

LIS Job Portals: A Study

By

Shalini Lihitkar, Lecturer, Department of Library and Information Science, Rashtrasant Tukdoji Maharaj Nagpur University, Nagpur-440010, India

Email: shanwaghmare@yahoo.com, shalini_lihitkar@yahoo.com

And

Nilema Likhhar, Student, MLISc-Part II, DLISC, RTMNU, Nagpur- 440010, India

Abstract : *The rapid growth of internet and its impact on human being is unbelievable. Today internet is being used in every human activity for one or other purpose. Internet has become a fastest growing mass medium. Internet has become a platform for new ways for searching of doing business, jobs, education institutions etc. Job searching is no exception to this, job portals are recent phenomenon. E-recruitment or electronic recruiting is the process of using internet based software to attract screen and recruit suitable job candidates. It is much faster than traditional modes of recruitment. This article is a study of online job portals for Library and information professionals. LISjob.com, GSLISgateway and Infolibrarian.com has been considered for the present study. The jobs posted on these three job portals during the month of 1st November 2007 to 30th April 2008, has been selected and detailed datasheets have been prepared to represent in the form of tables and finally observations were drawn.*

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Key words: *Job portals, LIS, E-recruitment, online jobs, Online job portals.*

Introduction :

Today internet is being used in every person activity for one or other purpose. Internet is a global set of connections of computers that enables the exchange of data, news and opinion. Online Job searching is no exception for communication medium. Job portals are recent phenomena for search the jobs. In the past, applying for a job meant searching through the classified advertisement in the local paper. But the advent of the internet has created various job sites. Online making it easier for someone to apply for work in another state and country. Most online jobs search sites will require a person to open an account, fill certain information and deposit a resume.

In the last year the UK has witnessed a revolution in online recruitment with over 6.3 Million job seekers searching for jobs on corporate websites.

Library and Information Science profession are not lagging behind from this trend. Job opportunities for librarians and information professional's at large chunk have gone online in recent time with the profession of job sites such as naukri.com, jobsahead.com, jobstreet.com

to look for the opportunity and these sites have proved valuable finding right jobs. Major LIS job sites are infolibrarians.com, librariansabout.com, LISjobs.com, GSLISgateway, LISgateway.com, researching librarian.com, librarhq.com and minnesotaGS/LISconsortium etc.

E-Recruitment: E-recruitment or electronic recruitment covers a range of web-based application tools used for provisioning of human resources. These applications assist in the recruitment of suitable candidate for vacant position.¹⁴ E-recruitment is the process of using internet based software to attract screen & recruit suitable job candidates.¹⁴

Reason for Selecting the Topic

The rapid growth of internet and its impact on human being is unbelievable.

- 1) It is very important to study the job opportunities for LIS professional or online job portals for speedily dissemination of advertisement and communication beyond geographical boundaries.
- 2) It is also benefited for LIS professionals for finding the right jobs at right time.

Objectives of the Study

- 1) To study the LIS job Portals applying various study criteria like Designation, Country-wise, institutes wise, qualification, skill and modes of communication etc.
- 2) To facilitate the LIS job Portals for LIS Professionals.
- 3) To analyze the trends of job opportunities for Library and Information Science Professionals on most diversified online environment.

Scope and Limitations of the Study

The data were collected for National LIS job portals i.e. Infolibrarian.com and International LIS job Portals i.e. LIS jobs.com and GSLIS Gateway and the data were taken for study was from 1st November 2007 to 31st March 2008. The infolibrarian.com job Portal have major job sites i.e. naukri.com, timesjob.com, the Hindu Recruitment and Employment News. The study were selected only times job com from these 4 sites.

Research Methodology

- 1) In order to carry out the study, survey is made from various general job Portals like naukri.com. jobs.com. jobstreet.com etc.
- 2) The Infolibrarian.com. GSLIS Gateway and LISjobs.com were browsed everyday during the month of 1st November to 31st March 2008 as noted down the listing the jobs with advertisement data using Microsoft excel spreadsheet.

- 3) The jobs advertised in Infolibrarian.com, LISjobs.com. GSLIS Gateway were further analyzed on the basis of countrywide advertisement of jobs, designation wise, qualification skill required, experience and apply through online and same were reported in the subsequent section.

Hypotheses

- 1) Academic libraries are posted more online advertisement in comparison to special and public libraries.
- 2) Less number of institutions is given opportunities for applying through online.

Analysis and Interpretation

Analysis is done based on three LIS job portal i.e. LIS jobs.com, GSLIS Gateway and Infolibrarian.com. These three job portals were browsed everyday during the study. Noted down the listing of jobs with advertisement data using Microsoft Excel spreadsheet.

The total No. of jobs advertise during the study is 1433, on three LIS job portals. The job advertised were further analyzed on the basis of designation wise, country wise breakup of jobs, qualification wise, skill required, experience wise, apply through online/other notes and etc.

