

# A study of factors and attitudes affecting the job mobility of librarians employed in university libraries in New South Wales

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UNIVERSITY OF NEW SOUTH WALES

SCHOOL OF LIBRARIANSHIP

A STUDY OF FACTORS AND ATTITUDES AFFECTING THE  
JOB MOBILITY OF LIBRARIANS EMPLOYED IN UNIVERSITY  
LIBRARIES IN NEW SOUTH WALES.

A PROJECT REPORT SUBMITTED IN PARTIAL FULFILMENT  
OF THE REQUIREMENTS FOR THE DEGREE OF MASTER OF  
LIBRARIANSHIP, 1975.

by

Patricia Byrne

### ABSTRACT

A pilot study utilised a short postal questionnaire to investigate three hypotheses dealing with factors and attitudes affecting job mobility of librarians employed in university libraries in New South Wales. The results of the investigation suggest that this group do not plan their careers, that job-satisfaction/dissatisfaction factors are not of major importance in job change, and that these librarians are not willing to accept positions interstate.

## CONTENTS

|  | <u>Page</u> |
|--|-------------|
| List of tables and figures   | (ii)        |
| I Introduction   | 1           |
| II Study justification   | 3           |
| III Hypotheses investigated and definition of<br>terms               | 5           |
| IV Literature review   | 8           |
| V Study limitations  | 15          |
| VI Methodology   | 17          |
| (A) Population and Sample  | 17          |
| (B) Development and administration of the<br>Questionnaire           | 21          |
| VII Results  | 23          |
| (A) Method of data analysis  | 24          |
| (B) Background characteristics                                       | 25          |
| (C) Career histories and career plans                                | 31          |
| (D) Job attitudes  | 43          |
| (E) Geographical backgrounds and attitudes<br>to geographical change | 46          |
| VIII Conclusions   | 51          |
| IX Evaluation of the study   | 54          |
| Appendices   |             |
| A Letter to University Librarians                                    | 56          |
| B Covering letter and Questionnaire                                  | 58          |
| Bibliography   | 70          |

## LIST OF TABLES AND FIGURES

| <u>Tables</u>   | <u>Page</u> |
|---|-------------|
| 1     Population and Sample by Library  | 20          |
| 2     Breakdown of respondents by method of<br>achieving professional qualifications                            | 26          |
| 3     Distribution of respondents by age  | 27          |
| 4     Distribution of respondents by number of<br>years employed as a professional librarian                    | 28          |
| 5     Distribution of respondents by salary   | 31          |
| 6     Transfers and promotions of respondents in<br>their current libraries                                     | 32          |
| 7     Length of time respondents had intended to<br>remain in their previous position                           | 33          |
| 8     Length of time respondents had remained in<br>their previous position                                     | 35          |
| 9     Length of time respondents intended to remain<br>in their present position                                | 38          |
| 10    Employment of respondent by library<br>departments  | 39          |
| 11    Frequency of job-related and non-job-related<br>factors in previous position changes                      | 41          |
| 12    Respondents' attitudes to job-satisfaction/<br>dissatisfaction in their current and<br>previous positions | 43          |
| 13    Geographic backgrounds of respondents   | 47          |
| <br><u>Figures</u>  |             |
| 1     Relationship between intended and actual<br>length of stay in previous position                           | 37          |

## 1     INTRODUCTION

This study was undertaken because of a conviction that mobility studies are an important part of manpower planning and that nowhere near enough is known about job change by Australian librarians. The study was restricted to considering some of the reasons why professional librarians working in university libraries in New South Wales change jobs. Because it was believed that this study could do little more than scratch the surface of this vast area, the project was developed as a pilot study designed to examine several possible determinants of job selection and mobility rather than as a definitive study of the whys and wherefores of the complex motivations of librarians in this area of their professional practice.

As part of the study information has been gathered on the characteristics of librarians working in university libraries e.g. sex, age, marital status, educational qualifications, their backgrounds in the career area, their present and past professional library positions, and whether they currently have plans to change jobs. Questions have been asked about causal factors in previous job changes. The respondent's opinion about the utilisation of his particular skills and abilities by libraries which have employed him has been sought, in an effort to determine whether feelings

that talents and skills are being underutilised are an important determinant of seeking another position.

The questionnaire used in this study was short, 32 questions in all. Three major areas are dealt with in the study - career history and career plans, job-satisfaction/dissatisfaction factors, and geographic mobility. The questionnaire was designed to open up these areas for research rather than to provide definitive answers to questions about how librarians feel and behave in relation to these areas. A further section of the questionnaire gathered general background information about the librarians sampled.

11 STUDY JUSTIFICATION

When reading the annual reports of Australian university libraries it is not unusual to come across statements such as, the library has experienced "an exceptionally high level of staff turnover". (7:148) Obvious questions which come to mind when reading such statements include:

- (1) why do some librarians change their jobs whilst others remain for many years in the same library and even the same position within that library?
  - (2) is the turnover that occurs a consequence of deliberate career planning by those who leave or are personal factors more important?
  - (3) how important are job-satisfaction factors for the particular person within a particular library?
  - (4) If lack of job-satisfaction is important, does dissatisfaction arise from the employee feeling that his talents and qualifications are not being properly utilised to the library user's advantage?
  - (5) if in fact the average librarian is frequently changing jobs is he moving to posts in areas which he considers to be 'geographically or culturally less attractive' but that appear to have more career opportunities or to offer valuable library experience?
  - (6) what rate of turnover constitutes an exceptionally high level?
- No national or even state figures of average turnover rate are available.



This study was not designed to provide answers to all these questions. However, it is believed that the information gathered will throw light on some of the above questions and that it will be of use to university librarians when planning recruitment strategies, in-service training requirements, staff development programmes and new approaches to library management. It is believed that this project will help the researcher determine areas and approaches for future research.

111      HYPOTHESES INVESTIGATED AND DEFINITION OF TERMS(A)    HYPOTHESES

(1) Much job changing by professional librarians working in university libraries in New South Wales is not planned in a 'career path' sense.

(2) A feeling that talents and qualifications are not being properly utilised by the employing library frequently prompts the professional librarian working in a university library to seek another position where he believes his talents and qualifications will be better utilised.

(3) Most professional librarians working in university libraries are unwilling to accept jobs in localities which they consider to be 'geographically or culturally less attractive'.

(B)    DEFINITION OF TERMS

JOB MOBILITY. This refers to change from one job to another and in this study can refer to changes within a particular library as well as change from one library to another. Job and position are used interchangeably throughout this report.

LIBRARIAN. Librarian refers to fully qualified professional librarians holding positions which are graded by the particular library as requiring fully qualified staff and employed by university libraries in New South Wales. The Australian Capital Territory is excluded as are colleges of advanced education and teachers' colleges libraries. Fully

qualified professional librarians are those people who hold a first degree and a library qualification as a minimum qualification. The requirement of a degree and library qualifications as educational prerequisites for professional librarians is accepted by many different types of libraries in Australia, including all the university libraries in New South Wales, and is endorsed by the Library Association of Australia. Combined degree/library courses have recently begun to be offered by some of the colleges of advanced education and have been granted equivalence by the Library Association of Australia and employing libraries. Only fully qualified librarians are considered in this study. Other levels of staff employed in libraries are not included within the scope of this investigation. The reason for this is discussed in Chapter V dealing with study limitations.

'GEOGRAPHICALLY AND CULTURALLY LESS ATTRACTIVE AREAS'. They are defined for the purpose of this study as country districts in New South Wales, the other cities in New South Wales besides Sydney and all the other states. The reason behind this choice is that it appears to the researcher to be a fairly widely held view that there is more movement by librarians in New South Wales and other states of Australia (with the possible exception of Victoria and the Australian Capital Territory) toward Sydney than away from Sydney.

'CAREER PATH'. This refers to librarians planning job changes on the basis of gathering more experience or gaining a more senior position.

#### 1V     LITERATURE REVIEW

Several fairly exhaustive studies have dealt with the characteristics of librarians working in academic institutions. However, these have, on the whole, been general studies devoted to reviewing particular aspects of these librarians' behaviour. Perry Morrison in his book, The career of the academic librarian reviewed the social background, personality characteristics, academic attainments and vocational experience of a group of American academic librarians. One finding of this study particularly relevant to this research was that mobility was becoming increasingly characteristic of librarians. (13:74) This phenomenon of increasing mobility is probably not a purely American phenomenon but rather a behaviour on the increase in most western societies as the opportunities for travel become easier, libraries proliferate and various benefits, such as long service leave, become more frequently transferable.

