

FACTORS RELATED TO EMPLOYEE PERFORMANCE:
A STUDY IN LIBRARY ORGANIZATIONS

BY

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C E R T I F I C A T E

This is to certify that the thesis entitled Factors Related to Employee Performance : A Study in Library Organizations by Shri Bhooshan Lal has been prepared under my supervision in conformity with the rules and regulations of the Indian Institute of Technology, Delhi. I further certify that the thesis has attained a standard required for Ph.D. Degree of the Institute. The research report and the results presented in the thesis have not been submitted for any degree in any other university.

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A B S T R A C T

The study lays emphasis on organization as an open system. Attempts to highlight open system characteristics of library organizations. Considers an individual as an information processor who integrates information for variety of outputs.

Data was collected from twenty libraries. Respondents were 170 from academic, 88 from special, and 60 from public libraries. The sample comprised 199 male, and 119 female subjects information was gathered on six demographic, five psychological, one job, and three organizational variables. Univariate, bivariate, and multi-variate statistical techniques were applied to test the hypotheses.

Analysis of the data revealed sex(male), higher level of educational gratification of security, social, and esteem needs, internality in locus of control, higher job level, positive perception of ten climate dimensions job satisfaction job involvement and involvement with work in general as significant correlates of job performance. Age, level of education, job satisfaction, and job involvement were found significantly related to locus of control. No significant relationship was found between organization size, type of libraries and job performance. Insignificant relationship was found between job satisfaction, job involvement and demographic variables.

The predictors of employee performance were found to be responsibility, reward, esteem need, identity, job satisfaction, type of organization, social need, Job involvement, security need, organization size, and

conflict can also predict job performance but to a lesser extent. The variables that would contribute toward job performance at three job levels were found to vary significantly.

A discussion ^{of} findings and summary of results is given. Limitations of the study and suggestions for future research have also been given.

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