

EMOTIONAL HEALTH PROBLEMS OF LIBRARIANS AND THEIR EFFECTS ON JOB OUTCOMES

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Abstract

Purpose: The study aimed to identify the emotional health problems experienced by the librarians in university libraries of Pakistan, and measure the influence of emotional health problems and occupational stressors on job performance of librarians in university libraries.

Methodology: Quantitative research method was applied to collect and analyze data. The study's population was university librarians from public and private higher education commission (HEC) recognized universities in Punjab, Pakistan. A simple random sampling technique was adopted for data collection. Tool of questionnaire was applied to gather data from the target population. SPSS software was used for the analysis of gathered data.

Results: Findings of the study revealed that university librarians generally experience positive emotional states, low levels of anxiety and stress, and positive attitudes toward their work. Overall, the study indicates a relatively healthy and satisfied workforce in the university libraries. The results indicated that there were no statistically significant relationships between the demographic variables and the presence of diagnosed emotional health illnesses among university librarians. It's essential for institutions to continue monitoring and supporting the emotional well-being of their librarians to ensure a healthy and productive work environment.

Originality: The study has provided valuable theoretical, practical and social implications. It has added a substantial amount of literature in existing body of knowledge. It has provided strategies for management bodies to consider emotional health of librarians for attaining fruitful outcomes at workplace.

Keywords: Emotional health; Emotional health issues of librarians; Effects of emotional health on job; Factors causing emotional health issues; University librarians

Introduction

Emotional health is a state of balance when an individual is emotionally happy and carries out routine tasks efficiently. It is linked to emotional stability and sound physical health for performing certain actions normally (Bhugra *et al.*, 2013). Emotional health has a strong positive correlation with amicable relations with other people in society (Kutcher, 2016). Instable emotional health causes multiple problems as it leads towards low job input (Nutbeam, 2008); notwithstanding, stable emotional health proves fruitful in achieving milestone in various fields (Hadlaczky, 2014). The librarians having sound emotional health perform excellent job and show extra-ordinary job outcomes at workplace to uplift the library services to facilitate the library patrons (Modini *et al.*, 2016; Sohail, 2019).

Emotional health issues of professional librarians create a negative atmosphere in libraries and produce low job outcomes as routine operations of the libraries are greatly disturbed by emotional problems (Meszaros *et al.*, 2013; Koinis *et al.*, 2015; Kyumana, 2021). There are several factors that cause emotional abnormality and consequently poor job performance is delivered. Stressed nature of workplace, financial burdens, frequent human interaction and quick decisions about certain projects create emotional health issues in libraries and

effect their job outcomes negatively (Bakker *et al.*, 2000). Hard family situations, negative company, workload, unscheduled meetings, unavailability of collaborative environment, mutual conflicts, long job timings, leg pulling, non-cooperative colleagues, no job protection, non-cooperative organization, natural tragedies, failures, over-imagination, frustrations, self-imposed problems, lack of work-life balance, fear of others, personal victimization, and the stubborn attitude of the seniors etc. cause emotional problems in library professionals (Burns and Green, 2019; Aghighi and Zamani, 2020; Cao *et al.*, 2022; Capone *et al.*, 2022).

Stable emotional health assists in the delivery of efficient job results whereas instable emotional health brings low performance and negatively effects organizational performance (Okoyo and Ezejiofor, 2013). Emotional health improves job input of librarians as sound emotional health is positively linked to positive job outcomes at workplace (Jayaweera, 2015). The professionals of any field possessing emotional stability deliver innovative performance and play a vital role to uplift their institutes. Work stress causes psychological issues in human resources (Avey *et al.*, 2011; Abbas and Raja, 2015; Kenchakkanavar and Chavan, 2020; Oyadeyi *et al.*, 2022).

Librarians' emotional health and performance are influenced by their work environment. If any employee is satisfied with the environment, the performance will increase, and vice versa (Sohail, 2019). Motivational factors such as salary packages, wages, and conditions of service are considered effective in determining the degree to which an organization achieves its goals (Tella *et al.*, 2007). Risk factors among library professionals for anxiety and depression include overburdening jobs, employment demands, and uncooperative work relationships. Individual characteristics, group dynamics, workplace conditions, and work-life balance can influence the performance of library professionals (Battams *et al.*, 2014).

Congenial atmosphere at workplace assists in sustaining emotional stability of the library professionals that improves job outcomes and enhances efficiency, effectiveness, job commitment, and productivity. Amicable work conditions at increase psychological ownership in manpower and significant positive job outcomes are found (Raziq and Maulabakhsh, 2015; Shehu *et al.*, 2018). Positive emotional health increases level of dedication in library professionals and they in turn produce exceptional input. Sound emotional health is a key aspect of enhanced organizational efficiency in institutes (Batterham *et al.*, 2016; Torales *et al.*, 2020).

Statement of the problem with rationale

Emotional health problems can significantly impact the job performance of university librarians, leading to decreased productivity and increased non-attendance. First, emotional health problems are often stigmatized and not openly discussed, which can make it difficult to gather accurate data on their prevalence among university librarians. Additionally, emotional health problems are complex and their impact on job performance can vary depending on individual and environmental factors. Second, there is a lack of research on the emotional health problems of university librarians in Pakistan, which can limit understanding of the unique emotional health challenges they face and the most effective ways to support them. Third, there is a need for more research on effective interventions and strategies to address emotional health problems among university librarians, including both individual-level and organizational-level approaches as well.

