

Career Growth Opportunities and Work-Life Balance of Professionals who Transitioned to the Library and Information Science Field in Doha, Qatar

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ABSTRACT

This study examined the career growth opportunities and work-life balance of professionals who had transitioned into the Library and Information Science (LIS) field in Doha, Qatar. Using a descriptive-correlational research design, data were collected through survey questionnaires to capture the experiences of individuals from diverse professional backgrounds who had entered the LIS profession. The research explored how demographic factors such as age, gender, and previous occupation related to perceptions of professional advancement and work-life integration.

Findings showed that the majority of respondents were female, mid-career professionals who had previously worked in fields such as education, administration, and public service. Overall, respondents reported a positive perception of career growth opportunities within the LIS field, particularly in areas related to professional development and promotion. Additionally, they indicated a high level of work-life balance, supported by flexible work arrangements, reasonable working hours, and family support systems. There was a significant difference in perceived career growth based on age, while gender and previous profession did not show statistically significant variation. Perceptions of work-life balance remained consistent across all demographic variables, suggesting that workplace culture and policies had a greater influence than individual background. A moderate yet significant correlation between career growth opportunities and work-life balance was identified, indicating that improvements in career advancement were associated with better work-life integration.

The study concluded that LIS professionals in Doha had access to meaningful career development opportunities and supportive work environments. However, the need for more structured career progression pathways, targeted mentorship programs, and inclusive organizational practices remained evident. Based on the findings, an action plan was proposed to enhance professional development, ensure fair advancement, and strengthen work-life balance for LIS professionals across Qatar's dynamic and growing information landscape.

KEYWORDS: career growth opportunities, library and information science, librarians, work-life balance

INTRODUCTION

The pathway to a career in the Library and Information Science (LIS) field is rarely straightforward and unidirectional; it is often shaped by complex motivations and transitions (Ameen & Ullah, 2023). Over recent years, the LIS field has undergone transformative changes, expanding beyond traditional roles to embrace a broader focus on knowledge management, technology integration, and community engagement. These developments have attracted professionals from diverse backgrounds, particularly those seeking personal fulfillment and a sense of purpose that aligns with the core values of librarianship (Momoh et al., 2019). In regions like the Middle East, where knowledge-centered professions are evolving rapidly, career shifts into LIS have become more common, reflecting a global trend toward interdisciplinary career transitions in the information sector (Uy, 2021).

Numerous studies provide insights into why professionals choose LIS as a second career. Deeming and Chelin, as cited by Abraham (2021), explored why individuals switch careers to librarianship, revealing motivations like personal fulfillment and dissatisfaction with previous fields. These career changers were drawn to the profession for its collaborative work environment, opportunities for community service, and intellectual fulfillment. However, the study also highlights significant challenges for career changers, such as the need for fair recognition, pay, and advancement opportunities. The transition often presents financial difficulties due to lower salaries in librarianship, which can impact overall job satisfaction and retention. Additionally, participants noted the importance of mentorship and professional networking, with social support playing a crucial role in their adjustment and confidence within the LIS profession.

Studies of career paths in librarianship further illustrate the interdisciplinary appeal of LIS, with an increasing number of second-career librarians entering the field from diverse occupational backgrounds. According to Lambert and Newman (2022), this trend may be partly explained by the interdisciplinary nature of LIS, which allows career changers to transfer skills and knowledge from previous fields into the information environment. Similarly, Bello (2019) found that the decision to enter librarianship is influenced by external recommendations, professional stability, and intrinsic motivations, such as the desire to work with people and help others.

Other studies reinforce these findings. Kinnie and Swart (2020) examined the careers of business librarians, noting that many had previously worked in business-related fields. Their choice to switch to LIS was often driven by a passion for the field and the appeal of its job functions. Lo et al. (2022) researched second-career librarians from Hong Kong and Canada, identifying reasons for career changes that included dissatisfaction with prior employment and challenges in finding suitable positions in original fields. For many, LIS offered stability, job security, manageable work hours, and opportunities for skills transfer. Moniarou-Papaconstantinou et al. (2023) found that major reasons for transitioning to LIS included a misalignment with initial career choices, changing job conditions, and job uncertainty. They highlighted that the field's appeal included the nature of information work, a passion for books and libraries, an interest in technology, client interaction, job variety, and the potential for achieving a better work-life balance.

