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## ANNUAL ISSUE-2020

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# LACKADAISICAL ATMOSPHERE IN INDIAN LIBRARIANSHIP: WHO IS TO WALK EXTRA?

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**lisforum\_orissa**

(A web based forum of LIS professionals)

Estd. 25<sup>th</sup> October 2006

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# 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.K. Choudhury**

**Prof. R. N. Mishra**

**Dr. K. C. Satpathy**

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

On occasion of 14th 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 in spite of its small membership size.

Every year an Online Annual Issue is brought out by the forum on a contemporary theme of Library & Information Science (LIS). This year the theme of Annual Issue is "**Lackadaisical atmosphere in Indian Librarianship: Who is to walk extra?**" which indicates towards an alarming issue of Indian librarianship. Keeping in tune with the fast progress of the world, there is changes in every profession, be it the field of technology or management. Of course, the current situation of pandemic is not included in this stride. Nevertheless, somewhat still a laid-back condition prevails and it is nowhere except our very own world of librarianship. The prevailing system in which libraries exist is neither giving due importance to libraries nor the LIS professionals. The academicians, intellectuals and users seldom openly acknowledge the services of LIS professionals. Also the authorities hardly keep faith in the abilities of the LIS professionals and always tries to create hurdles in the name of engaging Professor I/c or other committees and ignoring them in various library domain committees. Because of this, librarians find it difficult to achieve their set goals. All this ultimately lead librarian to a disheartened world. Moreover, to cope with the fast going world and to remove this lackadaisical atmosphere of Indian librarianship for the larger interest of educational system, someone has to walk extra. Then who is to walk extra? The policy makers, users, professional associations/bodies or the librarians themselves.

Like previous years, this year also we experienced callous and cold-hearted attitude of the LIS teachers and professionals of the country in bringing out the Annual Issue 2020. However, we are not hopeless and we will serve as a tiny candle in the progressive darkness of LIS profession. The help of some



sincere and dedicated teachers and professionals is nothing but beckoning light that may not eradicate this darkness but may act as lighthouse for those who are in search of moral support in their journey for improvement of LIS profession and professionalism.

Due to close of mailing group facilities of "Yahoo", we have shifted our activities to Facebook. We request all to join the face book site and share professional messages for the growth of profession and professionals. This year also we have included a "Hindi Section" to accommodate the expressions of LIS teachers and processionals of Hindi region. We are highly thankful to the contributors of this section for giving us opportunities to augment the Annual Issue 2020.

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 editorial board members for their sincere efforts to bring out the Annual Issue 2020 during the COVID 19 pandemic related issues and problems. I am also 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)

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To  
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11th Sept 2020(Received on 11<sup>th</sup> Sept 2020)  
Camp: B'luru

### MESSAGE

Dear Dr. Satapathy,

I am glad to know that "lisforum\_orissa" is going to publish its Online Annual Issue on the eve of its 14th Anniversary on the theme "**Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?**" I hereby convey my gratitude for your successful and continuous endeavor and interest for 14 long years, which brought this infinitesimal professional publication from its embryonic state to the elephantine state of intellectual and technical maturity of sound professional order.

Thanks for your mail requesting me to contribute my candid views on theme that you and your team have chosen. To me, the topic appears to be quite contrary to the contemporary enterprising librarianship; hence, the generalization of **atmosphere** in Indian librarianship as languorous would be unjust in context. The users' perspective about librarianship in Public libraries, however, can be considered as an exception to the above dictum. Information technology has enabled a growing digital world, inextricably linked to our physical existence but revolutionary in terms of human creativity and thought. In the contemporary information age, libraries and librarians are more essential than ever as they are essential to our economic well being, to global understanding, to the advancement of learning, meeting the challenges of information overload, closing the digital divide and to ensure public participation in the democratic process- all could become possible only because of the existence of enterprising aroma among the 21<sup>st</sup> century librarians.

Let me focus on the external forces and dynamics that influence the very processes of learning, scholarship, research, and discovery in many large university and scientific libraries where the librarians remain engaged to examine the informational/knowledge needs, behaviors and mindsets of users ranging from undergraduates to Nobel laureates through continuous research and innovation introducing more value added and user-friendly services in an ambience compatible to walk extra in the path of progress.

Many contemporary librarians have understood the importance and saw the potential of the Internet and an array of electronic and hi-end gadgets like, IoT, Cloud computing, AI, Web-based tools, and so on. The race is on. There is a

competitive spirit among the Librarians as to who would develop the best library methods, devise innovative techniques, and make faster and best use of new technologies in the library, to resort to new search engine to harvest the myriad of information available, not for image building but to develop their potential for meaningful survival in this competitive age. Because, the contemporary librarians of large and scientific libraries in particular know well that if they fail to remain mettlesome or walk extra, persons from other disciplines might predominate and their meaningful survival would be questionable.

Similarly, the self-empowerment of the Internet was addictive. With only a computer and Internet connection, a user carries the world of information at his fingertips! Thousands of young library students with web skills and proficiency in automation are in great demand, making fortunes by creating websites, running virtual library with profound skill in information processing and sharing and digitization remain as the most sought after entities in the library globe. The internet bubble was upon us. New generations of Librarians are being hired by contemporary libraries and information industries to create web presences in different manifestations. The information found on the Internet is free though not fully filtered. While this was happening, other technological advances, i.e. personal computers, fiber optics, etc., aided the rapid expansion and use of the Internet in myriad library services and forms.

Librarians are installing additional power, data lines, and wireless access points. Users are seeking a variety of social, collaborative spaces and quiet workspaces and demand variety to suit their lifestyles of multitasking to which the contemporary LIS professionals are trying hard to cope with. Similarly, Librarians write blogs, are on Twitter, and the library needs to have a Face book presence to remain dynamic and adaptable. Libraries and librarians needs to be where the users are, and they are ready to walk extra to assume their supporting role in the online educational environment?

Librarians, therefore, need to be comfortable with changing technologies, interacting with users outside of the library space, and honing their negotiation, public speaking and presentation skills. "Just in Time" has replaced "Just in Case" in acquisitions, collection support and readers' services. The library is a portal to services, collections and information and Librarians have started aiding the archival function for faculty, and data preservation. These functions require the ability and willingness to develop both private and public partnerships. Librarians need to participate in the legislative process and to understand the research process and expand their subject knowledge in order to become visible and proactive. Unless, the LIS professionals remain proactively in race to walk extra-to go beyond their traditional services and get ready to provide service "in anticipation" not "on demand" alone, they would be considered more extraneous and archaic.

Sd/-

(Prof. K.C.Panda)

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## MESSAGE

Dear Dr Sunil Kumar Satpathy

Greetings from Chennai!

On the occasion of the 14<sup>th</sup> anniversary of the 'lisforum\_orissa' falling on 25<sup>th</sup> October 2020, 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 "**Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?**". Please accept my hearty congratulations for your untiring efforts in spreading the diversified information on the areas interested to the LIS professionals across the globe.

Librarianship is a dynamic and most vibrant profession known now world over for the contributions it has made in creating information and knowledge-based societies. It forms the basis of specialization and diverse career opportunities including document management, information management, knowledge management, children's librarianship, research librarianship and electronic resources management and so on. It is a dynamic and interesting career, which focuses on information and the management thereof. The latest information and communication technology (ICT) developments, including social media such as Facebook and Twitter, e-books and mobile technology offer wonderful new opportunities in the delivery of information services and the way libraries are managed. Librarianship 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 worth remembering Dr. S.R. Ranganathan and many other professionals who have contributed and contributing much to the development of the profession.

To think about the future of librarianship, is not to dream about riding up an escalator to the structural trappings of profession hood. Rather, it is to think about the likely evolution of librarians' work and to ask what the consequences of that evolution might be for the growth of the profession. Further the fate of profession mostly depends on the collective and cooperative work culture of the professionals and other associated authorities. It varies so much in social time and space that individual members of the profession can have vastly different experiences. Professional work changes all the time and, in many directions, and it is not an exception to the Librarianship. Librarianship in India is surviving in an atmosphere, which is difficult to explain.

However, to mention a few points about the existing situation, that Libraries in India are facing a piquant situation and unforeseen challenges in this age of information and digital technology. They are struggling in building digital collection and disseminating digital information, due to the factors such as: lack of ICT infrastructure; lack of ICT trained manpower; lack of awareness of the digital resources; lack of user demand; lack of financial support; lack of access like computer facilities; lack of knowledge about the digital preservation methods; and lack of training for the digital access. They are facing a host of new challenges, among them finding ways to stay relevant in the Information /Google Age. They are required to do more with less, and the skills of library professionals need continue to evolve. They need to rediscover themselves in the context of the current scenario. Otherwise the librarianship as a profession may lack social recognition and loose image in the society.

At this juncture "*lisforum\_orissa*" has planned to bring out the Annual Issue-2020(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 challenge and rehabilitate the situation. I have the pleasure to contribute one article entitled, "**IS INDIAN LIBRARIANSHIP SURVIVING IN LACKADAISICAL ATMOSPHERE? CERTAIN POINTS TO PONDER OVER**", 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, and the strategies and opportunities to improve the current situation and fix the responsibilities on the concerned people in enriching the profession to sustain the present challenges in the Google Age. I wish your endeavour a Great Grand Success in the direction of motivating and inspiring the LIS professionals and authorities.



17-09 -2020 (Ekadasi) (Received on 18<sup>th</sup> Sept.2020)

Chennai

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**MESSAGE**

Dear Dr. Satpathy

I am delighted to know that like previous years, this year also the Annual Issue of "lisforum\_orissa" is bringing out on a thought provoking and critical topic, "Lackadaisical atmosphere in Indian Librarianship: who is to walk extra?"

If one say that someone is lackadaisical, it mean he is lazy and does not show much interest to do his/her work . He slowly becomes lethargic and lacks enthusiasm .Most commonly such people do not show much zeal in their work and they terribly lack effort, care, or involvement in their approach.

What are the valid reasons for this and who are responsible for this alarming situation presently prevailing in Indian Librarianship, whether the environment and the atmosphere of the institution or the apathetic and indifferent attitude of the administrators/authorities to give due recognition and status to the library professionals? A careful and thorough examination is absolutely necessary for ascertain why the librarians lack ability and vigor to justify their position in the institutions in spite of being highly qualified and having expertise in ICT tools and techniques.

To overcome such problems, who is to walk first? The authorities are governed by the state and central governments' rules and guidelines which are framed by policy makers .If at all the policy makers decisions and orders are in favor of library professionals ,the authorities (in most cases Vice chancellor/Director/Principals) are reluctant to give them due status. So never think that they will walk extra. To my mind, the most viable alternatives to walk extra are librarians themselves or the professional bodies or associations to convince and exert pressure on the authorities for redressal of the genuine grievances of the library professionals. The librarian cannot alone impress the administrators under whom he/she works as librarian has no association in the institutions like the teachers .But he can prove himself and the library as an essential service oriented organ like that of electric and water supply essential services to the organization. It can be achieved by providing the much needed services instantly to the user community mainly teachers through which they can reach to the highest authority .Besides the librarian is expected to be more competent to face the onslaught of the Information and Technology explosion, so

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that they along with the active effort of the professional bodies can enjoy their legitimate and genuine status, recognition and becoming member of various committees.

Hopefully the articles of the annual issue will focus on these burning issues and some fruitful and feasible solutions will be evolved. I express my heartfelt congratulations to you and your competent team for the effort and endeavor to bring out the esteemed Annual Issue 2020.

Dt.19<sup>th</sup> Sept.2020

(Dr. B.K.Choudhury)

(Received on 19<sup>th</sup> Sept.2020)



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**19<sup>th</sup> September 2019** (Received on 20<sup>th</sup> sept.2020)

**MESSAGE**

Incipiently, I take the opportunity to express my profound felicity and hearty congratulations to the dedicated professional team of the LIS forum for their unremitting endeavors in bringing out the electronic publication to ventilate lively issues of the profession since 2006. The forum proved to be a gateway of expressions of the thoughts, incorporation of new approximations out of the experiences, and engulfing value-oriented knowledge in multi-faceted directions not only for the development of the profession but also to encourage the LIS communities of Odisha to accept the challenges in teaching, learning, and services. The conceived topic of discussions on 'Lackadaisical Atmosphere in Indian

Librarianship: Who is to walk extra?' is most relevant in the present scenario since, the service gamut especially in the library has altered from traditional to digital where, the professionals, irrespective of the status, get well versed with the technology applications emphasizing more on content management and dissemination of information to the users using various digital platforms.

The outbreak of the Covid-19 Pandemic has been amassed with the most unfriendly and unwelcoming atmosphere resulting in a serious economic and education breakdown including creating the digital divide and perpetuated inequity based on various social factors like health and health care, environment, education, etc. in the society. The positive impact of the Covid-19 Pandemic, as pointed out by the Association of European Research Libraries, has left research libraries scrambling to support a swift and unparalleled switch to digital teaching and services using various virtual platforms. This unprecedented rising upended the work culture not only in libraries but also in teaching which, however, could be bridged to some extent through online learning and managing remote working using various social networking podiums as these are the resultant effect which is conceived and developed by individuals or organizations or specific groups for sharing knowledge, information, exchange of ideas primarily aiming to the development of the society as a whole. To make it adaptative in the present context, the professionals are to ensure that they are conversant with the emerging technology tools and explore measures the availability of library resources including open-source resources digitally to the users along with technical support to them for seamless access and use. In this pandemic situation, the libraries across the country and globe have created ingenious solutions to provide services digitally but due to Internet issues, a significant portion of the end-users are deprived of getting the

benefits. This has become an imminent challenge among the professionals as the virus observed by the scientists will continue to remain. Hence, to overcome this pertinent issue, the library needs revamping disaster plans, create a pandemic policy, streamlining digital library services, encouraging the use of open-access resources (<http://newsbreaks.infotoday.com/>), finding viable means to reach the remotely located library clientele, massive use of technologies and digital library software, digitization, and above all developing competencies among the professionals to provide the services.

The profession is well recognized by the National body like UGC and the State Governments and defined the status of the various positions in the library including the responsibilities. As the situation warrants, the responsibilities have been more dynamic to act upon the changing situations. Hence, the library services in the present state of affairs are more alarming and the professionals need to be more technology-oriented instead of traditional. Therefore, in the digital surroundings, the librarian, as pointed out by Tammara in 2007, should act as, (i) a Bridge between digital resources and in-house and remotely located users; (ii) Innovative; (iii) a Facilitator of learning, (iv) a Mentor; (v) Trainer apart from having effective communication skills, technical know-how, and pedagogical skills. They need to possess assertiveness, enthusiasm, flexibility, recognizing the value of professional networking and solidarity and imitativeness, self-confidence, and responsiveness.

In the Covid-19 pandemic environment, the profession has become more zestful and needs to concentrate upon the social processes. Audunson in 2014 pointed out that, there is a need of shifting from focusing upon the instruments to focusing on the mission, from collection to connection as it provides a basis for formulating a professional role and platform that is highly relevant in the digital era. This has become pragmatic to get the profession more visible to society. Given the above discourses, we are to prove ourselves worthy and indispensable for contributing an inclusive society and value-based academia.

I sincerely wish an astounding success of the "lisforum\_Orissa", a web-based mailing group of LIS professionals, and act as a pathfinder not only for sustainable growth and development of the Library but also an implementer of innovative technologies in the service domain.

Thanking you,



(Prof. R N Mishra)

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24<sup>th</sup> August 2020

(Received on 23<sup>rd</sup> Sept 2020)



## MESSAGE

I am pleased to learn that, "lisforum\_orissa", the web-based mailing group serving the LIS community since 2006 is going to publish the 14th Anniversary Annual Issue of its electronic newsletter on the theme "Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?".

Today, the library profession in India is facing its existential crises. In this context, some internal & external players/factors are playing their roles. Internal factors include our own (LIS Professionals) inaction and external factor includes the hyper action of the institute administration in downgrading the library profession. Until unless we as a professional forget our differences and unite together & fight our case nobody will come to our rescue. We have to write our history through our actions. Hope, Lisforum\_Orissa will become a platform for this revolution!!

I convey my heartiest congratulations to Dr. Satpathy for bringing out this volume, other contributors and the members of lisforum\_orissa. The online platform has been a torchbearer in the library community in spreading awareness among professionals in the field of LIS in past and I wish the lisforum\_orissa to be more interactive & vibrant in the coming days.



**(Dr. Kishor Chandra Satpathy)**

Chief Librarian & Head

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# FEATURE ARTICLES

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

## A University Library: An Asset or Liability

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**O**ne best book is equal to a hundred good friends and one good friend is equal to a library – Dr. A.P.J. Abdul Kalam. Books are useful to a stupid person as a mirror is useful to a blind person – Chanakya. We all are aware of these quotes by eminent persons, but the bigger question is whether it remains limited to narrow boundaries of users or to larger horizons impacting the society. Another disturbing question is whether the people involved in managing the resources are given due importance.

A country that had a rich heritage of libraries and where great learned people had stressed on the significance of libraries, is now ignoring libraries and librarians. It has been nine decades when the father of the library movement in India, Dr. S R Ranganathan gave shape to the library movement and importance of library professionals. Yet, the nation is far from global standards in terms of managing library and appreciating the role of library professionals.

Many universities carried the rich legacy of having well equipped library in the world in their glory days, but the present institutions/organizations have completely ignored their libraries and the librarians. It is very disturbing to see the lackluster attitude of the universities towards their library and related facilities, though the library always serves the academia providing academic learning and search facilities. At this point, I would also say, if you look at the brochures of various institutions, in most of them you will find that the library is categorized under other facilities such as hostel, canteen, sports, and other facilities. This itself reveals how insignificant the library is considered by the higher authorities. The library cannot be branded with other facilities provided by the universities; instead, the library is the core of any institution which provides all required educational materials to not only students but also the faculty and the research scholars. And therefore, it is unprofessional to

degrade library and library professionals by classifying it under other facilities. Even library professionals are not given the same dignity as other faculty members. This raises a big question mark on the higher authorities as WHY? and HOW? Why this discrimination, and if this continues, how will the library professionals have the zest and interest in delivering their duties effectively. That's how the lackadaisical attitude of library professionals begins.

For example, UGC has already dignified that librarian as academic staff, and they are even paid the grade equivalent to any faculty, but still, most of the universities have designated them under administration. Universities need to comprehend the equation between academy and library.

Any education cannot be accomplished without knowledge which is laddered by the library so the library must hold an independent position to cater to the needs of the scholars whenever required. In many institutions like IITs, IIMs, IISERs, the library is not granted with an independent status. Instead, the librarian is to report another professor in-charge while processing anything. The librarian does not hold any decision making power which reduces the zeal to work amongst the library professional even though their pay structure is equivalent to the Professor scale.

On the other side, we are self-responsible to contribute towards a lackadaisical attitude because of incompetency and not coping with current trends and technology. Even if the authority selects the clumsiness professional, it is our responsibility to make ourselves competent. But, it is also important that the onus of selecting competent staff lies in the university authority as well. The authorities must ensure the selection of staff to be fair, rational, and reasonable so that the library professionals are skilled enough and proficient to be able to discharge their responsibilities effectively and passionately.

Experience has no substitute, a very often given statement. This seems to true, but often, it is observed that if this experience is not updated following the latest trends and technologies, this may lead to a monotonous environment in the library. Due to this, the junior library staff does not receive any sort of motivation. Their fresh thoughts are often suppressed, which makes them indolent towards their work, and they deliver their duties half-heartedly. Therefore, librarians need to keep themselves updated according to the

current model of work. They must blend their experience with the latest technology and motivate their staff by conducting individual or group meetings from time to time. This will encourage the juniors to work with full zest and contribute more towards the library.

Other salient chores of library professionals are to educate masses about the various assignments of the library. Most of us are not aware about the role of a library in every aspect of a university so the library professional must take the onus to educate people by taking lectures and webinars so that people comprehend the role of a library in a better way.

This is a never-ending debatable topic, and therefore I would wrap up with a quote, "Reading is a basic tool in the living of a GOOD LIFE," and this mandatory tool is provided by the library, it is thus the responsibility of both the higher authority and the library professionals to upgrade the status of the library.

## Academic Librarianship: A view point

### Dhirendra Kumar Padhan

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In Ramayan, the cleverest god Hanumanji fails to identify the right herbs (the Sanjeevani buti) at the divine mountain filled with medicinal plants and has to carry the whole Gandhamardan Hills to save Laxmanji. In today's context in the ocean of information and knowledge, the Google can offer you a mountain of results but not the exact one you actually starving for. This is where a library professional is required to extract the exact required authentic information from the ocean of web for the needy.

All aspects of contemporary education are intoxicated with ICT and Internet. Google has made all other sources secondary as anyone looking anything first jump in to the google. In the academic cycle too, the role of librarian is getting marginalised day by day due to ICT and easily availability of resources over internet. The non standardised engagement of library professional in premiere national level institution depict the marginalisation of library professional in Indian academia. The reasons are many, like administrative attitude of the institutions, the financial provisioning, advancement of web technology and resources, capability, skills and competency of library professionals are in the top. Dealing with all odds many of our professional have proven their ability and successfully stamped the existency of library professional in premiere academic institution. Still it seems the due recognition owe to library professionals are far from the approach of academic leaders and administrator.

Where is the gap ? Are we lacking somewhere or are we going too out of actual zone ? Are we prioritising less to our core job or not presenting ourself in our fullest professional capacity ?.The answer would be compromised. Incomplete practical education and training, unchecked easy certification of professional degree and the gap between the course syllabus and actual practice of librarianship leading us towards the marginalising approach for



library professional by the management. The fear of intrusion of IT professionals has limited the core job of young library professional in between download, installation and customization of different softwares. Whereas, the role of actual professional librarian starts after that. Core responsibility of librarian is to acquire, organize and disseminate the information and knowledge with professional skills and technique. Lack of basic understanding on core operational issues makes library professional ineffective.

**What next:**

It's difficult to single out, who will lead the march for library profession to back in the cycle of data, knowledge and information with dignity and recognition. Government, academic administrator, policy makers, think tank, apex educational bodies has to understand the value of a librarian in the age of Google in general but the onus lies more on the library professionals, professional associations and the academic departments of library and information sciences in particular.

The burden is on the library professional to raise the bar and make the professionals fit in to the cycle of resource, research and knowledge outcome. Value addition in library system and services with visible remarks by the libraries is required to be intact in the competitive and changing Indian socio economic scenario.

Few skills which add value to the library professionals:

- Effective managerial skills and competency
- Updated library technical skills including ICT and web resources
- Adequate Research and referencing skills to support faculty, student and researcher in their research with available tools and technology.
- Innovation in library systems and services
- Effective communication skills
- Skill of collaboration with faculty, scholar and libraries

Academic departments and professional associations in the field of library & Information science are doing a tremendous effort for the growth of library profession in India. Particularly contribution of library association in Odisha like OLA, LISForum\_Odisha, and alumni association of Sambalpur University and LIS

departments in various University of India are doing remarkable job for the profession. Still a lot more has to be done to tackle the current professional situation. Professional mentoring of small libraries and librarians particularly college libraries in remote areas, liosoning of academic department and college libraries, encouragement of internship from premiere libraries can add feathers to the profession.

Recently drafted National education policy by GOI has opted provision like national book promotion policy, social book clubs, quality libraries, mobile libraries, cluster libraries, digital libraries to promote reading culture and in a way open many opportunities for the profession of librarianship in coming days.

## Adaptability and Upgradation: A solution to sustain the identity of academic librarianship

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Recently it has witnessed tremendous development in the field of technology. It has put its impact on all types of professions. In the context of librarianship, now a new type of question arises: “Are the libraries still relevant in a digitized world?”, “Are the librarians going to be obsolete in the future?”, “Are the libraries necessary?” etc. Though the library is considered to be the most eminent element in academic advancement still authority, policymakers have neglected it. The profession of librarianship is just like a backstage contributor. As in a stage performance, dancer or actor perform what the choreographer or scriptwriter has created. Sometimes the audience forgets about them. The same case happens in our profession; we rarely get an appreciation for our contribution. When there has to adjust in institution budget, the authority first thinks to reduce the library budget. Policymakers also never feel the importance of librarians. For instance, when there was a shift from 6th CPC to 7th CPC, in NITs system Deputy librarian and Assistant Librarian were considered to be academic staff offering AGP but in 7th CPC 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. In this way, we have always been neglected. So, it is the right time to change their perception by making them feel about our value/importance.

In this regard, though many big institution library professionals have upgraded themselves and they have started to contribute in many ways, it is demanded to upgrade in mass. Because now it has become a question to the whole profession. So in my view, the librarians have to walk extra to upgrade ourselves as Librarian 3.0 by adapting to technology and introducing innovative methods to meet the varied requirements of our clientele. We may have considered the following changes for the betterment of perceptions of users towards the library:

1. **Library as an access Centre:** Library has to go beyond the four walls of the library building. We have to reach our users. We need to change please do not disturb (silence zone) as please disturb: more accessible, visible and connecting place.
2. **Resource creator:** It is not just enough to share and tag sources available on the internet we have to create our content. We have to develop our IT skills by learning various software and platform available online. The library has to create its blog, websites, Institutional repository, subject guide etc. to give active research support and help.
3. **Embedded/engaged librarian:** Librarian has to be more active and participating in educational and research work of institutions. We need to change ourselves from a facilitator to be a contributor in research work. We have to learn and understand the syllabus better and closely associated and give supports in every step of their research work. For this, we can start an author workshop, liaison with departments, creating research help tools.
4. **Tools and technology:** Library professionals have to learn various social media skills and tools (like Facebook, Twitter, LinkedIn, Slide share, Grammarly, Reference management etc.) so that easily we can promote our services and products by getting in touch every hour.
5. **Information literacy skills:** Library professionals have to upgrade our knowledge by learning various information resources, the fair use of information, copyright concepts etc. so that we can make our users aware of this.

We, the librarians have to improve our standard and always be relevant to our users. We can change their perceptions and gain their trust if we let them understand what we are doing for them. We have to build a strong community & communicate our views with the policymakers. It is a small library or big one, government institution library or associated with private it does not matter. We have to work hard. We have to adapt the change, give value to each entity of our profession & do possible innovation in bringing a culture of trust. Finally, this is the time to evaluate our strength, follow our legacy and keep the quality of being a librarian for which we are known for decades.

## Are Indian Libraries in Crisis? -Towards Searching for Solutions

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*“Libraries of the world are under threat”*

Jon Bing

### Introduction

The emergence of knowledge society has strengthened the role and importance of libraries in modern times. Libraries are emerged as dynamic social institutions with the motto of ‘information for all’. Irrespective of types of libraries, they continue to provide services to the user community with the mandate that ‘free flow of information should strengthen the knowledge of the users’. Library and information resource centres play important role in academic and research system and hence are considered as ‘heart’ of educational institutions. The National Knowledge Commission has also recognized the importance of public libraries in knowledge economy. The Government, both Central, in this regard has already taken several initiatives and State and a few are awaited. One of the prime objectives of the libraries is to achieve the highest level of satisfaction of the users. While providing services, the libraries get the opportunity to work in a congenial atmosphere. But the situation now has been considerably changed. The librarians are facing numerous problems to manage the libraries effectively. In this critical situation LIS Forum proposed to bring out a special issue on the topic namely, ‘*Lackadaisical atmosphere in Indian Librarianship: who is to walk extra?*’ This article intends to highlight some major issues faced by Librarians that hinder the growth and development of libraries.

### 1. Status of Libraries and Librarianship in India

The present times has witnessed a very critical period in the history of Libraries and Librarianship in India. Libraries have been characterized as low manpower, paucity of funds, and cutting of budgets. Against those problems,

libraries are to be fully automated, digitized, institutional repositories are to be developed, e-resources are to be improved, networking with national and international systems are to be done and library and information services are to be strengthened to satisfy user community.

University libraries all over the world have their own place of importance in the scheme of higher learning. Libraries are not only repositories of knowledge but also dispensers of such knowledge. As per the author's observation, a majority of the university and college libraries do not have proper facilities to meet the information needs of their users. The collections are not up-to-date, with inadequate and limited budget, limited library space, poor ICT infrastructure facilities and functions with shortage of library staff. The books are not classified and limited readers' services are provided.

Public libraries have been neglected for a long time .In many states, public libraries Act have been passed but in papers only. The public library services seem to be very limited. "In many developed nations, public libraries are places which youngsters visit to realise their goals. In India, due to lack of policy and resource support, both at the central and state levels, public libraries are unable to match the expectations of the young populace. This is the main reason why the youth today is highly disappointed with the public library system," says Shadrach of IPLM. (Verma, 2017)

## **2. Non-Participation of the Library Administrators**

Although professional librarians are managing libraries- looking after day-to-day activities for smooth functioning of libraries, the real control rests with the head of the organization. All such head of organizations are either eminent academicians, or experienced bureaucrats, or of literary personalities, and they have had used the libraries in their career. They have fully understood the role and importance of libraries for their organizations. But, unfortunately they forget to give priority and adequate importance to libraries and librarians and the profession of librarianship as a whole. As a result, library does not get the justice in its proper development. Another bottleneck of library growth is the assignment of Professor-in-Charge, Library-in-Charge, and Officer-in-Charge to a non-professional person. He is either a faculty in academic library, or a scientist in a special library or a bureaucrat in public libraries. Being a non-

professional person, they take decision maker for the library matters, which are to be done by a professionally qualified people. It can be assumed the fate of libraries and the profession of librarianship at the hands of such non-professional persons. In this critical situation, a good librarian either revolts or behaves as a silent spectator. Hence, the growth and development of libraries are at stake. Naturally, those LIS professionals survive in the lackadaisical environment since their hands are light-lipped.

### **3. Libraries Not Key Issues for Premier Organizations**

Many Committees and Commissions have duly recommended for strengthening libraries so as to enhance the level of education and literacy. The National Knowledge Commission has categorically emphasized the improvement of existing library system in the country. But leading premier organizations and administrative bodies such as UGC and AICTE, etc. although provide funding for libraries do not have strict direction for improving the standard of library system at higher academic institutions. They serve only as an advisory bodies rather than mandatory institutions. More emphasis is given to only faculty instead of Librarians and libraries. While supervising universities and colleges, libraries and librarians are not given importance in their survey. There are many instances where the absence (vacancy of Librarian post) of Library professional posts in such libraries does not make any adverse situation for the organization. If such bodies used to give prime importance to Librarians, then the organizations do not keep the vacancy of the Librarian posts for a longer period.

### **4. No uniform guidelines for the library modernization**

There is no clear mandate for higher educational institutions. It is a matter of great pride that Indian Council of Agricultural Research (ICAR) has a clear mandate that all agricultural universities and research institutions in India shall have to implement Koha LMS for library automation. Accordingly, all the 73 agricultural universities and 90 agricultural research institutions have successfully automated their libraries using Koha LMS. Similarly, most of the libraries under ICAR control have digitized their information resources. If such a stand can be taken by other premier organizations in India, certainly, the libraries would have been much developed and Librarians feel the atmosphere

to work. Similarly, the UGC has made mandatory to adopt SOUL for the universities and colleges but as of now, it is not known how many colleges have implemented this? Some libraries go for in-house developed software and some for commercially developed software. On the contrary, the plight of public libraries is very pathetic as far as automation is considered, and other matters like manpower also, budget and pay scales, etc. are concerned.

## **6 Librarians *Not sine qua non* Position**

If one looks at the University Handbook published by Association of Indian Universities, there are three positions/ names important in universities such as Vice-Chancellor, Registrar and Librarian. From this information, one can presume the importance of librarians in universities. But it is a matter of great regret that the university libraries are running without the position of Librarians more than decades. Even newly created universities do not feel the creation of post of Librarians. In Odisha, there are 14 public universities, the post of Librarians in three universities are lying vacant, and in 10 universities the post of Librarian is not at all existing, not created. Almost 95% of college libraries, the post of Librarians are lying vacant. It is obvious that how the libraries are running to provide the services to the user community in academic institutions.

## **7 Reduction of Funding Provisions**

Considering the current state of funding provision of institutional libraries, librarians face the continuous reduction of funding that is certainly have a deleterious effect on library programmes and resources. In the wake of rising cost of materials and technology the question of 'how can libraries be able to provide access to information to its user community? The scarcity of financial resources is the main obstacle to improve the library services. Inadequate financial allotment to libraries hinders the growth of libraries. Librarians therefore have struggled to overcome the finance problems for several years. Although UGC has recommended allotting a fixed percentage of university budget for library, it is observed that this principle is not at all followed in universities in India. Then how the libraries will sustain its system and services is a big question? Unfortunately, the administrators do not consider this issue



and sometimes they do not recognize the importance of libraries in the education system and consider as an adjunct body only.

## **8 Leadership Issues**

The issues of library problems are normally discussed in forums organized by library associations. Those associations used to draw proceedings and suggest for remedial measures for elimination of the problems and improvement of the conditions and status of libraries. But it is a matter of great regret that no library associations in India are active to solve the problems faced by the Librarians. The development of libraries primarily depends upon a good leadership. The leadership is the need of the hour. "Leadership is for better productivity, visibility, and strengthening of libraries and this can be achieved only with strong leadership" (Jange and Arunachalopathy, 2015).

Leadership has become more challenging today, with complex external and internal environment. The profession of Librarianship must evolve with innovation in order to remain viable and effective participants in the world of information management and to facilitate scholarly communication. Hon'ble Prime Minister of India, Sri Narendra Modiji launched a project named as "Skill India Campaign" on the occasion of the first ever World Youth Skills day during 2015 which includes the launch of the National Skill Development Mission and unveiled the new National Policy for Skill Development and Entrepreneurship 2015. "Library professionals are required to acquire leadership skills and competencies in the context of innovative librarianship and knowledge society in order to foresee a Vision for the development of the libraries in the country in response to the Mission visualized by him" (Ramesh Babu, 2014 and 2018).

## **9 Conclusion**

Libraries and Librarianship in India is passing through a transition period. Although libraries are the movers of information and knowledge and everybody envisions towards creation of a rich knowledge society, the position of libraries and librarianship is being ignored. Under these circumstances, the total onus of managing the libraries effectively rests on the Librarians. The problems they face are innumerable and it is to be sorted out by effective leadership at the national level so as to revive the image of the Librarianship in

India. There is a need for strengthening leadership issues for a greater cause of Librarians. Constituting a Task Force among the Librarians in the basic necessity and an action plan is required to develop to ascertain the problems of Librarians and to eliminate those problems in a concerted manner. For this purpose, professional associations at the state or regional and national level have to work together along with the LIS professionals and policy makers in order to bring pressure on the government agencies to restore or rejuvenate the status or image of the librarianship. Let us unite all Librarians, associations and other supporting agencies, and address these problems and constitute a Task Force Committee. It is high time now required to develop a task force to look into the problems of Libraries and Librarians and in turn the field of Librarianship to overcome from the present lackadaisical environment.

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## ARE WE SELF-CONCEITE?

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**M**any of us have read the story “The Conceited Python” by Ruskin Bond, where the python was conceited looking into the mirror ignoring the happening of his surroundings. Very often, when I come across different situations, meet various LIS professionals, visit libraries, attend various LIS seminars, conferences, webinars, one thing always come to my mind that are we, the LIS professionals are self-conceited? I remember some incidents that I like to share here. Once, I was talking to a senior professional and request for a write up for this Annual Issue. He said he was very much busy because then his Authority had asked him to look after the arrangements of meeting halls to conduct simultaneous events and by that way he was trying to emphasise that how his boss is giving him special importance and the librarian’s job has been changed to a multifaceted job. I was surprised to note that if in small organisations with limited staff, a librarian performs some non-professional job (unskilled?) should we feel proud? In another occasion, during a webinar on library space management, an enthusiastic professional asked the speaker that should we learn the aspects of building architecture and surprisingly the speaker told yes, one should be. I was taken aback the questioner was very much delighted on the answer and expressed he was inspired to do a course on library building architecture. I could not find the relevance of learning building architecture to manage a library properly. During this COVID pandemic, a large numbers of webinars are being organised by various LIS professional bodies, schools and associations as if the prime objective of education and professional development has been shifted to organising as much as webinars are possible. That to on very recent topics (of course not of library domain) and organisers are elated knowing that such and such numbers of people attended their programs; they have such numbers of subscribers for our telegram, YouTube and so on, as if they are more eager for

their TRP without bothering for the real issues of profession. And more interestingly, most of us have felt that the response of webinar participants are for getting a certificate or show their presence by giving some good comments on organisation and organisers. The situation is so horrible that in spite of so much webinars during COVID 19, until date we are unable to frame a well-accepted SOP for libraries for new normal. We have not able to find out solution for unemployment, semi-employment issues; job loss issues of LIS professionals, removal of unenthusiastic environment of libraries.

Therefore, through all experiences question comes to my mind that “Are we self-conceited?” We have reached a stage like the conceited python who was not interested to come out form the cage when he was to be set free in the jungle and was laying inside the cage looking into the mirror. Self-oblivious. Nevertheless, at the same time I feel we need to come out form the self-conceited world where other should give us weightage for our professionalism, professional works and professional ethics, not for any other works to satisfy others to earn false transitory reputation. Sooner we come out form this the better is for the LIS professions and its future.