Anita Schiller in her study entitled, Characteristics of professional personnel in college and university libraries found that men were more mobile than women (16:46) and she states that other studies have shown that those who are able to move and do so, earn considerably more than those who do not change jobs. (16:47)

Elizabeth Stone in her study on Factors related to the professional development of librarians, found that generally the older librarians questioned as part of her survey had less job mobility: they had been

employed in few libraries and had been in their present position without advancement for a longer period of time than their younger counterparts.

(19:207) This finding is in agreement with Morrison's finding that general mobility is on the increase among American academic librarians.

Harvey studied job mobility and its correlates in the career of 1316 chief librarians listed in the 1943 edition of Who's who in library service. He found that variety of experience is, to a degree, correlated with upward mobility in university librarians but that the relationship was not as high as he had expected. (13:56)

Brown, after surveying the area of mobility among academic staff in the United States of America, found that the fastest advancement in salary and rank comes through changing position, moving from one academic institution to another. (4:184) McNally believes that this situation of advancement and mobility being correlated also applies in libraries. (11:47)

In the United Kingdom, the Cambridge Library Management Research Unit undertook a study of staff deployment in university libraries in April 1967. This study found that those considering leaving their current positions gave three main reasons:- 'better prospects' including an increase in salary and/or promotion, 'change of duties', this covers broadening of experience and the third category was domestic reasons. (18:90) It was found that the average length of stay in the first position after qualifying was about three years whilst in all

other posts, including the first, the average stay was slightly longer at 3.2 years. (18:91) Further, it was found that the average length of stay decreased from 1964/5 to 1968/9 (the period of the study) and the conclusion was drawn that more recently qualified librarians are more mobile than their predecessors. (18:91) There is nothing to suggest that the situation of increasing mobility is not also occurring in Australia. Another interesting and also perhaps worrying finding, as it may be indicative of quite serious deficiencies in managerial policies, was that 46% of professionally qualified staff were "thinking either of leaving their current posts or of leaving the profession within the following twelve months". (18:90) A further interesting finding of this study relevant to the present study is that nearly one in five respondents felt that their subject knowledge was not used at all in their present positions. (18:92)

Another recent British study dealt with post-graduate students from the School of Librarianship and Information Studies at Sheffield University. This study was designed to follow-up graduates from the period 1964/5 - 1970/1 and information was sought on factors in job-satisfaction/dissatisfaction as well as mobility and drop-out rates. Underemployed subject knowledge was quoted by only 9% of Sheffield graduates as a source of dissatisfaction. (14:110) This is considerably lower than the Cambridge Library Management Research Unit figure of 20% who felt "that their professional education was wasted in their current duties" and the 20% who felt that "their subject knowledge was not used at all". (14:110) The inconsistency of these responses

for the two studies may be partly due to the way the questions were phrased but it does seem that employment of talents and qualifications could be an important determinant of job-satisfaction in librarianship and hence possibly of turnover and so worth a closer investigation in the local context.

The mobility figures for the Sheffield study are very close to those of the Cambridge study i.e. people stayed only slightly longer, with three years four months the average length of stay in a position for the Sheffield graduates. (14:111) It should be pointed out that the two studies dealt with people who had different types of qualifications. The Sheffield study dealt with those holding a degree and library qualifications whilst the Cambridge study covered library staff with three different classes of qualifications namely, those with only a degree (subject specialists), with only library qualifications and those with degree and library qualifications. The behaviour of the two populations with regard to mobility appears remarkably similar but there are likely to be differences and this must be kept in mind when drawing comparisons with the local situation. For example, in the case of the Cambridge study population it is possible that those with a degree only are more likely to move into other fields, whilst those with library qualifications only are likely to move out of academic librarianship because of limited scope for advancement, and that these two groups could account for the slightly higher mobility figures.



A further difference between the findings of the two studies concerns reasons for job change. Whilst the Cambridge study found that 45% of those contemplating job changes were motivated by domestic considerations, the Sheffield figure for actual job changes indicated that only 28% had been due to domestic factors. (14:112) The differences between the two groups described above (i.e. the variation in qualifications of the two populations) may also account for at least some of this difference.

The studies so far discussed have been confined to overseas countries and the generalisability to the Australian situation is not assured. There has been little investigation of staff mobility in Australian university libraries. University librarians have expressed concern at what they consider to be excessively high staff turnover. (7:148) One university library in New South Wales, the University of Sydney Library, has made some effort to study why people leave. A brief report covering stated reasons for leaving has been included in recent annual reports of the Library. (21) However, no detailed report of the information gathered has been published and it seems that there has been no effort on the part of university librarians to pool their information on staff turnover in the hope of coming up with some generalised findings.

Two Australian studies which should be mentioned, although they have limited usefulness for this study beyond providing background information about the characteristics of librarians, are Anne McMahon's,

The personality of the librarian (10) and Jennifer Alison's study on the characteristics of professional library staff at the University of Sydney. (1) The recent study of librarians in New South Wales conducted by Encel, Cass and Bullard has proved extremely disappointing as a source of information for because of terminological difficulties, most notably the definition of librarian as "any library employee, being a member of the staff officially employed full-time or part-time in a library ... but not employed solely on building maintenance or cleaning", (6:3) has made the study findings on mobility and reasons for change of little use.

Eva Langley's study of 1963/64 and 1968 graduates from the University of New South Wales' Diploma in Librarianship course provides a great deal of useful information about this group of librarians. However, whether their behaviour is similar to that of librarians who gained their professional education through other channels has not been known. Langley's study revealed that whilst 31% of the 1964 graduates still worked in April 1971 in the same library (or another library in the same institution) that they first obtained employment in after gaining their Diplomas, only 43% of the 1968 graduates had remained in the same library. (8:46) This finding suggests that mobility is increasing.

The study of management literature which has been undertaken as part of the data gathering for this study has failed to produce any

information which seems particularly relevant to this study. Many of the staff turnover studies in the literature concern unskilled and semi-skilled workers, and graduates with degrees such as Economics but no post-graduate specialisation.

Because of the brief treatment given to job-satisfaction/dissatisfaction in this study no discussion of the extensive behavioural science literature available on this subject is included.

## V STUDY LIMITATIONS

It has already been mentioned in the Introduction that this is a pilot study which will probably raise more issues than it resolves.

The limitations are:

- (1) The restriction of the study to university professional library staff in New South Wales. This restriction has been imposed because of the necessity to keep the study within manageable bounds rather than because of a conviction that national information would not be more useful, that college of advanced education library staff should not be included or that the movement of paraprofessional staff does not warrant investigation.
- (2) The area of staff satisfaction/dissatisfaction is only touched on in this study in relation to the utilisation of special talents and qualifications. Much more information should be gathered about this subject requiring a longer questionnaire. Interviews of selected respondents would also be required.

Several factors which influence mobility and which need to be taken into consideration when reviewing the data gathered are:

- (1) The more senior in position a librarian becomes the less chance there is of obtaining a higher level post; there are fewer positions for which to apply.

- (2) Mobility is restricted for many people by family commitments. This situation is not the prerogative of married women. Many librarians, of both sexes and single as well as married have dependents who would make movement to another city or state difficult if not impossible. Therefore, lack of mobility cannot be taken as automatically meaning lack of career ambition or lack of desire to move.
- (3) Specialisation in job area limits mobility possibilities. However, this is probably less restrictive than in some other professions. The reason for this lies in the generalist nature of librarianship courses offered in Australia. At this point in time, few librarians undertake higher degrees so that educational experiences do not lead to specialisation, and the generally accepted idea is probably that if people can learn a great deal about one area by working in it and reading about it, then if they change areas they can cope with the new area in a similar way.

V1 METHODOLOGY

The method of investigation used in this study was a postal questionnaire. (See Appendix B for a copy of the questionnaire). This was chosen because it was considered to be suitable for gathering the type of information required in an exploratory investigation of an area. Another factor which influenced the choice of a postal questionnaire was the belief that any attempt to look at the area of the study using interviews would have been prohibitively time consuming.

