INFORMATION NEED SATISFIERS: THE UNSATISFIED THEMSELVES?

Editor
Dr Sunil Kumar Satpathy
Moderator, lisforum_orissa

Joint Editor
Dr D R Meher
Librarian, OUAT, Bhubaneswar

lisforum_orissa

(A web based forum of LIS professionals)

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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.

CONTENTS

From the Desk of Moderator
Message/ Dr. B. Ramesh Babu
Message/ Dr. Bijay Kumar Choudhury
Message/ Dr. R N Mishra
Message/ Prof. Pitambar Padhi
Message/ Dr. Y. Srinivasa Rao
Message/ Dr. Suparna Gupta

FEATURE ARTICLES

SHORT COMMUNICATIONS

Dr. Sunil Ku. Satpathy

Moderator, lisforum_orissa
E-mail: drsksatpathy@gmail.com
Mobile-09977508422, 08602788759

From the desk of moderator…

First of all, on the occasion of 12th anniversary of "lisforum_orissa", I congratulate all members, LIS teachers, professionals, and students of India for their consistent support and cooperation 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. The publication of Annual Issue (online) and regular posting of CAS by Dr Shiba Prasad Panda in lisforum_orissa have been appreciated by all throughout the country. The publication of "Memoir collection" (print and online version) of Late Prof. R.K. Rout to offer our best tribute to a "The Professor" was well supported by LIS teachers and professionals all over India .

Every year an Annual Issue (online) is brought out by the forum on a contemporary theme of Library & Information Science (LIS). This year the theme of Annual Issue is **"Information need satisfiers: the unsatisfied themselves?"** which indicates towards a real problem of librarianship.

It is widely experienced and heard that library professionals are less satisfied with their jobs and job-related factors like independence, variety, social status, good supervisory techniques, the point of moral values, authority towards work, utilization of ability of professionals, strong and favorable library policies, responsibility, promotion, recognition of innovative ideas/services and achievement. Govt. bodies like UGC, MHRD, AICTE, and NAAC who are silent over these matters should come up with the profound rules which will give more weightage to Library and Library professionals in academic setup. Their silence on the status of librarians has been a matter of concern for the professionals who are pitted at the frontal at the time of inspections of an institution and are

forgotten immediately thereafter. The public library authorities have also forgotten for the development of Public libraries and professionals working in those libraries by simply passing "Public Library Act" which functions more on pen and paper. The corporate sector institutions/companies are also showing interests in the establishment of libraries as their part functioning. But they are failing in treating the library professional important human resources like other professionals in the company. Hence sharing our concern over the matter from individual or common point of view may be the need of the day.

But simply blaming Governmental agencies and other authorities for this poor state of affairs in not justified and enough. We need to introspect ourselves because we are also responsible for these dissatisfied conditions of LIS professionals of India. This is because neither the LIS teachers who produced the LIS professionals in their schools nor the LIS professionals who are working in different libraries have time to think and work on these dissatisfied conditions. Most of the LIS teachers never think for the wellbeing of professionals, rather it can be said that they are also reluctant to give equal status and recognition, but are quite interested to be the Professor I/C of library, Chairman or member of various library related committees. At the same time the veteran LIS professionals or professionals who are well established never bother about these professional issues and maintain distance form fellow professionals to create a separate identity for them. Unfortunate enough, the deprived LIS professionals or the budding professionals/students also prefer to maintain silence on this and wait that someone will do for them. The above statements seem to be true because despite repeated benign requests, less number of messages, feature articles and comments could be collected (in comparison to hundreds of requests) from limited people. This is definitely not a good sign for any profession. Apologetically I am to say that when people of our profession are proactive in social networking sites like face book and WhatsApp in sharing pictures, jokes, videos, wishes and giving/ticking on their "Like" and "reaction" on trivial matters every day and 24X7, they are neither willing to receive favourably to such professional activities nor thinking over sharing (even second thought) to share their views for the development of our profession. So in our case ,time is not a factor for sharing views/opinions on professional issues but will power/interest is the main factor.

However, we are not hopeless in the progressive darkness of LIS profession and always try to light a candle with the help of some sincere and dedicated teachers and professionals. We are quite hopeful that our small effort will inspire others to think and work for the development of LIS profession and professionalism.

The contributors of this Annual Issue are the copyright holders of their write-ups and the lisforum_orissa does not bear any responsibility for the contents or comments in these. In order to avoid confusion, the messages are placed as per date of acknowledgement whereas feature articles, short communications and comments are arranged according to the alphabetical order of surname of the authors.

I continue to be appreciative to the valued contributors who have enriched this issue with their messages, short communications to the forum, which will definitely trigger off us to work for the development of LIS profession, and am beholden 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)

Prof. Dr. B. RAMESH BABU
M.A., M. Com, M.Lib.Sc, Ph.D.,Dip. in Tamil

Commonwealth Fellow (Loughborough University, UK)

22/20B Thangavelu Pillai Garden, I street,
Old Washermen Pet,   Chennai 600 021
Mobile: 0-9444311313

FORMER PROFESSOR
DEPT. OF LIBRARY AND INFORMATION SCIENCE
UNIVERSITY OF MADRAS, CHENNAI.
Former Visiting Professor, Faculty of Informatics
Mahasarakham University, Thailand.
E-mail: beerakarameshbabu@gmail.com

Message

Dear Dr Sunil Kumar Satpathy

Greetings from Chennai!

I have a great pleasure to share my thoughts on Job satisfaction among LIS professionals and best wishes on the occasion of the 12th anniversary of the '*lisforum_orissa*' falling on 25th October 2018. Please accept my hearty congratulations for your untiring efforts in spreading the diversified information among the LIS professionals across the globe.

Job satisfaction is a primary requisite for any successful organization. It is one of the most widely discussed and enthusiastically studied topics in human resources management. It is important aspect in any profession and LIS is not an exception to this. It can impact the performance of a library. Job satisfaction of the librarian naturally depends on the demographic, economic, social and cultural conditions prevailing in a country. Job satisfaction of the library professionals has an important place in the information society and will affect the quality of the service. Academic librarians are more satisfied with their duties than other library professionals in their nature of work, obligation, gratitude, advancement, remuneration and in overall aspects of job satisfaction. It is a natural phenomenon that a professional with a satisfied job will have more concentration on his/her professional and institutional growth. On the other hand it is not an exaggeration to state that professional librarians serving in public and school libraries in India are not satisfied with physical working conditions, job recognition, job security, promotion, benefits, social status and supervisory autonomy. In this respect, the question of how the material and moral element affect the job satisfaction of the librarians gains importance.

Most of the LIS Professionals are unsatisfied with the nature of work, supervision and cognitive reward offered to them by their institutes which are an alarming issue and need proper attention. LIS Professionals are among one of the key stakeholders who organize and disseminate human knowledge effectively. So the competent authorities will have to evaluate thoroughly their work load, nature of work and supervisory responsibilities. They should grant cognitive rewards to LIS professionals to deliver maximum benefits and achieve institutional objectives. In some studies, it was found that there is a gender gap in the level of job satisfaction among library professionals. Significant differences were noticed between males and females in terms of job satisfaction. Added to this there are other factors causing dissatisfaction among LIS professionals such as appointing LIS teachers or non-professionals as head or Professor-in-charge of libraries.

Recently UGC stated that Librarians are non-academic staff. This has triggered a controversy whether Librarian is a teacher or not. In all the years in the academic environment librarians have been enjoying the status of faculty. It is widely claimed and appreciated that "*Librarian is teacher of teachers".* Now at many institutions the administrators   are trying to interpret to their administrative convenience. This is another burning issue where the professional associations need to take up and resolve the crisis. It is suggested in the present context prevailing in Indian libraries that a uniform policy should be implemented for LIS professionals in terms of job conditions, scales and other benefits like teaching staff in academic institutions as well in public libraries.

If all Librarians in Indian libraries attain adequate job satisfaction, they will be in a position to fulfill the educational objectives and national goals in the information / knowledge society. While some librarians working are highly satisfied with their nature of work, on the other hand others are dissatisfied with supervision, benefits, promotion policy, salary structure, and management policy. Some of the challenges identified include lack of training, lower payment, poor promotion policy, shortage of staff, favoritism, lack of technology, bureaucracy and lack of institutional support.

At this juncture "lisforum_orissa" has planned to bring out the Annual Issue-2018(online) on the theme, "**Information need satisfiers: the unsatisfied themselves?"** It would be a good idea to bring a special annual issue on this most burning topic. It is hoped that this special issue would focus on the extent and level of job satisfaction among the different types of libraries, the factors affecting the job satisfaction among LIS professionals, and the strategies and opportunities to improve the job satisfaction.

 Librarianship faces shortages of staff as people retire and younger graduates choose other careers. This annual issue hopefully might provide an insight into how to attract and retain employees in the profession which is at cross roads with so many burning issues.

I wish your endeavour a Grand Success.

19-10 -2018 (*Vijaya Dasami*)

Chennai   *Prof. B Ramesh Babu*

Dr. Bijay Kumar Choudhury

M.A., M.Lib.Sc.,Ph.D.,Dip._in_Russian Language
e_mail: bkc_123@rediffmail.com/ bkc1948@gmail.com
Mob.9861073820
Former Professor & Coordinator, UGC- DRS- SAP P.G.Dept. of
Lib.& Inf.Sc., Sambalpur university
Visiting Professor, Dept. of LIS, Utkal University, Bhubaneswar

MESSAGE

Dear Dr. Satpathy,

I am immensely pleased to share my views and thought and extend my heartfelt wishes on occasion of the 12th anniversary of the 'LIS Forum _Orissa' falling on 25thoct, 2018.LIS forum Orissa is constantly trying for the upliftment of LIS profession and professional .As usual the LIS Group in planning to bring out an Annual Issue on the theme , "Information need Satisfiers : the unsatisfied themselves'' ? I must congratulate the organizers for choosing such a burning and thought provoking theme which has great importance in the existing library scenario.

All will agree with me that most of the library professional are not at all satisfied will their jobs and the indifferent attitude of the authorities irrespective of the academic and technical institution .Although they are highly qualified and well versed with latest techniques and aspects of IT and ICT ,they never enjoyed the same status of faculty in spite of enjoying the scale of pay on par with faculty. Why it is so and how long such harassment and ill treatment will be tolerated ? The noble and self less services to the user community & to the institution never gives due recognition besides the opportunity of promotion avenue in very remote.

It in a lamentable and regrettable fact that the Govt. bodies like UGC, MHRD , AICTE and ICAR acts like silent spectators with regard to the role and responsibility of library professional and authorities , job satisfaction, status and guidelines for promotion etc. Instead, they should have taken strong measures and give direction to address the growing dissatisfaction of library professional. In almost all the institution , the most attractive and eye catching building is only the 'Library' , as such weather a UGC or AICTE Team visit the institution maximum importance attach to library visit , but forgotten them immediately as soon as the teams visit is over.Neither any recognition nor appreciation is shown by authorities is a matter of great concern. In Odisha , the Public Library Act was passed long back , yet neither there is a separate department nor ministry for public libraries so as to develop the public libraries is a systematic set up .

Hopefully the ensuring Annual Issue, 2018 is expected to highlight the above facts and the theme. I wish you endeavor a grand success.

(Prof. B.K. Choudhury)

Dr. R N Mishra
Professor and Head (Rtd)
Mahantypara, Sambalpur- 768 001
E-Mail: rabinarayan_mishra@rediffmail.com,
mishramzu.gmail.com
Blog- http://rabinarayanmishra.blogspot.in/

18th October 2018

MESSAGE

At the outset, I extend my hearty congratulations to the committed team of lisforum_orissa for their unremitting endeavours since 2006 in bringing out the subject publication in electronic form and this exertion has proved as a viable gateway of expressions of their thoughts, experiences and contributing new insights for the development of profession. It not only added value to the professional communities of Odisha but also the learning platform to the entire LIS communities. Librarianship is acclaimed to be the recognized post from the beginning and it remains as a statutory post and an integral part of administration though the library profession orients to academic activities. It is a matter of surprise that, the professionals are abstained from getting the academic status including other ancillary benefits of a teacher leading thereby, causing dissatisfaction, agony etc. Absence of a uniform of policy at the institutional, government level in this regard has augmented the dissatisfaction ratio among the professionals. Library professionals are not only committed to their profession but also put more expertise effort to their work. Satisfaction relates to both intrinsic and extrinsic factors where the earlier relates to feelings, experiences and emotions while the later relates to the opportunities, recognition, and working conditions. The library professionals in the country at various institutions fall pray to it which cause dissatisfaction. It is the need of the hour to voice their legitimate claim in various forums till they achieve the goal.

I sincerely wish a hilarious success of the "lisforum_orissa", a web-based mailing group of LIS professionals and extend its horizon to be a pathfinder not only for sustainable growth and development of LIS research and implementer of innovative ideas but also bring the profession at par with teachers.

Thanking you,

(**Prof. R N Mishra**)

Prof. Pitambar Padhi

Formerly Professor and Head
Dept of Library & Information Science
Ex-Director of UGC Academic Staff College,
Utkal University, Bhubaneswar, Odisha, 751004

Message to LIS professions

Dear Friends,

On the eve of "Dasahara Festival" I feel it as my duty to send my "Saradiya Abhindan" and good wishes to all the professionals working in the libraries.

LIS profession is one of the noblest professions of the world shouldering the responsibility of dissemination of knowledge (Gyana Vitarana) among the seekers of knowledge. But it is unfortunate to record that our profession in Odisha is at cross road, forgetting the rights, duties and responsibilities bestowed on them. Most of the LIS professionals have no job satisfaction as there is no work culture and promotional avenue. The government of Odisha does not have a State Library policy. There is no library guideline stating the minimum standards and procedures to be followed in respect of staff, services, organised structure, infrastructural facilities, classification of services, job analysis and training. This state of affairs provides ample scope to library authority to use the professionals in any manner they like.

Digitization, library network and library automation are almost totally absent in most of the libraries except a few. Skill development for the employees in the IT sector is totally forgotten.

In spite of enactment of Odisha Public Library Act, it is yet to be implemented in true spirit. There is a visible degradation of library development in the state. This is because of the absence of a full fledged advisory program to be launched to make the concern stakeholders aware of the importance of library in different sections. This has to be led by a strong Library Association under the leadership of a professional supported by the professionals having belongingness to the library development.

Most of the library schools in the universities are imparting graduate, post graduate and MPhil programs are running shortage of teachers, there are evidences of managing library and Information Science department with single teacher at the cost of students academic standards.

University libraries are running for the last several years without any Chief Librarian/Librarian Most of the vacancies of the University and college libraries are not filled up for years together, State library has no Director since last 18 years.