This study aims to investigate the factors affecting the emotional health of library professionals in Punjab, Pakistan, and to interrogate the impact of emotional health issues on their job performance. Based on the existing body of literature on the topic, only a few studies have been conducted at the international level and no research has been conducted in Pakistan to identify the emotional health problems of university librarians and their impact on job performance so far. Hence, this study was proposed to fill a gap in this research area in Pakistan.

The findings of this study are significant for policymakers, university administrators, chief librarians and individuals working in the academic sector to understand the emotional health challenges faced by university librarians in Pakistan and take necessary measures to promote their wellbeing and enhance their job performance. The results of the study are useful for university librarians to overcome the problems they face during their job. It serves the university librarians by providing them with the necessary guidelines to follow when they are facing emotional health problems. This research is also equally important for the university administration to understand the problems faced by the university librarians and develop a guidance plan to facilitate them in their jobs.

Research objectives

The objectives of the research are as follows:

1. To identify the emotional health problems experienced by the librarians in university libraries of Pakistan
2. To examine the factors causing emotional health problems among librarians in university libraries
3. To investigate the occupational stressors experienced by the librarians in university libraries
4. To measure the influence of emotional health problems and occupational stressors on job performance of librarians in university libraries

Literature review

Emotional health issues among librarians

Burns and Green (2019) mentioned that emotional health of librarians is highly necessary as they are the main resource to facilitate students and faculty members through library services. The librarians with emotional health issues may not efficiently address information and research needs of the library clients. Kyumana (2021) described that emotional health of professionals is usually ignore that in return produce negative effects at workplace. Sound emotional health of librarians in highly essential to deliver impactful outcomes. Kavanaugh (2021) concluded that academic librarians with strong emotional health play a fruitful role to increase the emotional health literacy of students and other medical professional colleagues. Abbas and Raja (2015) revealed that medical librarians with good emotional work for the uplift of the institutes and create a healthy, peaceful, and productive workplace environment.

Factors influencing the job performance of university librarians

In his study, Ikonne (2015) explained that emotional health directly affects the job performance of university library professionals. He inferred that if a favorable environment is provided to the library professionals, they can perform very well. If they face some issues, they are emotionally disturbed and show poor performance. He recommended that the administration must improve the emotional health and job performance of library professionals. Cao *et al.* (2022) indicated that job satisfaction is affected by the employee's emotional health. There is a strong relationship between emotional health and job satisfaction. Liu and Pang (2020) highlighted the factors that improve the emotional health of librarians in the form of their professional responsibilities. The overloaded work conditions, and repetitive works of the librarians cause emotional health illness. The emotional health of librarians is directly affected by their job responsibilities.

Knust *et al.* (2013) stated in their study that the employees' motivation increased organizational work performance. Dina (2016) studied that stressful environments automatically affect the job performance of university librarians. If university librarians experienced stress in their

workplace, their work input would be low. Occupational stress negatively impacts the job performance of university librarians. In their work, Ogulana and Okunlaya (2013) examined how library professionals experienced stress like other professionals. This stress caused poor job satisfaction among library professionals. Kenchakkanavar and Chavans (2020) explored in their study that library is the main element of any organization, which is why organizations appoint highly qualified and skilled persons. Findings revealed that if library professionals had equal opportunities, their salary package, and working environment, then their job satisfaction and performance will be increased. Oyadeyi *et al.* (2020) described that there was a strong relationship between individual and organizational stress and its impact on the job performance of library professionals. Aghighi and Zamani (2020) stated that the stress environment causes low job performance among university librarians. He showed that many factors caused increased stress in library professionals and poor job performance.

According to Avey *et al.* (2011), emotional health illness is becoming more prevalent around the world, and treatment of emotional health illness is expensive, so it is critical to diagnose it at early stage. Kankam and Baffour (2021) claimed that it is necessary to educate library staff emotional health for the provision of innovative outcomes at workplace. Ilo (2016) stated that healthy workplace environments increase energy levels, whereas difficult job tasks cause stress in employees. According to Battams *et al.* (2014), the major causes of stress are an increase in workload, conflict with seniors and colleagues, and bias from higher-up administration, all of which make the work environment stressful for employees. Academic librarians feel stress due to an overload of work and decreased job satisfaction.

Job satisfaction and emotional health of librarians

In his study, Sohail (2019) explored the level of job satisfaction among librarians in Fiji. He concluded in his study that the happiness level of librarians depends on facilities provided in the form of wages, permanent employment status, a healthy library environment, facilities, and the cooperation of higher administration. Burns and Green (2019) determined the level of job satisfaction among library professionals working in a health institute in Dhaka. The results of the study revealed that job satisfaction for female library professionals is more dependent on moral values than on others. Aghighi and Zamani (2020) assessed female librarians' job satisfaction with emotional health in all public libraries in Hamadan province of Iran. They mentioned that employees' satisfaction in any organization contributes to the organization's success. Six job satisfaction variables (payroll system, job type, career opportunities, organizational climate, leadership style, and physical condition) and two variables (payroll system and leadership) are more important for the emotional health and job satisfaction of female public library librarians in Hamdan province for societal growth and development.