(A) POPULATION AND SAMPLE

The total population of fully qualified librarians working in university libraries in New South Wales was estimated, on the basis of published figures of professional positions on university library establishments, (3:v) to be 150 - 160 people. It was decided to sample 30 people.

At first it was intended that the sampling frame would be constructed from the library staff lists in the current university calendars, i.e. the 1974 calendars of the University of Sydney, the University of New England, the University of New South Wales (this also included a Wollongong University College Library staff list), Macquarie University and the University of Newcastle. It became

obvious to the researcher, on the basis of her knowledge of various librarians and their current positions that the lists were quite out of date and that there had been a large amount of staff movement since the lists had been compiled. As a result of this discovery the researcher wrote to the University Librarians telling of the study and asking for revised staff lists. A photocopy of the relevant 1974 calendar staff list was included with the request that the Librarian update the list. (See Appendix A for a copy of this letter). Replies were promptly received from five of the six Librarians, (the Wollongong University College Librarian was written to separately). The reply from the University of Newcastle was not received until after the questionnaire had been posted. Only one staff member from the University of Newcastle Library was sampled and forwarded a questionnaire. He returned the completed questionnaire from his new place of work, the Australian National University Library.

The reply from Wollongong University College Library disclosed that the staff list in the University of New South Wales Calendar was not complete for Wollongong University College Library and that there were eight additional professional librarians on the Library staff. The names of these librarians were requested and promptly supplied by the Librarian and these names were added to the staff list.

All the university library staff lists noted degrees held after the librarians names so it was possible to check through the lists and eliminate the few people who did not have full professional

qualifications (i.e. a degree plus library qualifications or equivalent). There were a few listed who did not have full professional qualifications. One Library's chief clerk was listed, but the university calendar staff lists are essentially lists of professional staff only and do not include personnel below the professional level. A number of vacant positions were noted on the revised staff lists returned by the University Librarians so that the actual number of professional positions in university libraries in New South Wales as at October 1974, was slightly higher than the population from which the sample was drawn.

The population established for this study consisted of 165 librarians. It was decided to draw a sample of 33 as this would represent exactly 20% of the population.

The sample was randomly selected. All the librarians in the population were given a running number and a sample was drawn using a table of random numbers. Forty numbers were drawn in case the sample had to be enlarged because of low response rate even after follow-up. The sample approximated quite well the distribution of librarians between the various university libraries and representatives were included from all six libraries. Table 1 gives the population and sample breakdown by library.



| LIBRARY                       | POPULATION | SAMPLE |
|-------------------------------|------------|--------|
| University of New South Wales | 49         | 10     |
| University of New England     | 15         | 3      |
| University of Sydney          | 52         | 8      |
| Macquarie University          | 27         | 9      |
| University of Newcastle       | 10         | 1      |
| Wollongong University College | 12         | 2      |
| Total                         | 165        | 33     |

Table 1. Population and Sample by Library

An arbitrary figure of 70% response rate was selected as the aim of the study and it was decided that a follow-up letter would be sent if the initial response rate was below 70%. It was believed that such a high response rate was unlikely and that a follow-up would be required.

Follow-up was to have been two full weeks after the posting of the questionnaire if it was found to be necessary. This would have involved a brief reminder note and an offer to replace the questionnaire if this had been misplaced.

(B) DEVELOPMENT AND ADMINISTRATION OF THE QUESTIONNAIRE

The reports of three studies dealing with mobility and their information gathering questionnaires were carefully studied with a view to their providing some guidelines for the development of the questionnaire. (4, 5, 20) Whilst these studies did provide useful assistance, their questionnaires were of limited use and the questionnaire developed for this study has taken nothing beyond general guidance from these three studies.

The questionnaire devised for the study consists of four groups of questions which have been grouped within the questionnaire. (See Appendix B for a copy of the questionnaire). Broadly speaking these deal with, general background information (questions 1 - 8), career history and career plans (questions 9 - 20), geographic movement (questions 21 - 27), and job satisfaction (questions 28 - 29). The remaining questions ask whether the respondent would be prepared to participate in a follow-up study and whether the respondent wishes to receive a resumé of the results of the study. At this point the respondents are asked if they are prepared to disclose their name and also whether they wish to say in which university library they are employed.

A trial run of the questionnaire was administered to ten members of the staff of the University of New South Wales School of Librarianship. Whilst these people were not currently employed by a university

library (the population for which the questionnaire was designed), five had at some time in their careers been employed in a university library. The completed questionnaires proved helpful in clarifying a number of the questions. As a result of the pre-test, three questions were enlarged to provide clarifying information and six more questions had one or two words added for the same purpose.

A letter was written to accompany the questionnaire. This letter (See Appendix B) explained that the study was being undertaken as part of a Master of Librarianship. The purpose of the questionnaire was briefly explained. Respondent anonymity was assured and a resumé of the findings of the study was offered if requested. Respondents were asked to reply within the next week after receiving the questionnaire.

The questionnaire was dated October 1974, the accompanying letter the 25th October 1974. The questionnaire, covering letter and a stamped addressed envelope for the return of the questionnaire were posted on the morning of Monday 28th October 1974. The questionnaires were addressed to the respondents at their work addresses.

V11     RESULTS

Response rate before the cut-off date of 15th November 1974 was 26 completed or partially completed questionnaires (79%). One questionnaire was returned unanswered accompanied by a letter stating that the receiver of the questionnaire was "a very rare kind ... a 55 year old male librarian": the implication in this reply was that his response would not be of any use. Another recipient of the questionnaire contacted the researcher after the cut-off date saying that she had been away on holidays when the questionnaire was received and that she intended to fill it out. She was told not to bother as the processing of the results had now begun. Therefore, 28 people out of a possible 33 responded to the questionnaire.

Most of the questionnaires were fully completed. In total six respondents failed to answer one question making six unanswered for the whole study. This was not always the same question. When reading the report the number of unanswered questions may appear to be higher because firstly, some questions were inapplicable for certain people (e.g. people in their first professional library position could not provide information on earlier professional positions) and secondly, some questions did not need to be answered if the responses to previous questions had been in a certain direction (e.g. question 25 and 26 about geographic mobility).

(A) METHOD OF DATA ANALYSIS

Answers to the questionnaire were coded for computer calculation; totals and percentages were gathered for all questions. Crosstabulations between many of the responses were calculated. The original plan to look at male and female responses separately in some areas was dropped as only six males were picked up in the sample. Of these, three returned the completed questionnaire and one returned the questionnaire unanswered. With such a small number of male respondents it would not be possible to make even the most tentative assumptions and generalisations from their replies.

Percentages are not always given as it is believed that they are misleading when small numbers are concerned. The results will sometimes be presented in abbreviated or consolidated form. Complete results for each question accompanied by percentages are presented alongside the questions in the copy of the questionnaire at the end of this report. (See Appendix B)

There were 26 respondents (N=26). In the discussion of results the number of respondents is mentioned only when it is not 26 and an explanation for the variation is given. It has already been mentioned that some questions were inappropriate for

some respondents and it is in cases such as this that the smaller number of respondents is noted. In the few cases where questions were omitted by respondents who should have answered them, the number of non-replies is noted.

Discussion accompanies the numerical findings only when the results relate directly to the hypotheses and when they seem noteworthy, otherwise they are presented without comment.

Respondents were encouraged to give reasons and enlarge on many of their responses. Whenever these remarks appear to clarify a response or seem interesting or illuminating they have been included with the discussion of the results.

(B) BACKGROUND CHARACTERISTICS

Of the 26 respondents to the questionnaire, 23 were female. Eleven respondents were single and 15 married. Twenty five respondents held a Bachelor of Arts Degree, one a Science Degree. Five respondents were currently enrolled in a higher degree. One respondent held a higher degree. The questionnaire did not seek information about whether these degrees were in librarianship or in other subject areas.

