

**JOB SATISFACTION AND PERFORMANCE OF PROFESSIONAL AND
PARAPROFESSIONAL LIBRARY STAFF IN STATE
UNIVERSITIES AND COLLEGES IN ILOILO**

A Thesis

**Presented to
the Faculty of the School of Graduate Studies
CENTRAL PHILIPPINE UNIVERSITY
Iloilo City**

**In Partial Fulfillment
of the Requirements for the Degree
MASTER OF LIBRARY AND INFORMATION SCIENCE
GRADUATE STUDIES
LIBRARY**



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March 2009

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ABSTRACT

This study was conducted to determine the Job Satisfaction and Performance of Professional and Paraprofessional Library Staff in State Universities and Colleges in Iloilo.

The respondents of the study were the 64 library professional and paraprofessional library staff employed at five state universities and colleges in Iloilo.

This study used a descriptive-relational methodology using a one-shot survey design. The data were processed and analyzed through the Statistical Package for Social Science Program (SPSS). Descriptive statistics of frequency counts, percentages, rank and means were utilized. To test the significant relationships between and among variables, Chi-square, Cramer's V and Pearson's r were used.

The findings show that majority of the library staffs in State Universities and Colleges in Iloilo were in their 40's, married, and had stayed in the library service for 14 years. Most of them had only Bachelor degree and are receiving an average monthly salary of above P 12,000.00. Moreover, half of the respondents were professional and paraprofessional library staff respectively. Most of them were "satisfied" with their job and had "very satisfactory" job performance rating. Library staff were most satisfied with their "nature of work" but were dissatisfied with "promotion". Further, the library staff

respondents also displayed satisfaction with pay, supervision, fringe benefits, contingent rewards, operating procedures, coworkers, and communication.

No significant relationship was found between majority of the personal factors and level of satisfaction in terms of pay, supervision, supervision, contingent rewards, operating procedures, coworkers, nature of work, and communication.

However, a significant relationship was found between professional classification and satisfaction or dissatisfaction with promotion. Educational qualification was found to have also significant relationship with fringe benefits.

No significant relationship was found between age, civil status, length of service, educational qualification and job performance rating of library staff. Irrespective of how old they are, what sex they have, how many years they have been in service, what educational background they have and whether they are licensed or not, they exhibited very satisfactory performance in their jobs.

Furthermore, no significant relationship was also found between overall job satisfaction and job performance rating of library staff. This means that the librarians and support staff performance did not depend on their job satisfaction. Library staff's who were satisfied and those who were just satisfied with their jobs performed satisfactorily.