

CAREER GROWTH OPPORTUNITIES AND WORK-LIFE BALANCE AMONG SECOND-CAREER LIBRARY AND INFORMATION SCIENCE PROFESSIONALS IN DOHA, QATAR

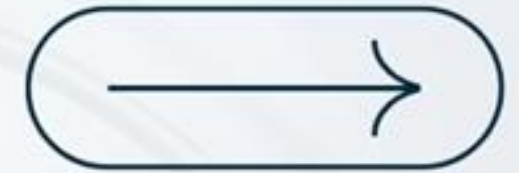
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PRESENTATION OUTLINE



INTRODUCTION



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INTRODUCTION

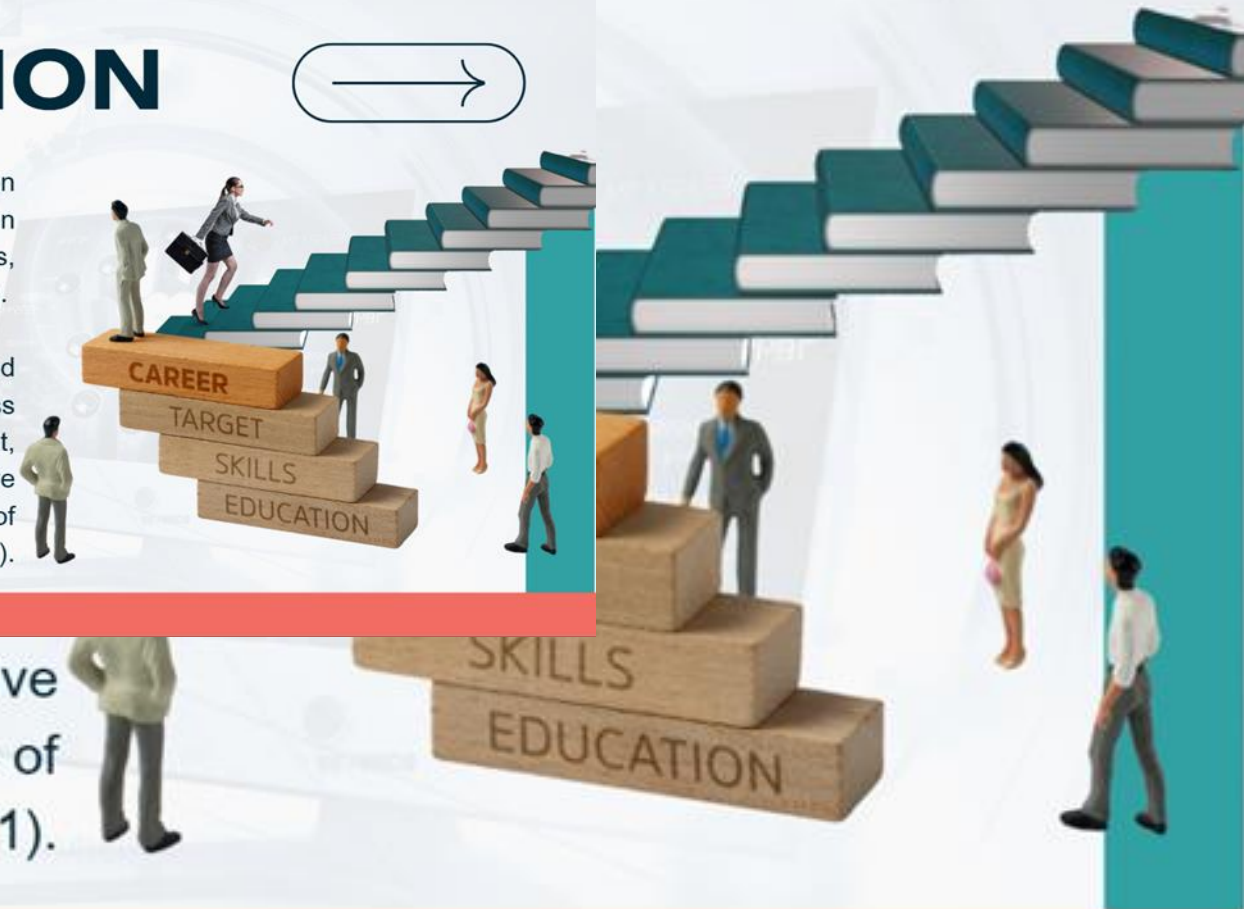


The pathway to a career in Library and Information Science (LIS) is rarely linear; it is often influenced by diverse motivations, prior experiences, and mid-career transitions (ACRLog, 2020).