The librarians sampled achieved their professional qualifications through a number of different courses. Table 2 shows a breakdown according to how qualifications were achieved. The absence of respondents who had achieved their qualifications by completion of a college of advanced education course would probably be due to the recency of such courses. Of the respondents asked to 'please specify' how they they had achieved their library qualifications, one had completed the Sydney Technical College course and the other had British library qualifications.

| METHOD OF ACHIEVING<br>PROFESSIONAL QUALIFICATIONS         | FREQ-<br>UENCY |      |
|--|----------------|------|
|  |                | %    |
| Library Association of Australia registration examinations | 7              | 26.9 |
| College of advanced education course                       | -              | -    |
| University course  | 17             | 65.4 |
| Other  | 2              | 7.7  |
| Total  | 26             | 100% |

Table 2. Breakdown of respondents by method of achieving professional qualifications

The age distribution of the respondents (Table 3) shows a slightly higher number of respondents to be under 35 than over 35. However, this difference would not be statistically significant.

| AGE      | FREQUENCY | %    |
|----------|-----------|------|
| Over 60  | -         | -    |
| 45 - 60  | 2         | 7.7  |
| 35 - 45  | 10        | 38.5 |
| 25 - 35  | 14        | 53.8 |
| Under 25 | -         | -    |
| Total    | 26        | 100% |

Table 3. Distribution of respondents by age

The distribution of the length of time in which respondents had been working as professional librarians can be seen in Table 4. Two respondents failed to answer this question but from their replies to other questions both appeared to have been employed as professional librarians for several years as they were currently occupying their second professional positions. Twenty one of the 26 respondents had been working as professional librarians for 10 years or less.



One respondent had been a professional librarian for 22 years and another for 26 years.

| YEARS EMPLOYED AS A    |           |      |
|------------------------|-----------|------|
| PROFESSIONAL LIBRARIAN | FREQUENCY | %    |
| No reply               | 2         | 7.7  |
| 1 year or less         | 6         | 23.1 |
| 2 - 4 years            | 6         | 23.1 |
| 5 - 7 years            | 4         | 15.4 |
| 8 - 10 years           | 5         | 19.2 |
| More than 10 years     | 3         | 11.5 |
| Total                  | 26        | 100% |

Table 4. Distribution of respondents by number of years employed as a professional librarian

The mean length of stay in current position was 2.7 years. (For purposes of calculation the mid-point of the interval 'more than 10 years was taken as 12½ years).

The findings of this section of the questionnaire (referred to as background characteristics of the librarians sampled) does not directly relate to any of the three hypotheses, although the relevance to these hypotheses will be discussed later. Some brief general remarks on these results follow:

(1) The percentage female response (88.5% was slightly higher than anticipated. Langley's and other works had led the researcher to believe it would be slightly under 80%.

(8:7) The very small number of male respondents (only three returned completed questionnaires) has made discussion of further points in terms of sex difference in response impossible.

(2) The comparative youth of the respondents could have implications for manpower planning but more information would need to be known about this. The youthfulness of professional staff in university libraries in New South Wales may not be representative of the age of the average professional librarian but rather due to the fact that many recent library school graduates seek their first positions in larger libraries. Also it is possible that people who have recently studied in universities may be attracted to positions in this environment with which they are familiar.

(3) The fact that one respondent held a higher degree whilst five were currently enrolled in one (total=6, i.e. 23%) seems to suggest an increasing awareness of the importance of study after the completion of a first professional qualification. Higher degrees in librarianship have not been offered for long in Australia. A course work degree was first offered locally in 1972 although the same school has offered a research masters degree for a number of years. The fact that only one school offers higher degree courses would make attainment of a higher degree in librarianship difficult for many librarians to achieve. Higher degrees in other disciplines are more easily available but do not appear to be undertaken by many librarians. The questions about higher degrees did not seek information about the disciplines involved.

The comparatively small number of librarians holding or studying for higher degrees (6 people) makes it impossible to generalise about the behaviour of such people. A larger sample selecting more people holding or studying for higher degrees may have shown some differences between this group and the general population of librarians. This is an area warranting further investigation after sufficient local librarians have completed higher degrees (masters and above) to form an adequate sample.

(C) CAREER HISTORIES AND CAREER PLANS

It has already been mentioned that almost half the respondents (12 people) had been employed as professional librarians for four years or less so that it is not unexpected that the salary distribution of the respondents is weighted toward the low end of the scale. Table 5 gives this salary distribution.

| SALARY              | FREQ-<br>UENCY | %    |
|---------------------|----------------|------|
| \$6,700 - \$8,999   | 16             | 61.5 |
| \$9,000 - \$10,999  | 2              | 7.7  |
| \$11,000 - \$12,999 | 4              | 15.4 |
| \$13,000 - \$14,999 | 2              | 7.7  |
| \$15,000 or over    | 2              | 7.7  |
| Total               | 26             | 100% |

Table 5. Distribution of respondents by salary

Eight respondents were in their first position as a professional librarian. Eleven respondents (42.4%) had worked in their current positions for less than one year whilst eight respondents (30.8%) had done so for more than three years but less than five years. No respondent had been in his current position for more than 10 years.

Eleven respondents (42.3%) had had a change of position in the library in which they currently worked. Of these, four librarians had one transfer, two librarians two transfers. Four librarians received one promotion, four librarians received two promotions and one librarian received three promotions. This information is expressed in Table 6.

| NUMBER OF RESPONDENTS                   | NUMBER OF TRANSFERS    | NUMBER OF PROMOTIONS   |
|---|------------------------|------------------------|
| 8 - Not applicable<br>(first positions) | -                      | -                      |
| 7 - No position<br>change               | -                      | -                      |
| 11 - Position change                    | 1 (four<br>librarians) | 1 (four<br>librarians) |
|   | 2 (two<br>librarians)  | 2 (four<br>librarians) |
|   |                        | 3 (one<br>librarian)   |
| Total = 26                              |                        |                        |

Table 6. Transfers and promotions of respondents in their current libraries

Respondents were asked how long they had intended to remain in their previous position and how long they had in fact remained. Five respondents (19.2%) had not thought about how long they would stay when accepting their last position. Seven respondents (26.9%) ticked 'indefinitely'. The results of the question about intended length of stay in previous position are given in detail in Table 7.

| RESPONSE                    | FREQ-<br>UENCY | %    |
|-----------------------------|----------------|------|
| Had not thought about it    | 5              | 19.2 |
| Under a year                | 3              | 11.5 |
| One year but less than 3    | 1              | 3.8  |
| Three years but less than 5 | 2              | 7.7  |
| Indefinitely                | 7              | 26.9 |
| * Not applicable            | 8              | 30.8 |
| Total                       | 26             | 100% |

(\* These respondents were currently in their first professional position)

Table 7. Length of time respondents had intended to remain in their previous position

The high percentage of the total respondents, 45.9% (12 respondents) who either 'had not thought about it' or intended to stay 'indefinitely' suggests that quite a large number of librarians do not consciously plan their careers. This percentage (45.9%) does not accurately represent the real position, for of the 26 respondents to the questionnaire eight were currently occupying their first professional position so the question was not applicable for them. The percentage when these eight respondents are excluded becomes 67%.

The response to the question asking how long the librarians had remained in their previous position is shown in Table 8. The average length of stay in this previous position was 3.8 years. (For purposes of calculation the mid-point of the interval 'more than 10 years' was taken as  $12\frac{1}{2}$  years.

| RESPONSE                           | FREQ-<br>UENCY | %    |
|------------------------------------|----------------|------|
| Under a year                       | 3              | 11.5 |
| More than 1 year but less than 3   | 6              | 23.1 |
| More than 3 years but less than 5  | 5              | 19.2 |
| More than 5 years but less than 10 | 3              | 11.5 |
| More than 10 years                 | 1              | 3.8  |
| * Not applicable                   | 8              | 30.8 |
| Total.                             | 26             | 100% |

(\* These respondents were currently in their first professional position)

Table 8. Length of time respondents had remained in their previous position

The average length of stay was slightly longer (3.8 years) than that found by the Cambridge Library Management Research Unit and Sheffield University studies (3.2 years and 3 years four months respectively) for the British situation. The local result of 3.8 years suggests that when Australian librarians believe that they have an "exceptionally high staff turnover" (7:148) they have unrealistic expectations about length of stay in positions and their statements are founded on an ignorance of current trends overseas. It must be remembered that the above statement



about staff turnover refers to all library staff whilst this study deals with only professional staff. However, the Cambridge study included people with subject specialist qualifications only, library qualifications only, and librarians with both a degree and library qualification. The mobility figure produced by this study is not greatly different from the local figure.

