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Theme- Future of Indian Librarianship: Progressive, Regressive or Compulsive?

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Editor-in-Chief
Dr S. K. Satpathy
Dy. Librarian, NIT,Raipur, Chhattisgarh
E-mail: drsksatpathy@gmail.com

Editor
Dr D. R. Meher
Librarian, OUAT, Bhubaneswar, Odisha
E-mail: meherdebraj@gmail.com

Editorial Board Member
Prof Bulu Maharana
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E-mail: shivasukula25@gmail.com
Dr S. R. Kashyap
Asst. Professor, SOS in LIS, Pt. R. S. University, Raipur, Chhattisgarh
E-mail: sr_kashyap1976@rediffmail.com
Dr Neelam Soni
Asst. Librarian, NIT, Raipur, Chhattisgarh
E-mail: nsoni.lib@nitrr.ac.in

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Dr. Bijayalaxmi Rautaray
74, Royal Garden, Patia
Bhubaneswar-751031, Odisha
E-mail: dr.bijayalaxmirautaray@gmail.com

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FROM THE DESK OF EDITOR-IN-CHIEF

Dr S. K. Satpathy
Dy. Librarian & Head
Central Library, NIT, Raipur-492010(C.G)
email: drsksatpathy@gmail.com

On the eve of anniversary of lisforum_orissa, Annual Issue has been published by the forum on a particular theme pertaining to real issues of library and information science and service. On its 15th anniversary, an online journal titled '***Journal of The lisforum_orissa***'- an annual, bilingual (English and Hindi) is brought out with a thought-provoking theme 'Future of Indian Librarianship: Progressive, Regressiv1e or Compulsive?'. The purpose is to provide a platform to professional fraternity to speak out their mind on a given theme or issue. The forum values all the ideas and opinions and shoulders the responsibility of reaching it nationwide.

If we visualize the journey of Indian Librarianship from the inception of libraries with palm leaf manuscripts to print documents to Digital library, we can envisage the enormous changes in the nature and functioning of non-LIS librarians previous and LIS professionals of present generations. Changes occurred not only change in library building, but also in library environment, collections, user needs and behavior.

Analyzing the evolution of Indian libraries and librarianship, the regressive growth except in case of some Central Funded libraries, and private deemed to be universities is apparent. The main reason behind this situation is they have been neglected by affiliating/recognizing bodies, library authorities at institutional/state level irrespective of their types and sizes. If somebody go and see the university library, he/she was using in his/her student years, would find it deteriorating in terms of staff strength, collection management, maintenance of library building, salary or status of library professionals— not according to any formula or policy or guidelines, except some desktops or modern gadgets hastily purchased, in the name of digital library, unable to materialize the effective service to user community.

In spite of this progressive darkness, a ray of progressiveness can also be seen in Indian librarianship due to changing role of LIS professionals from mere custodian of books to library manager, of course in very few numbers of libraries. And this was devotedly shown by the librarians during the covid-19 pandemic though their contribution might not have been acknowledged. Still, we all LIS professional, teachers, professional bodies and students should work together and need to try to make the regressive and compulsive Indian librarianship to progressive one in future.

(Dr S.K.Satpathy)

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CHANGING HORIZON OF ACADEMIC LIBRARIANSHIP

Yashveer Pratap Singh
Knowledge Consultant
email: replyhenry83@gmail.com
Cell:9717 490 730

The librarianship over a decade has seen landmark changes. Few years ago, people use to ask, will librarians even exist in the reference of emergence and deployment of ICT services in academia and in the libraries. The same questions were being asked in first half of 1990s. However, we have seen a great emergence of ICT services and India becoming global leader in ICT services. I foresee same trend for academic librarianship as well. Two of my friends are working as technical librarian in top universities of the world and from here I see our increased presence on the world forum as well. According to "The Future of Skills: Employment in 2030", there will be an increased call for librarians, curators, and archivists, among other occupations. People who have any doubt over it must read this report, it beautifully illustrates the increasing demand of specialized librarians, and we are very much poised to full-fill the international demand.

In this great and very lucrative endeavor, would we be able to compete or occupy positions or write the same IT story, with the current skill set. The answer is definitely not. The concept of learning, unlearning, and relearning is not being practised in our domain. There is no straight answer for this, but nobody can deny the importance of it. We need to perform and transform.

So, after understanding the very requirement the next question comes to mind is, are the librarians responsible for it? The whole eco-system is responsible for this. There is no arrangement for continuous learning and improvement and until unless the whole fraternity will not think about this, we would not be able to embrace the whole concept and will be left behind. What may happen then is along with existing committees and special-in-charge new and more persons will be involved, and they will overpower the librarians. You will be made to data gathering job apart from performing as gatekeeper of the knowledge centres or libraries. I have seen libraries have renamed with more attractive terms and some cosmetic changes here and there. There has not been a concentrated effort form institutions to treat libraries with utmost priorities or treat it as a complete department in itself.