Relationship between job performance and emotional health issues

Obrenovic *et al.* (2020) show edthat work-family conflict has a negative impact on job performance. When employees arrived in the institutes with emotional health issues, their job performance suffered as a result. Reevy and Deason (2014) investigated how non-tenure track (NTT) faculty members experience depression, stress, and anxiety while competing for permanent positions in institutions. Factors such as demographics, organizational commitment, family total income cause stress, anxiety, and depression in NTT faculty members. Nadinloyi *et al.* (2013) examined the connection between the emotional health of employees of different industrial companies and their job satisfaction. The result showed that it was a globally accepted fact that if the employee were emotionally healthy and satisfied, this automatically increased the organization's productivity. Lulli *et al.* (2021) explored how the COVID-19 pandemic affected the emotional health of employees because the working environment totally changed. Employees were disturbed due to working from home, where social interaction was not possible.

According to Menéndez-Espina *et al.* (2019), job insecurity is the most prevalent global issue of temporary employment and unemployment. There is a strong link between job insecurity and employee emotional health, according to the literature. Verma *et al.* (2020) noted that technology plays an important role in everyday life for everyone. Technology is beneficial to employees as it increases their productivity; however, increased use of technology causes technostress among the organization's employees.

Occupational stressors for employee

Cameron *et al.* (2021) examined the occupational stress level among the academic librarians who were appointed on the tenure track and checked the relation between occupational stress and organizational behavior with their employees. The results showed that support systems from the organization will boost a librarian's confidence and performance. Larrivee (2014) discussed in his research that various pressures and worries faced new librarians in their professional lives. It also discussed the many coping mechanisms to deal with environmental, psychological, and occupational pressures. Zehra and Faizan (2017) explored the effects of stress management on workplace productivity. Results showed that stress at work was caused by unreasonable demands. Occupational stress affected people significantly in both the micro and macro environments. Their individual performances were delayed as a result of a weakening in working effectiveness and product quality.

Research methodology

The research methodology applied to address the study's objectives is elaborated as follows:

Research method

In this study, quantitative research method was applied to collect and analyze data. Quantitative research is the process of gathering and interpreting numerical data. It is workable to identify trends and averages, formulate hypotheses, examine causality, and extrapolate findings to larger populations. This method was helpful to collect data from dispersed population.

Population of the study

A population is the complete group from which conclusions are drawn. The study's population was university librarians from public and private higher education commission (HEC) recognized universities in Punjab, Pakistan. As per HEC website, there were total 65 university libraries in the province of Punjab. For the purpose of this study, a list of respondents working in these universities was also developed as sample frame. There were a total 211 librarians employed by university libraries in Punjab Province, according to the sample frame.

Sampling technique

Sampling is the process by which researchers choose a particular number of observations from a broader population using statistical analysis. For the current investigation, a simple random sampling technique was adopted for data collection.

Development of research instrument

The questionnaire is regarded as an affordable instrument for gathering data, and the respondents find it convenient to provide their opinions and information about any circumstance or issue. It offers speedy, uniform responses from a huge population. In this study, a questionnaire was developed and used for data collection. The questionnaire's initial draft was created by adapting the Dass-21 scale questionnaire that is widely used to analyse the emotional health issues. The first, second, third, and fourth drafts were created to organize the questions in a logical order. The tool was submitted to subject experts (library professionals & psychologists) for expert review to bring the constructs in line with the research objectives of the study to probe the emotional health problems

faced by the librarians. Their suggestions were incorporated in the final draft.

Type of questions & scale used in the questionnaire

There were various sections in the questionnaire. Information about the respondents' socio demographic traits was gathered in the questionnaire's first section. It included details about the respondents' organization, gender, age, qualification, experience, marital status, designation, and job status. The second section of questionnaire started with a DASS-21 scale questionnaire to check the depression, anxiety, and stress levels experienced by the librarians in university libraries and their opinions about the working environment in their library. It also covered the occupational stressors faced by librarians while performing duties in the library and the librarian's opinion about job performance.

Pilot testing

Before applying questionnaire to the whole population, it was pre-tested on a selected group of 20 librarians working in university libraries to get their opinion about the structure of the questionnaire and their comprehension while filling the questionnaire. After the pilot testing, the final revisions were made after considering the responses obtained during pre-testing. The instrument was ready for data collection after final editing. A cover letter was created to seek the ethical permission from the organization to visit the respondents and collect data.

Reliability of the questionnaire

To check the reliability of the questionnaire, a Cronbach Alpha test was applied to determine the reliability of all the items in questionnaire. The Cronbach Alpha value was excellent (0.961). Hence the instrument was reliable.

Data collection strategies

The accuracy of the data being gathered is important for the success of any research study. The proper design of the data collection tool is essential to the acquisition of reliable data. The data collection method employed was an online survey. Total 211 questionnaires were distributed among librarians in HEC recognized public and private sector university libraries of Punjab, Pakistan. The researchers visited most of the libraries to acquire maximum responses. 134 filled questionnaires were received from the participants out of 211. Hence, the response rate was 63.51%.

Data analysis and interpretation

The statistical package for social sciences (SPSS) software was used to sort, enter, and analyse the data after the data collection process was finished. Data were evaluated using frequency distribution, descriptive statistics, and inferential statistics.

Results

Gender of respondents

82 (61.2%) represented the number of male respondents, while 52 (38.8%) were female. This suggests that men handled the questionnaire with greater frequency than women. Figure I shows the gender of the study's respondents.