The bulk of the respondents had remained in their previous position between one and five years. One question asked respondents how long they had intended to remain in their previous position: it was planned to compare the intention with the actuality. The comparison of the responses of the six subjects who replied quantitatively to question 16 (intended length of stay in previous position) with their replies to question 17 (actual length of stay in previous position) showed a perfect relationship. (Figure 1)

Twelve librarians responded to question 16 with a general statement of intention, e.g. 'indefinitely'. Six librarians responded with a period of time. All six remained in their previous position for the period they intended to remain. This perfect correlation between intent and actuality raises the question of whether the librarians really had planned their length of stay when accepting their previous position or whether hindsight had made them believe that they had done so.

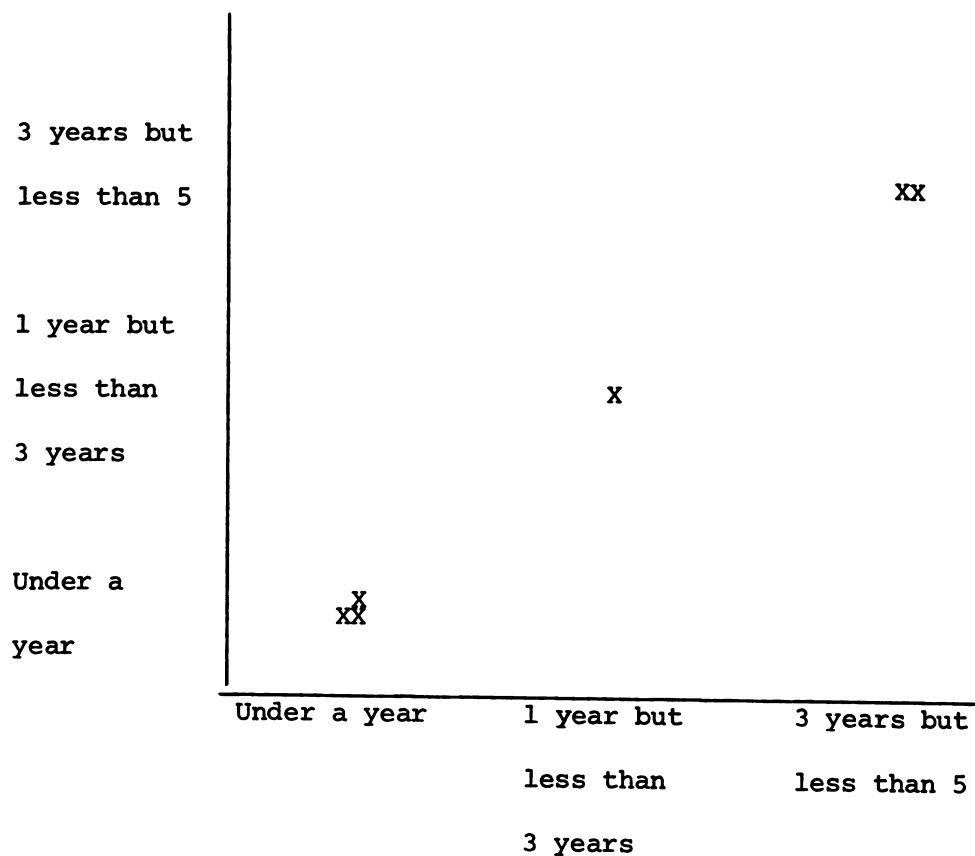


Figure 1. Relationship between intended and actual length of stay in previous position  
(Mid-points of intervals used)

A difficulty in treating the results from Questions 10 and 16 (these questions sought information about intended length of stay in current and previous positions) arises from the fact that non-quantitative options are given in the answer section of the questionnaire. The use of these options was considered necessary as it was believed that only by providing the opportunity for responses such as 'indefinitely', 'for the foreseeable future', could an accurate idea of career planning in this area be achieved.

The librarians sampled were also asked how much longer they intended to remain in their present positions. The results can be seen in Table 9. Thirteen respondents (50%) did not appear to have thought through any career plans along the lines of how long it is desirable to remain in any one position.

| RESPONSE                   | FREQ-<br>UENCY | %    |
|----------------------------|----------------|------|
| Less than 1 year           | 4              | 15.4 |
| For the foreseeable future | 13             | 50.0 |
| Probably 1 - 2 years       | 4              | 15.4 |
| Probably 2 - 3 years       | 1              | 3.8  |
| Probably 4 - 10 years      | 3              | 11.5 |
| Until retirement           | 1              | 3.8  |
| Total                      | 26             | 100% |

Table 9. Length of time respondents intended to remain in their present positions

The results presented above relating to planning for a particular length of stay in current and previous positions does not appear on the face of it to refute the hypothesis that "much job changing by professional librarians working in university libraries in New South Wales is not planned in a career path sense".

Four respondents had moved out of the field of librarianship for a time after attaining their first professional library position. Two had worked in the area of publishing, one in teaching and one had worked in clerical employment whilst overseas, before returning to librarianship.

The breakdown in current employment in terms of library department can be seen in Table 10.

| LIBRARY DEPARTMENT                                  | FREQUENCY | %    |
|---|-----------|------|
| Acquisitions  | 2         | 7.7  |
| Cataloguing   | 10        | 38.5 |
| Alternating between<br>Acquisitions and Cataloguing | 2         | 7.7  |
| Reader Services                                     | 6         | 23.1 |
| Administration                                      | 6         | 23.1 |
| Total   | 26        | 100% |

Table 10. Employment of respondents by library departments

Respondents were asked to record the department, grade and title of previous positions up to their fourth last position. This information was gathered because it was believed that it would be helpful if it was decided to go on with investigations in the area of librarians' job mobility. Possible candidates for in-depth interviews could be selected after studying the career histories of the respondents. A question at the end of the questionnaire asked whether the respondents would be prepared to be interviewed in a follow-up study. An affirmative response came from 16 librarians (62%).

Question 15 was designed to gather information on the reasons why the respondents had changed from their last position to their current one. It is produced in full in Table 11. The number of times each box was ticked is noted. The responses reflected the amount of career planning that librarians do, and how important actual job factors are in deciding to change positions. One respondent did not answer the question and it was inapplicable to the eight respondents who were occupying their first professional library positions. In total 17 respondents ticked one or more responses or made some remark in the space for this purpose. Eleven of the 23 ticks were to job-related factors whilst 12 were to non-job-related factors. Of the reasons given in the 'please specify' section, two respondents moved to better positions to gain experience, one left to have a baby, another changed positions because of

## Question 15.

What was wrong with your previous jobs that caused you to want to change? (Tick the factor or factors which you believe were most important)

|  |   |
|--|---|
| Friends and relatives too far away                 | 1   |
| Climate undesirable                                | 1   |
| Cultural opportunities poor                        | 2   |
| Colleagues not congenial                           | 2   |
| Colleagues not competent                           | 1   |
| Administration or administrators not competent     | 3   |
| Advancement prospects poor                         | 4   |
| Salary too low                                     | 2   |
| Future salary prospects poor                       | 1   |
| Husband/wife moved to position in another location | 0   |
| Felt like a change                                 | 6   |
| Other: Please specify                              | (7 respondents included additional information) |

Table 11. Frequency of job-related and non-job-related factors in previous position changes.

(Frequency of responses noted in right hand column)

easy accessibility of child-minding facilities, one respondent wanted to live more cheaply and save to go overseas, one went overseas and another changed positions because she was not doing professional work though paid as a professional. In summary, three of these seven respondents changed jobs because of job-related factors and four changed positions primarily because of other considerations. Hence, both the number of responses ticked and remarks made were each one greater for non-job-related factors than for job-related factors. This difference would not be statistically significant.

When using a questionnaire such as this there is a likelihood that respondents will reply in a manner which they believe presents them in the most favourable light. If this was the case with this survey then many librarians do not appear to believe that it is particularly praiseworthy to be seen as career oriented. This remark is pure conjecture on the researcher's part.

Perhaps many librarians are not particularly career oriented (the responses to Question 15 suggest this) but one of the reasons for the apparent importance of non-job-related factors in job changes may be related to the fact that 13 of the respondents were married women and had husbands' job movements to consider. More information about restricted mobility due to husbands' employment will be discussed in the section of this report dealing with geographic mobility.