If individuals, ask themselves, about the last time when you read a book or did some course or acquired a new skillset. When ICT was largely introduced in libraries the management of it went to outside vendors as AMC providers. We just listen to different people from few vendors and reproduce it. Doctors must complete credentials for CMEs (Continued Medical Education) to keep them updated. Companies have deployed different learning and development tools and continuous learning modules. I have never heard a librarian being sent for some higher courses or education apart form few conferences. We all know about the outcome of these conferences. There is a big question is on the take-out of different conferences and how does it equip with cutting edge knowledge or skillset or newer trends, even though it does what percentage of attendees really get to that. Faculties are sent for Faculty Development Programs; employees are sent for Management Development Programs. I have never come across librarian development programs. Even the fraternity and leaders in this domain have done anything in this direction.

So, it is good that lately we have been able to define the problem statement. We know the problem now and have desire to change the situation. The million-dollar question is 'Who will do it'. In my perception, experience, and knowledge the answer is 'Nobody will do it'. However, the answer is still not complete. It is 'we'. Librarians will have to start form themselves. Charity begins at home. Lately, I was discussing this matter with one of the librarians and she was blaming each and everybody for this. Even I could not answer most and till today I do not have. However, I had few questions for her. I asked her about the last time you visited faculty block or met to few HODs or the Director. They do not come to library often you do not visit them. Are there any reservations? I think yes, there is. If you visit to them, you will have to give them something which they do not have. You will have to learn it. For this first you will have to become the most active user of library services and find out challenges, find answers. At the same time, I do not want to paint each and every one with the same paint brush, I know many who does it and they have got the respect as well. Few tried and then sat as there was no good response form other-side and few did not try even. When was the last time you found any book-chapter / article or any literature and shared with the decision makers? Hey look, I have found this for you, and I am sure you will like it. Few people publish few newsletters and new arrivals, but this is an old practise. It was good for starting of 2000 but in the third decade of this century expectations have changed. People do not what to search, they want to find, and you got to give them.

Another challenge that we have not shown any aspiration in learning and integrating ourselves and our systems with other academic activities. Are we at-least offering some support to them? I know it is bit vague and one may think where the invitation is. I am sure invitation will not come but one need to make them realize and this is not one day job or giving a try once. There must be continuous, regular, and organized attempt. I would like to share a small story of one of my friends who works as an assistant librarian. He offered his services to implement KOHA in his library. The committee did not trust him and went for a commercial proprietary software. He was very instrumental in that as well and did all required things. It was implemented and running. Then different stakeholders asked for different reports and those were generated, then other reports were demanded, and this commercial software could not deliver that. They contacted the service providers, and they sent another quote for it. Meanwhile, this gentleman somehow arranged one old system from some department and installed KOHA. He sent a mail to all members with a copy to the Director. The Director called him and asked about the whole thing. The director was unaware of all the facts, he understood from him, called all the committee members, and had a meeting. It was then decided to install KOHA and in front of everyone he was instructed that if anything comes in future, he must inform the director.

So, with this I would reiterate that you start with yourselves. You need to chart out a growth plan for yourself, discuss with your group and propagate it. Learn, unlearn, and relearn. Remember it is not going to happen overnight, but I know for sure that small changes over a period, combined, brings bigger changes.

I know of many initiatives taken by few librarians; they are collaborating trying to contribute to the field. However, the issue is that they are very few and not being recognized properly and widely. Rather they see more criticism, as there is a much bigger population who has great extent of inertia. Rather than embracing the fact and contributing form their side or at-least appreciating, many are demotivating out of their own fear of being left out and reluctance to change.

I could talk about the analytics or natural language processing, artificial intelligence, or machine learning initiative in the academia and in learning space. Many initiatives are in plate and many in kitchen, but rather than teaching there is a need to inspire the fraternity. I can throw many reports like NMC Horizon Report 2017 and other studies. They are well in place and we all can learn to a great extent, but question is are we ready and skilled to understand, embrace and appreciate the findings. Perhaps the larger population is not ready for it.

Library is a complete institute. So, librarians do not only need to understand the technology, supporting research in a digital world, digital literacy, digital Information management, developing and managing space but they also need to learn about leadership, writing skills, communication, understand change management, proving value, influencing and negotiation, creativity and innovation, collaboration techniques. One may ask why the next set of skillsets. So, you have two set of consumers, one set of consumers i.e., learners are looking for the first set of skills and the other set of consumers i.e., management with whom you must deal with is better in the next set of skills. In the endeavour to satisfy the first set of consumers, which is your prime responsibility, you need to win support from other set of consumers.