TABLE 1 NUMBER OF ADVERTISED WITH DESIGNATION

Sr. No.	DESIGNATION	LIS jobs.com	GSLIS Gateway	Info. librarian. com	Total No. of Jobs
1.	Director/Dean/Head	145	11	1	155 (10.81%)
2.	Librarian	421	34	150	607 (42.35%)
3.	Library Assistant	42	12	9	63 (2.51%)
4.	Assistant Librarian	11	2	30	43 (3.00%)
5.	Library clerk	5	2	4	11 (0.76%)
6.	Archivist	19	3	-	22 (1.53%)
7.	Technical Information Specialist	14	1	-	15 (1.04%)
8.	Record Manager	4	3	-	7 (0.48%)
9.	Cataloguer	29	3	-	32 (2.23%)
10.	Technology Co-ordinator web Technology	6	-	-	6. (0.41%)
11.	Assistant Professor	5	-	1	6. (0.41%)
12.	Reference Librarian	82	5	-	87 (6.07%)
13.	Library Manager	37	-	1	38 (2.65%)
14.	Library administrator	12	-	-	12 (0.83%)
15.	System analyst / developer	10	1	-	11 (0.76%)
16.	Bibliographic service programmer	1	-	-	1 (0.06%)
17.	Information Library Coordinator	19	-	-	19 (1.32%)
18.	Conservation/researcher	13	-	-	13 (0.90%)

19.	Project Manager	10	-	-	10 (0.69%)
20.	Library technician	14	-	-	14 (0.97%)
21.	Library Intern	11	2	-	13 (0.90%)
22.	Acquisition Specialist	3	1	-	4 (0.27%)
23.	Knowledge Management analyst	6	1	-	7 (0.48%)
24.	Library Information paraprofessional/ officer	2	-	1	3 (0.20%)
25.	Copyright Officer	1	-	-	1 (0.06%)
26.	Material handler Technician	3	1	-	4 (0.27%)
27.	Key accountant	2	-	-	2 (0.13%)
28.	Library teacher / Professor	1	1	5	7 (0.48%)
29.	Staffing specialist	1	-	1	3 (0.20%)
30.	Head of youth service	6	-	-	6 (0.41%)
31.	Library Restorer	-	-	1	1 (0.06%)
32.	Reader	-	-	1	1 (0.06%)
33.	Web interface designer	4	-	-	4 (0.27%)
34.	Library consultant	7	1	-	8 (0.55%)
35.	Departmental chairman	2	-	-	2 (0.13%)
36.	Emerging technologist	2	-	-	2 (0.13%)
37.	Fact checker position	2	-	-	2 (0.13%)
38.	Circulation supervisor	11	1	-	12 (0.83%)
39.	Library specialist	9	1	-	10 (0.69%)
40.	Acquisition assistant	5	-	-	5 (0.34%)
41.	Education Lecturer	-	-	1	1 (0.06%)
42.	Library services executive	4	-	2	6 (0.41%)
43.	Library attendant	4	1	1	6 (0.41%)
44.	Library Trainee	3	-	1	4 (0.27%)
45.	Delnet network assistant	-		1	1 (0.06%)
46.	Media center specialist	3	4	-	7 (0.48%)
47.	Part time technical service Assistant	-	1	-	1 (0.06%)
48.	Library school support personnel.	1	1	-	2 (0.13%)
49.	Part time senior substitute circulation	1	1	-	1 (0.06%)
50.	Cataloging assistant	3	-	-	3 (0.20%)
51.	Administrative assistant	3	1	-	4 (0.27%)
52.	Archives assistant	5	6	-	11 (0.76%)
53.	Research assistant	1	1	-	2 (0.13%)
54.	Instruction service	1	-	-	1 (0.06%)
55.	Digitization assistant	2	4	-	6 (0.41%)
56.	Project assistant	2	1	-	3 (0.20%)
57.	Full time Library Supervisor	3	1	-	4 (0.27%)
58.	Metadata assistant	2	1	-	3 (0.20%)

59.	Electronic	8	-	-	8 (0.55%)
60.	Content Licensing Manager	12	-	-	12 (0.83%)
61.	Customer Service Representating	6	-	-	6 (0.4%)
62.	Curater of American Literature	4	-	-	4 (0.27%)
63.	Assistance of rare book seller	2	-	-	2 (0.13%)
64.	Search / Information Architect	4	-	-	4 (0.27%)
65.	Manuscript processor	1	-	-	1 (0.06%)
66.	Database Research Specialist	4	-	-	4 (0.27%)
67.	Curriculum coordinator	5	-	-	5 (0.34%)
68.	Library Faculty coordinator	7	-	-	7 (0.48%)
69.	Research specialist	6	-	-	6 (0.41%)
70.	Indexing & Taxonomy specialist	6	-	-	6 (0.41%)
71.	Serial Manager	4	-	-	4 (0.27%)
72.	Annotation writer	1	-	-	1 (0.06%)
73.	Data Entry specialist	4	-	-	4 (0.27%)
74.	Periodical assistant	1	-	-	1 (0.06%)
75.	Assistant Library Director	21	-	-	21 (1.46%)
76.	Collection Management	2	-	-	2 (0.13%)
		1113 (77.66%)	109 (7.60%)	211 (14.72%)	1433