## Direction of Indian Librarianship

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**“T**he problem with the world is that the intelligent people are full of doubts and the stupid ones are full of confidence” (**Charles Bukowski**).

A profession is an occupation founded upon specialized educational training. The professionals are responsible to provide disinterested objective counsel and service to the society for achieving the institutional / regional / national goal with a strong determination of the expectations.

“Professionalism in art has this difficulty: To be professional is to be dependable, to be dependable is to be predictable, and predictability is esthetically boring - an anti-virtue in a field where we hope to be astonished and startled and at some deep level refreshed” (**John Updike, American Novelist**).

Library and Information Science is a subject and librarianship is a profession. It is astonishing that many people in this present society are not aware of this subject. Someone is asking, “is there any subject like this” or other one is asking “Librarian? What is the nature of this profession”? But in Indian scenario, one can witness a variety of library professionals working in various organizations or departments: Ministry of education, ministry of culture, ministry of health etc. The professional activity varies from department to department, institution to institution.

The author is astonished that there is a huge difference in the status of the library professionals working under Central government organizations and the state organizations / institutions. Every citizen will accept the opinion of S. Radhakrishnan that “Library is the heart of Academic institutions”, but the academic librarians are nowhere in the UGC status in the state of Odisha like the other faculty members. It is found from internet source and some other social media that the academic librarians are getting UGC status in other Indian

states. There is not any assured career progression scheme for librarians as is available for other teaching profession.

It is hard to accept that with the same academic qualification, one gets superannuation with a designation of professor, whereas the working librarian gets retirement with the same designation in which he / she was joined 33 years before. There is provision for the junior assistants under state government administration that they will get career advancement and get retirement with the designation of section officer or office superintendent etc.

In many organizations, the responsibility of working librarians are distributed to some other staff members of that institution and the library professionals are blamed for not doing any productive work in their working environment. While taking decisions on library activity or library service, the policy makers do not take any view from the librarians, but if it creates any problem, then no one suffers except librarian.

The working librarians face many challenges in their working environment. This impediment can overcome by the provision of career advancement and job training in a regular interval. It is observed that some of the professional competencies are more essential in this present situation to become effective librarian. But it is not incredulous that many organizations are reluctant to spare their librarians to such activities, because they don't want to improve the qualities of the librarians.

Information Communication and Technology (ICT) with global connectivity through internet is now playing a vital role in Library and Information field to disseminate the selective information. There is a gap between digitization of the library and professional skill need to operate it, which has a great impact on the library operations. This can be a great cause in the lackadaisical atmosphere of Indian librarianship.

The society need more research in the field of Library and Information Science like other teaching professions. But it is a complicated nature in library profession to work constantly in the scholarly publishing area. It is very difficult to decode the convention and understand the changing library atmosphere.

The evolution of 'print to digital' has been one of the longest standing conversations in the library. Librarians are on the top to participate in this conversation, how the physical space can be used better to cultivate better coordination and lodge other professional activities in the library, but there is no autonomy to librarians in decision-making. While taking any decision on different library activities, always Officer in Charge (OIC) or Professor in Charge (PIC) is pitted against him / her.

These are some major causes, for which the professional librarian is demoralized to perform his / her best in their working environment. The working library professionals do not get any recognition and mostly, it is a thankless job in present scenario. The government should take initiation in this regard and so the different associations. Now time comes to be united to get the demands of the library profession.

Indian professional bodies like IASLIC did play a yeoman's role in bringing India to the forefront of global librarianship. American Library Association (ALA) is the oldest, largest and most influential *library association* in the world. Chartered Institute of Library and Information Professionals (*CILIP*) is the UK's library and information association (V K Thomas, 2010). Even the International Federation of Library Associations and Institutions (IFLA) are doing a great job for the development of library profession.

The institutional success continues with a hope to overcome these challenges. We cannot control the social changes, personal behavior, but we can change the professional attitude of our friend, colleague who has eager to respond it. You may be a policy maker or a staff person, whoever you may be, you have to come across these difficult times. We have to admit that we have witnessed the most awful intimidation against us. Now time comes to be united in our profession, dedicated to our profession and more commitment to our professional mission. With this, I believe library will carry on and flourish in near future.

## Electronic Information Resources: Boon for the society in the pandemic

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&

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### Abstract

This paper discusses about how the electronic information resources are useful in the Covid-19 pandemic situation. What are the features of Electronic Information Resources? It also discusses about the advantages and disadvantage of electronic information resources.

**Keywords:** Covid-19, Electronic Information Resources (EIRS), Information Technology (IT), Library and Information Centres (LICs).

### Introduction

Information Technology (IT) has penetrated all areas of life and the use of IT for better services and satisfying diverse user needs of everyday life. The shift from printed information to electronic information indicates that both academic staff and students must utilize these resources for better quality, efficient and effective research more than ever. Library and Information Centres (LICs) have transformed into digital, electronic or virtual library and Information Centers (LICs) where books, journals and magazines have changed into its electronic counterparts like e-books, e-journals etc. The modern library and Information centers are rendering web based reference services. Remote access to Electronic Information Resources are possible. In the pandemic situation Covid-19, the Electronic Information Resources are easily used by library professionals. Electronic Information Resources have solved storage problems and control the huge flow of information. Print sources are being digitized for wide circulation among masses for betterment of society.



During last decade, the trend towards making information available online has accelerated. Due to increase in demands of e-resources by users and its advantages over print resources, more and more publishers have started publishing their books in electronic format.

### Features of Electronic Information Resources

- High Compact Storage
- Seamless Integration of Resources
- Hypertext & Multimedia
- Accelerated publication
- Accommodate unique features such as links to related items
- Alerting Service
- Automatically generate alerting and other secondary services
- Availability of proper hardware and software
- Can be used simultaneously by more than one user i.e. multiuser
- CrossRef/Digital Object Identifier
- Do not require Physical processing
- Does not require maintenance by library or the Content Providers
- Does not violate the privacy of the users
- Environment friendly
- Independent of Space and Time
- Interactivity
- IP Blocking by the Content Provider
- Coverage of technology
- Leading to the Multimedia Global Virtual Libraries.

### Advantage of Electronic Information Resources

**Convenience:** The main advantage of electronic information resources is at any time and at any space, the user can access the electronic resources. The electronic journals and e-zines are available in electronic format. Hence, the accessing the same is reduced and downloading or printing of the desired document have been possible easily.

**Timeliness:** The advantages of e-resources are currency of information, timely availability, the speed of access and random searches.

## **Types of Electronic Information Resources**

All most all types of documents are now a day available in electronic format. Some Electronic Information Resources are E-Journals, E-Books, Full-text databases, Indexing and Abstracting databases, Reference Databases, Numeric and Statistical Databases, E-Theses and Dissertations, E-Reports etc.

## **Disadvantage of Electronic Information Resources**

How to search and where to search the electronic information resource is main concern of the users. It is very much confusing how, where and what are the essential and effective information for them. Thus to know search strategy to find out required information and availability of required infrastructure are the main barriers for accessing electronic resources.

## **Library and Information Centres under Lockdown**

In the Covid-19 Pandemic, University, College, School and other Professionals, Institutional library and information Centres are closed. Library and Information Centres are knowledge organisations and Corona Virus is a new virus that is spreading all over the world very rapidly. People of higher age groups and those with underlying diabetes, dialysis, cancer, etc. are more likely to be affected. In this situation, the role of the Library professionals is the most important to serve the whole community through an electronic mode i.e. digital platform. Library and information centres are one of the best places that anybody can go and gain knowledge without the expectation of having to buy something. Library and information centres are lifeline for all the people of the community.

According to the IFLA, "Libraries around the world are facing hard choices around which services to offer and how, ranging from minimal restrictions to full closure. We are aware that governments themselves are taking different approaches, sometimes ordering the closure of all institutions, others indicating that life should continue as usual, and others simply leaving decisions up to library directors."

**Paradigm shift from Traditional Library to Digital Library (Electronic Information Resource)**

Traditional Library		Digital Library(Electronic Library)	
<b>Library Building</b> You go to Library	Design, Size, Location of the library Building performing various societal functions	<b>Virtual Library</b> The Library comes to User	E-Resources, Hardware, software, Telecommunication etc.
<b>Ownership</b>	Buy & Own Books and Journals etc.	<b>Access</b>	Annual Subscription for Access
<b>Just In Case</b>	80% of Books & Journals etc. "Purchased and owned" have never been used i.e. buy and own-just in case.	<b>Just In Time</b>	Document Delivery, Print and Demand, Pay per view etc. just in Time.
<b>Unlimited Use</b>	Buy & Own Books and Journals etc. for unlimited use by any Users	<b>Pre-Defined Limited Use</b>	No. of simultaneous logons(concurrent users), 12 months subscription by registered users only
<b>One at a Time</b>	One Book or Journal can be referred by one user at a time	<b>Many at a Time</b>	One database can be accessed by many users at the same time
<b>Take your Time</b>	Users wait for week or months for the library to get required books or journals etc. or through Inter Library Loan to find and compile information needed.	<b>Don't Waste my Time</b>	Users want the information instantly, easily and effectively.
<b>Isolation</b>	Do everything by myself and for myself.	<b>Cooperation(Coordination)</b>	Cooperation and coordination to eliminate unnecessary duplication of efforts and to increase resources through sharing.

## Conclusion

Electronic Information Resources like Digital Library, Virtual Library, Electronic Library is really boon for the society in the Covid-19 Pandemic situation, where no physically contact allowed by the government. Everyone depends on electronic format for getting any information he/she wants. People are working from home for their day-to-day office work as far as possible. Due to lockdown, the school and colleges are going online classes for their students frequently. Library professionals are also disseminates their electronic information to the users through email and virtual mode. Digital platforms for education is the futuristic demand of the users and digital library is in more demand in this kind of pandemic situation.

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## Embedded Librarianship: A rescue measure for reclaiming the profession!

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### Introduction

The role of an academician has been through a huge metamorphosis in the recent years. An enormous and rightful share of credibility must be claimed by emergence, acceptance, and quantification of Automated Educational Systems, Digitisation, e-Learning and superfast communication mediums. In addition to this, widespread engulfment and compatibility of electronic medium of learning, there has occurred an existential crisis of background academician. The 'Library' as an integral system has not left out of this predicament. No patron of an academic library has a surplus amount of time to spend searching for the required piece of information in a heavy bulk of books of the dusty shelves in a library situated at a hilltop. Without any argument, this could be stated that, the escalation and acceleration of ITC has questioned the efficiency of academic librarians. Several presumptions have appeared that the digital age may wipe out the need for a physical library building, but this phase of existential crisis can be dealt with perseverance. The fifth law of library science says 'Library is a growing Organism'. That means a huge scope for renovation and expansion is very much there. By adapting some amount of changes into library services, the role of both the libraries and the librarians could be redirected in the digital age and the threat of being obsolete could be transformed into gateways of opportunities. There are concepts like, Embedded Librarianship, Liaison Librarianship, and Subject Librarianship etc, which can be employed as a rescue to the very profession. When a library professional voluntarily attach or partner himself with any of the ongoing projects of the parent organisation like, being a member of the core group involved in curriculum based activities, research work, consultancy or the extension inventiveness. The concept of the embedded librarianship is an emerging topic to discuss on in the recent years among LIS professionals of various interests across the globe.

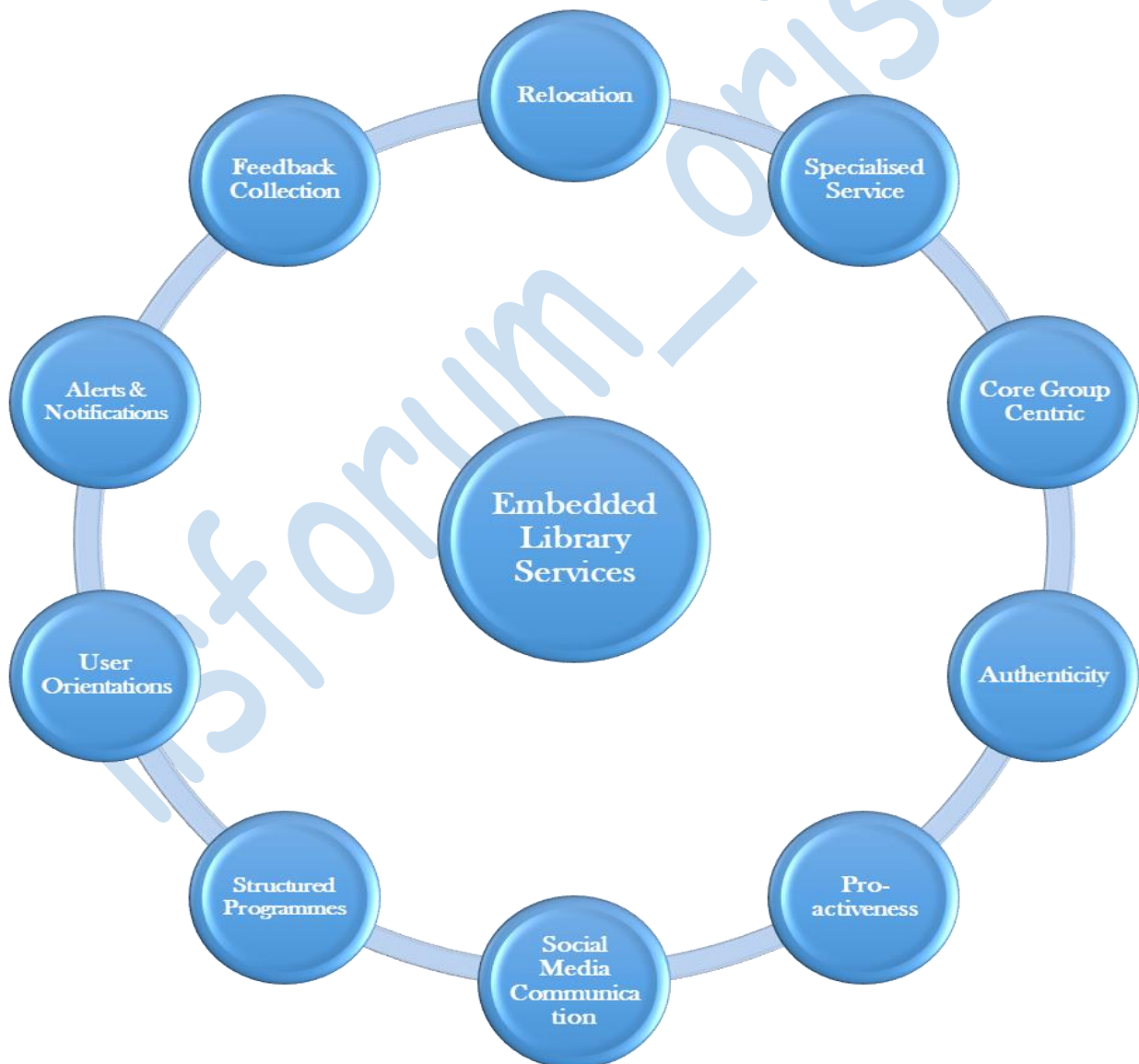
## The Backdrop

The current trend of inclusion of information and communication technology in the academia, especially in the information exchange ground has somehow or other made the distinctiveness of a sharp, dedicated and trained library professional suffer. All thanks to the faster connectivity, huge cyberspace, abundant information and cheaper and easier technological maintenances. The service rendering process of an academic librarian is being questioned. So, does it pose any threat to the existence of the libraries and the librarianships? It is an interesting topic to debate on, since almost everything is available in the web and one can share information quite easily with the help of resources on the web and discard the conventional mode of the libraries. An academic librarian always faces a diversification when his work is being compared with that of the teaching faculties. However, this statement cannot be completely ignored when “pedagogy” is taken into consideration. But the librarians also can play an important role in educating students to become information literates. Here we are talking about program based information literacy. Librarians should put an extra effort for their existence, and develop innovative ways to justify their creativity, skill sets and experiences.

Embedded Librarianship is an emerging service, which is being reported with increasing frequency in the literature. The phrase Embedded Librarian has a variety of meanings which include involvement of librarians and integration at the macro and micro levels. Unfortunately, in the Indian higher education level there is no such collaborations are being carried out where the librarian gets a chance to contribute wholesomely. But a systematic process can be proposed where the librarians can integrate their services as a nominated member in the Nodal Centres and Research Counselling Centres. In this manner, the librarian could collaborate with the ongoing or proposed research projects and other endeavours of the institution. Regardless of the variety of meanings, the term ‘Embedded Librarian’ describes an intense integration of a librarian into the learners’ environment at various levels.

### What we need to do?

Embedded librarianship is not a recent conjecture rather it is an age-old theory of academic-administrative incorporation with a contemporary approach where we are considering the academic libraries not as a parallel provision but as a complimentary unit in the institution. Who can do the task more appropriately than a librarian who has mastered the craft of information dissemination? Here the need of embedding would be felt due course, by the information seekers. In this context, the library professionals should adapt few auxiliary moves towards the service deliverance front. Those are described below in figure 1, with the help a diagrammatical representation.



**Figure 1: Embedded Library Services**

## Conclusion:

There is no second opinion on the fact, that, Librarianship has always been questioned for being an equivalent trade with the mainstream academics. When the academia is concerned, the dedication of an academic librarian has not provided with much credibility as compared to that of an academician. Thus, we need to work hard to deal with this survival emergency and prove the significance of the profession. Here, the concept of Embedded Librarianship could provide enormous level of assistance and elevation. This phrase involves and amalgamates many such terms that advocate proactive service delivery like, blended librarian, integrated librarian, liaison librarian, information consultants, knowledge managers and subject librarians etc. All these terms and more synonymous stipulations collaboratively construct the practicable depiction of the very idea of Embedded Librarianship. By successfully practicing such models, not only the end users would be benefited rather the librarians could also justify the professional ethics. Embedded Librarianship in the academic context in general and in higher education level in particular, could be used as a significant attempt for the future challenges. The proactive initiatives of the librarian along with a handy support from authorities might ensure continuous and effective academic partnerships and advancements.

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## Focus on Indian Academic Libraries

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### Introduction

Library and Information Science (LIS) is a noble profession. Other professionals depend on LIS professionals to excel on their own discipline for example a doctor can give his/her best to the patients and can save their lives only if he is having right information and knowledge. Library plays this great role in providing/directing the users to right information in right time. They are involved in analysis, synthesis, and packaging and repackaging of information, and act as mediator between the information and the information user. But, libraries in India suffer a lot with fund crunch, insufficient staff, infrastructure, No recognition from the authority etc.

The librarians, at many academic institutions in India, are taking lot of responsibility for non-library activities in their day-to-day work. Authority of academic institutions in India is not ready to accept the integral role of library and library professionals in bringing academic and research success for the institution. They also doubt about the skill and competencies of the LIS professionals and assign them with various non-academic/ Non –library activities.

“Physical facilities form an essential component of the infrastructure” (Kumar & Sharma, 2009). In India, many LIS schools do not have separate building, required furniture and equipment for supporting teaching learning process. In many universities, faculty of LIS departments are in charge of the central library, which is not a good practice. Both have their own job responsibilities. Hence, such kind of dual responsibility is neither good for the LIS department nor for the library. “Since 1979, the UGC panel on Library and Information Science had recommended for independent functioning of LIS departments” (Dasgupta, 2009). But till now the old practices are followed in many Indian universities.

### Suggestions

1. Continuing Education Programme for faculty members and working LIS professionals must be given high priority by the university authorities to enable them to remain up to date with latest tools and technologies related to libraries.
2. Libraries can use social media tools to fulfill many objectives, such as promoting use of library resources and services, gaining visibility among the user community etc.
3. Library professionals should take effort for Marketing of library products and Information Services. They must have knowledge for web page design, making information bearing Products, presentation skill, knowledge of various marketing strategies.
4. Libraries suffering with fund crunch can use open source tools and open access information resources and can prove their competencies to authority.
5. The system of 'dual responsibility' in the Indian academic libraries should be abolished.

### Conclusion

The librarians as expert information managers will always be effective as a mentor, teacher and a guide for the user community. Libraries have to customize the information products and services according to users need. Society marches into a digital environment and mobile applications have changed the way of learning of user's hence libraries and information centres have assumed major responsibilities for meeting the varied needs of its user community. "Libraries have a recognized social function in making knowledge publicly available to all. They serve as local centres of information and learning, and are local gateways to national and global knowledge" (National Knowledge Commission, 2007; p. iii). Hence, Government, authority of academic Institutions and LIS professionals need to work properly in the desired direction.

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## Indian Librarianship, Challenges, Issues and Measures: A Brief Review

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### Abstract

Libraries and information centres are the powerhouses of knowledge, backbone to education system, support to learning, teaching and research activities, social organisation for dissemination of information embedded in information resources. Libraries are the education hub for community. Professionally qualified librarians, who supports the research needs of users through qualitative library services, manage libraries. Librarians are still sustaining in the profession firmly by acquiring different skills like professional, technical, communication etc. required to face the constantly changing environment in libraries due to implementation and use of ICT, use of Internet, open source resources, electronic / digital resources, e-publication growth, use of web tools and social media etc. This communication highlights challenges faced in the profession and the efforts to take by professionals for sustaining to transform themselves according to environmental changes by adapting advanced technology, professional trends etc. and create new avenues in the profession, visionary and forecasting leadership, strong governance, march towards excellence, participation in collaboration, providing quality information services, and become a lifelong learner and act as an embedded professional to meet the challenges. It is a review type of communication.

Key words: Librarianship, sustenance in profession, collaboration in profession

### 1. Introduction:

Libraries and information centers are the powerhouses of knowledge, backbone to education system, support to learning, teaching and research activities, social organisation for dissemination of information embedded in information resources. Libraries are the education hub for

community. Professionally qualified librarians, who supports the research needs of users through qualitative library services, manage libraries. Librarians are still sustaining in the profession firmly by acquiring different skills like professional, technical, communication etc. required to face the constantly changing environment in libraries due to implementation and use of ICT, use of Internet, open source resources, electronic / digital resources, e-publication growth, use of web tools and social media etc.

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In every profession, there is a need to develop sustainability to survive firmly in the profession. To sustain in any profession including LIS, there is a need to develop, create and maintain statute. There are four pillars of sustainability in any profession viz. human, social, economic and environment by which, professionals develop their importance in knowledge society. Similarly, sustainability also depends on social impact, professional strategy, economic viability, adaptability, and capacity to deliver products to knowledge society. In library profession, also sustainability depends on these factors. Social issues create a positive attitude, behaviour of professional, by understanding social issues, developing a clear vision, mission and goals and a process to measure and evaluate outcomes of efforts. Analyse organizations goals and develop strategy, plans to accomplish the goals set by organisation, which can be achieved by proper planning. The discipline of updating skills, developing products and services in anticipation or response to changes as per user demands are to be managed by professionals to deliver services using innovative techniques. Sustainability has three pillars 1) Economic 2) Environmental and 3) Social. To achieve the overall sustainability in human activity, each of the sustainability dimensions needs to be achieved individually. Sustainability is a growing concern for library.

For sustainability in libraries, librarians have to transform themselves according to environmental changes (like advanced technology, professional trends), create new avenues in the profession, visionary and forecasting leadership, strong governance, march towards excellence, participation in collaboration, providing quality information services, and become a lifelong learner and act as an embedded professional to meet the challenges.

### **1. Challenges / Issues and measures in the Librarianship:**

Librarians are facing challenges continuously from time to time as new trends are set in the profession. On review of challenges faced by librarians, it is observed that since the library professionals have faced past many challenges successfully by adapting the changes in to practices. Librarian have played a great role in all sectors academic, research and public as well as corporate libraries by providing information services and creating information products. Librarianship witnessed print revolution, micrographic, electronic, digital, technology, virtual, internet, open access, social media and cloud revolutions. In every transitional revolution librarian have accepted the benefits for librarianship and supported to user needs by developing qualitative collection and providing efficient library services. At every point of development librarianship faced with new issues and challenges and librarians have tried to solve the issues by adapting new means. For this, library professionals have put their best efforts to cope up with the situation by adapting latest trends in the profession.

Librarianship is relying on various factors / elements, which supports to flourish the professional work efficiently. Few of them are:

- Human Resource
- Finance / Budget
- Information resources
- Technology infrastructure
- Technical support
- User openness
- Continuous Transformation in profession
- IPR and plagiarism
- Administrative problems
- Professional Curriculum
- Management support

Human resource is main issue, which many a times creates bottleneck in the progress. In many libraries staff is not sufficient and also well qualified as prescribed by the structure. Vacancies are not properly filled in, as well as new professional staff requirements are not provided to library (e.g. Technology expert). It is also not possible to retrain the existing staff due to want of funds and deputation to courses and seminars etc. The human network is also not

developed and sustained in this environment, which leads to weakness in skill development issues. The staff who is working with full energy and tried to adapt new innovative practices in the profession is not motivated suitably. Due to pressure of normal work, the progress of many professional staff is weakened. The sanctioned posts are many times not filled up. Due to these issues existing human resource is not in a position to deliver the qualitative services to users. There is a need to get support from the management.

Finance is a major issue in almost all libraries, and naturally finance or budget might never fulfil all the requirement of libraries even yearly budget is enhanced. This is due to many issues like increasing cost of publication, fluctuations in conversion rates of foreign currencies, exponential growth in literature published and made available in different media, constant changing needs of the users due changes in their discipline and research, emerging new infrastructure of ICT and its regular periodic replacement to manage with the trends. Thus, budget is always at the discussion level. The library professionals need to develop the new skills like evaluation of information sources, user need assessment, qualitative collection development, developing collection development policies and many more to manage budget in better ways. There is also need to develop information product and marketing of information products to develop some revenue generation activities for self-sustenance. Librarians have to accept marketing skills and information services and product generation skills as well as good communication skills.

E-publishing is accepted all over the world and leads to digital information resources which are comparatively cheaper in some cases, which are emerging in various digital forms. The problem faced by librarians are, its cost structure (no fixed prices), subscription models, resource catalogues for digital publications is not easily available for selection, availability of back volumes of materials, preservation and conservation of material, access to resources, IPR issues, MOU contents, metadata creation for digital resources etc. Librarians needs different skills for managing this issue like negotiation, evaluation of resources, collaboration with different agencies and professions, retro-conversion, resource sharing etc. There is a need to develop collection policy for digital resources.

Technology infrastructure is a major issue, it is not a onetime task, the infrastructure needs to be replaced with the latest technology to support the proper functioning of library tasks and support to international information handling and usage. This need regular preview of technology infrastructure and to be updated at frequent intervals e.g. internet connectivity, data storage devices, communication devices etc. Library professionals supposed to be information and digital literate and a reviewer. Librarian are not expert in all the technology management issues and hence they need reliable and sustainable technical support from the other agencies like cloud support, AMC for infrastructure, disaster management etc.

User support is also necessary for librarians in developing proper and qualitative collection development. The library committee must be active and suggestive to librarian in taking decisions and put up proper demands with justification to management for its proper implementation and additional resources. Role of Library committee must not be an advisory but perusing to management for implementing new innovative practices. A well-structured library committee is to be established. Regular meetings at frequent intervals are to be held and minutes are to be properly recorded by the librarians.

Since long, it is observed that continues professional transformation is taking place from print to virtual etc. To sustain in the profession lifelong learning is an essential. The technologies have assisted in developing many open resources and agencies like SWAYAM, NPTEL etc. are creating innovative courses for librarian to be trained online in the use of advanced technology and librarianship in addition to UGC and AICTE programs. The experienced professionals in the field guides to new entered professionals through online courses and these are more benefited along with refresher, orientation and hands on FDP courses etc.

IPR and Plagiarism concepts are promoted by librarians in academic and research field by conducting orientation programs which also helps in reducing plagiarism and scholars can follow copyright and intellectual property rights to create new intellectual property and protect them. UGC, AICTE, NAAC, are giving more weightage to IPR in academics. Small courses are also available for everyone to get expertise in IPR.



Librarians have to face administrative problems like audit, physical verification, etc. which are not common to other auditing methods and hence the system needs some revision in to it and make them available for sustaining in current digital environment. Administration need to review their norms and solve the issues taken up by the library professionals. Release of budget, grant for additional budget, terms and conditions of supply are different for libraries. The changes in practices are to be accepted by the administration and revise the norms that are outdated for physical verification, write off, procurement procedure, licencing issues etc.

There is also a need to develop trained librarians to sustain in the current needs in library profession. The trends and skills required in the profession are to be imbibed at student level through revisions in professional syllabus which is based on demand from society and need based.

The management support is more important for the library profession and need to support innovative practices suggested by the librarians. Alone library professionals cannot develop better library facilities without support of management.

Users are working in different interest groups and their demands are also unique, hence despite of the best efforts of libraries, users sometimes feel that they are not adequately and appropriately served by library. Hence, user need assessment is an essential at frequent intervals and as per need libraries have to serve user need based services.

## **2. Efforts of Librarians for sustenance:**

Datta and Chaudhary (2019) in their communication indicted the new roles to be performed by the librarians to sustain in the profession like: to develop green libraries, partnership and collaboration, global information access to users in economical ways, developing sustainable vision and visionary plans, new creations, achieve economic sustainability, sustainably assessment and awareness etc.

Agrawal and Kumar (2016) has rightly pointed out that for the substance of librarianship the librarians have to perform like embedded librarians. Their functions should be different in their performances like providing user centric services, analysing and synthesising of information for generating information

products, initiating user advisory services, research assistance services, establishing discussion forums to exchange ideas, etc.

Librarians no doubt they are struggling all the times for developing better profession and assist to users in better and qualitative ways using technologies and trends in the profession. But still librarians need to take extra efforts in:

- Creating user awareness in maximum usage of available library collection through advanced user based library services and orientation programs.
- Outreach library activities and services for the passive library users those who are not visiting library due to ignorance and importance of resource availability.
- Develop collaboration with different organisations to develop resource sharing activates and exchange new practices for sharing resources.
- Initiate self-revenue generating services from the qualitative collection to users and develop services promotional plan (announcements, brochures, newsletters, websites, social media etc.).

Librarians are constantly facing the changes in the profession successfully and adapting the situational changes to sustain in the profession by acquiring new skill sets and support to users. Librarians are changing their style of traditional working and monitoring the trends in the profession to adjust and support user's information needs. The role of librarian from traditional to modern has been transformed tremendously. This is witnessed in changing face of libraries from paper to paperless and manual functions to automated functions. Professionals have adjusted with the upcoming trends in the profession. Due to advent of Internet and ICT, librarianship has been significantly transformed. Librarianship has now come up with the several new issues and challenges and libraries and librarians are looking for the new ways to serve users. Due to networks, LIS professionals are putting their best efforts to reach to users at any place.

However, all the supporting factors mentioned in this communication under section 2. challenges / issues and measures in the librarianship have to be well supported especially management, administration, alone librarian cannot achieve the goal.

**Conclusion:**

It is revealed that though library professionals are striving hard to manage the current trends in profession and implement new concepts all the other factors are also to be favourable to sustain in the environment. Librarians have to use ICT and new techniques to re-engineer library activities and services for survival. To manage an overall sustenance in profession librarians, need to think for the change.

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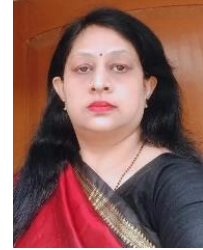
## Indian Librarianship in the Modern Era: Oblivious or Conscious?

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**M**ore often than not, we come across three indistinguishable terminologies like job, vocation and occupation which are used interchangeably for the word 'profession'. But each of them have their own distinct meanings in their own respective fields. A job or an occupation is a work, which is done for earning a livelihood.

Whereas, vocation is something that is done keeping in mind one's specific skill-set in a particular field. However, when the term 'profession' comes into consideration, it refers to the homogenous blend of skills as well as theoretical knowledge about a particular subject area. Profession deals with theoretical as well as practical skills.

According to the Oxford English Dictionary, "professions involve the application of specialized knowledge of a subject, field, or science to fee-paying clientele." In other words, a professional renders service to the users as per their specialised subject knowledge and skills, for which they get paid for.

For anybody to be referred to as a professional, they should have acquired a professional degree at the University level. The knowledge as well as skills so acquired are to be sharpened at regular intervals to serve the user community in a more proficient manner. By doing so, the professionals also get due status and recognition in the society at large. Another major attribute which should be practised by the professionals for selfless service in their respective field is "ethics". For instance, the librarians, by fulfilling their obligations, are able to get the designation of professionals, which is a matter of pride and prestige. Numerous commendable qualities of librarians include: commitment, accountability and responsibility towards their profession. To quote Dr.S.R.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.” But at times, the diversified role played by a librarian, as a teacher, information scientist, documentation officer, web analyst and so on and so forth makes them confused about their real identity and about the role that they should play with priority and accuracy.

Librarian, as a profession is noble, with an attitude to render service to its user, ignoring the comfort of own self. They are the same people who serve the teaching community as well as the students and provide the necessary support for their academic growth. Without the existence of the librarians, the entire user community in their academic institutions would have drowned in the ocean of knowledge without even a single lifeboat being offered to them. It is the librarian, who makes the necessary classifications, cataloguing and shelving of books and other documentation activities towards fulfilment of the requirement of the users at the time of their need. Similarly, they help the research scholars to find out their required information, help them to make literature search, search online books, journals, databases and at times, even guide them in writing a research paper or dissertation.

The role of a librarian doesn't cease here. In the prevailing times, i.e. with the advent of the rise in information and communication technology (ICT), a preponderance of traditional services are going digital. This again, has made the roles and responsibilities of librarians increase manifold. They have to discharge their conventional role along with the digital one. Hence, they have to equip and update themselves accordingly by attending regular training programs, workshops, etc. So, the role of librarians has shifted from custodians of knowledge to information disseminators. Most of the academic institutions are imparting user orientation programs that are majorly taken care of by none other than the librarians who assume the role of teachers in those circumstances.

But in spite of all the above mentioned designations, there is no proper status given to the profession of librarians. There is always an evident discrimination among the teaching community and the librarians. In most of the organisations, the librarians don't get the autonomy to work as per their choice. There is always non-cooperation from the authority for every possible

suggestion given by the librarian for the betterment of the library or its collection and its users. After diligently discharging their duties, the librarians get neither proper encouragement nor adequate status by the concerned authorities. As a result, the librarians get disheartened to work with the required zeal and motivation and therefore become lackadaisical in their professions. However, if they were to be given little freedom, proper status in their respective institutions and an iota of appreciation for all that they do to the best of their capacity to serve the users, it will definitely be more plausible for the librarians to be highly enthralled towards their profession.

## Indian Library Professionals at the Crossroad: Who is to be Blamed?

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**W**hen I got a mail from Dr. Sunil Satpathy to write something about the current situation of the library profession in India and specifically focusing on the theme of the annual issue of the Lisforum\_Orissa i.e. "Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?", initially I was hesitant to write on this as this going to be a very controversial topic. Either way, if you support or you write against it, it is going to create a turmoil. But, Dr. Satpathy insisted me to write on this. Then, I decided to write.

Coming to the point to the topic of discussion... Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?". So.... who is to walk extra is a million-dollar question! Obviously, it has to be the librarian or the library professional only as it is the question of their survival in the current situation. In this materialistic world, nobody is going to take out us from this mess. If they don't stand for themselves and walk some extra miles, it is going to be death bell for them. And those who (read top educational administrators of premier institutes-CFTIs and so-called teachers of LIS) are supposed to support us (the library professionals), work with us and advise us are bent upon in downgrading us. See the classic example of the latest UGC notification where the teachers of Library Science after a certain years of teaching experience can become University Librarians but not vice versa! That shows the colonial mind of our so called teachers/leaders who were the part of such a Committee or are in UGC. Nobody protested... even if they protested...the outcome is Zero!! Our own community members (our own teachers) who have made us by their enlighten teaching are trying to backstab us. If they don't recognize our contribution who is going to?

In recent years, IITs (started with IIM Bombay and later number of other new IITs, IIMs & NITs) started downgrading their Librarian or Library professional positions. These leading institutes which are supposed to set examples for others by raising the standard of Library Profession by creating the post of Director, Library Services or Deans of Libraries in the line of Harvard or Stanford or the top 100 universities of the world... on the contrary, they are bent of downgrading it. Surprisingly, these so-called educational leaders have gone abroad and seen the world-class Universities or Institutes and in return this the best practice they have implemented! History will not forgive these leaders. On the other hand, we and our Library Associations specifically remain mute spectators... busy in self-promotion and infighting. The very existence of our association is questionable. These library associations are mere paper tigers and their office bearers are busy in their own development. It is the time to think... do we need these defunct Library Associations if they can't serve the profession.

Whereas few private institutes like Jio University Mumbai, XLRI Jamshedpur, ISB Hyderabad and Amity University Noida are creating the standard for others i.e. so-called CFTIs to follow!! This is the irony of India. Now I can understand why we failed to produce a single Nobel Laureate even after so many years having so many so-called world-class Institutes (read CFTIs & Big labs under different Govt Ministries).