While these studies provide a comprehensive understanding of career transitions into LIS globally, there remains a notable gap in the literature on how these transitions are experienced within the socio-cultural and economic context of Qatar. Here, factors such as career growth opportunities and work-life balance are crucial to the success and sustainability of career shifts into LIS. Career growth includes advancement prospects and professional development resources, essential for building fulfilling, long-term careers.

Work-life balance, meanwhile, is pivotal in understanding how career transitions impact personal well-being, particularly in managing professional demands alongside family and social responsibilities.

This study addresses the gaps in understanding the career growth opportunities and work-life balance experiences of professionals who have transitioned into the Library and Information Science (LIS) field in Doha, Qatar. It specifically investigates the profile of these individuals in terms of age, gender, and previous profession, providing context for their career shifts. The study examines their experiences with professional development and promotion opportunities within the LIS field, as well as their level of work-life balance in relation to job flexibility, working hours, and family support. It also explores whether significant differences exist in career growth opportunities and work-life balance when respondents are grouped according to their demographic and professional profiles. Furthermore, the research analyzes the relationship between career growth opportunities and the level of work-life balance among these professionals, and the study aims to propose a targeted action plan to support career development and a balanced professional environment in the LIS field. By exploring how these individuals perceive and navigate advancement prospects and lifestyle adjustments, this research provides insights into the potential of LIS as a sustainable second career in Qatar's developing knowledge sector. The findings would also inform policies and practices in LIS career development, supporting an inclusive and balanced professional environment for individuals pursuing this path.

METHODOLOGY

The study employed a descriptive-correlational research design, utilizing a self-made survey questionnaire as the primary data collection tool. This approach aimed to explore and describe the current state of career growth opportunities and work-life balance among professionals who transitioned into the Library and Information Science (LIS) field in Doha, Qatar. The study gathered data from a sample of 43 out of 48 professionals using simple random sampling, determined through the Raosoft sample size calculator with a 10% margin of error and 95% confidence level. The questionnaire, divided into demographic, career growth, and work-life balance sections, underwent validation by field experts and reliability testing using Cronbach's Alpha, which yielded acceptable to good internal consistency scores (.796 for career growth and .816 for work-life balance).

Prior to data collection, the researcher secured formal consent from the participants and obtained approval from relevant authorities. Survey questionnaires were distributed in both paper form and through Google Forms. To analyze the data, various statistical tools were used: frequency and percentage distribution for demographic profiles, weighted mean for perceptions of career growth and work-life balance, t-test for differences based on gender, and ANOVA for differences based on age and previous profession. Additionally, the Pearson Correlation Coefficient was used to examine the relationship between career growth opportunities and work-life balance among respondents.

RESULTS AND DISCUSSION

Analysis and discussion of the career growth opportunities and work-life balance of professionals who have transitioned into the Library and Information Science (LIS) field in Doha, Qatar are presented in the succeeding tables and textual presentations. The rank of indicators was determined based on the computed weighted mean from highest to lowest. In case of similar mean values, averaging the rank numbers and dividing by the number of cases were done.

1. Profile of the Respondents

Table 1 Profile of the Respondents

Profile Variables	Frequency	Percentage
Age		
21-30 years old	12	30.0
31-40 years old	17	42.5
41-50 years old	11	27.5
Gender		
Male	13	32.5
Female	27	67.5
Previous profession		
IT-related	6	15.0
Teaching-related	10	25.0
Food-related	3	7.5
Data-related	4	10.0
Others (e.g.,archivist, bank clerk, patrol officer)	17	42.5
N=43		

Table 1 shows the demographic profile of the respondents. Findings indicates that the majority (42.5%) are within the age group of 31-40 years old, followed by 21-30 years old (30.0%) and 41-50 years old (27.5%). The gender distribution is skewed towards females (67.5%) compared to males (32.5%). Regarding previous professions, the largest percentage of respondents (42.5%) transitioned from various other fields such as archivist, bank clerk, and patrol officer, followed by those with teaching-related backgrounds (25.0%). IT-related professionals constituted 15.0%, while food-related and data-related fields comprised 7.5% and 10.0%, respectively. This distribution suggests that career shifts into the Library and Information Science (LIS) field are common across multiple disciplines, with a notable presence of individuals from education and other service-oriented sectors.