(Note : - Indicate Nil)

Table No. 1 revealed jobs advertised with designation on LIS jobs.com., GSLIS Gateway and Infolibrarian.Com, were posted as many as 1433 jobs in the field of library and information science during the study in India, United states of America, united kingdom and others with the need of Librarian, Director, Reference Librarian, Library assistant, Assistant Librarian, etc. Out of 1433 jobs, 1113 (77.66%) Jobs were posted by LIS jobs.com. 211 (14.72%) jobs were posted by Infolibrarian.com. and 109 (7.60%) Jobs were posted by GSLIS Gateway. 607 (42.35%) jobs were advertise for librarians followed by Director. 155 (10.81%), Reference librarian 87 (6.07%), Library Assistant 63 (2.51%) and Assistant Librarian 43 (3.00%), etc.

TABLE 2 BREAK UP OF DESIGNATION OF LIBRARIAN

Sr. No.	Break Up Of Designation on Librarian	LIS jobs.com	GSLIS Gateway	Infolibrarian.com	Total No. of Jobs
	Librarian	106	6	141	253 (41.81%)
1.	Junior Librarian	4	-	3	7 (1.15%)
2.	Public service Librarian	15	1	-	16 (2.64%)
3.	Technical service Librarian	13	2	-	15 (2.47%)
4.	Acquisition / Cataloguing Librarian	23	6	-	29 (4.79%)
5.	Children Librarian	20	3	-	23 (3.80%)
6.	Emerging technologies Librarian	7	2	-	9 (1.48%)
7.	Temporary Librarian	-	1	-	1 (0.16%)

8.	Deputy Librarian	-	-	3	3 (0.49%)
9.	University Librarian	6	-	1	7 (1.15%)
10.	Senior Librarian	5	-	2	7 (1.15%)
11.	Physical / Science Librarian	18	3	-	21 (3.47%)
12.	System Librarian	12	2	-	14 (2.31%)
13.	School Librarian	12	3	-	15 (2.47%)
14.	Youth service librarian	11	2	-	13 2.14%)
15.	Adult service librarian	4	1	-	5 (0.82%)
16.	Instruction service Librarian	33	2	-	35 (5.78%)
17.	Librarian Relation Specialist	2	-	-	2 (0.33%)
18.	Law Librarian	7	-	-	7 (1.15%)
19.	Head Librarian	7	-	-	7 (1.15%)
20.	Research Librarian	9	-	-	9 (1.48%)
21.	Collection management Librarian	7	-	-	7 (1.15%)
22.	Processing Arts Librarian	7	-	-	7 (1.15%)
23.	College Librarian	3	-	-	3 (0.49%)
24.	Generalist Librarian	1	-	-	1 (0.16%)
25.	Rare book Librarian	1	-	-	1 (0.16%)
26.	Archives Librarian	3	-	-	3 (0.49%)
27.	Data Service Librarian	5	-	-	5 (0.82%)
28.	Project Librarian	4	-	-	4 (0.66%)
29.	Administrative Librarian	1	-	-	1 (0.16%)
30.	Electronic Resource Librarian	23	-	-	23 (3.80%)
31.	Branch Librarian	4	-	-	4 (0.66%)
32.	Document Delivery Librarian	1	-	-	1 (0.16%)
33.	Managing Librarian	5	-	-	5 (0.82%)
34.	Media Librarian	2	-	-	2 (0.33%)
35.	Distance Librarian	2	-	-	2 (0.33%)
36.	Curriculum Librarian	5	-	-	5 (0.82%)
37.	Business Librarian	3	-	-	3 (0.49%)
38.	Tax Librarian	1	-	-	1 (0.16%)
39.	Information Literary Librarian	6	-	-	6 (0.99%)
40.	Campus Librarian	2	-	-	2 (0.33%)
41.	Implementation Librarian	1	-	-	1 (0.16%)
42.	Development Librarian	2	-	-	2 (0.33%)
43.	Team Lead Librarian	2	-	-	2 (0.33%)
44.	Part time Librarian	2	-	-	2 (0.33%)

45.	Architecture Librarian	1	-	-	1 (0.16%)
46.	Supervisory Librarian	7	-	-	7 (1.15%)
47.	Metadata Librarian	4	-	-	4 (0.66%)
48.	Database Maintenance Librarian	2	-	-	2 (0.33%)
	Total	421 (69.58%)	34 (5.61%)	150 (24.79%)	605

Table No. 2 Revealed the Breakup of designation of Librarian, LIS jobs.com, GSLIS Gateway and Infolibrarian.com were posted as many as 605 jobs in the field of Library and Information Science during the study. Out of 605 jobs, 421 (69.58%) jobs were posted by LIS jobs.com, 150 (24.79%) Jobs were posted by Infolibrarian.com and 34 (5.61%) jobs were posted by GSLIS Gateway. Then 253 (41.81%) jobs for librarians followed by 35 (5.78%) jobs for Instruction Service Librarian followed by required 29 (4.79%) jobs for Acquisition/cataloguing Librarian, 23 (3.80%) jobs for Children Librarian and electronic resource Librarian, etc.

