

Measuring the Level of Job Satisfaction of Library Staff at the Institute of Finance Management, Tanzania: A Case Study

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Abstract : *The positive or negative feelings that workers experience about their job encompass job satisfaction. This study examined job satisfaction of IFM library staff by measuring the level of job satisfaction on a general front and from specific aspects (variables). The study used Minnesota Satisfaction Questionnaire (MSQ-short form) and sampling was enumerative to incorporate all professionals and para-professionals library staff. The findings showed that IFM library staff experience moderate satisfaction with work itself and job security being the factors that caused high satisfaction. Achievement, recognition, advancement, salary, responsibility, status and relationship with supervisors and co-workers accounted for moderate satisfaction. The study pointed out that the one overwhelming factor for low satisfaction leading to dissatisfaction of IFM library staff was working environment. Establishment of the library board to include stakeholders from various faculties including students and management of IFM was recommended and seen as a way forward to bridging the gap between library staff and the academic community thus facilitating service provision and job satisfaction.*

Keywords: *Academic libraries, Institute of Finance Management, Job Satisfaction, Library Staff, Tanzania.*