2. Respondents’ Career Growth Opportunities

Table 2 Respondents’ Career Growth Opportunities: Professional Development

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My organization provides adequate opportunities for training and continuing education in LIS.	2.85	High	1
2. I have access to financial support such as scholarships, grants, sponsorships for professional development activities.	2.53	High	4
3. I am encouraged to attend conferences, workshops, and seminars related to LIS.	2.15	High	5
4. I receive mentorship or coaching that helps enhance my professional skills in LIS.	2.83	High	2
5. My organization recognizes and rewards efforts toward professional growth in LIS.	2.80	High	3

Overall Weighted Mean	2.63	High	
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Table 2 depicts the Respondents’ Career Growth Opportunities in terms of Professional Development. Findings showed that respondents had a high level of access to training and continuing education, obtaining a weighted mean of 2.85 and ranked the highest. It is also evident that mentorship and coaching received a weighted mean of 2.83 and was ranked 2.

Respondents also had a high level of organizational recognition and rewards for professional growth, as evident in a mean of 2.80 and ranked as 3. This was followed by financial support for professional development, having a weighted mean of 2.53 and ranked as 4. Lastly, the least mean of 2.15 and ranked as 5 indicated that respondents had a high level of encouragement to attend conferences, workshops, and seminars.

To sum up, findings revealed that the respondents had a high level of professional development opportunities, with an overall weighted mean of 2.63. This implies that organizations provide sufficient avenues for career advancement, though financial support for professional growth may need improvement. The findings are congruent to the studies of Ameziane (2023) highlights that continuous learning and skill enhancement are crucial in today's dynamic work environment, leading to career advancement and increased job satisfaction. Similarly, Wharton Online (2023) discusses how professional development empowers employees with new skills and knowledge, enhancing their performance and boosting morale. Furthermore, Senthil (2021) emphasizes that financial support for professional development can alleviate financial stress, leading to improved employee well-being and productivity.

Table 3 Respondents’ Career Growth Opportunities: Promotion

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My organization has a clear and transparent promotion process for LIS professionals.	2.63	High	3
2. There is a structured career ladder that allows LIS professionals to advance in their careers.	2.48	High	4.5
3. My current workplace supports internal promotions rather than hiring externally for senior positions.	2.87	High	2
4. My organization values the long-term career growth of its LIS professionals.	2.98	High	1
5. Promotion opportunities in my organization are based on merit and professional achievements.	2.48	High	4.5
Overall Weighted Mean	2.69	High	

Table 3 illustrates the Respondents’ Career Growth Opportunities in terms of Promotion. Findings showed that respondents had a high level of organizational support for long-term career growth, obtaining a

weighted mean of 2.98 and ranked the highest. It is also evident that internal promotions were prioritized, having a weighted mean of 2.87 and ranked 2.

Respondents also had a high level of transparency in the promotion process, as evident in a mean of 2.63 and ranked as 3. This was followed by structured career ladders and merit-based promotions, both having a weighted mean of 2.48 and ranked 4.5.

To sum up, findings revealed that the respondents had a high level of promotion opportunities, with an overall weighted mean of 2.69. This implies that LIS professionals perceive career growth opportunities in their field, though structured career pathways could be further enhanced.

The study of Setyawati et al. (2022) highlighted that organizational support and internal promotion policies significantly contribute to employees' motivation and commitment to their profession. Similarly, Hadziahmetovic & Salihovic (2022) noted that transparency in the promotion process fosters trust and engagement among employees, aligning with the present study's results. However, the findings also indicate that while structured career pathways exist, they may require further refinement to ensure equitable and merit-based advancements, as suggested by Phyu et al., (2023).