Another interesting example... when we all Librarians were enjoying by swimming in floods of webinars in the COVID Pandemic Period.... Another premier institute in India i.e. AIIMS, Delhi had a walk-in-interview for its prestigious Librarian post! That shows the current situation of the library profession. I am worried about this kind of trends.

Why blame others... see what we (librarian or Library Professional) are doing! Are we doing enough to get recognition? Most of the libraries are in a pathetic situation not because of the apathy of administration but because of our inefficiency and careless attitude towards the profession. I have seen a lot of my professional colleagues working in premier institute libraries have become



white color Babus... they feel shame to touch books (Ohh... that is the work of Peon or Stack / Library Attendant). I sarcastically used to tell them if doctors do in the same way as you are doing i.e. by not touching their patients...then that will be the end. Similarly, being in the library profession if you are not going to touch the books...that is the end of it. Except few, what innovation we have brought to our work.

The whole Library system is changing. Troll, Denise, "How and Why Libraries are Changing: What We Know and What We Need to Know" (2002). *Library Research and Publications*. Paper 64 was correct when he said "We know almost nothing about *why* libraries are changing because our traditional data collection practices tend to be myopic, counting selected activities within our purview and relying on anecdotal evidence about the larger context in which we operate as a basis for interpreting our data". So as a librarian, we have to understand the current ever-dynamic environment and to prepare to accept and adopt the change.

Are we in a position to change ourselves? Normally, library staff complains that because of digitization and the internet, information is available at the user's desk and that why users (faculty & students) are not coming to the libraries. What can we do? Have we ever interacted with them what is their requirement...what they are looking for? Perhaps not! We have to come out of our shell and have to walk some extra mile to reach out to them! We have to be more proactive and more innovative in our approach. This is the final wake up call to all our professionals.... Take a lead... Perform or Perish! We have to be the change agents!

These are my random personal thoughts. I sincerely apologies if I have hurt anybody's sentiment. I welcome your response and suggestions to my thoughts... what can be done to raise the standard of our profession!!

## Is Indian Librarianship Surviving in Lackadaisical Atmosphere? Certain Points to Ponder over

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### INTRODUCTION

Librarianship is a worthwhile and valuable 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. It is a noble profession as many early experts in early Librarianship has acclaimed. It contributes for the knowledge sharing activities by adopting both traditional and modern methods and means of dissemination and it is the prime duty of the personnel involved in the profession. Today's Information - Literate society demands the library community to take appropriate steps and work towards winning through the competition with others. They shall pay more attention to any kind of innovation in order to take full advantage of technological developments. This is needed to fulfil the ever changing and dynamic information needs of the information users. Therefore, librarians should be always aware of new technological developments and best innovation practices applied them to the libraries, and prepare their own strategies appropriate for their libraries. (Oh, 2019). This situation in turn forces those LIS professionals to come out of the lackadaisical atmosphere where hither to they live in. Of course, not all the professionals are, I am sure, in this stage. But certainly, when we look at the present developments and the scenario of the Indian librarianship one can feel the pinch of salt. I had earlier presented my views on the Indian Librarianship and the professional image of the LIS professionals (Ramesh Babu, 2014, 2015, 2018 and 2019 and Karisiddappa and Ramesh Babu, 2020) in various platforms and publications.

## LACKADAISICAL ATMOSPHERE AND IMAGE OF THE LIBRARIANSHIP IN THE PRESENT-DAY SOCIETY

The Dictionary meaning for the term 'Lackadaisical' is 'Lacking enthusiasm or interest; listless; casually lazy'. In the context of librarianship, it may mean the dull and poor image of librarianship. To portrait the today's position of libraries it is worth to quote the following: "*Libraries all along history have been at the receiving end. They have been disregarded, lowered in public esteem. One can trace only humble origins of the libraries. Libraries like some other social institutions have passed through periods of recognition, lull, encouragement, neglect followed by slow growth, decay and then crisis*" (**Guruswamy Naidu, 2010**). However, the LIS professionals in the rent years are engaging with better activities incorporating the latest ICT developments that would enhance the image of the libraries in general and librarianship in particular. Since the profession of librarianship is in transformation or transition, that is demanding the professionals to equip themselves with adequate skills and competencies.

But on the other hand, the present-day librarianship represents lackadaisical atmosphere, in most cases, as follows:

- *Dull image /Poor image*: characteristics of a librarian which are dull or poor status that has negative impact on their status.
- *Low Productivity*: Since the professionals are with low productivity and the clientele in turn are having negative opinion due to the fact that the quality services are not upto the mark.
- *Disappearance*: Librarian's position is slightly disappearing at many instances. The society at large is not having any idea about the role of the library professionals.
- *Contribution to the society*: It is a criticism that libraries do not contribute for the economic development of the society or the country
- *Nature of the services*: Public are not aware of the nature, quality and types of information services being provided by the libraries.

## IDENTITY STRUGGLE FOR THE LIBRARIANSHIP

In the modern society the field of librarianship has been gaining a recognisable status. Because there exists a tremendous growth of libraries, thanks to the initiation by the Central and State governments. "*There seems to be very little*

*middle space or will to define librarianship in a positive way an amalgam of small and caring acts that, summed together, positively affect the lives of ordinary and marginalized individuals” (Dilevko and Gottlieb, 2004, p. 176).*

Dr S.R. Ranganathan contributed for the development of library profession in India by developing standard terminology, theoretical and normative principles. To quote **Ranganathan (1963)**, *“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”.*

In the recent years the ever-changing ICT has been influencing the Librarianship and as a result the profession is facing the identity crisis. Do Librarians have a distinctive function? Librarians do special things and possess special expertise; have limited control over some types of knowledge; classify and organize knowledge; index recorded knowledge for access; understand the organization of various bodies of knowledge and their interrelationship; mediate between the user and the public record of knowledge; and encompass the vast body of print and electronic information. Due the innovative nature of the profession coupled with enthusiasm, dedication and well organised structure, it is praised by the elites and other sections of the society (**Robinson, 2006, pp. 10-11**).

Now-a-days there is an urge on the part of LIS professionals across the society that the activities of the profession need to be appreciated by the other professionals. They are of the assertion that it is an attractive and well recognised professional career and would offer better employment opportunities. In this context it is pertinent to quote **Drabinski, (2016)**, *“They are concerned with achieving professional status on these terms are bound to prioritize these imperatives, rewarding stereotypically masculine behaviour along the way, in part to secure the benefits that come with being recognized as a full profession”.* Apart from this, libraries are being influenced by the new ICT and the LIS professionals are finding ways and means to incorporate and augment these developments in their libraries. Therefore, the demand for professional identity would help in social recognition with positive implications. It has been urged that *“if librarianship aspires to become a profession, it should depend upon research to develop its knowledge base and its theoretical framework” (Wilkinson, 1983).*

## **REASONS FOR THE LACKADAISICAL ATMOSPHERE IN INDIAN LIBRARIANSHIP**

The following are the major causes of lackadaisical atmosphere for librarians:

- Low output and productivity
- Always absent from work
- Insubordination and a high degree of non-cooperation
- Failure to meet deadlines
- Unusual behaviour of staff
- Excessive frustration and unrest
- Job security
- Interpersonal relations
- Policies and administrative practices
- Poor working conditions
- Poor Salary and benefits
- Lack of promotion prospects
- Status and supervision
- Un-fair staff training policies
- Poor funding to the libraries

## **QUESTIONS TO PONDER OVER LACKADAISICAL ATMOSPHERE IN INDIAN LIBRARIANSHIP**

Libraries have witnessed a great metamorphosis in recent years. Over the last several years, a significant transformation has been noticed from traditional to hybrid nature. The emerging technologies further influenced the transition and transformation of libraries into different dimensions. Libraries today are in hybrid nature, retaining the familiar traditional functions for print resources while adapting them to the acquisition, preservation and accessibility of digital sources. Libraries still play a role with regard to physical information sources. Librarianship is gradually changing from traditional practices and the role of librarian is redefined as information mediator, media specialist, IT managers and curators, information manager, etc. Librarians today have to face challenges to manage according to changing practices and user needs in the present education system in regular, in distance learning and in e-learning modes etc. Today both library and librarian have seen a major transformation

in their role. Libraries are efficiently coping with the changing technology and needs of the readers. In order to provide quality and efficient services and to meet the challenges ahead of them they must maintain a positive attitude to learn and update, think and work positively. *“The Library profession did not attract the best talent in the country for a variety of reasons; the quality of entrants is very poor”* (Ranganathan, 1965). Even today this situation however remains to be the same and the conditions have not improved much. Sometimes it also gives a feeling that the situation will not be better in future.

***The following questions need to be discussed and ponder over Lackadaisical Atmosphere in Indian Librarianship:***

- Is LIS a professional course? And can we confidentially say that we are professionals?
- Why LIS is not able to get status or recognition on par with many other professions?
- What is the quality and status of Librarianship in India?
- Why we are not able to focus on creating new theories in LIS to build a strong foundation?
- How important the theories are for a discipline to stand up and develop?
- In many Indian libraries, why non-LIS personnel are working?
- Why libraries and librarians are not innovative and visible to the society?
- Why LIS faculty and practicing professionals cannot work together?
- Can we say with confidence, librarians can add value to the profession in general?
- Why LIS professionals are not motivated to serve the users with dedication and perseverance?
- Is Librarianship of 21<sup>st</sup> century heading for transformation or transition or crisis?

### **MAJOR ISSUES AND CHALLENGES FOR FUTURE LIBRARIANSHIP**

**Davis (2008)** in his work “Librarianship in the 21st Century-Crisis or Transformation?” addressed many of aspects, specifically the transformation. One can see the seeds of crisis with much deep-rooted effects due to transformation or transition in the profession of Librarianship.

The Librarianship is being characterised by certain features such as dynamism, non-profit and service institution with the motto of providing information for all. The changing environments in the society including education, industry, business and the government in general and libraries in particular has been influencing the future libraries and in turn the librarianship (**Karisiddappa and Ramesh Babu, 2020**). *“The future of librarianship thus hinges on what happens to the perpetually changing work of the profession in its three contexts: the context of larger social and cultural forces, the context of other competing occupations, and the context of competing organisations and commodities” (Abbott, 1998)*. The librarianship in India facing many challenges. The management of change is itself is a great challenge. To quote **Cohen (1997)**, who said, *“We are not quite sure what adventures we will have or what we will find, but there will undoubtedly be times of frustration as well as of great excitement”*.

The following are the major issues and challenges:

1. Selection and retention of LIS professionals.
2. In-service training of librarians
3. Identification of the role of libraries in different sectors such as academic, public and special
4. Impact of ICT on library sources and services.
5. Preservation and conservation of both print and digital documents
6. Crisis in scholarly communication.
7. Financial support for the education especially higher education (**Hisle, 2002**).

## HOW TO OVERCOME THE LACKADAISICAL ATMOSPHERE IN INDIAN LIBRARIANSHIP?

The following strategies can be used to overcome the lackadaisical atmosphere in Indian librarianship:

- **Rewards/Recognition:** This could be done through financial or social rewards. Library staff should be awarded or recognised publicly for their best performance so that other librarians are motivated to work harder. Of course some of the professional associations like ILA, MALA, IATLIS,

Karnataka State SC & ST Library Association, and others are doing this job and encouraging the LIS professionals.

- **Good salary and benefits:** Adequate remuneration is necessary for motivating public library staff given that private libraries are offering very competitive or high salary scales. As far as academic and special libraries concerned a comparatively better pay scales are offered.
- **Provision of latest ICT:** In order for librarians to complete their tasks efficiently and effectively they need to use technology to automate library processes. Integrating technology into the library environment can motivate employees, for example, it is easier to use an OPAC to locate books rather than using the card catalogue. Similarly many innovative features need to be incorporated so as to put the librarians at brisk environment.
- **On the job training:** The library environment is changing every day, therefore, there is a need to train all LIS professionals so that they are up to date with the developments in their field. This can be achieved through organising seminars, workshops and conferences.
- **Conducive work environment:** The library should be well air conditioned and have air vents to circulate fresh air. The furniture in the library should also be comfortable for librarians to use.
- **Promotion:** Staff should not remain in one job ranking for a very long time. The deserving librarians should be advanced to better positions based on career advancement scheme.
- **Best care and treatment by the employers:** The library administrators need to take best care and treatment of their professional colleagues which would inspire and motivate them to ensure more productivity in terms of service provision and other related activities.

## CONCLUSION

Librarians must continuously upgrade their skills and competencies and shall perceive how users are satisfied with the provision of services and information products. LIS professionals shall try to proceed towards innovation by introducing new technology as ever, in order to compete with others. The state of librarianship in the near future will be certainly bright provided professional associations, individual librarians and administrators shall take



joint responsibility for enhancing the profession's image in the society at large. One cannot expect overnight change, but there are factors in this direction. According to **Bobrovitz and 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). Therefore, each and every LIS professional shall work and contribute for achieving excellence in the profession by maintaining and enhancing their professional knowledge and skills. LIS professionals have to play a significant role in the effective functioning of the libraries in order to fulfil their vision and mission. They shall take lead role in the spreading of the foundations and ethical responsibility of the profession. Then only one can see the profession exist and survives in non-lackadaisical atmosphere. To conclude in the words of **Lancaster (1983)**, "*We must shift the focus of our professional concern away from the Library as an institution and towards the skilled professionals, who will become a professional practitioner on par with medical and legal practitioners*".

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## Lackadaisical Atmosphere in Indian Librarianship

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The basic realities of the current LIS teaching system in India show that quality development is necessary and inevitable not only for its survival but also to address today's major changes and challenges; Tomorrow. Librarians in India are found to be facing various problems. Technology requires high-level technological expertise from library professionals to make the most of new technology devices to provide more efficient and better services to readers. Administration staff does not understand properly the requirements of LIS education development, up-to-date library, department of LIS and they are not also supportive most of the time as they deny genuine requirements of the LIS department, library requirements and importance. In other side senior management not provides adequate funds for the development of LIS professionals, library schools, libraries. So, most of the LIS professionals and schools are facing the problems of resource crunch. Many libraries offer modern web-based library services in a variety of areas. In the changing information era, library professionals need to gain extensive knowledge of technology developments and improve their skills in managing these technologies. Computers, connections and electronic information define the professional image of the library and the services provided through the LICs. LIS professionals face many problems such as lack of funds, inadequate infrastructure, lack of knowledge and training, lack of high quality teaching staff, lack of regular faculty distance for remote programs, lack of attendance and evaluation principles, and lack of library visits. Libraries that are familiar with all three technologies (computer technology, communication technology, and information technology) may face the challenges of the new millennium. As with their counterparts everywhere, librarians in India, especially high-tech institutions, are facing a number of challenges. Librarians may need to act as consultants, information engineers, rather than traditional information

maintainers and distributors, transitioning from collection models to access and service models.

**LIS Education:** The Govt may take leading role in promoting LIS education in India, creating more job opportunities for LIS professionals and closing the pay gap between LIS professionals. The salaries of LIS professionals in India are low and in the current scenario they should get more. The major challenge for LIS education now is to cope up with the technology. There is no any accreditation body exist to maintain standardization in LIS education. The lack of accreditation body has given many problems likes unstructured course curricula, lack of infrastructure facilities, lack of exposure, and most important is lack of teaching staff. The LIS schools, associations and organisations can play an important role in providing education and training by the application of modern technologies to meet the challenges of 21st century information and knowledge management. LIS education is marred by another burning problem of insufficient faculty strength. The goal of vocational education is to prepare those who are capable of practicing this profession. Information professionals are a combination of their education and practical experience.

**Library Policy Makers:** Policy makers in the field of LIS education in India, including the UGC, MHRD, the National Council for Evaluation and Accreditation, the Expert Commission on LIS Members, the Leadership and the Leadership challenges at the national level and a single policy for all academic institutes in the country for the development of LIS professions to better recognition, of course with every other discipline. Technological mediated education of LIS, restructuring of LIS courses, lack of infrastructure, ICT management, financial crisis, lack of proper perspective and development of policies by senior management of LIS, lack of virtual library software set up, storage device, IR software with strong bandwidth, plagiarism software, etc.

**Authorities:** The authorities are always opportunist in the field of LIS. When any library data/information work is required for AICTE/University/UGC/NAAC/NBA, then authority will feel that the library and librarian has importance role for our teaching learning process . Otherwise it has no importance role. The authority should always feel that library and librarian are required for smooth function of educational institutes and organisations. The library professionals should not be neglected by the higher authority personals. Authorities often test librarians' different skills and how

librarians manage libraries in difficult situations. They are always looking for jobs, skills and administrative activities. Administrators are primarily responsible for developing and maintaining software, hardware, HRs and databases that will make a significant contribution to the advancement of research and development in India. A huge budget is needed for the development of libraries and professionals when leaders / heads /policy maker/ politicians / committees are not interested. Libraries are organized by budget cuts: budget constraints continue to torture libraries and limit their ability to grow and adapt, even though the library sees more readers use resources. The political will power is required for financial support and the authority of concerned department should proactive in this regard.

**Users:** In this day and age, library services may be provided through online and it becomes more user-friendly and more interactive. Readers' desire for services is constantly changing under the influence of technology. User's satisfaction should be a major concern of modern libraries as it is an essential part of the library to measure user satisfaction in order to provide better service. Reader's satisfaction is depending upon their quality services and facilities provided by library. Current and future library services must be user-centric. No library can satisfy all the information needs of users. Subscriptions to foreign periodicals and electronic databases can be facilitated through consortium initiatives. There is also a need to plan an integrated training programme for the users as well as the library staff for an effective utilization of services. Librarian needs to develop programs to familiarize users with other services such as ILA services, biographic, on line indexing and abstracting services, referral services, , e-databases services, e-journals and e-books service. Indeed inside one sort of library, users will request distinctive services. The services requested are not static, as users' necessities are dynamic, obliging diverse services at distinctive times. Subsequently, librarians must perceive that, their essential item is the users' experience. Digital libraries, Institutional repositories and Open Archives are the new trend in the present era, satisfying users' needs for precise information since they have become more information conscious for accessing electronic information compared to different purposes such as academic or research needs. Academic libraries use. Digital technology for customer service management means of communication, housekeeping operations, standardization and development

of library activities. To meet the ever-changing needs of users, this library staff needs update new knowledge and skills to make effective performance.

**Professional bodies:** The professional bodies like International, national, state and local should pro-active in the development library professionalism and existence of library in every angle. The role of library association in professional development is highly important in this digital era. The advent of information technology and its extensive use by library users has not only affected their seeking behaviour but also changed the ways libraries use to preserve, extract and disseminate information. This revolution demands highly professionalized information services from library professionals. Due to this change in librarianship, library associations need to play their vigorous role for continuing professional education of librarians in order to keep them well informed and current with modern trends in their profession. They should offer professional workshops, training programs, conferences, and seminars for librarians to exchange their professional experiences and ideas with their colleagues on a regular basis. This is the essence of the Library Association, which can coordinate all libraries across the country and help LIS professionals increase their skills and experience. If the country's experts in LIS, who are actively involved and supportive, adopt professional associations, the association will be a key force for influencing the government as well as society. It's natural because a professional organization can better understand the issues, views and needs of an hour better than other library management units. Librarians redefine their roles and responsibilities according to the needs of the time. Library associations are suffering from financial assistance and there are very few associations with funding to expand their activities. Library professional associations should devote their efforts in continuing professional education got their members. Due to drastic changes in librarianship, library associations are facing various challenges in keeping the information professionals well trained and abreast of modern trends in librarianship. Extensive use of information technology for assimilating, preserving, and sharing information in digital format has made the librarianship as an ever-changing profession. This change has offered a big challenge for library associations to fulfil the changing professional needs of library and information science professionals on a continuous basis. Library associations need to play

their crucial role in keeping librarians and information professionals up-to-date with modern trends.

Librarian's community must also put pressure on the Indian government to set up a National Commission on LIS. In this context, library science institutes and professors of LIS should take prominent roles to improve this professional education and as well as technical skills.

**Status of LIS professionals:** The image of the library staffs in the society is not at all good. Amazingly a bench clerk is treated on work upon as a better professional than a librarian. They feel for this scenario they are responsible, they have never done anything to increase their image in the society as an individual and never fought properly to redeem their rights. It is list time they took too high to the Government. Working condition of the LIS professional can be improved through proper co-ordination with the expert of LIS and the policy of maker of government. Every library professionals should be aware about ICT. To justify the demands of LIS professionals, LIS professional associations has been negotiating with government with various issues related to the facilities of LIS professionals in the country. There are a large number of LIS professionals working in the private sector who are not organized and do not pay enough for their services. The Professional Library Association always tries its best to improve by all means, but the main problem is that the LIS professionals working in the private sector are not united. The national and state library associations (ILA, IASLIC, MANLIBNET, ZILA, OLA, MPLA, HLA, KLA, TLA, ALA etc) should come forward in one platform for any s library professional development issues and services which can be informed to government as a legal entity.

**Librarian Themselves:** Talented librarians and a variety of flexible trainers will be able to face the challenges of the library in the future. The Ideal Library is a competitive and strong person who is cooperative and willing to compromise with ingenuity, equipped with technical competencies and managers who are passionate about the needs of new technologies and at the same time not Feeling connected to any system. Librarians must be prepared to participate in the process of creating and disseminating information and knowledge about quality of life and education for everyone. In short, librarians must unite to withstand the impending revolution in the field of information and communications. Technology alone cannot help make the necessary changes.

Attitudes, practices and policies need to change if the libraries in India are to truly benefit themselves and the user community through the use of new technologies. Blaming the library is not the solution to the library's vision, but at the same time the government, policy makers, academics and the library association must follow. Librarians must unite to resist the impending revolution in the field of information and communications. Libraries help users navigate the Internet and evaluate information effectively. The library must act as an intermediary between the resource network and the user. Librarians try to develop their own libraries with guidance from their governing body. In order to provide better library services to our society, it is very important to think about improving library services, the right and timely policies and really improving the professionalism for all libraries in the country instead. Give a specific library development. Librarians need to prepare themselves for the future by equipping themselves with knowledge and skills to serve the community.

**Web-Based Library Services:** During Covid-19 period, web-based library services are best way of library service which touches the heart of every readers. Online library service means a library service provided using the Internet as an environment and a library website as a gateway using an integrated library management system. From the point of view of users of web-based library services such as: online textbooks, journal databases and virtual libraries linked to other useful resources. Access to library literature is an important way to promote library work. Library associations should educate their members about the possibility of providing openness to their published materials.

#### **National Consensus for LIS Education in India**

The consensus at national level is essential to manage changes in LIS education effectively and for creating an emerging vision, devising innovative plans and long term architecture. Following issues require consensus at national level:

- Levels of LIS Education, Core Curriculum, Teaching Techniques, Admission, Accreditation, Collaboration

**Four Pillars of Library:** There are four pillars of library to reach greater height of this professional status and services and social prestige. These pillars are:



- **Library Science Faculty/teachers/Gurus:** The duty of faculty is to give sound education with technology oriented and feed to the students to revolt against unemployment of library professionals
- **Library Science Students:** Library science students are backbone of future library professionals. They should more active and lead to participate actively for getting jobs of LIS where Govt makes policy for educational institute librarians appointment/ Panchayat /block /district/city/state level librarian appointment. For example Govt announced that there will be library with book and periodicals in every Panchaya but there is no librarian in Village Panchayat library. The students and unemployed librarian should start movement against govt that there must be librarian. So that library can run properly. It is insult to our profession that without librarian, a library can run.
- **Library Associations:** Library Association takes leading role for promoting library professionals, listening their problems and try to solve their problems, gives better training, apprentice reputed libraries, gives awareness about professions, conducting workshops for improving communication skills, new technology adoptions, etc. Those librarians are suffering in private organisations/ Govt libraries are not getting the librarian status, pay scale or any professional problem facing by their higher authority, the association will look over this matter and try to solve this matter by mutual; understanding otherwise letter should be issued to the concerned authority, so that they can minimise matter not to lead more. All library association of India come forward to unit and prepare a common agenda and submit to the Govt of India and state Govt for the development library professionals and their status.
- **Library Science professionals who are working Govt/Private/NGOs and unemployed Library science students:** Many Indian educational institute libraries are unable to purchase most of journals, e-books e-databases due to lack of management support and financial crunch. The library science professional are suffering everywhere in India less or more due to lack of social status, economical status, lack of sound communication skills, lack of latest technological skills, leadership skills, managerial skills and depth professional skills.

## Conclusion

To remove this lackadaisical atmosphere of Indian librarianship for the larger interest of education systems, somebody means library faculty/teacher/guru, library science students, library professionals (librarian/Dy.Librarian/Assistant librarian/Professional assistant/semi-professionals), unemployed librarians, library administrators (Director, Dy. Director, Joint. Director, Lib.Sc Principal, lib.sc. Professor, vice chancellor, library science policy maker) have to give special attention to develop this profession and librarian and library associations to take leading role and do hard work for development of this profession and put pressure to state govt and central govt to create more post and more status of finance to the professionals through agitation/library movement/ library awareness/ writing memorandum/letters/ conducting seminar, conferences, training and workshop. Many librarians, library professionals, library associations, library committees of are becoming lethargies and unfortunately, they are not able to present their efforts, values, works, and importance in the Govt/authorities/ bureaucrat/apex bodies. Indian librarianship requires collaborative efforts because this is the ear of collaborative. These above motioned four pillars can remove the lackadaisical attitude and atmosphere of Indian librarianship and actively participate for all round development of Library professionals if they wish. Otherwise day will come the professional may not exist but library service may continue in many ways. At last librarians and library professional bodies will have to work extra. The library professionals, librarians, library associations, library science faculties, students of LIS and unemployed library professionals should actively participate in each and every development activities library in terms of service, generate funds, immediate adopt new technology, generating new employment opportunities , strong developments employee benefits otherwise lackadaisical atmosphere will come in Indian librarianship.

## Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?

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**W**ho is to walk extra for the purpose of bringing enthusiasm and determination in the Indian librarianship and in the library professionals. Without thinking for a minute, I can say it with all certainty and belief that it is the library professionals who have to bring back the glory of this wonderful profession by serving the library users. The five laws of library science, which are more relevant today than they were anytime in the past, have to be implemented in the true sense by the library professionals themselves. It is we, the library professionals, who are supposed to understand the wide interpretation of these everlasting laws, particularly, in the digital era. However, one needs to understand that in today's era of ICT, library professionals will be able to cater to the library services only if they have clear understanding of the strong library principles and processes needed to run a library.

The reasons for lackadaisical atmosphere in Indian librarianship are manifold. The library science schools have, to some extent, failed to produce employable graduates. Unless our teachers are trained to train the library professionals, the problem is not going to go anywhere. On the other hand, the young library professionals do not get exposed to various library operations when they start their professional journey. To a large extent, senior librarians have failed to provide the leadership and direction to their fellow colleagues which is expected from them. In the process, lower and medium level library staff do not get to learn the skills needed to function in a library and are not motivated enough to bring innovations in libraries.

Though the library and information professionals are taught and trained to ensure that users' time is saved in locating relevant information, we see just the opposite as we are reluctant in developing processes which could integrate a wide range of library material viz. print and e-books, print and e-journals, institutional repositories, library catalogue, etc.

Every field has some or the other problems or administrative limitations, and libraries are no exception to it. Today, we see that a significant number of library positions are lying vacant in colleges, universities and other institutes of higher educations. We also see a downward trend when it comes to public funding for education and of course, the resource crunch in libraries. Shortage of funds and disparity in the pattern of public institutions funding are leading to serious problems relating to inequitable access by the academic community to some of the finest academic and scholarly content in the world. This is leading to the existence of two categories of academic community i.e. haves and have-nots. Hence, it is important that education sector is sufficiently funded and it becomes the priority of all the stakeholders.

Notwithstanding of the limited resources and various other problem being faced by the library profession, it is my firm conviction that we can bring a positive change and make our libraries a better place for their users. This is high time that we take a pledge to bring back the glory of LIS profession by becoming the change agents in the development of user centric library services. I am sure that our small contribution in streamlining the existing library services and introducing innovative library process would bring glory not just to ourselves but to this great and noble LIS profession and to our great nation, India.

## Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?

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The world is changing very fast. We all know change is the only constant. With this fast-changing environment how far Indian Librarianship is equipped with, is a big question mark. If we truly evaluate the prevailing condition from grass root level to national level the condition is not so good what I personally feel. Though we have progressed satisfactory in few category of institutions or organizations and very few individuals at top level, but the actual picture is not satisfactory or up to the level. The reason for my observations is related to this would be as follows:

- 1) Course-Curriculum of Library Education is not matching with the fast-changing environment be it in Library Management, Library Technology and various services.
- 2) There is no sufficient job opportunity after passing the various courses.
- 3) In profession like Engineering, Management, Finance etc., importance is given to people with Industry exposure while recruiting teaching staffs in IITs, IIMs etc. But in LIS we do not find the same. The practical aspects of Librarianship can be understood by doing and a working librarian is more exposure to Library software, Technology, other managerial aspects etc, therefore, he/she would teach more better way to the students. Therefore, preference must be given to the working librarian while recruiting teaching staff in LIS.
- 4) It is also observed that once entered into the job be it teaching or working librarian, very few are updating their knowledge and skill with the changing scenario. Without updated knowledge and skill, one cannot cope up with the present condition. Therefore, there should be

compulsory Continued Educational Programme for all LIS professionals with progress of career.

- 5) Lack of Apprenticeship Programme: Such program is almost lacking in maximum LIS schools in India. However, they can conduct such programs in their central library, which can increase the competency building of the students and give them the opportunity to learn more in a pragmatic way.
- 6) There should be cohesive relationship between the working library professionals and the teaching staffs. One should not think that one is higher and other is lower. Both are inter dependent to each other for the development of library service and grooming library professionals for the present and future.
- 7) Dual Responsibility of Professor of LIS department be the in charge of the University Library should be abolished. This is not a healthy practice and hamper the activities of libraries and also teaching to a great extend.
- 8) A vast number of LIS Schools are coming up without minimum basic facilities and good teaching faculty, which leads to production of very sub-standard library professionals, and creating high unemployment in job market. There should be high standard for opening such schools without which permission should not be given to open the same. Further, there should be checking of such standard in regular interval and if not found the registration/affiliation should be cancelled.
- 9) Professional bodies /associations like ILA, IASLIC etc. and state level Associations has a bigger role to play in real development of the professionals, development of library and putting pressure on their respective states for implementation of Public library Act in true spirit and action. Further, in filling the vacant post in Universities, Colleges, Public Libraries, Schools etc. and for better pay package at par with the national level and other states. It is observed that, there are vary large number of Library Associations coming out every states for the name shakes and doing nothing for the development of the professionals.
- 10) It is also observed that when librarian is recruited in a School, apart from giving the overall management of the library, he/she is entrusted with other work like teaching, other activities which hamper

the overall service or development of the library. Even in Corporate sector or special library, the person who is looking after the library is entrusted with several other works and very limited activity to library work. In this scenario how the library can progress or develop, or the professional will develop himself or herself.

There are end number of such lackadaisical atmosphere examples with India librarianship at various levels at every stage of one's life cycle starting with joining a LIS school, entering job and continue with the job he/she held. Every stage of our career it is found that we are not getting what is actual due for and which we are entitled for. Then question arises who has taken our due? At the end, I found, the main culprit is the "Individual" i.e. the LIS professional. The "Individual" is some time a "LIS Teacher", a working "LIS Professionals", a Member of "Library Association", etc. So, we have to blame ourselves for our condition whatever we are today. Therefore, if anybody have to walk an extra mile for the development of library and library profession in our country, that is we as an Individual. Unless we awake, arise and assess ourselves, nobody can help us. It is time to think again how we can, as an individual contribute to the progress of ourselves, my fellow professionals and to my profession. Otherwise, we will not see a bright future in the days to come. Let us move together and join hand in hand for the betterment of our profession forgoing our self-interest.

## Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?

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In this technological era, we are witnessing information explosion & insecurity arises over the authenticity of the information. So to access relevant information out of it you need certain skills & strategies. For decades, Library & its professionals are facilitating the relevant content to the user. They are responsible for the preservation, protection and facilitate of authentic information. For this library professional, need support from all the stakeholders. But In India, we are witnessing negligence from almost all sides. The peoples are now technologically driven. We are also upgrading or upgraded ourselves. Earlier people used to call Librarians as academicians & we get equal benefits. But now the situation is different and some professional degradations are happening. It is getting hard for librarians to convince the authority or we are fighting for survival. The perception and the policy can be changed but required high effort first from our end.

*Technologies are some of the simple tools, which can simplify the process of information organization or serve the user. But we are dragging our focus as well as authority focus towards technologies. Authority will understand only when you are going to make them realize that technologies are not everything. There is a big role in classification, cataloguing and other tools of information Organization. Identifying or decoding a subject always need skills. We need to bring back the specialty; we have to present them what else we can do.*

*Authority keeps librarians busy in other non-library work. Some institutions in India are placing their librarian in different administrative positions & keep engaging them in different committees. On a positive aspect, we have to*



understand we can't say no to them. We know teachers & lectures are also highly engaged in administrative activities however, they do not let their profession perish. They keep doing research & teaching. We shouldn't forget our profession or people when we are in any administrative position. Rather we have to take this as an additional privilege to marketize our people and product.

*Connect your users & build a trust that what you can do for them.* We have to reach our users what else they need, their problems. We may not be helpful in their experiments however they need our assistance frequently in areas publishing their research work, referencing, literature searching etc.

*We need to push ourselves along with our community and work as a whole.* I know we have a very strong community all over India. However, we are not united. The professional degradation & rising different pay structure can be changed if we work as one. We should educate ourselves and also fellow professionals.

*India highly needs a public library movement.* The public library always influences society and have a bigger role to play what people think about our profession. We are still unknown as a professional and many people in India don't know what Libraries do.

*Librarians need to move beyond the library wall and reach the people who need information.* We need to look at new possibilities of how we can serve the common people. I know we may not get incentives for that but we will be recognized. For example, government Programs, information related to farming or other types of information are highly needed by the common mass. The librarian can be a useful hand in increasing information literacy in society  
*Librarians have to do research & innovation* for solving library common problems like an increase in the number of readers, quality in an organization, applying open-source solutions etc.

*The library needs to transform itself more socially **through** Community based learning programs, gamification, open library etc.* We have to emphasize the local heritage, literature, culture so that we can connect to our people.

Lastly, I conclude that Libraries are still a favourite place for many users for their research & study. Librarians are in the top trusted professional group with 46% as per the study of You Gov. took at Great Britain. Tools and

technologies are going to be more advanced, and we may face more trouble in the physical appearance of the library. We have to be ready, compose ourselves for the new digital ecosystem and enhance our skill & technique. Once the librarian started getting recognition, connect with people & satisfy information need there is no way any policymakers can stop in the development of the library & people.

## Lackadaisical Atmosphere in Indian Librarianship- Who is to walk extra?

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### Abstract

Libraries and Librarians as well as information centres and information managers in educational arena are undoubtedly facing a major problem to inculcate and cherish the morale values in sustaining and creating spirit due to the fast changing of ICT scenario. The transformation of Library functions from collection building to service oriented and preservation to marketing of information. Librarians ought to cope with the emerging technology to walk ahead definitely in the field of Librarianship.

Key words: (librarianship, ICT, emerging Technology, Educational Systems)

### Introduction:

The hidden treasure of human civilization from ancient to modern is preserved through papyrus to paper and analogue to digital that nobody can ignore to get the right path to educate the new generations. The rich heritage of India from Indus valley civilization had immensely impacted upon the growth, progress and advancement in every field of life. The foundation of Indian educational system started from the days of Vedas and various sacred books in Ashramas and Gurukuls.

The connotation of library has been changed in present context with the advent of internet eras'. It is a heart and brain of educational cluster with the new task of community development, collaboration, partnership and all about the expertise in making resources as well as services ubiquitous both physical and digital environment.

### Librarianship:

Librarian is no more a mere custodian of books and other learning resources in the library. The present scenario has given new dimension to the librarianship as a knowledge manager, facilitator, collaborator, end-user educator, web

organizer and designer, navigator, researcher, and disseminator of information. He is taking a high responsibility basing on the new activities of the library such as e-learning programs, management of citation , bibliometrics , open access repositories for publications, open education resources , creation and management of data, digital infrastructure, gateways, authentication systems, metadata, DRM(Digital Rights Management),streaming videos, library apps, plagiarism, virtual delivery , networks amongst libraries, etc.

The field of Librarianship is a rewarding one who have the passion for knowledge and serving the communities in building future generations. It is an opportunity to add value to the institutions and stakeholders. To cherish the above goals, librarian ought to have the skill of communication, personal ethics, soft skill, managerial, leadership, motivational, technological, marketing of information etc.

### **Indian Context:**

Lackadaisical atmosphere in Indian librarianship has many approaches with various aspects for relevant considerations. The scenario of libraries and librarianship have diversified due to the rapid change of ICT. Librarians are encountering manifold challenges to cope up with the emerging technology. Librarian is not only the manager of information collector and disseminator but also the information navigator. The librarianship is in risk management due to the interchangeability and capability to cope up with the changing scenario. The technological revolutions and its applications in the field of library and information science in India have put the librarianship in excitement and anxiety due to the infrastructural set up, budgetary system, lack of management support and lack of skill in the ICT application.

