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**ANNUAL ISSUE-2022**

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# **Is Librarianship a Material on Tender?**

Editors

Dr Sunil Kumar Satpathy  
Moderator, [lisforum\\_orissa](mailto:lisforum_orissa)

Dr D R Meher  
Librarian, OUAT, Bhubaneswar



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<https://www.lisforumorissa.com>

Email: [lisforumorissa@gmail.com](mailto:lisforumorissa@gmail.com)

## Editorial Advisors

1. Prof B.K. Choudhury  
Former Professor, DLIS, Sambalpur University Jyotivihar, Burla, Odisha  
E-mail: [bkc1948@gmail.com](mailto:bkc1948@gmail.com)
2. Prof B. Ramesh Babu  
Former Professor, DLIS, University of Madras, Chennai, Tamil Nadu  
E-mail: [beerakameshbabu@gmail.com](mailto:beerakameshbabu@gmail.com)
3. Dr C.K. Swain  
Librarian, IIM, Raipur, Chhattisgarh  
E-mail: [ckswain1969@gmail.com](mailto:ckswain1969@gmail.com)
4. Dr D.R. Meher  
Librarian, OUAT, Bhubaneswar, Odisha  
E-mail: [meherdebraj@gmail.com](mailto:meherdebraj@gmail.com)
5. Dr D. Kapade  
Librarian (Acting), Kaviguru Kalidas Sanskrit University, Ramtek, Nagpur, Maharashtra  
E-mail: [kapade2004@gmail.com](mailto:kapade2004@gmail.com)
6. Dr K.L. Jena  
Librarian, CET, Bhubaneswar, Odisha  
E-mail: [kljena2@gmail.com](mailto:kljena2@gmail.com)
7. Prof N. Radhakrishnana  
DLIS, Periyar University, Salem, Tamil Nadu  
E-mail: [mkuradha@gmail.com](mailto:mkuradha@gmail.com)
8. Prof R.K. Mahapatra  
DLIS, Tripura University, Tripura  
E-mail: [rkmahapatra@tripurauniv.in](mailto:rkmahapatra@tripurauniv.in)
9. Mr R. Sahu  
Librarian (officiating), MNIT, Allahabad, Uttar Pradesh  
E-mail: [riteshmnnit4u@gmail.com](mailto:riteshmnnit4u@gmail.com)
10. Dr S.B. Sahu  
General Manager, SIDBI, Mumbai, Maharashtra  
E-mail: [drsbsahu@gmail.com](mailto:drsbsahu@gmail.com)
11. Dr S. Sengupta  
Librarian, Pt. R.S. University, Raipur, Chhattisgarh  
E-mail: [suparnasengupta61@gmail.com](mailto:suparnasengupta61@gmail.com)

## Moderators

1. **Dr Manoj Mishra**  
[dr.manojmishra75@gmail.com](mailto:dr.manojmishra75@gmail.com)
2. **Jayanta K Sahu**  
[jyantaksahu@gmail.com](mailto:jyantaksahu@gmail.com)
3. **Bibhuti B Maharana**  
[bibhutimaharana22@gmail.com](mailto:bibhutimaharana22@gmail.com)
4. **Kiran Pradhan**  
[kiranpradhan246@gmail.com](mailto:kiranpradhan246@gmail.com)

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Moderator

lisforum\_orissa

E-mail: [drksatpathy@gmail.com](mailto:drksatpathy@gmail.com)

Mobile-09977508422, 08602788759

# lisforum\_orissa

(The name does not restrict its scope to Odisha state only; rather it is just a name indicating its place of origin)



(Dr. S. R. Ranganathan)

*This forum is a common platform for LIS professionals, teachers, researchers, students to share ideas, knowledge, messages, information etc. with each other for the development of LIS profession and professionals. It will help to address issues on Library and Information Science, to solve day-to-day problems of libraries, resource sharing among libraries and generation of new ideas on LIS.*

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**Prof. B. Ramesh Babu**

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**Dr. Sunil Ku. Satpathy**

Moderator, lisforum\_orissa

E-mail: [drsksatpathy@gmail.com](mailto:drsksatpathy@gmail.com)

Mobile-09977508422, 08602788759



### *From the desk of moderator...*

On occasion of 16th anniversary of "lisforum\_orissa", I congratulate all members, LIS teachers, professionals, students and well-wishers of India for their consistent support, cooperation and motivation over the years for its successful existence. It is a matter of pleasure that lisforum\_orissa started on 25th October 2006 has been able to create its own identity among the LIS professionals of India.

Like previous years, an Online Annual Issue is brought out this year by the forum on a contemporary theme of Library & Information Science (LIS), that is "**Is Librarianship a Material on Tender?**" which indicates towards a devastating situation of Indian librarianship. The importance of libraries and librarianship cannot be ignored in any educational system and knowledge society. A crucial duty the librarians shoulder is to provide formal information service to the society. Their roles and responsibilities in public, academic and special libraries may differ and diversify as per the needs of users and the stakeholders, but the central aim is always the same—to make the people informed of their subjects, of course, who seek for. Earlier, to manage libraries and make libraries vibrant, adequate numbers of LIS professionals of different cadre were recruited. Gradually, the concept of contractual appointment, daily wages appointment (directly or through outsourcing) enter into the LIS field in place of regular appointment. In the recent past an institution had given an open tender call notice in a local newspaper to provide one librarian.

Though such thing hurt many library professionals, from no quarters a line of concerned over the matter was penned to highlight neither it in media nor it reached to the government department who should look into. The senior professionals, LIS teachers who are members of various library related committees and LIS professional Associations have maintained stoic silence on this issue. This is not the only incident the library and information science people are experiencing in case of recruitment of LIS professionals. So, question arises is there any solution to this difficult, unpleasant and embarrassing situation?

As usual, this year also we experienced “measured distance” attitude of the LIS teachers and professionals of the country in bringing out the Annual Issue 2022 as if giving personal opinion on own professional issues may create problems for them. However, we are not hopeless and we are and will highlight such professional issues in future to create awareness among LIS professionals in a hope that someday the situation may change and professionals will come forward to save libraries and profession. With the support of dedicated LIS professionals and teachers, lisforum\_orissa has tried to be a beckoning light that may not eradicate the exiting darkness but may act as lighthouse for those who are in search of moral support in their journey for improvement of LIS profession and professionals.

Being a web-based forum, the lisforum\_orissa is maintaining a website and face book group of 1000+ members where professional messages, information are shared regularly. Also a quiz competition “Library Awareness Test” is posted fortnightly by one of our moderator Mr Kiran Pradhan, supervised by Dr DR Meher. Besides lisfoum\_orissa organizes online Librarians Day celebration and invited talk. From 2020 also we have included a “Hindi Section” to accommodate the expressions of LIS teachers and professionals of Hindi region. In 2021, we published the Annual Issue 2021 in the form of “Journal of lisfroum\_orissa” to make it a registered magazine. But due to some technical problems and suggestions received by many professional friends to continue it as “Annual Issue”, it is decided to publish the Annual Issue on the anniversary of the forum and publish the journal as a full-fledged Research Journal.

I expressed my sincere gratitude to the valued contributors who have enriched this issue with their messages, feature articles and short communications, which will definitely motivate us, and others to work forward for the development of LIS profession and professionals. I am also highly obliged to the editors and editorial board members for their sincere efforts to bring out the Annual Issue 2020 in time. Last but not least, I am thankful to all the well-wishers for their sustaining support towards lisforum\_orissa.

Wishing one and all good health and professional prosperity

**(Dr Sunil Kumar Satpathy)**



# *Messages*

(Arranged according to the date of receiving of message)

**Dr. Bijay Kumar Choudhury**

M.A., M.Lib.Sc. Ph.D., Dip. in Russian Language

e\_mail: [bkc\\_123@rediffmail.com](mailto:bkc_123@rediffmail.com) / [bkc1948@gmail.com](mailto:bkc1948@gmail.com)

Mob.9861073820

Former Professor & Coordinator, UGC- DRS- SAP P.G.Dept. of Lib.&Inf.Sc., Sambalpur university

Visiting Professor, Dept. of LIS,Utkal University, Bhubaneswar



**MESSAGE**

The lisforum\_orissa is going to publish Annual Issue 2022 on its 16th Anniversary. The topic of the annual issue is "Is Librarianship a Material on Tender"? It is a very thought provoking, debatable and shocking as well as a dangerous trend for library professionals.

I am giving a write up which is purely my personal views, opinions, perception and few suggestions.

There is no denying the fact that librarians are playing significance and pivotal role in all types of libraries and information centers. The library professionals are very efficiently managing the libraries in the fast-changing IT scenario particularly in library automation and digitization programme, besides, providing much needed services to the public, students, academics and researchers.

Many Professors and Librarians appointed to the prestigious posts of Registrars and Vice - Chancellors due to their vast experience, efficiency, capability, honesty and workaholic culture. It amply proves that due recognition and status are offered to the library professionals in occupying the prestigious positions.

However, in an open tender call notices given by an institution which published in a local newspaper "To provide one Librarian". It is most unfortunate, shocking, illegal and senseless decision of the authority of that institution. Open tendering is the process aimed at acquiring goods and services at the lowest price. The belief is to stimulate competition and minimize discrimination. This is a transparent procurement process which allows fair play for competing contractors, suppliers or vendors.

So, this Tender is not at all applicable for a "Librarian". To my mind, immediately a strong protest should have been launched by the organizers/by the delegation of the

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library Associations/Library Academics Bodies/by the Library and Information Science Departments at least from Bhubaneswar. They should have met the Head of that Institution vehemently opposing to withdraw the Open Tender immediately. If the meeting does not materialize the media should have been convinced to highlight such unhealthy practice. Another possibility is to ascertain to which Govt. Department. the institution comes under, so that the authority would have been approached.

If possible, with the help of local MLA and MP could be approached to exert their pressure and influence to sort out this problem explaining them how this matter degrades the status of library professionals. This matter must be brought to the notice of all India Library Associations, ALUM of DLIS, Odisha.

Most importantly, all types of Library Association in Odisha should coordinate, cooperate and keep healthy relations and act unitedly to seriously oppose against such type of unhealthy practice lowering the image and statues of library professionals in society and in job market. If not fight unitedly, I am sure, such types of harassment by the authority will definitely occur in future.

(Dr BK Choudhury)

PROF. DR. B. RAMESH BABU  
M.A., M. Com, M.Lib.Sc, Ph.D.,Dip. in Tamil  
Commonwealth Fellow (Loughborough University, UK)  
22/20B Thangavelu Pillai Garden, I street,  
Old Washermen Pet, Chennai 600 021  
Mobile: 0-9444311313

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FORMER PROFESSOR  
DEPT. OF LIBRARY AND INFORMATION SCIENCE  
UNIVERSITY OF MADRAS, CHENNAI.  
*Former Visiting Professor, Faculty of Informatics  
Mahasarakham University, Thailand.*  
Co-President: I-LISS (Formerly LISSASPAC)  
E-mail: beerakarameshbabu@gmail.com



## MESSAGE

Dear Dr Sunil Kumar Satpathy

Greetings from Chennai!

On the occasion of the 16th anniversary of the 'lisforum\_orissa' falling on 25th October 2022, I have a great pleasure to contribute this Message, one article and my appreciation on the efforts being taken by you. This issue has been aptly captioned considering the need of the day as "**Is Librarianship a material on Tender?**". Please accept my hearty congratulations for your untiring efforts in spreading the diversified information on Librarianship interested to the LIS professionals across the globe.

At this juncture "lisforum\_orissa" has planned to bring out the Annual Issue-2022(online) on the theme mentioned above. It would be a good idea to bring a special annual issue on this most debatable topic as well as a sort of an eye opener to the LIS professionals of the present generation and a chance to the next generation professionals to get themselves prepared to face the challenges and rehabilitate the situation. I have the pleasure to contribute one article entitled, "**Is Librarianship a material on Tender? Certainly NOT**", to this annual special issue.

It is hoped that this special issue would focus on the state-of-the-art of - Indian Librarianship as a profession. I wish your endeavour a Great Grand Success in the direction of motivating and inspiring the LIS professionals and authorities.

With best regards

(Prof. B Ramesh Babu)

# FEATURE ARTICLES

(Arranged alphabetically according to the title  
of the Articles/write ups)

## Appointment of Library Professionals on Daily Wages: Advantages and Disadvantages



**Mr. Gopal Krishna Chhatar**

Central Library  
NIT, Raipur (C.G)  
E-mail: gchhatar@gmail.com

### Introduction

Library staff play a vital role in each and every library. As the name “daily wages employee” signifies a type of employment that is not expected to be regular and is for a certain period of time. The daily wages employee’s job is purely unsecured. Such employment is a temporary working arrangement for a particular period to perform a specific work. Different types of library staff are working in libraries across in India, such as regular, contractual, daily wages and outsourcing staff, etc. In case of daily wages employees, the payment to staff is made as per daily wages basis. Accordingly, such employees are not answerable to any things and may not be sincere or dedicated employee as compared to regular employees. Such type of employment may serve good for cleaning or gardening purposes but cannot serve good for library services. Unfortunately, many libraries are appointing library staff on daily wages basis which hampers the library system and services to a great extent.

### Advantages of Daily Wages Employment

The daily wages employees are given less payment in spite of that they are forced do all works in libraries as regular staff do. Hence, the financial liability on the part of government or the employer is very less in comparison to regular employment which is the prime advantages of such system of appointment. From professional point of view, LIS professionals can gain practical exposure to the modern library system and services which help them a lot when appointed in a regular post or get a chance to manage a library independently or in a lower post in big libraries.

### Disadvantages of Daily wages employment

The disadvantages of daily wages appointment are manifold as discussed below.

- a. There is no scope for personal and professional growth for LIS professional

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- b. Since job is purely temporary and unsecured, one may not fully concentrate in his/her duty
- c. People are forced to work for extra hours and are normally overloaded with all types of works
- d. Daily wages LIS professionals do not have any designation and pay scale, so it becomes difficult for them to use their experience certificate for any other job
- e. Many times, daily wages employees are treated differently than regular staff, which hurts their sentiments
- f. Job related facilities like leave, medical facilities are not available to daily wages staff
- g. Daily wages staff cannot use their knowledge and skill to plan for any new library services as they are not allowed to perform any work independently.

### **Conclusion:**

In the phase of unemployment, many people think that daily wages appointment is a relief to pass sometime of life to maintain livelihood. But in a place like library where there is responsibility of LIS staff to preserve the information and document for future generations, how is it justified? Libraries irrespective of types and sizes contribute a lot towards educational, social and cultural development of a nation. To perform such role perfectly it is very much needed to appoint LIS professionals in libraries on regular basis rather than daily wages basis.

## Don't Tender Librarianship: Outsourcing of Library Staff Degrades the Profession



**Niranjana Mohapatra**  
Librarian,  
Young LIS Professional  
Bhubaneswar, Odisha  
[nmohapatralis@gmail.com](mailto:nmohapatralis@gmail.com)  
+919015812344

### Abstract:

Librarian is a position and Librarianship is a profession, it is not a material which will be called on tender. From outsourcing of library services to outsourcing of library staff, the concepts slowly misunderstood and misguided by some non-professional administrators. Library Associations and professional's welfare societies are not working properly as expectation. Some people have given face to the administration for tender call notice to supply of Librarians. Why Librarianship is on tender? Advantages, disadvantages of outsourcing along with the problems, solutions and recommendations has been described in this article.

### 1. Introduction:

Librarianship is a noble profession, behind a successful scholar or a successful professional i.e., scientist, professor, doctor, engineer, lawyer, teacher, administrator etc. role of a library and a Librarian must be there, but unfortunately some people forget to acknowledge the library and the librarian in their success stories. However, appreciation of a Librarian has not been in publicity in the society as it should be. Once an American weather presenter, author, television and radio personality, actor Willard Scott said that "Librarians have always been among the most thoughtful and helpful people. They are teachers without a classroom. No libraries, no progress. "As per the regulations of the University Grant Commission (UGC) regarding minimum qualification for the appointment of teachers and other academic staff, all about qualification, pay scale and promotion are equal of the librarians on par with other teachers. UGC also mentioned Librarian as other academic staff in its regulations. But almost universities, colleges across India have not follow this rule for the academic status of Librarians. For this reason, why some people view librarians as a clerical position till yet. Library and Librarians plays important role for build the future career of student and scholars, even after almost institutions in this country have been neglected towards these two. Although the Librarians are categorized under academic staff, a few states of this country recognized librarians as per teaching staff i.e., Librarian, Dy. Librarian, Assistant Librarian



are equivalent to Professor, Associate Professor, Assistant Professor respectively in a university. Also in a college, Librarian, Senior Librarian, Librarian Selection Grade are equal with the position of Lecture, Senior Lecture, and Lecture Selection Grade respectively.

Outsourcing is not a new thing for in library field, outsourced of some non-professional works/tasks in library has been done for many years. But here the new thing is outsourcing of professionals and for tender call notice for supply of librarian as a product or thing. Hope calling bids for librarianship is a new thing for the LIS field which may be led to degrading the LIS professionals. Actually, the term 'Outsourcing' is a business model for the organizations which are not totally self-sufficient; they outsourced those functions for which they had no competency internally. Outsourcing of a business organization may be categorized as follows:

- Professional/Experts
- Information Technology
- Manufacturing
- Project
- Process
- Operational

Educational institutions are not business model in India. It has been categorized under social service and all educational/academic institutions are free from all taxes in this country. Why a business model has been entering into the learning society? Although libraries are providing free services but somewhere some special services/products need to be marketed through exchange of price for its fund towards the growth and development of the library (Mohapatra, 2017). But this is not a business model, because the earning fund from marketing of library services used for the development of library.