While the border states around Odisha namely Andhra Pradesh, West Bengal, Chhattisgarh have able to extend UGC pay scale and academic status to the college and university librarians, the same is yet to be extended by the Government of Odisha. This need a strong voice from the profession through constant pressure on the state government Even the Alumni Associations of the LIS departments of Universities are unable to convince the university authorities to have a "placement cell" for the LIS graduates. College libraries of Odisha are still manned by untrained persons though plenty numbers of LIS graduates are available. Appointment of trained librarians in the colleges should be a precondition for the affiliation. This has to be taken care by the universities

In such a situation, we have to admit that our professionals are unable to convince the different authorities of the state by their pressure due to lack of professionalism and strong will power Thus united efforts are the need of the hour .Realizing our achievement and failures, I appeal sincerely to all the library professionals working in different libraries to rise to the occasion and raise their voices through discussions, meetings, demonstrations highlighting the need of an approved library service in academic, public and other sectors of the state so that we can able to provide best library services in the State for all-round development. We should not forget the dictum "United we stand and divided we fall"

Again wishing you a prosperous and best life in the profession

Prof P. Padhi

16/10/2018

योजना तथा वास्तुकला विद्यालय, विजयवाडा
School of Planning and Architecture, Vijayawada
An Institute of National Importance, MHRD, Govt. of INDIA.

Dr. Y. Srinivasa Rao,
Dy. Librarian
School of Planning and Architecture, Vijayawada
ysraoo@gmail.com, ysrao@spav.ac.in

MESSAGE

Service motto is the highest reward worldwide. Librarianship is one of the noble professions, opportunities to serve the society as whole. In the academic setup, librarians inspire and service faculty, researchers and students in the creation and promotion of education, research, innovation.

Quality makes a difference. Never quit confidence and commitment. Ensure academic integrity and ethics. Be a yardstick and torch bearer to repute the institution.

I congratulate team of **"lisforum_orissa"** especially Dr. SK Satpathy, *Moderator* for their wonderful and invisible labour towards servicing the country especially in the Eastern region for the last 12 years.

I wish you all the best.

(Dr. Y. Srinivasa Rao)

पं. सुन्दरलालशर्मा ग्रंथागार
पं. रविशंकरशुक्लविस्वविद्यालय, रायपुर (छ.ग.)
library_prsu@rediffmail.com, Phone No. 0771 — 2262686

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Dt.23.10.2018

Dr. Suparna SenGupta
 University Librarian
Pt Ravishankar Shukla
University, Raipur

Dear Dr. S K Satpathy

I am really happy to know that the "lisforum_orissa" is going to celebrate its 12th anniversary.The theme of the annual issue is also good and relevant. Hope thought provoking papers will be part of the Annual Issue.Very few people think and act for their profession as you do.I personally am a strong admirer of the forum.

May the "lisforum_orissa" celebrate many jubilees in years to come.

My sincere best wishes to you,your team and the "lisforum_orissa".

With warm personal regards

(Dr. SuparnaSenGupta)

FEATURE ARTICLES

(Arranged alphabetically according to contributor's surname)

FUTURE SUSTAINABILITY OF LIBRARY

Basanta Kumar Das
Academic Counsellor and Exe. Asst.
IGNOU REC, Bhubaneswar
bkdasignou@gmail.com
M-9431359491

ABSTRACT

Today is called as Information Age. Without information we could not live. Therefore, Library is now called as Information Centre. Future sustainability of library is required for social development. So we should use modern technology for the library sustainability.

Keywords: Internet, Future Sustainability, Innovative library services, Internet

INTRODUCTION

As Benjamin Franklin, founder of one of the earliest lending libraries in America, once said, "When you're finished changing, you're finished." Libraries have survived for centuries, but the great technological changes in recent years – most notably, the advent of the internet and the digitization of information – have led to speculation about their future relevance and sustainability. When today's users are more likely to seek information on their own than to use the library to meet their information needs, what does this mean for the future sustainability of libraries? To determine library sustainability, we apply this formula to libraries during three major phases over the past 50 years. The first, Mechanization, is characterized by the construction of new buildings and the mechanization of processes. Next, came Automation, where networks of libraries were established, the OPAC was introduced and union catalogues were created. And now we are in a period of Digitization, which has seen the introduction of electronic journals and books and the digitization of documents stored in libraries.

To ensure future library sustainability, changes in what Nobel laureate Daniel Kahneman terms 'perception' (decision-making based on cognitive biases or prejudices rather than on probability calculation or reason), as well as better adaptation to the new paradigm are essential. Basically, libraries are suffering from the fact that the public perception of them remains attached to the printed book, which – with the advent of the Internet and digitization of information – is no longer valued as much as it was. Among other things, this has led to the steady decline in library budgets – both in real terms and as a proportion of the overall university budget. Some classic library services are also experiencing significant declines – loan transactions, reference inquiries, and displacement of the starting point for literature searches from the library catalogue to and A&I service or the internet, for example.

So, what is to be done? How can we change public opinion so that, rather than seeing librarians as confined to what the name suggests – the four walls of the library – they will continue to be sustained by people through institutions and society in general because they believe that libraries are important to them, because they have a positive perception of them. We need to establish a new stereotype of 'library' in people's minds, one that is not based on physical elements – buildings and books – but on the role of providing support and assistance in the difficult process of using information and transforming it into knowledge.

The creation of this new perception must be performed by the current generation of young library professionals – "those who are inheriting renovated libraries but also a mental image that is associated with becoming less powerful for society. This is the challenge and responsibility for young library professionals: to create a new perception of our profession."

At present, we clearly distinguish our library spaces between those that are 'physical' (i.e. the building, the shelving, the equipment) and those that are 'digital' (i.e. the online discovery layer, the Virtual Learning Environment). However, one vision of a future library - dubbed Library 4.0 - has been offered as being indicative of what will emerge at the point where the clear distinction between the 'physical' and the 'digital' spaces starts to break down (Noh, 2015).

LIBRARY SPACES REVISIT

As per Horizon reports that "students are relying less on libraries as the sole source for accessing information and more for finding a place to be productive". Students now expect to be able to learn and work everywhere, with continuous access to learning materials and one another for collaborative learning. Their changing expectations, likely due to the always accessible Internet, places more demand on the library. Students seek out immediate and constant access to materials and libraries have to explore new ways of accommodating this. Libraries lead the way to digital citizenship. They should be the first places where most advanced technologies are implemented. Today, libraries are not only about lending books, they are creative spaces, not only individuals, but also teams/groups. They are economic incubators and learning hubs. Most of all, the libraries are the entry points to the digital world. They are the way to embrace technology and avoid digital exclusion. Therefore, to improve technological literacy of communities, libraries should be equipped with relevant modern technologies.

Here, we discussed some of the step for new innovative world of library – some of them in a concept phase which would be used in the future.
BIG DATA

Along with all the technological advancements, people's most basic activities are generating more data than ever. The storage and analysis of large datasets can be a real advantage for librarians as they have the relevant skills and knowledge to make the best use of these massive sources of information. How can big data be used by libraries? Big data can improve the library's activity overall, by simply having access to more insights into the user's

mind. Ginny Mies emphasizes that "*libraries can use core customer intelligence to better reach customers, create a better connection with the community and become more relevant and stay more flexible and adaptable to all the environment changes*".

ARTIFICIAL INTELLIGENCE

With Siri and Alexa available on everyone's devices nowadays, artificial intelligence is no longer a futuristic technology as it is gaining more and more traction in our everyday activities. As Kristin Whitehair stresses in <u>an article on Public Libraries Online Website</u>, "*with many AI applications focused on delivering information to the user, it can appear that AI is a challenge to libraries*". But at the same time, she adds that "*the intelligence is artificial, not human. Libraries can connect people to information and, more importantly, to other people*", whereas AI can't. Adding an intelligent side to all applications at the library is a real opportunity to understand the patterns in user behavior and adapt to their needs.
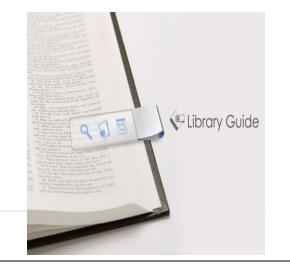
BLOCKCHAIN TECHNOLOGY

Blockchain technology has been one of the most discussed technologies in the past year, as Bitcoin has gained more and more power. Blockchain technology represents a decentralized database that keeps records of pseudonymized digital transactions that are visible to anyone within the network. Therefore, it is a new way to collect and store data.

INTERNET OF THINGS

Since having connection to the internet has become a necessity more than a luxury, The Internet of Things (IOT) receives more and more attention. Just like the RFID (Radio-Frequency Identification) technology, IOT refers to the possibility of connecting everyday devices and transferring data between them. But only in the case of IOT, the data is transferred over the Internet. As a recent <u>article on American Library Association website</u> highlights, there are many "*opportunities for library applications, from tracking room usage and program attendance to monitoring humidity levels for special collections and more*". Therefore, the library can offer a better user experience by enriching its services and collections.

LIBRARY BOOKMARK APPS AND GUIDE

Piotr Kowalczyk gives a few examples of technologies that could be used in the future. The author mentions an interest device from a Chinese design company Toout that acts as a regular bookmark but also has additional features that facilitate the user's activity related to finding books. The tool is still in the concept phase but features the possibility to

offer directions to the user regarding the book they want to find or keep tract of their lending activity in a more interactive way. Locating books inside the library is still a struggle for many users so a functionality that can guide the user towards the book is a cutting-edge fix to this problem.

USER-FOCUSED INTERFACES AND APPLICATION

One of the future perspectives of library services is a personalized interaction between the system and the user. Whether this an interactive game projected onto the floor for children to interact with, digital exhibitions features on screens, big screens in libraries that can be used to offer different kinds of information and also inspire users to find certain books or a simple display that allows taking a 'selfie'; libraries can use technology to create a digital experience for the user.

AUGMENTED REALITY APP

Library is a concept of an image based augmented reality application, created by Pradeep Siddappa. It clearly highlights the best use of AR in libraries – locating the books on the shelves and navigating to them. The app would point you to the new arrivals, it would also be able to find and point to similar books. It is simple, but useful, and very probable.

BOOK DELIVERY DRONE

The future belongs to unmanned flying machines and just like amazon drones can deliver the goods to customers, libraries could deliver the books to patrons as per demands. Library drone is not even the close future. It's already happening. Australian startup Flirtey has teamed up with a book rental service Zookal to create – the first in the world – textbook delivery system. The system is using hexacoptors, drones with six rotors, to deliver ordered textbooks. Now, the smart thing is that the drone can find you by the location of your smartphone, so there is no need to give a fixed address.

DIGITAL INTERFACE FOR PRINT BOOKS

Anyone who tried e-books would never give up the convenience of a digital interface and all other helpful tools. Searching the content of the book (including smart search), looking for a reference on the web, getting an instant transition, writing notes, or collecting book passages

– all this can be done on the same device that we use to read an e-book. We can obviously borrow an e-book instead of a print book, but here is a better idea – enhance the print book with a digital interface. FingerLink is a project developed by Fujitsu that will let you use digital tools to work with a printed book. It's a stand you can put on a library desk. It includes two elements: a camera to read the info from the real world, and the projector to display info in the real world.

MOBILE LIBRARY CENTER

To reach people in remote areas, the library would want to physically leave the library building. The Ideas Box is a revolutionary concept developed by Librarians without Borders, with the aim to reach people in refugee camps and impoverished countries, but could be also used any time the idea of a mobile library is considered. The most thrilling thing about this modern library centre is that it can be assembled in less than 20 minutes. The Idea Box is a portable toolkit – standardized, easy to transport and set up. The kit consists of six boxes (including library and internet access), fits on two palettes, and creates a space of 1000 square meters. The library box includes 250 paper books, 50 e-readers with thousands of e-books, a variety of educational apps.

PRINT ON DEMAND MACHINES

Bookless libraries, where you can't find a single print book, launch regularly. They obviously won't kill traditional libraries, just like e-books don't kill print books. The digital-only route has its disadvantages.

Espresso Book Machine (EBM) is a real product. Manufactured by Xerox, it's sold by on Demand Books. It can make a paperback book while you wait, printing up to 150 pages per minute. The machine is connected to an online catalog of over seven million in-copyright and public domain books, but institutions using EBM can also print custom titles.

ACCESS TO LIBRARY VIA COMMONLY USED APP

The sounds like an super simple idea, but it doesn't exist yet, and I'm not sure whether it will. All the concepts pressed above were about special devices or solutions designed for special use in a library. Nowadays, if you want to borrow an e-book from a library you need to have a special app from a digital content provider, like OverDrive. But not all the libraries cooperate with OverDrive – and it's where problems begin. The more special something is, the fewer people will use it.

LIBRARY UTENSILS

Obviously, introducing a system like FingerLink will exceed library's yearly budget several times. There is a cheaper alternative. A library could offer patrons a variety of small utensils they could borrow to use in the reading room. In the above picture, you see Ivy Guide, a concept device that you can put on your pen to use for translating words found in the print book.

CONCLUSION

With technology innovations and the evolution of the library spaces, the architecture of libraries change significantly. The libraries implement new and innovative technology that allows room for active learning spaces, media production, virtual meeting spaces and other areas conducive to collaborative and hands-on work.

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PROFESSIONAL SKILLS AND COMPETENCIES FOR LIBRARIANS IN ICT SCENARIO

Dr. N. K. Dash

Librarian
Silicon Institute of Technology
Bhubaneswar

ABSTRACT

Library professionals are facing challenges and at the same time an exciting future is waiting for them as their work environment is becoming increasingly complex—with constant change in the organizational, technological and sources of information. In their professional work, challenges for them is to keep up with new technologies and systems, new forms of information, information media and information sources, and new tasks and roles. They also have to constantly justify themselves and their services, and demonstrate their value to the parent organization. Change, especially the technological one, is the most important concept that librarians and information workers are faced with. Technological changes are now very fundamental and dynamic and they have lead to the formation of new form of information organizations such as electronic libraries, digital libraries, virtual libraries, and professionals like embedded librarian, system librarian etc. if any organization is looking for librarians what do they look for? ICT competency is the answer. Rapid progress of information and communication technologies is considered as one of the key factors of change in humankind society. The main impact of ICT in education can be seen in improving the capabilities of instructors, changing the educational structure, creating opportunities for greater and more comprehensive learning, enhancing educational quality and improving teaching skills. This dramatic effect of ICT is felt every where, the library is not spared, as it is the heart and soul of the institute the impact of ICT on library is obvious. The present article depicts what competency meant by the library professionals and type of competencies they need to have preoccupied with to face the challenges of ICT.

