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### **INFLUENCE OF PERSONAL CHARACTERISTICS OF LIBRARY STAFF ON THEIR JOB SATISFACTION**

When choosing a profession a young person is guided more by prestige, his feelings, skills and knowledge in the profile subjects, he may listen to the opinion of others, but rarely takes into account his individual personal characteristics, which make a significant contribution to the effectiveness and interest of the work performed.

The aim of the study was to determine the impact of the personal characteristics of library staff on their job satisfaction.

The work of libraries in today's information society has undergone major transformations that require librarians to be flexible and malleable, quick to adapt to change, open to new experiences, and stress-resistant. However, at the same time, communication skills, the ability to understand the reader's needs, and the ability to work with large volumes of information, are essential. A librarian's personality will be reflected in the effectiveness of the activities he or she performs.

During a theoretical analysis of scientific work on job satisfaction, we found that job satisfaction is influenced by personality traits. Personality is characterised by attributes such as: reasonableness, responsibility, ability to manage one's behavior, individuality, and so on. That is, those personal characteristics that make up a peculiar pattern of personality determine how satisfied a person is with the activity, and activity satisfaction of course influences further success in the chosen profession. Only the right choice of professional realisation, according to one's personal characteristics, can carry job satisfaction.

The study was based at the Scientific and Technical Library of the National Aviation University, Kiev. Standardised psychological techniques were used to empirically investigate the influence of employees' personal characteristics on their job satisfaction: Raymond B. Cattell 16-factor personality questionnaire (16PF); Bigfive - five-factor personality questionnaire by R. McCrae, P. Costa; method of determining integral job satisfaction by A.V. Batarshev.

Correlation analysis was used to identify the influence of the personal characteristics of library staff on their job satisfaction. Our next step was regression analysis. The dependent variables were measures of job satisfaction and the independent variables were personality characteristics.

Let's analyze the following regression equations: level of pretensions in professional activity =  $2.356+0.233$  (relaxation/intensity factor); job advantage =  $6.479-0.077$  (practicality)+ $0.180$  (emotional stability).

In the first equation, we see that the level of ambition in professional activity is influenced by a characteristic such as tension. We suggest that in order to make this "tension" work for the organization (library), it is necessary to keep librarians from getting bored, involve them in various reading promotion projects, events like author evenings or literary clubs, also trainings will inspire workers, improve their condition and set them up for work.

And personality traits such as practicality and emotional stability affect the dependent variable, such as the advantage of performing work over earning high wages. People who are emotionally stable and more practical and efficient have well-established interests and will enjoy doing their job «perfectly» even if there are elements of dissatisfaction about the wage.

Thus, the results of the regression analysis carried out during the pilot study confirmed the hypothesis about the influence of personal characteristics of library staff on their job satisfaction.

Practical recommendations have also been developed to improve the job satisfaction of library staff. These were made based on the results of a theoretical analysis and two empirical ones. We advised the library staff to develop a scheme of measures to increase job satisfaction. The recommendations included: changing activities in their own profession, attending trainings, going to conferences, creating a psychological climate in the team, comfort in the workplace and creating recreation rooms.

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