As library is the heart of an educational institution and educational institutions are for the betterment of the society, the libraries are the organizations for the social importance. Hence pushing libraries to a business model is fully unfair.

### **1.1. What is Outsourcing?**

The term '*outsourcing*' is containing three terms 'outside', 'resource', 'using', which refers to going outside the organization to use the resources of others. Outsourcing is the strategic use of outside resources to perform certain tasks which are traditionally handled by internal staff using internal resources (Kumbhar & Hariprasad,

2016). In other word, '*Outsourcing*' comes from the term *outside resourcing*, Outsourcing is defined as "a business practice where a company hires a third-party to perform its tasks, operations, jobs, or processes, rather than doing the work in-house" (Pahwa, 2022).

Outsourcing of Library services was introduced when Library of Congress sold printed catalog cards and many libraries purchased shelf-ready books. Later the following services of some libraries became outsourcing:

- Cataloguing
- Photocopying
- Indexing and abstracting services
- Collection development services
- Binding and book repair
- Library Automation
- Bulk data entry/ data migration
- Digitalization and preservation
- Manpower/Human Resource

### 1.2. Why Outsourcing?

Austrian-American management consultant, educator, and author has one quote, management still leans on today is, "Focus on what you do best, and outsource the rest", which means companies should spend money and time only on what they are good at to create wealth for their business. He also said "Focus on your organization's values, mission, and vision, and consider *outsourcing* everything else." Based on the strategy of a business model outsourcing has been adopted for reduce cost, time and risk.

When a library has not sufficient manpower as required or the library staff have not sufficient skill for such work, then the administrator of the library goes for outsourcing of different library services for a specific period. But when the outsourcing became a trend and neither the administrator wants to train its staff nor recruit sufficient staff as required, It caused lots of problems on the path of growth and development of the Libraries.

### 1.3. What is Tender and Tendering?

The term tender refers to an invitation to bid for supply of products/goods or works/services. Tendering is the process by which an organization who is in need of goods/services invites

other parties to submit a proposal or bid to provide these goods/services. But it the human resources or manpower should not be called on bid? The tender/bid may be for the service, not for the persons involved in those services.

Nowadays, it is seen that some intuitions advertised for tender as “quotation call notice for supply of Librarian” which seems that Librarian is a product/ goods or a service. Librarian is a position and Librarianship is a profession which never be called on bid/ tender. In the content of appointing Librarian and library staff through outsourcing is another thing to discuss, but tender notice for Librarian not only disrespect to the Librarian community, but also disclose the behavior of the administrators towards the Library and Information professionals.

## **2. Outsourcing of Librarian and Library Staff:**

As the Libraries have adopted outsourcing of some library services, the human resources or manpower of some libraries became outsourcing. Outsourcing of manpower for non-professional works in library has been going on from many years (Okogwu,2013), but outsourcing of professional has become a trend these days which trying to degrade a profession. Generally, the non-core areas such as sanitation, security, household, maintenance, pantry services etc. are outsourced by the companies, rather than these if required of experts or professionals which are not available internally those may be called as consultancy not outsourcing. Hence as Librarian and Library Staff are always professionals, they should not ever be engaged through outsourcing.

### **2.1. Identify Services for Consultancy or Outsourcing:**

As per the “Guidelines for engagement of consultants and outsourcing of services” by the finance department, Government of Odisha (FIN-CODE-RULE-1/2018, No.37323 /F, dated 30/11/2018), the following differences for identifications of works/services required to be performed by consultant or outsourcing:

- A. “Engagement of consultants may be restored to in situations requiring services for which requisite expertise and manpower is not available within the organization”.
- B. “Outsourcing of other services (non-consultancy services) are defined as services that can’t be classified as consultancy services. It may include routine jobs of small offices like cleaning and sweeping of premises, watch & ward, horticultural work,

housekeeping services, security services, catering and cook services etc. which requires deployment of outside agencies”.

Not only in Odisha but also there may be different rules and regulations in different states and countries for outsourcing of different services. But as seen in the above rules of Government of Odisha, if required library staff or librarian for a library, the Librarianship may be categorized under consultancy but never under outsourcing.

## **2.2. Outsourcing and Consultancy of Librarianship in India**

Generally, the outsourcing term was not tagged when library works, services, activities were done by outside staff, but nowadays outsourcing has become trend and a common term in library (Rana & Mondal, 2020). From outsourcing of library services to library manpower has been spread like a flue of misunderstanding the concept by some non-professional administrators. ‘Broadcast Engineering Consultants India Limited (BECIL)’ an ISO 9001:2015, ISO 27001:2013 and ISO/IEC 20000:2012 certified, Mini Ratna, Central Public Sector Enterprise of Government of India was established on 24th March 1995. Early the BECIL provides project consulting services and turnkey solutions covering the full range of Radio and Television Broadcasting Engineering services only; now days the organization also provides human resource-related activities such as training and provision of manpower. Many educational institutions are client of this organization where it provides manpower for different services along with manpower for library services or librarianship/library staff. These days many outsourcing agencies are there for supplying manpower to libraries of different educational and research Institutions.

Many Universities and colleges have been adopted outsourcing of librarianship. Even some premier educational and research institutions of India i.e., AIIMS, IIT, NIET, IISER, NISER etc. are engaging library staff through outsourcing service providers. Once this trend starts, others follow the same and day to day outsourcing of library professionals spread across the country, which not only degrading the profession but also demotivate the new generation for enter into the LIS profession. Through the outsourcing librarianship, there were no employee and employer relation between the librarian and the library, hence the job satisfaction of the librarians and library staff are not better than their expectation which may lead to neglect the library services.

Although many academic institutions adopted librarianship as outsourcing, some institutions have not followed the misconception, they engaged librarians and library staff as consultant

instead of outsourcing. In this process, the image, respect of Librarians and library professionals never rolling down as happen in outsourcing of librarianship. There are many differences between the two processes of engaging outsiders to work of a library i.e., outsourcing and consultancy.

**2.2.1. Different between Outsourcing and Consultant of manpower in Library**

“Outsourcing provides specific services and actually doing the work, while Consulting provides complex services and advising on how to do something. Outsourcing is about working as a response without involve in decision or process while Consulting is about influencing the decisions and processes” ([Georgescu, 2022](#))

Outsourcing	Consultant
<ul style="list-style-type: none"> <li>• An agency or vender organization plays as a mediator between the worker (library staff/librarian) and the working organization (library).</li> <li>• There are no direct employee and employer relation between the librarian and the library.</li> <li>• All financial benefits of the employee including salary provided by the original employer goes through the agency employer.</li> <li>• The employee (library staff) has no power for participate in decision making or initiate a work/service except given assignments.</li> <li>• Fear of degrading professional image, the manpower agencies providing services like housekeeping, cleaning, security etc. also provides manpower for library i.e., Librarian, Asst. Librarian and other library staff</li> </ul>	<ul style="list-style-type: none"> <li>• A person (librarian/library staff) can direct engage with the workplace organization (library)</li> <li>• The Librarian/library staff and the organization of the library are direct relation of employee and employer.</li> <li>• The Librarian/ Library staff can get all financial benefits direct from the organization where he/she working</li> <li>• The person (Library staff) can be involved with decision making, planning and process of new initiatives.</li> <li>• No fear of degrading image, it increases self-respect as the position and responsibility of consultant is almost similar to an adviser</li> </ul>

### 2.3. Strengths and Weaknesses for Outsourcing of Librarianship:

Every situation has two direction like strength and weakness, in other words, advantage and disadvantage. If go through these both sides of outsourcing of library staff, must have found more disadvantages than advantages. The following points may be helped to evaluate either outsourcing librarianship is good for the profession or not.

#### 2.3.1. Advantages of Outsourcing Librarianship:

- **Advantage of Overall Cost:** saves time for effort on training and minimize the requirement and operational costs.
- **Reduce Manpower Cost:** The manpower cost is very lower through outsourcing than employs manpower with salary and other benefits.
- **Facility of High-quality Services from Experts:** Generally, these types of tasks are given to skilled persons in a particular field which provides a better level of service and fewer chances for errors or misjudgment.

#### 2.3.2. Disadvantages of Outsourcing Librarianship:

- **Lack of User Focus:** An Outsourcing agency provides services to multiple organizations at a time. Sometimes agencies may neglect to focus on a particular organization's tasks, as a result the reputation of the organization may suffer thereafter.
- **Risk to Confidentiality and Security purpose:** The internal sensitive news of the organization has chances to leaked to the third party, so there may be security issues. The leak of confidential information may result in losses to the organization and be advantage to other competitor organizations.
- **Unsatisfying Services:** The common problem with outsourcing is unsatisfying services, because almost persons engaging through outsourcing are not satisfy with their jobs and provide dissatisfaction services for their engaging organization.
- **Ethical Issues:** Does not employ the deserve candidates against the vacant posts increases unemployment and satisfaction of the trained professionals. The major ethical issue is employment opportunities. At the end of the service the workplace

organization never want to issue an experience certificate to the employee as there are no direct employee employer relation between them.

- **Employee's Salary Issue:** All financial benefits of the employee provided by the original employer goes through the agency employer. Although service charges of the outsourcing agency are separate from the employee salary and paid by the original employer, somewhere it has been seen that the agency reduce the employee's original salary for its personal commission. Another issue in salary is that the employee through outsourcing, gets their salary late every month as the process goes through the agency.

Along with the above, there are some other disadvantages include misunderstanding, communication gaps, poor quality and delayed services, etc.

#### **2.4. Some Recommendations for Solution of Outsourcing Librarianship:**

The big issue of these days is outsourcing of librarianship/ library professionals. Sometimes some people thought librarianship as a product or good and advertising tender call notice for supply of librarian. Some recommendations for solution of the issue as follows:

- Recruit professional Librarian/ Library staff against the vacant post and reduce unemployment.
- Train the existing Librarians/Library staff with the updated technologies through Librarian Development Programme (LDP), workshop, refresher course, etc.
- Revise the curriculum of LIS course as really required in the libraries practically.
- Maintain professionalism in the workplace and keep self-respect as a professional Librarian/ Library staff among other employees of the organization/institution.
- Library Associations should raise voice for the respect of library profession and librarianship.
- Librarianship never be called on bid/tender, hence the educators, philosophers, writers, journalists should pen down against the issue when any institution try to tendering librarianship
- Some works/services of library which are not available insourcing may be achieved through resource sharing and professional networking rather than outsourcing of library services.

- After all, if there are insufficient of experts for any library service, manpower it may be called through consultant instead of outsourcing.

### 3. Conclusion

Day to day, the outsourcing trend spreading from one institution to another like a flu. Really it can be mentioned as a virus for degrading the image of many trained and skilled professionals. Where the qualified librarian aspirants are hopping for jobs in different libraries and the vacant posts of libraries have not been filled up from long days, the administrator adopted the shortcut to engage library staff through outsourcing. Outsourcing of librarianship/ library staff is a big issue for the whole LIS community i.e., librarian, library professionals, LIS students, LIS faculty etc. However, the scope of employment of librarians are poor day to day, the interest of the new and upcoming generations seems to be decreased for entering LIS course or LIS profession. Outsourcing trend should be closed forever, especially in Library and Library and Information Science field. Finally, it can be said, the tendering of librarianship or tender call notice for librarian is a shameful issue for the requiring institution as well as for the professional society. Hope, all administrators of these institutions should not repeat it again in future.

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## Factors Leading to Job Insecurity among Librarians



**Yashveer Pratap Singh,**  
Knowledge Consultant,  
email: [replyhenry83@gmail.com](mailto:replyhenry83@gmail.com),  
Cell:9717 490 730

Libraries and librarians, there has been tons of material written and people have described them and their jobs in most generous way possible. I am sure all librarians are very much thankful to all those people who have used kind words. There is no second thought about anything which have been said to describe library and librarians. I do not want to add anything to that here being completely agreed to all of that. However, I would like to mention here that without the support or assistance provided by librarians, each one of us would be making decisions without having all the required knowledge or information to make one. If this would have been the scenario none of us can imagine about the world we would have been living in and to an extent mankind would have been in a different state. Anyway, since they have been with us, I do not want to imagine it.

Everything around us has evolved and increased in numbers. In order to suffice the requirements and demands, we have made various things. We are continuously making institutions and organizations to address the challenge of increasing numbers. Now, where humans are there would be some information, knowledge, expertise, skills, discovery, innovation or at least some story in some way and many of these would be necessary as well. Since these are necessary, we need to preserve or store or pass it to next generation. So, we would need a special set of skilled people to act as guardians or custodian of all these, who would undertake this responsibility. We made a place and people for it known as libraries and librarians respectively. Please note that I am not coining any new definition of the same but just trying to highlight their importance in my own way.

Though we made them essential but somehow forgot and compromised on giving them proper respect. We commoditize them. One of the reasons is that there is no direct way to express their importance in numbers and return on investment. Since it is mostly a non-

number expression it could not stabilize, and remained very volatile or less secure. Since the space remained volatile the people remained unsecured about various things. One of those various things is Job-Stability or rather Job-Instability.

Whenever there is any challenge appears, we suddenly start making list of priorities and in academia especially people start controlling the cost and primary reason of the same is that academia is not very sure of their incomes. Whenever these institutes prioritize, libraries come in last. One of the many reasons for this is there is no library professional in that apex committee who decides that, and they are senior people probably not doing the first level literature surveillance. This poses a serious challenge to the very existence or rather the reluctancy towards libraries in surfaced. This results in a sense of insecurity for the professional. Sometime up to an extent of downsizing the libraries horizontally and vertically both. Minimizing their role, their say, their engagement, their involvement and hence, sometimes their requirement as well.

There have been various studies which outlines that people worried of job- loss and it upsets their motivation and their capability to deliver. Fear of losing job has a dysfunctional impact on individual. It impacts individual's behaviour and attitude personally and professionally. When someone feel less secured about their job and fear of losing it, they behave quite differently and this impacts negatively to their work-life balance.

Academic spaces are popularly described as a space for teaching and learning. So set of people who teach dominates all where. Sometimes accidentally and wilfully efforts of others including libraries are minimized, and it happens quite often. When we talk about even learning, it is very often referred to classroom learning. All the efforts or maximum efforts are made to enhance this experience. However, the "learning pyramid", developed by the National Training Laboratory, says, students are capable of remembering about 10% of what they study from various resources and the prescribed textbooks, but retain nearly 90% of what they learn while explaining it to their peers or teaching others. One of the best places in an institute where this kind of teaching and learning happens is the library. The least effective method of learning is lectures and it has been proved in various studies, though we focus much on it. I feel there is a complete absence of a pragmatic approach in evaluating and analysing this. This further increases the job insecurity among librarians, as they do not feel equal or substantially important to a campus.

There are always a set of people everywhere who make some statements because they want to speak. It happened in most of the institutions as well. Few so called laureates coined the discussion that since there was library, we needed librarians to guide us or so, but this is an era of ICT and the whole world has minimized to my screen why would we need librarians. Believe it or not, few administrators truly believed in this and curtailed library and librarians which further fuelled the job insecurity among librarians.

Everybody's contribution matters to the success of any organization or institute. However, a major portion of this philosophy remains philosophical. One need to feel that they are important and equally contributing to the success of the institute and the institute appreciates this effort. The projection or acceptance of same does not happens the way it should be. Librarians are a victim of this phenomena. They are asked to dance on the tune, but they are not engaged as a stakeholder for academic success. This also results in some sense of insecurity of this community.

This also further increases as they think that as far as my domain is concerned one person or administrator or investor is not much different than other, so the same instability or insecurity will follow me there as well.

Fear of losing job is their own belief pertaining to stability in their employment. It is related to employee over loss of job or loss of attractive benefits embedded with the job. It also affects job advancement and promotions, good working environment, training and development opportunities and attractive salaries and associated benefits. Job insecurity does not mean only job-loss, it is much beyond. If you ask any librarian, is he happy about most of the phenomena mentioned above, a meagre percentage of library professionals would claim that they think they are good.

Almost 85% of the studies conducted by various bodies and individual researchers outlines that downsizing or fear of losing the job creates negative health outcomes on a variety of physical and psychological health parameters, such as: self-rated wellbeing, objective health measures, injury measures and workplace aggression. This gets reflected in academic performance as well. It is needless to say that if a librarian is not in good mental shape how would he/she contribute to the research and guidance of students which leads to greater academic success.

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Many organizations require employees to deliver more with limited time and resources as the market is hyper-competitive and the economic condition is unpredictable (Haynie et al., 2016). This is no indifferent for academic institutions as well. Library staff is diverted for less satisfying jobs when required and mostly in some less relevant supportive jobs, where many of them are not treated well by other colleagues. This impacts Library staff mind-set of them becoming crucial to the institute they belong to.