Whether it comes as a part of curriculum, or one need to do extra curriculum activity as I know the existing curriculum is not able to teach many of things. I also understand the current set up of UGC is not sufficient. We need some specialized bodies like ALA should come in driver's seat for LIS curriculum accreditation. I also feel a need to bring change in the mind-set of policy makers and regulators but in order to influence the fraternity and individuals in itself has to work for this change. One cannot wait it to happen but work to bring it closer and meanwhile need to work on other things as well.

Today librarianship is on pivotal crossroads, and it needs to be further very carefully and in an integrated manner. All stakeholders need to understand this and create a mindset to address this, but first of all we shall create a mindset. 'Hum badlenge. Yug badlega'.

One cannot stop change, so best is to change. Remember you are dealing with information and that too based on ICT. The most dynamic phenomena in known world in information and then ICT. It is transforming most rapidly.

Your target audience is also changing very fast. Today learners do not have only option i.e., library. They have come a far way. One day, I got a call from a top Indian Air Force official, and he asked me, is there a way I can summarize my expectations on voice or typing in my own understanding and the search engine gives me most relevant articles or references and I do not have to learn anything new. It means no surveillance a set of results I can rely on. I could only think of fire and forget missiles. I told him it is not available right now. I am trying to say that demand is changing and who knows in future similar things come up.

One thing which is written on walls that with changing technology, innovations and perhaps mutating expectations library spaces are going to evolve and that too fast. Hence, the bottom-line is that librarianship is not going to obsolete, but many would be left behind who are resistant and not ready to transform and evolve.

Other thing which is written on walls is there is going to be more information tomorrow than today and more learners / users tomorrow than today,

Another thing which is written on walls is you may go to Mars for your breakfast, but information must be indexed aggregated, curated, archived and referenced and more.

If information is going to exist, information professionals are going to be here. Who knows if after 10 -20 years, somebody calls you to train or design a course for their robots who are going to work as library staff for check-in, check-outs, data entry, cataloguing, indexing and more? Till then— prepare yourself and get ready.

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FUTURE OF INDIAN LIBRARIANSHIP: SOME RANDOM THOUGHTS

Prof (Dr) B. Ramesh Babu
(Professor (Retd), University of Madras,
Chennai & Formerly Visiting Professor, Mahasarakham University, Thailand)
Co - President: I-LISS (Formerly LISSASPAC)
22/20B Thangavelu Pillai Garden, First Street, Old Washermen Pet, Chennai 600 021
email: beerakarameshbabu@gmail.com

Introduction

"Libraries are trying to imagine their futures with or without books" – John D. Sutter

Librarianship has all the attributes of any other profession. It exhibits the essential characteristics of an established professions. It is a noble and exalted profession. As a noble profession, it enhances the broadness of vision, increases the sphere of knowledge and the depth of friendship amongst person and person. It has been defined in the Macquarie Dictionary as "*a profession concerned with organising collections of books and related materials in libraries and of making those resources available to readers and others"*.

Every LIS professional proud to call themselves as a librarian or Information worker or Knowledge worker. They have to perform their duties every day to maintain and sustain with other professionals and organisations (Luthmann, 2007). The National Knowledge Commission (NKC), India has rightly quoted libraries as "Gateways of Knowledge" and has defined the role of libraries as, *"Libraries have recognised social function in making knowledge publicly available to all. They serve as local centres of information and learning and are local gateways to national and global knowledge"*. The quest for knowledge will never die and the libraries are not an exception to this phenomenon. But the era of changes compels evolution of future libraries.

Paradigm Shift in the Future Libraries

following table highlights the key paradigm shifts as compared to the traditional libraries (Ramesh Babu, 2012). The future libraries have transformed into a different information world.

Libraries	Networks
Custodian of Books	Service oriented Information Providers
Print	Digital
Ownership	Access
Order in Libraries	chaos on the web
One Medium	Multimedia
Media	Hypermedia
Copyright	copy left
Own Collection	Library without walls
Homogeneity	Diversity (heterogeneity)
In Good time	Just in Time
Top Down System	Bottom down system

Real	Virtual
Tangible	Intangible
Intermediaries	End users
Monopoly	Equity
Library	Web, Dibrary
Intra-action	Interaction
In sourcing	Out sourcing
Open Source	WIKI source
Teaching	Learning
Local reach	Global reach
Books	Bytes
We go to the library	Library come to you
Book preserver	BIT preserver

Future of Libraries

"Libraries all along history have been at the receiving end. They have been disregarded, lowered in public esteem. One can trace only humble origins of the libraries. Libraries like some other social institutions have passed through periods of recognition, lull, encouragement, neglect followed by slow growth, decay and then crisis" (Guruswamy Naidu, 2010). In the present circumstances it is often said that whether libraries can survive and thrive in the future? Of course, they can, provided if they are willing to make most stringent choices to let go of the past, seriously review the prevailing situations, build effective and collaborative partnerships that are needed to project the role of the library as more than the symbol of the heart of the society. The future of the library will be judged by the changing dimensions of the information society, dynamics of the LIS profession, existing system of education, commerce, industry and government. Within a complex educational culture, the library tries to fulfil and satisfies the ever-changing expectations of the clientele. The library of the future will continue to support learning by creating and fostering a conducive and smart learning environments with the impact of ICT and android technology as seen during the COVID pandemic times.