Key Words: ICT, OCLC, ALA, SLA, CARL, and Core Competencies

what is meant by Core Competency?

Being competent means the ability to control and operate the things in the environment and the environment itself.

L. Ron Hubbard

Competencies: Behaviors that excellent performers exhibit more consistently and effectively than average performers

Oxford Advanced Learner Dictionary

Core Competency is the fundamental knowledge or ability related to a specific subject area or skill set. The Core part of the term refers to the understanding from which an individual can build specific abilities related to a task or job. Competency implies that this understanding goes beyond a basic ability to being well qualified or proficient at the task, although some experts assert that competencies should simply define the abilities to adequately perform the role. Terms like skills and ability are often used as synonyms for competency [1]. Competency relates abilities and skills to the context in which they will be used. Usually core competencies are an agreed upon set of standards for work-based activities. In "Competencies for Information Professionals", Webber [2] defines competency as "the set of knowledge and skill that enable an employee to orient easily in a working field and to solve problems that are linked with their professional role."

WHY DEFINE COMPETENCIES?

Organizations especially Libraries usually use core competencies to serve one or more of the following purposes:

1. Define job descriptions, classifications, and hiring criteria.
2. Establish employee orientation and performance evaluation standards
3. Develop training and professional development programs
4. Improve or change library services
5. Improve or change the technology support structure.

Typically, competencies are general descriptions of the abilities needed to perform a role in the organization. Competencies can be thought of as just a different way of looking at information you already have about the work performed in the library. Job descriptions, job hiring criteria, job evaluations, professional development goals, and training curricula all have elements of competencies built into them. The circulation clerk's job description might specify that he or she is responsible for circulating library materials; the job evaluation might talk about how well he or she circulates library materials; a professional development goal might be to learn how to modify automated circulation policies; and the circulation clerk might take a training class on editing the automation system's loan rules. All these ways of describing, evaluating, and improving the circulation job in this example depend on the employee having the technical competency to use a computerized circulation system.

Competencies can be even more tightly bound with professional development. Changes in library services can also be driving forces in defining new technology competency needs. Historically, as the library's use of technology has expanded, our services have moved in new directions that many of us weren't trained for. Training plays a large role in several of the competency implementations. The increased use of technology in libraries has significantly increased demands on the technology support structure.

DEFINING TECHNOLOGY COMPETENCIES

Technology competency refers to those abilities that either require the use of digital technology to accomplish a task (e.g., a library clerk's ability to use computer, bar code scanner, and circulation software to check out books to patrons) or require an in-depth understanding of the technology itself in order to support existing systems (e.g., the help desk

staff's ability to understand computer hard ware, operating systems, and software to fix a computer). People with first level of ability are often called users and people with second level are called information technology support. A third level of competency could also be distinguished – creators, who develop new or customize existing technology. Some examples of creator competency might include the abilities to create a web site, develop an interactive tutorial, or establish an RSS feed to the catalogue. Creators often need as much or more expertise in technology as IT support, at least in the area of their creation. They may also need an understanding of library goals and expertise in the specific library field pertinent to the application. The most vital competency role we should not forget is that of "planner". The ability to plan, anticipates, and envisions the future in a competency in and of itself. The planner is the person who understands the big picture, ideally of both the library and the technology itself, and can make decisions regarding appropriate technology to be acquired, changes that should be made in the library's use of technology, and future directions to pursue.

TODAY'S TECHNOLOGY COMPETENCIES: PACE, BREADTH & DEPTH

The introduction of technology into libraries revolutionized library operations. Acceleration in number and variety of technologies in libraries over the past decade or so has greatly increased technical competency demands on librarians and staff. [11]Today, library staff is dealing with technology in an environment of constant change. This change has three characteristics. First is the rapid speed or pace at which the change takes place. Second is the number of different technology types in use, in other words, the breadth of technology. Third is the depth at which we need to understand individual technologies.

The pace of change is concerned with the rapid updating of existing technology and constant introduction of new technologies. It's not that earlier generations of technology in libraries didn't require change. Rather, it is that the rate of change today is more rapid. Breadth refers to the wide variety of technologies involved in library jobs today. Originally, library staffs were responsible for technology just specific to their particular area of library operations. As automated systems became more integrated, the number of functions increased, providing staff with more capability but also with more things to learn. The last category of change is the depth of technical knowledge expected of library staff today. Librarians and staff are expected to use technology with a higher level of sophistication and think creatively about how to apply technical solutions to their work. Integrated library systems provide more and more ability to make choices and customize the application. Increasingly staffs are also expected to support their own technology to a much larger extent. In this context, support means both troubleshooting problems and taking the initiative to learn new technology on their own. In gist the current state of technology creates a very stressful but exciting environment with lots of opportunities to enhance ad change library services.

DETERMINING CORE COMPETENCIES: APPROACHES

In institution of any genre, library will remain central to the management of scholarly communication. It fulfils the traditional role of information supply or document delivery. Recent developments in the field of ICT have had an impact on libraries. Now, they have to adopt the possibilities of ICT application and prepare for new tasks in the process of

scholarly communication. The library is fast becoming an information centre providing access to information that is available not only locally but also nationally and worldwide. Libraries were once thought of as buildings with books, periodicals etc in physical form. Now they have evolved into a decentralized network providing services and resources not limited to what they have. Libraries are now in an environment of change characterized by:

- ✓ Greater access to a range of learning resources
- ✓ Increased speed in acquiring information
- ✓ Constantly changing technology, and
- ✓ Lack of standardization of both hardware and software etc.

This implies changing role and responsibilities and libraries have to find their ways of justifying their future existence.

Business organizations define core competence as a bundle of skills and technologies that enables a company to provide a particular benefit to its customers. A core competence is what its name implies; an aptitude or a skill [7]. For the Libraries, ICT's has tremendously changed the Management of Resources or House Keeping Operations as well as the way services are delivered.

The rapid introductions of new technologies imply that information professionals have to be flexible in adapting and adopting new skills and strategies for handling them. The work environment of information professionals often has the following characteristics: [5]

a) *Competition* - Information professionals face competition from several quarters that bring challenge to their jobs. Competition comes from other types of professionals, e.g. IT professionals and business graduates, who compete for the same jobs. Competition also comes from outside vendors to which the information service may be outsourced. Information professionals also face competition from new technologies and information products that may displace them.

b) *Changing and turbulent environment* - of the parent organization, which may be under severe competitive pressures and be in a state of continuous restructuring.

c) *Uncertain status of the information service* - which is viewed as a cost centre whose value to the parent organization is constantly questioned and has to be continually defended.

d) *Rapidly changing technology* - and continuous introduction of new products, which make it necessary for information professionals keep abreast of these developments and assess how the technologies and products can be incorporated and exploited in their service.

Keeping in view the need and requirement of the situations library professionals should be acquired with certain competencies for better services to the users. Eminent bodies have set certain competencies which they said as the core competencies for library professional, certain are:

ALA's: Core Competences of Librarianship

1. Foundations of the Profession
2. Information Resources
3. Organization of Recorded Knowledge and Information
4. Technological Knowledge and Skills
5. Reference and User Services
6. Research
7. Continuing Education and Lifelong Learning
8. Administration and Management

Competencies for CARL (Canadian Association of Research Libraries) Librarians [9]

1. Foundational Knowledge
2. Interpersonal skills
3. Leadership and Management
4. Collections Development
5. Information Literacy
6. Research & Contributions to the Profession
7. Information Technology Skills

These sets of competencies clearly depict the domain and extent up to which one librarian has to acquire. (Christopher Soo-Guan Khoo) undertook a survey among the library directors at Sigapore and summed up the following competencies need by library and information professionals.

- ✓ *Traditional LIS skills* - extended to the handling of digital and online resources, including acquisition, cataloguing and organization of resources, metadata schemes, reference/information services, information packaging, circulation, preservation, online reference service, information search skills, copyright and intellectual property laws, user behavior, user needs, information sources, packaging of information, management of digital and hybrid libraries, evaluation of information and information sources, knowledge of information flows in society, Information management, - including information audit, knowledge management

- ✓ *IT skills* - including Internet, Web and XML technologies, RFID, federated search engines, programming and scripting, Windows operating system, productivity tools (e.g. word processing, spreadsheet, database, planning tools, etc)

- ✓ *Transferable/generic skills* - applied to the library environment, including communication, public speaking, writing, public relations, interpersonal/group skills, networking, research skills, interviewing and listening skills, conducting focus groups, analytical skills, teamwork, multi-tasking, time management

- ✓ *Teaching, training and coaching,* - including skills for providing user education and training in an E-learning environment, developing e-learning and computer-based learning materials, facilitating collaborative learning

- ✓ *Management and leadership,* - including planning, financial management, budgeting, project management, negotiation and persuasion, supervisory skills, performance management/evaluation, administrative skills, human resource, outsourcing, quality

management, ability to motivate subordinates, lead groups effectively, strategic planning

✓ *Entrepreneurship,* - including business analysis and market research, marketing, fee-based information service, networking skills across job functions and levels

✓ *Attitudes and professional values,* - including user-orientation, service-orientation, belief in the pursuit of knowledge, love of learning, ability to read and respond to novel situations, intellectual curiosity, interaction with members of the profession, ability to articulate the roles of libraries and librarians

✓ *Information Enabler* - Transferring ownership of searches to patrons, Training patrons on deployed applications, Ability to publicize and increase usage of information resources and Tailoring resources to meet customer needs

✓ *Knowledge Creator* - Custom alerting, Competitive intelligence, Improving knowledge sharing methods

BUSINESS COMPETENCIES

Special Library Associations (SLA) specified certain business competencies [6] which should be acquired by library professional. To become an integral part of an organization the information professional must provide a significant contribution to the business from the perspective of the organization (management and the broader client base). The professional and personal librarianship competencies can be aligned with the business environment by focusing on the five key issues of

(1) Strategic Positioning - This requires a clear understanding of why you are doing your job, what your responsibility is to your organization, which comprises your client base and how you can help them do their jobs better.

(2) Packaging - How you package your information product and yourself as the deliverer of the product must be based on the needs of the client and his/her perception of his/her information needs.

(3) Promoting - How you promote your products and services to remain in the forefront of the minds of existing clients and to attract new clients can depend on your ability to target, perform, communicate and network.

(4) Persuading - Persuasion is the one-to-one part of the marketing process that is happening anytime you are communicating about your services. It is the process of discovering if there is a match between the prospective client needs and what you have to offer.

(5) Performing - Performance is in the eye of the beholder - understand your clients' expectations and then exceed them.

Meredith Farkes [3] took a different approach to competencies in her blog article entitled "Skills for the 21st century librarian" in which she focuses on personal attributes rather than on the specific skills need for technology success. In particular, she was concerned with the

role of library schools and the tendency to treat technology skills as not particular relevant to traditional library specialties. Her basic competencies included the following:

1. Ability to embrace change
2. Comfort in the online medium
3. Ability to troubleshoot new technologies
4. Ability to easily learn new technologies
5. Ability to keep up with new ideas in technology and librarianship (enthusiasm for learning)

Her higher level competencies include the following:

1. Project management skills
2. Ability to question and evaluate library services
3. Ability to evaluate the needs of all stakeholders
4. Vision to translate traditional library services into the online medium
5. Critical of technologies and ability to compare technologies
6. Ability to sell ideas / library services.

OCLC STANDARD OF TECHNOLOGY COMPETENCIES

Core Skills

Now that technology has affected all levels of the library's operations and services, every position requires some level of comfort with computers. Some of the core skills the library professionals should acquire are:

Core E-mail

- Performs basic functions of e-mail applications.
- Performs basic calendar operations and task management.

Core Hardware

- Understands and uses basic computer hardware and peripherals.

Core Internet

- Understands and uses the Internet and the World Wide Web.
- Performs basic information searches.
- Understands common security protocols related to Internet use.

Core Operating Systems

- Understands and performs basic operating system functions.

Core Software Applications

- Understands and performs basic functions and tasks of common software Programs.
- Performs basic word processing operations.
- Performs basic printing operations from common applications.

Core Web Tools

- Understands and uses common social networking and online collaboration Tools.

SYSTEMS & IT

Beyond the core technology competencies, there is an increasing variety and complexity of technology systems that drive library operations. Depending on the size and type of library, there may be strict divisions between the responsibilities of IT staff and other library staff.

Digital Resource Technology

With so many of a library's resources in digital format, especially in larger academic libraries, there is a host of new skills and knowledge involved in creating or selecting, organizing, managing and providing access to these digital resources.

- Selects, organizes and maintains the library's collection of digital resources
- Demonstrates working knowledge of programming languages applicable to digital resources
- Develops and manages interface services to provide integrated access to the library's resources
- Pursues efforts to sustain and improve the digital resource systems and Services

Enterprise Computing

Many large libraries operate at the enterprise level of computing—a level of complexity introduced by the need to integrate multiple computer systems networks and to accommodate access by a variety of remote users.

- Performs enterprise computing management to integrate computing systems across a large organization
- Performs enterprise-level software management

Hardware

Every position in the library depends on the proper installation and reliable functioning of all of the computer equipment.

- Installs, configures and maintains computer equipment and peripheral devices
- Installs, configures and maintains printers and scanners

Networking & Security

The network is the electronic nerve center of the library's operations and its intricacy increases with every new technology and new security threat.

- Installs, configures and maintains the library's local area networks (LAN)
- Understands and supports the library's telecommunications and wide area networks (WAN)
- Installs, configures and maintains the library's wireless networks
- Troubleshoots problems with the library's networks in order to maintain optimal operations for staff and users
- Develops and implements practices for network security to ensure maximum protection of library systems and staff and user information

Operating & Automation Systems

Providing administration and support of the automation systems and the operating systems on the library computers and understanding the dependencies and workflows among systems are critical to maintaining a functional computing environment.

- Installs, configures and maintains all operating systems functioning in the library environment
- Demonstrates advanced understanding of the library automation systems (ILS)

Public Access Computing

Computers for public use are among the main attractions that bring people into the library. In addition to the foundational knowledge in the other technology sections, the public's use of computers puts extra and unique demands on the set-up of the hardware, software, networks and security.

- Installs and configures the library's public access computers and networks to best meet the needs of library users
- Maintains and troubleshoots the library's public computers, networks and Security
- Develops, implements and communicates policies and practices for public access computing

Server Administration

The complexity of computer networks breeds an increasing array of servers to deliver particular services to users. It may be necessary to select, configure and/or maintain any of a variety of server types appropriate to the library's needs.