There are 1,043 universities, 42,343 colleges and 11,779 standalone institutions including engineering and business schools in the country, catering to over 38 million students. About 79% of colleges in the country are privately managed, with 13% getting government aid, as per the all-India survey on higher education (AISHE). Most of these colleges are small in terms of enrolment, with 16.6% of such institutions having an enrolment of less than 100, and 48.9% having strength of 100-500 students. This means that at least 65.5% of the colleges in the country enrol less than 500 students. At least 32.6% colleges run only one programme, of which 84.1% are privately managed. Among these privately managed colleges, 37.4% offer only B.Ed. courses. The picture is very clear. If you have some idea about academics in the country or anyone who is somehow related to academic institutions and if you just read these numbers and any sort of question regarding the job security or Job satisfaction or passion of individuals about Librarianship, answers would be obvious. A small fraction of 4% have more than 3,000 students enrolled, now even of you think unbiased for private players it is getting difficult to run the whole show. If one sector is struggling, how would you expect them to work for a set of people who are perhaps 2<sup>nd</sup> or 3<sup>rd</sup> from bottom in the priority list of any institute.

I do not know this, but I found various numbers pertaining to various stakeholders, however I could not find any data pertaining to librarians in this AISHE report published by MoE, Indian. This is just a note. I do not know whether it is required for such report or not.

Lack of having a public act for librarians is also a reason when librarians do think that in troubled time state or society is not going to help them. Even if in some states the act is there the Indian way of “*Tareekh pe Tareekh pe Tareekh*” I mean we all know that filing a complaint or legal case against somebody is the most difficult option any Indian has, especially for non-criminal stuff. Even though one has state public library acts, which is a formal acknowledgement of responsibility taken by the respective state government, it is of

not much use because everyone knows, this is not going to work for them. End of the day all of us have to pay bills.

Last but not the least that in recent times on-and-off pandemic have exposed the enterprises to many uncertainties and problems. Even institutions are not aloof from it. In many private institutes people have suffered from pay cut or lay-off as well. People have heard these happening and this is natural for anyone to start thinking that next is me and once you start thinking like this the fear blooms and it results in job-insecurity.

There is one more thing I would like to just touch upon towards end is “Not Found Suitable” candidates for various good institutions. We all must think for a while about this as well. The question we must ask ourselves is that are we acquiring all those skills and knowledge which is required in this new era of AI or Big Data or Data Mining etc. I meet many librarians and many of them seriously lack the knowledge and skills required. Not only communication but the core knowledge and skills I am talking about. While reading this article, we must honestly answer ourselves that how many of us know about OKAPI layers or BIBFRAME or the technologies which are going to come after 4-5 years. We are completely dependent on vendors for all information. We indeed are not leading the fraternity but getting lead by third parties. This also affects the job satisfaction as we do not get due credit and respect. Even among us there are few librarians who has got lot of respect and value and we know them already. Can majority of us debate with them on our core topics? We also need to rethink this.

Everybody of us wants to be happy. This is a very natural right of every living thing. However, this phenomenon must originate from somewhere. In worldly sense happiness originates from satisfaction. To achieve the sense of satisfaction one must be stable. To remain stable, one need to be secured. So, security leads to happiness and insecurity leads to unhappiness and hence job insecurity yields in same way.

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## Human Resource in Libraries: Gap between Theory and Practice



**Anand Kumar Swain**  
Library Trainee  
Central Library, NIT, Raipur

### Introduction

A library is a center of an organization or Institution where information and knowledge are acquired, processed, and stored for providing access to users. Besides providing access, information and knowledge is preserved for future use. But it can be possible if adequate and qualified professional staff are appointed in libraries because without proper human resource, other resources of libraries like collections (print and electronic), finance cannot be properly used. A number of staff formulae have been formulated to manage libraries properly but in reality, almost all libraries are functioning with less staff than required for which libraries systems and services have been hampered to a great extent.

### Human Resource in Libraries

Human resource mean manpower or people of an organization. Human resource are one of the key parts of an organization so also for libraries because the success of an organization fully depends on its human resource. Many libraries have a hierarchy-based staff structure to manage the works of various sections. The human resource of an organization is planned according to the staffing rules, which changes from time to time according to the need of the organization. For better management and staff control, a clear-cut human resource policy is needed in libraries. It starts with job requirements, job description, recruitment, posting, promotion, and other benefits as per the rules.

Irrespective of the type of libraries i.e. academic, public or special, proper human resource planning and management is required to provide satisfactory services to users. The importance of well-qualified and skilled library staff has increased in the age of Information Technology where library collections are becoming hybrid in nature consisting of both print and electronic resources and users are more inclined towards modern ICT-based tools and



services. Further, the role of library professionals has changed from mere custodians of books to knowledge managers and trainers to give training on various library resources and services to users.

In some big and modern libraries, new ICT-based concepts such as Artificial Intelligence, Machine learning, Big data, Cloud-based service, software, online databases, digital libraries, etc., are being used and have started marketing of information products and services by using modern technologies.

### Theories on Human Resource in Libraries

Many theories on human resource have been given by many management gurus to manage libraries properly. Also, many staff formulae have been formulated from time to time by many committees formed by the central government, affiliating bodies, and many state governments. Some are discussed below.

### Ranganathan's General Staff Formula-

Dr S.R. Ranganathan has given a general staff formula that applies to different types of libraries. The formula is-

a) Professional Staff-

$$NB + NC + NL + NM + NP + NR + NT$$

$$= A/6000 + G/1500 + HW/1500 + A/3000 + P/100 + (R/50) * (W/250) + A + 40D/2000$$

b) Non-professional Skilled Staff-

$$\frac{B}{30,000} + \frac{S}{100}$$

c) Unskilled Staff-

$$NB/4 + NC/2 + NL + NM/4 + NP/2 + NR/8 + A/20,000 + D/500 + B/60,000 + (S/100) + V/30,000$$

Where,

NB- total staff in the book section

NC- total staff in circulation section

NL- number of staff as a librarian and his deputies

NM- total staff in the maintenance section

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NP-total staff in a periodicals section

NR-total staff in a reference section

NT-total staff in the Technical Section

A = Number of volumes accessioned in a year

B = Annual budget

D = Number of periodicals abstracted and indexed in a year

A = Number of volumes in the library

H= Number of hours the library kept open in a day

G=Number of gate hours for a year

P=Number of periodicals currently taken

W=Number of working days in a year

S = Number of seats for readers

### UGC Staff Formula

In 1957 under the chairmanship of Dr. S. R. Ranganathan, University Grants Commission planned a Library committee for the university and college and subordinate organizations. This Committee suggested a staffing pattern for the library proportionate to Library users, collections, and different sections. The staff pattern is as given below.

SL. NO.	Section	Staff No.	Resources
1	Book Section	1	For 6000 volumes added / year
2	Periodical Section	1	1500 current periodicals/year
3	Technical Section	1	2,000 volumes added / year
4	Reference Section	1	50 readers / days
5	Circulation Section	1	1500 gate hrs / year
7	Documentation Section	1	1000 entries/year

Apart from the above section, there was another three-core section where skilled and unskilled staff were required to manage and control the library. And these were the Administrative section where one typist, an accountant, and a clerk should be recruited. After that supervisory section, one librarian and one deputy or assistant librarian were needed, and in the maintenance section one staff looking for 1,00,000 volumes, one for 500 volumes to replace, and one for every 1,500-volume addition.

#### Unskilled staff

1. One cleaner as a supporting staff looking after 30,000 volumes.
2. For every 500 current periodicals and 6000 volumes added in a year was looked by one Library Attendant.

For College Library, in 1979, UGC formulated a staff pattern for the strength of five hundred students and the collection of 5000 volumes in the library. That required

1. One Librarian
2. One Assistant Librarian
3. Two Library Assistant
4. One Library Clerk-cum-Typist
5. Three Library Attendants

If the student strength and collection will be going to increase then the additional staff are required. According to that additional staff are required and these are-

- I. One library assistant and two library attendants should be added for an increase in every 500 students' enrolment.
- II. One library assistant and two library attendants for every addition of 25,000 volumes up to the limit of 80,000 volumes.
- III. If the student's strength increases and exceeds 2000 then one assistant librarian and one library clerk must be added.

#### **AICTE Staff Pattern**

AICTE is the statutory body that plans general policies, rules, and regulations to manage and develop the technical educational institution. In technical educational institutions, one librarian, one assistant librarian, and one assistant should be employed for 4000 volumes of books and 36 journals (18 national, and 18 international).

### **Real Scenario of Human Resource in Libraries -**

A huge gap can be seen between the theories/staff requirement and real scenario in libraries. Most libraries are functioning with understaff. Many senior library positions in universities and central funded libraries like IITs, and NITs are laying vacant. The situations at state government college are also not good, mostly functioning with one or two staff. A new trend in big libraries have started to avoid regular appointment i.e., the appointment of library staff on a contractual basis, daily wages basis either directly or through outsourcing. Recently some libraries have started tendering librarian posts which has worsened the library conditions to a great extent. The conditions of private universities are also very bad concerning library staff positions and pay scales. They spend a huge amount of money on other aspects of organizations ignoring libraries and surprisingly the affiliating and accreditation bodies never put the question on these poor staffing structures of libraries.

### **The Consequence of Poor Human Resource in Libraries**

Improper library recruitment is seen in many state governments, central government, and reputed private institutions. Due to which, library services are hampered and they are not able to play their role properly which leads to dissatisfaction among users of library services. In the digital age, information and communication media have changed, and resources are changed from print to e-resources. But due to fewer numbers of library staff, these resources and services are not managed properly and libraries are not able to think about starting new library services.

### **Conclusion**

For the development of any type of libraries, there is always the requirement of budget, manpower, and collections. But if we exclude the manpower, then it can't possible to manage and run the library properly. So, human resource is one of the basic needs of service unit like library of any organization. Hence, proper human resource planning and management are required for any libraries to be developed as per the changing technological development and user demand.

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## Is Librarianship a Material on Tender?



**Lalit Kumar Sahu**

Library Professional Trainee  
NIT, Raipur- 492010, C.G.  
Email- lalitkumarsahu883@gmail.com

### Introduction

Librarianship is the study and practice, or profession of acquiring, organizing, cataloging, preserving and providing access to information and materials in libraries. The material on tender includes books, journals, magazines, newspapers, documents, maps, multimedia materials, databases and other electronics resources.

Librarianship is a highly skilled profession that requires a deep knowledge of information sources and how to effectively use them. In order to be successful, librarians must be able to quickly find and retrieve information from a variety of sources. They must also be able to effectively communicate with patrons and other library staff.

Librarianship is a challenging profession that offers opportunities for personal and professional growth. If someone passionate about helping people access information and reading materials, then a career in librarianship may be the right choice for him/her.

### Tendering of Library staff

The term "tender" refers to a request for bids on a project. Tendering often refers to the process by which financial institutions and governmental bodies obtain quotes for large projects that must be delivered within a certain time range. It's common to refer to accepting a tender as accepting a formal offer.

As was already established, a call for bids for contracts made by governments and other organizations is referred to as a "tender" in the context of business. The majority of institutions have a definite tendering process for projects or purchases. Additionally, there are specific processes in place to regulate the selection, evaluation, and registration of the providers.

Before the contract expires, there is a time frame known as the tender period. The tender stage often lasts a few days. Members of the contract have the freedom to choose until the contract expires, thanks to the tender period. Tender notice is generally the advertisement posted in newspapers given by a public procurement authority/agency on behalf of the purchaser of services or goods. Tendering is a vital business development strategy for most construction firms.

Thus, tender is basically applicable for construction of buildings, purchase of equipment, etc. but it is surprise to note when human resources are considered as a matter of tender. The responsibility of LIS professionals is not only to provide information to users but also to preserve the library materials for future use. So, when library staff will be appointed on tender, how the basic functions of libraries can be maintained properly?

### **Conclusion**

The role of library staff is not just to manage a library for a temporary period without any responsibility for its preservation or conservation. Tendering of librarianship is a completely absurd idea which will spoil the library system and services. Hence, government and library authorities need to stop the bad practice immediately and make regular appointment of library staff in libraries.

# Is Librarianship a Material on Tender? Certainly NOT



**Prof. Dr. B. Ramesh Babu**

*(Professor Retd, University of Madras, Chennai &  
Formerly Visiting Professor, Mahasarakham University, Thailand,*

*Co - President: I-LISS)*

*22/20B Thangavelu Garden, First Street,  
Old Washermen Pet, Chennai 600 021*

*Email: beerakarameshbabu@gmail.com*

## **Introduction**

It is very sad to see an advertisement on the newspaper that ‘**Wanted a Librarian on Tender**’. The image of the LIS professionals is influenced by the reaction of the clientele and subsequent presentations and propagation in the social media and also in the mass media both print and electronic. With the social, official and professional recognition on the status of librarians both in terms of economic and social, every LIS professional feels proud to designate themselves either as Librarian or Information Officer or Information Scientist etc. It is the responsibility of every one of us to counter this anti-professional view as treating Librarianship as a commodity or a material. For this purpose, all LIS professionals in association, coordination and partnership with professional associations, networks and organisations shall march to educate those people or organisations who has such a negative view. We the professionals shall consistently and collectively raise our voice in a vibrant way, representing on the international or national or regional stage focusing the skills, competencies and experience of professionals.

## **Importance of Librarianship**

Librarianship is a worthwhile, dynamic, non-profit, valuable and service profession. It has a long history of existence since the days of early writing materials such as clay tablets, stones and other forms of writing materials. Dr S R Ranganathan (1963) rightly said as “*Librarianship is a noble profession. A librarian derives his joy by seeing the dawn of joy in the face of the readers who were helped in their search for the right information at the right time*”. It is worth remembering him (Ramesh Babu, 2017) and many other professionals who have contributed and contributing much to the development of the profession. The library profession in India owes a lot to his multifaceted and multi-dimensional contributions to the



field of Librarianship. It contributes for the knowledge sharing activities by adopting both traditional and modern methods and means of dissemination. Its aim is to provide information for all. It has been recognized across the globe as an exalted profession. It is one of the two professions (the other being publishing) that are situated at the frontier of changes being brought about by the application of ICT and digitization. It is service oriented and client-oriented profession.

The three essential duties and responsibilities of LIS professionals are learning to learn; adapt to change and scan the horizon. As a matter of fact, librarians are really “the ultimate knowledge managers”. In the modern society the field of librarianship has been gaining a recognizable status. Due the innovative nature of the profession coupled with enthusiasm, dedication and well-organized structure, it is praised by the elites and other sections of the society (Robinson, 2006, pp. 10-11).

Today’s LIS professionals are well qualified and trained in the art and science of Librarianship coupled with the proficiency with ICT skills and involved in the design and development of digital libraries and Institutional Repositories etc. They in turn provide a remarkable information services to their clientele. The image of the profession of Librarianship is the result of society’s perception and recognition (Ayre, 2003, online).

### **Librarianship is a Nobel Profession and Not a Material on Tender**

Since Melvil Dewey times, LIS professionals have been demanding a respectable status with an element of professionalism. It is strongly believed that professional status and recognition will in turn provide some better economic considerations with a better pay and allowances (Melvil Dewey (1876/1989). Even today LIS professionals are recognised as an important component of academic and research and treated with respect for their services to the information seekers in the society.

McGuigan (2011) identified a set of four characteristics that professionals share namely, knowledge, ethical principles and standards, association and a set of skills and competencies. Any profession is being supervised by the code of ethics that guides and advises the nature and extent of relationship between the LIS professionals and the clientele. LIS professionals are unbiased and dedicated information facilitators and provide highest level of service to their clientele. Librarianship is a distinct and distinguished profession in the present information– literate society. It is contributing a lot in the national development. In the

present days it is known as Library and Information Profession due to the changes in the approach and vivid nature of its services to the society.

Leigh (1952) is of the view that LIS professionals claimed the professional status since, they are closely associated with a systematic body of knowledge, service oriented, forms a part of professional associations either regional, state, national or international levels, being professionally trained and adopt a code of professional ethics. Thus, librarianship can be considered as a noble profession.

Luthmann (2007) urged librarians to counteract negative views on the profession and focus on its positive aspects. By doing so it will advocate on the betterment of the profession. In the words of Jennifer Bobrovitz and Rosemary Griebel (2001), *“If librarians collectively and individually fail to change this perception, libraries and the profession as we know it will cease to exist”* (p. 263).

### **Future of Librarianship**

*“No one can predict the future with any real degree of certainty, but it sometimes seems as though everyone is giving it a try. Certainly, the future cannot be predicted accurately and prediction is not an exact science”* (Shuman, 2001). However, the future looks bright for Librarianship as well as LIS professionals. Libraries need to become more user-friendly and to meet the demand of their patrons for digital services. The future of the profession depends on the changing dimensions in three contexts such as social and cultural forces, competing professions and competing institutions (Abbott, 1998, p 3).

LIS professionals’ goal for future innovations would be to reach the clientele in the society and to provide information services. They would be more concerned to reach more members of the society and provide services depending on their information needs. They are better qualified both academically and professionally with ICT exposure and can serve to meet the present and future demands of the profession.

Library professionals will look for new and challenging roles and responsibilities to face the challenges of the profession. There is the possibility that they would move to different places or domains of the profession in the job market. In future outsourcing would be the phenomenon in the employment opportunities for the professionals. In addition to the traditional libraries, there are more chances of placement in companies including software establishments and perform job for fee-for –services. The future has, arguably, rarely been

more uncertain. The future of the profession is exciting and vibrant with endless possibilities influenced by changing dimensions of the information and communication technology including embedded and innovative technologies. Therefore, the profession of Librarianship needs to emerge if at all we are to remain viable, feasible and important participants in the world of information resource management and knowledge sharing.