"Libraries in future increasingly find themselves dividing their precious work time between their normal assigned duties and the unwelcomed role of 'traffic cop', having to adjudicate and referee disputes among users signing up for time on public Internet terminals" (Shuman, 2001, p.41). It is appropriate to quote, *"Tomorrow's Libraries will have to change their role from Information store house to idea stores, complete with Cafes, Crèches and multimedia offering*". It has been observed that the Indian Librarianship and libraries has been changed and changing with different nomenclatures as Knowledge workers, Knowledge managers etc. This is especially noticed in special libraries. The LIS professionals have been demanding professional status and recognition since Melvil Dewey times to the present day. It is strongly believed that improving the profession's image and status will in turn lead to financial gains as well as greater recognition and respect in the Information – Literate society.

Is Indian Librarianship at Crisis / Cross-Roads?

Since the beginning of the 21st century, the librarianship lands itself in a state of crisis / cross-roads. *"Desperate to slough off the old limiting, stereotypes of the stern bespectacled cardigan-clad shushing controller of books, librarians are clamouring to convince themselves, each other and the wider community that there is far more to the humble librarians than meets the casual eye"* (Davis, 2008).

Some of the factors of crisis are:

- LIS schools failed to a larger extent to market their products adequately
- Rift between LIS teachers and Librarians
- The predominant role of Distance education in LIS in the recent years
- No harmonization of curriculum among LIS schools
- Marching of Librarianship towards Information Science or Information studies
- Domination of technology over traditional Library science
- Use of too many nomenclatures for LIS
- Information Science is dominant at the expense of Librarianship
- Mis-matching between theory and practice
- Mismatching between the productivity of the LIS products and the job needs of the employers
- Lack of manpower in the libraries as well in the LIS schools (Ramesh Babu and Butdisuwan, 2013)

Certainly, LIS profession in India is at cross roads. The survival of the LIS profession and schools is going to be more complicated as well as demanding in future, if proper training and development programmes are not planned and executed. *"The challenge for the LIS schools is to revamp their facilities and course curricula to transform into institutions that educate and train professionals who are competent enough to create a stir in the market, a demand for their skills, societal hunt for their talents, and who can substantially contribute to management of knowledge resources, dissemination of information and create a often sought after brand name for their service and niche for themselves"* (Malhan, 2009, p.57).

Further it can be stated that basic challenges for the librarianship in India, in addition to the factors of crisis mentioned above, are:

(i) National level policy for library and Information System is lacking;

(ii) Standards for different types of libraries are not established by the competent authority;

(iii) Indifferent attitude of the government either at the state level or central to strengthen the library system especially public library system in the country;

(iv) Lackadaisical attitude of the LIS professionals' associations to establish a strong professional's network;

(v) Inconsistency in qualifications, pay scales, budgets and staff strength among the various types of libraries.

Future of Libraries

The future of libraries and library system probably would not disappear soon, rather would blossom into something new and exciting in congruence with today's myriad informational demands. The ten ways in which the future libraries may differ form present one are as follows.

1. Sensory story times
2. Better outreach to ESOL (English for speakers of other languages) and ESL (English as a second language)
3. Automation
4. Emphasizing community space
5. More social media savvy
6. Digital media labs
7. Electronic outposts
8. Crowd sourcing
9. More active librarians

(Source:https://www.teachthought.com/literacy/10-ways-the-library-of-the-future-will-be-different/)

Future roles of LIS professionals

The future of Indian librarianship faces many challenges. The management of change is itself is a great challenge. It is suggested that LIS professionals must continuously upgrade their skills and competencies and shall perceive how users are satisfied with the provision of services and information products

Cynthia L. Henderson identified nine roles the libraries will continue to play in the future:

1. A physical symbol of the search for knowledge
2. A focal point for the campus and intellectual commons
3. A haven for study and research
4. A place for individuals and groups engaged in collaborative learning, teaching or work
5. An access point and interactive distribution center for print and electronic information
6. A learning common to support trends in education, research, service and outreach
7. A functional and pleasant workplace for staff
8. A virtual gateway for institutional knowledge
9. A signature space that is attractive, flexible and useful (Alire and Evans, 2013, p. 335)

Nine Cs Vs. Role of Future Libraries and Librarians

Libraries in the future need to follow the 9Cs as driving forces (Fig. 1) and these will be the guiding force for the LIS professionals to survive in any situation whether it is pre-covid or post-covid or any environment for that matter. They need to find ways to work more closely with the clientele and need to find more interesting ways to teach information finding skills. They, in future, need to reorient their collections, services and facilities to keep pace with the advancements in ICT and their applications.