- Configures and maintains the library's e-mail servers, Web servers, file servers, print servers, database servers

Software Applications

Many positions in the library require varying levels of proficiency with software applications, depending on which tasks need to be accomplished. In addition, there is a layer of administration necessary to ensure that software is properly installed, licensed and ready to run when a user needs it.

- Manages software applications for staff and other nonpublic computers
- Provides administration for optimum performance of database programs
- Demonstrates proficiency with database applications
- Demonstrates proficiency with electronic publishing Applications
- Demonstrates proficiency with e-mail programs
- Demonstrates proficiency with photo-editing programs
- Demonstrates proficiency with presentation Programs
- Demonstrates proficiency with spreadsheet programs
- Demonstrates proficiency with Web-based office applications for online Collaboration
- Demonstrates proficiency with Web site design programs
- Demonstrates proficiency with word processing programs

Technology Planning

Technology planning is closely tied to other competency areas. The planning process is all about project management but with the demands of IT factored in; purchasing is entwined with budget and finance but informed by technical expertise.

- Formulates and implements an ongoing technology planning process
- Develops and maintains a library technology plan that meets current and future needs of the library community
- Develops strategies and processes for purchasing technology for the library

Technology Policies

Fairness, efficiency, security and more depend on the clear definition and application of policies for technology use.

- Creates, evaluates and implements policies and procedures for library Technology

Technology Training

There is a continual need for instruction as technology deployment intensifies in the library, the just-in-time learning that will ultimately provide better service to the library user.

- Provides training for staff and users on library technologies

Web Design & Development

Library Web sites range from simple to complex, but they all share an awareness of how important it is in today's Web-enabled world to connect with the library community through the Internet

- Designs a Web site for the library to provide virtual, 24/7 access to a portion of library services
- Implements and updates the library Web site
- Applies advanced Web technologies to the development of a library Web site
- Implements and manages the library's presence on the Web to place the library's services in the path of the users
- Demonstrates proficiency with video and audio production programs

CONCLUSION

Now it is a matter of belief that the discussed competencies are vital for the library profession. In a nutshell the domain of core competencies in ICT environment for any library are (a) Technology experience, (b) Library or systems experience, (c) Communication skills, (d) Management skills, (e) Interpersonal skills, (f) Library organization or service knowledge. In the present ICT scenario it has been proved that simply curriculum studies doesn't give opportunities in real professional world one has to be very conversant with the products of ICT. The competencies question has to be grappled with by the information profession as a whole, by library associations as well as by library schools. In particular, library schools face the following questions:

• What competencies should be imparted to its students for entry-level positions?

• What teaching method is effective for different types of competencies?

• Does the school have sufficient expertise and resources to teach these competencies?

• What roles can a library school play to help practicing professionals acquire new competencies?

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LIBRARY PROFESSION AND TODAY'S LIBRARIANSHIP

Dr. Kamal Lochan Jena
College of Engineering & Technology
Technocampus, Ghatikia
Bhubaneswar - 751029

Since time immemorial the concept of libraries was there. In the ancient time books were kept under lock and key. With the passage of time the concept of keeping books under lock and is changed. After a long time of years together and broadly after few centuries the concept of library came into existence but still the restriction was there in its use. During the last century the concept of library was changed and the concept of free access became a part of library. Day by day the free access of library became liberal and the users got liberty to use the library as per their choice. Now the time has reached in such a point that the users will not visit the library, rather the library will came to their own place to give information / document / knowledge. So the in the earlier days librarian / library custodians were the masters and now the users are the masters. The librarian has to fulfil the needs of the users.

Now let's compare the librarianship. In the earlier days normally the library kept the documents in hard copy form. The library kept the records in hard copy forms like registers etc. The books information are kept in the card catalogue form. For searching any document one has to search the catalogue to locate / find the desired document / information. The books are kept in shelves and with the increase of books the size of library becoming voluminous as per the fifth law of library science (Library is a growing organism). But with the advent of technology and introduction in every sphere of life there is drastic change in the volume and services of library. Hard copy books are replaced by e-books and hard copy record are replaced by soft copy records. As a result there is a break in the voluminous growth (physical growth) of library and simultaneously the service quality improves. In a single key stroke vast information is coming.

From the simple store house of books to multidimensional information centre now the responsibility of library increases like anything. For this full-fledged library professionals are required and also employed in many places. Looking to the value of service, nature of job and intellectual involvement in the academic growth different committees and commissions had recommended giving the status at par with the teaching community. Simultaneously some professional peoples have also got the status at par with their teaching counterparts. But many professionals are left out to get the status and struggling to get it. The best example of it is the professional peoples of Odisha where the UGC / AICTE scale of pay and status at par with the teaching faculty is a dream. But the service provided by them is not inferior to any other library where the professional peoples are at par with the teaching community. The basic duty of the library staffs is to satisfy the information need of the user community to the best of level. But simultaneously the library professionals should get the job satisfaction. In principle the human resource should be satisfied with his service provided by him as well as his service

security. But in most of cases this do not happens. The library staffs considered as null entity in the institutions because they are neither considered as ministerial / administrative staff nor administrative staff. As a result they are considered in nowhere category. Another problem has came into existence now that the reading habit among the users is so less that nobody is interested to came library for the purpose of reading or to take books for reading. As a result the library professionals are losing their importance in the society.

As far as the topic of discussion is considered the information need satisfiers' are unsatisfied themselves are categorised into two categories. In first category the professionals serving under Central Government and good corporate house will came who are well remunerated and their status are at par with the recommendations of different committees like UGC, AICTE or their respective parental department. But still they are unsatisfied because of further ambition like their other academic and administrative counterparts. Sometimes dissatisfied with their poor performance or some other reasons their status is degraded like the case of IIT Bombay where the post of Librarian is degraded. In the second category the professionals of State Government and private sector will came who are low remunerated but work load is high because of less manpower as compared to the prescribed strength. Though they are giving the service to their level best still their salary and job condition is not at the satisfactory level. Many times the persons are also not getting promotion throughout their service period. This created an unhealthy mentality among the professionals and unsatisfied with their service.

If we will considered the case of academic institutions a peculiar matter will come. The Librarians are considered neither as academic staff nor as administrative staff. As a result they are nowhere. Due to the drastic change in reading habit and available of information in internet in free of cost the status of librarians is degraded like anything. The users are not coming to the library even the case of faculty members is not encouraging. As a result the librarians are not satisfied in disbursing their duty properly. Apart from this most of the libraries are facing the shortage of staff as a result the staff present in the library are overburdened and unable to discharge their duty properly.

In view of the above and looking to the present scenario, requirement, nature of service, availability of different resources and status of the libraries now it is high time to constitute a library committee to get the fresh recommendation regarding the staffing pattern of libraries and job chart thereof, services rendered to the users and the status of librarians. Since the nature of documents, types of users and the nature of services in the libraries are changed drastically now it is high time to reconsider the case of library staffing pattern and the new recommendation shall be binding to all so that proper services will be rendered as well as the librarians will be satisfied with their job and responsibility.

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CARRIER OPPORTUNITY IN LIS EDUCATION

Bibhuti Bhusan Maharana
Library Trainee, Central Library,
NIT, Raipur-492010(C.G)
E-mail: bibhutimaharana22@gmail.com

"A Librarian is a person who looks after the storage and retrieval of information. In a workplace, the librarian is usually a professional who is trained and educated to deal with information in a wide variety of formats and settings" (WordiQ, 2010). "Librarian helps users to navigate into the voyage of internet and evaluate information efficiently. Librarian offers a helping hand for users to find out the required piece of information and to use it for personal and professionals purposes" (BLS, 2011).

Library is the backbone of any institution and Librarians are playing the lead role for preserving and disseminating of information to the right user in right time, which contribute towards overall improvement in the educational system. The LIS education of India has developed tremendously and a large numbers of university LIS departments and also other LIS schools are imparting regular LIS education at graduation, post-graduation, M.Phil and Ph.D level. Accordingly a large numbers of LIS qualified persons are produced in India every year .Besides the numbers further increases if we consider the LIS students passing out through distance/correspondence mode, open university system. Despite of progress in LIS educations and availability of large numbers of LIS qualified persons, Indian libraries faces several problems in library due to shortage of library staff. To manage libraries in less regular staff ,now a day most of the top institutional libraries like, IITs, NITs, IIMs, NISERs, IISERs, are running with the out-sourcing staff, library trainee, contract staff, daily wages staff, project staff, etc. The various job opportunities of LIS professionals can be summarized as follows.

   a) Regular jobs in various academic and research institutions
   b) Contractual job in various academic and non-academic institutions in various capacity
   c) Appointment as Library Trainee or Library Intern for fresh LIS student for one or two years
   d) Appointment in various library projects
   e) Appointment in various Public libraries
   f) Appointment in various offices
   g) Appointment as faculty in various LIS schools in regular or contractual basis

But is found that the numbers of LIS job vacancy are very less, which is create a serious problem for the LIS professionals to get a suitable job for themselves. Although there are

vacancies in almost all libraries, these posts are not fill up. The Public library acts of various states of India are in papers only and the vacancies in public libraries as per library acts are never filled. The Lis professionals working in various private sector and non-academic institutions are engaged in non -professional works.

The main reason for this poor state of affair is due to lack of strict guidelines of MHRD, UGC and other similar bodies. There also lack a well-accepted staff formula for libraries. The various affiliating and accrediting bodies are silent on the LIS staff requirements. The senior LIS professionals and faculty members who heads various national and state level library committees never think on this. Hence there is urgent need to address these issues for the larger interest of LIS students, professionals and libraries.

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DISCONTENTED LIBRARIANS: A ME IS THERE

Dr D R Meher
Librarian,
Odissa University of Agriculture and Technology
Bhubaneswar

I need to recall an interview of one of my friends for a School Library; it happened twenty five years back. After some questions on the intricacies of library organization and management, and many theories that we never venture to bring into practice, a member from the board asked my friend what he would do if given a sum of five thousand rupees and to build a library. And the latter's answer was he would just spend the whole amount on purchase of book and stash those in an almirah, if it was there. The member was annoyed and astonished to this answer. My friend clarified, "Sir, my annual remuneration will be around thirty-six thousand rupees, and you are hiring me to manage a resource of just five thousand. We should build a library as per some standards and not anything unusual." The board was satisfied over the answer of the interviewee finding that he was unsatisfied with the job he was starting, and had hunger to do something good, something better.

The first day lecture begins in a LIS class that students are going to take a noble profession of information dissemination. They are going to be surrounded by artefacts and varieties of media embodying knowledge and knowledge. Then, they are familiarized with history of reading habit and libraries in ancient yore; data, information and knowledge; theories relating to formation of knowledge, power of knowledge, economics, marketing and transmission, compression, condensation, announcement, location, back up and maintenance of information /database…and what not—summarizing library and information science to that of a simple cycle of selection—collection—dissemination of information; nothing less, and nothing more. If this simple cycle is taken care of they will be the dear of knowledge seekers. The students get elated, exultantly proud and joyful that they are going to pursue a noble profession of information providers. They prepare themselves in this way forward for a job of information need satisfiers.

In course of satisfying the users, of an organization or institution the libraries are attached to or functioning for general public, the librarians whether are satisfied with their job? And we simply cannot bypass this question just some of us are established in a good institution of positions.

Satisfaction is nothing but fulfilment of one's wishes, expectations, or needs, or the pleasure derived from this. Job satisfaction consists of individuals' cognitive, affective, and evaluative reactions to their jobs. Job satisfaction depends on two determinant factors: organizational and personal factors.

The way the librarians are affected under the organizational factors enumerated in *italics*: In case of *occupational level* the librarians' unpredictably positioned. Somewhere it is

teaching, somewhere non-teaching. B. Horenstein finds librarians with academic rank are more satisfied than the non-faculty group. And in non-faculty group they are like anything the employers want, the experienced only can depicts the humiliation. In *job content* though duties vary considerably according the size of library, they are deprived of a standard job description, except some central government organizations. *Considerate leadership* in the library is noticeably low. Very few are coming forward to adopt new things and shoulder responsibilities. If anything good achieved, credit is taken by the head, if goes wrong the subordinate are not cooperating. *Pay and promotional opportunities* are deplorable. Somewhere it is trained graduate, at some places it is clerical scale. In most of the cases, they retire in the same posts or positions they joined. Besides some central universities and where they are considered non-teaching their predicaments are like anything worst. *Working conditions* in some leading libraries of universities and national institutes are good, but not all pervasive. Regarding *workload and stress level*, staff shortage is experienced by all libraries. Student-teacher ratio is maintained but no staff formula for libraries. Librarians are to manage with the existing understaffed strength, despite the users' number or collection sizes are increased to any point. To ones dismay and disappointment, the supervisory bodies those are according affiliation and providing grants are also regrettably acting deaf and dumb to these problems. *Relationship with the supervisory staff* or boss librarian in a library for rest librarians is of 'working under me' syndrome and not my colleagues. It is detrimental to quality culture and yielding no-good. About *opportunities for advancement*, every librarian wishes to grow with the organization, and since technological developments are limited in the developing countries ones advancement is also proportionate to this. In case of *financial rewards*, it better experienced by my fellow brethren, perhaps it happens never to us.

In connection with personal factors librarianship invites the following determinants. To talk about *gender* and librarianship, if dates back to Melvil Dewey when inaugurated the new School of Library Economy at Columbia college in 1887, seventeen out of twenty were female. Being librarians allowed women to "transcend confining stereotypes of womanhood without rejecting traditional roles or family responsibilities" says Niles Maack in "Gender, culture and the transformation of American librarianship, 1890-1920. Just a century later, in developing country like ours, his century old observation still holds good. Gender as personal factor plays a role in job satisfaction. Since females generally take responsibility, besides librarianship, of home making associated with social constraints, the ratio of job satisfaction can be more in female and less in male librarians.

Entering into a new job, new assignment, and adopting oneself of new technology, *age* can be a personal factor. One's *education* is one of the vital determinants. In order to finding oneself in academic group they have to educate themselves up to appropriate degree of Masters and above, qualify certain test designed for. Personal IQ is very important. In a given situation, IQ solves some problems on the cards, which only education may not be able to.

Besides all above, individual factors may not be overlooked. Job satisfaction is an individual feeling which could cause by a variety of factors never uncovered. For example, a researcher

is working on job satisfaction of librarians, uses Lickert's 5-points scale for this purpose, questionnaire method for data collection and statistical technique such as Weighted Arithmetic Mean (WAM). Still it cannot be ascertained because not every respondent would answer his inner voice. The question would be answered in some idealistic way.

The definitions can be in numerous. It is a general attitude towards ones job. Smith says job satisfaction is an employee's personal judgment of how well their job has been able to satisfy their various needs; wherein, Locker wishes to differ it with a 'pleasurable emotional state when one appraises their job experience.

