Literature Reviews:

Hasan Siamian, Afsaneh Shahrabi, M Vahedi, Abdol Majid Abbasai Rad, Jamshid Yazdani Cherati in his published article "Stress and Burnout In Libraries & Information Centers" (2006) A useful construct positions stress and burnout on continuum. In recent years, psychologists have become interested in the study on phenomenon known as, burnout. Burnout is an occupational stress. In organizations, different factors cause stress. One of the immediate outcomes of psychological stress is phenomenon of burnout. Some of the causing agents of burn out, of burn out are presence of severe and improper working condition at organization, improper leadership style practices in the organization and marital status.


Emmanuel Babatunde Ajala has studies in his paper entitled "Work Related Stress among librarians and information professionals in a Nigerian University" (2011) The past paced Library environment has called for more than what the professionals did in the past both in their personal or professional lives, coupled with the fast development of information technology now being
introduced in the profession. These has turned the library and information professional a stress high risk profession. Its is simply not easy to remove all sources of stress in the library and information work-place but the organizational managers can manage stress among their teams which will help to deduce some of its consequences in Nigeria.

**Charles A Bunge** has studies in his paper "Stress in the library Workplace (1990) This article provides information on organizational approaches to managing stress in the library workplace; defines stress as a person's psychological and physiological response to the perception of a demand or challenge; develops the concepts of stressors and coping strategies; and emphasizes the importance of library personnel officers, administrators, and managers knowing the dynamics of stress in the lives of individual workers and having awareness of the important sources of stress in the library workplace. The discussion also treats for reducing stressors, assisting staff members in developing good stress management, and helping the employee who is at risk of burnout.

**S.P.Satarkar,** (2000), "Personnel Management in College Libraries" discusses College of higher education occupy an important position in the educational system. The state government have, however, not followed the guidelines given by UGC library Committee in 1958, 1965 or 1979. Hence a picture emerged that each state is having different position about staffing in college
libraries. The ILA conferences in 1983 and 1985 also emphasized the need to modify the staffing formula but nothing has been done till date. Based on the statewide survey of colleges in Maharashtra the present study is an attempt to solve the problem in a scientific way. Besides norms for core and additional staff, the qualification of the library staff, cadre wise job description, and scales of pay have also been proposed.


A. Tejomurty, "Studies in Academic Librarianship", Discusses An Introduction to the state of Madhya Pradesh and Its important Features. Deals with Issue like Library Management, the inquisitional programme; book selection policy, library collections including books and periodicals, financial Administration, Library Services, Library Cooperation, Library Building.

B.A.Kamble (2011) present research paper "Digital Libraries and Changing Role of Librarian", The It revolution and information explosion has led to the emergence of electronic information era. These days, the user are not satisfied with the printed available material, they require that printed information
be supplemented with more dynamic multimedia documents. Thus digital libraries are becoming an important element in the era of information technology and it seems that the digital library concept should be considered a dynamic and essential component of an organization/Institute. An attempt has been made in the paper to give an outlines of Digital Library and changing role of Librarian.


Krishna Gopal (2003), : Library Collections conundrums and Contradictions", This book elaborative discusses the astonishing richness of materials as sources of information; the important distinction development; the role of collections as part of the retrieval process; ways in which library materials are used; the tendency for any given library's collection to contain materials that are preprocessed activities of the technical medium of materials and the tendency for libraries collections to conform to the culture values of its social context. For librarians, information scientists, managers, Students and anyone dealing with the issues of library collection, this work is destined to become and authoritative reference tool.
Stephen Palmer and Cary Cooper (2010), "How to Deal with Stress" discusses what is stress, A working model of stress, coping and resilience, changing your thinking, Changing your imagery, changing your behavior, improving your physical health to help you conquer stress, Dealing with work related stress, stress self audit, developing your own action plan.


Mohd Awang Idris, Maureen F. Dollard, Anthony H, Winefield (2010) studied in individual factors play in important role in work stress, organizational factors seemed to be dominant factor identified that contributes to work. The individual as key to stress reduction rather that management interventions. A new concept emerged in this study that was related to external factors impinging on work (Such As Globalization).