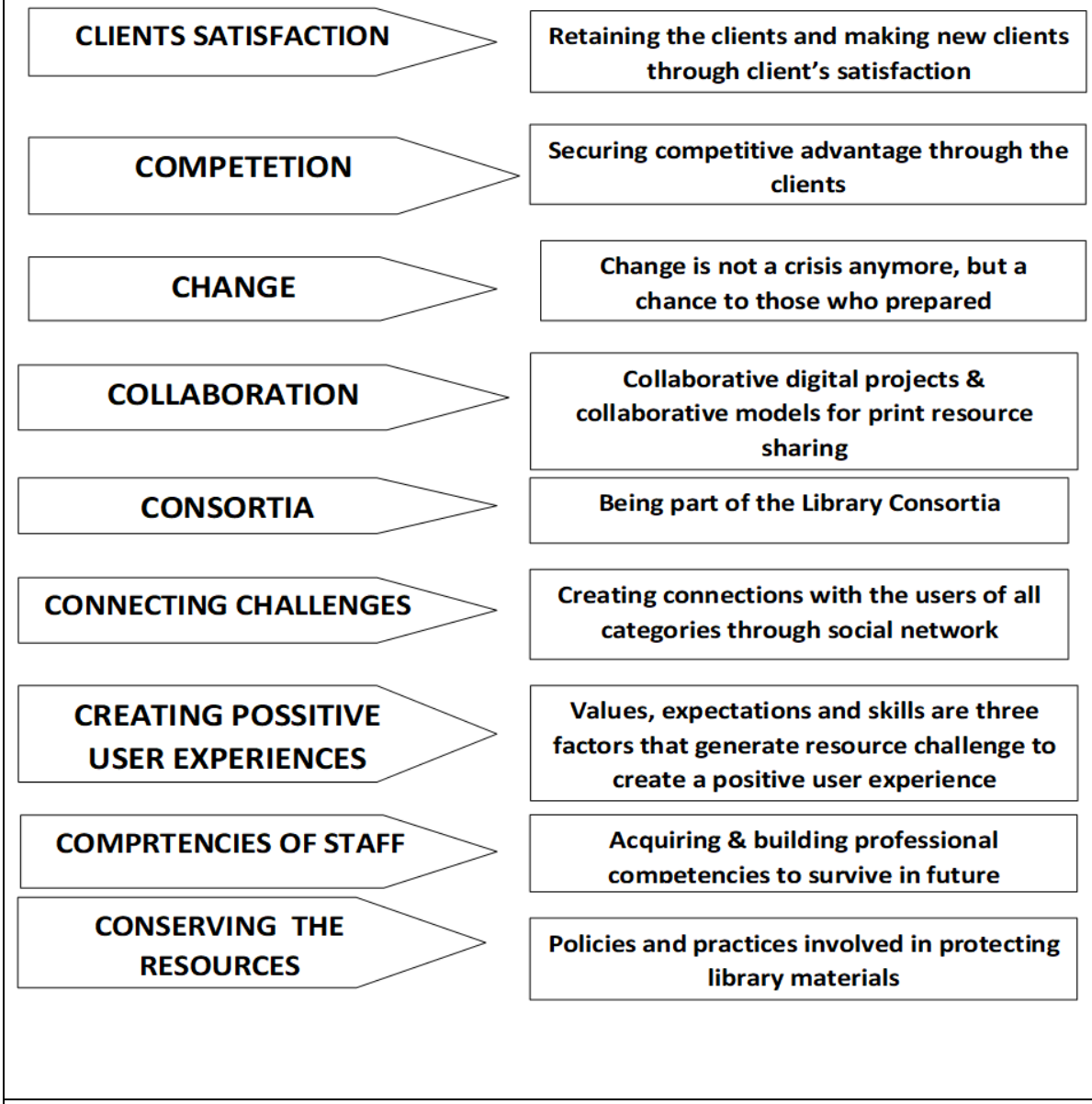

Fig. 1. Nine Cs Vs Role of Future Libraries /Librarians
(Adopted from Oh, 2007 and Ramesh Babu, 2019)

Challenges for future Libraries

The major issues and challenges for Librarianship in the third millennium are as follows:

1. *"Recruitment, education, and retention of librarians.*
2. *Role of library in academic enterprise.*
3. *Impact of information technology on library services.*
4. *Creation, control, and preservation of digital resources.*
5. *Chaos in scholarly communication.*
6. *Support of new users.*
7. *Higher education funding"* (Hisle, 2002).

In addition to the above, the other challenges for future libraries are technology, digitization, physical space, financial, creating positive user experience, new skills and competencies for the staff, collaboration, advocacy, connecting and mission-oriented issues.