Robbins in 1998 deciphered it in some other practical words like the "difference between the amount of rewards the workers receive and the amount they believe they should believe." Employee job satisfaction is a key factor in the contribution of staff to organizational success. The job satisfaction of its employees can impact the performance of a library. For centuries we have studied the user's satisfaction and update ourselves to cater to their needs. Please somebody (organization) come forward to study our job satisfaction (not on questionnaire methods) and act thereon, at least some disparities which are crystal clear and the parent bodies can directly addressed to it. But they are playing "I am OK you are OK" with us. And this is the most excruciating thing resulting discontent in librarians.

Still we should wait the good times ahead for a satisfied librarianship as in Samuel Beckket's 'Waiting for Godot.' When the Godot will come nobody knows. But, as in the last line of first paragraph of this write-up, the hunger in we library professionals to do something good, something better should not die.

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LIBRARIANS - THE INFORMATION MANAGERS AND THEIR PROFESSIONAL SATISFACTION

Dr. Manoj Mishra
Assistant Librarian,
IMS & SUM Hospital, SIKSHA 'O' ANUSANDHAN
Deemed to be University, Bhubaneswar
E-mail: manojmishra@soa.ac.in

The success of any organization / institution depends upon the job satisfaction of its employees who are the primary backbone of that institution. Library profession is one of them. It is an established fact that the Library is the heart of any academic institution. The educationist, the eminent persons and the supervising bodies like: AICTE, UGC, MCI, NAAC etc. put their emphasis on the libraries of the academic institutions. They are serious about the library facilities provided by the library and take the data thereof. However it is surprising that during their visit, they don't want to go through the staffing pattern, salary structure, promotion policy etc. according to their provision, but they are concerned with the service facilities of the teaching communities. They only look the collection development policy of the library according to them in form of Book and non-book materials and want to know what other library services are provided. With the inspiration of favorable slogan of our honorable prime minister Mr. Narendra Modi "Digital India", all the supervising bodies are asking:

1. Whether it is a digital library?
2. Do the users access OPAC?
3. Do you have e-resources?
4. What other services you facilitate to users?

It is noticed in our profession that everyone is interested to be acknowledged but no one has any eagerness to do the needful. This may cause a bad impression on the profession and stretch the voice of authorities that librarians are doing nothing except sitting cool. Library is such a house where the professionals organize knowledge in the best direction. Library professionals should help their users to possess the requisite knowledge through different library services. The LIS professionals who are in the working environment should be determined towards their responsibility. Now you can find vast information is stored in various sources. The most responsible task is to locate the authentic information for better dissemination. Let us say someone is doing his / her responsibility in an innovative way and on completion of that job, appreciation goes to the In-charge of the section, head of the academic section and more interesting is that all credit goes to the Professor-In-Charge of that section who is no way related to this responsibility. The concerned person who gave all the effort to build the task success is over looked and nowhere in the scene. This process should be abolished and the head of the institution should take proper care to appreciate the responsible person in a proper manner.

Everywhere it is said that librarian comes under teaching cadre but it is not applicable anywhere. Library should be treated as a department in academic organization like other

department. In this connection, the management should provide equal importance to the library with other department and also to the librarian. Librarians are engaged in research activity, admission process and some other important academic activities but they are not recognized. Without hesitation, some people are of the opinion that librarians have no work. It only happens as if we don't have any productive work. Librarians are restricted to service part only. These library services cannot be achieved without professional dedication. Starting from circulation, SDI, CAS, Document Delivery Service, E-mail alert service, reference service etc. are done by the librarians. But no one is there to appreciate the person concerned; the only compliment that comes is that all the above activities are part of their job. Now it is time to restructure the image of librarianship among all patrons of our services.

Library and Information Centers assume of greater importance in the present information age. Libraries of all types serve the community in disseminating useful information. Over the past decade libraries have changed from repositories of books to active Information Centers possessing both physical and digital materials. Concepts of E-Library and Digital Library have been emerged. The Librarians are playing major role for information procurement, transmission and evaluation. The other professionals have low esteem for the library professionals, because we don't have any proper association or legal forum. We are not united to raise our voice in an organized manner. It is a poignant fact that some of our own professionals also play a part to demean ourselves. The heads of the libraries are taking privileges to make their authorities happy without putting administrative and professional problems before them. They are also not interested to help the subordinates to grow. This is a common scenario in library profession in each and every library of our country. The professionalism should be developed; we should be united to put our grievance in front of the authorities as well as the concerned government. Many time and in many cases the library professionals are not treated at par their job responsibility and no promotion is given in due time as a result they feel harassed in performing their duties properly.

The library professionals mobilize and generate resources for information dissemination utilizing technologies to satisfy the academic achievement. The active role of the professionals is very much essential for the development of any profession. However there are so many studies have been done on "Job Satisfaction of Library Professionals" throughout the world. They have also suggested many recommendations to be worked out by the government. There are many challenges in our profession like: formulation of human resource structure, Promotion policy, low salary structure, lack of technology, working condition, responsibility etc. Here comes the role of different association / forum to look after the development of library profession. We should be united and we should work together to prove ourselves that we are in a noble profession. No one can take our position and no other profession can satisfy our job responsibilities. It is not necessary to organize seminar / conference in regular interval; it is time to fight for the professional achievement. The mind set of our professional senior, academic head and the decision making authorities should change in that direction and finally I request the moderator, LISforum_Orissa to be proactive in this matter and do the needful on job satisfaction of library professionals.

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JOB SATISFACTION OF LIBRARY PROFESSIONALS: PROBLEMS & PROSPECTS

Dr. Brundaban Nahak
Librarian
Radhakrishna Institute of Engineering and Technology (RITE)
Barunei, Bhubaneswar-57,Odisha, Email: bnahak@yahoo.com
Website: http://brundabannahak.hpage.com
Weblog: http://brundabannahak.blogspot.com
Http://www.facebook.com/brundaban.nahak.3
URL: http:// www.riteindia.in

Job is an occupational act carried out by an individual in return for a reward, namely salary. Satisfaction refers to the way one feels about events, rewards, people, relation and extent of happiness in relation to the job of that person. Job satisfaction is defined as the degree of congruence between characteristics of a job and the employee's perceived qualities. Among various professions, that of the librarian is a noble profession. Bringing the library users into the library network and rendering services in the form suitable to their taste and need has become a challenge to the community of library professionals. The conscience of the library professionals can have a job satisfaction only when they are able to perform their duties and responsibilities to the satisfaction of the library users as well as the library authorities. It is well known that most of the professionals are not satisfied with their jobs and a few professionals are satisfied with their jobs. It is commonly experienced and heard that library professionals are less satisfied with their job and job related factors than other professional. When an employee is getting right job, at right age at right place with sound salary and good working environment than only employee is satisfied.

In the context of Orissa, a very few library professionals are satisfied with the job, because of the treatment they got from the employee. The salary is very low in our schools, colleges, university libraries of Odisha. If salary will be given as per UGC norms then the employee will be satisfied. The State Government should take immediate steps for professional development of library professionals, salary structure and Professional Avenue should be attractive as like as other states of India in the field of library science. 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 that 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 two high to the Government. There is need to take the path of right concern, when they try to improve things by bring others and failed. They feel to be united for the common cause to achieve the target in their forum which goes on with sincerity, determinant and redeem what they have lost, non-violence and truth is the method to achieve. Library legislation should be implemented. They need to get chance for training with salary. The association should take

steps for development of library professional staff. The authority should be co-operative with the co-workers and should co-ordinate and supervised smoothly and politely to tackle to the sub-ordinates, should be look over equal to all the sub-ordinates. There should be no partiality. Library professionals are still not getting proper recognition in most of the private schools, colleges and universities. Rarely this job gets the academic standard. A voice should rise for it. They also feel the library professional is good profession. Library professionals should be given value and respect to job properly, so that the socio-economic status of library professionals can change. Equal status should be given to library professionals as compared to faculty members. The library professionals should not be neglected by the higher authority personals. Working condition of the Library & Information Science (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. The colleges, universities should run according to the guide lines, the library professionals should get salary, promotion, leave according to norms. Librarians are underestimated by the management, due to lack of academic status, our contribution never being weight age among faculties. Professionally they are neglected working group of society. The management should keep eye on our promotion, status as per the rules and regulations. The facilities should be given as per our libraries in India. They also feel that staff requirement should be as per the norms and conditions, so that a library can function smoothly and give a better output to the institution. Many young generation are coming to this profession for making professional career but unfortunately, they are harassed, frustration after entering this profession, due to a number of causes such as social status, salary, promotion, promotion policy, relationship with immediate supervisor, good supervisory techniques, the point of moral values, authority towards work, utilization of ability of professionals strong and favorable library policies, responsibility, work performance, relation with co-workers, security of job, library committee, study leaves with salary, opportunity for attending seminars/conferences, working hours, medical facilities, housing facilities, employee benefit schemes (EPF/GPF/Gratuity/Leave encashment), job autonomy, career prospectus, work load, getting reorganization for work done, office management, entered administrative staff in the library matter, proper communication, financial problem, technological problem, sub-ordinate staffs and colloquies, use of standard software in library, e-resources databases, plagiarism software, etc. Many librarians are suffered by administrative staff like, AO, CAO, dean, principals, directors, chairman of the organization. Librarian said anything legally for library requirement to update library function and services. They are not giving importance but when any apex body/team has come for inspection than the organization /management/ institutional heads are giving importance for making update library for inspection. When inspection was completed/over than neither apex body of educational head nor inspection team/ government bodies (UGC, MHRD, AICTE, NAAC, NBA, etc) are giving importance to the library and library professionals. Libraries of Odisha are facing some common problems like in- adequate fund, lake of training, lake of definite goals by the parent organization; absence of proper librarianship, appropriate user education training programmes and latest information technology for modernization of libraries, proper communication skills in written and spoken, leadership qualities, etc. The staff serving in libraries has been taken in account to measure the job satisfaction. The parent organization

should give following facilities for the prospects of job satisfaction library professionals such as sound salary, good working environment, training facilities, technological facilities, sound leave rules & HR policy, improve communication skills, facilities for participate of seminar/conferences & writing research articles, books, journals. Library and Information Science personnel play a key role in the development of resources and services. The organization will grow and employee will satisfy with his/her job.

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PRIVATE INSTITUTION LIBRARIAN-THEIR STATUS

Dr Shiba Prasad Panda
University Librarian
VIT-AP University, Amaravati
Andhra Pradesh

When I met with my degree and PG classmates, we have been discussed with ourselves that we are the unluckiest batch, why? Because, among us most joined as a primary school or high school teacher, not regular but contractual. Some says that you were read well but now practice as a advocate, clerk and we are searching our selves who among us in good position. Some says you are working as a librarian in a well established private institution, you are in good position. When I heard this word, proudly I say yes I am in good position compare to you. Immediately one of my close friends told me that, of course you are in good position, but when you will lose your job you do not know. But in our case we are working as a government employees but our job is much secured than you. Then I realize myself and realized that yes, it is hundred percent true.

As librarian, sometimes I feel proud and sometimes I become depress. I am always in dilemma, what is my duty in our institution. No doubt in our college, they have purchased some quantity of books, few no of magazines and news papers. The strength of the college sometimes increases and decreases, institution got money from government, students paid their tuition fees but when I go to the management for up gradation of our library, they always says "you do not do anything in the library, so from tomorrow, you will work on examination section, collect money from the student or go for campaign for our publicity. They are working in an uncertain environment with shocking behavior.

When I got this type of order from the higher authority, again I confuse myself I am working as a librarian, but whether I am a librarian or a clerk or a peon of this institution. What is my status in this institution, I am searching, searching, till now I would not get the answer.

When the librarians are meeting each other in any workshop or conference, most of them are asking about their salary and status. Some says I am getting more salary(but actually they are getting less),some says that they are getting such benefits but they are treated as 3rd class category, some says that we are the main pillars of our institution, but academically it is correct but actually management is also give less priority to them.

Today the science and technology has been tremendously changes but in India no doubt the librarians are very much interested to adopt these in their libraries but due to the financial crunch, management non co-operation and other causes, the librarian's efficiency has been declined and they are unable to up-to-date with themselves and their libraries.

Most of the good students who have joined as librarian in the govt. organization, no doubt they are getting good salaries and respect but they are unable to implement these latest

method and the technologies in their libraries, so that in the due course of time they are working as a traditional librarian like the others. So the libraries in India has not grown up

Suggestion box

1. Try to live with minimum expenditure and do not expect more, so that you can live happily.

2. Try to develop your library without spending more amount of money, so that your job is secured.

3. To the bachelor library professionals, my hearty suggestion is that try to marry a working lady, so that in your hardship day her income shall help you, otherwise you will be depressed when you are in problem. Because when financial problem come it will bring all typed of problems like health, family and others otherwise you have to earn the money from the other sources, I think it is not possible for a private employees. For this, you need the blessing of the Boss.

4. Try to develop the library with open source materials, so it will minimize the expenditure.

5. Try to get a govt. job so that you have a peaceful life.

After some years, again we friends are arranged a get together and we met again after five years. I met my friends after long time. Again, we discussed about ourselves the same topics i.e. about our economic and social status. One of my friends married a working woman and told me that we monthly earned fifty thousands, constructed a house now we are planning to purchase a car. At that time, I recalled our past discussion. I told my story to my friends that I was working in XYZ institutes for two year, then I shifted to another institute, there I worked for two years and now I am working in the XYZ college but I am getting only fifteen thousand as a salary, but that is not regular and no increment and fortunately my wife is also working in a private school and she got rupees five thousand as a salary. So we adjust ourselves within five thousand only. Please do not ask about myself. I am economically and socially living in a depressed condition.

I hope I have mentioned the real situation of our professionals, if it will hurt to anyone, please forgive me.

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ROLE OF LIBRARY ASSOCIATIONS IN THE DEVELOPMENT OF LIBRARIES AND ITS PROFESSIONALS IN INDIA: AN ANALYTICAL STUDY

Hrudayananda Padhan
Assistant Librarian
KIIT Deemed to be University, Bhubaneswar
E-mail: hnpadhan@gmail.com

ABSTRACT

In the modern Society, Library is the brain of an institution. For the development of libraries, Library Associations have been established which play a vital role for the cooperation among libraries and its professionals. The basic assignment of a library Association is to improve, expand and the professional knowledge in the library and information institutions and research centers, to provide leadership quality among the library professions, promote and improvement of library services, to promote educational programs and other innovative programs and publications. This study covers the total span of all level Library Associations in the arena of library and its profession.