### Conclusion

Libraries have experienced dramatic changes in the recent years as a result of COVID and other external forces. Hence LIS professionals need to go for digital services in addition to the traditional ones, choose a diversified delivery models for better provision to the information access to the clientele, and improve the level of clients' information seeking behaviour. *"Librarians must make themselves more visible by better articulating their mission and the impact they have"* (Lau, 2002, p. 54). The present-day librarianship is influenced by a varied, well trained and qualified manpower who are in a better position to promote and defend the core values of the profession. It is to be reiterated that the field of librarianship is dynamic, continuum, turbulent, ever-growing, never-ending, inter-disciplinary / multi-disciplinary augmenting the emerging technologies including android and embedded technologies and serves the ever-changing information needs of the clientele. The service mission of librarianship is to help those seeking information and to find the information they need. By considering all the positive features of the Librarianship as a Nobel profession, it cannot be or should not be treated as a material on Tender.

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## Is Librarianship a Material on Tender?



**Subham Sahu**

Assistant Librarian

Government College of Engineering, Kalahandi

Email: [subhamsahu.lib@gmail.com](mailto:subhamsahu.lib@gmail.com)

Mob: 9777093020

Library, the heart of an educational institution plays a vital role in providing information to the users and to the society. Librarian's roles and responsibilities may be diversified according to the needs of user, but their central aim remains constant throughout that is to make people informed of their subjects they seek for. But in the recent past, in order to provide one librarian, an institution had given an open tender call notice. Librarianship is not a material on tender. It has hurt many library professionals but neither media nor government looked into this matter.

Normally, as herbarium is to record of extinct plant specimen, a library is an institution which keeps books and other forms of media to be used by the public and thereby providing information in order to help the users. To look out on the responsibilities as well as daily operations of a library, a librarian is appointed. Hence, library professionals can work within schools, religious institutions or as a part of government owned libraries and research centre.

Librarians shoulder upon a variety of responsibilities. Customer service is being provided and new books are provided too for the library users as per their suggestions. Librarians also help in checking out and checking in of books to help the user. It is also the prime role of librarian to distribute tasks among different staff for the maintenance of an effective as well as productive work environment. They too look after other library aids and keep a budget to get new reading materials and their maintenance. Online databases subscribed so that the user can easily avail and access it. At most priority librarians do research on new reading trends so that it could be added to the library service. Instead of all such roles and responsibilities, it is the view of many people that librarian is a seller and library is not more than a bookstore.

It would not be unfair to mention that library professionals are too responsible for allowing to develop a notion of librarianship as a material on tender. Their lack of motivation to acquire and learn, not willing to adapt to the changing world of information and inability to uphold such professionalism are the main parameters that is lowering the standards for library

profession. Hence, the status of librarianship among the academicians is reducing day by day. Librarianship is also seen as a clerical position instead of a teaching one on the academic front.

Librarianship that is considered as a material on tender which is a simple invitation to bid for a project. Tendering usually refers to the process which is a formal and structural invitation to the suppliers to submit competitive bid to supply raw materials, services, or products. It means librarians are being considered as a product which needs tendering to be appointed in any institution. Librarians can't be appointed on tender basis because, in this process qualified and interested suppliers is done on the basis of criteria such as price, availability and proposed terms of delivery.

No doubt tendering brings fairness and transparency in the selection process, but librarians can't be appointed as a material in the process of tendering. Library professionals have to undergo specialised trainee and undertake higher studies which require exercise of their skills for the purpose of service to the user. Librarianship does also require special training and skills to achieve mastery like all other profession.

Librarianship is a profession for the service of people. The job of a librarian is to connect people with data and information according to their need or whatever they seek. Librarians ensure that people should use and access information in a right manner.

Librarians help people in organising as well as selecting those materials for their effective use. It would not be fair to say that most of the librarians perform their duties on library counter, but a great majority is seen working behind it for technical support and acquisition purpose. Traditionally, Librarians worked with resource that are printed ones, but now they are working with e-resources and ever evolving techniques. Hence, they acquire skills to work with both printed and electronic resource such as computerised databases and e-books. Therefore, library professionals can be referred to as information professionals.

The service of a librarian is indispensable in the information transfer chain. They are service oriented and have a code of ethics. A librarian derives his joy by seeing the dawn of joy in the face of readers who were helped in their search for the right information at the right time. In short, librarianship can't be a material on tender.

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## Is Librarianship a Material on Tender?



**Mr Sanat Kumar Behera**

MLIS, MPhil, UGC-NET  
Sr. Technical Assistant  
Biju Patnaik Central Library  
National Institute of Technology, Rourkela  
Email: [sanatku.behera@gmail.com](mailto:sanatku.behera@gmail.com)

As we are in the Library Science profession, we are well aware of our profession, its goal, uniqueness and importance. It is our responsibility to make society, the person or group understand the significance of a Librarian. We aim not to earn only a position or money; instead, we should focus on our perception of what we think about ourselves and what people think about us. Professional status depends on influence. The more we influence people and authorities, the more privileges we will get. If someone says something useless about our profession, we shouldn't always walk away but educate them about us. The serious concern is that we fight among ourselves more, rather than focusing on the area we need to work together for the betterment of the profession. As a result, these types of backlashes are happening in our state and nationally.

***Our silence allows the policymaker to modify and amend the standard guideline, function, recruitment and library activities.*** For example, many institutes are recruiting library staff as outsourced under a firm that doesn't know about our profession. There are many position-related and pay-related differences all over India, but nobody has seriously fought for them.

***We are well connected but not well structured to fight.*** Perhaps we keep waiting for someone else to solve it for us.

***The absence of strong association and leadership makes us weak to fight.*** Many associations in the state and nationally, but their focus and agenda are different. There should be a common purpose for all these associations which work for the welfare of the librarianship and the library.

***Our professional status is in the development stage, missing uniqueness and creating wrong perceptions.*** Despite having a large community, and well-trained personnel, we still reserve ourselves on various issues. As a result, we are still unknown to many.

***We speak a lot, but our action gets paralyzed because strong rules and regulations do not back us. If we fight also, someone will give an example that has happened in some X or Y institutes.***

Challenges are there to fight with the present position of our profession. We are improving, but our improvement speed is still less than other professions. We should focus on certain things like.

- Making a single registry of all professionals regulated by a single association associated with the national level.
- Connecting with people and letting them understand how important we are to them; we have to work on a grassroots level in our capacity.
- We must fill the gaps between our profession in knowledge, application and functional level.
- We must convince authority and fight in case required.
- Educate our new fresher fellows and provide them assurance, and create possible opportunities
- We must serve people and be actively associated with the Government plan and initiatives.

## Is Librarianship a Material on Tender?



**Reghu Kuttappan**  
Licencing Manager  
Institutional Sales Springer (India) Private Limited  
email: [reghu.kuttappan@springer.com](mailto:reghu.kuttappan@springer.com)

Is Librarianship a Material on Tender? Is this a topic that needs to be even discussed? Probably yes! Drawing attention to a tender advertisement that was published in a daily some time ago, where a post of a librarian was tendered. It was shameful at the least! For a moment though, I was wishing that it was a regrettable mistake on the part of the advertiser, and I hoped it was. When mistakes are made, they are repented and corrected. I am not in the know if either was done. This being the case the act must be deplored and condemned.

We are now in a world that lives out of information delivered through technology. Whether fake or true information is stormed through social media and the consumer of this information whether to his or her liking or not is drawn to absorb this information without thought. This being the situation is it not important that individuals, institutions, and organizations be sure of what they publish or write or speak. Or are we living in a world to ridicule one other? However, one looks at this, the larger picture is that those who are responsible for doing such acts are the ones who have put their own good at stake. I will not be amazed if a directorship or professorship or for that matter any other profession is also made a material on tender in the future. It is imperative that this irresponsible act is condemned and those responsible be made accountable. A tender apology is the least one would expect too.

There is also another aspect to this topic. It is to introspect on how well we are represented as librarians. There are a multitude of representative organizations and issues such as this needs to be escalated and represented by these representative organizations. If this was not a topic that was not represented and represented well, demanding accountability, then the onus also falls on each librarian in this country. The questions we need to ask is are we sure of what we are, what we represent and what we need to establish as a professional group. It will be worthwhile to sometimes introspect on why situations like this arise. Apart being represented, as individuals it is on us to represent ourselves too. This calls for an inclusive and progressive

mind set. The position of the librarian must be perceived as a prominent part of the ecosystem than just a statute body.

In the same breath, I wish this was a mistake that occurred inadvertently. While it may be thought of as a mistake that was not meant to demean, these are mistakes that institutions cannot afford to make. Such mistakes throw aspersions on the Institution and those at the helm. As responsible institutions it will be worthwhile for those caught in this fiasco and those in the likes, to also introspect and make meaningful changes in the processes and if required, in attitude and mind. This may have been treated a weak matter that went away without much backlash. It is only wise that one thanks their good fortune and make sure they have their ways straight in the future. For one, the next time this happens, which I hope will never ever, the world will be a bitter place.

Going back to the moot question “Is Librarianship a Material on Tender?” as a non-librarian, but a person with a long working relationship with librarians, I strongly believe that librarianship is an honourable profession and must be looked after as thus. These untoward incidents have happened in the past and will keep happening in the future. The endeavour to make this profession more honourable and wanting is where the focus must lie. In the interim when such fiascos happen learn to deal with it strongly, bring about accountability and move on. Like the famous lines from Robert Frost,

The woods are lovely, dark and deep,

But I have promises to keep,

And miles to go before I sleep

## Librarianship is Not a Material on Tender



**Dr. Brundaban Nahak**

MLib, LLB, PGDCA, PhD

Chief Librarian

Centurion University of Technology and Management

Paralakhemundi, Gajapati, Odisha.

Mob.9777875331,

e-mail: [brundaban.nahak@cutm.ac.in](mailto:brundaban.nahak@cutm.ac.in)

Library is a temple of education and books/documents/e-books are living Gods where readers /patrons are getting new knowledge. Library is holy place where different authors thought contents are kept. Change is the constant of nature. The library has been changed from clay tablet to e-tablet. Libraries are going through a renaissance, both in terms the social infrastructure they provide and in terms of a diversification of these services and experiences offered. As libraries are roots and fruits of any civilization, libraries cannot be complete themselves without professionals. Professional is generally considered as the most important part of service-oriented organization and libraries are not an exception to this. Library professionals have to play a new role to tackle the new challenges and continue library services.

I have heard the tender about library furniture tender, library books purchase tender, library automation tender, library books and journals binding tender. Library materials, furniture, books, library services and many more things have been out sourcing. Librarianship is not a material on tender.

The library should be arranged in such a way to get information easily to the readers. Librarian is skilled man with professional ethics and knows the role and responsibility of librarianship. The Library Association, LIS faculties, library experts, library professionals, library students should raise voice against tender of librarians' job. If librarian job is tendered no proper service can be provided to the readers and the day will come where there is no library professional. Librarianship will go in dark future if these types of trend will continue and the library associations of different states are sole responsible for this cause. The bureaucrats are of different attitudes and natures towards librarian's job. This type of attitude is not for other professions. There are many things outsourced for library, but there is first time tendered has been made for librarian's job. They think that it is material and not a professional job. It is an illegal as per my knowledge and my opinion is that if their

profession will be filled up by tender than they may understand the value of others professional job.

Our library professionals should come to media against and revolt against this burning event and stage strike in front of assembly and raise question through MLA/MP in the assembly/parliament. We are always trying in pen and paper regarding this incident to the government and informing to different forum. We are always busy for ourselves and not tried unitedly. We have different library associations and having different ideology but not working for common benefits. There are many strong professional associations like Bar Associations, Teachers' Associations and Trade Associations, etc. and we should act like those associations.

## Is Tendering Librarians' Positions Zeitgeist of This Century?



**Dr Debraj Meher**

Librarian

Odisha University of Agriculture and Technology

Bhubaneswar-751 003

meherdebraj@gmail.com

"No system is better than the person who operates it" once said by Dr DR Kalia, the first Indian Director of Delhi Public Library System as well as first Director of HKM State Library, Odisha. It holds true in the case of pilot of an aeroplane, captain of a ship, driver of a vehicle, manager of a firm, principal of a college, captain of a team, and librarian of a library.

ALA's Task Force enumerates—"Outsourcing is the contracting external companies and organizations, functions that would otherwise be performed by library employees." Many terminologies are used for its substitute, namely, collaboration, partnership, contract service, externalization, facility management, contract service, hiring, etc.

The issue of outsourcing a service is not new. In the last decade this business model has gained ground in the western countries. In regard to outsourcing in UK's law firm libraries, –Donald Lickley writes— "the terms 'contracting out', 'outsourcing' and 'offshoring' have become well-known short-hand for a range of alternative management models for information services in the UK legal sector, which have flourished over the last decade. Prompted by a need to cut costs, reduce headcount, and rationalise 'non-core' functions. This trend has enabled the emergence and growth of a significant group of specialist service providers and vendors." They provide specialist services on outsourcing basis to the firm that hired them. Fiona Brown suggests "the ability of an external service to provide a superior service is doubted on the grounds of an absence of loyal in-house staff with personal knowledge of the work of the firm." In libraries, the non-core services that can be outsourced are: data entry, networking, automation, maintenance of hardware and software, electrical appliances and electronic gadgets, surveillance, housekeeping, website designing, reprography, digitization, binding, conservation, etc. But the core-functions like collection development and organization; gathering and providing information; making the collection accessible to all the library users; providing assistance in the use of the collection; supervision and management of these activities, etc. are to be looked after by in-house library staff.

In the recent past an institution had given an open tender call notice in a local newspaper to provide one librarian. This is not the only incident the library and information science people are experiencing— one of the heaps to tell. The issue of tendering for manpower is not new. It has certain limitations with just providing labour force, may be of non-skilled, skilled category. But, floating tender to provide a librarian for a given research institute, that position requires professional degree, experience and exposers—*yeh baat kuchh hazam nahi hui*. Because the librarian has to undertake all the core and non-core activities of that library keeping in view the vision and mission of the organization. An outsourced agency has nothing to do with the mission or

vision the organization is outsourcing. Their moto is to get the assigned job finished as early as possible and get the contract money paid. Thinking of hiring a person to head the library against tender is even worse, for the person is hired for a specific period of time and uncertain future.

The people in the administration of said institute may not foresee the result it will yield. They, in the third decade of 21st century, are visualising librarian's job is to none other than making entry of newly procured books, putting seal of the institute there upon and issue/ return of those. This poor knowledge of a fella in administrative position with regard to managing a library might have prompted them to adhere to this myopic strategy of manning a library of a research institute.

Tendering manpower is for the sake of labour and not intellect. Prof Marshall specifies "by labour is meant the economic work of man, whether with hand or head'." But librarianship is meant for intellectual activities. How can it be substitute for labour?

There is a trend in the private sector that they are paying a handsome and hefty amount to one leading librarian and other subordinate library staff with meagre remuneration for years. The leading fellow never approaches the management for the betterment of his/her subordinate professionals for the fear that his/her remuneration does not land in jeopardy. This way the subordinate staff suffer from financial crisis, that leads to many other predicaments and their familial and social relations remain vulnerable all the times. One must astonish to heard that in a given university library staff are getting the same remuneration before 12 years they were. Still the library professionals are doing their duties religiously. But, one of them says 'it doesn't hurt me, what hurts is—the tendering of librarianship.'

One more thing that, knowing the ad of 'tender to provide a librarian' none of the quarters, associations or common forums raised their voice or wrote a line to that administrative body, making them aware of their slip-up. Rather, all have maintained a stolid silence on the matter. Today, if we could afford to remain indifferent to this matter, this model not only be ingrained, but the people in management consider this as zeitgeist of the time.



## Librarianship is a Material on Tender: Who Says?



**Dr. Manoj Mishra**  
Asst. Librarian  
IMS & SUM Hospital  
Siksha 'O' Anusandhan University  
Bhubaneswar

Librarianship is a profession and it can be defined as a distinguished and distinct profession. A profession can be read as an occupation and it demands specific knowledge and skill. Librarian is an agent of communication from the source of information to the end users. The decision makers will agree with this opinion of many social and information scientists like Melvil Dewey, Butler, Greenwood, Schaffer et al. that the services of librarian are indispensable in the information transfer chain. Robert D Leigh wrote that librarians are accepted professional status as a goal on the following factors:

1. "They are identified with knowledge, which is prime service of occupational prestige in our society
2. They are service-oriented rather than self-interested at least in certain senses
3. Library and information professionals belong to professional associations (state and national)
4. They are trained in professional schools, associated with universities
5. They have a code of ethics".

The working professionals are confident and able to serve the user community to earn reputation. They also exercise their authority with the users within the profession. The responsibility of working librarians is to provide suitable, needed and authentic information to the users as and when they require. It is accepted that libraries were well established from the ancient time. But in this present scenario, the libraries are well equipped with electronic resources to serve the users with the advent of technology. Introduction of Information Communication Technology in the libraries gave birth to the new libraries like: Green Library, Digital Library, Automated Library, Smart Library and Virtual Library, etc. Accordingly, the professionals working in those libraries are so called as: Smart Librarian, Cybrarian, etc.

The working professionals are very busy in their service towards the end users. They have to meet different types of users every day and they are committed to satisfy the user's demand at

their level best. No doubt, Library requires some useful materials for the benefit of its users and the materials are helpful in catering library services by the working professionals. Book shelves (wooden / steel) are necessary to stack the printed books acquired by the libraries. Computers are needed for the users to search their required documents through OPAC and Web OPAC. Journal display racks are must to display the subscribed printed journals for the libraries. The e-journals, e-books, e-database, etc. are subscribed and stored in institutional server. The users can browse and retrieve their required information at any time through LAN.