TABLE 3 COUNTRYWISE BREAKUP OF JOBS

Sr. No.	NAME OF THE JOB PORTAL	India	United States of America	United Kingdom	OTHERS	Total No. of Jobs
1.	LIS jobs.com	-	1091	10	12	1113 (77.66%)
2.	GSLIS Gateway	-	104	5	-	109 (7.60%)
3.	Infolibrarian.com	211	-	-	-	211 (14.72%)
	Total No. of Countrywise jobs	211 (14.72%)	1195 (83.39%)	15 (1.04%)	12 (0.83%)	1433

Table No. 3 Shows the countrywise breakup of jobs out of 1433 institutions covering India, United states of America, United Kingdom and others have advertised the job opening in their respective organizations out of 1344 jobs posted during the study on three job portals, 1195 (83.39%) institutes of jobs openings for united states of America, 211 (14.72%) institutes jobs openings in India, 15 (1.04%) jobs opening in united kingdom and 12 (0.83%) jobs opportunity in other countries.

TABLE 4 INSTITUTION WISE BREAKUP OF JOBS

Sr. No.	NAME OF THE JOB PORTAL	Academic Library	Public Library	Special Library	TOTAL
1.	LIS jobs.com	456	342	315	1113 (77.66%)
2.	GSLIS Gateway	51	27	31	109 (7.60%)
3.	Infolibrarian.com	128	0	83	211 (14.72%)
	Total No. of institution wise jobs	635 (44.31%)	369 (25.75%)	429 (29.93%)	1433

Table No. 4 Shows the institution wise break up of jobs. The job portal LIS jobs.com posted 1113 (77.66%) jobs during the 5 months study from 1st November 07 to 31st March 08. Info librarian.com posted 211 (14.72%) and GSLIS Gateway Posted 109 (7.06%) jobs posted in the whole study. Out of 1433 jobs posted during the study on the LIS job portals. 635 (44.31%)

jobs advertised for Academic library followed by special library 429 (29.93%) and public library 369 (25.75%) jobs.

TABLE 4.1 INSTITUTION WISE BREAKUP OF JOBS IN ACADEMIC LIBRARY

Sr. No.	Name Of The Job Portal	ACADEMIC LIBRARY				Total No. Of Jobs
		School Library	College Library	University Library	Department Library	
1.	LIS jobs.com	24	135	293	4	456 (71.81%)
2.	GSLIs Gateway	19	13	19	0	51 (8.03%)
3.	Infolibrarian.com	91	26	11	0	128 (20.15%)
	Total No. of Academic Library jobs	134 (21.10%)	174 (27.40%)	412 (64.88%)	4 (0.62%)	635

Table No. 4.1 shows the institution wise break up of jobs in academic library. The LIS jobs.com posted 456 (71.81%) jobs advertised out of two LIS job Portal i.e. Info librarian.com 128 (20.15%) and GSLIS Gateway were posted jobs 51 (8.03%) for academic library.

Out of 635 jobs posted 412 (64.88%) institution are having university library, 174 (27.40%) jobs opening for college libraries, 134 (21.10%) jobs for school libraries and 4 (0.62%) jobs for departmental libraries.

TABLE 4.2 INSTITUTION WISE BREAKUP OF JOBS IN PUBLIC LIBRARY

Sr. No.	Name Of The Job Portal	PUBLIC LIBRARY						Total No. Of Jobs
		National Library	Central Library	Country Library	District Library	State Library	Regional Library	
1.	LIS jobs.com	62	44	128	41	48	19	342 (92.68%)
2.	GSLIs Gateway	7	1	13	1	3	2	27 (7.31%)
3.	Infolibrarian.com	0	0	0	0	0	0	0
	Total No. of public library jobs	69 (18.69%)	45 (12.19%)	141 (38.21%)	42 (11.38%)	51 (13.82%)	21 (5.69%)	369

Table No. 3.2 revealed the institution wise break up of jobs in public library. The job portal LIS jobs.com posted 342 (92.68%) jobs during the study, GSLIS Gateway posted 27 (7.31%) jobs. But none of the jobs posted during the public library in Info librarian.com. Out of 369 jobs posted 141 (38.21%) jobs opening for country library, 69 (18.69%) jobs opening for National library, 51 (13.82%) jobs opening for state library, 45 (12.19%) jobs opening for central library, 42 (11.38%) jobs opening for District library and 21 (5.69%) jobs opening for Regional library.