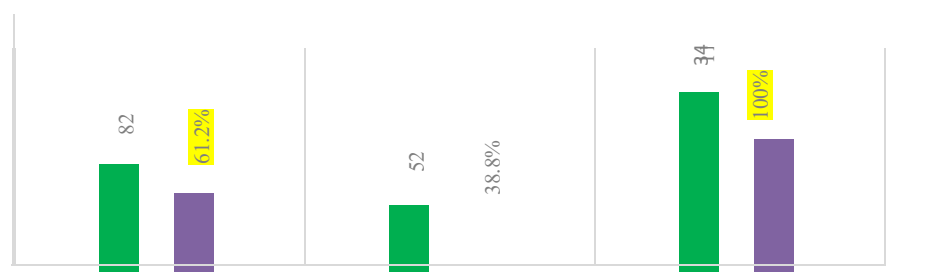




Figure 1: Gender of respondents

Type of university

Figure II demonstrates that $n = 91$ (67.9%) of the respondents were employed in public-sector universities, while $n = 43$ (32.1%) were employed in private sector universities. According to the statistical results, more than half of the respondents worked in public university libraries in figure.

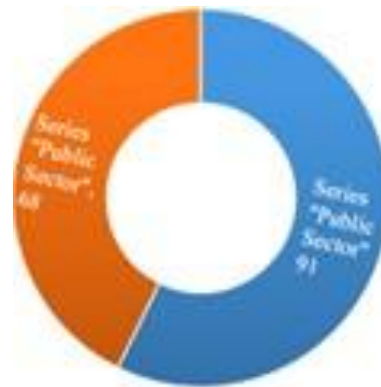


Figure II: Type of University

Designation of the respondents

Responses to the question about the respondents' designations revealed that the majority was "Librarian" with $n = 40$ (29.9%), followed by the second majority of "Assistant Librarian" with $n = 26$ (19.4%). Table I displays the designation of the respondents.

Table 1: Designation of the respondents

Designation	F	%
Chief Librarian	17	12.7%
Deputy Chief Librarian	8	6%
Senior Librarian	21	15.7%
Librarian	40	29.9%
Deputy Librarian	11	8.2%
Assistant Librarian	26	19.4%
Other	11	8.2%
Total	134	100.0%

Marital status of respondents

Figure III shows that 28 respondents (20.9%) were single and 106 respondents (79.1%) were married. This indicates that majority of the married people participated in the study than single people.

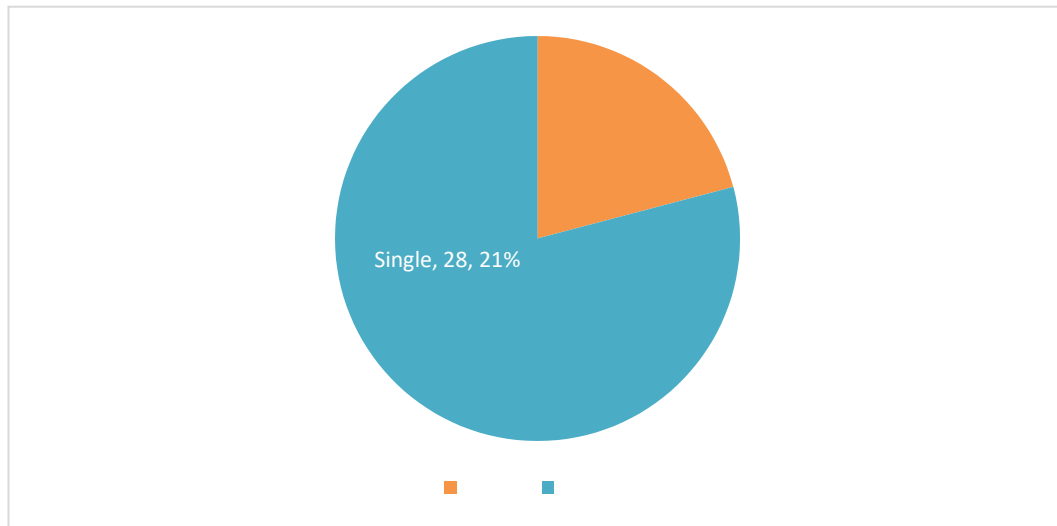


Figure III: Marital Status of Respondents

Age of respondents

The table II also shows that 34 respondents 25.4% fell between 36 to 40 years; 30 respondents 22.4%, were between the ages of 31 and 35 years; and 28 respondents 20.9%, indicated their age between the ages of 41 years and above.

Table II: Age of respondents

Age	Frequency	Percentage
25 years or under 25	7	5.2 %
26-30 years	15	11.2 %
31-35 years	30	22.4 %
36-40 years	34	25.4 %
41-45 years	28	20.9 %
46-50 years	10	7.5 %
51-55 years	5	3.7 %
56-60 years	5	3.7 %
Total	134	100.0 %

Status of emotional illness among university librarians

Figure IV indicates that the majority (121) of the university librarians have not experienced a emotional disorder, while a smaller number of respondents (13) have had such experiences.