Table 4 Summary Table of the Respondents' Career Growth Opportunities in LIS

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. Professional growth	2.63	High	2
2. Promotion	2.69	High	1
Overall Weighted Mean	2.66	High	

Table 4 summarizes the respondents' career growth opportunities in LIS. Findings revealed that Promotion was ranked the highest having a mean of 2.69, followed by professional growth which have mean of 2.63. This suggests that respondents see ample opportunities for career advancement, but improvements in structured career growth programs could further enhance LIS professionals' career trajectories. Overall, the weighted mean of 2.66, or high, underscores the generally positive perception of career growth opportunities in the LIS field. This indicates that while respondents recognize opportunities for promotion and professional development, there is still room for improvement in terms of structured career pathways, mentorship programs, and skill-building initiatives to ensure sustained career progression.

The findings align with existing research emphasizing the importance of structured career development programs, mentorship, and skill-building initiatives in the Library and Information Science (LIS) field. Ocholla and Shongwe as cited by Navarro et al., (2023) analyzed the LIS job market in South Africa, highlighting the need for continuous professional development and the growing significance of information technology skills for career advancement. Additionally, the Dreyfus Model of Skill Acquisition as cited by Hall-Ellis & Greal, (2023) framework suggests that mentoring, coaching, and professional development empower staff for movement up organizational career ladders as part of succession planning and management. Furthermore, study on Schöpfel et al., (2023) on PhD training in French universities discusses how structured career development programs and continuing education opportunities contribute to LIS professionals' career trajectories, reinforcing the need for continuous professional growth to meet evolving industry demands.

3. Respondents’ Level of Work-Life Balance in LIS

Table 5 Respondents’ Level of Work-Life Balance in LIS: Job Flexibility

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My organization supports flexible work arrangements for LIS professionals.	2.95	High	2
2. My workplace allows me to take breaks or time off when needed without difficulty.	2.83	High	3
3. I have the flexibility to work remotely or adjust my work location when necessary.	2.78	High	5
4. My job offers a good balance between professional responsibilities and personal time.	3.00	High	1
5. My job allows me to manage my work schedule effectively.	2.80	High	4
Overall Weighted Mean	2.87	High	

Table 5 presents the Respondents’ Level of Work-Life Balance in terms of Job Flexibility. Findings showed that respondents had a high level of balance between professional responsibilities and personal time, obtaining a weighted mean of 3.00 and ranked the highest. It is also evident that organizational support for flexible work arrangements received a weighted mean of 2.95 and ranked as 2.

Respondents also had a high level of ease in taking breaks or time off, as evident in a mean of 2.83 and ranked as 3. This was followed by effective work schedule management, having a weighted mean of 2.80 and ranked as 4. Moreover, the least mean of 2.78 and ranked as 5 indicated that respondents had a high level of flexibility in remote work or adjusting work locations when necessary.

To sum up, findings revealed that the respondents had a high level of job flexibility, with an overall weighted mean of 2.87. This implies that LIS professionals generally experience job flexibility, though remote work opportunities may still be limited.

The findings align with Saunders (2020), who emphasized that job flexibility plays a crucial role in achieving a balanced work-life dynamic for LIS professionals. Saunders highlighted that flexibility in work schedules and organizational support for alternative work arrangements significantly contribute to employee satisfaction and productivity. Similarly, Ding (2022) found that professionals in the LIS field highly value work-life balance, particularly in terms of job flexibility, break-taking ease, and supportive workplace policies. Their study revealed that while many LIS professionals enjoy flexible scheduling, remote work opportunities remain underdeveloped, mirroring the current study's findings.