TABLE 4.3 INSTITUTION WISE BREAKUP OF JOBS IN SPECIAL LIBRARY

Sr. No.	Name of The Job Portal	SPECIAL LIBRARY	TOTAL NO. OF JOBS
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		Libra ry Asso ciatio n Com pany	Law & Medica l Library	Historic al & memori cal Anchiv al library	Institut ion of Techno logy	News & official manage ment Library	Science & enginee ring library	Informatio n center & communit y library	Rese ar-ch & Deve lopment Libra ry	Resourc e manage ment center Bookw hole Salers	
1.	LIS jobs.com	116	39	31	20	24	3	42	28	12	315 (73.42%)
2.	GSLIs Gateway	3	11	9	1	2	0	0	5	0	31 (7.22%)
3.	Infolibrarian.com	17	3		61				2		83 (19.34%)
	Total No. of special library.jobs	136 (18.6 9%)	53 (12.35 %)	40 (9.32%)	82 (19.11 %)	26 (6.06%)	3 (0.69%)	42 (9.79%)	35 (8.15 %)	12 (2.79%)	429

Table No. 4.3 – depicts the institution wise breakup of jobs in special library. The job portal LIS jobs.com posted 315 (73.42%) jobs during the study, 83 (19.34%) jobs posted in Info librarian.com and 31 (7.22%) jobs posted in GSLIS Gateway. Out of 429 jobs posted 136 (31.70%) jobs opening for Library Association Company, 82 (19.11%) jobs opening for Institution of Technology, 53 (12.35%) jobs opening for Law & Medical Library, 42 (9.79%) jobs opening for Information center & community library, 40 (9.32%) jobs opening for Historical & Memorial library, 35 (8.15%) jobs opening for Research & Developmental library, 26 (6.06%) jobs opening for News & Official Management library, 12 (2.79%) jobs opening for Resource management center and 3 (0.69%) jobs opening for science & engineering library.

TABLE 5 INSTITUTES WITH / WITHOUT WEBSITES

Sr. No.	NAME OF THE JOB PORTAL	Institutes with websites	Institutes without websites	Total No. of Jobs
1.	LIS jobs.com	916	197	1113 (77.66%)
2.	GSLIS Gateway	55	54	109 (7.60%)
3.	Infolibrarian.com	23	188	211 (14.72%)
	Total No. of Countrywise.jobs	944 (69.36%)	439 (30.63%)	1433

Table No. 5 depicts the advertised jobs with Institutes with websites/without websites. Websites have now an indispensable source of communication tool & Information storehouse of an individual institution. Availability of technology at unbelievable cost easy to use & other beneficial factor have immensely contributed to institutions have their own websites. Table No. 4 shows that, out of 1433 institutes which are advertised, the jobs in LIS jobs.com, GSLIS Gateway & Info librarian.com posted 994 (69.36%) jobs with their own website to communicate & finding more information. But 439 (30.63%) institution have posted jobs without websites.

TABLE 6 MODES OF COMMUNICATION

Sr. No.	Name Of The Job Portal	Landline	Mobile	Fax	Post	E-mail	E-mail Not menti-	Total No. of Jobs
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1.	LIS jobs.com	86	-	143	540	817	81	1727 (80.25%)
2.	GSLIs Gateway	6	1	23	59	93	0	182 (8.45%)
3.	Infolibrarian.com	13	3	3	150	22	52	243 (11.29%)
	Total No. of modes of communication	105 (4.87%)	4 (0.18%)	169 (7.85%)	749 (34.80%)	992 (46.09%)	133 (6.18%)	2152

Table No. 6 - shows modes of communication Technologies have helped in great deal to use various communication tools to establish contact with people from different parts of the world for various reasons. Two or more decades here on every one will be having mobile devices use of various kinds to communicate with people. Most of the institution have given two or three contact address (i.e. e-mail, post, fax, etc.) from Table 5 it is observed out of 1433 jobs posted during the study on three LIS job Portals, almost all institutions have given E-mail address, Fax, post & landline numbers. The total numbers of modes of communication in 2152, out of E-mail addresses are 992 (46.09%) to contact them and postal address in 749 (34.80%) to communicate them, and the other institutions, Fax 169 (7.85%), Landline 105 (4.87%), mobile 4 (0.18%) to contact them & some institutions have with out contact address 133 (6.18%).