Suggestions

The following suggestions may be considered to empower Indian Librarianship:

- Librarianship needs to adopt broader range of services and need to '*rediscover*' them for a new path.
- There is an urgent need that the professionals and the society has to appreciate the dynamic changes that took place from time to time in the profession.
- There is a need to re-think and re-conceptualize and re-engineer the vision and mission of the profession.
- There is an urgent need to implement ICT for delivering library services, although some libraries have taken lead in this direction.
- Libraries will need to train their staff to able them to manage the new tools and services.
- There shall be symbiosis between LIS Teachers and Librarians, which may strengthen the profession.
- Library professionals need to be techno savvy and the most productive and effective and keep up to date with the changes.

Conclusion

The present generation librarians in developing countries especially in India, seems to be worried too much about the stereotype nature of the profession. However, it is to be remembered that the society has a clear idea of the range of information services being offered and provided by the LIS professionals. It may be stated that the future is not static and it is dynamic and we shall be in a position to change the fate of the profession. Librarianship has not yet convinced the community at large that its services are necessary in the same way that law and medicine professions have been able to do. In this context it is pertinent to quote Lancaster (1983) "We must shift the focus of our professional concern away from the library as an institution and towards the skilled professionals, who will become a professional practitioner on par with medical and legal practitioners". We have to plan, design and develop the guidelines to make the profession a vibrant, inspiring and challenging one. To conclude "No one can predict the future with any real degree of certainty, but it sometimes seems as though everyone is giving it a try. Certainly, the future cannot be predicted accurately and prediction is not an exact science" (Shuman, 2001)**.**

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FUTURE OF INDIAN LIBRARIANSHIP IN CONTEXT OF NEW CHANGES AND EMERGING NEEDS OF LIBRARY INDUSTRY

Sanjay Kumar Rajan
Sr. Training & Consulting Partner,
ProQuest, New Delhi, India
email: Sanjay.rajan@proquest.com, sanjayrajan4@gmail.com

ICT revolution has changed the concept of service around the world, and it has transformed the traditional setup of services in almost all the different sectors. Library & Information Service industry is also one of the most important industry where ICT has made their presence and impact at large scale. The use of information technology in libraries has brought a revolutionary change in providing information services to their academic users (Gottesman, 2002). It has changed the whole concept of library services and leading the libraries services towards new direction and connecting them with new discovered and undiscovered pattern of services.

After COVID-19 attack around the world in 2020, the new emerged situation has forced the libraries around the world to adopt the digital library concept not at a partial level but at high level and many libraries have transformed themselves completely in digital mode. In context of all these changes, it is also very important to understand the impact of technological transformation changes in library industry on the librarian and the concept of librarianship. It is very sure that a new set of digital or technological skills required to serve the library users and lack of these skills can be a threat for all those traditional librarians who are not feeling comfortable or not ready to adopt new emerging technical working environment.

On other side, it is also reflecting during surveys that the importance of the role of the librarian as a gateway for locating the information has fallen down over time and librarians are increasingly disintermediated from the actual research process (Houseright & Schonfeld, 2008).

There may be several reasons for this change, but one important reason is that the pattern of information seeking behaviour of library users have changed. Users of this technical age have adopted the library technological support system with more faster speed than the library professionals and that has created a new gap between library users and services provided by the library professionals. As new technologies and information delivery systems emerged, the way in which individuals search for information to support research, teaching, and creative activities is changing with very fast speed (Niu, X., Hemminger et.al, 2010). Many research studies are supporting this fact that due to increased utilizations of electronic methods for searching, sharing, and storing scholarly content, as well as for utilizing library services has put a question mark on the relevancy of traditional librarianship. Either it is licensing, metadata, indexing or support for academic research scholars, the interference of the technology is everywhere and, in many cases, it is in process to replacing the traditional librarianship concept with new emerging automated technological librarianship.

India is also one of the most important country where we have strong set up of libraries and large number of people are working as library professionals in different parts of India. If we compare the Indian librarianship in context of new emerging changes then it seems that it is still far behind to adopt those changes with the same speed in which changes is happening in library industry in the era of industry 4.0 revolution. In his personal visit of library of Waseda University, Japan, this author realized that this library has adopted the very advanced technological innovations at very high scale. Most of their library system is in automated mode and users can easily use the library without any necessity of any librarian. During my personal interaction with the librarian, I found that the concept of hiring the workforce for of this library is also different. They hire the experts from different subject domains for their library and they are not only from the library science graduate or post graduates. Maximum people who were working in the library were form different subject background like IT, MBA, Sociology, and others. The concept of librarianship which they have adopted is the indication of ongoing future changes in the librarianship in context of new emerging needs of library industry and new information seeking behaviour of library users.