Table 6 Respondents’ Level of Work-Life Balance in LIS: Working Hours

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My working hours are reasonable and allow me to maintain a healthy work-life balance.	3.03	High	4
2. I have enough time to rest and recover between work shifts.	3.33	High	1

3. My organization provides fair compensation or benefits for extra working hours when necessary.	2.68	High	5
4. My workload is manageable within my official working hours.	3.10	High	3
5. My organization respects my time outside of work hours such as no excessive emails or calls after work.	3.20	High	2
Overall Weighted Mean	3.07	Agree	

Table 6 depicts the Respondents’ Level of Work-Life Balance in terms of Working Hours. Findings revealed that the respondents had a high level of rest and recovery between shifts, obtaining a weighted mean of 3.33 and ranked the highest. It is also evident that organizations respect time outside work hours, having a weighted mean of 3.20 and ranked as 2.

Respondents also had a high level of workload manageability, as evident in a mean of 3.10 and ranked as 3. This was followed by reasonable working hours, having a weighted mean of 3.03 and ranked as 4. The least mean of 2.68 and ranked as 5 indicated that respondents had a high level of fair compensation or benefits for extra working hours.

To sum up, findings revealed that the respondents had a high level of work-life balance in terms of working hours, with an overall weighted mean of 3.07. This implies that respondents generally find their schedules manageable, but fair compensation for extended working hours remains a concern.

The findings align with Susanto et al., (2022), who emphasized that work-life balance is strongly influenced by manageable working hours and adequate rest periods between shifts. Their study highlighted that employees with structured and predictable work schedules report higher job satisfaction and overall well-being. In the same way, Malik (2023) found that organizations that respect employees' time outside work contribute significantly to a positive work-life balance. Their research revealed that professionals with clear boundaries between work and personal life experience lower stress levels and higher job commitment. Additionally, Inegbedion et al., (2020) explored workload manageability and its impact on job performance. Their study confirmed that reasonable working hours and effective workload distribution contribute to a sustainable work-life balance.

Table 7 Respondents’ Level of Work-Life Balance in LIS: Family Support

Indicators	Weighted Mean	Verbal Interpretation	Rank
1. My employer understands and accommodates family emergencies when they arise.	3.13	High	2
2. My workplace offers parental leave or similar benefits for family-related needs.	3.20	High	1
3. My organization promotes a culture that values family and personal well-being alongside professional duties.	2.90	High	5
4. My workplace policies support employees with family responsibilities.	3.10	High	3
5. I am able to attend important family events without work-related pressure.	2.95	High	4

Overall Weighted Mean	3.06	High	
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Table 7 demonstrate the Respondents’ Level of Work-Life Balance in terms of Family Support. Findings showed that respondents had a high level of parental leave or similar benefits, obtaining a weighted mean of 3.20 and ranked the highest. It is also evident that employers accommodate family emergencies, having a weighted mean of 3.13 and ranked as 2.

Respondents also had a high level of support for employees with family responsibilities, as evident in a mean of 3.10 and ranked as 3. This was followed by the ability to attend important family events, having a weighted mean of 2.95 and ranked 4. Furthermore, the least mean of 2.90 and ranked as 5 indicated that respondents had a high level of workplace culture valuing family and personal well-being.

Overall, the findings revealed that the respondents had a high level of family support, with an overall weighted mean of 3.06. This implies that LIS professionals feel supported in family matters, though further improvements in organizational culture could enhance work-life balance.

Gawande (2024) emphasized that family-friendly workplace policies, including parental leave and flexible scheduling for family emergencies, significantly contribute to employees' work-life balance and job satisfaction. Their study found that employees who receive strong family support from their organizations report lower stress levels and greater job commitment. Rony et al., (2023) research confirmed that when organizations accommodate family-related needs—such as allowing time off for emergencies and personal events—employees experience improved work engagement and reduced work-life conflict.

Table 8 Summary Table of the Respondents’ Level of Work-Life Balance in LIS

Indicators	Weighted Mean	Verbal Interpretation	Rank
1.Job flexibility	2.87	High	3
2.Working hours	3.07	High	1
3.Family support	3.06	High	2
Overall Weighted Mean	3.00	High	

Table 8 provides a summary of the respondents’ perceptions of work-life balance in the field of Library and Information Science (LIS). Among the key factors assessed, working hours ranked the highest, with a mean score of 3.07, indicating that structured work schedules contribute significantly to maintaining a balance between professional and personal life. Family support followed closely with a mean of 3.06, highlighting the crucial role of a supportive home environment in helping LIS professionals manage their responsibilities. Job flexibility, while still important, ranked third with a mean of 2.87, suggesting that while flexibility is valued, it may not be as influential as fixed working hours and family support in achieving work-life balance.