TABLE 7 QUALIFICATION WISE BREAK UP OF JOBS

Sr. No.	Name Of The Job Portal	DLISc	BLISc	MLISc	NET/SET Ph.D	AICTE/VGC/C BSE central	Any stream University norms	Qualification not mentioned	Requi-red Library works	Total No. of Jobs
1.	LIS jobs.com	19	59	828	-	-	26	32	149	1113 77.66%)
2.	GSLIs Gateway	1	17	65	1	-	4	6	15	109 (7.60%)
3.	Infolibrarian.com	4	11	34	-	2	123	-	37	211 (14.72%)
	Total No. of Qualification wise jobs	24 (1.67%)	87 (6.07%)	927 (64.68%)	1 (0.06%)	2 (0.13%)	153 (10.67%)	38 (2.65%)	201 (14.02%)	1433

FIG. 6 TUBE CHART - QUALIFICATION WISE BREAK UP OF JOBS

Table No. 7 shows the –Qualification wise break up of jobs. Qualification is very much essential for identifying right candidates for the right jobs. Various institutions advertised jobs on the basis of qualification. Table No. 6 shows the qualification requirement which categorized as DLISc, BLISc, MLISc, NET/SET, any graduate, required library works & qualification not mentioned. Out of 1433 institutions 927 (64.68%) jobs required MLISc qualification followed by require library works are 201 (14.02%), any graduate is 153 (10.67%), BLISc is 87 (6.07%), Qualification not mentioned is 38 (2.65%), DLISC is 24 (1.67%), AICTE / UGC / CBSE is 2 (0.13%) & NET / SET, Ph.D. is 1 (0.06%).

TABLE 8 SKILLS REQUIREMENT FOR THE JOBS

Sr.	Name of the	Experien	Interpers	Desirable	Skills	Skills	Total
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No .	job Portal	ce using compu- ter IT/ Library Software	onal commun ication skills	qualif- cation	regar- ding to library	not menti- oned	No. of jobs
1.	LIS jobs.com	614	720	8	224	113	1679
2.	GSLIS Gateway	67	61	6	6	23	163
3.	Info librarian.com	17	26	2	184	6	235
	Total No. of jobs Required with skills	698 (33.60%)	807 (38.85%)	16 (0.77%)	414 (19.93%)	142 (6.83%)	2077

Table No.8 shows the skills requirement for the jobs. Computer & communication skills are the pre requisites of the present day knowledge society. Educational institutes look for the candidate with good knowledge of computer & communication to interact with people & explore the possibility to speedup the work process using the technologies. Table 7 looks for the most of the institution requires experience using IT / Library software, hardware & interpersonal communication skills. The total number of jobs required with skill is 2077, only 807 (38.85%) institutes require interpersonal communication skill, out of 2077 by experience using computer IT / Library is 414 (19.93%), Skills not mentioned is 142 (6.83%) and desirable qualification is 16 (0.77%).

TABLE 9 EXPERIENCE WISE BREAKUP OF JOBS

Sr. No .	Name of the job Portal	1-2 year	2-4 year	5-7 year	Above 10	Some/previo us experi ence	Not mentioned	Year not mentioned	Total No. of jobs
1.	LIS jobs.com	189	189	138	14	84	231	268	1113 (77.66%)
2.	GSLIS Gateway	14	12	9	2	20	25	27	109 (7.60%)
3.	Info librarian.com	170	28	10	1	-	2	-	211 (14.72%)
	Total No. of experience wise jobs	373 (26.02 %)	229 (15.98%)	157 (10.95%)	17 (1.18%)	104 (7.25%)	258 (18.00%)	295 (20.58%)	1433

Table No. 9 revealed the experience wise breakup of jobs. Experience is also one of the most important factors. But in recent time especially with the penetration of out sourcing and the growth of software industry, the recruitment of young graduates has been the present day phenomeon. Table 8 shows that out of 1433 jobs posted during the study on three LIS jobs Portals most of the institutions required 1-2 year experience i.e. 373 (26.02%) in the advertisement. 295 (20.58%) jobs have not mentioned year of experience for the post. 258 (18.99%) jobs have not mentioned anything, 229 (15.98%) institutes have required 2-4 year experience, 157 (10.95%) institutes given 5-7 year experience, 104 (7.25%) institutes

mentioned some / previous experience and 17 (1.18%) in statutes required above 10 year experience for the post respectively.

TABLE –10 APPLY THROUGH ONLINE / OTHER MODES

Sr. No.	Name of job portal	APPLY ONLINE	Other modes (Post, walk, email, etc.)	Total No. of jobs
1.	LISJobs.com	170	943	1113
2.	GSLIS Gateway	14	95	109
3.	Infolibrarian.com	5	206	211
	Total no. of jobs online / other modes	189 (13.18%)	1244 (86.81%)	1433

Table No. 10 shows the advertisement apply through online & other modes. Internet has given us many opportunities to find jobs & apply in stantaneously without any problem. In this table 9, out of 1433 jobs only 1244 (86.81%) institutions are having facilities to send application through other modem (i.e. post, walk and e-mail etc.) followed by apply through online is 189 (13.18%). Apply through online would be helpful for the job seekers to applying quickly for the post, if the institution provide online facilities.