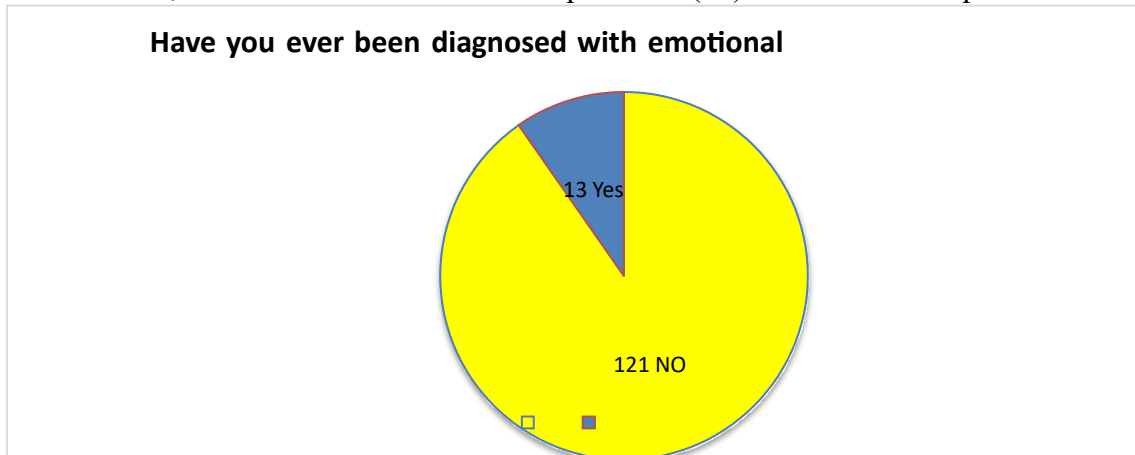


Figure IV: Status of emotional illness

Trainings received by librarians to manage emotional health issues

Figure V shows that 114 university librarians have not received any training in emotional health management. Only 20 university librarians have received training in emotional health management.

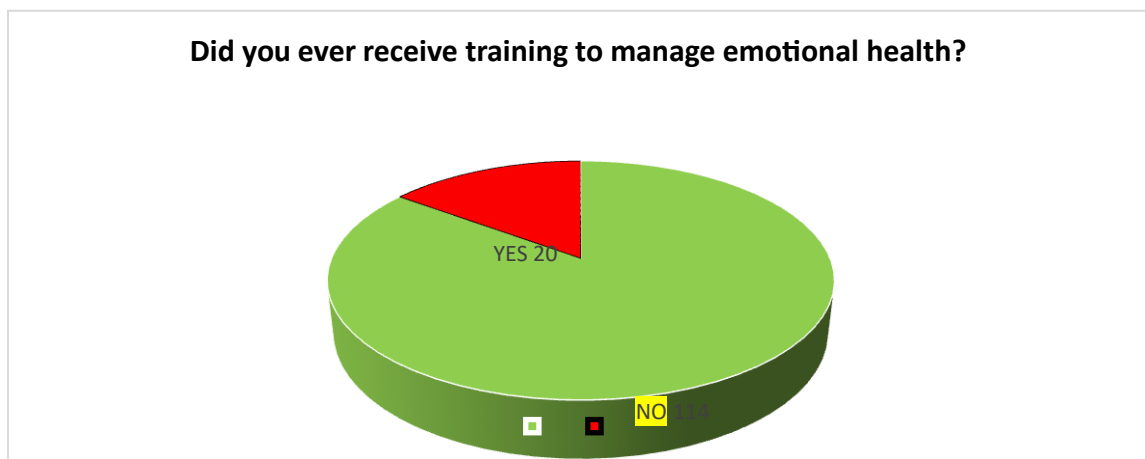


Figure V: Trainings to manage emotional health

Symptoms of depression among university librarians

Table III displays symptoms of depression among university librarians. The respondents were asked about their ability to take initiative in their profession. Respondents disagreed with the idea that they had nothing to look forward to in their library and information science (LIS) profession. Most respondents did not report experiencing strong negative emotions related to their work environment. Most respondents were enthusiastic about job-related activities.

Table III: Symptoms of depression in the office using DAS-21 scale

Statements	Strongly Agree	Neutral	Disagree	Strongly Disagree	Mean	S.D.
I couldn't seem to experience any positive feeling at All	3(2.2)	30(22.4)	28(20.9)	49(36.6)	24(17.9)	3.46 1.094
I found it difficult to take the	3(2.2)	35(26.1)	18(13.4)	54(40.3)	24(17.9)	3.46 1.128
I felt that I had nothing to look forward in LIS Profession	4(3.0)	19(14.2)	30(22.4)	51(38.1)	30(22.4)	3.63 1.074
I felt down-hearted in my job environment	2(1.5)	21(15.7)	27(20.1)	55(41.0)	29(21.6)	3.66 1.034
I remained unable to become enthusiastic about any job related Activity	1(0.7)	23(17.2)	23(17.2)	59(44.0)	28(20.9)	3.67 1.017

I felt I don't have any worth in my Organization	2(1.5)	13(9.7)	18(13.4)	57(42.5)	44(32.8)	3.96	0.995
I felt that my job is meaningless	1(0.7)	12(9.0)	16(11.9)	53(39.6)	52(38.8)	4.07	0.967

Note: Scale used: Strongly Agree=1, Agree=2, Neutral=3, Disagree=4, strongly Disagree=5
Symptoms of anxiety in university librarians

Table IV displayed that respondents did not report experiencing symptoms commonly associated with anxiety while performing their official duties. They carried out their assigned tasks in a relaxed mood. They did not feel panic. Majority of the respondents agreed that they did not feel panic while performing their official duties.