(D) JOB ATTITUDES

Two questions were asked directly relating to job-satisfaction/dissatisfaction to investigate the hypothesis that "a feeling that talents and qualifications are not being properly utilised by the employing library frequently prompts the professional librarian working in a university library to seek another position where he believes his talents and qualifications will be better utilised". One question directly stated these two positions whilst the other sought information about whether the respondents saw themselves as fully utilised by their employing library. The results of the question about job-satisfaction in current and previous positions can be seen in Table 12.

| RESPONDENT'S RATING       | CURRENT<br>POSITION | PREVIOUS<br>POSITION |
|---------------------------|---------------------|----------------------|
| Satisfactory (positive)   | 22                  | 11                   |
| Neither (neutral)         | 2                   | 2                    |
| Unsatisfactory (negative) | 2                   | 5                    |
| * Not applicable          | -                   | 8                    |
| Total                     | 26                  | 26                   |

(\* These respondents were currently in their first professional position)

Table 12. Respondents attitudes to job-satisfaction/dissatisfaction in their current and previous positions



This question and the following question were included in the questionnaire to determine the strength of this parameter, and gain insight into motivation. Questionnaires do not gather 'in depth' information on sensitive and complex areas but the responses provided general trends in librarians' opinions about utilisation of talents and skills. More probing questions of the type of Question 29, ("Do you consider that you have any particular skill or ability which could be better utilised by your employer to the library's advantage. (e.g. specialised subject knowledge, human relations skill)?") are suggested for future research.

Seventeen respondents replied negatively to Question 29. Four people failed to answer the question, one of them remarking in the space provided for comment that she was "not convinced that senior staff below department head are satisfactorily utilised i.e. abilities restricted to own area while may have experience, opinions etc. relevant to other areas".

Five responded affirmatively to this question, two respondents specified language skills, three specified specialised subject knowledge. Two of these five respondents also mentioned human relations skill. One respondent replied that originally she had been "underutilised but with the years and following my own suggestions, I am better utilised".

As only two questions were devoted to probing the area of this hypothesis it is not able to be said with confidence that the hypothesis has been rejected as insufficient evidence has been collected. The responses to these two questions suggest that job-satisfaction may not be a major consideration in job change.

Only five of the 18 respondents for whom the question was applicable had found their previous position unsatisfactory; so presumably job-dissatisfaction was not a major cause for change in the majority of cases. Further, 17 respondents did not consider that they had any particular skill or ability which their employer failed to utilise. It has already been mentioned that the responses to Question 15 (factors influencing previous job changes) suggest that non-job-related factors may be more important in planning job changes than job-related factors but that the results would not be statistically significant.

This area was not sufficiently probed to say with any confidence that the hypothesis was rejected. The Cambridge study in Britain suggested that job-dissatisfaction may be an important determinant of job change. (18:92) Much more searching investigation needs to be undertaken in the area

of job-satisfaction and job-dissatisfaction. Models taken from behavioural science research could be utilised to advantage in investigating this area. Probably most large libraries do not pay sufficient attention to planning jobs so that they provide the maximum scope possible for job-satisfaction and professional development to the individual within limits acceptable for organisational effectiveness. This is certainly an area warranting further investigation.

One possible line of investigation which suggests itself is a probing of librarians' job expectations. Management studies have indicated that unrealistic job expectations are a major cause of dissatisfaction and staff turnover. (17:360)

(D) GEOGRAPHIC BACKGROUNDS AND ATTITUDES TO GEOGRAPHICAL CHANGE

Questions were asked to establish whether the librarians sampled had grown up or achieved their first degrees in the geographic areas in which they now lived.

Thirteen respondents had grown up in the geographic area in which they now lived, 13 had not. Eighteen respondents had attained their first degrees in the geographic area in which they now lived. Nine respondents had moved to the geographic

area in which they now lived primarily for the purpose of taking up a library position. This information about geographic background is presented in Table 13.

| GEOGRAPHIC BACKGROUND   | YES | NO | TOTAL |
|---|-----|----|-------|
| Grew up in geographic area where they now worked  | 13  | 13 | 26    |
| Attained first degree in geographic area where they now worked                            | 18  | 8  | 26    |
| Moved to area where they now worked primarily for purpose of taking up a library position | 9   | 17 | 26    |

Table 13. Geographic backgrounds of respondents

Eight respondents specified reasons other than the taking up of a library position for their moving to the geographic area in which they now worked. Four specified 'husband's work' and one gave 'marriage' as her reason.

Fourteen respondents were free to apply for a position anywhere in Australia when they last sought a position, 12 were not free to do so. Of these 12, six gave 'husband's work' as the reason for being unable to move. Of those respondents who

were restricted to a particular geographic area, 11 stipulated the Sydney Metropolitan Area as the area to which they were restricted. The questionnaire also asked whether respondents who had not been restricted to a particular geographic area had had a preference. Of the 13 respondents who had not been restricted to a particular geographic area, nine had a preference. Of these five (38.5% of the restricted ones) stated Sydney as the preferred area. One stated Canberra, one New South Wales or Canberra, one Australia, preferably New South Wales, and the remaining respondent preferred "where she was living", which was the Sydney Metropolitan Area. This suggests that Sydney is a popular area in which to work and that librarians in New South Wales are not attracted to the other states.

The respondents were also asked if they would now consider accepting a position in another state. Eight replied in the affirmative, 18 replied that they would not. Of the 18, fourteen gave 'commitments' as the reason they would not now consider moving.

It would seem from the above information that many librarians were not free to seek positions anywhere in Australia when last looking for a job. When asked if they would now consider accepting a position in another state, 18 replied that they would not (69%), and of these 14 gave their 'commitments'

as the reason they would not now consider such a move. (14 = 54% of total and 78% of those who replied negatively) Eleven (79%) of these 14 respondents were married women, the other three single women. This information does not support the hypothesis as it is worded, namely that "most professional librarians working in university libraries are unwilling to accept jobs in localities they consider to be 'geographically or culturally less attractive' ". But it does seem from the information gathered that many librarians are unwilling to move, claiming reasons other than personal preference for this reluctance.

What individual librarians mean by commitments needs to be investigated. Commitments is a term having many individual interpretations. As commitments appear to play such a restrictive role in librarians' mobility the area warrants further investigation, e.g. is whim for one person, commitment for another, and how much is commitment an attitude of mind for some librarians?

The presence of 13 married women in the sample (50% of sample) and the tendency in our society for women to move where their husbands' have career opportunities rather than the other way around, suggest limited mobility in the library world as librarianship is a predominantly female profession.

This intuitive remark is supported by the evidence from the study. There were only two married males in the sample but neither gave 'wife's job' as a restriction on his mobility when seeking his current position whilst six married women gave 'husband's work' as a reason they could not apply for positions anywhere in Australia. Because of the small number of males this result would not be statistically significant. The small number of males in the sample makes it impossible to draw any firm conclusions about a difference between married males and married females in this area but it seems probable that there is such a difference.

Vlll CONCLUSIONS

## HYPOTHESES:

- (1) Much job changing by professional librarians working in university libraries in New South Wales is not planned in a 'career path' sense.
- (2) A feeling that talents and qualifications are not being properly utilised by the employing library frequently prompts the professional librarian working in a university library to seek another position where he believes his talents and qualifications will be better utilised.
- (3) Most professional librarians working in university libraries are unwilling to accept jobs in localities which they consider to be 'geographically or culturally less attractive'.

This study was a preliminary probe of three parameters related to job mobility. These parameters were investigated as hypotheses to be accepted or rejected. It was believed that because of the scope of the study the results would be inconclusive in themselves but that they would suggest areas and approaches for future research. This has proven to be the case.

The information gathered supports the first hypothesis. More of the librarians sampled had not planned job changes (in the sense of planning along optimum time-in-a-job



dimensions) than had planned such changes. Of the reasons given by these librarians for previous job changes more were non-job-related than job-related, however the difference was not statistically significant.

The second hypothesis was not investigated in sufficient detail for the conclusion to be drawn with any certainty that the hypothesis was rejected. The results suggest that job-dissatisfaction may not be a major determinant of job change. The area of job-satisfaction/dissatisfaction needs further investigation before any conclusions can be drawn. Librarians' attitudes to job structures, professional development opportunities etc. need to be probed. Library management's goals and attitudes also require investigation if such a study is to prove fruitful.