Indian librarianship concept is far behind from these well adopted technical and management level innovations in the library industry. The innovation in library technology is directly or indirectly changing the library management practices and the service practices of library also.

Librarianship is still among the most trusted occupations in India, but the users' information seeking behaviour has changed a lot while many of our library service models have stayed the same and that can create a huge threat for the current existence of librarianship in India. This is the demand of the time that Indian librarianship should invest their hard efforts in coming from their comfort zone and connect with the communities in direct mode, understand their requirement and innovate themselves according to new emerging requirement of the library users. It is important for the future existence of the librarianship to not to limit their role only in managing the day-to-day library activities but also find a way to be a true partner in ensuring the success of their students, research scholars and faculties through their services. The new future Indian librarianship should be should have a focus on solving the real problems of library users with acquiring the global skill and standard of librarianship. In this era of high-level technological globalization, library users will always test the quality of librarianship with a parameter of global standards in the services provided by any library. If this will not happen there will be always a question mark on the decent survival of the traditional librarianship in India. It is important to the Indian librarianship to think beyond the library and find some additional dimensions to the prove the relevancy and utilities of their library and existing interconnected knowledge bank within the library for the communities which are existing inside and outside of the library. The future Indian librarianship will also need to equipped with professional skills to market the library resources or services; to market themselves; to exercise strategic thinking; to use business and management tools and strategies (Landesman, B. (2004). The future of library and librarianship will be defined by their quality of thinking and quality of the solution provided by them to not only for the library users of within their academic campus but also beyond the boundary of library. It will important for the future Indian librarianship that they should invent the different types of library services and make them

meaningful, relevant and easily accessible for those people who are beyond the wall of their library building.

The Indian Librarianship will need to understand the new emerging context and need of patrons and accordingly they have to innovate themselves as per the new smart tech-friendly library users. The Covid-19 has given a new realization to the library professionals that how they serve their users who are placed remotely with the help of remote access technology. This concept of remote access has a great power in itself and that can be a new mode of the survival and establishing the relevancy of the librarianship in future. This can be also a powerful tool for the librarianships to provide reference support at local community organizations such as those that support small businesses, veterans, immigrants, or the homeless; librarians supporting municipal planning and local government with research; or providing library services at community events (Farkas, 2018). This concept is already working in other developed countries like USA, and it is not very far that this concept can be the one essential need of Indian librarianship also.

It is very clear that transformation is going on in the concept of librarianship around the world with the increasing adoptions of prescriptive technological models and Indian librarianship cannot be disconnected with these ongoing changes for a long time. Adoption of new emerging technologies, the concept of embedded librarianship and their pragmatic implication in communities, strong collaboration with success plan of their academic faculty and research scholars and accordingly innovation in their services will be the one of the most important requirements of the Indian librarianship to make their relevancy in future. Innovations in the role of librarians will continue and quality of global standard level with specialization will be the need of any defined role of librarianship, either it may be in context of librarianship for college and university libraries, children's libraries, and other libraries.

In context of the above-mentioned changes in the library industry, there is important need to relook into our current existing library education system and training for the library professionals. It’s important for the relevancy of future Indian librarianship that there should be flexibility in accepting the hard realities of the ongoing changes and accordingly step should be taken for the modernization of the library education and training system for new generation of library professionals. There is need of much more flexibility in observation about the changes and their impacts on the Indian library system and the librarianship.

It is also important to understand that all these changes will be not possible without involvement of the government at large scale. There will be a need to redefine the quality and requirement for the Indian librarianship to serve the new smart academic users. This can be possible only if our government can create a well-laid out policy and programmes at central and state level. Our policy should have the elements to modernize the library services with providing the effective motivational infrastructure to the library professionals. In this policy formulation, it will be also important to include the international library professional bodies who are redefining and redeveloping the library system to meet the future changes and to create a better experience for current and next generations smart users of library.

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FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE, REGRESSIVE OR COMPULSIVE?

Dr Sada Bihari Sahu
Assistant General Manager
Small Industries Development Bank of India (SIDBI)
Swavalamban Bhavan, Plot no. C-11, G- Block
Bandra Kurla Complex, Bandra (East), Mumbai-400051
email: sadabihari@rediffmail.com

In the Modern Society, librarianship is a distinct and distinguished profession all over the world including India. It is engaged in collecting, organizing, preserving and disseminating information to those who need it and plays an important role in national development. In view of the changing information needs of the society today Librarianship is termed as 'Library and Information Profession'. Librarianship is a multitasking profession that imbibes best practices from many other disciplines.

When we talk about the future of Indian Librarianship, first we have to evaluate our present condition of library science education and practice, professionals, career progression, job satisfaction, research output and how well library professionals serve to the community where they work and how their service is required for fulfilling information needs of users etc. After evaluating all these factors, we will come to conclusion where we stand and what is our future.