The key attributes for Lackadaisical atmosphere in Indian librarianship are posed due to the fast changing manifested emerging technology of ICT in various forms which includes well equipped infrastructure, digital repositories, e-learning, e-teaching, web based library services, resource sharing, social networking and legal issues .Librarians strive to achieve new skills on emerging technology to enhance the library services to the users. The major issues that are creating lackadaisical atmosphere in Librarianship may be covered under the following paradigm shift.

### **1. Emerging Technology:**

Advent of ICT has been continually changing the role of librarian and library. It is regretted to discuss about the application of ICT in Indian Libraries. A few leading institutions of national importance such as IIT, NIT, NISER, Universities of both government and private have capable enough to introduction any recent changes in ICT . But most of the libraries in educational system are not at all able to cope up with the application of ICT. Hence the librarians are unable to meet the innovative activities and services of libraries. The central as well as state government including private management of various educational institutions have not been given any importance to the libraries as required to the present situations. The paradigm shift of digitisation and virtual services are the call of the present scenario, which includes standard metadata, preservation, automation, consortia approach, sharing of resources, social networking, storage problem, copyright issue, multimedia technology, institutional repositories, collaboration, online journals, webpage hosting, and above all communication skills. Thus the lifelong education for librarianship is the new emerging trend of the time. There is no opportunities given for most of the librarians to educate and enhance the technological knowledge to cope up with the changing scenario of library services in India.

### **2. Virtual Mode:**

Transformation of reading resources to digital mode is one of the major factors for lackadaisical atmosphere in Librarianship in India. Publishers, aggregators and vendors are taking upper hand to manage the online resources. They are also providing remote access to the users as consequences bypassing the libraries as a channel to web resources. This paradigm has paved way to loss the existence of the libraries and librarianship. Librarians have played the role of a mere facilitator and libraries have no ownership of the online resources purchased for the institutions.

### **3. Open access resources:**

Open access resources are playing a predominant role and expected to come to the main stream of educational system. A number of e-journal publishers, e-book vendors, NPTEL courses of MHRD, India, National Digital Library, IGNOU materials are accessed freely and openly to the users. Most of the researchers, faculty members, students are getting learning resources without any obstacle.

They are not depending upon the libraries or librarians to get their required documents. The role of library and librarian have directly and indirectly jeopardised

#### **4. Predominance of e-books:**

Predominance of e-books has brought a dramatic change among the young students, researcher, faculty members as well as young community. At present most of the users find the e-books easy to handle for copying and making predatory resources in their study environment. Users are collecting the e-books by any means without paying for the access. It is a matter of sensitive situation for the educational arena.

#### **5. Resource sharing:**

The concept of Consortia movement has also one of the factors for the lackadaisical atmosphere in Librarianship. E-database and e-journal vendors are giving facilities to access their resources through consortium. The users are getting access beyond any constraints remotely. Libraries have remained as a mere channel to mobilize it and librarians in the intricacies of the consortia operations to get the best output.

#### **6. Cloud-based technology:**

Library 2.0 is also giving amply opportunities to the users through web, blogs, social networking, wikis, multimedia applications, collaboration to share resources collectively. Library 3.0 is known as the use of semantic web in the field of library and information science, which needs no longer filter out the search results logically. Machine is taking more pivotal role in the internet era than man. Librarians have never thought of the replacement and application of Internet of things in the activities and services of libraries. Patrons of the libraries have missed to be presence physically due to the communication through video conferencing, e-document delivery, chatting, and e-mail. Gradually and continually, the disappearance of the users from the libraries have demoralized the librarians and other professionals. Thus, the place of Librarian as well as human factor in the libraries are in the position of handicapped.

#### **7. Online open courses and classes:**

The new concept of open courses and online classes through laptops, computers and mobile are most impediments in the present scenario of educational activities. Mobile technology implies and offers tremendous

facilities to the users mass in all types of pedagogy. During the COVID19 , most of the students in school ,college and University level are taking classes and getting the study material, videos as well as class notes at their desk top and mobile. The patrons are gradually forgetting the utility and services of the libraries in the present era.

**Who is to walk extra?**

Librarians are like children who cannot walk without the help of the parents. The children can walk fast in continual practice but it is no doubt the parents are the path finder. Hence the government as well as management support in private sectors are like the parents of the librarians. Librarians ought to walk extra with inspiration of Dr. S. R. Ranganathan who brought to limelight our profession with his own effort in the adverse situation in government policies and execution.

The efforts of the librarians are highly solicited to rebuild and get rid of lackadaisical atmosphere in Librarianship in India.

## Lackadaisical atmosphere in Indian librarianship: Causes & Remedies

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### Introduction:

Library is a beautiful gateway of every academic organization. Every citizens, students, scholars of different fields to acquire knowledge & information to maintain skill development and ability to present themselves by help of physical brain mapping structure through library facilities. Library is a knowledge centre and librarianship is also a noble profession the society in a universal context. But in the present situation a librarian feels there are some lacks behind both library & librarianship regarding developmental activities of both self and the library with inspirational support by foreign body or from secondary sources by which both fields will be progress smoothly with adverse environmental atmosphere as well without any hesitation.

### Library, Librarian & Librarianship:

Library is an interdisciplinary domain concerned with collection, creation, management, and uses of information as per its own forms in a well being library building with all ultra modern e-facilities. Virtual library is also need for different users belong to any subject fields for the present situation.

A librarian works professionally in a library and is responsible for its management and services. The job responsibilities of a librarian includes managing collection development and acquisitions, cataloging, collection management, circulation, and providing a range of services, such as reference, information, instruction, and training services, etc. Librarians should have well trained in library and information science for providing library services as per the need & purpose of users and for society.



Librarianship involves collecting, organizing, preserving and disseminating information to those who need and make use of information in a right way. It contained in a collection of various kinds, sizes and resources to support individual needs as well as an organization's strategic goals. The public library is a place where the community can gather and connect with each other to get facilities from one place. It acts as a technology hub, intellectual forum. Library & librarianship is to evaluate important documents and resources in businesses, non-profit government sectors, web firms, public, and academic libraries to project valuable decisions according to their need and purpose.

**Lackadaisical atmosphere & attitude:**

Now a day's, we have seen that many of library professionals have lackadaisical attitudes in their organizations to applying and implementing their acquired skills, technical knowledge and keeps ability to do all things as they known. But they have no interest in this field due to various hazards and lack of support. Many of the librarians or library professionals having no power to implement the new technology or new innovative models to adopt and how to utilize themselves as smoothly in their respective organizations inspite of financial support and other physical problems of the statutory body. Many of the library professionals have also no interest at all to do or maintain their responsibility as well inside the library as they know everything and how to serve the users also. Always professionals should be updated in all respects by gaining different new technical knowledges through training skills or any other sources for increasing their ability to impose on library. But due to not getting this facility they are failed and lose their attitude towards daily routine of the library. Some professionals are coming for fulfillment of their personal interest and think it as a recreation centre instead of sincere duties. There is no power given to take any decisions for library as they want to demonstrate or setup any infrastructure inside the library. Most of the library professionals lose their patience after serving many years for the organizations or institutions due to not getting an appropriate position, status, support and future development plan for self. All library professionals although still continuing their responsibility as a responsible person within a lackadaisical atmosphere and moving forward with lackadaisical attitudes without any supporting staff also. There must be a good relation between user's and library professionals during

operating periods as well as good communications with management peoples to avoid such discrepancies.

### **Environmental Causes:**

Indian libraries should be an eco friendly & good environmental friendly with a single ecosystem to provide services abroad. But practically there are no good infrastructures, proper institutional works, skill development program and sustainable development attitudes and having provision of sufficient digital or e-services to libraries for advance learning program operation management setup in a proper way among all Indian libraries. Library management system is also an important factor to manage the library smoothly and capable to resist or decision making process should be done by them. Social environment is also responsible for lack of poor or improper service provide to users. Lack of social networking, information dissemination, proper coordination and input source of information knowledge services mainly causes failure. Educational behavior with right communication skill ability protects such environment to achieve the goal, and it is also responsible for providing good services to end users across India without any literary atmosphere.

### **Valuable Remedies:**

The tendency of a lackadaisical person is running in habituated manner. They always never want to do something new or by an innovative way for which the library will run in advance procedure by help of appropriate or specific format or by help of new advanced technologies. To avoid such situations in all leading libraries of various organizations, the following remedies should be adopted.

- Library infrastructure should be good, peaceful and must be smart in nature.
- Proper housekeeping, ventilation, communication should be maintained easily.
- Skilled, trained & dynamic library professionals should be appointed to manage the library.
- Appropriate remunerations or financial support should be given to them to avoid lackadaisical attitude or to avoid lackadaisical environment.

- Proper library management service should be made for decision making process.
- Some of the power should be given to Librarian for decision making & smooth running.
- E- Library with smart features & all ultra modern facilities should be provided for easy & better services.
- Should have self dedication of professionals towards library and its services delivery system.

**Conclusion:**

In this present scenario all leading libraries in India are running smoothly only because of some sincere, skilled, trained & dynamic library professionals along with library members having a well correlation, coordination and by better understanding movement with fulfillment of all requisite financial, infrastructural amenities & other supporting parameters. All libraries must be run without any lackadaisical atmosphere or environment by which it will create a positive attitude, real thinking towards developmental works and by which it will be able to function or run far better than as compared to other leading libraries in India. Everybody is responsible for the present library status and all should come forward and united to strengthen the library profession for providing good services to the society without any lackadaisical effects.

## Librarian Should Be Innovative

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I searched the meaning of this word lackadaisical in the dictionary and google and found its meaning as lack of enthusiasm or laziness. A person with a lackadaisical attitude shows no enthusiasm and puts forth a half-hearted effort. Then I thought what I shall write, whether positive or negative. Then I have decided I shall write both side of the coin.

Today we will find the two categories of library professionals. One type is innovative, positive attitude, lifelong learner, practical oriented and optimistic. They always think how I will develop myself professionally and how my library will develop in all the aspects. They always think the positive side only, though they have the negative but they convert it into positive. Thus, they are growing and climbing the ladder of success from library assistant to university librarian. They never compromise their profession with salary. The second category of library professionals are pessimistic in nature. They always think how to spend the time by chitchat with others. They always blame to the management, authorities. They always compare their work with salary. They are adopting the traditional practice in their library. They are not interested to adopt the latest concept of library in their library. Always follow the excellent principles only.

An innovative and dynamic librarian should have the following characteristics.

1. Lifelong learners
2. Adoption
3. Positivity
4. Industrious
5. Innovative
6. Practical Oriented
7. Friendly and Co-operative
8. Strong organised skills

9. Ethical
- 10.love of Knowledge
- 11.Love of books and other related materials
- 12.Computer Skills
- 13.Communication Skills
- 14.Team Player
- 15.Problem solver not creator
- 16.Strong customer servicers
- 17.Deep knowledge about print and e-materials
- 18.Information gathering and retrieval
- 19.Act as a good search engine
- 20.Good Researcher
- 21.Strong Commitment and Self Discipline
- 22.Creativity and Flexibility
- 23.Patience
- 24.Administration ability
- 25.Act as a good Reference Librarian
- 26.Champion of your profession
- 27.Resilience
- 28.Be sociable

Today, the status of a librarian in few institutions considered as a third class employees, very few institutions have given good status to a librarian as an officer. The management have not given more importance to library and library people of their institutions. They are not interested to invest money for book, magazine, journals and other materials. They advised to go for the open access and other methods to bring these materials to their library. They are thinking, "Why we will invest on books, student are not going to library, they are not reading books, every materials they are available in website or google." But the library people should not be harassed. They should try their best to develop their library with new technologies and encourage the teacher and student to regularly visit the library and optimum utilisation of the library resources. They will give the feedback to the management for the development of the library. Library and library professional should not be out dated, it should be new at all time to a user.

To remove this lackadaisical atmosphere in Indian librarianship profession, the government (Centre and State), Institutional higher authorities like Vice Chancellor, Principal, Head Master, district head officers, students, scholars, teaching and non-teaching fraternity should come forward and encourage the library staffs for best service providers.

Be Positive.

listforum\_orissa

## Librarianship in Odisha: A Bird's Eye View

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The world is created with some intension and every living being needs inspiration for any kind of job, be it a productive or any other work. For the development of any organization / institution, the human resource is the backbone without whom the existence of the organization could not be imagined. But in order to get the best output, the human resource shall be best utilized (as a profession) for which they need some inspiration. This inspiration does not have any specific type. Since human needs are different, the inspiration varies from person to person, time to time, place to place and organization to organization. The librarianship it is not different from other professions and the method of inspiration for librarians' is not different.

Though the libraries are existed from the ancient period, the librarianship is a modern trend in which many intellectual persons are coming to this profession. But, the great displeasure thing is that the librarians are not getting their proper status and respect as it has been told by the different committees and commissions set up by Government, and opined by intellectuals. University Grants Commission has recommended and given the status of Librarians at par with the teaching faculties. But, in practical field it is not happening. About two third university libraries of the country have not the University Librarians, rather the libraries are managed by the Deputy Librarians or Assistant Librarians. All the Universities and Deemed Universities are managed by the Vice Chancellors / Directors as the case may be. There is no compromise on the appointment of Vice Chancellor. But for the appointment of Librarians so many unnecessary points are raised / queried, so that finally the appointment could not me made. Similar is the case for other posts of

library as a result now all the libraries are facing the shortage of staffs / professionals.

If in the context of Odisha, the situation is more precarious and interesting. Almost all the states of Indian Union have implemented the UGC pattern of staffing and scale of pay for libraries except the state Odisha where the state has its own uneven staffing pattern and scale of pay. The designation is different for the same type of posts in different institutions, e.g. the post of Librarian in Utkal University and OUAT are designated as 'Chief Librarian' where as in Sambalpur University and Berhampur University the designation is 'Librarian' only though the scale of pay is same for all. Utkal University, Sambalpur University and Berhampur University have the post of Assistant Librarian where as OUAT has the post of Librarian in the same scale of pay. The newly created Rama Devi Women's University, Bhubaneswar and Veer Surendra Sai University of Technology, Burla are headed by the designated Senior Librarians but their scale of pay is different to each other. Though in Odisha more than 15 Government funded universities, except the earlier described universities, other universities do not have the post of Librarian to head the library at par with the old universities and these are managed by the persons with lower scale of pay. Since the persons in the new universities are working as headless / leaderless and have no promotional facilities, they are normally misguided. The recruitment policies for recruitment of library professionals of the universities of Odisha is not uniform and is not according to UGC guidelines. Have anybody listen that the qualification for University Librarian is Master Degree in any subject with BLIS with five years' experience. Further the working experience level is also not mentioned there i.e. a person working in any level with five years of working experience is eligible to be a University Librarian. After the selection to post of University Librarian the person's thought is that he should get the scale of pay of Professor as prescribed by UGC. But the policy of the State Government does not permit it, as a result the person is not in a mood to work for further development of the library. Similar is the case of lower posts of the universities which could not be described here in detail because it will be too lengthy. So, the faulty policy and attitude of the state Government has created the lackadaisical situation in the state. To elaborate more, due to the absence of professional head in the



library one faculty member is appointed as “Professor-In-Charge” of library who gives less time to library administration and developmental works. But, all the files must be routed through him, without whose signature no approval is given by the authority. Under such circumstances, the subordinate staff are disheartened to work for the library.

The situation of College libraries in the state of Odisha is more interesting. The colleges of the state are categorized into many categories like Lead Colleges, Post Graduate Colleges, Aided colleges, Block Grant Colleges, etc. As a result of this, there is no uniform scale of pay for college librarians and UGC scale of pay is not extended to them. As per the latest information available except one or two colleges in the Lead college categories the posts of Librarians are lying vacant since long. Almost all colleges are managed by one or two library professionals. Further, these personnel were initially appointed as ministerial staffs and later on they acquired the degree in Library & Information Science through distance education mode from different universities. Just for the sake of requirement, they have the certificate with them but they have not any professionalism in their blood. Similar is the case of other colleges where most of them have no professional library staff to manage. As result the libraries are managed as the store house of goods defying the GFR rule that books and journals are not coming under the categories of ‘goods’. Also, the colleges have different types of posts like Senior Librarian, Librarian, Assistant Librarian and Junior Librarian, but all have same type of job depending upon their college.

From the above discussion, it is understood that in Odisha almost all institutions have no proper remunerated library professionals to manage the library except the institutions run by the Government of India. The UGC scale of pay is not extended to the librarians; as a result, the qualification for quality library professionals could not be implemented. Due to lack of proper scale of pay, the persons are either shifting to other professions or compelled to work without any inspiration. Since the library professionals are employed not as per the basic need of the library, the library staff are overloaded. As a result, they are losing their spirit for the developmental works in the library. The reading habit of the readers is diminishing day by day, for which the dependency on library is decreasing. The concerned authorities are taking the advantages of

this situation and day by day the number of professional staff in the libraries are reducing. The authorities have the opinion that now the libraries have no works, so they are giving less importance to the library. Even the authorities are not considering librarians as academic staff. They are treated like the ministerial staff even not as administrative staff who have some importance in the institutional administration. In such a situation the library professionals are in the midway and nowhere in position. Their position is nowhere, be it academic, administrative or ministerial. They are not grouped under any of these categories of faculties, para-teaching/supporting teaching, administrative or ministerial. Library is not treated as a separate department and are kept under the control of Principal's office without any official benefits extended to the office staff. As a result, they could not function properly and are always in search of their identity.

At last it could be opined that as long the reading habit of the readers is not increased the present situation will continue. Once the reading habit is revived the duty of the Librarians will be increased manifold to provide the service / information to their users. But, in the coming days the service in manual method will be decreased and the digital / online / virtual service will be increased. For this, the Librarians have to keep them up-to-date, energetic and knowledgeable. In order to overcome the situation both the authorities and the library professionals have to make compromise / mutual understanding for the development of the library and librarianship. But the librarians have to take more role on it since their need is more than the authority and the institution.

## Library's Take Away from the Covid-19 Lockdown

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**A**ll of a sudden, the world has changed forever. Our life styles, practices, processes, preferences, perceptions and perspectives have all underwent a tectonic shift.

In a highly connected world, overnight, we have been asked to live a totally disconnected and an isolated life. We now find a lot of things otherwise would have been normally odd, as the new normal.

It is now clear that the post Covid-19 life will not be the same as that of our good old pre Covid-19. That is to say the BC and AD, which we used to mention the timelines, will now have to be rephrased as “Before Corona” and “After the Disease”.

Several of the norms for the lockdown period due to coronavirus pandemic such as social distancing or physical distancing, hand wash, masks, sanitisers, gloves, PPEs, work from home are almost common place now.

Adaptation seems to be the only key here, and as Charles Darwin told, those who are most adaptable to change only can survive. In other words, it is survival of the quickest, and NOT the intelligent or the fittest, any more.

Though it originated in Wuhan-China, interestingly enough, the most advanced countries are the worst affected ones, and jokes apart, all the countries are affected including India, with varying degrees of devastating socio-economic damages and mortality. The relentless global fight against the coronavirus is still going on, leaving no signs and traces as to when we will finally tide over the ordeal.

The world economy is plunging into an all-time unprecedented recession, and so is the prediction for India too.

Many of the dominant industries have been badly and severely affected. Aviation, hospitality, tourism, transportation, shipping, logistics, traditional industries, cinema, event management, real estate - and the list is almost endless - all have lost their businesses beyond imagination. Millions have either lost their jobs or got displaced or lost wages.

The story is no different in the field of education. The sector has been shattered so much so that even the world's wealthiest universities are facing unprecedented recession and disruption in their revenue streams. It is now clear that the format of education will be more and more of virtual and online learning and less and less of conventional classroom based learning.

On the other hand, there are some winning industries too. Almost all IT based industries such as software industry, e-commerce, electronic media, e-entertainments, online services, food supply chains, some of the pharmaceuticals - have made fortune these days.

We may not know, sometimes new and innovative industries and business may even start emerging and flourishing.

Libraries too are not exempted from this, and in order to sail through this troubled times, we will need to embrace sort of "forced" entrepreneurship, if we want to survive and to be relevant before the stakeholders. Also as stated above, the increased stress on e-Learning will have a strong bearing on libraries to provide large amounts of e-Resources towards meeting the demands of teaching-learning. In other words, at the earliest, we will need to digitally transform our libraries to overcome this crisis. To put it briefly, "crisis-forced digital transformation" will shape the future of our libraries.

The dire need of the hour is succinctly captured and shared by Professor Sandeep Krishnamurthy, Dean of Bothell School of Business at University of Washington and Co-Chair, AACSB's Digital Transformation Affinity Group - "In today's all-online, all-at-once learning environment, digital transformation is no longer an abstract concept for business schools to consider and plan for future enhancements. The time for thoughtful, intelligent technological change is now. Digital transformation is about automating, transforming, and personalizing knowledge work."

This assumes greater responsibility for libraries during the lockdown and beyond, and ensure that our patrons – faculty, students, researchers, and in the case of other libraries, the general public too – are kept in confidence that their information and knowledge requirements are adequately met with uninterrupted, at a time we are disrupted, without having to come to the libraries physically.

Prof. Sandeep Krishnamurthy underlines that digital transformation is about automating, transforming, and personalizing knowledge work. Today, technology is matured enough that the library's collections and services along with state-of-art discovery facility, are reaching out to the users at their desktops and handheld gadgets, hassle free.

In other words, while technology will always change how we deliver our services, the essential central truth of our mission will remain constant, though the modus-operandi does.

The library's major mandate such as selection, acquisition, description (metadata), curation/ preservation and delivery of content and services will continue to be the same even in the new format and technology lifestyles.

Catching up with the technology trends, the dynamics of the information science transformations, and also in line with the user sentiments of the IIM Kozhikode campus, the library has launched a special academic support service to its users on 28<sup>th</sup> March 2020, and it is accessible @ <https://iimk.ac.in/libportal/>

Therefore, it is high time for us to have introspection as to whether we are future-ready, or at least present-ready.

To match up with the above scenario, there has to be a checklist of the following:

1. Does the library have a critical mass of e-Resources, and if not, it is high time to build up the digital collection;
2. Is the library's catalogue online, and if so, make it accessible to patrons;
3. Does the library provide patrons to engage in a chat mode communication with the library colleagues, and if not, do it immediately;

4. Does the library have a website or a portal, and if so, make it accessible to patrons;
5. Does the library provide “Ask a Librarian” facility in the library website, and if not, do it immediately;
6. Is the e-Resources under subscription got integrated and aggregated into the ERMS/Portal, and if so, make it accessible to patrons;
7. Does the library have a subject guide to help the users to navigate deep into each of their subject preferences and browse through the content relevant to their needs, and if so, make it accessible to the patrons;
8. Do you have open access collections of e-Books, e-Journals, educational resources (OER) and other e-Resources, and if so, make it accessible to patrons;
9. Does the library host an Institutional Repository (IR), and if so, make it accessible to patrons;
10. Does the library have a Web Scale Discovery Service, and if so, make it accessible to patrons;
11. Does the library have VPN access / remote access, and if so, make all library resources accessible to patrons

Libraries, without adaptability as a key, will be dealt a severe Darwinian blow if we lack majority of the above aspects. Evolving digitally and accommodating technology in our genetic set up (i.e., to encode into the library’s DNA) is what will give us the ability to compete, survive, and sustain as we ***journey forth*** into previously ***uncharted territory***.

## Reopening the Academic Libraries and Rejuvenating Information Services in the COVID-19 Pandemic: The Digital Realm Scenario

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### INTRODUCTION

Due to COVID-19 academic libraries around the world face tough decisions about the services being offered with the support of alternative mechanisms keeping in view the circumstances of minimal restrictions to complete closure. The efforts taken by various nations and governments in context of mixed approaches the closure of institutions while keeping the routine- life and education system as to continue in normal fashion the library authorities are also significant components. The assessment of relative risks and preparations has been taken place in order to make libraries functional and contribute in the academic system through different ways.

### PROVIDING LIBRARIES SERVICES REMOTELY

Libraries of all kinds around the world have made endeavors to facilitate the remote access to collections and services. Few other efforts include the spending time to update the websites by making more interactive and providing more visibility of library online collections and services to support the research. A strong digital presence along with off-line opportunities has been able to cater some needs of the researchers and other users. Libraries of all kinds have advanced their digital technology by hosting virtual exhibitions and other learning tools, and libraries have even used pandemic space to accelerate the transition to digital offerings. Based on the “SimplyE app”, the New York Public Library has an online book club; and for example, South African libraries have stepped up the library activities on platforms such as social media, including regular new “ask the librarian” services. For example, in Rajasthan, the Kota Public Library, Kota (India) has also expanded its online

services, promoted “bibliotherapy as a way to help users in crisis, and received helpful information in the local press”. Some public libraries have also sought to develop new ways to communicate with librarians remotely. In Europe, Danish libraries have set up an “Ask-a-Librarian” online reference service. Efforts have also been made to improve the availability of e-books, lending more number of books and other documents is being made possible with the help of digital support, also to facilitate increased access and avenues for open access and other platforms.

The knowledge and awareness of digital tools have been continuously created by most of the libraries by creating new training materials, online training sessions, and lectures for the users. Likewise, libraries have launched research support training courses for the research scholars, to explore the available digital resources. Other library assistance to people seeking advantages is likely to become significant. In a similar fashion, the academic libraries have been granting access for the digital collections remotely, for example through the online article and digital services provisions. As libraries have been closed, many in the library field faced challenges in managing remote-based services and collection access efficiently. The most feasible situation is to plan, and make sure all library staff has the digital tools in reach to serve effectively, with a strong focus on motivation.

### **E-RESOURCES AND OPEN EDUCATION**

A large number of libraries are observing an increase in digital resources, which in some cases has already led to prioritizing resources from physical to digital materials. With the ability “to use online resources is dependent on the conditions in which they are accessed”. Fortunately, many publishers and marketers have taken helpful initiatives. In the higher education and research field, many platforms have provided “free access to reading materials related to COVID-19”; facilitated access by “facilitating login and access to materials from external official networks”. The move has been welcomed by leading commercial publishers to facilitate the purchase and access to e-books in public libraries for lending/accessing and audio access to hundreds of audiobooks. The open access to educational content, during COVID-19, is pervasive in nature. The freely accessible academic resources along with educational materials are considered as “Open Resource Educational



Resources (OER)", where the roles of librarians come into picture. The valuable educational resources by the UNESCO Division of Education also provide links. Internet learning in particular is a resource for media and information skills - it is a traditional strength for libraries, and is an especially necessary skill in current circumstances.

## **LIBRARIES IN THE LOCKDOWN SCENARIO AND EFFORTS**

GRAVELY AFFECTED BY COVID-19, MANY LIBRARIES HAVE EITHER BEEN CLOSED "ON A TEMPORARY BASIS OR GONE DIGITAL TO STAY IN TOUCH WITH THEIR AVID READERS ONLINE. MANY LIBRARIES IN THE NATIONAL CAPITAL REGION HAVE TEMPORARILY CLOSED WHILE SOME HAVE REOPENED TAKING THE REQUISITE PRECAUTIONS" (RAGHAVAN, 2020). FOR EXAMPLE, THE DELHI PUBLIC LIBRARY (ESTABLISHED IN 1951), HAS REOPENED. THOUGH THE USERS HAVE BEEN ADVISED VARIOUS GUIDELINES AND INSTRUCTIONS. FEW OTHER LIBRARIES, SUCH AS THE HABITAT LIBRARY AND RESOURCE CENTRE AT INDIA HABITAT CENTRE ARE NOT AVAILABLE FOR PUBLIC DUE TO CERTAIN OBVIOUS FACTORS. THE INDIA INTERNATIONAL CENTRE (IIC) LIBRARY HAS BEEN FUNCTIONING SINCE JULY 4 WITH A PERMISSION OF VERY FEW PEOPLE AT A TIME. DURING THE PRESENT SITUATION, BOTH THE IIC AS WELL AS HABITAT ALONG WITH MANY LIBRARIES HAVE BEEN INFLUENTIAL FOR PROVIDING DIGITAL RESOURCES AND WEB-BASED ACCESSIBILITIES TO USERS.

## **REOPENING THE LIBRARIES**

Steps towards reopening libraries are on the agenda as countries lift broader restrictions. A four-step process has been suggested under the guidance of the Japanese Library Association, for example, the analysis of risk from surfaces, close contact with people, the ways in which people use libraries, and the overall level of interest in the field Infection. Depending on the national approach, there may be more or less rooms to open as decided by library authorities. *Pruntel, (2020) has suggested as following:*

- **Start slow.** "This is new to the staff and patrons and can be especially stressful to the circulation staff.
- **Control flow.** Do small batches of holds and checkouts to control flow and not overwhelm staff or cause crowding at the curbside for pickups.
- **Maintain the 6-foot distance within the library.** Allocate staff to different areas, not just to check out.

- **Adjust your processes.** To check out items for our patrons after they are notified to pick up; doesn't require patrons" to show their library card/ID at the reception.

Where there is liberty, it is significant that they are strengthened by appropriate guidelines and instructions. There are stricter conditions where a set of protocols framed by library authorities are conditionally reopened after the conditions are fulfilled, the guide sets out the conditions to be followed before moving on to a new stage.

## CONCLUSION

The current focus on a phased approach, along with devising new services, with interactive solutions are being provided to safely resume the routine yet minimum basic housekeeping and library services, some transitioning from one phase to another in the treatment of outbreaks; coupled with extensive progress, while others are more cautious in setting dates. In general, the library camp has cautioned against rushing to reopen the buildings, the specific nature of library services may prevent them from reopening until the situation improves. The instances of academic libraries needing to reopen the premises for initial functioning, preparations and future prospects are visible. Additionally, given the uncertainty over how the development of situation, it is assumed that stricter instructions are needed to be enforced and therefore the possibility of a return to the bloc should be considered.

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## ROLE OF LIBRARIAN AS GOOD MANAGER AND LEADER

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Librarians need three essential skills or competencies: technical, human and conceptual. He also found that the relative importance of these skills varied according to the one's level within the organization. There is a growing concern for librarians on management leadership qualities. The librarian as a knowledge worker is expected to think of new and better ways for improving his service delivery and perform the job in a best possible way.

### **Technical Skills:**

A librarian need the necessary technical skills or the ability to work with the available resources, but must learn the new tools, techniques, procedures etc. to perform smooth operation of library. First line librarians as well as many middle level librarians are involved in various aspects of the organization's operations.

### **Human Skills:**

The human skills involves the ability to work individually and in a group. Librarians with human skills can lead the library team properly. They know the ways to communicate, motivate with other staff and lead a team. These skills are needed by Librarians at every level but top Librarians need them the most.

### **Conceptual Skills:**

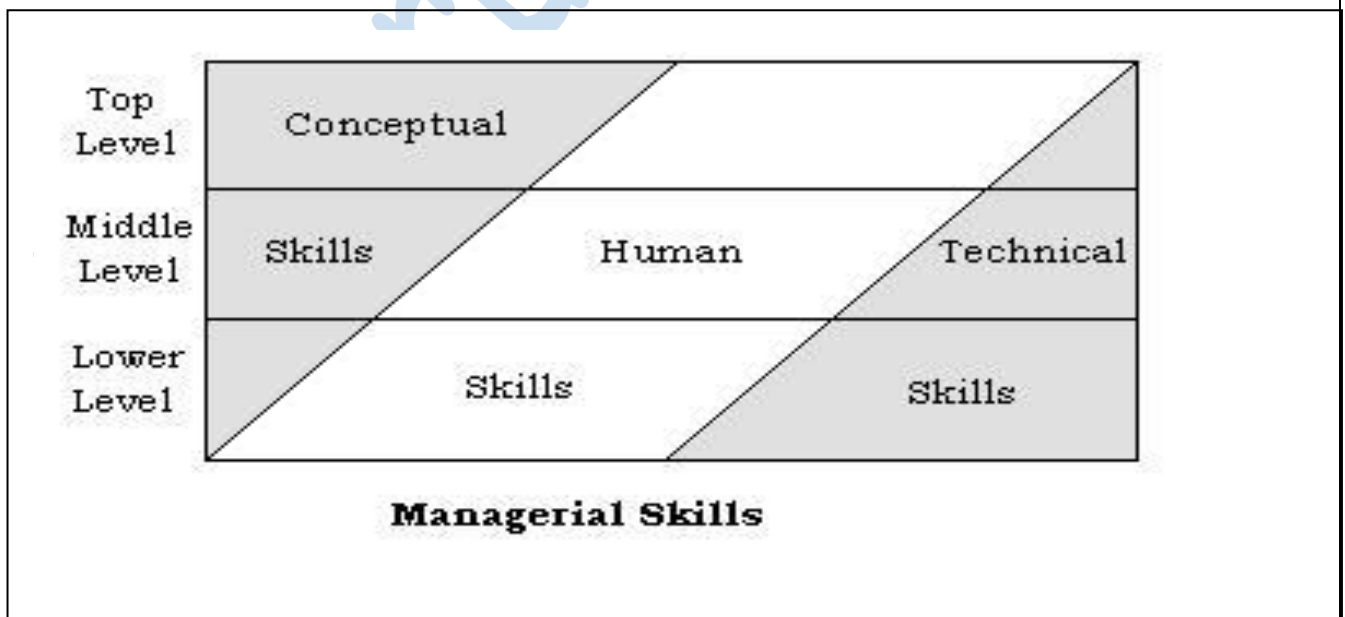
Conceptual skills are the ability to integrate and co-ordinate various activities. Librarians must have the ability to think and to conceptualize about abstract solutions. "Management is the art of getting things done through & with the people in formally organized groups"- Harold Koontz.

Management is the process of designing and maintaining an environment in which individuals working together in groups efficiently accomplish selected

aims. Librarians are always found suitable at management. For this reason, they have to play different roles in an organization. Librarians work in both administration and management roles. A table is given here for the clear understand of Administration and Management.

Administration	Management
Administration Thinks	Management Does
Administration Plans	Management Executes
Administration Perform at top level	Management is perform at all level
Mental Function	Physical function
Administrators are planners	Managers are Doers or actors
Administrators comes before Management	Management comes after administration
Administration is meaningless without Management	Management is meaningless without Administration

Managerial skills are required at various levels in library profession. The image given below is self-explanatory.



Extreme output, least expenditure, and higher boundaries is applicable for librarians. It is a technique in management where library staff can accomplish their work within the boundaries. It would advantageous for a Librarian. The

librarian's role benefits organization through their effort into numerous supports in receiving without expecting supreme value out to each staff. Function of library lies in the abbreviation POSTCORB, which is depicted below.

### 'P O S D C O R B'

**Planning:** - Planning is a psychological process of thinking about some activities required to perform in future. According to Harold Koontz - "Planning is deciding in advance what to do, how to do, when to do & who is to do it"

**Organizing:** - "The grouping of activities necessary to attend objectives". Organizing is establishing an internal structure of roles for people to clarify who is to do what tasks & who is responsible for what results & to furnish decision-making & communications networks reflecting & supporting enterprise objectives.

**Staffing:** - "Filling and keeping filled, positions in organization structure" The Staffing is done by identifying the workforce, requirement & recruiting, selecting, placing, promoting, appraising, planning the careers of, compensating & training or otherwise developing both the candidates & current job-holders, so that they accomplish their task effectively & efficiently.

**Directing:** - "Directing consist of the process and techniques utilizing in issuing instructions and making certain that operations are carried out as originally planned".

Directing involves three functions:

- a) Communicating: Transfer of Command from one person to other
- b.) Leading: Art of influencing subordinate to work willingly
- c.) Motivating: Act of stimulating someone to get desire course of action and

Directing subordinates includes:

- i) Issuing orders
- ii) Guiding, counselling & instructing
- iii) Supervising the act
- iv) Motivating subordinate
- v) Maintaining discipline and
- VI) Rewarding effective performance

**Controlling:** Controlling is measuring & correcting individual or organizational performance to ensure that event confirm to plans. It deals with measuring performance against the set goals & plans showing where deviations from the standards exist and its corrective measures. In short, Controlling facilitates accomplishment of plans. Without proper plans, controlling is not possible, because performance has to be measured against some established criteria.

It has following three steps:

- a) Establishing standard
- b) Measuring performance against standard
- C) correcting variation from standard and plans

**Coordinating:** Coordinating refers the integration of activities & actions. There is a need for Co-ordination at all level -

- a.) The top level co-ordinate activities of the middle level
- b.) The middle level co-ordinate activities of the lower level
- c.) The lower level co-ordinate activities of the workers

Failure to perform any of planning, organizing, staffing, directing & controlling etc. are automatically reflected in poor Co-ordination.

**Reporting:** - Each and every manager at all levels has to report to higher authority. Normally, reporting is done in respect of the performance of the activities. Reporting is prepared for planning purpose as well as for controlling activities.

**Budgeting:-** A budget is an estimate express in numerical terms. Like reporting, budgeting is not separate function by itself. Budgeting aids in planning as well as in controlling the activities.