KEYWORDS: Library Association, ILA, IASLIC, Librarianship, Library Personnel

INTRODUCTION:

The contemporary LIS Profession is changing and increasing its scenario through the rapid development of latest technology. Library Association is the cornerstone by which the structure of library movement can be erected. It plays a crucial role for the development of its library and librarianship as a good profession. The first Library Association was established in 1876 named as American Library Association in USA and the second was library Association of Great Britain. The library development of a country depends upon its Library Associations. Indian Library Association (ILA) was established on 22nd September, 1933 in Calcutta. It is the largest and renewed Library Professional body in the field of Library and Information Science in India. There are some other Library Associations are also there in India like IASLIC, CGLA, IATLIS, MALA and DLA for the conveying useful messages, guidelines for library development, helping them exchange opinions and promoting free access to information and improvement of library activities smoothly.

OBJECTIVE:

The most important objectives of this paper are as follow

1. There should be a mutual co-operation among the Library professionals and there Associations for the smooth development and effective functioning of library.
2. To help libraries and provide effective services to students, research scholar and faculty at larger.
3. To support the cause and development in the field of library profession.
4. To know how much they are active in playing in LIS education by organizing seminar, conference, workshop and other training program etc.

LIMITATION OF THE STUDY:

There are many library association has been established from earlier to nowadays at different levels i.e. national, state and regional levels in different group that is academic, public and special library associations. If we collect the data about their role and regulation for the development of libraries and their professionalism exhaustively, we should study their publications at a glance, but it is time consuming and very difficult task. This study is done by collecting data from the websites of some renewed library associational all over the India.

LIBRARY ASSOCIATIONS IN INDIA:

There are large number of Library Associations have been established for their development of libraries and its professionals in India. Some are mentioned below.

Sl. No	Library Associations	Year	Place
1.	Andhra Desa Library Association	1914	Andhra Pradesh
2.	Maharashtra Library Association	1921	Maharashtra
3.	Bengal Library Association	1925	West Bengal
4.	Baroda State Library Association	1926	Gujrat
5.	Madras Library Association	1928	Madras
6.	Karnataka Library Association	1929	Karnataka
7.	Punjab Library Association	1929	Punjab
8.	Indian Library Associations(ILA)	1933	New Delhi
9.	Government of India Library Association(GILA)	1933	Delhi
10	Bombay State Library Association	1935	Bombay
11	Bihar Library Association	1936	Bihar
12	Malabar Library Association	1937	Kerala
13	Assam Library Association	1938	Assam
14	Utkal Library Association	1944	Orissa
15	Travancore Library Association	1945	Travancore
16	Kerala Library Association	1945	Kerala

17	Hyderabad Library Association	1951	Hyderabad
18	Uttar Pradesh Library Association	1951	U.P
19	Delhi Library Association	1953	Delhi
20	Gujarat Library Association	1953	Gujarat
21	Indian Association of Special Libraries and Information Centers(IASLIC)	1955	West Bengal
22	Madhya Pradesh Library Association	1957	Madhya Pradesh
23	Rajasthan library Association	1962	Rajasthan
24	Academic of Library Science and Documentation	1965	Hyderabad
25	Jammu & Kashmir Library Association	1966	Jammu & Kashmir
26	Haryana Library Association	1966	Haryana
27	Tripura Library Association	1967	Tripura
28	Indian Association of Teachers of Library & Information Science(IATLIS)	1969	Hyderabad
29	Bombay Science Librarians Association	1975	Bombay
30	Medical Library Association of India	1981	New Delhi
31	Indian Theological Library Association	1985	Maharashtra
32	Manipur Library Association	1987	Manipur
33	Mizoram Library Association	1987	Mizoram
34	Meghalaya Library Association	1994	Meghalaya
35	Nagaland Library Association	1996	Nagaland
36	Society for Advancement of Library & Information Science	2002	Tamilnadu
37	Central Government Library Association	2004	Uttarakhand
38	Jharkhand Information and Library Association	2007	Jharkhand

Beside these library associations, there are also several other library associations like school library association, college library association, district library association, village library association etc.

ROLE OF LIB. ASSOCIATIONS FOR DEVELOPMENT OF LIBRARIES AND ITS PROFESSIONALS.

In attempting to answer the question presented by the title of this paper, we have omitted many associations and mainly focused only on two associations and these are as below:

1. Indian Library Association (ILA):

In the year 1933 happens to be the most significant year in the history library and information science in India. A library association was established on 13th September, 1933 i.e. Indian Library Association was formally formed at the 1st All India Library Conference held at Calcutta. A.C.Woolner was the first chairman of ILA. It is the largest and eminent professional body in the field of library and information science in India. The membership of this association is more than 7000 all over the India. The head quarter of ILA has been shifted from Calcutta to Delhi in August, 1964.

ILA was established to provide a wide verity of library services and cause of library movement and development in India. The objectives of the associations are mentioned below:

1. Promotion of library movement all over the India.

2. Development and Improvement of library science education and provide training program to the library science professionals.

3. Improvement of library services in all its aspects in India.

4. Promotion of research in the field of LIS and co-operation with international organizations.

5. Increase more publication of periodicals, newsletters, books etc are the main source for the development libraries by ILA.

7. Promotion of library legislation in India.

ILA is a permanent member of International Federation of Library Associations (IFLA) & Common wealth library Association (COMLA) which organized International Federation of Library Associations conference in 1992 in New Delhi. The first and foremost activities of Indian Library Association (ILA) organization of workshops, seminars, convention, training programs in a university or an institution and other activities which can promote and improvement libraries, research centers and its professionals in India. Some other activities also performed by ILA includes library legislation, library cooperation, resource sharing, collection development, national pay policy, library networks, library research and library educational development of academic, special and public libraries all over the India.

ILA published ILA Newsletter every month and other important publications are the proceeding of All India Library Conference from 1978 to till date, India library directory, A survey of public library services in India and year's work on Indian librarianship.

Indian Association of Special Libraries and Information Centre (IASLIC)

IASLIC is a non-profit making national professional body was established on 3rd September, 1955 at the lecture hall of Indian museum, Calcutta by J.Saha, A.K.Mukherjee and G.B.Ghosh. Dr. S. L Hora was the first president and J. Saha was the first General Secretary of IASLIC. Which promote and support for the overall development of special libraries and its professionals in India, The following objectives of IASLIC are as below:-
1. To act as center of research and studies in special libraries.
2. Organize meetings, workshops, seminars and conference all over the India.
3. Promote the publications of journals, newsletters, conference proceedings and reports.
4. To promote the quality of library and information services.
5. Conduct the short term training course for the improvement of technical efficiency of library professionals.
6. Collaborate with other professional bodies in promoting the interests of the LIS professionals.

The major function of a library association is the promotion and development of professionalism and standards of libraries. IASLIC has been organized Workshops, seminars, and conferences all over the India which are usually arranged by University libraries, Research centre, Educational institutions and organizations, department of library and information science etc. The association also involve in other activities like training programmes, study circles for knowledge and skill development of professionals and publications of periodicals. IASLIC provided a training program entitled; "Training in Special Librarianship and Documentations" form 1964 to 1963and also conducted some foreign language courses in German, French and Russia. IASLIC is affiliated with IFLA and FID and plays an important role for the international cooperation of the two federations.

It published IASLIC Bulletins, IASLIC Newsletter, and Indian Library Science Abstract (ILSA), Monographs, Conference/Seminar volumes and Digitized IASLIC publications.

FINDING:
The finding of the study revealed that the impact of enhancement library professionals and the libraries in India. In the above analysis, we can find that so many associations are established in all over the India. All are playing a major role for the development of libraries and their professionals. Among the associations ILS and IASLIC are taking part a vital role for the betterment of librarianship for conducting workshops, seminars, conferences and some relevant educational and training programmes, research programmes in every year in India but reason is that the development and improvement in the field of library and its professionals is very less. Not only ILA or IASLIC is responsible but also other associations are responsible for the present poor condition of librarianship in India. This is the reason that after 72 years of independent, what is the proper development of public libraries in India? All associations just give their comments on problem but not take against necessary actions to solve the problems. More than 85% states have already passed library act but not functioning

properly. As such the development of the nation through library services is neglected in some states and its services beyond the reach of the rural poor.

CONCLUSION:

LIS associations plays an indispensible place for the growth and progress of library and its professionalism. Almost in every place of the country so many reputed organizations are their libraries are there but the professionals are not getting adequate facilities like social and professional's status, proper training, research activities and proper salaries and respect. Therefore library associations should endeavor for development of library services and improve the status and condition of services of library personnel all over the India

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ETHICS AND LIBRARIANSHIP

Pradyumna Kumar Panigrahi
Librarian
Sir Padampat Singhania University,Udaipur (Rajasthan)

Ethics is a set of principles stipulating a behaviour code, illuminating what is good or bad and the difference between right or wrong, and also upon moral duties and obligation.All organization exists within the society and therefore they should contribute towards the welfare of the society. To survive in the civilization, where there is cut throat competition everywhere, and organization should gain loyal customers and perform social responsibility.

Professional associations have been dedicated to develop ethical values, as to set ethical codes to be followed by professionals. The older professions like medicine, engineers, law, and others have been constantly reviewing the need for ethical codes for their professionals to set minimum standards of performance. The implementation of ethical codes in professional practice is, however, a self-imposed issue mainly because it is not possible for others to enforce these codes on professional practitioners.

Professional performances should agree with ethical principles to give customers full satisfaction for services rendered by professionals: Librarianship/Information service fulfills prescribed characteristics in order to quality as a profession.

Libraries are repositories for knowledge; they are our past, present, and future. They are much more than storehouses for books, and include many other forms of data. The information available in libraries must be accessible to all people, regardless of education, age, or economic status. Retrieval of particular types of information requires specialized knowledge and database searches that are beyond the capabilities of many library users. Librarians are instructing them how to use electronic resources so they can get their right information.

The profession of librarianship is also under such pressures. In recent decades, the dimensions of library and Information science have increased, with the application of information technology, speedily increasing information needs of users. These developments generate new problems and issues that are often creating conflicting approaches in setting ethical standards in professional performance. However, the library and information professional bodies in USA and UK have come out with codes of ethical standards for professional performance, although these codes are not mandatory on professionals in their performance.

In India, the subject of professional ethics in the practice of librarianship is still to take roots, although the Indian Library Association (ILA); and the Indian Association of Special Libraries and Information Centres (IASLIC) have professional ethics as an important aspect of work listed in their programme of activities.

Library professionals are performing different types of activities. These activities are focusing the library patrons, parent organization and the individual personality of the librarian. Thus following activities being performed in libraries for providing pinpointed, exhaustive and expeditious information to the ultimate end users.

1. Selection of information sources
2. Acquisition of information sources
3. Processing of information sources
4. Preservation of information sources
5. Dissemination and making information and information sources available to the users.
6. Offering information and meeting places and / or relaxing facilities
7. The detection and stimulation of the demand for information.

Keeping these activities in view LIS experts, library Associations and organizations have formulated ethics codes highlighting the duties and obligations of the LIS professionals. The function of codes of ethics can be described as
- Encouraging reflection on principles on which librarians and other information workers can form policies and handle dilemmas
- Improving professional self-awareness
- Providing transparency to users and society in general. (IFLA, 2012)

THE FOLLOWING ARE SOME ELEMENTS OF IFLA CODE OF ETHICS.

a) Access to information:
   The core mission of LIS professionals is to ensure access to information for all for personal development, education, cultural enrichment, leisure. Economic activity and informed participation in and enhancement of democracy.
b) Responsibility towards individual and society. In order to promote inclusion and eradicate discrimination, librarians and other information workers ensure that the right of accessing information is not denied and that equitable services are provided for everyone whatever their age, citizenship, political belief, physical or mental ability, gender identity, heritage, education, income, immigration and asylum-seeking status, marital status, origin, race, religion or sexual orientation
c) Privacy, secrecy and transparency Librarians and other information workers respect personal privacy, and the protection of personal data, necessarily shared between individuals and institutions.
d) Open Access and Intellectual property. Librarians and other information workers' interest is to provide the best possible access for library users to information and ideas in any media or format. This includes support for the principles of open access, open source, and open licenses.
e) Colleague and employer / employee relationship Librarians and other information workers treat each other with fairness and respect. Librarians and other information workers share their professional experience with colleagues and they help and guide new professionals to enter the professional community and develop their skills.

CONCLUSION

Professional ethics has become very crucial for library and information science professionals to take right decisions in their routine work. The LIS department should teach the ethics for library professionals very prominently, so that the professionals will follow the ethical principles in the field. Also LIS associations should framed the ethical points worldwide and develop a process to implementations library professionals ethics. So that it will develop the quality of work and also it will develop the professional status of LIS professions in the society.

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JOB SATISFACTION OF LIS PROFESSIONALS

Kiran Pradhan
Library Trainee, Central Library,
NIT, Raipur-492010(C.G)
E-mail: kiranamlisc@gmail.com

INTRODUCTION

Library is an important entity in any academic organization. It consists of three elements, such as collections, Staff and users. Out of these, staff are very important element for smooth functioning of any library. Adequate numbers of qualified staff are required to provide better services to the users in less time and in desired manner. The services provided by the LIS professionals depend on the satisfaction level of the professionals towards their work. But in present days LIS professionals are not satisfy with their job, which hampers their work in libraries.

JOB SATISFACTION: CONCEPT

Job Satisfaction of employees is very important factor for the success of any organization, particularly service organisation like library. It is also a key component for enhancing the productivity/service quality of organizations and as well as career development and success of the employee. Job satisfaction is a psychological aspect which is an expression of feeling about the job. It refers to the attitude of employees towards their work environment, pay, organization culture, job security and so on. It can be said that those factors which are responsible for pleasure or enjoyment of the employee in their job is called job Satisfaction.

FACTORS AFFECTING JOB SATISFACTION OF THE LIS PROFESSIONALS

a) **Wages /Salary:** Salary is an important measure job satisfaction of LIS professionals like any other professionals in present day. Salary is the amount of reward which workers expect from the job. It is an instrument of fulfilling the daily needs. But the Salary of LIS professional in today is not justified in comparison to faculty and other administrative staff, which leads to dissatisfaction of professional towards their work.

b) **Working environment:** Working environment of the employee affects the job Satisfaction. Good working environment is required to motivate employees towards their jobs. On the other hand poor working condition leads to stress, monotony and dissatisfaction of the employees. But the library environment in most cases lack a good working environment which affect job-satisfaction of the LIS professionals.

c) **Promotion:** Promotion is an achievement of life it gives more pay, responsibility, authority, independence and Status. It determines the degree of satisfaction of the employees. It also gives mental satisfaction in the employees. The promotion facilities of LIS professionals in Indian context seem to be poor.

d) **Job security:** Job security is a major factor influencing job satisfaction of LIS professionals. It play a significance role in measuring job satisfaction and also gives mental satisfaction towards their work, But in present condition there is no job security in LIS field for professionals, particularly in private sectors ,contractual appointment, library trainees etc . Normally job security is high in case of govt. employee.

e) **Recognition:** The job satisfaction of the employee depends upon the recognition level of organisation. Reward, awards create a motivation towards work in working environment. It gives a sense of satisfaction towards work. But in present situation there is no rewards for the professionals, rather it is considered as a thankless job.