Louise Tourigny, Vishwanath V. Baba, Xiaoyun Wang (2010) Demonstrate that role overload and role conflict have significant positive effects on
job stress. Furthermore, both shift work and its interference with non-work activities significantly elevated the impact of role overload on job stress. Findings also reveal that decision latitude mitigated the detrimental effect of role overload on job stress for employees working on fixed shift, but not for employees working on rotating shift.

**Ronald J Burke, Parbudyal Singh, Lisa Fiksenbaum** (2010) found that respondents indicating higher levels of work intensity also reported working more hours, a higher workload, and greater job stress. Optimism and proactive behavior are significantly and positively correlated. Also work intensity is positively related to work engagement and negatively related to indicators or psychological well-being.

**Geroge Halkos, Dimitrios Bousinakis** (2010) examined that increased stress leads to reduced productivity and increased satisfaction leads to increased productivity. When work beings to overlap with workers personal life this implies a negative effect on productivity. Quality work is more related to conscientiousness and personal satisfaction that work load. Energetic and active individuals affect productivity positively.

**Stephen P Robbins, Timothy A Judge and Seema Sanghi** (2008) has thoroughly explain the various facts in his books "Organisational Behaviour"
Stress a dynamic condition in which an individual is Confronted with an opportunity, demands, or resource related to what the individual desires and for which the outcome is perceives to be both uncertain and important.

Luthans Fred (2005) has thoroughly explain the various facts in his books "Organisational behavior related to stress in college librarian and library personnel, Emergence of stress, the causes of stress, the effect of stress and intraindividual conflict, coping strategies for stress and conflict.


Aswathappa, K (2009) "Organisational Behaviour: Text cases & Games"

This information is got from the relevant books about the related research topic or subject are definition of stress, source of stress, individual level stressors, group level stressors, organizational stressors, extra organizational stressors, outcomes, burnout, stress management, individual strategies, organization strategies.

John J. De Nobile, John McCormick (2010) revealed that age, gender and position are found to be related to three out of the four identified domains of occupational stress as well as overall occupational stress. In addition, male staff experience higher levels of general occupational stress than their female colleague overall.

Orly Michael, Deborah Court, Pnina Petal (2009) examined that as the stress level rises, the coordinators sense of belonging decrease. Another finding was that the stress in the coordinators job does not influence their overall continuance commitment.

Ronald Burke, Mustafa Koyuncu, Lisa Fiksenbaum (2009) collected data from 237 male and 194 female and found that female and male physicians were similar on stable individual difference factors, job behavior, work outcomes, extra-work satisfactions and psychological wellbeing, with a few exceptions.
Jui-Chen Chen, Colin Silverthorne (2008) indicated that individuals with a higher internal locus of control are more likely to have lower levels of job stress and higher levels of job performance and satisfaction.

Ronald J Burke, Mustafa Koyuncu, Lisa Fiksenbaun (2008) found that the three work holism component were unrelated to three block of antecedent predictor variable, Both feeling driven to work enjoyment generally predicted validating job behaviours while work enjoyment predicted work and extra work satisfaction and psychological well-being.

Das Dhrubajit and Dipika Baruah (2010) presented paper “Challenges and Issues of College Library in Dibrugarh District of Assam: A Case Study” The College librarian of Dibrugarh District are facing many problems due to lack of adequate finance, collection, sufficient manpower and lack of infrastructure. As a result they cannot provide expected services to the users. In this paper a study has been conducted on the management and services of college libraries in Dibrugarh district as well as users satisfaction from the existing services; status of library automation and problems faced by the college libraries and forwarded some viable suggestions.

Kamble B.A (2011) His presented paper “Digital libraries and changing role of library “, The information Technology explosion and its application in
every aspect of life have changed the entire scenario of the present world. The It revolution and information explosion has led to the emergence of electronic information era. These days the users are not satisfied with the printed available material, the require that printed information be supplemented with more dynamic multimedia document.

Arikrishnan (2010) his presented paper “ e-Resources for Engineering and Technology: An Overview “. This paper explained Engineering and Technology libraries are facing challenges due to continuous increasing in the subscription to scholarly journals and databases which affects the research and academic activity. Many academic libraries have relied. The importance of electronic sources of information in order to satisfy their clientele.