### **Librarian as a leader**

The quality of a good leader is to motivate his/her staff and encourage them to attain excellence and quality in their performance. A good leader is always looking for ways to improve service. There are many management skills such as decision making, . Implementation of Professional Development Programs Demonstrates Working Knowledge and Expertise, observation, monitoring etc which one can develop in himself/herself to become a good leader.

### **Conclusion**

Librarian's role is to design & maintain an environment in which individuals or library staff accomplishes desired works. As a library administrator, one must poses skills like administrative, organizational, staff management, supervision, leadership, analytical, judgement, project management, training to the staff, development, problem solving, information management, strategic planning, financial budgeting, reporting, service delivery, team building, motivating, positive attitude, self-confident etc. A librarian has to direct and motivate persons working in the organization. He/she should provide leadership to subordinates. Finally, the librarians must remain aware of the opportunities and threats posed to the organizations by the unabated technology revolution.

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## Role of LIS Departments in Developing Libraries

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Library and information science (LIS) department play an important role in the creation of libraries by the LIS profession and professionals. LIS departments must provide dynamic educational systems, which examines the progressions required in LIS training and the need of fundamental changes in the educational fields. The lack of teacher training facilities, the acute shortage of experienced teaching personnel, the lack of assets, and the limited cooperation of national and international LIS departments are common problems for all institutions in the country. In the absence of any quality control, LIS departments are increasing in an unplanned way and even colleges have begun providing bachelor program without sufficient facilities or a vision as to what new professionals need.

Most of the content of the course is not of a degree of complexity that can satisfy the requirements of the job market of today. There are several different forms of training and skills obtainable by the LIS faculty, but their training may not be suitable for the current needs of society. The cause of the problem may be the lack of knowledge among students about libraries. Insufficient faculty members to manage new courses along with existing ones. Lack of ability upgrading facilities for the faculty to handle new IT-related courses and to use new teaching methods; little or no contact between libraries and departments to research the needs to improve the emphasis in the courses; and difference between teaching and practice more skilled workforce with less job opportunities. The insufficient fund is a major challenge to increasing the quality of LIS education in India.

In order to help teaching and research, LIS is a realistic course that requires sufficient knowledge services and infrastructure. Most LIS academics do not have enough teaching resources to complement teaching and study, or



practical tools to enhance the abilities of professionals. In Library science field in India, there is a wide difference between theory and practical. Students do not have the ability to obtain hands-on experience because computer labs and libraries are not enough. There is also a lack of cooperation between LIS departments, in addition to the inconsistency between education and practice. The lack of experienced faculty and the existence of their appointments also generate difficulties for the region's LIS education. LIS professionals who have degrees but little to no practical experience are developed by this environment. As we move towards specializing in job opportunities, short-term courses are required. Teachers who lack experience and the lack of interaction between computer schools and communicative sciences have also hindered the reformation in this system.

The course curriculum, training materials, services, and teacher planning should be updated. The need for reformation is essential for changing LIS programs in order to change LIS education, to develop new interdisciplinary courses and to teach new ways of delivering information services with continuous changing technologies, and all LIS departments should include the teaching of computer applications in the curriculum. In order to address development problems, librarians should understand what is required for national development and train sophisticated professionals. The emerging information world and developments in information technology (IT) need a continuing updating of the LIS curriculum in order to fulfill the challenges and dynamics of the emerging job market. Collaborating to improve digital literacy through faculty, librarians and other employees. Conducting programs such as training the trainer to upgrade the knowledge and skills of both librarians and faculty initiatives in information literacy, conducting workshops and seminars regularly to allow for larger discussion of the topic of information literacy and to carry out more nationally important literature.

Good collaboration between libraries and LIS departments for better service output to address compulsory internship requirements for students as part of the curriculum for user requirements. Course material to be modular to concentrate on current and future requirements with high skill orientation and regular revisions developing course outline based on the modern world and the need to manage different works using IT skills in libraries.

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## The Bone Idleness of a *Bona Fide* Bibliosoph

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**M**r Bibliosoph is looking gloomy.

He was very lively and bouncy in yesteryears when he joined in his present job in an institute of national repute. Big organisation, numerous employees and many colleagues of his age, some seniors in his line and few juniors to his rank. He started doing his job sincerely, seriously and enthusiastically. In the beginning, the theories he got through classroom teaching helped to come along his works, some did not. When did not, the experience of his senior colleagues came to rescue.

Days passed. Organization grew older. The stockholders number raised. Senior colleagues became older and some of them superannuated. The workload came to be manifold. The employees who were in his junior rank got promotion to senior level and designation, more senior level and designation in their cadre but, his job was a stationary one. He remains in the same designation he had joined in.

One can question, maybe, he has not added his qualification nor improved calibre along the times and technology his job demands and experience required? And the response is, he has everything but ministerial staff say there is absence of cadre rules and administration pose a constant apathy towards his concern. Then...it is not only one's experience of career stagnation. There is a full-blown lackadaisical atmosphere in librarianship in India.

Now, the interrogator himself looks gloomy.

The above few lines are the situation of a Mr or Ms Bibliosoph in India. Why Bibliosoph? *Aare yaar*, Most of our fellow brothers and sisters, especially in higher echelon, abhor calling themselves "Librarian".

Many factors are there to contribute to this atmosphere. Generally, one's satisfaction in a job depends on the job itself, pay, promotion prospects and social recognition. Absence on these issues cause one's discontent, which may affect one's behavior. Are all these aspects there in Indian librarianship? Yes, all are present. Rather many additional factors are there on top.

As library service, like other services, is intangible, library activities are also looked down as trivial and unproductive. The same user who received a librarian's service to his utmost satisfaction towards his academic achievement as a student would question your ability as supervisor/administrator in some capacity later. A misconception, of course because of poor knowledge of our people in academics, that library people are sitting comfortably and taking salary! Poor infrastructure, from unfurnished building to incompatible ICT gadgets/facilities; insufficient and unbefitting supporting manpower; unusual behavior and non-cooperation of other staff result in low quality service which the administration is ostensibly decline to understand. In working front, for example, if the accounts and audit people of an institute create unnecessary hassle, the library will not be able to utilize a budget or grant in time. If the establishment deploy library-unfriendly supporting staff, than the discipline of the library will be affected. These are not final, further grumbling of librarian invites wrath of all other categories of employees and the administration will pit either an Officer-in-charge of Professor-in-charge over the librarian.

Since librarianship is a professional job self-updating through refresher course or training is required, which rarely a librarian avail in their lifetime. Because of their lower pay scale (except some universities), innumerable librarians are deprived of attending even workshop, as some mention are there like not below the rank (for example Asst. Librarian) are eligible there. Administration also wonder whether these things are necessary or not for a librarian.

Social recognition go hands in hand with one's pay. *Kyun ki paisa bolta hai.* Would you see: Once a teacher was awarded Padmashree. His ex-student wanted to meet him. On asking the address, the teacher said his house was in front of Narayan contractor and there would be no difficulty getting there. The rich are more popular than the Padmashrees. One's pay gets them a better life as well as social recognition. Society has valued information. The day

information service is valued by the academics, social recognition of librarian is sure.

A few percent of librarians are in better positions and out of them, very few are in better conditions. Those who are in better conditions— compliments. Many of them are away and aloof from real library works engaging and engrossing themselves in other works to please their authority. For them, raising the matter of lackadaisical atmosphere in Indian librarianship is a fuss; and this would affect the students of LIS education, budding and tyro librarians would be disheartened. This means, everything is going well as it should be. Even the LIS teacher who were once librarians and had swallowed bitter pills are also saying the situations are hunky-dory; they are very satisfactory and pleasant. *Sab thik thak hai.*

If the situation lingers the bibliosoph apprehends his bone idleness. At length, we together can traverse through Gorakh Pandey's piece of poem, that reads "*Raja bola raat hai, Rani boli raat hai, mantri bola raat hai, Santari bola raat hai, Ye subah subah ki baat hai*".

## Today's Librarianship Atmosphere in Odisha

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**N**ow-a-days lackadaisical atmosphere in Indian Librarianship is a burning issue in every institution. It is true that rarely the academicians, intellectuals and users seldom openly acknowledge the services of library professionals. For this, the professionals are also themselves partially responsible. They forgot the basics of the Library system and the ethics thereof. Many times, the professionals are reluctant to do the basic library works, provide the desired service and they think that technical processing of books like classification and cataloguing are low-grade job. But, they are unable to understand that, if the library is a temple than books are the God and the users are the devotees. Being the priest of the temple, they should provide the best services to the devotees. Instead of giving the devotional service, they are deriving pleasure by doing file works, because files are more powerful than books in an organization.

In the field of librarianship there is less promotional avenues, as a result good quality people are not coming into this field. Peoples are coming the library profession by chance or by getting a job in any way. As a result, now-a-days the Librarians are “by-chance Librarian” not “by-choice Librarian”. Very few persons are entering into the profession by their choice. Due to this, they do not love and weakness to their job rather they think it is a time pass job.

The Pay structures of the professionals are also not uniform in many aspects despite equal requisite qualifications be it an academic library or a Public library. In Odisha, the status of the Librarians is somewhat confused and uncertain. As per the policy of UGC and Government of India, the Librarians are treated as academic/ teaching staff, but in Odisha, the same is not happening and they are treated as non-teaching staff in academic institutions in-spite of their requisite qualification at par with the UGC guidelines and their teaching counterparts. In public libraries and other institution-attached library, they are

not treated as technical staff rather they are treated like the ministerial staff. As result, the professionals are not enthusiastic to perform their basic responsibilities properly. There is the instance of transfer of library professionals to the ministerial post and engage them to perform the ministerial work and other non-academic jobs. The higher authorities neglected the library underlying the importance of the library. Thereby the Librarians are demotivated and demoralized.

All the Academic Libraries have Professor-In-Charge system though the Librarian (in some places Chief Librarian) is doing all the work of the Library. The ornamental position of the Professor-In-Charge of the Library degraded the duty and responsibility of Librarian; as a result, the Librarian becomes an indolent Librarian. In Public libraries, the head of the library is brought from outside like from the administrative services who become the paper head of the library and the librarian has to do all the library works.

In academic system, the faculty members are encouraged to do the refresher courses in regular interval, but the librarians are not encouraged to do the same. As a result, they are unable to cope with the up-to-date knowledge and changing scenario in the library field for which they become obsolete.

In order to overcome from such situation, the librarians need motivation and other service-related facilities. Motivation has enormous important with regards to enhancing performance of any organization. Every manager / leader of the organisation strives to motivate his or her employees to enhance the performance towards achieving the organisational missions.

The human performance is dependent on three features namely, ability, environment and motivation. The ability of the employee is the skill and capacity to perform a given work. In case of any deficiency, it can be enhanced through training program, change of work place or nature of job. The ability of the person is also dependent on the nature of environment where he/she is working. The working environment is a major factor, which enhances the working ability and capacity of the person. To get maximum output from the person the working environment must be pleasant, conducive and friendly in nature. In spite of the ability and good environment if the performance of the employee is not good or satisfactory than motivation is highly essential to get

the output. So, if the employee has the good ability than it is the duty of the employer to provide good environment and motivation to get a healthy output. But such things are not happening in the case of library professionals be in academic institutions or in public libraries.

Since librarians are mainly concerned with the readers / users, the satisfaction of the users is the main motto of the library. But now the reading habit of the users is decreasing day by day as a result the users are not coming to the library regularly. The authority is taking the benefit of it. So, with the passage of time the library professionals have to change and to adopt the latest developments and technologies and provide the service accordingly. Otherwise they will be legging behind and the authority will neglect them. It is the duty of the library professionals to create their own importance in the field of their own. In addition to this, they have to fight unitedly with the respective authority and the concerned Government.



## Unenthusiastic Atmosphere in Academic Library

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In libraries, the most valuable asset are human resources. Libraries' efficiency and progress lie in those who build the staff. Many diversified, trained, and productive employees are needed for quality and efficient services, several professional and technical developments. Socio-economic situations, new positions and additional obligations, employer's knowledge requirements, their data search habits have changed workplace logistics and services. These have a right of way effect on many components of human resource evolution that propose abilities acquisition through the experienced and newly hired library staff to increase effectiveness and productivity. It follows consequently that one can carry out their obligations and make high-quality contributions towards succeeding organizational goals. They should stay acknowledged and workable for ever-growing aggressive international marketplace task opportunities; libraries want to rethink many factors of staffing; transformation at its most beneficial is the outworking of self-determined, creative, analytical, and proactive employees with a private force to enhance expert knowledge. (Mbofung, 2015).

The number of posts advertised for LIS jobs is much less than compared to the BLIS, MLIS, and the number of new graduates who are passing out. The output of new graduates is higher in compared to the number of jobs available in the LIS job market, which poses a serious problem for LIS professionals to find suitable jobs for themselves. There is a strong competition among LIS professionals to get jobs, which need the attention of the State and Central Governments to create more employment opportunities for LIS professionals in schools, colleges, universities, etc. in order to appoint more and more new graduates.

Some institutes state that, primarily because there were no vacancies, they were not able to hire LIS graduates. This may have arisen because they tended to recruit at lower level posts and attract people with a lack of money. Therefore, in addition to the availability of jobs, it is likely that there might be other factors within the LIS employment sector that have made LIS graduates feel less enthusiastic about their jobs. It is not surprising, therefore, that LIS graduates were less hopeful about the job prospects in the library industry. The lack of a career structure implies that many of the organizations could not employ LIS professionals. Similarly, failure by individuals and organizations to understand the position of LIS professionals implies that they could not give LIS graduates jobs, resulting in them failing to secure jobs (Chaputula, 2014).

The LIS graduates have the skills and characteristics needed to succeed at the Institute. The course also meets the needs of students and the standards of institutions, although deficiencies in certain areas have been noticed. The job prospects of LIS graduates, however, looked desperate, as most of the generic LIS graduates are struggling to secure employment.

Many people think that they do not have an alternative but to simply accept and be glad about any library-associated job possibility that comes their way. By which they work numerous brief positions, suffering and struggling for balance the job and life. Ultimately, people will want to make a preference that satisfactory fits their lifestyles needs.

In maximum academic libraries, librarian or his/her assistant librarian is likewise answerable for human assets issues. Where a branch exists, it acts together with the workplace or branch of human assets on campus. The obligation of the library's HR branch is the recruit all types of library staff, compare the staff, manipulate employees' documents and different subjects along with vacations, sick leaves, retirement, and different human resources associated issues.

As a temporary/daily wages/library trainee one may not be properly skilled to recognize library policies. Moreover, people may also feel disconnected from the A-grade library staff by no longer being invited to take part in any meetings, departmental and institutional decision-making and through being the people who work the unwanted shifts.

In promoting LIS education in India, the Government of India should play a leading role in creating more career opportunities for LIS professionals and eliminating the gaps in pay scales between LIS professionals. The National Commission for Knowledge (NKC), founded by Govt. of India in the year 2005, should start the work of National Commission on Libraries (NCL) as recommended by the NKC. It will certainly redesign the curriculum, training and research facilities for libraries and information science. Also, the government should pay attention to public libraries, particularly state governments, and should enact library legislation to create as many posts for public libraries as possible. Professional library bodies such as ILA, IASLIC, etc. should also collect and preserve records about the library positions, their standards, etc. from various organizations and institutions and they should work for the well-being of the library profession.

Salaries in the library sector are poor, although there were rare opportunities for training. The LIS sector is expected to face strong competition for human resources from other sectors of the economy as it expands. Therefore, it is suggested that, employers should provide their workers with better benefits. This include higher pay and more opportunities for training to inspire the workers.

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## University Authority to Walk Extra for the Development of University Library: An Overview of NIRF Ranking of State University of Odisha

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### Introduction

University is an institution of higher education and the library is the heart of the learning community, providing a place for students, research scholars and faculty to do their research and advance their knowledge. All of us know the library is a vital part of any university system. Without Library the existence of university cannot be imagined.

Dr. S. Radhakrishnan observed the importance of libraries in the fulfilment of the objectives of higher education and stated that “the library is the heart of all the university’s work; directly so, as regards its research work and indirectly as regards its educational work which derives its life from research work. Scientific research needs a library as well as its laboratories, while for humanistic research the library is both library and laboratory in one. Training in higher branches of learning and research is mainly a question of learning how to use the tools, and if the library tools are not there, how can the student learn to use them?”

### About NIRF

The National Institutional Ranking Framework (NIRF) was approved by the Minister Human Resource Development (MHRD) and launched by Honourable Minister Human Resource Development on 29th September 2015. This framework outlines a methodology to rank institutions across the country. The methodology draws from the overall recommendations broad understanding arrived at by a Core Committee set up by MHRD, to identify the broad parameters for ranking various universities and institutions. The ranking is based on five parameters i.e. (i) Teaching learning and Resources, (ii) Research and professional practice, (iii) Graduation outcome, (iv) Outreach and Inclusivity and (v) Perception, during the last three academic sessions.

## Overview

There is the only one state University of Odisha in the top 100 University of India. Role of Library in the ranking comes under the first parameter i.e. Teaching-learning and Resources. Expenditure on Library resources plays a vital role in the ranking of the Institution.

This paper provides an overview of the Central Library of NIRF ranking State Universities of Odisha. Utkal University is the only state university which made 96th position in top 100 university category. The table shows annual capital expenditure on academic activities and resources during the last three year by the said universities. In term of average expenditure per year, Berhampur University spends the highest 2 crores 14 lakh 62 thousand 2 hundred 86 rupees followed Utkal University spend 1 crore 45 lakh 24 thousand 1 hundred 18 rupees and Sambalpur University with 20 Lakh 24 thousand 2 hundred 51 rupees only.

This the table clearly shows that Prof. Bhubaneswar Behera Central University of Sambalpur University is neglecting in term of the fund allocation to the Library for procurement of resources i.e Books, e-resources and print resources and others excluding expenditure on buildings. Whereas, Berhampur University spends 9.60 times more than Sambalpur University on library resources. But still, Sambalpur University is ahead of Berhampur University in NIRF Rank.

On the other hand, Berhampur University top the list in term of average annual capital expenditure for library resources but bottom in the list in term of NIRF rank (151-200)

**Table No.1: Annual Capital Expenditure on Library Resources**

Annual Capital Expenditure on Academic Activities and Resources in Indian Rupees (excluding expenditure on buildings)						
NIRF Rank	University	2018-19 (Rs.)	2017-18 (Rs.)	2016-17 (Rs.)	Total (Rs.)	Avg. per year (Rs.)
96	UU	1,62,32,186	1,68,89,330	1,04,50,839	4,35,72,355	1,45,24,118
101-150	SU	19,29,633	11,14,908	30,28,213	60,72,754	20,24,251
151-200	BU	77,156	96,98,404	5,46,11,298	6,43,86,858	2,14,62,286

[\*UU= Utkal University, \*SU= Sambalpur University, \*BU= Berhampur University]

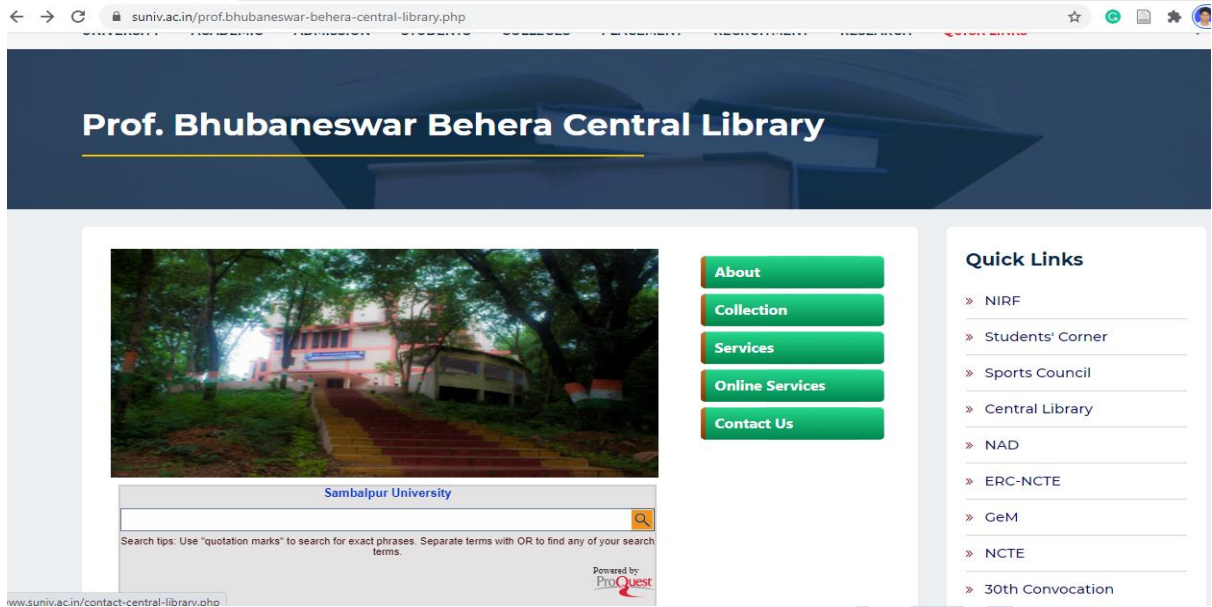
Another neglect of the university authority is on the Library webpage. As the webpage of The library is the gateway of the Library from where user can know what are the services and resources provided by the library. To access e-resources user need not visit the individual website of subscribed e-resources. All the e-resources are linked to the library webpage in a systematic and user-friendly manner.

In views of the Library websites of these three universities, no universities have their library websites. However, Prof. Bhubaneswar Behera Central University web page [Picture No.1] is more user-friendly than the other two Central Library web page [Picture No.2 & 3] putting all services and resources in a single web page. Whereas Berhampur University has spent on an average 2 crores 14 lakh 62 thousand 2 hundred 86 rupees per year followed by Utkal University on an average 1 crore 45 lakh 24 thousand 1 hundred 18 rupees per year [Table no.1], but no one thinks about the development of Library websites.

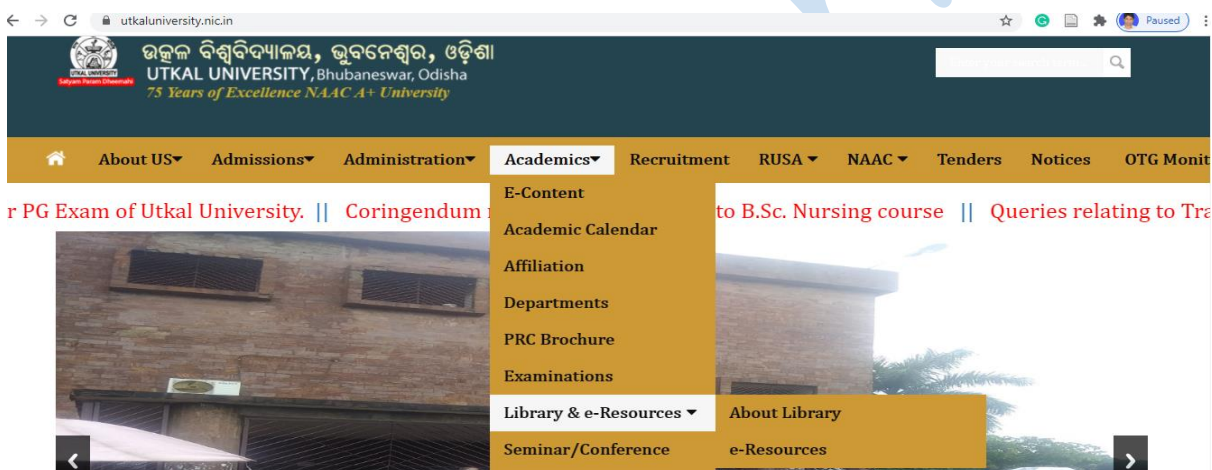
### **Conclusion**

In the conclusion, it can say that despite financially neglected Prof. Bhubaneswar Behera Central University up to some extent abled to manage its services and resources in a user friendly manner. More attention to be taken by Utkal University and Berhampur University to have an interactive website for its library. However, all the three universities should have its separate library web page. On the other hand, more fund needs to be allocated to the Pro. B. Behera Central University of Sambalpur University.

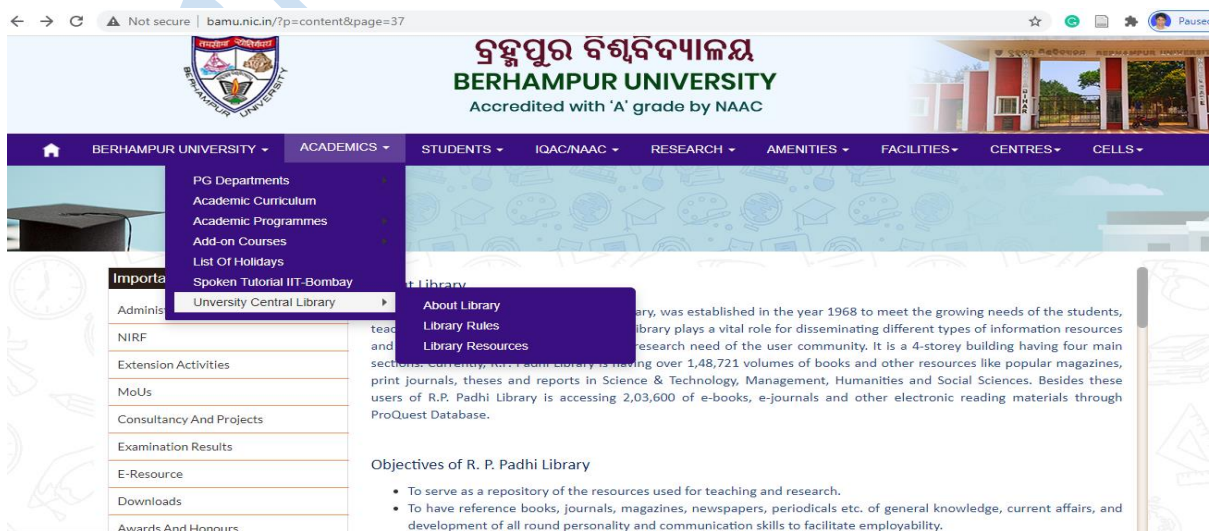
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Picture No.1: Prof. B. Behera Central Library Web page of Sambalpur University



Picture No.2: Parija Library web page Link of Utkal University



Picture No.3: R.P. Padhi Library web page link of Berhampur University

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## Withering Library Ecosystem in Odisha and uncertain future of LIS students and professionals

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**A**s we know Library is the heart of the academic institution, a well-equipped and functional library is a prerequisite for getting a better grade by any academic institution. But the library profession is in a crucial mode with long standing structural and systemic impediments in the state of Odisha, struggling for its survival. While it is essential to have trained/qualified librarians in educational institutions and other organisations, the numbers of vacant posts of library professionals are increasing day by day and no recruitment is being made by Colleges/Universities/Government. As a result, libraries in the state are in precarious condition. The scenario of library ecosystem in the state of Odisha is presented in the following sections.

### **1. Technical Universities/ Colleges Scenario:**

It has been noticed that the leading technical University “Veer Surendra Sai University of Technology” (VSSUT) Burla; College of Engineering and Technology, Bhubaneswar; Indira Gandhi Institute Technology (IGIT) Sarang; Parala Maharaja Engineering College (P.M.E.C), Berhampur; Government Engineering College, Keonjhar and Bhawanipatna have engaged "Library Assistants" through outsourcing agencies. Here the question arises, is the nature of the job of "Library Assistant" is same as that of a Data Entry Operator or Security Personnel? Could a person with professional degree of graduation/post-graduation (BLISC/MLISC) and specialised skills be engaged through outsourcing agencies?

### **2. Scenario of the State Funded Universities and Colleges of Odisha:**

The Twenty-first-century libraries across the globe witness application of emerging library technologies such as Augmented Reality, RFID application, Digital Library, Artificial Intelligence and many more digitised services. But these technologies are far away from the libraries in state of Odisha even after

72 years of independence of the country. This has happened due to the lack of adequate and proper technical manpower in the libraries. In most of the university libraries Librarian, Assistant Librarian, Information Scientist, Professional Assistants and Semi Professionals Assistant posts are lying vacant since long. This is due to the lack of interest for recruitment by the concerned authority; as a result imparting the quality library services are hampered. It has been further observed that, many college libraries have automated their library through different local library software packages. As a result, many packages are not supporting any International Standard. For this, in most of the colleges the library automation services are not fully operational. Here it is suggested that library automation movement in the state of Odisha must be carried out by the LIS Professionals.

**3. Odisha Subordinate Staff Selection Commission Recruitment Scenario: -**

With reference to Advisement No. IIE-96/2015/4231/OSSC; Dated: 26-12-2016, recruitment for 36 posts of Librarian/Asst. Librarian under Directorate of Teacher Education & SCERT Odisha were advertised. The appointment is initially on a contractual basis carrying a consolidated pay of Rs. 9300/- + GP Rs. 4200/- for six years. For these posts written test was conducted on 12-01-2020 and provisional shortlisted candidates to appear the certificate / document verification was published on 31-08-2020. Now the question arises if such delay will continue, when the selected candidates will join in their respective institutions. One can observe that, the selection process takes 3-4 years and contractual service of 6 years i.e. after a decade a person may get the regular job. Under such situation, how one can expect the quality services from the recruited person?

**4. Department of Higher Education, Govt. of Odisha Scenario:**

The office of the State Selection Board (SSB), Department of Higher Education was set up by Government of Odisha to carry out the selection of suitable candidates against the sanctioned Direct Payment posts in the state Cadre (both in teaching and non-teaching) in the aided non-government colleges of the state. With reference to e-letter No. HE-FE-III-POLICY-0001-2019 6320/HE dated: 13-03-2019 Govt. of Odisha had declared Librarians (irrespective of designation) as teaching staff. But it has been noticed that persons for Junior

Librarian/Asst. Librarian/Librarian Posts recruited have to serve for six years of contractual service against the above-mentioned posts. Besides, there is gross discrepancy in the cadres of librarians and the scale of pay thereof both in the universities and colleges. In recent years, Govt. of Odisha has created few posts in the newly established universities and leading colleges of the state. But there is gross discrepancy in these posts which need urgent attention and action. Besides there is also discrepancy in the old universities also. For this discussion shall be made on these professional issues, so that the professionals can come up together and urge upon the authorities to remove such discrepancies and follow the standards as laid down by the UGC for the purpose.

**Discrimination in the Scale of Pay (As per 6<sup>th</sup> Pay Commission) of Colleges and Different newly Established Universities of Odisha.**

G.M University, Sambalpur	Rama Devi Women's University, Bhubaneswar	North Orissa University, Baripada	Fakir Mohan University, Balasore	Govt. Colleges/ Govt Aided Colleges
--	Senior Librarian Rs. 15600-39100/- + G.P Rs.5400/-	--	--	Senior Librarian Rs. 9300-34800/- + G.P. 4600
Librarian 15600-39100/-+ G.P. Rs.6600/-	<b>Librarian</b> <b>Rs. 9300-34800/- + G.P. 4600</b>	--	--	Librarian/Asst. Librarian Rs. 9300-34800/- G.P. Rs.4200/-
Assistant Librarian Rs. 15600-39100/-+ G.P Rs. 4600/-	<b>Assistant Librarian</b> <b>Rs.9300-34800/- G.P. Rs.4200/-</b>	<b>Assistant Librarian</b> <b>Rs.9300-34800/- G.P. Rs.4200/-</b>	<b>Assistant Librarian</b> <b>Rs.9300-34800/- G.P. Rs.4200/-</b>	<b>Junior Librarian</b> <b>Rs. 5200-20200/- G. P. Rs. 2000/-</b>

**Discrimination in Designation and Scale of Pay (As per 6<sup>th</sup> Pay Commission) in Old Universities of Odisha**

<b>Utkal University, Bhubaneswar</b>	<b>Sambalpur University, Burla</b>	<b>Berhampur University</b>	<b>Odisha Univ of Agri &amp; Tech (OUAT), Bhubaneswar</b>
Chief Librarian 15600-39100/- +G.P. Rs.6600/-	Librarian 15600-39100/-+ G.P. Rs.6600/-	Librarian 15600-39100/-+ G.P. Rs.6600/-	Chief Librarian 15600-39100/-+ G.P. Rs.6600/-
Assistant Librarian Rs. 9300-34800/- + G.P. 4600	Assistant Librarian Rs. 9300-34800/- + G.P. 4600	Assistant Librarian Rs. 9300-34800/- + G.P. 4600	<b>Librarian</b> <b>Rs. 9300-34800/-</b> <b>+ G.P. 4600</b>

### Summing up

From the above tables it is observed that there is huge discrimination in the recruitment, qualification, appointment, nature of job, promotional facilities etc. for which the library personnel are dissatisfied with their jobs and performance. Further, their service condition is not so lucrative to attract dynamic personalities. Job satisfaction of employees is an important issue for every organization. Several factors collectively determine the job satisfaction including the basic factors such as salary, work, supervision, promotion, co-workers of the employee. In the present scenario of the state Odisha the following suggestions are given.

- Uniform salary structure for the library staff in the state of Odisha shall be prevailed.
- Technical University and Colleges shall stop the practice of outsourcing of library professionals for the larger interest of technical education of the state.
- Direct recruitment process of Librarian/Assistant Librarian through State Selection Board (SSB), for the all aided non-government colleges of the state.

- Library Automation movement in the state of Odisha shall be carried out by the LIS Professionals in cooperation with the concerned authority.
- Library Manual for Colleges and Universities Libraries shall be prepared for smooth functioning of Library services.

### **An Appeal**

Commissioner-cum-Secretary to Govt. of Odisha issued an instruction vide the letter No. 14626/dated 22-07-2019 for redressal of their grievance for pursuing any official work at Government level. Documents can be sent to the Higher Education Department/Directorate through e-mail/WhatsApp/Post without any need of coming physically to the department. In this context, I request all the office bearers of Library Associations/Alumni Association of Odisha to send grievances through e-mail and discuss with the competent authority for their problems and raise the issue for the development of the profession.

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## **SHORT COMMUNICATIONS**

**(Arranged alphabetically according to contributor's surname)**

## Libraries ... Yes, Librarians...who?



**Dr. Nrusingh Kumar Dash**

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Okay, tell me honestly how many times you have heard the sentence “libraries are heart of any educational institution...” in different occasions in our professional get-together for a cause or without a cause. I mean on or off the forum relating to library and librarians? Let me tell you, heartbeats not by itself, for it to make function blood, arteries and veins are engaged. By just telling libraries are heart of any educational institution is not sufficient, to run or make it function so many aspects necessary in which the mind and intention of authorities; soul of librarian is needed. Am I right? But if we are going to open the chapter the different facets would be policy makers, users, professional bodies etc. which are to walk extra miles to give smile to librarian and libraries. Now information sources, services have changed their shape, size and mode of reaching to users. This COVID-19 has boosted up the “e-(electronic)” business I mean to say class are now e-classes, exams are now e-exams and what not...

In this peculiar situation nothing to be blamed and no reason to get depressed too, let’s go collectively and convenience the un-convincible and try to do the undoable. We have ample opportunities, thank God users are loving libraries in form of a place for study, let us make them know who we the librarians are?

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## Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?



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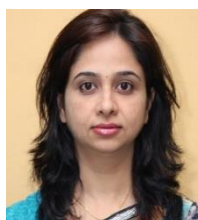
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As it is not hidden that we are living in a stage where information is being produced, shared and consumed with every stoke of clock. Millions of unorganised data are filtered, processed and severed as information, finished product. On the other hand, there are some professionals who don't prefer to adapt themselves with the development in the field of information and technology; they still go for the orthodox methods of rendering services to the user community. There is no doubt that we, the library cadre is going through tough time. Be it related to vacancy, salary, priority etc. we are being neglected and ill-treated. Therefore, it is we, who have to walk extra to make our position count in this environment. Change is the law of nature and we have to come out of our nutshells and get adapted in the changing atmosphere. Learning and implementing of new technologies in our day-to-day activities can help us to survive. Providing information to the users is our foremost duty, which can be fulfilled by the means of OPAC, webOPAC, remote accessing of resources (*Shibboleth*, RemoteXs), usage of social media etc. Apart from this, we the library professional should develop strong communication skills (written and oral), work on presentation (looks, personality), acquire higher qualification, learn new skills and techniques (workshops, seminars, exchange programmes). By any means, we have to strive to our goals and can't let the society or authority ignore our presence. We should be always prepared to walk the extra mile to safeguard our profession and ourselves.

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## Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?