CONCLUSION

Various studies on job satisfaction of LIS professionals shows that they are not satisfied with their job .The govt. bodies (UGC,MHRD,AICTE and NAAC) need to take necessary steps to develop sustain policies that will increase job satisfactions among LIS professionals so that development of libraries can be possible.

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CONFERENCE / SEMINAR AND WORKSHOP: REJUVENATE THE LIBRARY PROFESSIONAL

Dr. Mahendra K Sahu
Librarian, GIET, Gunupur
Email: sahumahendrak9@gmail.com
Cell: 9437598807

INTRODUCTION

Library professionals are more imperative aspect for dissemination of information, particularly, in education sector. In order to disseminate the information user centric, the library professional has to use various tools and technology. The have to learn different skills to facilitate their patron. They have to undergone different workshop/seminar to rejuvenate their skills. With the impact of ICT the information becoming very complex, it is very difficult to tackle the information. Hence, conference/ seminar/ workshop will boost the library professional to manage such complex information. It also helps to cultivate research thought via presentations, usage manual and question answer sessions.

CONFERENCE / SEMINAR / WORKSHOP

A conference is a formal meeting or gathering where people of like mind converge to share ideas and make policies that will be beneficial to their field of study. A conference can also be a gathering where a group of people from different walks of life with common interest converge to share ideas, present problems in their field, and proffer solutions. One definition of "conference", according to The Free Dictionary by Farlex, is "a formal meeting of two or more states, political groups, etc, esp to discuss differences or formulate common policy"

A workshop seems to imply relatively more time spent interactively, perhaps in facilitated activities, where the participants generate some form of product (e.g. goals for the coming year, a strategy for dealing with a customer, etc.) at the end of the session.

BENEFITS OF CONFERENCE / SEMINAR / WORKSHOP

With the advent of information and communication technology, the role of the library professional shifted from information care taker to information provider. The tasks of the library professional become very complex. In order to handle these complex tasks, a professional should be familiar with the latest tools and technology. It is only possible to read a literature, attending conference /seminar/workshop etc. Further, conference / seminar provide an opportunity to make familiar with latest trends to run a library with latest tools and technologies. The followings are some of the benefits for the library professions as given below:-

- ➢ Keep up to date with latest tools and technologies
- ➢ Generates new thoughts
- ➢ Network with different professionals, helps to Inspire research findings
- ➢ Discuss emerging trends in the profession

- ➢ Provides an opportunity to interact with experts in the same profession
- ➢ Capacity building
- ➢ Professional rejuvenation

- ➢ Continuing knowledge development
- ➢ Opportunity to share experiences

CHALLENGES FOR LIBRARY PROFESSIONALS

Attending conference/ seminar/workshop are most common challenges for the library professionals, particularly those are working in private sector. The below mentioned are some of the challenges faced by the library professionals:-

- ➢ Cost is high
- ➢ Lack of sponsorship
- ➢ Lack of interest
- ➢ Lack of awareness
- ➢ Inconveniences to attend due to workload in the office

OUT COME FROM THE CHALLENGES

The parent organisation of the library professionals should come forward to sponsor the library professionals to /seminar and workshop. There are various multinational companies at present sponsoring to lecturer / professor to attending various conference. It would be better, if these organisation support the library professionals in terms of participation in various conference / workshop/seminar. The organiser should publicize the schedule in appropriate time, reduce cost, which will make them more convenient to attend without any disruption. Further, NLA and LRCN should work with conference workshop organisers to regulate the registration fee f/w/wor the benefits of librarians

CONCLUSION

In this digital environment technology plays a key role to run a library, It is very essentially for the library professionals to attend a conference / workshop to update with latest tools and technology. There are enormous benefits to attend a workshop and conference. As it provides various new innovations, new skills, given opportunity to collaborate with the different library professionals and may more. It is advisable to all library professional to participate at least one workshop and one conference in the academic year in order to remain live in this profession.

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MOTIVATIONAL FACTOR FOR LIS PROFESSIONALS: THE GAME CHANGER

Dr. Sada Bihari Sahu
Assistant General Manager,
Small Industries Development Bank of India (SIDBI),
15, Ashok Marg, Lucknow-226001, Uttar Pradesh.
E-mail: sadabihari@rediffmail.com

A library is the knowledge house and acts as regular and up-to-date information provider which is managed by persons having different motives, drives, attitude and perception. At the same time users have also diversified needs, requirement, perception and behavioral pattern. Being a professional one must understand and appreciate these differences and sense, serve and satisfy the users' requirement. The main objective of the library is how the user will get satisfied with whatever resources (both physical and human) available with the library. Realization of this objective calls for an understanding that every action taken by human beings associated with motives and they automatically affect the resulting action.

The human resource in any organization is very expensive but vital asset. The future of any organization depends more on staffs than any other factor. Therefore, they should be handled vary cautiously. They can make or mar the institutions. It is also very much important in service institution like libraries where the quality of services rendered by library professionals depends on the efficient and effective delivery of services. Therefore, it is imperative that library professionals recruited and selected have to be properly developed, adequately remunerated, well motivated and maintained to provide quality services. They also are to be provided with both monetary and non-monetary benefits for their growth, development and satisfaction. In that scenario, we have to check whether these professionals have been getting good salary package, promotional avenues, rewards for their works, social recognition and continuous motivation as prevailed in the similar other profession or not with similar qualification and experience. There should not be any discrimination among the same category of staffs or people in the same type of organization or institutions. If discrimination exists, the moral of these professionals will be down and that will certainly affect the output of the organization. It has been observed that there is highly discrimination found in the salary structure, promotional avenues and other benefits of library professionals in a private University and Govt. University, in a private school and Govt. School, in a Govt. College and Private College, with in the same organization with other professional's colleagues, in Public Library, Special Library and Academic Library, between one state with other etc. Take the case of University where it is observed that though entering to University system for Asst. Librarian / Dy. Librarian /Chief Librarian is similar to that of Assistant Professor /Associate Professor /Professor, their pay structure, promotional avenues and other benefits differ. It is also seen in the case of College and School. In a college, a Lecturer and a librarian joining in the same scale, the lecturer may promote to the level of Principal of the college one day and the librarian retires in the same scale. Similar observation is in School also. It is observed that there are so much discrimination in each and every sector be it a private, public, corporate

and government sector where library professionals are working. Due to these large discriminations, there is highly dissatisfaction, frustration and unhappiness among almost all library professionals except a few who are working in these sectors. They are totally demoralized and demotivated. For this condition of the LIS professionals who is to be blamed? Is it the Government, the Public-Sector authority, the Education System, the general public, the failure of various demands of Library Professionals and continuous lethargy, the individual professional or their luck they choose this profession? If evaluate very minutely, we will find that each one of them of the above-mentioned entity are held responsible for the present situation of the LIS professionals. There is mushrooming establishment of Library Associations/ forums in each nook and corner of the country and nobody is trying or sincerely fighting to get genuine due of the LIS professionals. All are busy in their self-advertisement, self-recognition, self-propagation and beautification of their post. Nobody is thinking and fighting for the genuine due of the fellow professionals. Apart from the Library Association or forums, the individual is equally held responsible for their position and condition. This is because they never put their voice in any platform or situation whenever they get a chance. It is not that they never tried but it is not so systematically, whole heartedly and continuous process. Therefore, they did not succeed. It is said that unless a baby cry, mother will not feed milk to the baby. Therefore, one has to cry again and again, put his voice in regular interval unless and until they receive the same. Time has come. Do not blame the system and Government or organization. Just fight for it. Please come together my dear professionals and fight for our actual due for which we all are eligible. It is long due and we should have it. We have to motivate ourselves and to our fellow colleagues and friends. Nobody will give us automatically. We have to fight and get it. We have to fight at Associations /forum level and also at individual level. Don't sit ideal. Fight for whenever and wherever you get a chance to say something. Certainly, Government or Organization / Institution will listen to your views or demand today or tomorrow.

Apart from motivating ourselves for getting our monetary and non-monetary dues from our organization /institutions, one should also motivate oneself to reorient and change so that he/she can able to serve the users with the change of technology, indifferent need of the library users with the passage time and situation. For do the same, one has to very attentive, passion for learning, aim to serve, wish to change oneself according to demand of time and situation and always have a zeal to serve the users. It is seen that day by day the demand or need of library users are changing so also their approach. Therefore, we LIS professionals should be prepared mentally, educationally, with hands-on-experience training and great passion to serve the new modern ever demanding users. But how to make oneself get motivated is a hard task and it needs constant nurturing. Again, it is also needed zeal to learn new things apart from the traditional way to serve the users.

The third motivational factor which I feel will be the game changer for LIS professionals is how to fit ourselves in the other activities of the organization or institution where they are serving and show their talent that they are non-the-less low then the other professionals who are working there be in University, College, School, Public Library, Corporate Library or any other library. There are n-th numbers of activities where a professional can contribute. Be it write-up, event to organize, to speak, to help others in

completing the task. Since the library professionals have knowledge on various subjects and other aspects, they can show their talent in this situation and get attention on the eyes of their authority. It is believed that when the organization /institution know the talent, they give attention and reward both. In these ways, a professional will get noticed for his work and get rewarded for his effort and contribution. For that to happen, one is ever ready to be alert and wish to show his/her talent. It also shows his keen interest and loyalty to the organization. He/she serves the institution and get attention of the authority. This ultimately gives internal satisfaction to themselves and having a joy of pride.

It is also observed that number of LIS professionals hesitate or not wanted to put their voice and write a few words for their professional colleagues who achieved something, who had gone to heavenly body recently to pay homage or share few words from their experience. But they can go on spending hours after hours in chatting, marry making etc. in Whatsapp, facebook etc. They cannot give few minutes to their fellow friends or professionals. Then question arise how our profession or our people get noticed. It is our duty to give respect to senior professionals, praise for their work and achievement, love our profession and professional colleagues, feel pride for our work and achievement. When we feel pride, people feel pride and society feel pride for us. So, first thing is to love ourselves, profession and work and spend some time for your community i.e. LIS professionals from our busy life. How we will do this? I left this answer to the conscious feeling of my fellow professionals, what they want to do? If their heart says yes then they do otherwise not. It is also depending on them to how they get the time to do and motivate themselves for the professional colleagues. It is said that whatever one gives to others without any selfish motive, everything gets back to him/her at least twice. Be a giver and make oneself a double receiver at least in future.

Personally, I think we all have chosen a noble profession where we are the carrier, middleman or transmitter of knowledge and information to the users who need it. We also feel proud that for each creation of a Doctor, Engineer, Scientist, Banker, Architecture, Artist, Manager etc. there is a hand of a library professional. Keep the dignity high and feel proud for that. At the same time, we should not forget our duty for which we exist and serving users should be our utmost priority. We should motivate ourselves how better way we can serve our users, how to feel good in every situation and should know how to give respect to my profession and professional colleagues, put an example to myself so that other can follow my path, love for my profession and fight for my professional's dues which we are not getting. Now, the time has come. We should come together, fight together and voice together to take our professional cause further. United we stand, divided we fall. Motivate yourself and Motivate others. This is the game changer. LIS profession is the great torch bearer of Knowledge. The future will certainly recall our contribution which we are going to store today.

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DIMENSIONS AND CAUSES OF DISSATISFACTION OF INFORMATION NEED SATISFIERS: AN INTEROSPECTION

Dr. Neelam Soni
Asst. Librarian, Central Library, NIT, Raipur-492010(C.G)
E-mail: nsoni.lib@nitrr.ac.in

It is not possible that every employee will remain satisfied on his/her job. There are many causes in working field which make a person dissatisfied such as difference of pay for same category of staff, less scope for carrier development, apartheid attitude of institution authorities, work life imbalance, lack of motivation and opportunities for personal and professional development, lack of job security and conductive work environment , lack of recognition for ones major contribution ,relationship other staff and authorities ,lack of opportunities to use ones skill and talent ,unjustified promotion system etc.

The five laws formulated by Dr S.R .Ranganthan ,which are accepted by all are:
1.Books are for use
2.Every reader his/her book
3.Every book its readers
4.Save the time of the user
5.Library is a growing organism
But from layman point of view, if someone analyse these laws it is found that the laws are silent on the persons who felicitates these laws to provide satisfactory services to users. The LIS staff have ever been targeted by both teaching and non-teaching staff of the academic institutions. Similar to five laws of Library science, the government and administration also do not give due importance to LIS staff.

In any organisation system, there are some important pillars such as administration, human resource, finance etc. A strong administration is the important pillar of any organisation. If it is weak, then it is obvious that the organisation will be weak. The role of administration for the development of LIS staff is very crucial. The positive attitude of administration for the development of libraries in consultation with the librarians motivate the LIS staff to organise, manage, control and introduce various activities of the libraries as per the changing demand of users. But practically the case is opposite. In most cases, the negative attitude of administration demotivates the LIS staff to perform their work in a better way.

Likewise, the disparity in salary is the major causes of dissatisfaction among LIS staff. If the salary given to an employee is not at per with his/her post or qualification, then it is common that the concern employee will be dissatisfied, which reflect in his/her work culture. In some institutions, particularly in NITs, the persons with same post, work and qualification are working in various pay scales. In such situation, the persons who are not given due salary remain frustrated and cannot concentrate in the work or for the development of libraries.

Most of his/her time and energy are wasted in appealing the authorities and court to get justice.

According to 5th Law of Library Science, libraries have grown in terms of collections, buildings, new and new services particularly with the rapid development and introduction of ICT in libraries etc. Again in the changing library environment and changing users' information seeking behaviour for ICT based collections and services, the job LIS professionals have been challenging and complicated day by day. But the real status and facilities of LIS professionals have never changed and have remained as a clerk. After a drastic change in LIS education and library environment, now also Librarians working in big libraries in Professor scale work under a non-professional i.e. "Professor I/C" who dictate him in various library matters. In this context, it becomes practically difficult and challenging for librarians to plan and execute developmental plans of libraries in time which pass through a lengthy process of approval (by various justifications, queries, doubts etc.) of Prof I/C, then various committees and finally the authority. The fixation of librarians in non-teaching cadre also demotivate the LIS professionals a lot.

