Introduction:

The term stress is derived from the Latin Words “Stringi” Which means to be drawn tight. Stress is an emotionally disruptive or upsetting condition of mind. The stress can reduce your capacity to perform and function well, either in school or in the workplace.

The whole population of workers are being faced with many stress factors to cope with or managed. These factors include work related, domestic, after job age or retirement problem, etc Librarians and information managers are not left out in this situation.

The end of the twentieth century witnessed a series of violent changes battering our society. In fact, a new civilization has been found to be emerging in our lives all over the world. The well-known social thinker Toffler (1980) describes this powerful tide of revolutions as the “Third Waves” of changes surging across the world. He made a startling sense of it when he wrote.

Lehnert (2002) described stress as a complex, dynamic process of interaction between a person and his or her life. He explained further that it is the way we react physically mentally and emotionally to the various conditions.

The Quality of work depends on the Quality of work life. It has been clear that one can accomplish his mission and provide the level of service the public demands only if we recruit and retain the best and the brightest and provide them with a work environment that supports them in getting their jobs. The quality of work life has therefore become key area of consideration nowadays.

The Stress management of Librarians has remained an un identified area, hence it is the right time that such a touching sensitive issue has been discussed in the book “Stress Management and Librarianship” Which is a sin–qua-non for any library and information science professional.

1.1 NEED AND SIGNIFICANCE OF THE STUDY

The topic selected for the research contains mainly two parts namely Quality of Work Life and Occupational Stress. The study is mainly intends to measure the depth of job satisfaction level of the Library Professionals on one side and the amount of stress and burnout one many experience on the other side. In changing
environment of modern technological advancement the traditional concept of the library profession is subjected to rapid changes. The advent of computer, internet technology etc. shaken the existing concept of the professional. The user’s demands are also changed according to the new development in the world wide. Consequently, the librarians are known as Information Professionals who collect and disseminate information to the users to cater their needs.

In a volatile and insecure environment workers are forced to cope up with more frequent change in their task as well as a blending succession of frequent transfer, retrenchment, product changes, reorganizations, and changes in the organization of work etc., enforce new roles and relationships which will have a direct impact on jobs and staff.

Unlike other professionals, the Library professional lack the deserving identity in their own organization as well as in the society as a prominent figure who collect and disseminate information to the users which add to the woes of the problem a little more complex.

In this age of global economic recession the job security of the professional are also at peril like in any other profession. The speed of the busy life, cultural, economic and political changes in the society, ever changing roles and role ambiguity of the individuals etc. are causing to precipitate a strange disease to human being the stress. Stress has become common and very frequent when and whenever there is human involvement. It has also become one of the most serious occupational health hazards of the time. Stress at work and the stressful transactions are characterized in all organizational settings. The factors that lead to stress at the workplace are categorized mainly into four by Summers, et al (1994) (VIZ). Personal characteristics.

A person who enjoys the work and derives satisfaction alone can perform in the best perfect manner. The fulfillment of personal needs and goals leads to satisfaction well in the profession, which is full of work related stress and strain. For this reason, one needs to be sensitive to factors related to performance, recognition, work content, responsibility, promotion and pay organizational policies, working conditions etc.

The quality of work depends on the Quality of Work Life. It has been clear that one can accomplish his mission and provide the level of service the public demand only if we recruit and retain the best and brightest and provide them with a work environment that support them in getting their jobs done. The phrase
‘Quality of Work Life (QWL) has come in use recently to evoke a broad range of working condition and the related aspiration and expectations of the employees. The QWL can be described as the subjectively perceived satisfaction in one’s different aspects of work life as reported by the individual. It is as index of what people find interesting and satisfying at their work. Quality of Work Life is a concern not only to improve life at work, but also life outside work. Hence it encompasses a vide variety of programs and techniques that organization i.e. Quality of Life and Organizational Growth. The Quality of Work Life has therefore become key area of consideration now day.

The adverse effects the stress situation vitiates the running an organization. It creates unpleasant situations in the relationship as well as staff clientele relations may deteriorate, inaccuracies may develop in the work and so on. The serious effects of job stress could include employee absenteeism and burnouts, which may increase the work load of the fellow workers. The stress management has got enough significance in improving the quality of work life. The present study attempts to measure and identify the amount of job satisfaction the professionals derive and the stressors that accelerate the stress and burnout in the profession. The investigation is mainly carried out on a population of library professional with at least having graduation in L.I.S. or more as educational qualification, Gender, Age Martial status Number of children, Educational background, job title category, Professional experience, primary functional area, Salary range, Involvement in IT applications. Number of supervisors, Work schedule, Type of library, size of library, Type of management is chosen as the independent variables for the study. This study is significant because of the following main points. Stress is a normal phenomenon in our everyday lives and can often help us to performs better at certain tasks. Problems can arise when stress persists for extended period time. There can be situations where one feels overwhelmed by the pressures in their life and its not immediately obvious.

The significance of study is to avoid the negative health effects of stress and live a fulfilling life by being able to first recognize how stress is affecting your life, identify the stressors and find a method of dealing with them one –by-one.