It is noticed in many organizations (both in central and state govt.) are interested to prefer outsourcing process or contractual process to appoint professional librarians in their organizations. If other employees are being appointed through direct recruitment process, why the librarians are debarred from that regulation? This is astonished that not a single organization / forum / statutory association have raised voice on this matter. Library professionals should come forward united to discuss this matter with the government to modify or to make some changes with this ongoing unpleasant process.

A Librarian is committed to perform professional work including information access, social or technical programming or instruction on information literacy to the user community/society with the limitations of library services. The direction of education for librarianship has changed over time to reflect the roles of librarian in changing environment of ICT.

The materials used in the libraries can be tendered for the benefit of the parent organization. But how can a librarian be tendered? It is a big question to the authorities or the decision makers to think over this discussed matter. The process of tender to hire librarians is fully wrong and it should not be accepted by the library professionals. Librarians are human beings and a person cannot be hired through tender.

This discussion is only to aware the professionals and top level managers not to consider this process for appointing librarians in different organizations/ institutions. A profession is a healthy one, if the professionals will think positive towards their responsibilities and sincerity to the profession. Simultaneously, it will be good governance if the policy makers will consider the library profession as per the other professionals working in various capacities.

## Librarianship is a Material on Tender— Unfortunate



Susanta Ku. Khuntia  
Jr. Librarian  
Central Library, IMS & SUM Hospital  
S'O'A Deemed to be University,  
Bhubaneswar

### Introduction

Library is a nice gateway of information. Every citizen (student, scholar and faculty) from different fields need information from library and other information centers to acquire knowledge. It helps them to enhance their knowledge, power and ability to present them with the help of physical brain mapping structure through library facilities. Library is a knowledge centre and librarianship is a noble profession for the society. But in the present situation, it feels there are something lacking with the library management as well as professional development or recruitment procedure within the institutional activities.

### Library, Librarian and Librarianship

Library is an interdisciplinary domain concerned with huge collection in a well-organized manner. Information dissemination is also an important part as per its own formats. Well directed library service is provided by a systematic designed library infrastructure including building, seating and reading facility furnished with modern technology like Information Communication Technologies (ICT). Virtual library is also an essential need for the different users of the society irrespective of subjects in present scenario.

Library professionals are responsible for resource management and providing service. They are also answerable to different library activities. The job responsibilities of a librarian include managing collection development, acquisitions, technical processing, housekeeping operation, reference services and preservation. They are also responsible for providing wide range of services, such as information dissemination, various instructions from the statutory bodies and training procedures etc. All library professionals are familiar with library and information science management system to render better service to the end users as their need and purpose.

Librarianship involves collection, organization, preservation and dissemination of information in a right way to the right people in the right time. This process is a collection of various sources in different form, size and nature to support all individuals as well as to achieve an organizational strategic goal. The public library is a place where the community comes together and connect with each other to get library facilities from one place under one roof. This center acts as a technical hub and intellectual forum.

Librarianship is a comparable profession to other working professionals engaged with various capacities in different organizations. Recently, library profession came to know from the print media source that a working librarian is in the charge of institution head in a central school. It is worthy to mention that library profession is same as the other profession.

### **Library and Librarianship Environment**

Now a days, it is noticed that library professionals are able to applying their acquired skill and technical knowledge. It is also understood that they have required ability to perform the responsibility offered to them in their field. Many of the library professionals have also full of interest to shoulder their responsibilities inside the library. Updated knowledge and technical skill is the key point for every profession. Some professionals are doing their job to fulfill the interest of organization the library attached to. Library environment persists them to have a good relation between users and them to render the library service in a better way.

### **Librarian/Librarianship is on Tender?**

It becomes a common mindset of the decision makers to run a library with the people from out sourcing or in contractual appointment. Librarians are to be recruited by the statutory body through an interview or by the recruitment procedure not through tender for smooth conduct of a library. Librarianship is a noble profession and its impact is very high for the society. Librarian is not an object by which they will come through tender process. This is an unfortunate situation and shameful matter for the profession. Due to lack of manpower in libraries, there are so many outsourcing agencies to supply manpower to libraries, but there is no provision of tender process to hire or acquire manpower to the organization.

To avoid such situations in all leading libraries of different organizations, the authorities will have to consider some useful directions such as:

- Library infrastructure should be good, peaceful and must be smart in nature.

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- Skilled, trained and dynamic library professionals should be appointed to manage the library.
- Appointment /recruitment should be genuine through proper skill test and personal interview
- Appropriate remunerations or financial support should be offered to avoid such things.
- Proper library management service should be provided.
- Some of the power should be given to Librarian for decision making and smooth running.
- Should have self-dedicated library professionals to handle library activities.

### Conclusion

In this present scenario, all leading libraries are running smoothly only because of some sincere, skilled, trained and dynamic library professionals along with library members having a well co-ordinations with all requisite financial, infrastructural amenities and other supporting parameters. All libraries should run without any adverse atmosphere or bad environment by which it will create negative impact on the library users. The tender process of a librarian is unfortunate, if happened so and the people who are thinking for this procedure should be requested to change their decision. This is a gentle discussion for professional development and to aware the library professionals.

## Librarianship is a Noble Profession



**Mukesh Behera**

Library Information Assistant  
Indian Institute of Technology Delhi  
email: [mukeshbehera25@gmail.com](mailto:mukeshbehera25@gmail.com)

To quote Ranganathan *“Librarianship is a noble profession. A librarian derives his joy by seeing the dawn of joy in the face of the readers who were helped in their search for the right information at the right time.”*

Millions of people are employed across all professions in India, and they all have equal roles and responsibilities in the nation building. In a same manner, librarianship is a distinctive profession deals with knowledge. Since the definition of librarianship has altered to reflect the shifting information needs of society that’s why librarianship is now referred to as the "Library and Information Profession." In addition to exhibiting the fundamental elements of a well-established profession, librarianship possesses all the qualities of any other vocation. As a noble vocation, it expands one's outlook, increases one's knowledge, and strengthens interpersonal connections amongst people and the society as well. Libraries and library professionals at the institutional level can play a significant part in establishing informed and educated nations and in empowering people also.

A group of professionals who work as librarians pursue and complete specialised education and training in order to use their knowledge and abilities for the benefit of society. Like any other profession, librarianship requires specialised training and defines a long-standing and prestigious profession. The library's holdings and services have changed or gotten bigger recently due to ICT. The increased responsibility placed on librarians’ shoulder has created an urgent demand for specialised training. The job of a librarian is to connect people with the information they need in whatever format it is available. All library-related jobs serve the same purpose: to assist people in accessing and using information. It can be for educational, professional or recreational purposes. Libraries of all types are eager to demonstrate their worth to cater to information need of as many people as possible.

While ICT advancements and applications have improved and easier access to information and its distribution, they have also created new roles in information provision, dissemination, and transfer. The position of the librarian has changed from one of passivity to one of activity. They are now the entrance to a wide range of information sources rather than just a keeper of books. Technology has improved the role of librarians in the twenty-first century. Due to the presence of ICT infrastructure in libraries nowadays, services are ICT driven. Since they have gone a long way as navigators who are skilled in the use of technologies, librarians are expected to blend the traditional roles with the modern roles. Librarians today are highly skilled, self-driven professionals that not only safeguard information in various formats but also teach the users how to use sources of information so they may better utilize.

I am aware that librarianship is not a general profession, but it is a remarkable profession since it plays a vital role in advancing research, education, personality development, ethics, and other significant national values. Additionally, a librarian not only interacts with books of knowledge but also enjoys the exhilaration of giving the appropriate information to the appropriate person at the appropriate time.

Despite above all, ignorant people can never judge a librarian's position and ignore in many ways. Some of the phenomena of floating a tender for librarian's position is very much deplorable. In this century, if any single research institution is not aware of librarian's job is even more awful. Anyway, let their ignorance be with them. Yet, if they are in need of my service, they are welcome to librarian's arena they will be served well in my knowledge kingdom. Let knowledge illuminate their darkness of ignorance.

## Outsourcing of the Library Professionals



**Dr. Pradyumna Kumar Panigrahi**

Librarian

Sir Padampat Singhanian University, Udaipur (Raj.)

Email: pk.panigrahi@spsu.ac.in

### Abstract

The purpose of this paper is to give a brief account of the use of outsourcing in libraries through the tendering process. It is an attempt to conceptualize outsourcing approaches for Libraries and Information Centres and discusses the need for outsourcing. The merits and demerits of outsourcing library professions are discussed in this study. The study revealed that this is a great injustice to the library professional community.

**Keywords:** Outsourcing, Tender, Library professionals, Library, Librarian

### Introduction

Our culture is changing into one that is highly integrated and self-aware as we move towards a new era. We refer to it as modern society. One of society's most important and useful institutions is the library. They are crucial components of the global communication and education systems. Libraries are growing more and more vital and significant due to the nation's higher education institutions' rapid growth. Consequently, librarianship is a growing topic that is now recognized as a separate discipline within the sphere of knowledge. The definition of libraries and librarianship has changed as a result of the development of communication and information technologies. The Library was once perceived as a place to store books, with the Librarian serving as a book caretaker. The traditional librarian's job is changing quickly from being a bookkeeper to being a facilitator who finds the right information. Helping users find the appropriate material for their needs at the appropriate time and use it effectively and efficiently is one of the librarian's duties.

As per the qualification issues, most institutions require a master's degree in library & information science. But, for a school librarian, a bachelor's degree in library & information science is sufficient. However, the post of Librarian in higher educational institutions requires M.Phil., PhD, PGDLAN, etc. Nowadays, computerized and digital libraries are essential for every library. Hence library professionals are developing their IT skills through specialized courses like PGDLAN, PGDCA etc. It



has been observed that there are many qualifications to be acquired to become a library professional.

### **Objectives of the Study**

1. To know about the library, the value of library professionals and its essential Qualifications.
2. To know the merits and demerits of outsourcing.

### **Literature Review**

Library and information science (LIS) education in India, both before and after independence, has changed with time, according to Singh's 2003 paper, "Library and Information Science Education in India: Issues and Trends." examines the issues impacting the condition of LIS education and offers suggestions and points of view to help LIS practitioners be prepared to tackle the difficulties that are arising at a rapid rate.

In his article Trends, Problems, and Future of Library and Information Science Education in India, Ramesha (2007) stated that the technological revolution created issues for libraries and information science (LIS) schools not just in India but also in the West. In order to produce the best LIS professionals to lead librarianship in the twenty-first century, LIS departments' and teachers' responsibilities are expanding.

According to a study by Gowda (2009) titled "Satisfaction Levels Related to Management Issues Among LIS Professionals," LIS professionals should be encouraged to actively participate in campus activities like the library in order to improve their perception. Their suggestions must to be implemented well, and their opinions ought to be honoured.

In his essay LIS Education in India: Emerging Paradigms, Challenges, and Propositions in the Digital Era, Mahapatra (2006) stated that libraries around the world are expanding outside the traditional framework and leaving the marks of severe changes in the basic notion of the LIS profession. Accordingly, he concluded that librarians must prepare for working in a network environment in the twenty-first century and acquire the required abilities, such as leadership, information handling, communication, crisis management, team building, and decision-making, among others.

In order to modernize and reengineer libraries, Kumbhar & Bidve claim that outsourcing services including building and equipment maintenance, automation, networking, data feeding, mailing, electricity, accounting, courier, and security is typical (2016).

### **Research Methodology**

This study is done by collecting and collating information from websites, Blogs and journals, conference proceedings, etc. This study is based on the information available on the internet.

### **Outsourcing**

Contracting out to a third party is referred to as outsourcing commonly. Privatization was adopted after 1980, and starting in 1990, private firms started to outsource work to professional groups to be more cost-effective. The phrase "outsourcing" was first used in the late 1980s to refer to several terms that are related to outsourcing work and services, including facilities management, contract service, outward manifestations, partnership, cooperation, contracting, recruitment, and tendering.

### **Definition of Outsourcing:**

A contract for services that a company has decided not to deliver internally by hiring staff is known as outsourcing. Both the corporate and non-profit sectors frequently outsource. 40% of Fortune 500 corporations, according to a 1995 poll, outsource at least one department, although services are preferred (Lancaster 1995).

Outsourcing is defined as "the purchasing of parts of a product to be assembled elsewhere, such as acquiring cheap foreign parts rather than manufacturing them at home" in the Random House English Dictionary unabridged version (1993).

### **Outsourcing of Library professionals**

While managing the library, it has been observed that the recruitment procedure of library professionals is moving towards a tender process instead of direct recruitment under the banner of organizations which is a great injustice to the library professional community. In

the earlier days, the automation portion of the library was first given to outsourcing. But, nowadays the operation of the entire library has started outsourcing through tender.

#### Advantages

- Outsourcing can consider making an institution more adaptable to modification;
- Outsourcing allows for reasonable regulation of the library budget and maximum utilization of available resources;
- Outsourcing gives access to more diverse talented employees and a self-sustaining source of expertise;
- Outsourcing can consider making an institution more adaptable to modification;
- Outsourcing allows for reasonable regulation of the library budget and maximum utilisation of available resources;
- Outsourcing gives access to more diverse talented employees and a self-sustaining source of expertise;

#### Disadvantages:

- When an organization starts outsourcing processes, managing the offshore provider may be more challenging than managing processes within the organization.
- -The contract term can be terminated by the agency at any time without cause or prior notice, putting the workers under the contractor at a disadvantage.
- Constant changes in the contracting agencies may make it difficult to manage the management effectively.
- Outsourcing agency employees will be insecure about their careers and may show a lack of interest or quality in the work.
- If large-scale outsourcing occurs, library professionals' employment opportunities will be reduced.

#### Discussion

It is observed that the organization may benefit in giving outsourcing to manage the libraries. But, the accuracy of library management will not come. The library employee will think about their future professional carrier, which will hamper the quality of work. For some specific work, it may be good. But for regular services, it will hamper the quality of work.

## Conclusion

Many people have resisted outsourcing in a professional setting. The challenges and concerns of outsourcing need to be clarified in light of strong opposition to outsourcing libraries. Library professionals have raised concerns over the years about outsourcing library functions.

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## Tender of Librarianship???

**Mr. Srikanta Sahu,**  
Library and Information Officer,  
NIPER Guwahati,  
Email: sahu439@gmail.com



Library is treated as the heart of institution. It tends to be an integral part of academic institutions. Library always functions with an objective to provide exhaustive information resources and value-added services in support of research, teaching, and learning needs of institute fraternity in achieving its goal. Nowadays, library is not merely a storehouse of knowledge, it has transformed into an access hub. Advent of ICT and internet has contributed to developing different library resources and services. To match this, LIS profession and LIS education has been developed and updated accordingly.

Many times, we come across a question “Do we need libraries in this age of Internet?” “Are the librarians going to be obsolete in the future?” “It has also been observed that many higher education agencies in India like UGC, in Model Cadre Recruitment Rules for Central Universities, has degraded status of librarian from academic to non-academic. In many CFTI institutions like NITs, when there was a shift from 6th CPC to 7th CPC, Deputy Librarian and assistant Librarian were considered to be academic staff offering AGP but in 7thCPC it was degraded to GP, non-academic pay; whoever is there in existing AGP that can be valid maximum five years and there is no AGP for fresh recruitment. Some institutions are taking multi-skill professionals for library jobs. Some are giving tenders for recruiting librarian positions. These unpleasant situations are an alarm to all LIS fraternity to wake up and fight and work hard for our identity and respect. To address this, the following may be the possible solutions:

### **i. Unity is Strength**

There are many state library associations that are doing well for LIS profession in their state. But it is required to have a separate chapter of already existing national level associations like ILA, IASLIC etc. or for a new separate association having representatives throughout the nation which will work for developing standard guidelines for LIS professionals (as IFLA, ALA, CARL and others are doing in international level) and also work for protecting dignity and status of LIS profession in India.

### **ii. Standards and Quality**

It is required to develop a standardized centralized recruitment rule for LIS professionals that can be followed by all employers (as it is there for academic positions). A common LIS curriculum can help to enrich the quality and standard of LIS education in India.

**iii. Adaptation, Updation and Innovation**

It is said “JO DIKHTA HAI WO BIKTA HAI”. So, we have to prove ourselves. We have to establish our identity in terms of quality and innovation at all levels. This is the time to work hard and develop our self-awareness and skills. We have to prove ourselves as most required and relevant for all academic fraternities. We can develop different innovative services as per the demand and interest of our patron community. We can use different tools which they engage most to reach to them and stay connected. For example: Use of social media like Facebook, Twitter, etc. for promotion and marketing of library; YouTube, blog, etc. for content creation; Use of Mobile apps, QR code, etc. for easy access at their fingertips. Accordingly, we have to develop our skills and awareness like IT skill (automation, IR, Website design, Blogging), Research skills, Social media skills etc.

## Tendered Librarian



**Dr. Siba Prasad Panda**

Deputy Librarian

GITAM Deemed to be University

Visakhapatnam, Andhra Pradesh

Email: sibagiet14@gmail.com

One day I received a call from my friend and he informed ‘I bid a tender for the post of librarian.’ I was shocked and asked him was it true? How a librarian position of an academic library will be tendered like a commodity. He said “yes, now different state governments are advertising in different newspapers for tender for the post of librarian and other related posts. Then he told me a word “outsourcing.” Then I searched in google to know what is outsourcing. It is a process of contracting to a third party.