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Thank you so much for giving this opportunity to share my opinion regarding "Lackadaisical Atmosphere in Indian Librarianship: Who is to walk extra?" for the annual publication of LIS Forum Orissa for the year 2020. Present situation of COVID-19 pandemic has challenged the working of all the domains from education to corporate and ultimately entire human life on the globe. As far as education field is concerned, the change is been witnessed on the way of conduction of classes through online apps to reach the masses. Development of online platform has been a basic need for the higher education now to continue the process of teaching and learning by focusing the aspect of social distancing. For better involvement of students and also to reach the unreached, it is required now to utilize the digital tools more effectively than ever before and also need to have excellent teachers as well as upgraded infrastructure. Libraries and information centers are also witnessing a tremendous impact on the library business processing works including way of delivery and the storage of information. Omnipresence of information and its accessibility through a variety of documents and devices has resulted in revolutionary ways of accessibility and utilization of information. Today libraries are required to adopt and also to adapt the content creation technologies and so its effective application in the LIS belt for meeting and exceeding the users' need especially for online mode. The need of the hour is to redesign and reframe the library services by keeping innovative and strategic mindset; so that the users of the online mode can access the library resources and utilize the library services remotely. The relevance and effectiveness of the libraries and information centers will be clearly dependent on the attitude of the LIS professionals regarding the adoption of the new

techniques and their relevant applications in the libraries for the benefit of the ultimate beneficiaries of the society.

Best wishes  
**Dr. Mrs. Meenal Oak**

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## Lackadaisical Atmosphere in Indian Librarianship: An Overview



### Ajay Kumar Sahu

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Librarianship is a noble profession and Librarians play a significant role in rejuvenating public spirit in this era of technological revolution. Librarians now become information professionals because of the transformation from print to electronic media, increasing demand for accountability, focus on customer services, responsible for digitization and automation of all services, outsourcing work etc. To cope up with the present scenario, Librarians learn new technologies, updated themselves by taking various training programs and developed the library accordingly.

Librarians are essential for the advancement of learning, to provide accurate information with least time and offering all the services to its users, both on-campus and off-campus to enhance their learning process. In addition, libraries are very much helpful to academicians for their research work and lectures. But the status of Librarians in India is very much neglected, whatever the reason may be.

To change this lackadaisical atmosphere in Indian Librarianship, everybody that includes, Library Professionals (both Teaching & Non-Teaching), Library Associations, Institutions (both Govt. and Private) should strive forward to promote librarianship status in India. So that the perspectives of people towards a Librarian should change and Librarians become more vibrant and helps the society to grow.

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## Leadership Challenges and Issues Facing in Libraries



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As we know, the history of libraries in India has not yet received the attention it deserves. Unfortunately, even the library schools in India have also not given due importance to the study of library history and on the other hand, the word librarianship-It means the art and science of managing libraries are called "Librarianship". The essential function of librarianship is to make available "information" in its widest sense, serving leisure as well as work needs, for the benefit of people seeking day-to-day information. This is the theory of our library profession but to maintain this librarianship, the library leaders are to determine perspectives regarding the key challenges facing in libraries and leadership is how library professionals can meet these challenges effectively.

Most library leaders are not satisfied with their current skills and abilities; therefore, they want to boost their knowledge and skills for future leadership and have a keen interest to keep up with the library and information. A successful leadership needs a set of skills such as effective communication, self-confidence, the ability to manage a team, and a willingness to accept change. The study explores show library leaders build their perceptions of dynamic leadership, how can develop a set of new skills, and which qualities are most important for the future scenario of libraries.

The following questions were created behind this topic:

- How do library leaders develop their understanding of leadership?
- What are the key responsibilities at the workplace?
- What are the most significant skills and abilities for leadership?
- What are the preferred methods of skills development?
- What are the key challenges facing academic libraries and leaders?

Library professionals should try to find out the solution to the above questions for the smooth operations of their routine work at the workplace.

Challenges to meet: The information personnel is also required to enrich their professional competence and leadership qualities which would facilitate meaningful identification, location, and evaluation of information resources to promote professional excellence among the user community. The "user-centered" paradigm has been adopted in developed countries to create customizable interfaces and enrich the process of collection development in academic libraries. The academic libraries demand well-conceived, designed, and maintained resource sharing systems, library networks, library associations, library practices, and operations that would effectively meet the needs of different constituent groups and individual users.

However, leadership in the library is based on several key competencies and these are extremely needed to be a success in academic libraries. Successful leaders are those who encourage and motivate their followers to achieve furthermore than expectations and boost the confidence level of the workers by offering assistance to build high-level standards and values. Generally, every profession there is a challenge to achieve something and library professionals should think as a leader, ignore to organizational negativity, keep faith in their abilities and try to achieve their set of goals, etc.

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# HINDI SECTION

(Arranged according to first name of the author)

वर्तमान परिपेक्ष्य और पुस्तकालयों में उपयोक्ता शिक्षा  
**Current perspectives and user education in libraries**

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**सारांश (Abstract)**

उपरोक्त सारांश उपयोक्ता शिक्षा पर ध्यान आकर्षित करने हेतु प्रस्तुत है। मानव सभ्यता के विकास के साथ-साथ आधुनिक पुस्तकालयों ने अपना पारम्परिक स्वरूप बदल लिया है। आज पुस्तकालय पाठकोन्मुख या पाठक प्रधान हो गये हैं। पुस्तकालय एवं अन्य सूचना केन्द्रों के प्रकार के आधार पर उपयोक्ता विभिन्न प्रकार के हो सकते हैं अतः आज पुस्तकालय और उपयोक्ता के मध्य ताल मेल या समन्वय बनाये रखना आवश्यक हो गया है।

आज के वैज्ञानिक युग में सूचना एक महत्वपूर्ण संसाधन एवं शक्ति है जो किसी देश की सामाजिक, आर्थिक, औद्योगिक, शैक्षणिक एवं राजनीतिक प्रगति में सहायक है। सूचना बहुत ही विशाल मात्रा में उत्पन्न हो रही है। जितनी मात्रा में यह सूचनाएँ उत्पन्न हो रही हैं। उतनी ही मात्रा में इन सूचनाओं को अधिग्रहण एवं उपयोग भी किया जा रहा है। तथा उपयोक्ता में भिन्नता के कारण उनके खोज व्यवहार एवं सेवाओं की माँग भी विभिन्न प्रकार की होती है।

वर्तमान तकनीकी युग में पुस्तकालयों की व्यवस्था आदि में इनके प्रयोग ने पुस्तकालय के सामान्य उपयोक्ता के सम्मुख कठिनाई उत्पन्न कर दी है। उपयोक्ता को पुस्तकालय व्यवस्था, सूची के उपयोग, संदर्भ पुस्तकों का ज्ञान, किस प्रकार की सूचना तथा वांछित सूचना कैसे और कहाँ से प्राप्त होगी इसकी जानकारी के लिए पुस्तकालय कर्मचारियों की सहायता की आवश्यकता होती है। इन्हीं कारणों से उपयोक्ता शिक्षा की आवश्यकता महसूस की गई।

उपयोक्ता शिक्षा का संबंध पूर्ण सूचना और संवाद की प्रक्रिया से है। जिसका उद्देश्य पुस्तकालय के उपयोग के लिए पाठको/प्रयोक्ताओं को पुस्तकालय के संबंध में शिक्षित करना है। इसके एक पहलू

में प्रयोक्ता और पुस्तकालय के महत्वपूर्ण अन्तः क्रिया निहित है।  
की वर्ड (Key Word) :- उपयोक्ता शिक्षा, सूचना, पुस्तकालय।

**प्रस्तावना (Introduction) –**

मानव सभ्यता के निरंतर विकास के साथ ही पुस्तकालय भी संग्रहागार के स्थान पर अपने नये आधुनिक स्वरूप में पाठक प्रधान हो गया है। आज पाठक नहीं है तो पुस्तकालय का कोई महत्व नहीं है। पुस्तकालय में संग्रहित पुस्तक के पाठक के लिए ज्ञान एवं सूचना प्राप्त करने का प्रमुख स्रोत है। जो व्यक्ति पुस्तकों या ग्रंथों को पढ़ते हैं वही पाठक कहलाते हैं।

पुस्तकालय एवं सूचना प्रलेखन केन्द्र में, सूचना प्रणाली के अंतर्गत विभिन्न प्रकार के प्रलेखों जैसे- पिरियोडिकल्स, माइक्रोफार्म, कम्प्यूटर, सी.डी. आदि का उपयोग सूचना को संग्रहित एवं संप्रेषित करने के लिए किया जाता है। इन सूचना स्रोतों में से सूचना खोजकर्ता को उपयोक्ता कहा जाता है।

आज के बदले स्वरूप में पुस्तकालय जिसे हम डिजिटल लाइब्रेरी, इलेक्ट्रॉनिक लाइब्रेरी, वर्चुअल लाइब्रेरी, ऑनलाईन लाइब्रेरी, पेपरलेस लाइब्रेरी, लाइब्रेरी विदारट वाल, पॉलिमीडिया लाइब्रेरी आदि नामों से पुकारते हैं। पुस्तकालय की विभिन्न सेवाओं तथा पुस्तकालय व्यवस्था, सूचना सामग्री आदि के उपयोग तथा सूचना पुनर्प्राप्ति में सामान्य उपयोक्ता को शिक्षित करना अति आवश्यक हो गया है।

**1. उद्देश्य (Objectives)**

उपयोक्ता शिक्षा का उद्देश्य उपयोक्ता को पुस्तकालय की व्यवस्था तथा उन्हें वांछित सूचना कहाँ से तथा किस प्रकार प्राप्त होगी, हेतु शिक्षित करना है। ज्ञान के दो पहलू हैं- प्रथम जिसके संबंध में हमें स्वयं ज्ञात होता है, तथा दूसरा पहलू हमें ज्ञात होना कि इससे संबंधित सूचना कहाँ मिलेगी। सूचना कहाँ से तथा किस प्रकार प्राप्त होगी इसी विषय में जानकारी देना ही उपयोक्ता शिक्षा का उद्देश्य है इस प्रकार उपयोक्ता शिक्षा के निम्न उद्देश्य हैं:-

- 1- ग्रंथालय के सूत्र "प्रत्येक पाठक को उसकी पुस्तक, तथा प्रत्येक पुस्तक को उसकी पाठक मिले" की संतुष्टि करना ही उपयोक्ता शिक्षा का उद्देश्य है।
- 2- ग्रंथालय के सूत्र, "पाठक का समय बचे" की संतुष्टि करना।
- 3- प्रयोक्ता को पुस्तकालय के साधनों के प्रयोग तथा अपनी वांछित सूचना एवं सामग्री के तलाश के संबंध में सूचना एवं ज्ञान देना।
- 4- उपयोक्ताओं को अपने समय का सदुपयोग करना सिखाना
- 5- आत्मनिर्भर तथा स्वच्छन्द अध्ययन को प्रोत्साहन देना।
- 6- सूचना के नवीन एवं विशिष्ट साधनों से उपयोक्ता को परिचित कराना।
- 7- उपयोक्ता में पुस्तकालय एवं शिक्षा के प्रति रुचि जागृत करना।



8- सूचना की आवश्यकता संबंधी रुचि जागृत करना।

2. **उपयोक्ताओं की सूचना आवश्यकता (Information need of users)**

मनुष्य एक सामाजिक प्राणी है। अपनी विभिन्न आवश्यकताओं की पूर्ति हेतु वह नए-नए प्रयासों और खोजों में लगा रहता है। जिसके परिणामस्वरूप उसके ज्ञान में निरंतर अभिवृद्धि होती है। वैज्ञानिक युग में "सूचना ही शक्ति है" तथा उपयोग की वस्तु हो गई है। 21वीं सदी में सूचना बहुत ही विशाल मात्रा में उत्पन्न हो रही है। और जितनी मात्रा में यह सूचनाएँ उत्पन्न हो रही है। उतनी ही मात्रा में इनका अधिग्रहण एवं उपयोग भी किया जा रहा है। उपयोक्ता की विभिन्न श्रेणियों के अनुसार उनको सूचना की निरंतर आवश्यकता होती है।

- 1- उद्योगपतियों व प्रबन्धकों को उपयुक्त एवं औद्योगिक संस्था की स्थापना करने हेतु नवीन सूचना की आवश्यकता होती है।
- 2- अपने अनुसंधान एवं विकास के क्रियाकलापों हेतु वैज्ञानिक एवं तकनीकी सूचना की आवश्यकता सामान्यतः वैज्ञानिकों, अनुसंधानकर्ताओं और अभियांत्रिकों को होती है। पालिसी मेकर्स और प्लानर्स को विभिन्न क्रियाकलापों जैसे- योजना बनाने, निर्णय लेने हेतु सूचना की आवश्यकता होती है।

इस प्रकार किसी भी श्रेणी के उपयोक्ता हो उन्हें अपना निर्णय लेने के लिए सूचना की आवश्यकता निरंतर होती है। और उपयोक्ताओं की सूचना की पूर्ति पुस्तकालयों, प्रलेखन केन्द्रों, सूचना केन्द्रों और डेटा केन्द्र द्वारा की जाती है।

3- **महत्व (Importance)**

ग्रंथालयों में जो ज्ञान सामग्रियाँ संग्रहित की जाती हैं, वे गहन अध्ययन की होती हैं तथा प्रत्येक व्यक्ति आर्थिक रूप से सक्षम भी नहीं होता है, कि वह व्यक्तिगत स्तर पर संग्रह कर सके। हाल के कुछ वर्षों में सूचना से संबंधित स्रोतों की संख्या एवं उनके प्रकार में बहुत अधिक वृद्धि हुई है। अतः उपयोक्ता इसका उपयोग करने में अपने आपको असमर्थ पाता है। कौन सा साहित्य किस रूप में किस स्थान पर रखा है इन सब जानकारियों को उपयोक्ता स्वयं नहीं जुटा सकता है।

आज ग्रंथालय भी डिजिटल एवं आटोमेटेड हो चुका है। अतः इसके लिए कम्प्यूटर का प्रयोग भी उपयोक्ताओं को सीखना होगा, ग्रंथालय में उपस्थित ज्ञान सामग्रियों का उपयोग कर उपयोक्ता अपनी कार्यक्षमता में वृद्धि कर सकता है, परन्तु इन पुस्तकालय सामग्रियों का ज्ञान होना आवश्यक है अतः ग्रंथालय एवं सूचना स्रोतों के पूर्ण उपयोग/दोहन के लिए आवश्यक है कि उपयोक्ता को उसके संबंध में पूर्ण ज्ञान हो, इस परिपेक्ष में अगर हम ध्यान दें तो हमें अनुभव होगा कि उपयोक्ता शिक्षा का कितना महत्व है।

4 उपयोक्ता शिक्षा की अवधारणा (Concept of User education)

नवीन तकनीकी विकास के साथ ही सूचना सामग्रियाँ अपने परम्परागत स्वरूप के स्थान पर नवीन डिजिटल स्वरूप में परिवर्तित हो रही है। इसके अतिरिक्त पुस्तकालयों की व्यवस्था आदि में इनके प्रयोग ने पुस्तकालय के सामान्य प्रयोक्ता के सम्मुख कठिनाई उत्पन्न कर दी है। पुस्तकालय की विभिन्न सेवाओं को तथा किस प्रकार की सूचना, कैसे और कहाँ से प्राप्त होगी तथा पुस्तकालय व्यवस्था, संदर्भ पुस्तकों के ज्ञान, केटलॉग के उपयोग, इन सभी जानकारीयों के लिए प्रयोक्ता को शिक्षित करने के लिए पुस्तकालय कर्मचारियों की सहायता की आवश्यकता महसूस की गई। इस प्रकार प्रयोक्ता शिक्षा की अवधारणा ने जन्म लिया।

प्रयोक्ता शिक्षा का सर्वप्रथम प्रयोग पेट्रोसिया बीनेप ने किया। एच. क्यूज ने प्रयोक्ता शिक्षा को परिभाषित करते हुए कहा है "पुस्तकालय के सर्वोत्तम उपयोग के लिए प्रयोक्ता को दिए जाने वाले निर्देश या प्रशिक्षण ही प्रयोक्ता शिक्षा है।"

उपयोक्ता शिक्षा का संबंध पूर्ण सूचना और संवाद की प्रक्रिया से है उपयोक्ता शिक्षा एक अनवरत प्रक्रिया है। एस्.एस.साही के अनुसार "उपयोक्ता शिक्षा, उपयोक्ता को दिन प्रतिदिन के उपयोग में सूचना के महत्व का ज्ञान कराने व जब कभी आवश्यकता हो, उनको प्राप्त करने की रुचि विकसित करने की क्रियाओं की प्रक्रिया है।"

5- उपयोक्ता के प्रकार (Type of users)

पुस्तकालय के प्रकारों के आधार पर उपयोक्ता भी विभिन्न प्रकार के होते हैं

सार्वजनिक पुस्तकालय:-

उपयोक्ता :-

सार्वजनिक पुस्तकालय के उपयोक्ता सभी वर्गों से आते हैं, इनमें, बच्चे, विद्यार्थी, सेवानिवृत्त व्यक्ति, उच्च शिक्षित, अल्प शिक्षित और शोधकर्ता आदि हो सकते हैं।

शैक्षणिक पुस्तकालय



(विद्यालय पुस्तकालय) (महाविद्यालय पुस्तकालय) (विश्वविद्यालय पुस्तकालय)

उपयोक्ता : . शैक्षणिक पुस्तकालय में छात्र, अध्यापक, शोध छात्र, आदि उपयोक्ता हो सकते हैं।

## विशिष्ट पुस्तकालय

विशिष्ट पुस्तकालय किसी विषय विशेष और कुछ विशेष व्यक्तियों की सूचना आवश्यकता को पूरा करता

### 6- उपयोक्ता शिक्षा की विधियाँ (Methods of User education)

हम जानते हैं कि उपयोक्ता विभिन्न श्रेणी या स्तर के होते हैं अतः उन्हें शिक्षित करने के तरीके भी एक प्रकार के नहीं हो सकते हैं। अतः भिन्न-भिन्न शिक्षण विधियों की आवश्यकता होती है।

व्याख्यान विधि :-

व्याख्यान विधि सर्व प्रचलित एवं पारंपरिक विधि है। जिसमें ब्लैक बोर्ड तथा प्रोजेक्टर का उपयोग उपयोगकर्ताओं के समूह के दीक्षा कार्य में किया जा सकता है।

पुस्तकालय भ्रमण:-

इस विधि में पुस्तकालय कर्मचारियों द्वारा नवागन्तुक सदस्य या सदस्यों को पुस्तकालय का भ्रमण कराया जाता है। जिसमें पुस्तकालय की विभिन्न सेवाओं, विभागों, संग्रह व्यवस्था आदि से पाठकों का परिचय करवाया जाता है।

संगोष्ठी और कार्यशाला :-

समय-समय पर पुस्तकालयों द्वारा संगोष्ठियों एवं कार्यशालाओं का आयोजन कर पाठकों को पुस्तकालय सूचियों, ग्रंथ सूचियों, तकनीकी गतिविधियों को देखना एवं उनको उपयोग करना सिखाया जाता है।

### पुस्तकालय गाइड

विभिन्न पुस्तकालयों द्वारा नो योर लाइब्रेरी, पुस्तकालय गाइड, हैण्डबुक ऑफ लाइब्रेरी आदि नामों से प्रकाशित पुस्तकालय निर्देशिकाओं के माध्यम से पाठक स्वयं सूचना खोज सकते हैं।

श्रव्य-दृश्य विधि

यह विधि अन्य विधियों की अपेक्षा प्रभावशाली है इसके अंतर्गत स्लाइड्स, फिल्मस, आडियो टेप्स के माध्यम से विभिन्न प्रकार के सूचना स्रोतों का विषय क्षेत्र, व्यवस्थापन, सूची का उपयोग आदि से उपयोक्ता को परिचित कराया जाता है।

कम्प्यूटरीकृत निर्देश :-

ग्रंथालय के जटिल पुस्तकालय उपकरण जिनका उपयोग जटिल होता है। कम्प्यूटरीकृत निर्देशों का उपयोग कर पुस्तकालय उपकरण की मूलभूत जानकारी के साथ-साथ, पुछे गए प्रश्नों का उत्तर भी दिया जा सकता है। शीट्स केटॉलॉग का उपयोग बताने के लिए कम्प्यूटरीकृत निर्देश का प्रयोग किया जा सकता है।

7. निष्कर्ष एवं सुझाव (**Conclusion ,0a Suggestion**)

नवीन प्रौद्योगिकी युग में जहाँ पुस्तकालय का स्वरूप बदल चुका है जो आज की विकासशील भारत के लिए आवश्यक है, क्योंकि नवीन भारत में ऐसे ही डिजिटल आटोमेटेड पुस्तकालय जो कि भारतीय सरकार की डिजिटल इंडिया की योजना को परिपूर्ण करता है तथा इस प्रकार के पुस्तकालय की ब्यवस्था के संचालन तथा इसके उपयोग की जानकारी देने के लिए एक योग्य संदर्भ पुस्तकालयी की नियुक्ति प्रत्येक पुस्तकालय के लिए आवश्यक है, जो उपयोक्ता को पुस्तकालय के बारे में बताए तथा पुस्तकालय में उपस्थित विभिन्न प्रकार की ज्ञान सामग्रियों को उपयोग करना सिखाएँ। ताकि उपयोक्ता में पुस्तकालय को उपयोग करने का रूचि आये और वे अपने ज्ञान को बढ़ाकर नवीन भारत के विकास में अपनी भागीदारी निभा सके। अतः उपयोक्ता शिक्षा एक अति आवश्यक अवधारणा है जिस पर हर पुस्तकालय अध्यक्ष को ध्यान देकर इसकी ब्यवस्था करनी चाहिए।

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सूचना प्रसार में पुस्तकालयों की भूमिका

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सूचना का वर्तमान युग में शक्ति और जरूरी वस्तु की संज्ञा दी जा संपन्नता का भी द्योतक है। सामाजिक उन्नि बहुमुखी राष्ट्रीय विकास के लिए बहुत जरूरी और महत्वपूर्ण साधन है। प्रलेख एवं विभिन्न तरह की पुस्तक के सह मात्र से पुस्तकालय मात्र वृहत निक्षेपगार का कार्य करत है। आजकल शिक्षा का विभिन्न स्तर पर आयोजन हाता ह जंहा छात्र तथा अध्यापका का सूचना और ज्ञान सामगिया की जरूरत हाता है।

अनुसंधान का सर्वांगीण विकास का एक जरूरी कियकलाप माना गया है। अत अनुसंधानकर्ता, अनुसंधान अधिकारियों, विशेषज्ञ वैज्ञानिक, शोध मार्गदर्शक, आदि की सूचना की बहुत जरूरत हाता है। इसी तरह उद्योगपतियों प्रबंधका प्रशासका यापारियों तकनीकी उद्यमिया, कृषका कारखाना कश्रमिका, निर्णायका, नियोजका, आदि का अपन नवीनतम सूचना, उपकरण स्थितियों सपरिचय तथा अध्यतन रखन क लिए सूचना की बहुत आवश्यकता हाता ह जिसस उहअपने कार्य- क्षेत्र में सफलता मिल सक। अत आधुनिक पुस्तकालय इस तरह की आवश्यक सूचना का संग्रह अनेक विधिया स करत है जा उनकी सूचना के क्षेत्र में मुख्य भूमिका हाता है। अत पुस्तकालयों तथा ऐस संस्थाना का सूचना केन्द्र भी कहा जाता हपरन्तु पुस्तकालयों की भूमिका सूचना क परिप्रेक्ष्य में अत्यन्त महत्वपूर्ण हाता है।

वर्तमान समय में ग्रामाला की स्थिति का देखत हुए पुस्तकालय इतने प्रशिक्षित हाते चाहिए कि व प्रत्येक द्विष्ट से उपयोगकर्ता के लिए उपयोगी साबित हा संसाधना का अधिगम उपयोग करन के लिए सहयोग के नये- नये तरीके अपना कर विभिन्न प्रकार से पुस्तकालया की विशेषता का एकजुट करन के प्रयास किये जान चाहिए।

पुस्तकालय म अनेक कर्मचारों विभिन्न कार्य निष्पादित करत है। प्रबंधन की द्विष्ट से पुस्तकालय में भी कर्मचारियों में अभि्रणा से पुस्तकालय के कर्मचारियों में कार्य निष्पादन करन की इच्छा एवं तापरता का जागृत एवं अभि्रित किया जाता है जिसमेकर्मचारी भावुक होकर कार्य करन की अधिक से अधिक क्षमता तक कार्य निष्पादित करत है इस प्रकार अभि्रणा जहा उनमें उत्साह का सृजन करती है वही पुस्तकालय कउद्देश्यों का सफल बनान में विशेष सहयोगी हाता है।

इसी प्रकार से किसी पुस्तकालय म कर्मचारिया के लिए लाभप्रद ह लेकिन पुस्तकालय में कर्मचारियों की योग्यता का समय- समय पर सापेक्ष नुल्याकन करन आवश्यक है। इससअधिकारियों का कर्मचारियों की कार्यकुशलता तथा योग्यता के संबध म जानकारी प्राप्त हाता है जिसस उनका वेतन निष्पारण करन एवं स्थानान्तरण आदि करन में सुविधा मिलता है। लेकिन पुस्तकालय अधिकारिया के सुनियोजित कार्य करन में कर्मचारियों का दबाव डालने स कर्मचारी उस कार्य का सही तरीके स नही कर पात इस स्थिति में कार्य करन में अस्थिर हा जात है इस प्रकार की

समस्या क लिए नौये क अधिनस्था के निर्माण क खिलाफ अपीलो की सुनवाई करन की शक्ति हाते चाहिए पुस्तकालय में पुस्तकालयध्यक्ष का सम्बधित निर्णय लेत समय उनकप्रतिनिधिया का सम्मिलित करन अत्यन्त आवश्यक हाता है। सहभागिता के लिए उनके सुझाव आमन्त्रित किए जान चाहिए। प्रत्येक कर्मचारिया के द्वारा पुर मन से कार्य कर इसके लिए यह आवश्यक है कि कर्मचारियों का पुरस्कृत किया जाए ताकि वे पूर्ण मनोयोग से कार्य कर सकें। पुस्तकालय के कार्य का सही तरीके स करनाना तभी सम्भव हाता है जब कर्मचारियों के बीच सामंजस्यपूर्ण व्यवहार हा पुस्तकालय म अनेक कर्मचारी हाते ह जाविभिन्न स्तर वेतनमान, योग्यताधारों हाते ह यदि उनम सहयोग की भावना नही ह तपुस्तकालय का उदाश्य पूर्ण नही हा सकगा।

विद्यालय पुस्तकालय की जरूरतें और सामाजिक परिवर्तन में पुस्तकालयों का योगदान

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आज का लोकतांत्रिक युग समतामूलक समाज की वकालत करता है जिसमें प्रत्येक मानव को अपने विकास एवं शिक्षा के लिए बिना किसी भेदभाव के समान अवसर प्रदान होने चाहिए तथा विभिन्न तरह के सूचनाओं का उपयोग मानवीय विकास के लिए बिना किसी भेदभाव के होने चाहिए। आधुनिक समाज के सदस्य होने के नाते हम अच्छी तरह जानते हैं कि आधुनिक समाज में सबसे प्रमुख आवश्यकता शिक्षा है और बिना शिक्षा के मनुष्य अपना विकास नहीं कर सकता है। मनुष्य के सर्वांगण विकास में जितनी भूमिका शिक्षा की है उतनी ही भूमिका शिक्षा के क्षेत्र में पुस्तकालय की है, पुस्तकालय का शिक्षा में जितना महत्व है उतना ही सामाजिक परिवर्तन एवं सामाजिक क्षेत्र में भी है।

विद्यालयीन शिक्षा का महत्व

निःशुल्क और अनिवार्य बाल शिक्षा आर. टी. ई. अधिनियम 2009 का अधिकार 1 अप्रैल 2010 को लागू हुआ जैसा कि इस अधिनियम का परिशिष्ट बताता है कि अब यह कानूनी तौर पर अनिवार्य है कि सभी विद्यालयों के पास एक सुसज्जित पुस्तकालय हो, हालाँकि इस अधिनियम के कई अन्य प्रावधानों की तरह यह भी अब तक पूरे तौर पर लागू नहीं हो पाया है। इसकी मुख्य वजह पैसों की कमी बताई जाती है, पर हमें इसके पीछे की वैचारिक समस्याओं को भी समझना होगा कि हम बच्चों के मानसिक जगत के विस्तार और विकास के लिए किस प्रकार की जगहों का निर्माण कर रहे हैं। ऐसा लगता है कि स्कूल में पुस्तकालय की कमी सिर्फ भौतिक समस्या ही नहीं है बल्कि कई मायनों में हम रणनीतिक तौर पर भी पुस्तकालय और इसके इस्तेमाल के लिए कुशल पेशेवर ग्रंथपाल की कल्पना करने में नाकाम रहे। आनंद के लिए पढ़ना हमारी शिक्षण शास्त्रीय रणनीति का हिस्सा नहीं है, कम-से-कम स्कूली पुस्तकालयों और वहाँ पढ़ने के लिए निर्धारित वक्त को देखकर तो ऐसा ही लगता है। हमें यह समझना होगा कि मनोरंजन के लिए पढ़ने और कहानियों के जरिए होने वाले ये विकास, अदृश्य होते हैं और इनका शिक्षण शास्त्रीय महत्व काफी ज्यादा है। बचपन में सीखी गई कहानियाँ उस दुनिया का एक शक्तिशाली घटक हैं जहाँ हम वयस्क के रूप में रहते हैं।

उपरोक्त समस्या के तीन मुख्य पहलू हैं:

- बच्चे पढ़ें और मजे के लिए पढ़ें, इसके महत्व को समझना।
- इस काम के लिए पुस्तकालयों को जीवन्त बनाना।
- और इस प्रक्रिया की निरन्तरता के लिए पेशेवर लोगों को नियुक्त करना।

ज्ञान सृजन के लिए स्कूल पुस्तकालय

किसी भी स्कूली पुस्तकालय का मुख्य उद्देश्य बच्चों के लिए पढ़ने की सामग्री उपलब्ध कराना और पाठकों को पोषित करना है। एक कमजोर पुस्तकालय इन सामाजिक शैक्षणिक आवश्यकताओं को पूरा नहीं कर सकता। पाठकों के लिए समृद्ध संसाधनों से भरे जीवन्त और गतिशील पुस्तकालयों की आवश्यकता है। इन उद्देश्यों को देखते हुए स्कूल पुस्तकालय के विकास और सुधार को प्राथमिकता देनी चाहिए। सूचना और संचार प्रौद्योगिकी के आगमन के बाद इस नजरिए को साकार करने के लिए हमें नए तरीकों की उम्मीद है। स्कूल पुस्तकालय की भावी भूमिका की कल्पना करते हुए इसे अब सूचना हस्तान्तरण मात्र से कुछ ज्यादा मानना होगा ताकि यह सामग्रियों और ज्ञान के सृजन का स्थान ले सके। पुस्तकालय वह जीवन्त जगह है जहाँ ज्ञान के निर्माण के कई अवसर हो सकते हैं। बच्चों की बदलती जरूरत और सूचना संचार के क्षेत्र में आए बदलाव ने न सिर्फ पुस्तकालय की समझ को बल्कि पुस्तकालय कर्मियों की भूमिका को भी बदला है। बच्चों के साथ पुस्तकालय एक अलग तरह से बात करता है। एक अच्छा पुस्तकालय कई शिक्षकों की जरूरत पूरी करता है। पुस्तकालय विद्यार्थियों को न तो धमकाता है, न उनसे अनुशासन का पालन करवाता है, न कक्षा में चढ़ाता-उतारता है, न मिथ्या स्पर्धा में प्रवेश कराता है, और न परीक्षा का भय बनाता है। वह तो अपने पास आने वालों को प्रेम-पूर्वक, विनय-पूर्वक और रूचिपूर्वक पढ़ाता रहता है। लेकिन पुस्तकालय तक बच्चे पहुँचें और वहाँ रुककर पढ़ें, इसके लिए पेशेवर और हुनरमन्द लोग चाहिए जो बच्चों को पुस्तकालयों में रोक सकें।

विद्यालय पुस्तकालय पेशेवर की जरूरत:

ग्रंथपाल की यह कोशिश होती है कि बच्चे पुस्तकालय तक पहुँचे और किताबों से परिचित हो सकें इसके लिए बच्चों को किताबें दिखाकर उनकी कहानियाँ सुनाये यह तरकीब कारगर साबित होती है, बच्चे पुस्तकालय आने लगते हैं और पुस्तकों को पलटकर देखने लगते हैं। कहानियाँ बच्चों के लिए विशेष आकर्षण का केन्द्र होती हैं। सभी स्कूल पुस्तकालयों में पुस्तकालय पेशेवर कर्मी नहीं होते हैं। पुस्तकालय को ज्ञान सृजन की जगह के रूप में कल्पना करने के लिए सबसे पहली जरूरत है कि बच्चों के लिए गुणवत्तापूर्ण, विकसित और प्रकाशित साहित्य कि पुस्तकालयों की स्थापना के माध्यम से इन बच्चों तक पुस्तकों की पहुँच सुनिश्चित करता है, जिसमें यह कोशिश भी शामिल होती है कि बच्चों के लिए प्रतिभाशाली लेखकों, चित्रकारों, आदि पठनीय सामग्री और पुस्तकालय-कर्मियों के माध्यम से पुस्तकालयों का सक्रिय और सृजनशील उपयोग किया जा सके।

सक्रिय और प्रशिक्षित ग्रंथपाल पुस्तकालय के माध्यम से बच्चों के विकास में अहम भूमिका निभाते हैं। इसमें बच्चों के पुस्तकालयों की स्थापना पर तो जोर देते हैं ही साथ में पढ़ने-पढ़ाने का काम करने वाले लोगों की नेटवर्किंग, ग्रंथलयों की नेटवर्किंग एवं भारत में पुस्तकालय आन्दोलन को गति देने पर भी जोर देते हैं। पुस्तकालय के जीवन्त इस्तेमाल और बाल साहित्य के जरिए सार्वभौमिक गुणवत्ता शिक्षा की ओर बढ़ने के साथ-साथ भारतीय समाज में उपस्थित खालीपन भरने का भी है। कहानी सुनना/सुनाना, पुस्तकों का प्रदर्शन करना, पुस्तकों पर वार्तालाप करना, स-स्वर पढ़ना और एक जीवन्त पुस्तकालय बनाने की प्रक्रिया शुरू करना।

स्कूल पुस्तकालय पेशेवर की समस्याएँ:

यद्यपि आर. टी. ई. अधिनियम बताता है कि, अब यह कानूनी तौर पर अनिवार्य है कि सभी स्कूलों के पास एक सुसज्जित पुस्तकालय हो, किन्तु यह जमीनी हकीकत नहीं है। केंद्रीय तथा नवोदय

स्कूल के अतिरिक्त इस कानून का किसी भी सरकारी स्कूलों में अनिवार्य तौर पर पालन नहीं किया जाता। और यदि ग्रंथपालों की नियुक्ति की, भी जाती है तो उन्हें उनके कार्य के अतिरिक्त अन्य प्रकार के स्कूली कार्यों में उलझाया जाता है। शैक्षणिक कर्मचारी के समकक्ष या उससे अधिक शैक्षणिक योग्यता होते हुए भी उन्हें हेय दृष्टि से देखा जाता है। ग्रंथपाल निरंतर डॉ. रंगनाथन जी के पाँचों सूत्रों के पालन हेतु खुद को सतत बदलती हुई परिस्थियों के साथ अद्यतन बनाये रखता है। वर्तमान परिस्थिति के अनुरूप ग्रंथपाल के लिए आवश्यक तकनीकी कौशल को आत्मसात करता है तथा निरंतर अपना श्रेष्ठ देने की कोशिश करता है। किन्तु ग्रंथपाल को हमेशा वरिष्ठ अधिकारियों से अपने कार्य के प्रतिफल के रूप में हताशा, उपेक्षा, तथा निरुत्साही माहौल का ही सामना करना पड़ता है। फिर भी इन उपेक्षाओं के बावजूद ग्रंथपाल अपने दायित्वों का निर्वाह उत्साह, ऊर्जा, कुशलता के साथ निस्वार्थ सेवा भाव से करता है।

**पुस्तकालय और बच्चों में पढ़ने की गतिविधियाँ विकसित करना :**

बच्चे एक सक्रिय और गम्भीर पाठक होते हैं, इसे जानते –समझते हुए ग्रंथपाल बच्चों से किताबों पर बात करना सीखते हैं। दूसरी बात कि बच्चों के पुस्तकालय में काम करना एक तकनीकी मामला है और बच्चों को पढ़ने के लिए प्रेरित करने के लिए कई तरह के हुनर की जरूरत होती है। बच्चों की पुस्तकों को समझना, एक ज्ञान और कौशल की माँग करता है, जिसमें कई छोटी-बड़ी चीजें शामिल हैं, जैसे यह समझना कि किताब की कहानी क्या है, शब्दों के आकार कैसे हैं, या उस किताब में चित्रकारी कैसी है; इस प्रक्रिया के तहत ग्रंथपाल को पुस्तकालय को खुशनुमा और जीवन्त बनाना सीखना होता है। इसके लिए पुस्तकालय में काम करने की समझ और पुस्तकालय को जीवन्त बनाने के लिए कुछ बेहतर तरीके और अनुभव पर बात की जाती है जिसे बाद में ग्रंथपाल आजमाते हैं जैसे—