The third hypothesis appears from the evidence to have been rejected. The reason for reluctance to move interstate was not the geographical or cultural attractiveness of interstate but the presence of 'commitments' holding many respondents where they were. A further investigation of this area which includes an investigation of what constitutes 'commitments' for individual librarians is warranted.

Librarianship has been found by this study and others to have about 80% female membership. Of the 26 respondents to

this study, 13 were married women. Some of the data gathered in this study was treated in such a way that the behaviour and attitudes of married female librarians could be studied separately or compared with that of single female or male librarians. However the small number of male respondents limited the possibility of making useful male/female comparisons. It is suggested that an area which emerges as requiring further investigation is the nature of, and problems associated with, female intensive professions and following this, investigation into how librarians can plan manpower utilisation so that better use can be made of married women.

## 1X     EVALUATION OF THE STUDY

The study proved extremely useful and valuable to the researcher as it provided a practical introduction to the conduct of research as well as fulfilling its function as a pilot study by suggesting direction and guidelines for further research.

The major limitation, which emerged clearly when the results were being processed, arose from the size of the sample. The sample proved to be too small to allow comparison of the responses of different groups of librarians e.g. male and female responses to particular questions. Although difficulty was anticipated in this area because of the sample size, the full implications for data treatment were not appreciated at the planning stage of the project.

The brevity of the questionnaire, particularly in the area of job-satisfaction/dissatisfaction led to the results being considered inconclusive. However this is not considered to be a serious limitation as this brief probing did point out the importance of further investigating the area of job-satisfaction/dissatisfaction.

It was realised at the planning stage that the postal questionnaire would probably not be a sufficiently sensitive

instrument for investigating the reasons why librarians change jobs and how much job-satisfaction they receive. A further study would utilise interviews to complement the postal questionnaire.

All three areas appear to warrant further investigation. The same hypotheses, or very similar ones, could be used in this study. A larger sample, preferably national in scope and not restricted to a particular type of library should be used. Sample stratification would be imperative.

APPENDIX A

LETTER TO UNIVERSITY LIBRARIANS REQUESTING  
REVISED STAFF LISTS

C/- School of Librarianship,  
University of New South Wales  
P.O. Box 1,  
Kensington. 2033.  
17th October, 1974.

Dear

As part of my Master of Librarianship I am conducting a study of mobility of librarians working in University Libraries in New South Wales.

I intended to use the staff lists in the 1974 University Calendars as my sampling frame. However I now believe that these lists may be too out of date for my purposes and that I may pick up people who have since left university library work.

I am enclosing a photocopy of the staff list of your Library which I obtained from the University Calendar. I would appreciate it if you would have the names of any people who have left crossed out and the names of their replacements substituted.

I would be very grateful if you would supply me with the updated staff list as soon as possible.

Yours sincerely,

Patricia Byrne

APPENDIX B

COVERING LETTER

QUESTIONNAIRE. THE NUMBER OF RESPONDENTS (AND PERCENTAGES)  
REPLYING TO EACH QUESTION NOTED NEXT TO  
QUESTION.

c/- School of Librarianship,  
P.O. Box 1,  
KENSINGTON N.S.W. 2033.

25th October, 1974.

Dear

As part of my Master in Librarianship I am conducting a survey on several aspects of job mobility among librarians in University libraries in New South Wales. As part of this survey I require information about the reasons behind job changes and the attitudes to such changes which librarians hold.

In order to gather this information I need your help and so have enclosed a questionnaire which I would ask you to fill in and return to me within the next week in the stamped addressed envelope enclosed.

The information supplied by you will be treated with strictest confidence and the results of the survey will not be presented in any way which could identify individuals.

As this is a pilot survey I have selected only a small number of librarians to contact so that many of your colleagues will not have received a similar request for information from myself.

Whilst you do not need to give your name and address if you would like to do so and receive a resumé of the results of the study there is space for this information at the end of the questionnaire.

I would also like to know if you would be prepared to be interviewed by me on your attitudes to job changes and related issues. There is space at the end of the questionnaire for expressing your attitude to such an interview.

I look forward to receiving your completed questionnaire and thank you in anticipation for your co-operation.

Yours sincerely,

Patricia Byrne.



PILOT SURVEY OF JOB MOBILITY

IN

UNIVERSITY LIBRARIES

October 1974

Please tick the appropriate box or answer in your own words, according to the type of question.

Please add any comments you wish.

Please return the completed questionnaire to me within the next week in the enclosed stamped and addressed envelope.

## 1. What was your first degree?

B.A. 25 96.2%

B.Sc. 1 3.8% = 100%

N = 26

Other (Please Specify) .....

## 2. How did you achieve your library qualifications?

Library Association of Australia  
registration examinations ..... 7 26.9%

College of Advanced Education  
course ..... - -

University course ..... 17 65.4%

Other (Please specify) ..... 2 ..... 7.7% = 100%

..... N = 26

## 3. Are you currently enrolled in a higher degree?

Yes 5 19.2%

No 21 80.8% = 100%

N = 26

## 4. Have you completed a higher degree?

Yes 1 3.8%

No 25 96.2% = 100%

N = 26

## 5. How many years have you been working as a professional librarian (i.e. in a position which now requires a degree plus full library qualifications)?

..... years

|           |   |       |          |   |       |          |   |      |
|-----------|---|-------|----------|---|-------|----------|---|------|
| No reply  | 2 | 7.7%  | 4 years  | 5 | 19.2% | 11 years | 1 | 3.8% |
| Less than |   |       | 6 years  | 2 | 7.7%  | 22 years | 1 | 3.8% |
| 1 year    | 5 | 19.2% | 7 years  | 2 | 7.7%  | 26 years | 1 | 3.8% |
| 1 year    | 1 | 3.8%  | 8 years  | 3 | 11.5% |          |   |      |
| 3 years   | 1 | 3.8%  | 10 years | 2 | 7.7%  |          |   |      |

= 100%

N = 26

- 2 -

## 6. When were you born?

|                     |    |        |        |
|---------------------|----|--------|--------|
| Before 1915 .....   | -  | -      |        |
| 1915 - 1929 .....   | 2  | 7.7%   |        |
| 1930 - 1939 .....   | 10 | 38.5%  |        |
| 1940 - 1949 .....   | 14 | 53.8%  |        |
| 1950 or later ..... | -  | -      | = 100% |
|                     |    | N = 26 |        |

## 7. What is your sex?

|            |   |       |              |        |              |
|------------|---|-------|--------------|--------|--------------|
| Male ..... | 3 | 11.5% | Female ..... | 23     | 88.5% = 100% |
|            |   |       |              | N = 26 |              |

## 8. What is your marital status?

|  |    |              |  |
|--|----|--------------|--|
| Single (i.e. unmarried, divorced, widowed) ..... | 11 | 42.3%        |  |
| Married .....                                    | 15 | 57.7% = 100% |  |
|  |    | N = 26       |  |

## 9. For how long have you worked in your current position?

|  |    |        |        |
|--|----|--------|--------|
| Less than 1 year .....                   | 11 | 42.4%  |        |
| More than 1 year but less than 2 .....   | 1  | 3.8%   |        |
| More than 2 years but less than 3 .....  | 3  | 11.5%  |        |
| More than 3 years but less than 5 .....  | 8  | 30.8%  |        |
| More than 5 years but less than 10 ..... | 3  | 11.5%  |        |
| More than 10 years .....                 | -  | -      | = 100% |
|  |    | N = 26 |        |

- 3 -

10. How much longer do you think you will remain in your current position?

|                                  |           |             |
|----------------------------------|-----------|-------------|
| Less than 1 year .....           | <u>4</u>  | 15.4%       |
| For the foreseeable future ..... | <u>13</u> | 50.0%       |
| Probably 1 - 2 years .....       | <u>4</u>  | 15.4%       |
| Probably 2 - 3 years .....       | <u>1</u>  | 3.8%        |
| Probably 4 - 10 years .....      | <u>3</u>  | 11.5%       |
| Until retirement .....           | <u>1</u>  | 3.8% = 100% |

N = 26

11. In which of the following categories does your present salary fall?  
(If you work part-time please tick the full time equivalent).

|                  |   |          |           |             |
|------------------|---|----------|-----------|-------------|
| \$6,700          | - | \$8,999  | <u>16</u> | 61.5%       |
| \$9,000          | - | \$10,999 | <u>2</u>  | 7.7%        |
| \$11,000         | - | \$12,999 | <u>4</u>  | 15.4%       |
| \$13,000         | - | \$14,999 | <u>2</u>  | 7.7%        |
| \$15,000 or over |   |          | <u>2</u>  | 7.7% = 100% |

N = 26

12. Is this your first professional library position (i.e. the first position you have held in a library which requires you to have a degree and a library qualification)?