Outsourcing mean partnering with external companies to supply the services. I knew that the companies are taking the lower-class to higher class categories staff in outsourcing basis to reduce the difficulties in management. Companies are allowing catering, cleaning, transport, and other daily related work allocated to other companies for the smooth function and reduce the burden of management. Outsourcing is a business practice of hiring someone outside the company to carry out the regular or temporary task, sometimes it is known as contracting out.

The rapid development of technology, information explosion and inefficiencies of library professional is one of the causes of outsourcing in library. Most of the library adopting it in digitization and retro-conversion. But in India, some reputed institutions and state governments are advertising or tendering, for the librarian post as an outsourced. It means the partnering company will recruit for them and they will work for the institution but they will not come under their pay or service roles. Every month they will get a wage and the company will take some amount from the main institutions. It is purely temporary in nature.

Now a big question comes to mind, is it healthy for the institutions, why the academic institutions have been adopting this process for the post like librarian? Is a librarian a tendered item? Its answer is no, no, no. But today more number of institutions are adopting this practice. I am one of the persons who worked as a tendered librarian in my career when I was worked in a reputed university of India, but later they considered me in the university

role. But I worked there for two years as outsourcing librarian in outsourcing company's name, and still maximum number of employees particularly non-teaching are coming under the outsourcing company. Of course, I had not felt any difference between the regular and outsourced staff in treatment and services inside the campus but when I visited and met the professional friends in a conference or somewhere it hurts me more and force me to tell lies to safeguard my prestige. Some outsourced company provides the monthly remuneration, EPF, ESI and other facilities like the regular employees but all are working with an uncertainty. Other companies exploit the workers just like a daily wage worker and they have no work no wage policy.

It is an anti-staff and anti-professional activities; it reduces the workload and improve their activities and professional competencies. Library are adopting the outsourcing staff to do the different activities of library like preparing card catalogue, pasting of call numbers sticker in books, barcode or RFID tagging, library website maintenance... According to Saswant, "outsourcing non-core activities can save the time of library professionals which can be invested by them in providing other services like literacy skills, quality research support services, etc. Concludes that there should be a proper balance of outsourcing activities and duties of the library professionals."

Why the government and other private institutions have been adopting the outsourcing systems in an academic institution. Let us discuss its merit and demerit

#### Merits

1. Reduce or control the cost of different activities
2. Improve their core services like academic
3. Reduce the recruitment activities
4. Management can focus more on core activity
5. Reduce the administrative cost
6. Timely result
7. Increased efficiency in non-productivity activity.
8. More flexible to change

#### Demerits

1. Service delivery will be below expectation
2. Reduce the confidentiality and security



3. Lack of flexibility
4. Management difficulties
5. Instability in the work environment
6. More dominance of outsources company
7. Frequent change of staff affects the work more
8. Uncertainty in services
9. Lack of interest and lack of interest and lack of quality work
10. Employment opportunity of the library job reduced
11. No safeguard of intellectual property
12. Discrimination between permanent and outsourcing library workers

Nowadays maximum number of the library's non library professional core activities like data entry, ID card preparation, barcode generation, network management, RFID tagging and activation, cloud solutions, data recovery and data curation, AMC, IT infrastructure management. Non-core activities like photocopying, binding, labelling, and pasting, dusting, cleaning, CC camera maintenance, safety device maintenance is undertaken by the outsourcing. But if the main positions of the library like Librarian, Deputy Librarian, Assistant librarian will be coming under outsourcing it will destroy the growth of library. They will not work honestly and efficiently. They will not take interest to introduce the latest technology and latest methods in the library.

In India, many libraries like academic, special, and reputed institute's libraries are adopting these practices since a very long back. Before adopting this practice in library, it needs a rigorous study in cost and benefit analysis. It may be acceptable in non-core activities of library but not in core activity of library. If the main position of library i.e., librarian will be a tendered librarian, how the management expect more form him/her. Self-sufficiency is the best option than the outsourcing.

# SHORT COMMUNICATIONS

(Arranged alphabetically according to contributor's surname)

## Librarianship is Not a Tender Material

**Vinod Kumar Khunte**

Research Scholar

SoS Library and Information Science

Pt. Ravishankar Shukla University, Raipur (C.G.)

e-mail – vinodkhunte107@gmail.com



Library and librarians have an important history in India after and before independence. Despite this, the present society has not understood the importance of library and librarian properly. The open tender advertisement for providing librarianship is a direct proof of this, which is a very worrying and thought-provoking situation. Even after this, the attitude of the society towards the librarian's business is not as positive as it should have been, that is why on many occasions such things come to the fore regarding the librarian and his work that the question mark arises on the importance of the librarian. Gradually, such an odd situation is being created where the library and librarian are finding it very difficult to maintain their existence.

The situation of library and librarians remains pathetic in many private educational institutions and government institutions at the school level, where there is a librarian, but library development funds are not made available to him. In many educational institutions the librarian's position is temporary or on contract basis. In this way the situation of librarians is deteriorating day by day, towards which neither the positive behavior of the government nor the society is visible, everyone is ignoring it. Due to which the great image of the library and librarian is getting tarnished.

On the one hand, where we consider the library as the heart of any educational and non-educational institution, on the other hand some people talk about librarian a tender material through advertisements. If we talk about the work of librarian, then it is very important for the candidate to have a sense of decency, humility, efficiency and dedication to do this work. Despite the work of librarianship being so important, the society is unaware of its importance. The society should understand that library is the temple of knowledge and library leadership is the human medium to reach that knowledge to the society. Therefore, library and librarianship should get an important place in the society, it should not be insulted by calling it the material of tender.

## Is Librarianship a Material on Tender?

**Neelam Markande**

Research scholar

DLIS

Pt. Ravishankar Shukla University, Raipur

[neelammarkande08@gmail.com](mailto:neelammarkande08@gmail.com)



Librarianship is a respectable occupation. The art and science of managing libraries is called “librarianship”. It’s a bridge between users and information, and the main purpose of librarians is to provide services to their users and satisfy them with their information needs.

Firstly, librarian is a profession not a business which requires any tender for supply. Tender for the supply /purchase of inanimate objects or materials were seen by any institution or person or firm. If the buyer wants to buy any article or material, then the buyer invites a tender from among the sellers and the lowest price at which the seller is ready to supply the goods qualifies for supply. Recently it was learned about a surprising incident that a tender was issued by an institution in Odisha for a librarian.

Seeing such an act of tendering for a prestigious post like librarian, it appears that either the said institution is completely ignorant of the librarian’s job and they have kept the librarian in the category of inanimate object or material.

Hundreds of professionals associated with the library profession have definitely been hurt by this act. Librarian is not a material for tender, and we cannot tolerate such thing or such act do not recur in future.

## Challenges for Library Profession: a View Point

**Dhirendra Kumar Padhan**

Assistant Librarian

School of Planning and Architecture, Bhopal

[dhirendra@spabhopal.ac.in](mailto:dhirendra@spabhopal.ac.in)



In a googlized world, every aspect of human life and society is impacted by Internet, technology and communications. Easy access to Internet, e-resources, and communication technologies has made the human interferences lesser welcome in delivering products or services. Virtualisation, artificial intelligence, cloud computing, services on mobile application and block chain technology have led to speed and accuracy in work undoubtedly, but, less human interference too has also negatively impacted the delivery of services.

In a developing nation failure of network or power could be irritating but a session with a librarian is always enriching. Library being a service unit is greatly impacted with the idea of less human interference mechanism in library services. Automation and digitisation have led to optimum use of resources but non interferences of library professional in the process makes room for question on the impact of these services in some cases. To give an example, continuous email information from the library mostly went unnoticed by the user community. Library is losing its essence due to declining foot fall.

In Indian scenario, the vacant library positions, the diminishing library cadres, the shrinking library budgets in premiere organisations, and to the least tendering of librarianship by an organisation recently, points towards the graveness of the situation for the library professional in coming days.

It is better to search the lacuna within rather than pointing finger at the administrative system or government policies. The questions arise why librarianship as a profession is going through such a situation? Are we lacking behind somewhere in a technically advanced academic scenario? What is our role in increasing the quality and quantity of research? What steps we required to take up to keep the profession alive?

### **Issues Need Immediate Deliberations for the Future of Librarianship:**

1. Addressing technical training needs of the library professionals
2. Dynamism in library systems and services
3. Research skills of library professionals
4. Organisational and managerial skills of library managers
5. Leadership skills in library professionals
6. Practice of proactive library activities among library professionals
7. Maximum uses of open resources including social networking for library services
8. Close networking among library professionals
9. How to improve the reading habits in general
10. Equal cadre for library positions in different organization
11. LIS education and practical issues in library operation
12. Functionality of professional library associations

## Dissociative Identity Disorder: Is the Present Human Race is Going Through?

**Dr Bibhu Prasad Panda**

Chief Librarian  
Knowledge Garden  
DRIEMS gr. of Institutions  
Tangi, Cuttack  
Call- 9438318372



It is a matter of pride when a person choose a particular subject to pursue his/her career, the Godfathers (particularly faculties) illuminates the views through preaching that after successful completion of the course you will be posted as “ \* ”. From that day he/she start dreaming as if they got that post, some individuals started the race taking it as a competition/ challenge, rigorously prepared for the cause and successfully completed.

Now while passionately searching for their desirous job as stated “\*” above, and suddenly come across an advertising by some institute of repute for the searched post, that they need a “human material” rather than a “human being” it hurts to the deep soul.

For myself, I really feel that we are not in a developed country and also not in 21<sup>st</sup> Century, it took me back to the ancient Arabian era where humans where sold as “ Materials” as we all story from Arabian nights that has been depicted in some films.

Today’s India is preparing itself to become “Biswaguru” to rule over the world, but deep inside our soul is facing such type of tortured situations beyond control. The top bosses who are arrogant and ignorant about the word they advertised knowingly or as a routine process should be called for explanations.

We are not 9 am to 6 pm mechanical toys where the jargon “Fill It, Shut It, Forget It” is applicable also we are made to dance with the tune of our panel of recruiters (management), who may not have any idea on the subject line and sometimes we are not allowed to act in creating new dimensions for the world thinking of.

If our law makers is really working “for the people” should take stringent action on those who are responsible for such classified ad./s again and again, for betterment of the present “ Human Race.” Let the law makers should take a remarkable stance towards the top boss while segregating “ Human Materials” over “Human beings” and remind them that they are lso human beings and give them a proper treatment from the chronic mental disease popularly known as Dissociative Identity Disorder.

## Is Librarianship a Material on Tender?

**Samyak Pratik Pattanaik**

Student

DLIS, Sambalpur University

JyotiVihar, Burla, Sambalpur Odisha-768019

email: [jesssamyak@gmail.com](mailto:jesssamyak@gmail.com)



Since time immemorial or from ancient times, libraries were treated as a mere storehouse of books, and so the librarian was treated as a guardian or storekeeper of that storehouse. However, with the introduction of ICT and cutting-edge technology into libraries such as RFID, Artificial Intelligence, Augmented Reality, Internet of Things, User-focused Interfaces and applications, and so on, things have changed drastically. Now, libraries are facilitating various diversified services to satisfy the user's needs in a more efficient way, and so the role of a librarian is changing by serving the user in a multifaceted manner.

But the question is, has it really changed? No, in reality, in the eyes of many in society, it's the same role of a storehouse keeper as it used to be back in the earlier days. This undeveloped mentality still exists in most of their minds. The author argues that the profession of librarianship in India is in crisis. Being realistic a librarian's productivity and efforts are still not valued as highly as those of other academics in the academic community. As in the recent past, the fraternity encountered so many unpleasant and embarrassing situations in terms of jobs, recognition, status, etc. So, the concerned authorities, the government authorities, and the library association should take corrective action, and we should all work together to shape the perception to change vigorously.

Apparently, we, as library professionals, have to combat the issue and must put in the effort to understand the situation and provide the profession with meaningful validation. By making a few adjustments on a personal and professional level, academic librarians can alter their responsiveness. We must serve society in the most efficient manner by being benevolent, and a unique and original plan must be established. To do that, librarians must leave their cabins and work with academics to pro-actively assist users in more prolific ways. Gradually the society will realise the value of a library professional in this age of information explosion.

### **Annual Issue, 2022**

The Library Association of our country should pro-actively participate and address all these kinds of issues in a wider arena, like on a national and global level. A collective effort should be made to bring this issue to the notice of concerned authorities and for the safeguard our profession. Since we are accountable for delivering, we must establish that we are an integral component of the learning system.



## Tendering Librarian is Adding Insult to Injury

**Kiran Pradhan**

OUAT, Bhubaneswar

kiranpradhan246@gmail.com



*“Librarians have always been among the most thoughtful and helpful people. They are teachers without a classroom. No libraries, no progress.”—Willard Scott*

In this age of technological renovation, librarianship is a noble profession and librarians play a significant role in reviving public spirit. Due to the transformation from print to electronic media, the demand for accountability, the emphasis on customer service, the responsibility for digitizing and automating all services, outsourcing work, etc., librarians have evolved into information professionals. It is a true to say that librarians work in all areas of academic libraries, wear various hats, and offer a wide range of services to patrons. Librarians are crucial for the advancement of learning because they can quickly and accurately supply users with the information, they need to further their education both on and off campus. Additionally, academicians are greatly benefited from libraries for their study and research.

But the status of Librarians in India is very much neglected, be it related to vacancy, salary, priority, etc. by authorities. The administrations give importance to non-LIS people to take decisions on libraries. In recent past, the vacancy of Librarian in a particular institute was to be filled up on tender as per a notice in one local newspaper. Tendering of Librarian is worst matter for us. Why we tender? Are we a project or a product or a building or furniture? We know about the tender of library services like cataloguing, fixing of book pockets, binding and repair of books, photocopying, library automation work, but not the library professional. We are human being not an inanimate thing. We have same qualification, experience with teachers, but why teachers are not outsourced. It adversely affects on LIS community. We are being neglected and ill-treated always. It creates job dissatisfaction among professionals. The outsourcing LIS professionals suffer from issues like low wages with irregular wages, appropriate designation, and experience certificate from a firm where they serve.

Outsourcing and tendering system should be closed forever, especially in LIS field. It's a shameful issue for the requiring institution as well as professional society. The LIS professionals suffer from many issues as depicted above. Floating a tender to provide a librarian to any organization is nothing but an adding insult to injury.

## **Institutional Repository: A Platform to Promote Open Access and Role of Library Professional**

**Manoj Kumar Sa**

Library Assistant

[manojsa100@gmail.com](mailto:manojsa100@gmail.com)

Indian Maritime University, Kolkata Campus



Research work is one of the important activities of higher education system. Faculty members, research scholars, students and scientists are the core contributors of research and the most interesting things is, that the entire ecosystem of research publications starting from manuscript submission to peer review are done by the academic community with no remuneration. But still their institutions need to subscribe huge number of e-resources to fulfil their academic and research activities. Although their research published in different publishing media, stills most of the research publishes are reached under commercial access. Because of the quality and reputation of the journals or publishers as well as high APC charges for reputed and quality Gold open access publishing model.

The Concept of Institutional Repository (IR) is one of the best solutions to make the closed access to open access because most of the publishers are allowed author submitted version to deposit in Institutional Repository for preservation and long-term access to research work. In addition, that IR helps to brought the scattered research publications of an institution under single platform, enhanced the visibility of the local researches which were not published online and increase citations.

Library play a vital role to design and development of IR at institute level as metadata editors and administrator.

So, in India most of the higher educational institutes have IR and regularly are being updated. Institutions having no IR should have the same for the development of the Institution and society as well.

# HINDI SECTION

## Editors

**Dr S.R.Kashyap**

Associate Prof,SOS of Lib. & Inf.Science  
Pt R.S.University,Raipur(C.G.)

**Dr Neelam Soni**

Asst.Librarian,Central Library  
NIT,Raipur(C.G.)

सभ्यता एवं संस्कृति के संवाहक ग्रंथपाल



डॉ. संगीता सिंह  
प्राध्यापक  
सामाजिक विज्ञान विभाग  
(पुस्तकालय एवं सूचना विज्ञान)  
डॉ. सी. वी. रमन् विश्वविद्यालय  
करगी रोड कोटा, बिलासपुर (छ.ग.)



भुवनेश्वर राम चौधरी  
शोधार्थी  
सामाजिक विज्ञान विभाग  
(पुस्तकालय एवं सूचना विज्ञान)  
डॉ. सी. वी. रमन् विश्वविद्यालय  
करगी रोड कोटा, बिलासपुर (छ.ग.)

