

Thesis Title	Correlations of Library Administrator Behavior and Librarian Job Satisfaction in Academic Libraries
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#### ABSTRACT

The purpose of this study was to investigate consideration and initiating structure behaviors of library administrators basing upon the opinions of library administrators and librarians, to determine job satisfaction of librarians, to compare job satisfaction of librarians who had consideration administrators with job satisfaction of librarians who had initiating structure administrators, and to investigate the relationship between the consideration behaviors and the initiating structure behaviors of library administrators and the job satisfaction of the librarians.

The hypotheses predicted that

1. There was no significant difference between administrative behaviors of library administrators basing upon the opinions of library administrators and librarians.

2. There was no significant difference between job satisfaction of the librarians in academic libraries towards library administrators who had consideration behaviors and those who had initiating structure behaviors.

3. When the effects of the librarians' age, education; and experience; the administrators' sex, age, position, education; experience, and status; the status and the administrative system of the library; the educational level of the academic institutions; and the characteristics of teaching and learning of the institutions were controlled; the behaviors of library administrators was significant related to the job satisfaction of the librarians.

Two sets of questionnaire were used in collecting data. The first set asked for information from the library administrators. This set comprised two sections. The first section dealt with the personal information of the library administrators. The second section, the questionnaire evaluating the behavior of the leaders of the University of Ohio is called "Leader Behavior Description Questionnaire" (LBDQ). The second set of questionnaire asking the librarians comprised 3 sections dealing with the private information of the librarians, the LBDQ questionnaire as mentioned in the first set; and the questionnaire evaluating the job satisfaction of librarians; established from the motivation theory of Herzberg respectively.

The questionnaire were sent to 29 library administrators; 23 or 79.31 percent were returned and to 300 librarians; 237 or 79.00 percent were returned. The data were analyzed based on 3 stated hypotheses, by using correlation coefficient, partial correlation coefficient and t-test. Hypotheses 1 and 2 were rejected where as Hypotheses 3 was accepted. Based on the testing of those three hypotheses, the following conclusion were drawn :

1. Both the library administrators and the librarians had the same opinion that the library administrators had consideration behaviors higher than the initiating structure behaviors.

2. The library administrators opined that they, themselves, had consideration and initiating structure behaviors higher than in the librarians' opinions.

3. There was a significant difference between the opinion of the library administrators and the librarians concerning the consideration and the initiating structure behaviors of the library administrators.

4. Most of the librarians had a low job satisfaction.

5. There was a significant difference between job satisfaction of the librarians whose administrators had consideration behaviors and those whose administrator had initiating structure behaviors that the librarians whose administrators had consideration behaviors had higher job satisfaction than those whose administrators had initiating structure behaviors.

6. The consideration and initiating structure behaviors of the library administrators had a moderate positive significant relation with the librarians' job satisfaction.

7. When the effects of the librarians' age, education; and experience; the administrators' sex, age, position, education; experience, and status; the status and the administrative system of the library; the educational level of the academic institutions; and the characteristics of teaching and learning of the institutions are controlled, the behaviors of library administrators was moderate positive significant relation with the librarians' job satisfaction.