Table V: Symptoms of anxiety among respondents using DAS-21 scale

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	Std. Dev.
I feel dryness of my mouth while performing my official Assignments	2(1.5)	16(11.9)	23(17.2)	61(45.5)	32(23.9)	3.78	0.991
I experienced breathing difficulty (e.g. excessively rapid breathing during my official assignments or interacting with higher authority)	2(1.5)	17(12.7)	20(14.9)	64(47.8)	31(23.1)	3.78	0.991
I experienced trembling (e.g. in the hands) during my work	2(1.5)	18(13.4)	15(11.2)	57(42.5)	42(31.3)	3.89	1.045

I feel close to panic while
working during
my official duties

2(1.5) 13(9.7) 19(14.2) 61(45.5) 39(29.1) 3.91 0.977

Symptoms of stress among university librarians

Table VI showed that the respondents had mixed responses regarding different symptoms of stress. Some respondents had a neutral stance on the ability to relax during duty hours. The respondents generally disagreed with feeling agitated during their tasks, with a slightly higher mean score indicating a marginally more agitated state compared to nervous energy. A notable portion of respondents (42.5%) reported struggling to relax during their duty hours, aligning with the relatively lower mean score suggesting a challenge in achieving relaxation amidst work responsibilities. Respondents' sentiments varied more significantly in this aspect, with a substantial portion reporting feeling touchy in performing their duties. A majority of respondents (50%) indicated difficulty concentrating during their work.

Table VI: Symptoms of stress among respondents using DAS-21 scale

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	S.D.
I felt that I was using a lot of nervous energy while working in my library	0.0	28(20.9)	25(18.7)	59(44.0)	22(16.4)	3.56	1.000
I found myself getting agitated while performing	2(1.5)	24(17.9)	25(18.7)	58(43.3)	25(18.7)	3.60	1.034
I found it difficult to relax during my duty Hours	6(4.5)	27(20.1)	21(15.7)	57(42.5)	23(17.2)	3.48	1.129
I felt that I used to be touchy in performing my Duties	7(5.2)	36(26.4)	34(25.4)	43(32.1)	14(10.4)	3.16	1.129
Inability to Concentrate	2(1.5)	18(13.4)	22(26.4)	67(50.0)	25(18.7)	3.71	0.972
Memory problem and poor judgement	1(0.7)	17(12.7)	21(15.7)	67(50.0)	28(20.9)	3.78	0.947

Rapid heartbeat and loss of Appetite	1(0.7)	20(14.9)	14(10.9)	71(53.0)	28(20.9)	3.78	0.968
Isolated Personality	5(3.7)	22(16.4)	26(19.4)	58(43.3)	23(17.2)	3.54	1.074
Hot tempered and always angry with others	4(3.0)	12(9.0)	18(13.4)	63(47.0)	37(27.6)	3.87	1.014

Respondents' opinion about working environment in university libraries

Table VII showed that a significant portion of respondents (46.3%) disagreed or strongly disagreed with the adequacy of the work environment, citing issues such as lighting, temperature control, and ventilation. Respondents expressed dissatisfaction with office management, with a substantial majority (50.7%) disagreeing or strongly disagreeing with its effectiveness. Many respondents (49.3%) reported experiencing significant noise and distractions in the workplace. A majority of respondents (54.5%) perceived a lack of adequate working materials, indicating potential challenges in accessing necessary resources for their tasks. While a significant portion of respondents (32.8%) strongly disagreed with safety concerns, indicating a perception of a safe environment, a notable number expressed disagreement or strong disagreement (48.5%). Respondents reported issues with the comfort of seating arrangements, with a substantial majority (42.5%) expressing dissatisfaction. Respondents indicated experiencing pressure from both authority figures and library users, with a considerable majority (45.5%) expressing disagreement or strong disagreement. Many respondents (32.8%) disagreed or strongly disagreed with the adequacy of rewards or remuneration for their work. The mean score reflects dissatisfaction in this area, with a relatively high standard deviation suggesting varying perceptions among respondents. Respondents reported feeling unappreciated after exerting effort, with a significant portion (35.1%) expressing disagreement or strong disagreement. Respondents reported experiencing the use of abusive language by seniors, with a substantial majority (39.6%) disagreeing or strongly disagreeing with this behavior.

Table VII: Working environment of university librarians

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	Std. Dev.
Poor work environment (inadequate lighting, heated or cooled office, ventilation)	3(2.2%)	24(17.9%)	14(10.4)	62(46.3)	31(23.1)	3.70	1.083
Poor office management	3(2.2)	17(12.7)	12(9.0)	68(50.7)	34(25.4)	3.84	1.018
Much noise and distraction	4(3.0)	16(11.9)	15(11.2)	66(49.3)	33(24.6)	3.81	1.037
Inadequate working material	5(3.7)	17(12.7)	15(11.2)	73(54.5)	24(17.9)	3.70	1.026
Workplace environment is not Safe	5(3.7)	9(6.7)	11(8.2)	65(48.5)	44(32.8)	4.00	1.011
Lack of comfortable siting environment	5(3.7)	15(11.2)	17(12.7)	57(42.5)	40(29.9)	3.84	1.091
Pressure from authority and library users	4(3.0)	17(12.7)	25(18.7)	61(45.5)	27(20.1)	3.67	1.032
No reward/remuneration	11(8.2)	31(23.1)	28(20.8)	44(32.8)	20(14.9)	3.23	1.201
Lack of appreciation after hard work	11(8.2)	23(17.2)	31(23.1)	47(35.1)	22(16.4)	3.34	1.183
Use of abusive words by seniors	2(1.5)	10(7.5)	20(14.9)	53(39.6)	49(36.6)	4.02	0.977