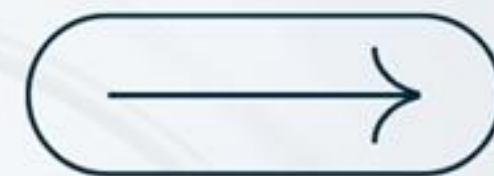
The pathway to a career in Library and Information Science (LIS) is rarely linear; rather, it is often influenced by diverse motivations, prior experiences, and mid-career transitions (ACRLog, 2020).

Over the years, the LIS profession has evolved beyond its traditional functions to encompass technology integration, knowledge management, and community engagement, making it an attractive field for individuals seeking a greater sense of purpose and fulfillment (Uy, 2021).

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INTRODUCTION



Studies highlight that many professionals are drawn to librarianship for its collaborative work environment, intellectual stimulation, and opportunities to serve communities, yet they also encounter challenges related to financial constraints, limited recognition, and unequal access to advancement opportunities (Bello, 2019; Ameziane, 2023).

For many of these second-career professionals, mentorship, continuous learning, and the interdisciplinary nature of LIS play crucial roles in facilitating a smooth transition and in leveraging transferable skills acquired from previous careers (Abraham, 2021).

This study explored the career growth and work–life balance of second-career LIS professionals in Doha, Qatar, providing insights to inform policies that support sustainable development, equitable advancement, and inclusive workplaces.



OBJECTIVES

6. Test the significant relationship between the respondents' career growth opportunities and their level of work-life balance in the LIS field.



5. Test the significant difference in the respondents' level of work-life balance when grouped according to their profile variables.



4. Test the significant difference in the respondents' perceived career growth opportunities when grouped according to their profile variables.



3. Evaluate the level of work-life balance of second-career LIS professionals in terms of job flexibility, working hours, and family support?



2. Assess the career growth opportunities of second-career Library and Information Science (LIS) professionals in terms of professional development and promotion?



1. Determine the profile of the respondents in terms of:

- Age;
- gender;
- previous profession?



METHODOLOGY



Descriptive-
Correlational Method



48 working professionals employed in various libraries across Doha, Qatar, who have transitioned into the Library and Information Science (LIS) profession as a second career.



Survey Questionnaire

AGE



41-60 Years old

GENDER



Male

PREVIOUS PROFESSION



Archivist, Bank Clerk, Patrol Officer

FINDINGS

Respondents' Career Growth Opportunities

Respondents have a positive outlook on career growth, with strong opportunities for promotion and professional development, and room to further strengthen advancement through structured pathways, mentorship, and skill-building.



Respondents' Level of Work-life Balance

Respondents reported a high level of work-life balance in LIS, with an overall weighted mean of 3.00, indicating that defined work schedules significantly contribute to maintaining this favorable balance.



FINDINGS

Significant Difference

Age significantly influences career growth opportunities in the LIS field, with respondents aged 41–50 reporting the highest prospects. In contrast, gender and previous profession show no significant impact, suggesting that experience and tenure enhance advancement potential and that organizational policies may be effectively supporting equal career development across demographic groups.

There are no significant differences in work–life balance across age, gender, or previous profession, indicating that LIS professionals generally experience similar levels of balance regardless of demographic background.



FINDINGS

Relationship between the Respondents' Career Growth Opportunities and Their Level of Work-Life Balance

A significant moderate positive relationship was found between career growth opportunities and work–life balance in the LIS field, indicating that greater opportunities for career advancement are associated with higher levels of work–life balance among professionals.



CONCLUSIONS & IMPLICATIONS

CONCLUSION



LIS professionals in Doha, Qatar demonstrate positive career growth and strong work–life balance, supported by fair promotion systems, professional development, and manageable work conditions.



IMPLICATIONS

It underscores the need for institutions to enhance mentorship programs, establish structured career pathways, and implement flexible work policies to further strengthen professional development and employee well-being in the LIS sector.

FUTURE DIRECTIONS

STRUCTURED CAREER PATHWAYS

Establish structured career pathways with clear promotion criteria and skill development plans.



EXPAND FLEXIBLE WORK OPTIONS

Expand flexible work options to maintain balance between professional and personal life.



MENTORSHIP AND LEADERSHIP PROGRAMS

Strengthen mentorship and leadership programs for LIS professionals in Doha, Qatar.



STRENGTHEN ORGANIZATIONAL CULTURE

Strengthen organizational culture that values inclusivity, employee well-being, and career growth.



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