

## **PREFACE**

*Efficiency of library organization depends to a great extent on its employee as to how they carry out their roles. Literature reflects that ability and motivation are the two factors that make people to work optimally. It is evident from the research literature that a lot of works on how motivation affects efficiency and quality of business organizations, are carried out. But one can find a scarcity of research in the area of motivation and its influence on performance of library personnel. Therefore the current study entitled 'Motivation and performance level of library personnel in university libraries' gains its importance and the researcher made an attempt to understand various issues relating to motivation and performance of library personnel in the university libraries of Gujarat.*

*This study was an humble attempt to explore the level of motivation the personnel have, what motivate them, whether there is a relation between their motivation and performance level, and whether the performance levels of personnel having different degrees of motivation really differ or not. This exercise could provide an insight to help in developing a strategy for motivation management for the personnel of university libraries. In this study the eight general university libraries of Gujarat state were selected as the sample. From these libraries, all the professionals viz., the Librarian, Asst. librarian, and Technical Asst. were selected further as the sample. Two tools: motivation scale and self-assessment performance rating scale were developed by the researcher to measure the motivation and performance level of library professionals. Data was collected from these selected personnel by the researcher and put to analysis to answer the research questions.*

*This work finally aimed at to suggest a strategy to motivate and to sustain motivation level of library personnel which ultimately will improve*

*performance level of library personnel in university libraries. The lead role to motivate the personnel lies with the librarian and the university authority. The designed strategy may be carefully implemented to motivate the staff. The work would help in providing proper insight on the issue of motivating staff, and also help in creating a conducive environment where barriers to motivation that restricting the performance can overcome.*