Yes 8 30.8% No 18 69.2% = 100%

N = 26

If you answered YES omit questions 13-18.

- 4 -

13. Have you had a change of position within the library where you work?  
 Not applicable 8 30.8% ☒ 11 42.3% No ☒ 7 26.9% = 100%  
 Yes .....  
 N = 26

14. How many of these changes have been transfers (moves to another position on a similar grade) and how many have been promotions (moves to a higher grade)? Please give total number of changes for each category.  
 Not applicable 20 76.9% Not applicable 17 65.4%  
 1 transfer 4 15.4% 1 promotion 4 15.4%  
 ..... transfers ..... Promotions  
 2 transfers 2 7.7% 2 promotions 4 15.4%  
 3 promotions 1 3.8% = 100% N=26  
 15. What was wrong with your previous jobs that caused you to want to change?  
 (Tick the factor or factors which you believe were most important)

Friends and relatives too far away

☒ 1 3.8%

Climate undesirable

☒ 1 3.8%

Cultural opportunities poor

☒ 2 7.7%

Colleagues not congenial

☒ 2 7.7%

Colleagues not competent

☒ 1 3.8%

Administration or administrators not competent

☒ 3 11.5%

Advancement prospects poor

☒ 4 15.4%

Salary too low

☒ 2 7.7%

Future salary prospects poor

☒ 1 3.8%

Husband/wife moved to position in another location

☒ - -

Felt like a change

☒ 6 23.1%

Other: Please specify 7 respondents specified other reasons 26.9%

..... = 100%

... 17 respondents ticked one or more boxes or specified a reason.

... Number of responses was 30)

- 5 -

16. When you accepted your previous position how long did you intend to stay before applying for a promotion, transfer or a position in another library?

|                                   |   |              |
|-----------------------------------|---|--------------|
| Not applicable                    | 8 | 30.8%        |
| Had not thought about it .....    | 5 | 19.2%        |
| Under a year .....                | 3 | 11.5%        |
| One year but less than 3 .....    | 1 | 3.8%         |
| Three years but less than 5 ..... | 2 | 7.7%         |
| Indefinitely .....                | 7 | 26.9% = 100% |
| N = 26                            |   |              |

17. In the event - how long did you stay?

|  |   |             |
|--|---|-------------|
| Not applicable                         | 8 | 30.8%       |
| Under a year .....                     | 3 | 11.5%       |
| More than 1 year but less than 3.....  | 6 | 23.1%       |
| More than 3 years but less than 5..... | 5 | 19.2%       |
| More than 5 years but less than 10 ... | 3 | 11.5%       |
| More than 10 years .....               | 1 | 3.8% = 100% |
| N = 26                                 |   |             |

18. Have you moved out of the field of librarianship in any position you have held since your first professional library position?

|                |    |              |
|----------------|----|--------------|
| Not applicable | 8  | 30.8%        |
| Yes            | 4  | 15.4%        |
| No             | 14 | 53.8% = 100% |

N = 26

If yes please specify the area you worked in (e.g. publishing).

... Not applicable.. 22.. 84.6%.... Area specified.. 4.. 15.4%.. = 100%

N = 26

19. Please write the grade and title of your present position in the box below which specifies the principal type of work you are doing (e.g. Senior Librarian Grade I : Assistant Acquisitions Librarian).

| Acquisitions | Cataloguing | Reader Services | Administration |
|--------------|-------------|-----------------|----------------|
| 2: 7.7%      | 10: 38.5%   | 6: 23.1%        | 6: 23.1%       |

20. Alternating between Acquisitions and Cataloguing 2: 7.7% = 100% N = 26  
If you have held more than one professional library position please provide similar information to that supplied for question 19 for your last four positions. Specify under title and grade of position the type of library e.g. Special library.



|  | Acquisitions | Cataloguing | Reader Services | Administration | Other Please specify      |
|--|--------------|-------------|-----------------|----------------|---------------------------|
| Last position<br>Not applicable<br>8: 30.8%      | 2: 7.7%      | 6: 23.1%    | 5: 19.2%        | 1: 3.8%        | 4: 15.4% = 100%<br>N = 26 |
| 2nd last position<br>Not applicable<br>12: 46.2% | 2: 7.7%      | 4: 15.4%    | 6: 23.1%        | 2: 7.7%        | = 100%<br>N = 26          |
| 3rd last position<br>Not applicable<br>17: 65.4% | 5: 19.2%     |             | 3: 11.5%        |                | 1: 3.8% = 100%<br>N = 26  |
| 4th last position<br>Not applicable<br>24: 92.3% | 1: 3.8%      |             |                 |                | 1: 3.8% = 100%<br>N = 26  |

21. Did you grow up in the geographic area where you now work (e.g. Sydney Metropolitan area, Armidale district)?

Yes ..... 13 50% No ..... 13 50% = 100%  
N = 26



- 7 -

22. Did you obtain your first degree in the geographic area where you now work?

Yes ....  69.2%      No ....  30.8% = 100%

N = 26

23. Did you move to the geographic area where you now work primarily for the purpose of taking up a library position?



Yes ....  34.6%      No ....  65.4% = 100%

N = 26

If no please specify other reasons, e.g. husband's/wife's jobs.

Blank 18: 69.2% Reason specified 8: 30.8% = 100%  
.....  
N = 26

24. When you decided to look for your current position were you free to consider applying for posts anywhere in Australia or overseas?

Yes ....  53.8%      No ....  46.2% = 100%

N = 26

If no, please state reasons in general terms, e.g. personal, husband's/wife's work etc.

.....Blank 15: 57.7% Reason specified 11: 42.3% = 100%.....  
N = 26

25. If you were restricted to a particular geographic area please specify the area (e.g. Newcastle Metropolitan area).



Blank 13: 50% Area specified 13: 50% = 100% N=26  
.....

26. If you were not restricted to a particular geographic area, did you have a preference for any particular area in Australia or overseas?



Blank 13: 50%  34.6%      Yes ....  15.4% = 100%  
No .... N = 26

If yes, please specify area. Blank 17: 65.4% Area specified 9: 34.6%  
.....  
= 100% N = 26

27. Would you now consider accepting a position in another state?

Yes ....  30.8%      No ....  69.2% = 100%

If no, is this because commitments do not permit you to move? N = 26

Blank 8: 30.8%  
Yes ....  53.8%      No ....  15.4% = 100%  
N = 26



- 8 -

28. How would you rate your current position and previous position in terms of job satisfaction? Please tick the appropriate box.

|                                     | Current position | Previous position | Not applicable: 8 |
|-------------------------------------|------------------|-------------------|-------------------|
| Satisfactory<br>(positive rating)   | 22: 84.6%        | 11: 42.3%         | 30.8%             |
| Neither<br>(neutral rating)         | 2: 7.7%          | 2: 7.7%           |                   |
| Unsatisfactory<br>(negative rating) | 2: 7.7%          | 5: 19.2%          |                   |
|                                     | N = 26 = 100%    | N = 26 = 100%     |                   |

29. Do you consider that you have any particular skill or ability which could be better utilised by your employer to the library's advantage. (e.g. specialised subject knowledge, human relations skill)?

Blank 4: 15.4%      Yes .... 5 19.2%      No .... 17 65.4% = 100%  
 Please specify: Blank 18: 69.2%      Specified .....  
 and comments 8: 30.8% = 100%  
 N = 26

30. Would you be willing to say which university you work in?

Yes .... 23 88.5%      No .... 3 11.5% = 100%  
 Please specify: 23 specified university .....  
 N = 26

31. Would you be willing to be interviewed in a follow-up study on job mobility?

Yes .... 16 61.5%      No .... 9 34.6% = 100%  
 N = 26

If yes, please fill in your name and address at the end of the questionnaire.

- 9 -

32. If you would like to receive a report of the results of this survey please fill in your name and address below.

.16 supplied.....

.....

.....

.....

Thank you very much for your help.

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