Library in an academic institution is such a place which remains open throughout the year and the LIS professionals work .To provide better LIS services to users, LIS professionals remain present in libraries throughout their working hours .Some suggestions can be summarised for the development of LIS professionals.

   a) Satisfied Library staff: For success of any organisation, human factor plays an important role. Similarly, for the development of libraries, the LIS staff must be satisfied .It can be achieved by positive attitude of authorities towards library staff, healthy communication and understanding between the heads of libraries and authorities.
   b) Motivation: Motivational factors motivates and inspire LIS staff to give their best to the libraries. The staff must be provided with motivational factors like proper salary, promotion, provision for professional and personal development, recognition etc., which creates dedication towards works among the LIS professionals.
   c) Self-Development: Scope for self-development need to be provided to LIS staff, so that they can update their knowledge by which they can serve the libraries in a netter way.

Library is the centre of education and research of any academic institution. A good library is recognised by its skilled LIS professionals and rich collections, without which no library can fulfil its objectives properly. So, it is highly necessary that the LIS staff should be treated with respect without any partiality. In this context, Krishna Kumar in his book titled "Library Administration and Management", P.91 has stated that "salary scale, staff status, promotion prospects and working condition play an important role in creating right kind of attitudes and environment, leading to better performance". When these words of Krishna Kumar are not implemented, how a LIS professional can be satisfied???

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SCOPE OF PERSONAL AND PROFESSIONAL DEVELOPMENT OF LIBRARY TRAINEES: AN INTEROSPECTION

Manisha Wahane
Library Trainee, Central Library, NIT, Raipur-492010
E-mail:manishawahane@gmail.com

INTRODUCTION

Library is the heart centre of any academic institutions and all academic activities revolved around it. For the proper functioning of library, skilled manpower is the main requirement, without which other resources of library such as collections and finances cannot be utilised properly. In the age of ICT, there has been drastic changes in the functioning of libraries. The impact of ICT can be well realised in the libraries and libraries are compelled to provide ICT based services to their users. It has been a common perception that with the introduction of ICT in libraries, there will be less manpower requirements. But this is not true because implementation of ICT in libraries activities and services can not be possible without required manpower and machine cannot function so motto without skilled persons. Therefore for proper functioning of libraries in the changing ICT environment qualified, skilled and multitasking LIS professional are required. But it is fact that most of the libraries are functioning with less manpower, many posts in libraries are laying vacant, new posts are not created. At the same time pressure on libraries are increasing day by day to provide new and new library services as per the need and demands of users. To meet this challenges and manage libraries, many libraries are recruiting "Library Trainees" or "Library Interns" in their libraries. It has been a trend for almost all big institutions to recruit trainees or interns to manage their libraries.

SCOPE OF PROFESSIONAL AND PERSONAL DEVELOPMENT

The appointment of Library trainee in large scale by various academic institutions is mostly a decade old phenomenon. Due to this, scope for LIS students, particularly the fresh students have increased. The benefits of such system are:

a) Just after completion of courses, LIS students are absorbed in some big libraries and get opportunities to learn the practical work culture of libraries
b) The can enrich their knowledge, which help them to get good job in LIS fields
c) The can develop their managerial skill by working in a large library system, which help them to manage a library independently later on.
d) They get chance to work with senior LIS professionals and learn how to develop a modern library or change the library as per the changing library environment.
e) The can expose themselves to various library events like workshops, seminars etc and can built their confidence and organisational capabilities
f) They get chance to meet various types of users and can access their information need and seeking behaviour

REALITIES OF SCOPE FOR PROFESSIONAL AND PERSONAL DEVELOPMENT

But peeping into the realities of the scope for professional and personal development of library trainees, it is seen that they have little scope. This is due to following reasons.

a) Library Trainees are appointed on tenure basis and after that they do not have any job continuity or renewal of tenure in maximum cases.
b) Some institutions do not consider experience of trainees for regular job, thus it seems to be wastage of time.
c) In some cases, Library trainees are assigned with many non-professionals works even the forth class assignments and they have to do this.
d) As per their appointment terms and conditions, they are not allowed for leave, to continue in any educational courses or even to attend the academic programs such as seminars or conferences which may increase their knowledge.
e) The stipend provided to library trainees by some state government institutions seems to be very low and with that amount it is not possible to work staying away from home.

CONCLUSION

It is good to appoint library trainees in libraries which is beneficial to both LIS students and libraries. However, Government need to take necessary steps to streamline the appointment of Library trainees in all academic institutions with same qualification, stipend and tenure. Besides MHRD, UGC and other similar bodies need to frame guidelines to consider the trainee experience in LIS job. The LIS students, who are appointed as Library trainees should also take maximum benefits from this and should develop their skill and capabilities to manage a library.

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SHORT COMMUNICATIONS

(Arranged alphabetically according to contributor's surname)

NOBLE PROFESSION IN MULTI- DYNAMISM

Abinash Dash
Librarian,
Institute of Hotel management
Bhubaneswar, Odisha
Librarian.ihmbbsr@gmail.com /9438505427

Information is a significant tool used in the understanding of any objective or goal of the library. Information is an important factor in any library because users need them. Every library user needs information of increasing variety and diversity of levels, frequencies, volumes and with ease. Therefore, information need stems from a vague awareness of something missing and as culminating in locating information that contributes to understanding and meaning Library patrons seek information because they need information resources to survive in all sectors of life.

Information needs are diverse, constantly changing, and not amenable to generalization. Information needs can be social, economical, political, cultural or educational. However, information need is characterized mostly by the information seeking behavior of the person in need of information. Information seeking behavior is a broad term, which involves a set of actions that an individual, such as undergraduates, takes to express information needs, seek information, evaluate and select information and finally uses this information to satisfy his/her information needs. It is therefore described as an individual's way and manner of gathering and obtaining information for personal use, knowledge, updating and development.

Nowadays Electronic media such as CDs, DVDs, Microfilms, and Videotapes etc are replacing the physical forms of Library documents. We even see books gradually transforming to e-books, e-journals taking place of journals, online e-papers-free and commercial, digital manuscripts, and various other documents in electronic form as the information resources of a Library. These advances further have greatly metamorphosed the libraries from a simple, static depository of documents to the organizations, which can now fulfill the information requirements of all the users quickly and efficiently. All these transformations demand the Library professionals to shift from the traditional Library system to the Digital and Virtual Libraries.

Library professionals need to acquire such knowledge and skills as the Library and Information profession is a highly IT influenced profession .The empowerment of Library professionals with IT skills is aimed at providing the services that are expected from their novice users in this era of IT. The role of Library professionals has changed in this digital Library era; it is therefore inevitable for us as LIS professionals to acquire skills for developing and maintaining the Digital Libraries. Digital Libraries have changed the way in which information is acquired, stored and accessed. DL have are changing the concept of Librarian, their collection and services. Various new terms as Digital Libraries, Digital Librarian, Libraries without walls, Virtual Libraries, hybrid Libraries etc.

have emerged to describe the Libraries of Digital era. In order to come up to these challenges, Library and Information professionals really need to know what actually the digital Libraries and Virtual Libraries are, what are and should be the components of a Digital and Virtual Library, the objectives of the Digital Libraries, skills, knowledge and competencies required for the professionals.

Dr. S. R. Ranganathan-The father of Library and Inf. Science in India stated that," Librarianship is a noble profession. A Librarian derives his joy by seeing the dawn of joy in the face of readers, helped by him to find the right book at the right time." Digital Library era has already begun and we the LIS professionals have to express our identity by acquiring the requisite knowledge and skills and providing the right information to the right user at the right time, which in fact has been our motto from ever since.

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PROBLEMS OF HUMAN RESOURCES IN LIBRARIES

Parasram Dhritlahare
Library Trainee, Central Library
NIT,Raipur-492010
E-mail: parasramdhritlahare3@gmail.com

Introduction

The Library is the trinity of physical resources, financial resources and human resources. Among these resources, human resources are the most important one because without this other resource cannot be utilised properly. The library having required human resources can develop a library in a better way, modernised the library, streamline the system and services of library and provide satisfactory services to their users. Hence human resource management is an important aspect which need to be addressed properly by the concerned authorities. But in the context of Indian libraries, it is seen that human resources are most neglected part of academic institutions. Some of the major problems of human resources, particularly LIS professionals working in libraries are:

a) The do have autonomy to work independently for libraries
b) They do not get equal facilities at par with faculty members although UGC has recognised Librarians as non-vocational faculty.
c) The problems of LIS professionals are not given due importance by the authorities, faculty members who head various committees of the administrative staff.
d) Lack of motivation to LIS staff for their professional development

Problems created by LIS professionals

a) The never changing working style and attitude of LIS professionals
b) The unwillingness to take responsibility for any new work or for any mistake done by them
c) The insincerity nature of some professionals which demotivate other LIS staff
d) Reluctant attitude to adopt to any change, which is highly necessary for libraries.

Conclusion

Library is a service organisation; accordingly, LIS staff should possess service attitude to serve their users properly. At the same time government and library authorities need to fulfil the genuine demands of the LIS staff, so that libraries can be improved which in turn will improve the educational system of our country.

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SATISFATION OF LIBRARIANS

Monika T.Sharma
Asst.Librarian
Indira Gandhi Agriculture University
Raipur(C.G)
&
Dr S.R. Kashyap
Sr. Asst. Professor, DLIS
Pt. R.S. Shukla University, Raipur(C.G)
e-mail:sr_kashyap1976@rediffmail.com

In present days the role of library and librarians has been entirely changed. Now libraries are designed to facilitate its users and completely users centered. Librarians also trying their best to provide all the necessary services to its clientele. Now the users are very much satisfied with the library services and its resources. The main aim of all the library and information centers it to cater all the resources and services to its users to save their valuable time. But if we think over the satisfaction of Librarians then we found that librarians are not as much satisfied. There are so many reasons behind this:-

1. Lack of Budget:-To develop any library budget place a very important role. Without sufficient budget no library can develop its resources as well provide better services to its users. But in Indian scenario all the libraries are not getting sufficient budget and without sufficient budget an efficient librarian is also not able to work properly and provide good services to its users.

2. Lack of Staff:- Presently almost every libraries are facing problem of staff. In fact big libraries are also having a fist full of staff and to perform all the functions of library only few people are responsible. One more major problem is that technologically skilled persons are also not available in libraries.

3. Infrastructure:- Dr Ranganathan has given five laws of Library science in which fifth law says that Library is a growing organism. To fulfill this law Dr Ranganthan and some ISO standards also suggested for Library building and its infrastructure. For different Libraries like- Academic Libraries (school library, college library, university library), special libraries and Public libraries as per their requirement its infrastructure differs. But all the Libraries are not having good and enough infrastructure.

4. To participate in Seminars, conferences and workshop: - Generally in many institutes there is only one librarian working under principle, Dean or other higher authority. Always higher authority does not understand the work culture and preferences of Libraries. Sometimes they do not permit librarians to attend seminars, conferences, workshop etc for their future development, which

5. To work under Prof. in charge: - In some libraries some other teachers or principles work as in charge of library and librarian has to work under them. This practice also demotivates the professionals of Library.

6. Less salary:- In some libraries, librarians are getting less salary in comparison to other teaching staff, this thing also increasing dissatisfaction among Library professionals.

Other duties like cultural, sports, in-charge of different committees not related to library are also very disappointed work for librarians.

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WHO ARE RESPONSIBLE FOR THE "DISSATISFIED LIS PROFESSIONALS"?

Dr Bibhu Prasad Panda
Associate Professor & Principal
ICFAI University
At / P.O.: Kamalghat
Agartala – Simna Road
AGARTALA, Tripura (West)
PIN- 799210, INDIA

The theme "dissatisfaction themselves" is their own doing and also to some extent it is the step-mother attitude of the government and elected bodies for strengthening higher education of this country, towards the library community.

Now a day's librarians are regarded as most knowledgeable persons, they sat on the mountain of information data but thriving for recognition in their own field from the intellectual society. The total intellectual mass depends upon the library community for their intellectual development and yet not recognizing the library community as one of themselves. This is the whole cry of the librarians' community. To simplify one sort of example I am depicting here that a cow satisfy the hunger and thirst in the humans but she is lamenting for food to survive, she also can't satisfy her calf's hunger as the human took away all her milk .

Whatever the committees made for quality control or quality assessment of education, an institution or Human resources, seriously no member of librarians community is being chosen for the same, the persons form the committees are from other disciplines, if at all anybody by mistake, taken from the library community he has no authority to speak, only as a member he is to observe and report, broadly speak about MHRD, UGC, IQAC, NAAC, NIRF, etc.

Nobody is taking active steps for the upliftment of library community and within its, own community members are busy pulling one other's legs like Indian crab by not letting others to go up.

The whole story is so miserable that none of the library committee members come forward for the common cause, all the members are looking "what benefit I should get? "and always there is a cut-throat policy within the community, such type of attitude keep away the community members to fight for their rights, shall have to wait a long way for our rights from both the government's parlance, center as well as state.

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"INFORMATION NEED SATISFIERS: THE UNSATISFIED THEMSELVES"

Preeti Patel
Library Professional Trainee
Central Library
NIT Raipur

Library play a vital role in the development of society. Librarians help people to find their books or Information, which they need for business, academic or leisure purpose. Books, CDs, Internet and databases, e-resources, software etc are some of the librarian's resources to satisfy the need of users. Librarians must be familiar with today's sophisticated research and information sources and services by which they can guide users to find their information. They must possess first-hand knowledge of all the materials of the library. Librarians manage the collections of libraries; design services as per the need, performs various library administrative works and conducts various programs like orientation programs, training programs, authors' workshops, seminars etc to educate the users. Thus, a librarian work is often challenging.

A library professional plays an important role in the progress of human society. Library is an institution where skilled, experienced LIS professionals are engaged to serve the users. But most of the LIS professionals are not satisfied with their job. And It is a fact 'only a satisfied professional can satisfy his/her users better'. It is considered that LIS profession is a thankless job and the human society or the users do not give due respect to them. Even if UGC and other affiliating bodies have prescribed for staff formula in libraries and have considered Librarians at par Faculty members, it is not followed by the academic institutions. They treat them as a mere worker of the Institution. It is seen that if the job does not fulfil the basic need, then the employee will be dissatisfied and as a result he/she cannot perform his/her work better.

There are many rules and regulations implemented by Govt. for the development of libraries and Library professionals. But those are on papers only. Government need to take necessary actions to implement of these rules & regulations, to ensure the upliftment of libraries & libraries professionals in India.

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