LIS job advertisements while certificate in the computer application also a significant hard skill.

- 7.15 The study also found that '*Implementing Innovative Library Services*' is a hard skill that helps to obtain mid-career level LIS positions.
- 7.16 The study found that the *creative or innovative*, communication skill, interpersonal skill, and *computer skill* were among the most preferred soft skills those appeared in the LIS advertisements.
- 7.17 The study found that there is a significant gap between public and private sector market place for library and information science professionals in India.
- 7.18 A total of 80% of opportunities covered by the public sector while only, 20% of the LIS job opportunities generated in the private sector.
- 7.19 The study found that the majority i.e. 92% of the total LIS jobs were generated for the non-teaching positions, whereas, only 8% of the jobs for the teaching profession were created in India.
- 7.20 It is also found that overall 74% of LIS positions were published for the Entry Level positions. The study found that College Librarians, Assistant Librarians, School Librarians, and the Professional Assistant were main Entry Level LIS non-teaching positions created at large scale.
- 7.21 It is also found that only 25% of the LIS positions were published for the mid-career level LIS positions in the six years covered under the study. The study found that University Librarian, Deputy Librarian, Chief Librarian, and Senior Librarian were the major LIS positions at Mid-Career Level that were published on a large scale.

## **8. SIGNIFICANCE OF THE STUDY**

The study was undertaken to keep in mind various problems related to job opportunities in the changing scenario. A paradigm during recent years has been shifted from tradition to neo-traditional skills in LIS jobs. Nowadays, employers demanding multitasking LIS professionals who supposed to do traditional as well as neo-traditional jobs. It is expected that the study can be useful for the LIS students, LIS job seekers because they

may get an overview and factual information about LIS job opportunities. Other hand, the study can also be useful for the LIS schools and policymakers to revise their syllabus and policies according to the new skills, job requirements, and demands of the employers.

## **9. RECOMMENDATION OF THE STUDY**

The findings of this study enforced to recommend several points in light of the employment opportunities in India that can be beneficial for LIS job seekers.

- 8.1 The Library and Information Science (LIS) job seekers should consult the online information sources for employment for wider scope and coverage to their job searches in addition to the offline information sources. The LIS job seekers should register themselves on the LIS professional social networking sites or blogs to look for new LIS opportunities and getting frequent alerts about new LIS job opportunities.
- 8.2 The LIS job seekers and working professionals who want to upgrade their present posts are suggested to adopt various soft skills like communication, computer, and digital management skills along with their current hard skills. The LIS job seekers are also suggested to look and should be ready to work anywhere in the country as the LIS job opportunities found across the country.
- 8.3 The study recommended revising the eligibility criteria, especially for higher educational institutional LIS positions. It is recommended that the job seekers who obtained their bachelor's degrees in LIS, they should also obtain the master's level to get LIS jobs.
- 8.4 The LIS professional should prepare themselves to serve at any level of management because it allows them to fit in the system and explore the practical skills and competencies by which they may achieve desired positions.
- 8.5 The study recommends formulating an autonomous professional body to look into the matters of LIS Job creation, recruitment, and professional development. The professional body should also be responsible for filtering LIS advertisements for various positions in India and the establishment of standards for LIS human

resources. Initially, the Indian Library Association may be given such responsibility.

- 8.6 Since the study found LIS job opportunities at every pay scale level, hence, the LIS job seekers suggested not to focus on specific pay scales in the field of Library & Information Science in India. The job seekers should also enhance their competency level as per the requirement of a particular position at a higher level.
- 8.7 The state governments should produce LIS positions in public libraries and initiate necessary steps to recruit LIS staff on the vacant positions.
- 8.8 It is recommended to the LIS job seekers that they should pay attention to the non-teaching LIS positions as their prime objective instead of teaching positions.
- 8.9 The LIS schools and department in India should take the necessary steps to review what they are teaching and should be matched with the demand of the current LIS job market. If, not they should incorporate the new skills and competencies in their LIS curricula at various levels of education.
- 8.10 It is recommended to the employers to mention the job description of respective LIS jobs to be advertised to help job seekers and ensure the competencies before apply for the particular post.
- 8.11 The LIS job seekers in India suggested enhancing their knowledge in Library Management Software and the working professional who want to change their present positions to implement innovative library services to the library users. The LIS Job seekers should involve in new emerging functional areas especially non-traditional and technology-based functions like computer proficiency, Documentation, digitization, electronic & digital resource management, etc. along with the traditional functions.
- 8.12 The fresher LIS job seekers suggested getting at least one to two years of working experience after completing their LIS degrees.

## **10. AREAS OF FURTHER STUDIES**

The present study covered a comprehensive area of LIS job opportunities for the LIS professional across the country. Although, there are several supplementary areas on which further research can proceed:

- 9.1 Research on the evolving role of the Master of Library and Information Science (MLIS) degree on specific types of libraries through cross-sectional data from job advertisements in specific employment information sources over a particular period can be carried out.
- 9.2 Retrospective research on the status of Library and Information Science professionals can be conducted based on LIS job advertisements for 20 years in Indian perspectives.
- 9.3 Research through a content analysis of LIS job Advertisements published Daily Newspapers editions can be conducted to find out the current market demand for core competencies and employability skills of librarianship.
- 9.4 Longitude research to find out various career opportunities and options for Information and Knowledge professionals in a particular country by analyzing online employment information sources for the LIS job market in an interdisciplinary profession can be carried out because of enlarging the scope and boundaries of LIS profession.
- 9.5 A content analysis of LIS Job advertisement can also be carried out to find out the specific LIS skill in the context of current and future requirements, types of LIS positions, language skills essential in technology-intensive- environments of the libraries can also be carried out for LIS professionals in Indian environment.