Occupational stressors faced by respondents while performing duties in library

According to Table VIII, the respondents faced challenges related to computer assignments. Respondents reported facing heavy job demands, with a substantial portion (46.3%) expressing dissatisfaction. Many respondents (36.6%) indicated dissatisfaction with long duty hours. Respondents reported an excess of work, with a notable portion (38.1%) expressing dissatisfaction. They reported a mismatch between their duties and skills, with a considerable majority (47.8%) expressing disagreement or strong disagreement. Many respondents (42.5%) reported inadequate support from colleagues. Respondents expressed concerns about job insecurity, with a notable portion (44.8%) indicating dissatisfaction. A substantial portion of respondents (31.3%) expressed dissatisfaction with their salary. Respondents reported delays in promotion, with a significant majority (42%) expressing dissatisfaction. Many respondents (35.8%) reported pressure from immediate supervisors. Respondents reported working on weekends without remuneration, with a considerable majority (38.8%) expressing dissatisfaction. Respondents reported experiencing discrimination with staff, with a notable portion (42.5%) expressing dissatisfaction.

Table VIII: Occupational stressors faced by university librarians

Statement	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	Std. Dev.
Challenges with computer related assignments	0.0	29(21.6)	20(14.9)	65(48.5)	20(14.9)	3.57	0.992

Heavy job Demand	1(0.7)	31(23.1)	21(15.7)	62(46.3)	19(14.2)	3.50	1.024
Long duty Hours	7(5.2)	30(22.4)	24(17.9)	49(36.6)	24(17.9)	3.40	1.170
Excess of work	3(2.2)	35(26.1)	29(21.6)	51(38.1)	16(11.9)	3.31	1.058
My duties do not match with my skills	1(0.7)	18(13.4)	15(11.2)	64(47.8)	36(26.9)	3.87	0.987
Inadequate support from colleagues	0.0	25(18.7)	26(19.4)	57(42.5)	26(19.4)	3.63	1.001
Job insecurity	3(2.2)	25(18.7)	17(12.7)	60(44.8)	29(21.6)	3.65	1.085
Low salary	13(9.7)	35(26.1)	33(24.6)	31(23.1)	22(16.4)	3.10	1.240
Delay in Promotion	25(18.7)	42(31.3)	31(23.1)	25(18.7)	11(8.2)	2.66	1.214
Pressure from immediate Supervisors	3(2.2)	26(19.4)	34(25.4)	48(35.8)	23(17.2)	3.46	1.060
Weekend work without remuneration	7(5.2)	21(15.7)	23(17.2)	52(38.8)	31(23.1)	3.59	1.158
Discrimination with staff	5(3.7)	20(14.9)	25(18.7)	57(42.5)	27(20.1)	3.60	1.083

Respondents' opinion regarding their job performance in the library

Table IX shows that respondents generally agreed with their ability to complete tasks within designated timeframes, reflecting a sense of efficiency and timeliness in their work performance. They expressed a positive outlook regarding their contribution to the overall development of the library, indicating a commitment to enhancing the library's growth and effectiveness. They demonstrated a strong agreement with meeting work schedules, suggesting reliability and adherence to planned timelines in their job responsibilities. Overall, respondents reported experiencing pleasant emotions about their work, indicating a sense of satisfaction and contentment with their job roles within the library. Respondents indicated a high level of involvement in various workplace

activities, highlighting active engagement and participation beyond their core duties, fostering a sense of collaboration and community within the library.

Table IX: Job performance of university librarians

Statements	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Mean	Std. Dev.
Completion of tasks on a given time	30(22.4)	87(64.9)	9(6.7)	5(3.7)	3(2.2)	1.99	0.804
Positive contribution to the overall development of library	32(23.9)	86(64.2)	9(6.7)	3(2.2)	4(3.0)	1.96	0.817
Meeting work schedule	25(18.7)	87(64.9)	16(11.9)	4(3.0)	2(1.5)	2.04	0.750

Pleasant emotions aboutwork	28(20.9)	81(60.4)	19(14.2)	3(2.2)	3(2.2)	2.04	0.803
Involvement at the workplace in various activities	28(20.9)	73(54.5)	23(17.2)	6(4.5)	4(3.0)	2.14	0.902
Creativeness and adoption of new ideas inlibrary	29(21.6)	81(60.4)	17(12.7)	5(3.7)	2(1.5)	2.03	0.794
Communication skills at Workplace	30(22.4)	82(61.2)	13(9.7)	5(3.7)	4(3.0)	2.04	0.862
Presence at workplace	30(22.4)	84(62.7)	11(8.2)	6(4.5)	3(2.2)	2.01	0.832
Co-ordination withcolleagues	39(29.1)	75(56.0)	12(9.0)	6(4.5)	2(1.5)	1.93	0.833

Association between gender of the respondents and emotional illness

Table X shows that the calculated p-value (0.916) is much greater than 0.05, which means that the relationship between gender of librarians and diagnosed emotional illness is not statistically significant. There is no strong evidence to support the research hypothesis that gender has a significant influence on whether someone is diagnosed with a emotional illness.

Table X: Chi-square test to check the relationship between status of emotional healthiness and gender of respondents

Have you ever been diagnosed with emotional illness?					Pearson Chi-Square		Asymp. Sig. (2-sided)
					Value	df	
Gender of Respondent	Male	No	Yes	Total	.011 ^a	1	0.916
	Female	76	6	82			
	Total	45	7	52			
		121	13	134			

*Note. Significant at $\leq .05$

Association between marital statuses of the respondents and their level of emotional illness

Table XI illustrates that the calculated p-value (0.357) are greater than 0.05, indicating that there is no statistically significant link between marital status and a diagnosis of emotional illness. Any variations in the prevalence of emotional illness among different marital statuses are probably the result of accidental.