To sum up, findings showed that the respondents had a high level of work-life balance LIS with the overall weighted mean of 3.00. These findings suggest that LIS professionals generally experience a favorable work-life balance, with defined work schedules playing a primary role in sustaining it.

The findings support the study of Lee & Kawachi (2021) who emphasized that structured working hours are a key factor in achieving work-life balance. Their study highlighted that employees with predictable schedules report lower stress and higher job satisfaction compared to those with inconsistent work hours. Likewise, Zhenjing et al., (2022) explored the impact of family support on work-life balance and found

that a supportive home environment significantly enhances employees’ ability to manage professional responsibilities. Their research reinforced the idea that workplace policies that accommodate family needs improve overall employee well-being.

4. Difference in the Career Growth Opportunities when Grouped According to Respondents Profile Variables

Table 9 Difference in the Career Growth Opportunities when Grouped According to Respondents Profile Variables

Profile Variables		Mean	Test Statistic	p-value	Decision	Interpretation
Age	21-30 years old	2.74	F=5.139	.011*	H ₀ rejected	Significant
	31-40 years old	2.50				
	41-50 years old	2.91				
Gender	Male	2.88	t=-.964	.345	Failed to reject H ₀	Not Significant
	Female	3.05				
Previous profession	IT-related	2.93	F=2.460	.063	Failed to reject H ₀	Not Significant
	Teacher-related	2.71				
	Food-related	2.73				
	Data-related	2.98				
	Others	2.51				

*Significant at .05

Table 9 shows the Difference in the Career Growth Opportunities when Grouped According to Respondents Profile Variables. The findings reveal that age significantly influences career growth opportunities, while gender and previous profession do not. Respondents aged 41-50 years old reported the highest career growth opportunities (mean = 2.91), whereas those aged 31-40 years old had the lowest (mean = 2.50). The p-value of .011 indicates a statistically significant difference, suggesting that older employees may have better career prospects due to factors such as accumulated experience, stronger professional networks, and greater seniority. This finding may align with previous research of Ng and Feldman (2023) which studies found that older and longer-tenured workers do not engage in less innovation-related behavior than their younger counterparts, suggesting that experience and tenure do not negatively impact innovation.

Conversely, gender did not significantly impact career growth opportunities, as both male (mean = 2.88) and female (mean = 3.05) respondents reported similar perceptions (p-value = .345). This suggests that organizations may have implemented policies promoting equal career development regardless of gender. Similarly, previous profession did not play a significant role (p-value = .063), though respondents from data-related professions (mean = 2.98) had slightly higher perceived opportunities than those from teacher-related (mean = 2.71), food-related (mean = 2.73), and other professions (mean = 2.51). These results indicate that while industry background may influence career growth to some extent, it is not a determining factor. This aligns with research by Pace and Sciotto (2021), who found that while work-life balance and

career opportunities are crucial for both genders, the relationship between these factors and general health perception varies, indicating the importance of tailored organizational policies.

5. Difference in the Level of Work-Life Balance in LIS when Grouped According to Respondents Profile Variables

Table 10 Difference in the Level of Work-Life Balance in LIS when Grouped According to the Respondents’ Profile Variables

Profile Variables		Mean Rank	Test Statistic	p-value	Decision	Interpretation
Age	21-30 years old	2.86	F=.832	.443	Failed to reject H ₀	Not Significant
	31-40 years old	3.11				
	41-50 years old	2.96				
Gender	Male	2.73	t=.498	.623	Failed to reject H ₀	Not Significant
	Female	2.67				
Previous profession	IT-related	3.02	F=.982	.430	Failed to reject H ₀	Not Significant
	Teacher-related	3.11				
	Food-related	2.60				
	Data-related	3.32				
	Others	2.91				

Significant at .05

Table 10 displays the Difference in the Level of Work-Life Balance in LIS when Grouped According to Respondents Profile Variables. The analysis of work-life balance perceptions shows no significant differences based on age, gender, or previous profession. The p-values for all variables were above .05, indicating that respondents generally experience similar levels of work-life balance regardless of demographic background or career history.