TABLE - 11
ADVERTISED WITH WALK IN INTERVIEW AND LAST DATE
OF SUBMISSION IN LIS JOBS.COM

Sr. No.	Name of the job portal	Number of institution	Month of advertise-ment	Walk in interview	Last date for apply
1.	LIS jobs.com	1. Academic library-77 2. Public library 47 3. Special library-51	November 2007	2 institute walk-in-interview 2 institute walk-in-interview -	Within 20 days Within 25 days Within 15 days
		1. Academic library-67 2. Public library-72 3. Special library-43	December 2007	-- -- --	Within 30 days Within 25 days Within 10 days
		1. Academic library-103 2. Public library-85 3. Special library-81	January 2008	-- -- --	Within 1 month Within 20 days Within 25 days
		1. Academic library-76 2. Public library-61 3. Special library-72	February 2008	-- -- --	Within 30 days Within 25 days Within 10 days

		1. Academic library-133	March 2008	--	Within 10 days
		2. Public library-78		--	Within 20 days
		3. Special library-67		--	Within 25 days
			Total 1113 Jobs	4 walk-in-interview (0.35%)	1109 institute last date submission (99.64%)

Table No. 11 carried out with intension to study the job pattern, the month of advertisement and number of institution required last date of submission. In this Table, LIS jobs.com posted 1113 institutes jobs during the study : 4 (0.35%) institutes advertised with walk in interview and 1109 (99.64%) institutes advertised with last date of submission.

TABLE – 12 ADVERTISED WITH WALK IN INTERVIEW AND LAST DATE OF SUBMISSION IN GSLIS GATEWAY.

Sr. No.	Name of the job portal	Number of institution	Month of advertisement	Walk in interview	Last date for apply
2.	GSLIS Gateway	1. Academic library-3 2. Public library-3 3. Special library-2	November 2007	1 Institute walk-in-interview -- 1 Institute walk-in-interview	Within 10 days Within 15 days Within 8 days
		1. Academic library-6 2. Public library-2 3. Special library-3	December 2007	-- -- --	Within 30 days Within 25 days Within 10 days
		1. Academic library-3 2. Public library-10 3. Special library-6	January 2008	-- -- --	Within 8 month Within 15 days Within 20 days
		1. Academic library-13 2. Public library-6 3. Special library-5	February 2008	-- -- --	Within 20 days Within 30 days Within 8 days
		1. Academic library-21 2. Public library-6 3. Special library-15	March 2008	-- -- --	Within 1 month Within 8 days Within 20 days
			Total 109 Jobs	4 walk-in-interview (3.66%)	105 (96.33%) institute last date submission

Table No. 12 shows the job pattern at GSLIS Gateway, out of 109 institutes jobs posted during the study, 4 (3.66%) institutes required walk-in-interview and 105 (96.33%) institutes given last date of submission.

TABLE – 13 ADVERTISED WITH WALK IN INTERVIEW AND LAST DATE OF SUBMISSION IN INFOLIBRARIAN.COM

Sr. No.	Name of the job portal	Number of institution	Month of advertisement	Walk in interview	Last date for apply
3.	Infolibrarian.com	1. Academic library-13 2. Public library-0 3. Special library-8	November 2007	1 Institute walk-in-interview -- 1 Institute walk-in-interview	Within 20 days -- Within 8 days
		1. Academic library-21 2. Public library-0 3. Special library-10	December 2007	3 Institute walk-in-interview -- 4 Institute walk-in-interview	Within 25 days Within 10 days
		1. Academic library-29 2. Public library-0 3. Special library-19	January 2008	1 Institute walk-in-interview -- --	Within 30 days Within 20 days
		1. Academic library-34 2. Public library-0 3. Special library-20	February 2008	-- -- --	Within 10 days Within 15 days
		1. Academic library-31 2. Public library-0 3. Special library-26	March 2008	-- -- --	Within 25 days Within 15 days
			Total 211 Jobs	10 walk-in-interview (4.73%)	211 (95.73%) institute last date submission

Table No. 13 shows the job pattern at Infolibrarian.com, out of 202 institutes jobs posted during the study, 10 (4.73%) institutes required walk-in-interview and 202 (95.73%) institutes required last date of submission.

Findings and Conclusion

Based on the analysis and interpretation part following findings are drawn for the study.