किताबों के बारे में बातचीत करना, नई किताबों की खोज करना और इन्हें संरक्षित रखना, पढ़ने के बारे में समझ बनाना और यह सीखना कि पढ़ने को और मजेदार कैसे बनाएँ, किताबों के बारे में सीमित और रुढ़ समझ को चुनौती देना, ताकि केवल बड़े लोग ही यह तय न करें कि बच्चों के लिए क्या महत्वपूर्ण है। पढ़ने और न पढ़ने के बीच के फासले को समझाना और उसे पाटने की कोशिश करना। बच्चों को तरह-तरह की लेखन विधाओं से परिचित करना जैसे—कथा, यात्रा वृत्तांत, जीवनी, संस्मरण, कविता इत्यादि। पुस्तकालय को जीवन्त बनाने के दो उपयोग हैं। पहला, यह पढ़ने का एक मजेदार रास्ता खोलता है और दूसरा, इस जगह के इस्तेमाल के नए तरीकों को सुझाता एवं सिखाता है। ये प्रक्रिया बच्चों को पढ़ने की आदत डालती है, खासकर कहानियाँ, बच्चों को नियमित रूप से पढ़ने के लिए प्रेरित करती है। बच्चा ये पता करने के लिए कि कहानी में आगे क्या होना है, पृष्ठ दर पृष्ठ पढ़ता चला जाता है। इस प्रक्रिया को जारी रखने की जरूरत है, भले ही यह कठिन हो, क्योंकि किसी घटना के शुरू होने के बाद यह जानना मजेदार होता है कि वह खत्म कैसे हो रही है। यह प्रक्रिया बच्चों को नए शब्दों, नए विचारों और नई कल्पनाओं की ओर प्रेरित करती है।

**पढ़ने का अड्डा :**

पुस्तकालय के सार्थक इस्तेमाल से ही ग्रंथपाल बच्चों को यह अनुभव करा सकते हैं कि पढ़ना एक मजेदार काम है। एक बार जब बच्चे ये सीख जाते हैं, तो उसके बाद वे खुद – ब –खुद पढ़ने के लिए आगे आते हैं। पुस्तकालय विद्यालय का एक अनिवार्य घटक होता है जो न केवल सीखने के



लिए संसाधन प्रदान करता है बल्कि सक्रिय रूप से पढ़ने के विमर्श को मजबूत करता है जहाँ पढ़ने का आनन्द उठाया जा सकता है इसके जरिए ज्ञान का निर्माण होता है और बच्चों की कल्पना को विस्तार देने के अवसर मिलते हैं। इसमें समाचार पत्र, पत्रिकाएँ, पुस्तकों के साथ- साथ जहाँ भी सम्भव हो, कम्प्यूटर सहित नई सूचना प्रौद्योगिकी का उपयोग होता है। आर. टी. ई. अधिनियम 2009 में भी पुस्तकालय को एक अहम दर्जा मिला। सर्व शिक्षा अधिनियम के जरिए संसाधनों को उपलब्ध करने के लिए वित्तीय प्रस्ताव भी पारित किए गए। सरकार की आधिकारिक रिपोर्ट बताती है कि बच्चों के लिए उपयुक्त वातावरण में पर्याप्त पढ़ने के अवसरों को उपलब्ध कराने के माध्यम से सार्वभौमिक गुणवत्ता की शिक्षा को पाया जा सकता है। इसके लिए राज्य सरकारों से यह उम्मीद है कि उचित समय सीमा के भीतर सभी स्कूलों में पुस्तकालय की स्थापना करें, किन्तु इससे भी ज्यादा जरूरत है कि हम ऐसे लोगों को तैयार करें जो पुस्तकालयों का सटीक इस्तेमाल करना जानते हों, जो ये समझते हों कि बच्चों के लिए पढ़ना जरूरी है और अगर बच्चों को पर्याप्त अवसर मिलें तो वे अपने लिए पढ़ने की चीजों को खुद तलाश सकते हैं। हमें कई तरह की पूर्व-धारणाओं से निपटना होगा, साथ ही, जिन किस्से-कहानियों को हम बच्चों के लिए पसन्द नहीं करते, वे अन्य उन किताबों को पढ़ने का रास्ता खोल सकती हैं जिन्हें हम पसन्द करते हैं। पर अगर पुस्तकालय-ग्रंथपाल पर्याप्त रूप से जागरूक न हो तो वह पढ़ने के आनंद को खत्म कर सकता है, पेशेवर ग्रंथपालों की नियुक्ति करें जिससे बच्चों के लिए पढ़ना एक अप्रभावी, बदतर और अप्रिय गतिविधि न बने। ऐसे में यह जरूरी है कि हम उस समूह को तैयार करें जो बच्चों के पुस्तकालय एवं पढ़ने के मर्म को समझता हो। अधिकतर अनुभव इंगित करता है कि पुस्तकालयों में काम करने के कौशल का अभाव, उस जगह को बन्द अलमारियों में तब्दील कर देता है।

निष्कर्ष:

अतः यह कह सकते हैं एक बड़ा कारण यह भी है कि स्कूलों के पास नियमित रूप से किताबों को खरीदने के लिए पर्याप्त राशि नहीं होती है। स्कूल पुस्तकालयों में ऐसे प्रशिक्षित पुस्तकालय पेशेवरों की कमी है जो बच्चों के साथ सघन रूप से पुस्तकालय में काम कर सकें। एक सार्वभौमिक गलतफहमी है कि बच्चों के पुस्तकालयों में काम करने के लिए किसी तकनीकी समझ की जरूरत नहीं है जबकि हमारा अनुभव बताता है कि प्रशिक्षित पेशेवर बच्चों को एक बेहतर पाठक और भविष्य में एक जागरूक, जिम्मेदार नागरिक के रूप में पोषित कर पाते हैं जो भविष्य में समाज के विकास में अपना योगदान दे सकें।

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## नई शिक्षा नीति में ग्रंथालयों पर हो विशेष फोकस

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स्वतंत्रता प्राप्ति के बाद देश की शिक्षा व्यवस्था को पुख्ता बनाने, कॅरियर सहित ओवर ऑल डेवलपमेंट के लिए जितने प्रयास किए गए उससे देश की संपूर्ण प्रक्रिया सहित विकास को महत्वपूर्ण गति प्राप्त हुई है। प्रारंभ में शिक्षा नीति के गठन में ग्रंथालयों को जिस महत्वपूर्ण स्थान का दर्जा प्रदान किया गया था, वह आज के परिवेश में कागजी नीति के सदृश दिख रहा है। ऐसा इसलिए कहना पड़ रहा है क्योंकि आज ग्रंथालय सेवा से जुड़े ग्रंथपाल सहित अन्य अधिकारी-कर्मचारी इस दंश से पीड़ित हैं कि उनको वो महत्ता प्रदान नहीं की जाती है जो शिक्षा से जुड़े शिक्षकगणों व उच्च पदधारी व्यक्तियों को प्राप्त है। ग्रंथालय शिक्षण व्यवस्था का महत्वपूर्ण अंग होने के बाद भी ग्रंथालयीन अधिकारी-कर्मचारी नॉन टीचिंग के कमतर पद की तकलीफों से जूझ रहे हैं। स्कूलों, कॉलेजों हेतु शिक्षकों एवं सहायक प्राध्यापकों की बड़ी संख्या की भर्ती तो नियमित होती रहती है, उसकी तुलना में ग्रंथपालों व ग्रंथालयीन स्टाफ की भर्ती नगण्य होती है जिसका खामियाजा विद्यार्थियों तथा भावी पीढ़ी को उठाना पड़ता है ग्रंथपाल के अभाव में विद्यार्थियों को ग्रंथालय एवं उससे मिलने वाली सुविधाओं से वंचित होना पड़ता है और दोष शिक्षा व्यवस्था पे मढ़ा जाता है अतः ग्रंथालयों एवं ग्रंथपालों के प्रति उदासीन रवैया खेदजनक है।

इस संपूर्ण व्यवस्था को सारगर्भित बनाने के लिए तथा शिक्षण की व्यवस्था को अधिक कारगर बनाने के लिए आवश्यक है कि दूरगामी, बुद्धिमत्तापूर्ण और साहसिक कदम उठाए जाएं। मैंने इस संबंध में कुछ वर्ष पहले भी संबंधित मंत्रालय को ई-मेल द्वारा कुछ व्यवहारिक, संभावित पहल करने के सुझाव प्रेषित किए थे, जिस पर ध्यान नहीं दिया गया। LIS Forum Orissa के माध्यम से उठाए गए महत्वपूर्ण विषय के माध्यम से मैं अपनी बात पुनः पहुंचाने का प्रयास कर रही हूँ। किसी भी शैक्षणिक संस्था में किसी भी अन्य विषय की ही भांति, ग्रंथालयों की महत्ता को प्रतिपादित करने एवं ग्रंथालयों की उपादेयता का लाभ विद्यार्थियों से लेकर शिक्षकगणों तक पहुंचाने के लिए राष्ट्रीय शिक्षा नीति में इन उपायों को सम्मिलित करना होगा –

- ✓ प्रत्येक पाठ्यक्रम में 10 अंक आंतरिक व अनिवार्य रूप से ग्रंथालय द्वारा प्रदान किए जाएं।
- ✓ ग्रंथालयीन अंकों की प्राप्ति के बिना परीक्षा परिणाम पर रोक लगा दी जाए।
- ✓ इन अंकों के परिपालन में प्रत्येक कोर्स के शिक्षार्थियों के लिए प्रतिदिन ग्रंथालय में 45 मिनट का अध्ययन पीरियड ग्रंथालयीन सामग्री के अध्ययन के लिए दिए जाएं जिसमें प्रत्येक छात्रों की उपस्थिति दर्ज हो।
- ✓ प्रत्येक कोर्स के लिए एक दिन संबंधित विषय का अध्यापक अथवा शिक्षक माह में एक बार ग्रंथालय में ही अध्ययन कार्य शिक्षार्थियों के साथ संपादित करें।
- ✓ विभिन्न कोर्स के निहित विषयों से संबंधित अध्ययन सामग्री के बेहतर चुनाव करने, विविध अन्य ग्रंथालयीन सामग्री के पठन-पाठन को प्रोत्साहित करने सहित ग्रंथालय से जुड़ी सेवाओं की जानकारी प्रदान करने हेतु संस्था में प्रवेश पश्चात एक बार निर्धारित तिथि में ग्रंथपाल, शिक्षार्थियों की अनिवार्य कार्यशाला संपादित करें।

यह एक प्राथमिक और अनिवार्य प्रयास यदि किए जाएं तो मेरा विश्वास है कि टीचिंग और नॉन-टीचिंग की अमित खाई को पाटने में सक्षम हो पाएंगे, साथ ही ग्रंथालय की गुणवत्ता को और बेहतर बनाया जा सकेगा तथा ग्रंथालयों पर जो निवेश किया जा रहा है अथवा किया जाएगा उसका सापेक्ष और अनुकूल परिणाम प्राप्त होगा।

ग्रंथालयीन वृत्ति : पाँच सूत्रों के संदर्भ में : एक दर्शन

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किसी भी राष्ट्र और समाज का मेरुदण्ड वहाँ की शिक्षा व्यवस्था और शिक्षण संस्थान होते हैं और शिक्षण संस्थान का हृदय स्थल ग्रंथालय होते हैं। देश में समय-समय पर शिक्षा नीति के माध्यम से सुधार हेतु लगातार कतिपय प्रयास होते रहे हैं परन्तु ग्रंथालयों के हालात में कोई परिवर्तन नहीं आया। ग्रंथपालों को गैर शिक्षक श्रेणी में रखकर शिक्षण और गैर शिक्षण कार्य करने वालों के मध्य न दिखाई देने वाली गहरी और अदृश्य खाई बना दी गई है। जिसे पाटने हेतु न नीति निर्धारक तत्पर है, न प्राधिकारी वर्ग, न उपयोगकर्ता, न ग्रंथपाल स्वयं। तो फिर ये खाई भरी कैसे जायेगी ? कौन होगा जो इसे भरने का प्रयास करेगा? ऐसे तीखे सवाल हमेशा कुछ ग्रंथपालों के मस्तिष्क में हलचल मचाये रहते हैं। मैं आभारी हूँ डॉ. सतपथी जी की जो इस ज्वलंत मुद्दे की तरफ हम सबका ध्यानाकर्षण करा कर हमें अपने आत्मसम्मान और अपनी गरिमा को बनाए रखने के लिए एकजुट होकर प्रयास करने हेतु मंच प्रदशन किया है ताकि हम कुम्भकरणी नौद से जागे और अपने आस पास असमानता के बुने हुए जालों को तोड़ सकें और एकता के साथ प्रकट होकर अपनी आवाज उठा सकें।

जब हम ग्रंथालयों की बात करते हैं तो सिर्फ पाठ्य सामग्री की ही चर्चा नहीं होनी चाहिए बल्कि कार्यरत (मानव संसाधन) पेशेवरों और उनकी समस्याओं पर भी चर्चा होनी चाहिये। ग्रंथपाल यह शब्द अपने आप में ज्ञान को परिभाषित करता है अर्थात् सूचना का भण्डारण, पुनर्प्राप्ति और दस्तावेजों तक सरल पहुँच का दूसरा नाम ग्रंथपाल है जो पुस्तकालयों के प्रबंधन और वहाँ उपलब्ध ज्ञान के स्रोतों का उचित व्यवस्थापन करता है। वर्तमान समय में ग्रंथपाल वृत्ति एक जटिल कार्य है क्यों कि ICT के व्यापक प्रभाव के कारण ग्रंथपालों के कार्यक्षेत्र में आमूलचूल परिवर्तन आए हैं। पारम्परिक ग्रंथपाल से 21 वीं सदी के ग्रंथपाल के तौर पर परिवर्तन की काफी लम्बी दूरी ग्रंथपालों ने तय की है। ग्रंथपाल सदैव अपने पत्रिक संस्था के उद्देश्यों को पुस्तकालयों में प्रतिबिम्बित करते रहे हैं और संस्था के शैक्षणिक उद्देश्यों को पूर्ण करने में कंधे से कंधा मिला कर चलते रहे हैं इसके बावजूद ग्रंथपालों को उनके द्वारा किए गए उत्कृष्ट कार्यों का कभी भी उचित प्रतिफल नहीं मिलता।

ग्रंथालयीन वृत्ति पाँच सूत्रों के संदर्भ में :- एक दर्शन

1931 में ग्रंथालय विज्ञान के पितामह डॉ. एस. आर. रंगनाथन द्वारा पुस्तकालयों के उत्कृष्ट संचालन हेतु ग्रंथालय विज्ञान के पाँच सूत्रों का प्रतिपादन किया गया जिनका उद्देश्य विभिन्न श्रेणीयों के ग्रंथालयों के विकास और मापदण्डों में एकरूपता हो। डॉ. रंगनाथन ने इन सूत्रों को एक मार्गदर्शक के रूप में प्रतिपादित किया है पर सवाल ये है कि इन सूत्रों का अक्षरसः पालन करवाने वाले ग्रंथपाल वर्ग हेतु कौन से मापदण्ड हो? उनके हितों की रक्षा हेतु कौन सूत्रों का प्रतिपादन करेगा? गैर शिक्षक वर्ग की श्रेणी से बाहर निकालने का प्रयास कौन करेगा?

ग्रंथालयीन वृत्ति के परिप्रेक्ष्य में पहला सूत्र

1. पुस्तकें उपयोग के लिए है :-

ये सूत्र तब बने थे जब ग्रंथालय का अस्तित्व संग्रहण के तौर पर ज्यादा था धीरे-धीरे समय चक्र के कारण सूचना की आवश्यकता ने ग्रंथालयों की अवधारणा बदल दी और ग्रंथालय सूचना केन्द्रों में तबदील हो गए। सन 1990 से 2000 तक का समय सूचना विस्फोट का था, 2000 के बाद से ICT के व्यवहार में आने के बाद से तकनीकी विस्फोट का समय चल रहा है। इस विस्फोटक परिवर्तनकारी समय में ग्रंथपाल अपने आप को अद्यतन रखकर उपयोगकर्ताओं को सूचना संतुष्टी प्रदान करते रहे। पर सवाल ये उठता है कि "पुस्तकें उपयोग होती रहे इसलिए ग्रंथपाल पूरी मेहनत से तकनीक के साथ कदम से कदम मिलाकर चल रहे है शिक्षा व्यवस्थानुसार **collection development** कर संस्था के शैक्षणिक उद्देश्यों का पोषण करने वाला ग्रंथपाल दृष्य या अदृष्य रूप में पक्षपात का भी शिकार होते है।

2. प्रत्येक पाठक को उसकी पुस्तक मिले:-

डॉ. रंगनराथन के इस सूत्र का उद्देश्य पाठकों की पठनरुची को पहचान कर उन्हें उनकी जरूरत की पाठ्यसामग्री उपलब्ध कराना है। इस हेतु प्रत्येक संस्थान के ग्रंथपाल हमेशा अपने पाठकों/उपयोगकर्ताओं की मांगों को ध्यान में रखकर पुस्तकें/षोध पत्रिकाएँ, ऑनलाइन डाटाबेस, मल्टीमीडिया इन्फॉरमेशन रिसोर्सेस की खरीददारी का कार्य सम्पादित करते है डाटाबेस और जर्नल लाइसेन्स के जैसे संवेदनशील मुद्दों पर राष्ट्रीय, अंतरराष्ट्रीय स्तर के प्रकाशकों से सौदा करना। ओपन एक्सेस जर्नल हेतु प्रकाशकों से बड़े सौदे करना। ICT का अधिक से अधिक इस्तेमाल हो इस हेतु उपयोगकर्ताओं को मैत्रीपूर्ण माहौल प्रदान कर डॉ. रंगनराथन के दुसरे सूत्र का भी पूर्ण रूप से परिपालन करते हुए ग्रंथपाल अपने कर्तव्यों को निभाते है लेकिन जब ग्रंथालय एवं ग्रंथपालों की उक्त सराहनीय प्रयासों को मान्यता मिलने की बात आती है तो पुरस्कार प्रो. इन्चार्ज को जाता है। ग्रंथपालों की (इस सूत्र का सबसे उत्कृष्ट उदाहरण National Digital Library (NDL)) है। विद्वत्ता, क्षमता को स्वीकार करने के संदर्भ में। **Authorities** मौन रहती है।

3. प्रत्येक पुस्तक को उसका पाठक मिले:-

इस सूत्र का उद्देश्य ग्रंथालय में उपलब्ध प्रत्येक पाठ्य सामग्री का समुचित दोहन होता रहे ये प्रयास ग्रंथपालों को हमेशा करना चाहिये। वर्तमान परिपेक्ष्य में इस सूत्र के परिपालन हेतु ग्रंथपालों द्वारा ग्रंथालय विज्ञान के साथ-साथ ग्रंथालयों में ICT का व्यापक स्तर पर प्रयोग कर ग्रंथालय को एक नया स्वरूप प्रदान करने में उत्तम भूमिका निभाई है। अब ग्रंथालय बुक शेल्फ और चार दिवारों से परे नए नामों से जाने जाते हैं जैसे ई-लाइब्रेरी, डिजिटल लाइब्रेरी, वर्चुअल लाइब्रेरी इत्यादि और ग्रंथपाल भी सूचना विज्ञानी, डेटा प्रोवाइडर आदि नामों से जाने जाते है। इन प्रयासों का उद्देश्य मात्र यह है कि प्रत्येक पुस्तक/पाठ्य सामग्री को उसका पाठक मिले। OPAC एक ऐसा **online searching** उपकरण है जिसके द्वारा उपयोगकर्ता ग्रंथालय में उपलब्ध पाठ्य सामग्रियों की स्थिति का पता लगा सकें ग्रंथालय में उपलब्ध संसाधनों का पर्याप्त दोहन होता रहे इस हेतु ग्रंथपालों द्वारा नई तकनीकी का ज्ञान स्वयं प्राप्त कर अपने संस्थान के उपयोगकर्ताओं को उपयोगकर्ता शिक्षण कार्यक्रम का आयोजन कर उपलब्ध संसाधनों का अधिक से अधिक उपयोग हेतु प्रेरित किया जाता है इसके अलावा विभिन्न ऑनलाइन डेटाबेस बिबिलियोग्राफिकल उपकरण **Discovery service, remote access service** इत्यादि के उपयोग हेतु उपयोगकर्ता मैत्रीपूर्ण माहौल तैयार करना, विभिन्न प्रशिक्षण कार्यषाला का आयोजन करना ये इस बात का प्रमाण है कि ग्रंथपाल हमेशा अपने

कर्तव्यों के प्रति जागरूक रहे और डॉ. रंगनाथन के तीसरे सूत्र का भली भांती पालन करते रहे है लेकिन **authorities** उन्हे शिक्षा का अभिन्न अंग मानने को तैयार नही दिखती ना ही शैक्षणिक गतिविधियों में शिक्षकों की तरह उचित महत्त्व प्रदान करती हैं।

4. उपयोगकर्ता का समय बचाएं

ये सूत्र तब ज्यादा उपयोगी होता था जब पुस्तकें/पाठ्य सामग्री शेल्फ में होती थी पाठ्य सामग्री मुद्रित रूप में रहती थी, जर्नल्स, संदर्भ स्रोत, केटलॉग्स, मुद्रित स्वरूप में होने के कारण उपयोगकर्ताओं का कीमती समय वांछित सूचना खोजने में खर्च करना पड़ता था। लेकिन वर्तमान में डिजिटल संसाधनों की प्रचुर मात्रा में उपलब्धता के कारण मात्र कुछ सेकण्ड में उपयोगकर्ता अपनी वांछित जानकारी प्राप्त कर रहे हैं। इस सूत्र के सफल प्रतिपादन हेतु **Librarians** स्वयं तो उच्च तकनीक में दक्ष हो रहे हैं साथ ही नवागंतुक पेशेवरों को **ICT** का उचित प्रशिक्षण प्रदान कर भविष्य हेतु तैयार कर रहे हैं और ग्रंथालयों को मुद्रित स्वरूप से डिजिटल की ओर ले जा रहे हैं लेकिन ये काम इतना आसान भी नही है इन कार्यों को मूर्त रूप देने में ग्रंथपालों को अनेक कठिनाइयों का सामना करना पड़ता है।

जैसे:-

1. निरंतर बजट में गिरावट की समस्या
2. उपयोगकर्ताओं की बढ़ती मांग की पूर्ति करना
3. उपयोगकर्ता शैक्षणिक/प्रशिक्षण कार्यक्रम के आयोजन में आने वाली समस्याओं को सुलझाना।
4. पुस्तकालय कर्मचारियों को सतत प्रशिक्षण प्रदान करवाना।
5. **authorities** का असहयोगात्मक/उदासीन रवैया।
6. विभिन्न स्तर के ग्रंथालयिन कर्मचारियों के बीच सामंजस्य बना कर चलना।
7. ग्रंथपालों की अपनी व्यक्तिगत समस्याएँ जैसे प्रमोशन, वेतन वृद्धि ऐसी न जाने कितनी व्यावहारिक चुनौतियों का सामना करते हुए ग्रंथपाल अपने कार्यों को अंजाम तक पहुँचाते हैं और अपने पत्रिक संस्थान के उद्देश्यों को पूर्ण करते हैं लेकिन इन चुनौतियों की तरफ न **Authorities** का ध्यान जाता है न ही **Association** का।

5. ग्रंथालय वर्धनशील संस्था है

का तात्पर्य है कि पुस्तकालय एक गतिशील संस्थान है जिसका संकलन और संरचना निरंतर बढ़ते रहना चाहिए। इस हेतु ग्रंथपाल अपने आप को निरंतर अद्यतन रखकर डॉ. रंगनाथन जी के पाँचवें सूत्र को फलीभूत करते रहे हैं। उदाहरण के रूप में

1. पहले पुस्तकें संग्रहण के लिए होती थी अब पाठ्यक्रम को आधार प्रदान करते हुए **Collection Development** किया जाता है।
2. पहले ग्रंथालय की सेवाएँ तभी तक मिलती थी जब तक ग्रंथालय खुलने का समय होता था परन्तु अब 24 घंटे सातों दिन सेवा प्रदान की जाती हैं।
3. **Card Catalogue** का स्थान **OPAC** ने ले लिया है।
4. पहले सूचना प्रलेखों का अधिग्रहण प्रकाशकों के **Catalogue** द्वारा होता था परन्तु अब उपयोगकर्ताओं के मांग अनुसार प्रकाशकों से लम्बी बातचीत जैसे लाइसेन्स का विषय, डेटाबेस प्रोवाइडर से डीलिंग इत्यादि।
5. पहले मुख्य रूप से ग्रंथपालों द्वारा पुस्तकें एवं शोध पत्रिकाएँ खरीदे जाते थे किन्तु अब ऑनलाइन डेटाबेस, मल्टीमीडिया इन्फॉर्मेशन रिसोर्सस, लाइब्रेरी डाटाबेस मैनेजमेन्ट,

सॉफ्टवेयर सुरक्षा तकनीक और भी बहुत कुछ ऐसी तकनीक है जिसमें ग्रंथपाल कार्य करते हैं।

6. पहले जानकारी के अभाव में सूचना का सीमित उपयोग होता था पर अभी सूचना की बाढ़ सी आ गई है जिसमें सूचना का रूप बदल कर डिजिटल हो गया है।
7. पहले ग्रंथालय बजट का ज्यादातर उपयोग प्रिन्ट मटेरियल के लिए होता था पर अब न सिर्फ प्रिन्ट मटेरियल वरण इलेक्ट्रॉनिक मटेरियल, विभिन्न डाटाबेस साफ्टवेयर, हार्डवेयर, यहां तक की साहित्यिक चोरी रोकने हेतु **Plagiarism Software** ग्रंथालयों में उपलब्ध होते हैं। कहने का तात्पर्य यह कि डॉ. रंगनाथन के पॉचवे सूत्र के अनुसार ग्रंथपाल ग्रंथालयों को वर्धनशील संस्था के रूप में उसके निरंतर विकास हेतु पोषण प्रदान करने वाले तत्व का कार्य समर्पण की भावना और संस्था के शैक्षणिक उद्देश्यों को पूर्ण करने में महत्वपूर्ण भूमिका निभाते हैं। डॉ. रंगनाथन के पॉचों सूत्रों का भलीभांती क्रियान्वयन हेतु सतत प्रयासरत रहने वाले ग्रंथपाल संस्था के शैक्षणिक पाठ्यक्रम से तालमेल रखते हुए विद्यार्थियों, शोधार्थियों एवं संकाय शिक्षकों को तत्काल सूचना उपलब्ध करवाने वाले ग्रंथपालों की कार्यक्षमता पर **प्राधिकरण/प्रबंधन** द्वारा प्रश्न चिन्ह लगाया जाता है प्रभारी प्राध्यापक को उनके उपर रखकर (पर्याप्त योग्यता होने के बावजूद) उन्हें छोटेपण का एहसास कराया जाता है जबकि प्रभारी प्राध्यापक ग्रंथालय विज्ञान से पूर्णतः अनभिज्ञ होते हैं। उन्हें **Library & Information Science** के विषय में कोई ज्ञान नहीं, जिसे ज्ञान के प्रबंधन का पता नहीं, जिसे विभिन्न डेटाबेसों का ज्ञान नहीं जिसे प्रकाशकों के साथ लाइसेंस संबंधी लंबी बातचीत का अनुभव नहीं, ग्रंथालय के साफ्टवेयर, हार्डवेयर का कार्य अनुभव नहीं, ग्रंथालय पेशेवर की व्यावहारिक समस्याएँ, कार्य के दौरान आने वाली परेशानियों से कोई मतलब नहीं ऐसे प्रभारी प्राध्यापक के अधीन ग्रंथपालों को काम करने में बहुत अधिक मानसिक परेशानियों से गुजरना पड़ता है।

निष्कर्ष:-

अब बेहद जरूरी है कि वर्ग ए (समस्त श्रेणी के वो व्यक्ति जो ग्रंथालय एवं सूचना विज्ञान से जुड़े हैं) अपनी एकता का परिचय देते हुए एक ऐसे मंच में एकत्रित हो जहाँ अपने अधिकार को एक स्वर में पहचान दिला सकें। एक ऐसा स्तंभ का निर्माण करे जिसके सहारे खड़े हो कर अपने विरुद्ध हो रहे अन्याय, मानसिक त्रास, भेदभाव की नीती, नॉन टीचींग स्टाफ जैसे अनेक विकृतियों से एक होकर लड़ सकें। क्योंकि आज तक के अनुभव से मैंने यह बात जानी है कि ग्रंथालयीन वृत्ति से जुड़े लोग अपने पेशे से संतुष्ट नहीं हैं। नौकरी से संबंधित विभिन्न कारक जैसे सामाजिक स्थिति, कार्य करने की स्वतंत्रता का हनन, कार्य करने का सिमित अधिकार, पुस्तकालय नीति, कार्य की जिम्मेदारी नये और उन्नत विचारों के परिपालन में कठिनाई, सेवाओं की उपलब्धियों को उचित मान / पहचान न मिलना, पदोन्नती, इसके अलावा अनेक व्यावहारिक कारण होते हैं जो ग्रंथालय एवं सूचना विज्ञानी को असंतुष्ट रखते हैं। उच्च शैक्षणिक योग्यता के बावजूद प्राधिकारियों द्वारा ग्रंथपालों को कमतर समझा जाता है। शैक्षणिक क्षेत्र में हमारे योगदान, उच्च श्रेणी का ज्ञान का प्रबंधन जैसे महत्वपूर्ण कार्य के बावजूद ग्रंथपालों को उपेक्षित महसूस कराया जाता है (हालांकि हर संस्था में ऐसा ही होता हो ऐसा जरूरी नहीं है) ग्रंथालयों में स्टाफ की कमी को पूरा करने के प्रति प्राधिकारियों का व्यवहार नजर अंदाज करने वाला होता है जिससे मानदण्डों एवं शर्तों के अनुसार ग्रंथालय कर्मचारीयों

की भर्ती नहीं हो पाती है इस कारण गंभीर मानसिक परेशानियों के बीच ग्रंथपालों को ग्रंथालय सुचारु रूप से चलाने में असुविधा होती है और बेहतर परिणाम प्राप्त करने में मुश्किल होती है।

अतः ऐसे स्थिति में विभिन्न Library Association का कर्तव्य है कि वो सिर्फ ग्रंथालय के विकास, उन्नयन एवं पुस्तकालय आंदोलन, ग्रंथालय सेवाओं में विस्तार एवं सुधार की बातें न करके ग्रंथपालों एवं ग्रंथालयों में कार्यरत विभिन्न श्रेणी के ग्रंथालय कर्मचारियों के समस्याओं पे भी बातें करें शिक्षण कार्य में उनके योगदान की तरफ प्राधिकारियों का ध्यानाकर्षण करवाने का उपाय कर ग्रंथपालों को शिक्षकों के समान श्रेणी में रखने हेतु प्रयास करें।



## ग्रंथालयीन कार्यवृत्ती में निरसता पूर्ण वातावरण में समानता या समरसता का विकास कैसे?

डॉ. नीति ताम्रकार

पुस्तकालय सहायक  
कुशाभारु ठाकरे पत्रकारिता एवं  
जनसंचार विश्वविद्यालय, रायपुर



शिक्षा जगत में शैक्षणिक और अशैक्षणिक के बीच ये ग्रंथालयित्व का कार्यवृत्त, कभी नहीं बदलने वाला, निरंतर एक ही ढररे और उबारूपन से भरी कार्यशैली जहाँ ग्रंथपाल को हमेशा अपने आप को साबित करना होता है। अर्थात् अपने अस्तित्व के लिये लड़ना होता है। कार्यालयीन समय एवं वेतन वृद्धि के लिये हमेशा संघर्ष होते रहता है। किसी भी शैक्षणिक संस्था का हृदय स्थल कहलाने वाला पुस्तकालय का एक मात्र ग्रंथालयी जिसका दायित्व/कर्तव्य है कि संस्था के समस्त विद्यार्थियों, कर्मचारियों एवं प्राध्यापकों को सेवाएं प्रदान करें। उसके पश्चात भी उसके कार्यों एवं वेतन पर हमेशा प्रश्नचिन्ह लगा रहता है।

वर्तमान मोबाईल एवं इंटरनेट के युग में यू-ट्यूब एवं इसी तरह की अन्य ऑन लाईन तकनीकी सुविधाएं जिसके द्वारा किसी भी विषय में जानकारी प्राप्त कर, हम सहजता पूर्वक उस विषय को समझ सकने में समर्थ है। फिर यही प्रश्नचिन्ह अन्य सेवाओं पर क्यों नहीं उठता। शैक्षणिक संस्थाओं में छात्रों की उपस्थिति में कमी, उनके कार्यशैली में कमी को क्यों उजागर नहीं करता है, क्यों इस तरह के पदग्रहियों पर प्रश्नचिन्ह नहीं लगाया जाता है।

हम आत्मनिर्भर भारत की ओर अग्रसर हैं जिसमें विद्यार्थी –

1. पढ़ाई और रोजगार साथ-साथ चाहते हैं।
2. अपने विषयों के साथ-साथ अन्य विषयों पर भी जानकारी चाहते हैं।
3. प्रतियोगी परीक्षाओं के लिये सभी विषयों पर मूलभूत सूचना चाहते हैं। जो कि पुस्तकालय सेवाओं के द्वारा सम्भव हो पाता है।

**नियुक्ति एवं प्रमोशन के संदर्भ में समरसता** – निम्नलिखित बिंदुओं के आधार पर इस

समरसता का उल्लेख करना चाहेंगी –

1. **स्कूल शिक्षा विभाग** – इस विभाग में ग्रंथपाल का पद तृतीय श्रेणी में रखा गया है। तृतीय वर्ग का न्यूनतम शैक्षणिक योग्यता 12वीं होता है। जबकि बी.ली.ब.आई.एस.सी. की डिग्री स्नातक के पश्चात प्राप्त की जाती है। इस आधार पर ग्रंथपाल का पद द्वितीय श्रेणी में होना चाहिए। स्कूल शिक्षा में बुक लिफ्टर जैसे पद का उल्लेख भी नहीं है।
2. **उच्चशिक्षा विभाग** – बुक लिफ्टर के पद हेतु, पुस्तकालय विज्ञान में डिप्लोमा न्यूनतम योग्यता में होनी चाहिए क्योंकि पुस्तकालय मनोविज्ञान को समझने में अन्य योग्यताधारी असमर्थ होते हैं। जिसका प्रभाव पुस्तकालय कार्यप्रणाली पर सीधा देखने को मिलता है। अर्थात् भौतिक संग्रह का नियमित व्यवस्थापन, रख रखाव एवं पाठकों के साथ, पुस्तकालय कर्मचारियों का व्यवहार प्रभावशाली नहीं होता। विश्वविद्यालय पुस्तकालय में पुस्तकालय सहायक वर्ग 2 एवं 1 में नियुक्त कर्मचारियों के लिये, सहायक पुस्तकालय पद पर पदोन्नत होने के लिये कोई प्राक्धान नहीं है। जबकि नियुक्त कर्मचारी यू.जी.सी. माप दण्ड के अनुसार आवश्यक योग्यता को रखते हैं।

महाविद्यालय में पी.एच.डी. योग्यताधारी, 10 वर्ष का शैक्षणिक अनुभव पश्चात प्राचार्य के पद हेतु योग्य अभियार्थी बन जाता है। जबकि ग्रंथपाल को 10 वर्ष के अनुभव पश्चात प्राचार्य पद के लिये योग्य नहीं माना जाता है क्यों ?