पुस्तकालय के तीन आधार स्तंभ होते हैं- पुस्तक, पाठक और ग्रंथपाल। इनमें से कोई एक भी स्तंभ डगमगा जाए या गिर जाए तो पुस्तकालय की परिकल्पना नहीं की जा सकती। किसी उत्तम पुस्तकालय के लिए ग्रंथपाल की उतनी ही आवश्यकता है, जितनी किसी अस्पताल में डॉक्टर की। ग्रंथपाल, सूचनाओं का संग्रहणकर्ता, संरक्षक एवं संचारक ही नहीं होता, बल्कि सामाजिक, सांस्कृतिक एवं सांस्कृतिक परिवर्तन करने में समाज एवं देश दुनिया में अहम भूमिका का निर्वाह करता है। सभ्यता एवं संस्कृति के विकास में योगदान देता है। ग्रंथपाल का सामाजिक दायित्व ग्रंथालय के अन्दर ही नहीं बाहर भी साहित्य एवं पुस्तक के माध्यम से समाज को जागरूक करता है, अज्ञानता रूपी अंधकार से प्रकाश रूपी ज्ञान की ओर ले जाता है। रूढ़िवादिता की परम्परा को तोड़कर विज्ञान एवं चिन्तन की ओर अग्रसर करता है। पुस्तकालय में संग्रह का चयन हो, पुस्तकालय में समय की मांग के अनुरूप परिवर्तन हो या पाठकों की समय की बचत की बात हो, डिजिटल पुस्तकालय या अपने पाठकों को उत्तम से उत्तम सूचना प्रदान करना हो, ग्रंथपाल हमेशा अपने सामाजिक एवं वैज्ञानिक पाठकों की आवश्यकताओं की पूर्ति के लिए तत्पर रहता है। जब कोई बीमार होता है तो वह डॉक्टर या वैद्य के पास जाता है, कोई घर बनाता है तो वह आर्किटेक्टर के पास जाता है, न्यायलयीन प्रक्रिया हो तो वह वकील के पास जाता है, जहां जाने पर उसके उद्देश्य की पूर्ति हो जाता है, और उनके पास जाना छोड़ देता है। वहीं कोई पाठक तब तक आपके पास आता रहता जब तक उसे चाही गई सूचना मिलता रहे और उसके उद्देश्य की पूर्ति होता रहे।

ग्रंथपाल का दायित्व उचित एवं वांछित सूचना अपने पाठकों तक पहुंचाना तक ही सीमित नहीं है, बल्कि उसे उस सूचना की विश्वसनीयता की भी महत्व प्रदान करना है, जिससे उसका उपयोग किया जा सके। बौद्धकाल में नालंदा, तक्षशिला और विक्रमशीला जैसे अन्तर्राष्ट्रीय विश्वविद्यालय में भव्य पुस्तकालय में पदस्थ गेटकीपर को 10 विदेशी भाषाओं का ज्ञान होता था। जो अलग-अलग देशों से आये पाठकों से उनकी देश की भाषा के आधार पर उनसे चर्चा कर ग्रंथालय की सदस्यता की औपचारिकता को पूर्ण कराते थे। कहने का तात्पर्य यह है कि ग्रंथालय के गेटकीपर को यदि 10 विदेशी भाषाओं का ज्ञान हो तो ग्रंथपाल को कितनी भाषाओं की महारत हासिल रहता होगा कल्पना कर सकते हैं। इन्हीं परम्पराओं को आत्मसात करते हुए ग्रंथपाल की जिम्मेदारियां एवं कर्तव्य समाज के प्रति ज्यादा है। आज परिवर्तित समाज यह जानना चाहता है कि ग्रंथपाल का सामाजिक सरोकार क्या है? कुछ व्यवसाय तो पहले से ही स्थापित हो

गए है, जिनके समक्ष चुनौतियां नहीं है। लेकिन हमारे व्यवसाय में नित्य नये-नये चुनौतियां आते रहते हैं, चाहे वह ऑटोमेशन की हो, ओपेक की हो, डिजिटल हो, मोबाईल लाईब्रेरी, वर्युअल लाईब्रेरी या अन्य की हो। हमें अपने चुनौतियों को पार करते हुए समाज में स्थापित होना होगा, समय के अनुसार परिवर्तन करना होगा। इतिहास गवाह है कि जो व्यवसाय समाज एवं समय की मांग के अनुरूप नहीं चला, वह या तो उपेक्षा का शिकार हो गया है या लुप्त हो गया है।

ग्रंथपाल व्यवसाय, कोई विनिमय का वस्तु या पदार्थ नहीं जिसे बाजार में कय-विकय किया जा सके। इसके जिम्मेदार, (मेरा व्यक्तिगत विचार है कि) कोई और नहीं बल्कि हम समस्त ग्रंथालयी है जो इस व्यवसाय से अपने एवं अपने परिवार की भरण-पोषण करते हैं, समाज में सम्मानित व्यक्तित्व में शुमार होते हैं। लेकिन हम अपने व्यवसाय के प्रति कितने समर्पित (Devoted) रहते हैं, कुछ देखने-सुनने में आता है कि अमुख ग्रंथालयी ग्रंथालय में रहता ही नहीं है, वह तो पूरे दिन ऑफिस कार्य में संलिप्त रहते हैं, अपने व्यवसाय को छोड़कर अन्य कार्य में संलिप्त रह कर अपनी विद्वता की दुंभी भरते रहते हैं। समाज को बताने की जरूरत नहीं है, समाज सब देखता है और धारणा भी वहीं बनता है। समाज को क्या दिखाना चाहते हो, और जो जैसे दिखता है वैसे बिकता है। यदि यही स्थिति रहा तो वह दिन दूर नहीं नहीं जब ग्रंथपाल की “अपलेखन” की सूचना समाज के माध्यम हमें प्राप्त हो।

किसी देश की सभ्यता एवं संस्कृति को नष्ट करना है, तो वहां की पुस्तकालय को नष्ट करना ही पर्याप्त है, जहां पर उस देश की विकास की गाथा एवं सभ्यता संस्कृति सुरक्षित रहती है। जब भारत देश में बड़े-बड़े विश्वविद्यालय नांलदा, तक्षशिला, विक्रमशीला मे बहुमंजिली ग्रंथालय हुआ करती थी, जहां देश विदेश से लोग आकर पढ़ाई किया करते थे। उस समय विश्व परिदृश्य पर भारत के प्रति “विश्व गुरु” का नजरिया था, एवं वही काल है, जब भारत को “सोने की थिड़िया” कहा जाता था। इतनी विकसित सभ्यता को कुछ आततायियों द्वारा उन विशाल पुस्तकालयों में आग लगाकर जला दिया गया, कहते हैं कि वह पुस्तकालय छः माह तक धु-धु करके जलते रहा। जिसके ग्रंथपाल के रूप में हम संरक्षक होते हैं।

क्या पुस्तकालयाध्यक्षता एक निविदा की सामग्री है?

नवीन कुमार ताम्रकार  
सहायक ग्रंथपाल  
स्व. श्री पुनाराम निषाद मात्स्यकी महाविद्यालय, कवर्धा  
(email id- [naveentamrakar4@gmail.com](mailto:naveentamrakar4@gmail.com))



डॉ. बी. नाईटिंगेलदेवी,  
ग्रंथालय प्रभारी  
स्व. श्री पुनाराम निषाद मात्स्यकी महाविद्यालय, कवर्धा  
(email id- [devi.cof12@gmail.com](mailto:devi.cof12@gmail.com))



श्रेया ताम्रकार  
एम. टेक. कम्प्युटर साइंस  
(email id- [shreyatamrakar16@gmail.com](mailto:shreyatamrakar16@gmail.com))



शिक्षा जीवन की आधारशीला होती है। जो मानवीय शरीर को इंसान का दर्जा देती है। इसी परिप्रेक्ष्य में शिक्षा के विभिन्न प्रकार होते हैं। उनमें से एक शिक्षा पुस्तकीय शिक्षा या ज्ञान होती है।

पुस्तक एक ऐसा ज्ञान का संग्रह है जो इंसान को विद्वान बनाता है। एक छोटे से छोटे शब्द या विषय की जानकारी हमें पुस्तकों के है। माध्यम से मिलती है। इसी से आप अनुमान लगा सकते हैं कि पुस्तकों का हमारे जीवन में कितना महत्व है। प्राचीन काल में ताम्रपत्र, स्वर्णपत्र एवं शिलालेख में जानकारीयें संग्रहित की जाती थी। आज उनकी जगह कागजों ने ले ली है। और आधुनिकता की बात की जाए तो यह स्थान कम्प्युटर ने पुस्तकों के साथ बाँट रखा है। सभी आधुनिकता के बीच पुस्तकों का अस्तित्व उतना ही दृढ़ है जितना की हमारा जीवन।

उच्च शिक्षा अर्जित कर एक व्यक्ति शिक्षक बनता है। वह शिक्षक अपने विद्यार्थियों के पुस्तकीय ज्ञान के लिए जिम्मेदार होता है। किसी भी शिक्षार्थी (विद्यार्थी) के लिए सबसे महत्वपूर्ण जगह उसका शिक्षा केन्द्र होता है जहाँ वह ज्ञान अर्जित करने जाता है। एक शिक्षक और उसके शिक्षार्थी के ज्ञान आदान प्रदान का केन्द्र होता है शिक्षा केन्द्र। उस शिक्षा केन्द्र में शिक्षा का सबसे महत्वपूर्ण केन्द्र होता है पुस्तकालय। किसी भी शिक्षा केन्द्र का हृदय होता है उसका पुस्तकालय। पुस्तकालय एक ऐसा स्थान है जहाँ शिक्षार्थी के साथ-साथ शिक्षक भी ज्ञानार्जन करता है। इस ज्ञानार्जन केन्द्र का किसी भी शिक्षण संस्थान में एक महत्वपूर्ण स्थान है तथा उससे जुड़े प्रत्येक व्यक्ति के लिए ज्ञान का केन्द्र होता है।

इस अति महत्वपूर्ण ज्ञानार्जन केन्द्र अर्थात् पुस्तकालय का प्रभार एक व्यक्ति अथवा समूह का होता है वह व्यक्ति पुस्तकालयाध्यक्ष कहलाता है। एक पुस्तकालयाध्यक्ष के पद की जिम्मेदारी इतनी बड़ी है कि वह व्यक्ति सभी के विषय रुचि एवं ज्ञानार्जन का एक माध्यम होता है। स्वशिक्षा को प्रेरित कर शिक्षार्थियों के लिए ज्ञानार्जन का माध्यम बनना एक बहुत बड़ी जिम्मेदारी होती है।

जब हमें किसी विषय के बारे में कोई जानकारी प्राप्त करनी होती है हम अपने शिक्षक के पास जाते हैं। परन्तु यदि शिक्षक को किसी विषय के बारे में जानकारी प्राप्त करनी होती है तो वह पुस्तकालय जाते हैं। शिक्षक एवं शिक्षार्थियों को उनकी रूचि एवं आवश्यकतानुसार पुस्तकें उपलब्ध करवाना एक पुस्तकालयाध्यक्ष की जिम्मेदारी होती है। पुस्तकालयाध्यक्ष का पद बहुत ही महत्वपूर्ण एवं जिम्मेदारी युक्त पद है। परन्तु इसे समाज को समझाना बहुत ही आवश्यक है। जितनी पुस्तकें पूरे एक शिक्षण संस्थान के शिक्षक एवं छात्र मिलकर पढ़ते हैं, उन सभी पुस्तकों को एक व्यक्ति एकत्र करता है, संभालता, सहेजता एवं सुरक्षित रखता है। इस जिम्मेदारी भरे पद का सम्मान होना आवश्यक है।

पिछले दिनों पुस्तकालयाध्यक्ष हेतु समाचार पत्र में निविदा जारी की गई थी जिससे इस पद गरिमा को ठेस लगी है। पुस्तकालयाध्यक्ष कोई सामान नहीं कि जिसे खरीदा और बेचा जाए। यह प्रत्येक ग्रंथालय व्यवसायियों की जिम्मेदारी है कि वह इस बात की गहराई को समझे। प्रत्येक व्यक्ति तथा प्रत्येक पद की अपनी गरिमा एवं सम्मान होता है। कोई काम छोटा या बड़ा नहीं होता, परन्तु शिक्षा से जुड़ा प्रत्येक पद शिक्षार्थी के साथ-साथ हमारे देश के भविष्य से जुड़ा है। इसकी महत्ता एवं गरिमा को हर व्यक्ति को समझना होगा एवं सम्मान देना होगा।

निविदा जारी करने वाली संस्था को निविदा रद्द कर माफी मांगनी चाहिए तथा सम्मानपूर्वक भर्ती प्रक्रिया के माध्यम से नियुक्ति करनी चाहिए। यह बात सोचनीय है कि शिक्षा से जुड़े संस्था में ऐसे व्यक्ति पदभार में हैं जो किसी भी पद की गरिमा को समझने में सक्षम नहीं हैं। जिस प्रकार आज आधुनिकता के दौर में शिक्षा एक व्यापार हो गया है उसी प्रकार अब पुस्तकालयों को भी समझा जा रहा है जो कि पूर्णतः सही नहीं है। इस बात की गहराई तक जाकर इसका निवारण करना अति आवश्यक है नहीं तो हम पुस्तकालय जैसी विद्या के मंदिर की गरिमा को नहीं बचा पाएँगे।

## क्या पुस्तकालयध्यक्षता एक निविदा की सामग्री है ?

श्रवण यादव  
शोधार्थी

ग्रंथालय एवं सूचना विज्ञान अध्ययनशाला,  
पं. रविशंकर शुक्ल विश्वविद्यालय, रायपुर (छ.ग.)  
ई-मेल- syadav\_11@rediffmail.com



आज कल पुस्तकालयों में सूचना प्रौद्योगिकी का प्रचलन बढ़ा है, फलस्वरूप पुस्तकालयध्यक्षों की भूमिका एवं कार्य प्रणालियों में परिवर्तन आया है। अर्थात् 21वीं सदी में पुस्तकालयध्यक्षों को तकनीकी रूप से सक्षम होने की आवश्यकता है। वर्तमान समय में पुस्तकालयध्यक्ष केवल पुस्तकालयीन कार्यों तक ही सीमित नहीं है बल्कि वे तकनीकी आधारित ग्रंथालय सेवाओं एवं सूचनाओं को प्रदाय करने में पारंगत हो गए हैं। इस प्रकार एक योग्य और कुशल प्रशिक्षित पुस्तकालयध्यक्ष के माध्यम से पुस्तकालय अपने उद्देश्यों की पूर्ति करता है।

राज्य के स्थानीय समाचार पत्र में प्रकाशित निविदा जो पुस्तकालय अध्यक्ष पद से संबंधित है ने एक प्रश्न खड़ा कर दिया कि “क्या पुस्तकालयध्यक्षता एक निविदा की सामग्री है” जिसने पुस्तकालय जगत को आहत कर दिया है, ऐसी सोच प्रबुद्ध वर्ग की नहीं हो सकती है। पुस्तकालय जगत से जुड़े लोग इस बात से सहमत होंगे कि पुस्तकालयध्यक्ष या पुस्तकालय से जुड़े व्यक्ति निविदा के सामग्री नहीं हो सकते हैं। यह समाज, संस्थान और उससे संलग्न सभी लोगों की ओछी मानसिकता को दर्शाता है, जो यह सोचते हैं कि पुस्तकालयध्यक्ष एक निविदा की सामग्री है। ऐसी सोच के विकसित होने का कारण ज्ञात करने की आवश्यकता है कि इस प्रकार का वाक्य एक पुस्तकालयध्यक्ष के लिए आया कैसे ?

अतः यह कहा जा सकता है कि पुस्तकालय सामग्री और पुस्तकालयध्यक्ष में अंतर समझने की जरूरत है। पुस्तकालयध्यक्षता एक सम्मानजनक कार्य है, जिसे शैक्षणिक जगत में बड़े सम्मान से देखा जाता है। पुस्तकालयध्यक्षता को एक निविदा सामग्री इंगित करना एक तरह से मानवीय भूल या जानकारी का अभाव कहेंगे, जिसका सभी तरफ आलोचना होना स्वाभाविक है।



## पुस्तकालयाध्यक्षता क्रय-विक्रय की सामग्री नहीं हैं

तोरन लाल खूँटे

शोधार्थी

ग्रंथालय एवं सूचना विज्ञान अध्ययन शाला

पं. रविशंकर शुक्ल विश्वविद्यालय, रायपुर (छ.ग.)



