

Impact of Human Resource Management Practices on Job Satisfaction of Teacher Librarians in Vavuniya

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Abstract

Employee job satisfaction is a key to success in business under present competitive environment. Most organizations strive for employee satisfaction, but not all attain this goal. This study is aimed at evaluating the impact of human resource management practices on job satisfaction of teacher librarians with reference to the Zonal Education Office, Vavuniya (South) in Sri Lanka. Data was collected through a questionnaire with close-ended questions (Likert Scale) and the details of seminars and workshops conducted by the Zonal Education Office for teacher librarians were also retrieved qualitatively as a secondary source. Sample of 76 teacher librarians were randomly selected out of 101 Schools under the Zonal Education Office. The sample consisted of type 1AB, 1C, II, and III schools.

Response rate was 67%. Independent variables i.e., pay, training and development, performance appraisal, employee participation and promotion were correlated to reveal the direct effect on the dependent variable i.e., job satisfaction. Data were analyzed using the SPSS package in a particular view of correlation and regression analysis. The findings showed that when all other independent variables were at zero, a unit increase in pay will lead to a 0.566, training and development will lead to 0.455, performance appraisal will lead to 0.567, employee participation will lead to 0.652 and promotion will lead to 0.365 of increase in job satisfaction among teacher librarians. The multiple correlations i.e., the combined effect of all the independent variables on the job satisfaction was 0.694, which seemed to be positive but moderate. Whereas the coefficient of the determination being 0.656, only 65.6% of the variance in the job satisfaction can be explained with those combined effects of the independent variables. Hence, the unexplained portion could be due to some other factors such as working environment, motivation, etc. It was concluded that all the independent variables have positive relationships with the job satisfaction of teacher librarians. A better job satisfaction will lead to low turnover and absenteeism because the satisfied teacher librarians are motivated to attend to the workplace. Therefore, human resource management practices are important as they significantly influence on the job satisfaction of teacher librarians. Authorities should take necessary actions to improve the job satisfaction of the teacher librarians, as they are not satisfied with their career development.

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