- 1) The study revealed that 1433 educational & research institutes have posted job opportunities in the LIS jobs.com, GSLIS Gateway and Info librarian.com.
- 2) Out of 1433 jobs, 1113 (77.66%) were in LIS jobs.com, 211 (14.12%) jobs were posted by Infolibrarian.com and 109 (7.60%) jobs were posted by GSLIS Gateway, Maximum No. of 6 (42.35%) jobs were listed looking for the librarians (From T.1.)
- 3) Out of 605 jobs, 421 (69.58%) jobs were posted by LIS jobs.com, 150 (24.79%) jobs were posted by infolibrarian & 34 (5.61%) jobs were posted by GSLIS. Maximum no. of 653 (41.81%) jobs were for only librarians (From T. 1.1)
- 4) Three LIS job Portals predominantly targeted United States of America i.e. 1195 (83.39%) jobs, 211 (14.72%) jobs opportunity in India and 15 (1.04%) jobs in U.K. & 12 (0.83%) Job opening in other countries (From T.2.)
- 5) Maximum No. of 635 (44.31%) jobs advertised for Academic Libraries on 3 LIS job portals followed by Special Libraries 429 (29.93%) and Public Libraries 369 (25.75%) jobs. (From T.3)
- 6) Out of 635 jobs advertised for academic library in three LIS job portals 412 jobs for university library followed by 174 jobs for college library and 134 jobs for school library. (From T.3.1)
- 7) Total 369 jobs advertised for public library. Out of 369 jobs 141 (38.2%) jobs were advertised for country Library, 69 (18.69%) jobs were for National Library, 51 (13.82%) jobs were for state library & etc. (From T.3.2)
- 8) Out of 429 jobs posted for special library, 136 (31.70%) jobs were in Library Association Company, 82 (19.11%) jobs were for Institution of Technology & etc. (From T.3.3)
- 9) Most (994) of the institutes suggested to look their website for further information & other institutions (439) not giving the information of websites. (From T-4)
- 10) Most of the institutions have given contact address (i.e. e-mail) post, fax, Landline & mobile etc.) Maximum no. of Institutions (992, 46.09%) have given e-mail address & followed by 749 institutions given postal address and 411 institutions have given other modes of communications i.e. fax, landline, and mobile collectively. (From T.6)
- 11) The study revealed that the Master degree of Library & Information Science is required qualification for 927 (64.68%) jobs for the various post followed by 201 jobs required library work. (From T. 7)

- 12) 38.85% of institutes required interpersonal communication skills followed by 33.60% jobs required experience in computer and IT.(From T. 8)
- 13) 373 (26.02%) institutes have mentioned 1-2 year of experience followed by 295 institutions were not mentioned year of experience (From T. 9)
- 14) Only few institutes, 189 (13.18%) have given opportunity to apply through online and 1244 institutions have given other modes of communication. (From T.10)
- 15) Out of 1113 jobs on LIS jobs.com. 4 institutions (0.35%) posted walk in interview and 1109 institutions have given last date of submission. (From T. 11)
- 16) Out of 109 institutions on GSLIS Gateway 4 (3.66%) institutes required walk in interview and 105 institutions have given last date of submission (From T. 12)
- 17) Out of 211 jobs on Infolibrarian.com 10 (4.73%) institutes required walk in interview and 201 institutions have given last date of submission. (From T. 13)

Testing Of Hypotheses

Hypothesis one – The study proceeded from two hypotheses .These have been subjected to this based on the data collected in the study.

This is a valid hypothesis and it is proved from Table 3, 635 (44.37%) jobs advertised in academic libraries followed by special libraries 429(29.93%) and public libraries 369(25.75%).

Hypothesis second – Minimum numbers of institutions will be given opportunities for applying through online.

This is a valid hypotheses and it is proved from Table 9 189(13.18%) institutions have given opportunity to apply through online and 1244 (86.81%) institutions have given opportunity to apply though other modes.

Conclusion

On the basis of whole study it is observed that the LIS jobs.com is most useful job portal in comparison to two LIS job portals because the LIS jobs.com is given full description like designation, country, requirement for the jobs, education, qualification, apply through online etc. The site and the other two LIS Job portals i.e. GSLIS Gateway and Infolibrarian.com are also the good site for job hunting. The study was conducted with the objectives of analyzing the trends of job opportunities for library & Information science professionals in the most diversified online environment. Job opportunities today not limited to see daily Saturday and Sunday special supplements like the times of India, The Hitavada and others. But the internet is easy to search the opportunities for jobs in various fields. Only few institutes have given opportunity to apply through online. If all the institutes provide an opportunity to appear through online with fully integrated recruitment process, it will be easy for the job hunters to send their resume through online with out much delay.

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Bio-data

Mrs. Shalini R. Lihitkar (1978) - She has been in LIS Profession Since 2002, Gold Medalist from Nagpur University. Worked as a Lecturer in DLISc, Shivaji Univeristy, Kolhapur, India, from 2002-2003. Presently working as Lecturer in DLISC, R.T.M. Nagpur University, Nagpur, India. Experience of teaching and guiding for UGC- NET/SET, P.O. and other competitive examinations. Published several papers in seminars, conferences and Journals and has more than 42 papers to her credit. She is a life member of professional association viz. DLA, ILA, IATLIS, LISAA, SALIS and VLA and CGLA. She has completed **Information Literacy** Project with UNESCO and SALIS as a content developer. She is a Co-investigator for Major Research Project in DLISc, RTMNU, Nagpur , approved by UGC in 2008.



Ms. Nilema Likhar : She was a MLISc- II Year student for the academic session 2007-08 in the Department of Library and Information Science, Rashtrasant Tukdoji Maharaj Nagpur University, Nagpur, Maharashtra, India.