For age, respondents aged 31-40 years old had the highest mean rank (3.11), followed by those aged 41-50 years old (2.96) and 21-30 years old (2.86). However, the p-value of .443 suggests that these differences are not statistically significant. This aligns with the study by Thrasher et al. (2022), which found a non-linear U-shaped effect of age on WLB among male managers, but no significant age effect for female managers. This suggests that age-related WLB perceptions can vary based on gender and managerial status.

Similarly, gender did not play a significant role in work-life balance perceptions, as male respondents (mean = 2.73) and female respondents (mean = 2.67) reported nearly identical experiences (p-value = .623). This suggests that both men and women face similar challenges or benefits in balancing work and personal life. Dilmaghani and Tabvuma (2019) found that women in management and education roles reported lower WLB satisfaction compared to their male counterparts, whereas women in transport occupations reported higher WLB satisfaction than men.

Regarding previous profession, the highest mean rank was reported by those from data-related fields (3.32), followed by teacher-related (3.11), IT-related (3.02), others (2.91), and food-related (2.60). Despite these variations, the p-value of .430 indicates no significant difference among groups, implying that work-

life balance is likely shaped by workplace culture and policies rather than an individual's past professional background.

6. Relationship Between the Respondents’ Career Growth Opportunities and Level of Work-Life Balance in LIS

Table 11 Relationship Between the Respondents’ Career Growth Opportunities and their Level of Work-Life Balance in LIS

Variables	Statistical Treatment	p-value	Decision	Interpretation
Career growth opportunities and work-life balance	r=.428 (moderate correlation)	.006**	Null Hypothesis Rejected	Significant
**Significant @ .01				

For the relationship between the respondents’ career growth opportunities and level of work-life balance in LIS, a Pearson’s r value of .428 was obtained, indicating a moderate correlation. Meanwhile, a p-value of .006 which was lower than the test of significance at .01 implied that there is enough statistical evidence to reject the null hypothesis, showing a significant relationship between the variables. This means that the higher career growth opportunities, the higher the respondents’ level of work-life balance in LIS. In other words, as the number of career growth opportunities increases, the level of work-life balance in LIS also increase.

This relationship can be explained by Research by Rachmawati, et al., (2019) found that career development positively influences work-life balance among female civil servants at Jember University. Similarly, Opoku et al., (2023) demonstrated that human resource policies significantly impact work-life balance, with employee engagement serving as a mediating factor.

Moreover, Oteng and Eyono (2024) revealed that effective management of work-life boundaries enhances employee commitment and career success among millennials, with work-life balance acting as a moderating factor.

7. Proposed Action Plan

Rationale:

This action plan outlines the strategic measures to improve the career-growth opportunities and work-life balance of the professionals who transitioned in LIS field in Doha, Qatar.

Table 12 The Proposed Action Plan

Area Thrust	Objectives	Strategies	Time Frame	Person Involved	Source of Funds	Success Indicators
Career Growth Opportunities	To enhance skills, knowledge and	Provide financial support or sponsorships	(Quarterly & annually)	Library administrators, HR departments, Professional	Institutional budget, Government grants,	98% increased participation in training

	networking in the LIS field	for LIS-related training. Establish partnerships with international and local LIS organizations. Encourage participation in online and in-person learning programs		LIS Organizations IN Doha	Sponsorships	and conferences
Work-Life Balance	To improve job satisfaction and work-life integration	Implement policies that allow hybrid work where applicable. Offer flexible work hours for non-frontline LIS roles.	1-2 years	HR departments, Library management	Institutional budget	98% Increased employee satisfaction & reduced turnover rates

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