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***Perceptions about participative management practices in the university libraries of Punjab: An exploratory study of senior professional staff.* Unpublished M.Phil. thesis, University of the Punjab, Lahore, 2011. [Abstract]**

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Participative management is a style in which managers delegate their authority and stress on the active involvement of subordinates in problem solving and practice free flow of organizational communication. Many researchers have studied the adoption of participative management practices in many sectors. Several researchers have also related participative management with the effectiveness of services in libraries. Our libraries have become complex organizations with the application of modern technology. Participative management can help resolve many administrative issues facing libraries today.

The purpose of this study was to examine the perceptions of participative management practices in the university libraries of Punjab. The perceptions of library heads and the senior professional staff was compared and tested for differences. The target population was public university libraries located in Punjab recognized by the Higher Education Commission. The study sample included the chief/head librarian and three senior most professionals from each university. Survey method, with a questionnaire, was used. The instrument based on previous studies and published literature was reviewed by a panel of experts. A pilot study was conducted to test the instrument. The statements in the instrument used a five-point Likert scale. The Chronbach's alpha value (.939) of the statements was excellent showing high consistency.

The questionnaire was sent by mail to the universities outside Lahore and personally administered in Lahore. Follow-up reminders resulted in a high response rate (95.2%). The relevant statistical techniques were applied for data analysis through SPSS. The frequencies and means of statements were used to measure the perceptions of the respondents. T-test was applied to measure the difference of opinion between the head librarians and their senior professionals.

All the seven components of participative management were generally favored by the respondents. Three of seven components: organizational structure, communication process and management controls were strongly supported by respondents. Both groups of respondents' heads and senior professionals perceived almost same. Although other four components: leadership, decision making, goal-setting and motivation presented significant differences of both groups of respondents. These components can be more effective through explicit procedures and policies for participative management.