3. **सार्वजनिक पुस्तकालय विभाग** – छत्तीसगढ़ में 2008 में पुस्तकालय अधिनियम पारित हो गये एवं सार्वजनिक पुस्तकालयों की स्थापना भी हुई, लेकिन सर्वेक्षण आधार पर पाया गया कि यहाँ पुस्तकालय विज्ञान विषय के डिग्री धारी कर्मचारियों की संख्या नगण्य है।

उपरोक्त तीनों स्तरों पर ग्रंथालयीन कार्य वृत्त संतोष जनक नहीं है। हर स्तर पर ग्रंथालयीन कार्य वृत्ति में असंतोष एवं निरसता का वातावरण व्याप्त है। छत्तीसगढ़ में प्रथम ग्रंथपाल पी.एस.सी. एवं प्रथम सेट परीक्षा में भी असंतोष पाया गया। जिसमें उच्च शिक्षा द्वारा ग्रंथपाल पी.एस.सी. का विज्ञापन पहले होता है और सेट का बाद में। यहाँ तक की सेट का परिणाम जारी होने तक पी.एस.सी. की परीक्षा नहीं हुई थी, उसके पश्चात भी सेट परीक्षा उत्तिर्ण अभियार्थी ग्रंथपाल पद से वंचित रह गये थे। जिस कारण से विज्ञापित पद की संख्या अनुपात में पात्र अभियार्थियों की संख्या कम रही। वर्तमान में दिनांक 9/9/2020 के समाचार पत्र से प्राप्त जानकारी अनुसार सहायक प्राध्यापक के लिये सेट उत्तिर्ण परीक्षार्थियों को आवेदन की पात्रता प्रदान की गई, यही नहीं दिनांक 17/9/2020 के समाचार पत्र से प्राप्त जानकारी अनुसार पी.जी. अंतिम वर्ष के छात्र जिन्होंने सेट परीक्षा उत्तिर्ण कर ली है, लेकिन कोविड 19 के प्रभाव से उनकी अंतिम वर्ष का परिणाम प्रभावित है वो भी पी.एस.सी. आवेदन के लिये मांग कर रहे हैं क्योंकि पी.एस. सी. परीक्षा पूर्व परिणाम जारी होना है। इसका अर्थ यह नहीं है कि इन्हें ये सुविधाएं यू ही प्राप्त हुई है। इन्होंने अपनी लड़ाई लड़ी है तभी यह सफलता मिली है। ग्रंथालयीन वृत्ति में इस तरह की लड़ाई, एक जुटता के साथ कभी देखने को नहीं मिलता।

इस तरह की एक जुटता एवं संघर्षशीलता ग्रंथालय विज्ञान में कब, कैसे एवं कहाँ से आये यह एक बहुत बड़ा प्रश्न है। महान भारतीय ग्रंथालयी रंगनाथन महोदय के अदम्य साहस एवं प्रयासों से जो स्थान एक ग्रंथालयी को प्राप्त हुआ है, उसे अनवरत रूप से बनाये रखने के लिये समस्त पुस्तकालय विज्ञान को एक जुटता के साथ कार्य करने की आवश्यकता है जिससे ग्रंथालयीन कार्यवृत्त में समरसता लाई जा सके। इस हेतु छत्तीसगढ़ पुस्तकालय संघ नींव का पत्थर साबित हो सकता है।

21 वी सदी के ग्रंथालयीन विचार, व्यवहारो व कार्यकुशलता का विशेष अध्ययन

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**सारांश:**

वर्तमान परिदृश्य में सूचना को संग्रहित करने का सबसे अच्छा माध्यम ग्रंथालय ही हो सकता है। एक ग्रंथपाल को ग्रंथालय को सूचारु रूप से संचालन करने में कई कठिनाईयों का सामना करना पड़ता है। शैक्षणिक संस्थानों की बातें करें तो जहां एक ओर ग्रंथालय को संस्था का हृदय माना जाता है, वहीं दूसरी ओर हम देखें तो ग्रंथपाल को उस हृदय को स्वस्थ रखने के लिए व हृदय के आक्सीजन लेवल को बनाये रखने के लिए कड़ी मेहनत कि जरूरत होती है। आज का दौर, सूचना और ज्ञान का दौर है, जहां हम पाते हैं कि सूचना तो बहुत है, पर वह उपयोगी और सही हों यह आवश्यक नहीं। इस सूचना का वर्गीकरण करना और उपयोगिता व उन सूचना को सही या गलत का निर्णय लेना बहुत ही चुनौती पूर्ण है जिसे ग्रंथपाल दैनिक कार्यों में हर रोज करता है। ग्रंथालय में हम देखें तो कर्मचारियों की कमी हमेशा रहती है, पर वहां उपयोगकर्ता की किसी सूचना सेवा में कमी नहीं होती। यहां प्रबंध का उच्चतम उदाहरण देखने को मिलता है। वित्त कि बातें करें तो यह समस्या सदैव बनी रहती है, इसके बावजूद ग्रंथालय में उपयोगकर्ता संतुष्ट होकर सूचना प्राप्त कर, अपनी ज्ञान वृद्धि करते हुए ग्रंथालय से जाते हैं और अधिकतर उपयोगकर्ता ग्रंथालय में अपना अमूल्य समय देने के लिए तत्पर रहते हैं। क्योंकि हर व्यक्ति अपनी ज्ञान कि वृद्धि चाहता है। वर्तमान दौर 2019-20 ने हमें यह सिखाया है कि एक ग्रंथपाल के सामने क्या चुनौतियां आयेगी व वह इन चुनौतियों के लिए अपने आप को किस तरह तैयार करें और ग्रंथालय के सूचना सामग्री को उपयोगकर्ता तक बिना किसी खर्च के उपयोक्ता तक पहुंचाया जायें। इस लेख के माध्यम से ग्रंथपाल व ग्रंथालय की भूमिका व उनके सामने आने वाली विभिन्न चुनौतियों के विषय में विस्तृत चर्चा करेंगे। ग्रंथालय के संदर्भ में लोगों के विचारों और ग्रंथपाल के कर्तव्य की चुनौतियों निरुत्साहित माहौल के बारे में अध्ययन करेंगे।

**प्रमुख शब्दावली:**

ग्रंथालय चुनौतियां, ग्रंथपाल चुनौतियां, ग्रंथालय का दायित्व, ग्रंथालय कि भूमिका, उपयोगकर्ता का दायित्व, ग्रंथालयीन संसाधन, ग्रंथपाल के कर्तव्य, सूचना संसाधन, वैश्विक चुनौतियां, सूचना संग्रह, सूचना विकास, सूचना संप्रेषण, सूचना खोज व्यवहार, सूचना के माध्यम, उपयोगकर्ता की शिक्षा, जनसरोकार।

**ग्रंथालय:**

वर्तमान समय में ग्रंथालय की परिभाषा "हाउस ऑफ बुक्स" नहीं रह गयी है। आज सूचना की उत्पत्ति से लेकर सूचना का व्यापार और सूचना प्रबंधन से लेकर सूचना वर्गीकरण जैसे कार्य के साथ-साथ आज ग्रंथालय सूचना उत्पत्ति केन्द्र व प्रकाशन का हब बन चुका है और आने वाले समय में यह सूचना प्रसार केन्द्र, सूचना खोज केन्द्र व डाटाबेस केन्द्र के रूप में भी जाना जायेगा। ग्रंथालय को कई नाम से जाना जाता है। जैसे—पुस्तकालय, ग्रंथमाला, पुस्तक संग्रह केन्द्र।

**ग्रंथपाल:**

ग्रंथपाल केवल पदनाम नहीं है। यह सूचना साइंटिस्ट, सूचना मैनेजर व सूचना अधिकारी के रूप में जाने जाते हैं हम सब को यह देखने को मिलता है कि ग्रंथपाल स्वयं में एक ग्रंथालय के गुण समाहित किये हुए होते हैं। इन्हीं को देख कर लगता है कि हयूमन ग्रंथालय अवधारणा आयी। अब इनसे किसी भी विषय से संबंधित

जानकारी व उस जानकारी की उपलब्धता के बारे में सूचना प्राप्त कर सकते हैं या हम इन्हें चलते-फिरते ईन्साइक्लोपीडिया भी कह सकते हैं। यह वास्तव में वह व्यक्ति होते हैं, जिन्हें हम विद्वान की श्रेणी में रख सकते हैं। इनकी कार्य कुशलता किसी वैज्ञानिक से कम नहीं होती जो किसी भी सूचना को खोज कर हमें प्रदान कर देते हैं। कभी-कभी तो यह लगता है कि अगर ग्रंथपाल न होते तो सूचना संग्रह न होती और मानव विकास रुक जाता। क्योंकि आज विकास के रूप में हम देख रहे हैं कि कहीं न कहीं यह सभी सूचना-ज्ञान संग्रह का ही परिणाम है। कि हम सूचना को आवश्यकता के समय पुनः प्राप्त कर उपयोग में लाते रहते हैं। प्राचीन समय में ग्रंथालय के रक्षक को ग्रंथपाल कहते चले आ रहे हैं, पर आज के वर्तमान समय की हम बात करें तो आज का समय ऑनलाई सूचना का दौर है। ग्रंथालय का स्वरूप बदलते जा रहे हैं। वर्तमान समय सूचना विस्फोट का दौर है जिसे हम स्पष्ट शब्दों में हम उनके कार्य-प्रवृत्ति को देख कर यह कह सकते हैं कि वह व्यक्ति जो किसी सूचना की महत्व को समझते हुए, सूचना खोज व्यवहार को जानता हो व सूचना का वर्गीकरण, सूचना संग्रह करके, आवश्यकता के समय सूचना पुनः प्राप्ति करने में सक्षम हो उसे हम ग्रंथपाल की संज्ञा देते हैं।

#### अनुसंधान का उद्देश्य :

सामान्य देखा गया है कि ग्रंथालय कर्मचारियों के कार्यों से लोग अनभिद्य होते हैं और वे ग्रंथालय के सफल संचालन में आने वाले विभिन्न कठिनाईयों के बारे में अनभिद्य रहते हैं, जिससे कई तरह से लोग उनके बारे में बात करते हैं। सामान्य तौर से यह कह देते हैं कि इनके पास कुछ काम नहीं हैं। यह केवल एक ही जगह पर बैठे रहते हैं और इनका कोई अकादमिक प्रोग्रेस नहीं है। इन सभी बातों के बारे में आज सारा विश्व जानते हैं कि एक ग्रंथपाल किसी भी स्तर में कोई हाईनाई अकादमिक प्रोफेशनल से कम नहीं है। फिर भी जिन्हें आलोचना करनी होती है, वह कहीं न कहीं कुछ बातों को कह देते हैं। हमारे इस शोध का मुख्य उद्देश्य लोगों को ग्रंथपाल के कार्यों और उनकी मेहनत-हक के विषय के बारे में परिचित कराना है।

#### किया विधि:

हम इस शोध में ग्रंथालय विज्ञान से जुड़े विभिन्न प्रोफेशनल्स से व्यक्तिगत चर्चा और उनके द्वारा लिखे साहित्यों और विभिन्न देशों के सम्मेलन में हुए परिचर्चा को अध्ययन कर प्राप्त निष्कर्ष व उनके द्वारा दिये गये सुझाव के बारे में अध्ययन करेंगे व ग्रंथपाल के कार्यों में आने वाली समस्याओं और चुनौतियों के संबंध में धारणाएं, विचार और अवलोकन करेंगे।

#### सूचना प्रौद्योगिकी में ग्रंथपाल की भूमिका

सूचना प्रौद्योगिकी के नए साधनों में ग्रंथपाल की भूमिका और जिम्मेदारियों में बहुत बड़ा बदलाव आया है, जिसकी साहित्य समीक्षा के लिए विकासशील देशों के कुछ प्रोफेशनल्स की केस स्टडी कुछ

#### निम्नानुसार है-

ओडेस और एक्टेटी 2009 में अकादमिक पुस्तकालयों में ग्रंथपाल के बीच कम्प्यूटर कौशल की जांच नाइजीरिया में की गई। इस कौशल के जांच में उन्होंने पाया कि ग्रंथालय प्रोफेशनल्स के बीच कम्प्यूटर और कम्प्यूटर कौशल दोनों में कमी पायी गई, इस अध्ययन में निष्कर्ष दिया गया है कि ग्रंथपाल और ग्रंथालय कर्मचारी को आई. सी. टी की प्रशिक्षण और आई. सी. टी. उपकरणों पर धन और ध्यान देने की जरूरत है। नाइजीरियाई विश्वविद्यालय के पुस्तकालय को कम्प्यूटीकरण के उद्देश्य के लिए ग्रंथालय प्रशासन को धन और विदेशी एजेंसियों जो ग्रंथालय कम्प्यूटीकरण में रुची रखते हैं उन्हें इस कार्य के लिए अधिकृत कर क्रियान्वयन करना चाहिए।

अदोमी और ऐनी 2006 नाइजीरियाई विश्वविद्यालय के पुस्तकालयों में प्रोफेशनल्स के कम्प्यूटर साक्षरता कौशल पर शोध में निष्कर्ष निकाला गया कि अधिकांश प्रोफेशनल्स कम्प्यूटर कौशल और कम्प्यूटर में उनके उपयोग पर उच्चस्तर पर नई तकनीक अभी भी परिपक्व हैं। उन्होंने सिफारिश की है ग्रंथालय-प्रबंधन और लिडरशिप को

संगठित होकर इसमें प्रस्ताव देना चाहिए की इस संबंध में ग्रंथपाल और पर्याप्त कम्प्यूटर प्रशिक्षण कार्यक्रम प्रदान किए जाने चाहिए।

तरुशीना 2004 ने इंटरनेट से संबंधित मुद्दों के साथ-साथ प्रोफेशनल्स को सहबंध और उनके बारे में चर्चा की ग्रंथालय के कार्यों में सक्रियता, उन्होंने कहा कि पुस्तकालय किसी अन्य संस्थान की तुलना में नैतिक सिद्धांतों पर निर्भर करते हैं, क्योंकि ग्रंथालय सेवाएं अनिवार्य रूप से मानव – उन्मुख हैं। उन्होंने जोर देकर कहा कि ग्रंथपाल को बौद्धिकता का पालन करना चाहिए। स्वतंत्रता सिद्धांत और संरक्षक के लिए उनकी एक नैतिक जिम्मेदारी है। हाशिम एंड मोख्तार एन. डी ने नए युग के ग्रंथपाल और सूचना प्रोफेशनल्स को तैयार करने के रुझानों और विषयों का अध्ययन किया, उन्होंने बताया कि नए युग के ग्रंथपाल के लिए निम्नलिखित रुझान आवश्यक हैं सूचना के प्रति एक दृष्टि और ज्ञान समृद्ध समाज, सूचना का वैश्वीकरण, एकीकृत और व्यापक आईसीटी अनुप्रयोग का विकास, इलेक्ट्रॉनिक / इंटरनेट संसाधन, डिजिटल / इलेक्ट्रॉनिक / वर्चुअल लाइब्रेरी की भूमिका, अधिग्रहण भूमिका, कस्टोडियम भूमिका की जगह रणनीति तैयार करने में ग्रंथपाल की अहम भूमिका होती है। गठबंधन, साझेदारी और सहयोग, ग्रंथपाल को विशेष रूप से नए प्रबंधन, ज्ञान और कौशल की आवश्यकता होती है। ज्ञान की सामग्री की कौशल ग्रंथालय और सूचना प्रबंध में, अभिगम की सुविधा के लिए डिजिटल सामग्री विकसित करने की प्रवृत्ति यह निष्कर्ष प्राप्त हुई कि नए युग के ग्रंथपाल डिजिटल सूचना और नए प्रौद्योगिकी के साथ डिजिटल ग्रंथालय के संरक्षक बन जायेंगे। प्राप्त कौशल की सामाजिक सूचना नेटवर्क, सूचना समाज में एक सार्थक और अग्रणी भूमिका निभा सकते हैं।

श्रीनिवासुलु 2000 ने डिजिटल सूचना प्रणालियों के प्रबंधन में एक डिजिटल ग्रंथालय की भूमिका का अध्ययन किया गया और उन्होंने जोर देकर कहा कि डिजिटल पुस्तकालयों की अग्रणी पीढ़ी की मल्टीमीडिया प्रकृति के लिए डिजिटल ग्रंथपाल की आवश्यकता होती है। अनिवार्य रूप से एक प्रकार का विशेषज्ञ, ग्रंथपाल जिसे डिजिटल सामग्रीयों को प्रबंधित और व्यवस्थित करना होता है। विशेष तकनीकीयों व संग्रह को संभालना बड़े पैमाने पर, भंडारण, पहुंच, डिजिटल ज्ञान खनन, डिजिटल संदर्भ सेवाओं, इलेक्ट्रॉनिक के कार्य सूचना सेवाओं, खोज समन्वय और संग्रह। इसकी पहुंच का प्रबंधन वह अच्छी तरह से परिचय प्राप्त होना चाहिए जैसे-मार्कअप लैंग्वेज, कैंटैलॉगिंग, मेटाडेटा, मल्टीमीडिया इंडेक्सिंग और टेक्नोलॉजी, यूजर इंटरफेस डिजाइन, प्रोग्रामिंग और वेब प्रौद्योगिकी। जॉनसन 2007 ने विकासशील देशों में ग्रंथालय और सूचना विज्ञान में शिक्षा देखी और उन्होंने निष्कर्ष निकाला की एल. आई .एम विकासशील देशों में कार्यक्रमों, सरकारों द्वारा वित्तीय साहायता की कमी का शिकार होते रहते हैं।

#### निष्कर्ष:

उपरोक्त अध्ययन और विश्लेषण से यह स्पष्ट है की सूचना प्रौद्योगिकी ने ग्रंथालय के कौशल और जिम्मेदारियों को प्रत्यक्ष एवं परोक्ष रूप से प्रभावित किया है और शिक्षाविदों के रूप में अच्छी तरह से प्रौद्योगिकी ने न केवल सूचना का चेहरा व्यापक रूप से बदल सकते हैं। बल्कि जानकारी भी मांगी है, कि उपयोगकर्ताओं के व्यवहार सूचना प्रौद्योगिकी बनाने के लिए पुस्तकालय प्रोफेशनल्स से उच्च स्तर के तकनीकी कौशल की मांग की जाती है। उपयोगकर्ताओं को प्रभावी और बेहतर सेवाएं प्रदान करने के लिए नए तकनीकी उपकरणों का अधिकतम उपयोग। अध्ययन का निष्कर्ष है कि बदलते परिदृश्य की वजह से विकासशील देशों में काम करने वाले ग्रंथपाल को आम समस्याओं से निरुत्साहित होकर जुझना पड़ रहा है, जैसे अपर्याप्त तकनीकी कौशल कि मांग कि जाती है, अग्रिम खोज कौशल, अपर्याप्त प्रशिक्षित और कुशल जनशक्ति, डिजिटल का उपयोग जानकारी के श्रोत, विभिन्न पुस्तकालय सॉफ्ट-वेयर, ग्रंथालय की खराब वित्तीय स्थिति, अपर्याप्त बुनियादी ढांचे एवं अपर्याप्त प्रशिक्षण, सूचना साक्षरता की कम दर और प्रोफेशनल्स कि स्थिति व सूझावों का पालन करे व सकारात्मक बदलाव के लिए बने रहे।

अनुशाशाए:

- ग्रंथपाल को डिजिटल में काम करने के लिए तकनीकी कौशल, आईटी कौशल, प्रबंधकीय और संचार कौशल प्राप्त करना चाहिए। इस हेतु प्राधिकरण/पैत्रिक संस्था ग्रंथपालों को उचित प्रशिक्षण की व्यवस्था करें।
- ग्रंथपाल को अपने आप को अप-टू- डेट रखना और अच्छी तरह से जागरुक रखना, शिक्षा जारी रखना और विकास कार्यक्रम को ग्रंथालयी एरनोसिएशन और एल. आई एस स्कूलों द्वारा शुरू किया जाना चाहिए
- यह अनुशासा की जाती है कि देश में कार्यरत ग्रंथालय संघों को उपयोग, प्रशिक्षण पाठयक्रम आयोजित करना चाहिए, सेमीनार और सम्मेलन जो देश में अच्छी तरह से व्यवसायिक ग्रंथालयों को तैयार करने में मदद कर सकते हैं।
- एल. आई. एस. स्कूलों को नए रुझानों के ग्रंथपाल को बनाए रखने के लिए रिफ्रेशर पाठयक्रमों का आयोजन करके अपनी भूमिका निभानी चाहिए।
- ग्रंथपाल के पैमाने, पदोन्नति और वेतन से संबंधित सभी मुद्दों को प्राथमिकता के आधार पर हल किया जाना चाहिए, ताकि ग्रंथपालों को मानसिक संतुष्टि मिल सके और अपने कौशल के साथ बेहतर कार्य कर सकारात्मक रूप से परिणाम तक पहुँचा सकते हैं। बेहतर रूप से परिणाम तक पहुँचा सकते हैं।

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“बदलते परिदृश्य में बदलती पुस्तकालयाध्यक्ष की भूमिका”  
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सार (Abstract)

पुस्तकालय में नवीन प्रौद्योगिकी में विकास के परिणामस्वरूप वर्तमान में पुस्तकालय एक वेब आधारित पुस्तकालय के रूप में परिवर्तित होती जा रही है। शैक्षणिक पुस्तकालयों में पुस्तकालयाध्यक्षों को उपयोगकर्ताओं की संतुष्टि के लिए नए कौशल को अपनाने की आवश्यकता है।

प्रस्तावना (Introduction)

आज ICT के इस युग में प्रत्येक व्यक्ति को वर्तमान समय के सदर्भ में नवीनतम जानकारी तक त्वरित पहुँच की अधिकतम आवश्यकता होती है। पुस्तकालय अब एक सूचना आधारित समाज का अविभाज्य और अक्षिण अंग बन गया है। उपयोगकर्ताओं के बीच बढ़ती जागरूकता, नवीन संसाधनों की उपलब्धता और सूचना संचार प्रौद्योगिकी के उन्नत अनुप्रयोग के कारण पुस्तकालय अपनी पारंपरिक अवधारणा से तेजी से परिवर्तित हो रहा है। आज पुस्तकालय और उसकी उपलब्धता और सुलभ है, जहाँ उपयोगकर्ताओं के पास कम्प्यूटर के मॉनीटर पर माऊस के एक क्लिक के साथ दुनिया भर के सभी विषयों को समाहित करने के लिए, अपनी आवश्यक वांछित जानकारी प्राप्त करने और उपयोग करने का सबसे अधिक अवसर विद्यमान है। ऐसे पुस्तकालयों में उपयोगकर्ता प्रवेश कर सकते हैं, और इस तरह के पुस्तकालय तक चौबीस घंटे अपनी पहुँच बना सकते हैं। चाहे वह देश के किसी दूरस्थ स्थान पर भी क्यों न बैठें हैं।

**1. पुस्तकालयाध्यक्षों के लिए आवश्यक कौशल (Skills Required for the Library Professional)**

कौशल से परिपूर्ण व्यक्ति अपने लक्ष्यों को सफलतापूर्वक प्राप्त कर पाने में सक्षम होते हैं, ऐसा व्यक्ति किसी भी प्रकार की चुनौती को चाहे वह सामाजिक, आर्थिक, शैक्षणिक या फिर तकनीकी परिवर्तन के द्वारा उत्पन्न हो, इन सबको आसानी से दूर कर पाने में भी सक्षम होता है। ठीक इसी प्रकार पुस्तकालय और सूचना विज्ञान के क्षेत्र में उत्पन्न होने वाली समस्याओं को दूर करने के लिए एक पुस्तकालयाध्यक्ष के भीतर भी पर्याप्त कौशल विद्यमान होना चाहिए। यदि वर्तमान में पुस्तकालयों, की तकनीकी रूप से समृद्ध करना है तो उसमें आने वाली समस्याओं को दूर करने के लिए पुस्तकालयाध्यक्ष तथा पुस्तकालय कर्मचारी के अन्दर तकनीकी कौशल का होना अत्यन्त आवश्यक है।

**2. विभिन्न प्रकार के मौलिक कौशल (Different types of Basic Skills)**

परम्परागत कौशल के अन्तर्गत ऐसे मौलिक कौशल या गुण आते हैं, जिसके माध्यम से या जिसकी सहायता से एक परम्परागत पुस्तकालय का संचालन आसानी से किया जा सके। जैसे कि वर्गीकरण, सूचीकरण, सारकरण तथा संक्षेपिकरण से संबंधित गुण इत्यादि इन गुणों के माध्यम से पुस्तकालयाध्यक्ष सूचनाओं का भौली प्रकार से रखरखाव कर पाने में सक्षम होता है तथा आवश्यकतानुसार पाठकों को समय-समय पर सूचनाएँ प्रदान कर पाता है। इन कार्यों को भौली प्रकार सम्पादित करने के लिए पुस्तकालयाध्यक्ष के अन्दर निम्नलिखित कौशल पाए जाने चाहिए।

**2.1 प्रबंधकीय कौशल (Management Skill)**

चूंकि पुस्तकालयाध्यक्ष को पुस्तकालय तथा सूचना केन्द्रों के प्रबंधक के रूप में जाना जाता है, उनके अन्दर कुछ मौलिक प्रबंधकीय कौशल का होना भी आवश्यक है, जिसके कि पुस्तकालय के विभिन्न विभागों का प्रबंध किया जा सके। ये गुण वित्तीय प्रबंधन, मानव संसाधन इत्यादि होते हैं और उनको इनके संबंधित गुणों का उपयोग पुस्तकालय के विभिन्न विभागों के प्रबंधन के लिए करना पड़ता है जैसे कि पुस्तकालय नियोजन तथा निर्णयन और अभिप्रेरण के लिए एक सफल पुस्तकालयाध्यक्ष के अंदर सम्य प्रबंधन जैसे गुणों का होना अति आवश्यक है जिससे कि वह सफलतापूर्वक पुस्तकालय के क्रियाकलापों का निष्पादन कर सके।

**2.2 परिरक्षण कौशल (Preservation Skill)**

परम्परागत पुस्तकालयों की तरह ही डिजिटल पुस्तकालयों के संचालन के लिए भी पुस्तकालयाध्यक्ष के अन्दर इलेक्ट्रॉनिक संसाधनों के परिरक्षण संबंधी कौशल भी विद्यमान होना चाहिए। जब डिजिटल पुस्तकालय के अन्तर्गत सभी संसाधन इलेक्ट्रॉनिक स्वरूप में उपस्थित होते हैं तो वह पूर्णतया सुरक्षित नहीं माने जा सकते। विभिन्न प्रकार के कम्प्यूटर वायरस इन इलेक्ट्रॉनिक संसाधनों को नष्ट कर सकते हैं। हैकर्स के द्वारा भी विभिन्न डिजिटल सूचनाओं को चुराया जा सकता है। इसलिए यह कहा गया है कि पुस्तकालयाध्यक्ष के अंदर इन सूचनाओं को सुरक्षित रखने के लिए विभिन्न एण्टी वायरस सॉफ्टवेयर का ज्ञान तथा फायरवाल से संबंधित जानकारी का गुण होना अति आवश्यक है जिससे कि इलेक्ट्रॉनिक सूचनाओं को सुरक्षित रखा जा सके।

**2.3 प्रस्तुतीकरण संबंधी कौशल (Presentation Skill)**

एक पुस्तकालयाध्यक्ष के अंदर प्रस्तुतीकरण संबंधी गुणों का होना अति आवश्यक है, जिससे कि उसे



रिपोर्ट तैयार करने में, पुस्तकालय कमीटी की बैठक में, तथा पुस्तकालय के संसाधनों के बारे में उपयोगकर्ताओं को सूचित करने में सहायता मिल सके।

#### 2.4 शिक्षा कौशल (Teaching Skill)

पुस्तकालयाध्यक्ष के अंदर शिक्षण कौशल का होना अति आवश्यक है, जिससे कि वह पुस्तकालय में आने वाले नवागत पाठकों को पुस्तकालय में उपलब्ध इलेक्ट्रॉनिक तथा परम्परागत संसाधनों के बारे में तथा उनके उपयोग के बारे में शिक्षा प्रदान कर सके। इस प्रकार से उपयोगकर्ताओं के बीच पढ़ने-लिखने की क्षमता का विकास भी किया जा सकेगा।

#### 2.5 लेखन कौशल (Writings Skill)

पुस्तकालयाध्यक्ष को समय-समय पर पुस्तकालय की वार्षिक रिपोर्ट, शोध संबंधी रिपोर्ट तथा अन्य प्रकार के रिपोर्ट बनाने पड़ते हैं, जिसके लिए उनके अन्दर लेखन कौशल का ज्ञान होना अति आवश्यक है।

#### 2.6 सम्प्रेषण कौशल (Communication Skill)

पुस्तकालयाध्यक्ष, पुस्तकालय में विद्यमान सूचना संसाधनों तथा सूचना उपयोगकर्ताओं के मध्य एक सम्प्रेषण कड़ी के रूप में कार्य करता है और चूंकि यह एक महत्वपूर्ण भूमिका है, इसके सुचारु रूप से क्रियान्वयन के लिए पुस्तकालयाध्यक्ष के अंदर सम्प्रेषण संबंधी कौशल का होना भी अत्यन्त आवश्यक है।

#### 2.7 कम्प्यूटर तथा सूचना तकनीकी उपकरण के उपयोग संबंधी कौशल (Computer and Information Technology tools using Skill)

वर्तमान साइबर युग में पुस्तकालयाध्यक्ष के अन्दर कम्प्यूटर के उपयोग तथा सूचना तकनीकी उपकरणों के उपयोग संबंधी कौशल का विद्यमान होना अति आवश्यक है, जिससे कि वह पुस्तकालय द्वारा प्रदान की जा रही सेवाओं की गुणवत्ता को बढ़ाने में अपना योगदान दे सकें और इस प्रकार से पुस्तकालय के साथ-साथ वह स्वयं की प्रतिभा में भी निखार ला सकता है, जैसे कि कम्प्यूटर का उपयोग करना, बारकोड तकनीकी का उपयोग करना, डेटाबेस तैयार करना तथा उसको अद्यतन रखना, वेबपेज का निर्माण करना इत्यादि, ये सभी गुण वर्तमान में एक पुस्तकालयाध्यक्ष के पास आवश्यक रूप से विद्यमान होना चाहिए।

#### 2.8 सूचना पुनः प्राप्ति संबंधी कौशल (Information Retrieval Skill)

जिस प्रकार से वेब आधारित पुस्तकालय को डेटाबेसों का डेटाबेस कहा जाता है, तथा इस प्रकार के पुस्तकालय में सूचनाओं के क्रियान्वयन तथा पुनः प्राप्ति के लिए पुस्तकालयाध्यक्षों के पास उत्कृष्ट तकनीकी कौशल का होना अत्यन्त आवश्यक है, जिससे कि वह अपने उपयोगकर्ताओं को सही समय पर सही सूचनाएँ आसानी से प्रदान कर सकने में सक्षम हो सकें। पुस्तकालयाध्यक्षों के पास इतने तकनीकी ज्ञान का होना आवश्यक है कि जिससे कि वह अपने उपयोगकर्ताओं को सही समय पर सही सूचनाएँ प्रदान कर सकें। पुस्तकालयाध्यक्षों के पास उच्च श्रेणी के तकनीकी ज्ञान का होना अत्यन्त आवश्यक है, जिससे कि वह अपने विभिन्न श्रेणी के उत्कृष्ट पाठकों की आवश्यकताओं को पलक झपकते ही पूर्ण कर सकें। तथा वे अपने उपयोगकर्ताओं को ऑनलाइन

प्रलेखन सेवा, चयनित सूचना सेवा, सूचना अभिज्ञता सेवा, सन्दर्भ सेवा, वाङ्मयात्मक सूचना सेवा इत्यादि प्रदान कर सकें और पुस्तकालय में विद्यमान सूचना संसाधनों का भ्रंश प्रकाश उपयोग हो सके और अपने कार्यों को सार्थक रूप से निष्पादित कर सके।

#### निष्कर्ष (Conclusion)

भले ही वर्तमान समय वेब आधारित सूचनाओं तथा सूचना तकनीकी का युग है, किन्तु हम अपने कौशल तथा गुणों का विकास करके इस तकनीकी वातावरण में भी अपने कार्यों को पूर्ण रूप से क्रियान्वित कर सकते हैं। चाहे कितनी भी तकनीकी उन्नती क्यों न हो जाए, हम पुस्तकालयाध्यक्षों तथा उसके कर्मचारियों की भूमिका को किसी भी प्रकार से नकार नहीं सकते। एक कुशल पुस्तकालयाध्यक्ष वही है जिसमें उच्च गुणवत्तायुक्त सूचना संसाधनों को समय पर उनके उपयोगकर्ताओं तक पहुँचाया जा सके। और यह उत्कृष्ट कार्य एक उच्च कौशलयुक्त पुस्तकालयाध्यक्ष की मदद से आसानी से किया जा सकता है। इस प्रकार से यह कहा जा सकता है कि भले ही तकनीकी उन्नती कितनी भी क्यों न हो जाए, बिना कुशल पुस्तकालयाध्यक्ष के एक पुस्तकालय का संचालन संभव नहीं है।

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## ग्रंथालय एवं ग्रंथपाल : वर्तमान परिदृश्य

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वर्तमान भारत में आज भी प्राचीन काल के प्रसिद्ध ग्रंथालय स्थित हैं, जिनमें नालंदा, विक्रमशिला तथा तक्षशिला जैसे कई विश्वविद्यालयों के नाम आते हैं। ये विश्वविद्यालय अपने ग्रंथालयों तथा वहाँ पर उपलब्ध संग्रह के लिए जाने जाते थे। वर्तमान में भी ऐसे कई संस्थान हैं जहाँ के ग्रंथालय आज भी आकर्षण का केन्द्र हैं, चाहे उन्हें हम ग्रंथालय (Library) कहें या फिर सूचना केन्द्र (Information Center)। जहाँ पर ज्ञान अर्जन की बातें आती हो वहाँ ग्रंथालय का स्थान आज भी शीर्ष पर है। परन्तु वर्तमान में केवल भारत देश ही नहीं पूरा विश्व कोरोना महामारी के संकट की घड़ी से गुज़र रहा। इस संकट की घड़ी में व्यवसायों में नुकसान भी हुए है पर शिक्षा तथा ज्ञान अर्जन की निरंतर प्रक्रिया में कोई व्यवधान नहीं आया। केवल शिक्षा अथवा ज्ञान प्राप्त करने के स्वरूप में बदलाव आया है। कोरोना जैसे महामारी में जहाँ कई जगह आर्थिक नुकसान हो रहे हैं वही प्रतिदिन ग्रंथालय एवं ग्रंथपाल की भूमिका और उनका महत्व बढ़ते ही जा रही है। यह ऐसा समय है जहाँ पर इस डिजिटल युग में ग्रंथपाल स्वयं की भूमिका को केवल प्रदर्शित ही नहीं बल्कि निखार भी रहे है। अपने उपयोगकर्ताओं online service प्रदान करके किसी भी ग्रंथालय अथवा ग्रंथपाल के लिए उसका उपयोगकर्ता (User) सबसे महत्वपूर्ण होता है। इन दिनों ग्रंथपालों के लिए प्रतिदिन जिस तरह से चुनौतियाँ बढ़ते ही जा रही है उसी तरह उपयोगकर्ता को संतुष्ट करने हेतु उतने ही नए अवसर खुल गए हैं। ग्रंथालय विज्ञान के कई व्यक्ति अपने सुविधानुसार कई प्रकार के सूचना सेवा तथा ग्रंथालय सेवाओं का आदान-प्रदान कर रहे हैं। अब ग्रंथालय केवल बुक शेल्फ तक ही सीमित नहीं रही, आधुनिक युग में डिजिटल ग्रंथालय (Digital Library), ई-ग्रंथालय (e-library), आभासी ग्रंथालय (virtual library) का विकास हुआ है, जिससे उपयोगकर्ता एक ही स्थान पर बैठकर विभिन्न प्रकार के संसाधनों का उपयोग कर सकता है। वर्तमान समय ऐसा समय है जब लोग अपने घरों से बाहर नहीं निकल रहे। ऐसे समय पर ये ऑनलाइन अथवा डिजिटल ग्रंथालय अपना महत्वपूर्ण योगदान दे रहे है। ये सभी प्रकार के ग्रंथालय, ग्रंथालय विज्ञान के विकास में भी सहायक हैं क्योंकि इनमें जब ग्रंथालय या Library जैसा नाम जुड़ जाता है तो ग्रंथालय विज्ञान जैसे विषय में नए लोगों का भी ध्यान आकर्षित होता है।

इसी कड़ी में भारत सरकार द्वारा प्रायोजित एवं आईआईटी खड़गपुर द्वारा बनाया National Digital Library of India (India) भी केवल ग्रंथालय विज्ञान ही नहीं बल्कि ज्ञान के समस्त विषय से जुड़े लोगों के लिए महत्वपूर्ण प्लेटफार्म है।

इस कोरोना महामारी के दौरान ही एक नया शब्द वेबिनार (Webinar) ने बहुत नाम कमाया, जिसके जरिये विभिन्न प्रकार के सेमिनार, वर्कशॉप आदि ऑनलाइन आयोजित किए जा रहे हैं तथा विभिन्न विषयों की जानकारी घर बैठे ही लोगो मिल रही है। कई ग्रंथालय अपने संसाधनों को निःशुल्क लोगो तक पहुंचा रहे हैं, कई ग्रंथपाल भी अपने उपयोगकर्ताओं को संतुष्ट करने हेतु e-content, textbooks आदि ऑनलाइन ही उपलब्ध करा रहे हैं। इस कोरोना जैसे भयंकर महामारी में भी ग्रंथपालों द्वारा उपयोगकर्ताओं को online service के माध्यम से अपनी सेवाओं के

अवसर खोल दिए | ग्रंथालय विज्ञान एक ऐसा विषय है जहाँ सभी विषयों से संबन्धित लोग मिलेंगे चाहे वह engineering हो या Computer Science या फिर कोई अन्य विषय | यही वजह है कि लोगों को इस विषय के प्रति अधिक जागरूक होने की संभावना बढ़ गयी साथ ही ग्रंथपालों को उनके ग्रंथलयों की सेवाओं को भी बढ़ाने का मौका मिल गया तथा ग्रंथलयों की सेवाओं को घर-घर तक पहुंचाने की प्रक्रिया तेज़ हो गई, जो भारतीय पुस्तकालय विज्ञान के जनक डॉ एस आर रंगनाथन जी के सपने को साकार करने में एक बढ़ता कदम दिखाई पड़ रहा |