ग्रंथालय एक ऐसी संस्था है जिसमें पाठको की सेवा हेतु पाठ्य सामाग्रियाँ संग्रहित की जाती हैं। प्राचीनकाल से अब तक ग्रंथालय का शिक्षा के क्षेत्र में अत्याधिक योगदान रहा है। शायद ही कोई शिक्षित व्यक्ति होगा जो शिक्षा में ग्रंथालय के महत्व से अनभिज्ञ होगा। ग्रंथालय समाज तथा राष्ट्र के लिये अपरिहार्य है। व्यक्तित्व के सर्वांगीण विकास के लिये ग्रंथालय औपचारिक तथा अनौपचारिक शिक्षा प्रदान करती है जो सामाजिक परिवर्तन लाने में, प्रजातंत्र की सफलता, राष्ट्रीय, अन्तर्राष्ट्रीय सहयोग, सदभावना तथा एकता में वृद्धि करने में सहायक है। ग्रंथपाल (Librarian), ग्रंथालय के प्रमुख होते हैं तथा ग्रंथालय की पूरी व्यवस्था उन पर निर्भर करती है। ग्रंथपाल उसका मुख्य संचालक अधिकारी होता है, कहा भी गया है कि जैसा ग्रंथपाल होगा, वैसा ही ग्रंथालय होगा। यदि हमारे ज्ञान में वृद्धि हेतु ग्रंथालय, उत्तम पुस्तकों का संकलन एवं अध्ययन कक्ष व अन्य आवश्यक सामग्री उपलब्ध है, परन्तु उनको कुशलतापूर्वक संचालित करने वाला ग्रंथपाल ही नहीं है तो उक्त ग्रंथालय व अध्ययन सामग्री से बहुत कम लाभ मिलेगा।

आकार के अनुसार किसी भी ग्रंथालय में विभिन्न स्तर के ग्रंथालय पेशेवर रहते हैं। सबसे बड़ा पद पुस्तकालय अध्यक्ष का होता है। यह पद विश्वविद्यालय एवं महाविद्यालय में प्राध्यापक पद के समतुल्य है। अतः ये सभी ग्रंथालय एवं सूचना विज्ञान में प्रशिक्षित होते हैं तथा शिक्षा के क्षेत्र में महत्वपूर्ण भूमिका निभाते हैं। अतः ग्रंथपाल का पद उच्च स्तर का पद होता है। सरकारी संस्थानों में ग्रंथपाल पद की भर्ती प्रक्रिया यू. जी. सी. (University Grants Commission) के मापदण्ड के अनुसार होती है तथा निजी संस्थानों में ग्रंथपाल पद की भर्ती मानव संसाधन प्रबंध (Human Resource Management) विभाग द्वारा किया जाता है। मानव संसाधन (Human Resource) या HR किसी संस्थान का महत्वपूर्ण विभाग होता है जो भर्ती करने, चयन करने, काम पर रखने, कर्मचारियों को प्रशिक्षण देने, कर्मचारियों को बढ़ावा देने, भुगतान करने और बर्खास्त करने, कार्यस्थल नीतियों को विकसित करने, कर्मचारी लाभों को प्रबंध करने और कर्मचारियों को संस्था के साथ रहने के लिए प्रेरित करने के लिए जिम्मेदार है। कुछ समय पूर्व एक संस्थान द्वारा

ग्रंथपाल पद के भर्ती के लिये निविदा आमंत्रित किया गया था जो अत्यन्त ही अशोभनीय है। इस घटना से पुस्तकालय व्यवसायिको को अत्यधिक आघात पहुंचा है।

इस कृत्य अत्यन्त ही अशोभनीय है जिसमें पुस्तकालय पेशेवर को निर्जिव तथा निविदा की सामाग्री समझा जा रहा है तथा ग्रंथपाल पद के भर्ती के लिए मोहरबंद निविदा सूचना का विज्ञापन प्रकाशित की जा रही है। इस प्रक्रिया में बिचौलिया, ठेकेदार से निविदा पूर्ती कराना अत्यन्त निन्दनीय है। भविष्य में अगर ऐसी स्थिति रही तो वो दिन दूर नहीं जिसमें पुस्तकालयाध्यक्ष तथा अन्य कर्मचारियों नीलामी की जाएगी तथा बजारो मे उनकी बोली लगाई जाएगी। जो कि पुस्तकालय पेशेवरों के साथ-साथ मानवाधिकार (Human Rights) का भी हनन करता है। इस तरह के कृत्य को रोकने के लिए सोशल मीडिया तथा समाचार पत्रों के माध्यम से लोगों को जागरूक करना चाहिए तथा शासन-प्रशासन को संज्ञान लेते हुए ऐसी संस्थाओं के खिलाफ उचित कार्यवाही की जानी चाहिए।

निविदा सूचना का अर्थ किसी निर्माण कार्य जैसे कार्यालय भवन, पलैट, किसी सड़क, ट्राली, आदि के निर्माण हेतु मोहरबन्द निर्धारित प्रपत्र पर जो आवेदन पत्र पंजीकृत ठेकेदारों से आमंत्रित किया जाता है, उसे निविदा कहते हैं। निविदाएँ प्रस्तुत कराने की शर्तें उसी नोटिस में मुद्रित रहती हैं अथवा अलग से प्राप्त होती हैं।

क्या पुस्तकालयाध्यक्ष पद के लिए निविदा निकालना उचित है ?



प्रमोद कुमार

शोधार्थी

ग्रंथालय एवं सूचना विज्ञान अध्ययन शाला

पं. रविशंकर शुक्ल विश्वविद्यालय, रायपुर (छ.ग.)



डॉ. एस. आर. कश्यप

सह - प्राध्यापक

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किसी भी शिक्षण संस्थान एवं समाज के विकास में पुस्तकालय एवं पुस्तकालयाध्यक्ष का बहुत बड़ी भूमिका होती है। पुस्तकालय ज्ञान का केन्द्र एवं साहित्यिक अभिवृद्धि का स्थान होता है। जहाँ महान चिंतकों के विचार व उनके अनुभवों द्वारा रचित अनेक ग्रंथ एवं रचनाएं संग्रहित होती हैं, जिसे सहेजकर रखने व पाठकों तक पहुंचाने का कार्य पुस्तकालयाध्यक्ष का होता है। पुस्तकालयाध्यक्ष अपनी उत्तम कार्य कुशलता के साथ पाठकों के ज्ञान पिपासा को पूरा करने का प्रयास करता है। किन्तु हाल में समाचार पत्रों के माध्यम से जानकारी मिली कि एक संस्था द्वारा पुस्तकालयाध्यक्ष (Librarian) के पद हेतु एक निविदा (Tender) जारी कर दी गई। उक्त संस्था के इस कार्य से पुस्तकालय व्यवसाय से जुड़े सैकड़ों पेशेवर निश्चित रूप से आहत हुए हैं क्योंकि अभी तक तो पुस्तकालय सामग्री व पुस्तकें खरीदने हेतु निविदा निकाला जाता था। लेकिन आज कल पुस्तकालयाध्यक्ष के लिए भी निविदा (Tender) जारी हो रहे हैं। पुस्तकालयाध्यक्ष जैसे प्रतिष्ठित पद के लिए निविदा निकालने वाली इस तरह के कार्य को देखकर ऐसा प्रतीत होता है कि या तो उक्त संस्था पुस्तकालयाध्यक्ष (Librarian) पद की गरिमा से बिल्कुल भी अनभिज्ञ है या फिर उनके द्वारा पुस्तकालयाध्यक्ष को भौतिक संसाधनों या सामग्रियों की श्रेणी में रखने का प्रयास किया गया है जो अशोभनीय है।

जब भी कोई संस्था, फर्म या कंपनी कोई वस्तु या सामग्री खरीदना चाहता है तो ऐसी स्थिति में क्रेता पक्ष विक्रेता से निविदा आमंत्रित करता है। और जिस मूल्य पर विक्रेता सामग्री की पूर्ति करने को तैयार होता है, उसे सामान्यतः निविदा (Tender) कहा जाता है।

पुस्तकालय में संग्रहित पाठ्य पुस्तकों व अध्ययन सामग्रियों के माध्यम से पाठकों को उनकी चाही गई जानकारी प्रदान करना पुस्तकालयाध्यक्ष की जिम्मेदारी होती है। इसके साथ ही पुस्तकालयाध्यक्ष के महत्व को दरकिनार करने वाली ऐसी संस्थाओं को सजीव व निर्जीव वस्तुओं के मध्य का अंतर ज्ञात कराने हेतु पुस्तकालय व्यवसाय से जुड़े पेशेवरों को एकजुट होकर आगे आने की आवश्यकता है ताकि भविष्य में इस तरह के घटना की पुनर्वृत्ति न हो।

पुस्तकालयाध्यक्षता : एक दृष्टिकोण



मोनिका त्रिपाठी शर्मा  
शोधार्थी

ग्रंथालय एवं सूचना विज्ञान अध्ययनशाला,  
पं. रविशंकर शुक्ल विश्वविद्यालय, रायपुर (छ.ग.)

पुस्तकालय ज्ञान का केन्द्र होते हैं। प्राचीनकाल से ही पुस्तकालयों का महत्व जाना जाता रहा है। पुस्तकालय वे स्थान होते हैं जहाँ अध्ययन हेतु पाठ्य सामग्रियों को संग्रहित एवं व्यवस्थित की जाती है। वर्तमान समय में पुस्तकालयों एवं पाठ्य सामग्री के स्वरूप में अदभूत परिवर्तन दृष्टिगत होने लगे हैं। अब पुस्तकालयों की कार्यप्रणाली भी बदल गई है। वर्तमान पुस्तकालयों में पुस्तकें एवं समसामयिक पत्रिकाएँ ई स्वरूप में उपलब्ध होने लगीं हैं। ई-स्वरूप से तात्पर्य इलेक्ट्रॉनिक स्वरूप से है, अर्थात् इन पाठ्य सामग्री का उपयोग करने के लिए हमें कम्प्यूटर व अन्य मशीनों की सहायता लेनी पड़ती है। पुस्तकालयों के स्वरूप में परिवर्तन के साथ-साथ पुस्तकालयाध्यक्ष एवं पुस्तकालयाध्यक्षता का स्वरूप भी बदल गया है। अब पुस्तकालयों के कुशल संचालन हेतु पुस्तकालयाध्यक्ष भी सूचना प्रौद्योगिकी के नवीन कौशल एवं तकनीको के उपयोग में प्रवीण होने लगे हैं। पुस्तकालय विज्ञान के साथ कम्प्यूटर एवं उससे संबंधित तकनीकी का कौशल भी जुड़ चुका है।

पुस्तकालयाध्यक्ष का व्यवसाय एक सेवा प्रदाता वाली कार्य है वर्तमान में यह व्यवसाय समाज में एक प्रतिष्ठित व्यवसाय के रूप में जाना जाता है। सभी संस्थानों में पुस्तकालयों का विशेष महत्व होता है। उच्च शिक्षण संस्थाएँ अपने अध्ययन एवं शोध कार्यों के लिए पुस्तकालयों पर निर्भर रहती हैं। सूचना की तीव्र उपलब्धता शोध कार्यों की गति निर्धारित करती है। अपने उपयोगकर्ताओं को वांछित सूचना कम समय में उपलब्ध कराने के लिए पुस्तकालयाध्यक्ष, पुस्तकालय एवं सूचना विज्ञान के कौशल के साथ ही कम्प्यूटर एवं संबंधित तकनीकी में दक्ष होने हेतु निरंतर प्रयास करते रहते हैं।

वर्तमान में एक खबर पढ़ने को मिला जिसमें एक संस्थान द्वारा पुस्तकालयाध्यक्ष के लिए स्थानीय समाचार पत्र में निविदा सूचना प्रकाशित करवाई गई थी, सामान्यतः निविदा की प्रक्रिया यह होती है कि विभिन्न संस्थाएँ अपने यहाँ वस्तुओं एवं सेवाओं की आपूर्ति हेतु नियमानुसार निविदा

सूचनाएँ प्रकाशित करवाती है। जिसके अंतर्गत उस सामग्री की न्यूनतम कीमत एवं उल्लेखित नियम एवं शर्तों के आधार पर ही आपूर्ति करने वाले त्रिकेता का चयन किया जाता है। वस्तुओं एवं सेवाओं के लिए निविदा प्रकाशित करवाया जाना एक सामान्य प्रक्रिया है, किन्तु पुस्तकालयाध्यक्ष के लिए प्रकाशित की गई निविदा का यह मामला प्रथम दृष्टया प्रकाश में आया है, जो कि अत्यंत अशोभनीय कार्य है। अब प्रश्न यह उठता है कि क्या पुस्तकालयाध्यक्षता निविदा की सामग्री हो गई है ?

पुस्तकालयाध्यक्षता का व्यवसाय इतना उत्कृष्ट होने व एक समाजसेवी होने के बावजूद भी इस संस्थान द्वारा किया गया यह व्यवहार अशोभनीय है। अक्सर यह देखा गया है कि पुस्तकालयाध्यक्ष को संस्था के अन्य शैक्षणिक समुदाय के बीच उचित सम्मान प्रदान नहीं दिया जाता ये घटनाएँ निश्चित ही अशोभनीय है साथ ही सभी पुस्तकालय व्यवसायियों को इस दिशा में सामूहिक रूप से आवाज उठानी चाहिए, जिससे कि इस प्रकार की घटनाएँ भविष्य में न दोहराई जा सके साथ ही विभिन्न पुस्तकालय संघों को भी मिलकर इन सभी समस्याओं से निटपने के सामूहिक प्रयास करने चाहिए और पुस्तकालय व पुस्तकालय व्यवसाय को समाज में प्रतिष्ठित किया जाना चाहिए।

क्या पुस्तकालयाध्यक्षता एक निविदा की सामग्री है?



रणजीत कुमार

ग्रंथालय प्रशिक्षु

केन्द्रीय पुस्तकालय, एन. आई. टी. रायपुर (छ.ग.)

Email : rsranject2011@gmail-com

प्रस्तावना – ग्रंथालय पुस्तकों का संग्रह ही नहीं बल्कि ज्ञान का स्रोत है, जिससे समाज का प्रत्येक वर्ग, जाति एवं समुदाय ज्ञान से लाभान्वित होता है, जिससे समाज से लेकर राष्ट्र तक जागरूकता का संचार होता है। प्रत्येक संस्था के ग्रंथालय में ग्रंथपाल एक मजबूत आधारशिला होती है। ग्रंथपाल का वेतन, सेवा-दशायें आदि बातों में शिक्षक के समान रखा जाता है। ग्रंथपाल का कार्य उतना ही महत्वपूर्ण है जितना कि शिक्षक का होता है तथा उनमें शिक्षक के गुणों की अपेक्षा की जाती है। ग्रंथपाल का कार्य पाठकों की आवश्यकता की पाठ्य सामग्री या जानकारी को कम से कम समय में प्रदान करना होता है।

ग्रंथालय प्रत्येक संस्था का हृदय स्थल होता है। ग्रंथालय एक वर्धनशील संस्था है जिसमें निरंतर परिवर्तन होते रहते हैं उसमें अनुभव वाले व्यक्ति होना चाहिए, जिससे अधिक से अधिक कार्यों को कम से कम समय पर किया जा सके। पहले ग्रंथालयों की अहम भूमिका होती थी, क्योंकि ग्रंथालयों में ग्रंथपालों की नियुक्ति नियमित रूप से होती थी परंतु, कालांतर में ग्रंथपाल की भूमिका को अनदेखा करते हुए नियमितीकरण की जगह संविदा भर्ती व ग्रंथालय प्रशिक्षु जैसी नियुक्तियां किये जा रहे हैं (वर्तमान में प्रभावशील है) जो कि ग्रंथालयीन क्रिया कलापों हेतु एक अवरोध है।

आजकल कुछ संस्थानों द्वारा ग्रंथपालों व ग्रंथालय स्टाफ की भर्तियां निविदा के माध्यम से शुरू हुआ है जिससे वर्तमान समय में देखने व सुनने में ज्ञात होता है, कि ग्रंथपालों व ग्रंथालय स्टाफ की भर्तियां भी इस प्रकार की भर्ती प्रक्रियाओं से ग्रसित हैं जो कि घोर निंदनीय है इस भर्ती प्रक्रिया से ग्रंथालय से जुड़े

ग्रंथालय प्रोफेशनल व ग्रंथालय सेवाओं का लाभ लेने वाले उपयोगकर्ताओं के लिए आघात हैं। ऐसी दुर्गति और विषम परिस्थितियों में ग्रंथालय विकास की कल्पना करना भी असंभव है।

“पुस्तकालयाध्यक्षता एक निविदा की सामग्री है” जैसी अनुचित एवं घोर निंदनीय कथन सभी ग्रंथालय व्यवसायियों एवं मानव समाज के प्रत्येक वर्ग के लिए ठीक नहीं है। बिना ग्रंथपाल के गुणवत्तापूर्ण, व्यवस्थापूर्ण एवं सुचारु प्रबंधन के अभाव में ग्रंथालय, ग्रंथालय नहीं केवल एक संग्रहकक्ष के समान रह जाएगा।

पुस्तकालयाध्यक्षता की निविदा भर्ती के परिणाम –

1. कुशल, योग्य एवं प्रशिक्षित ग्रंथालय व्यवसायियों की प्रतिभा का कुचल जाना या दमन।
2. ग्रंथपाल के लिए समय सीमा का निर्धारण अथवा निविदा संचालन से लगभग ग्रंथालय का अस्तित्व समाप्त करने जैसी बात है।
3. निविदा के माध्यम से भर्ती होने पर उपयोगकर्ताओं को वांछित सूचना प्राप्त नहीं कर पाएगा और न ही ग्रंथालय को समय पर अद्यतन कर पायेगा।
04. ग्रंथपाल की कम दर कम निविदा संचालन से ग्रंथालयों के उत्तरोत्तर एवं समुचित विकास के लिए कम समय मिलेगा, जिससे ग्रंथालय विकास का स्तर भी घट जाएगा तथा विद्यार्थियों व पाठकों की ग्रंथालयों में आने की अभिरुचि भी कम हो जाएगी।
05. अनुभवहीन, अयोग्य तथा कम मापदण्ड वाली निविदा भर्ती से जान-पहचान, परिचितवाद अभ्यर्थी को प्रोत्साहन मिलेगा तथा उचित स्थान न मिलने से योग्य अभ्यर्थी की योग्यता का दमन हो जाएगा।
6. योग्य अभ्यर्थी का मनोबल टूट जाएगा तथा भविष्य में इस प्रोफेशन का संचालन सिर्फ पैसा कमाने का उद्देश्य होगा ग्रंथालय का विकास नहीं।

निष्कर्ष – निष्कर्ष के रूप में यह कहा जा सकता है कि हम सभी ग्रंथालयी व्यवसायियों को मिलकर इसका वैश्विक स्तर पर बहिष्कार करना चाहिए एवं राज्य व केंद्र शासन को भी इस दुर्गति के उपचार हेतु उचित कदम उठाने चाहिए, क्योंकि ग्रंथपाल का उद्देश्य पुस्तकों एवं अन्य पाठ्य सामग्री को सुरक्षित रखकर पाठकों को उसकी आवश्यकता अनुसार सूचना उपलब्ध कराने में महत्वपूर्ण भूमिका होती है। ग्रंथपाल या ग्रंथालय स्टाफ की भर्ती स्थायी या नियमित रूप से होनी चाहिए।