Table XI: Chi-square regarding relationship between the status of emotional healthiness and marital status of librarians

Have you ever been diagnosed with emotional illness?		Pearson Chi-Square		Asymp. Sig. (2-sided)

		No	Yes	Total	Value	Df	
Respondent's Marital Status	Single	97	9	106	.849 ^a	1	0.357
	Married	24	4	28			
	Total	97	9	106			
Total		121	13	134			

*Note. Significant at $\leq .05$

Association between job status of the respondents and their level of emotional illness

The results depicted through the table XII make it clear that the p-value of 0.916 is much greater than 0.05. Therefore, based on the data analysis, we conclude that there is no significant relationship between the job status of librarians and the presence of diagnosed emotional health illnesses in the study population.

Table XII: Chi-square relationship between the status of emotional health illness and job status of librarians

Have you ever been diagnosed with emotional illness?					Pearson Chi-Square		Asymp. Sig. (2-sided)
		No	Yes	Total	Value	Df	
Respondent's Job Status	Permanent	101	11	112	.011 ^a	1	0.916
	Contract	20	2	22			
	Total	121	13	134			
	Total	97	9	106			
Total		121	13	134			

*Note. Significant at $\leq .05$

Association between university type of the respondents and their level of emotional illness

The results illustrated through XIII show that respondents' emotional health state according to the type of university they attended is probably not significant, according to the table's relatively high p-value (0.357). We can say that there is no connection between the respondents' kind of university and the prevalence of emotional illness in study sample.

Table XIII: Chi-square relationship between the status of emotional health illness and university type of librarians

Have you ever been diagnosed with emotional illness?		No	Yes	Total	Pearson Chi-Square		Asymp. Sig. (2-sided)
					Value	Df	
Respondent's Type of University	Public Sector	81	10	91	.537 ^a	1	0.464
	Private Sector	40	3	43			
	Total	121	13	134			

*Note. Significant at $\leq .05$

Discussion

The present study investigated the prevalence of symptoms associated with depression, anxiety, and stress among university librarians, along with their perceptions of workplace conditions, and job performance. The findings offer valuable insights into the emotional well-being and occupational experiences of university librarians.

Findings of the study revealed that a major emotional health problem faced by university librarians is occupational burnout. Occupational burnout is a syndrome characterized by emotional exhaustion, depersonalization, and reduced personal accomplishment as a result of chronic workplace stress. University librarians often face tight deadlines. They experience emotional strain from interacting with a diverse range of library users. Occupational burnout not only affects the emotional well-being of university librarians but also has implications for their physical health, job satisfaction, and overall quality of life.

One major factor causing emotional health problems among librarians in university libraries is the increased pressure to adapt to rapidly evolving technology and information resources. As technology continues to advance at a rapid pace, librarians are often expected to stay abreast of new tools, databases, and digital platforms to meet the diverse needs of their academic communities. This constant need for upskilling and learning new technologies can lead to feelings of overwhelm, stress, and inadequacy. Moreover, the expectation to provide seamless access to digital resources and navigate complex information landscapes places additional burdens on librarians. The pressure to keep pace with technological advancements while maintaining traditional library services can create a significant source of stress and anxiety for university librarians. Addressing this challenge requires institutions to provide adequate training, professional development opportunities, and support systems to help librarians effectively navigate the digital age while prioritizing their emotional health and well-being.

One major occupational stressor experienced by librarians in university libraries is the high workload and time pressure. University librarians often face heavy workloads due to the diverse responsibilities including collection management, reference services, instruction, research support, and administrative tasks. The demands placed on librarians to provide timely and accurate assistance, manage multiple projects simultaneously, and meet tight deadlines can lead to feelings of stress. Addressing this occupational stressor requires institutions to implement effective workload management strategies, provide sufficient staffing and resources, and promote a culture of work-life balance to support the emotional health and resilience of university librarians.

Emotional health problems and occupational stressors have a significant impact on the job performance of librarians in university libraries. Emotional health issues such as anxiety, depression, and burnout can have detrimental effects on librarians' ability to effectively carry out their duties and responsibilities. When librarians experience symptoms of emotional health problems, they may

struggle with concentration, memory, decision-making, and problem-solving skills. Additionally, feelings of exhaustion, cynicism, and reduced personal accomplishment associated with burnout can diminish librarians' motivation, engagement, and enthusiasm for their work. Occupational stressors and lack of resources make it difficult for librarians to meet performance expectations.

To control these negative impacts, it is imperative for university libraries to prioritize the emotional health and well-being of their librarians by implementing supportive policies, providing resources for stress management and coping strategies, fostering a culture of open communication and support, and promoting work-life balance initiatives. By addressing emotional health problems and occupational stressors, libraries can enhance the job performance, job satisfaction, and overall quality of life of their librarians, ultimately benefiting both staff and library users alike.

Conclusion

This study has highlighted the critical need to address emotional health problems and occupational stressors among university librarians to foster a more productive workforce. The findings reveal that occupational burnout, driven by chronic workplace stress, technological demands, and high workloads, significantly affects the emotional well-being and job performance of librarians. These challenges reveal the importance of institutional interventions, such as providing professional development opportunities, implementing effective workload management strategies, and promoting a culture of support and work-life balance. By prioritizing the emotional health and resilience of university librarians, institutions can not only improve job satisfaction and performance but also ensure the delivery of efficient library services.

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