In the present situation the Indian librarianship is facing a unique threat from cutting edge e-learning and knowledge organization approaches, prompting librarians to call for a revamp the traditional way of teaching and learning and the attitude to learn with changing environment and keep pace with emerging trends. With this fast-changing environment how far Indian librarianship is equipped with, is a big question mark. If we truly evaluate the prevailing condition from grassroot level to national level the condition is not so good what I personally feel. Though we have progressed satisfactory in few categories of institutions or organizations and very few individuals at top level, but the actual picture is not satisfactory or up to the level. The reason for this author's observations is related to this would be as follows:

1) There are vast number of LIS schools coming now and then. These includes formal, non-formal and distance mode of education. These LIS Schools does not have proper infrastructure, basic facilities and good teaching faculty which leads very sub-standard library professionals and creating high unemployment in job market. There should be proper/high standard yardstick for opening such schools without which permission should not be given. Further, there should be checking process of such standard in regular interval and if not found the registration/affiliation should be cancelled.

2) Many universities neither have full-time LIS faculty nor librarians due to poor succession plans. Lack of local or global collaborations between librarians, the LIS teaching community, the information industry and corporate bodies also adds hurdles for development in the profession.

3) Course-Curriculum of LIS education is not matching with the fast-changing environment be it in library management, library technology and various services. The old age traditional curriculum does not match with current situation demand and need. Librarians must master technology that helps digitalize, automate and introduce content management systems to institutional repositories. They must be abreast with research tools such as data analytics, data visualization, effective information and data search/retrieval, reference management tools, as well as identify plagiarism and create awareness about academic integrity. Without updating of course-curriculum and abreast knowledge of these fields the true progress in librarianship can not be made in future. Sincere effort should be made to standardize the LIS education in India with the global practices by bringing in the technology element.

4) It is also observed that once entered into the job be it teaching or working librarian, very few are updating their knowledge and skill with the changing scenario. Without updated knowledge and skill one cannot cope up with the present condition. Therefore, there should be compulsory Continued Educational Programme for all LIS professionals with progress of career.

5) In profession like engineering, management, finance etc., importance is given to people with Industry exposure while recruiting teaching staffs in IITs, IIMs etc. But in LIS we do not find the same. The practical aspects of librarianship can be understood by doing and a working librarian is more exposure to library software, technology, other managerial aspects, etc., therefore, he/she would teach more better way to the students. Therefore, preference must be given to the working librarian while recruiting teaching staffs in LIS.

6) Non-availability Apprenticeship Programme: It is observed that in-service training and apprenticeship programme hardly found in most of LIS schools in India. It is suggested that if University Library can initiate with such programme in their library, that would be win-win situation for both the professionals and library. Since the new passed out students are energetic, enthusiastic and have current and updated knowledge in their subject field, this can better utilize by the university and in return they can gain good in-service practical experience handling the various services of library. This will increase the competency of students and also create opportunity to learn and practice in real life situation.

7) There should be cohesive relationship between the working library professionals and the teaching staff. One should not think that one is higher and other is lower. Both are interdependent to each other for the development of library service and grooming library professionals for the present and future.

8) It is seen that Professor of LIS Schools/Department have been given the dual responsibility of being teacher and in-charge of the university library, which is not a healthy practice. In a long run, this type of dual responsibility neither beneficial to the library nor good for the department. Authority should discourage this type of practice in future as long back in 1979, UGC has recommended for independent status to LIS departments. Therefore, it should be abolished immediately.

9) There is no sufficient job opportunity after passing the various courses. Therefore, various Library Associations of India must keep on demanding and putting pressure on Govt. to fulfill the vacant post and the post must be filled up by having library science qualification only not by general graduate or post graduate degree.

10) Professional bodies /associations like ILA, IASLIC etc. and state level associations has a bigger role to play in real development of the professionals, development of library and putting pressure on their respective states for implementation of Public Library Act in true spirit and action. Further, in filling the vacant post in universities, colleges, public libraries, schools etc. and for better pay package at par with the national level and other states. It is observed that there are very large number of Library Associations coming out every state for the namesakes and doing nothing for the development of the professionals.

11) It is also observed that when librarian is recruited in a school, apart from giving the overall management of the library, he/she is entrusted with other work like teaching, other activities which hamper the overall service or development of the library. Even in corporate sector or special library, the person who is looking after the library is entrusted with several other works and very limited activity to library work. In this scenario how the library can progress or develop, or the professional will develop himself or herself.

There are n number of such problems faced by Indian library professionals at various levels at every stage of one's life starting from joining a LIS school, entering job and continue with the job he/she held, financial and motivational aspects for doing good research, promotion avenue, career progression etc. Every stage of library career it is found that there is struggle for getting the due and proceed further. In order to have a better future in librarianship the teaching community of LIS Schools or LIS Department science of various universities and colleges can play a significant role in inculcating true value of librarianship and the value of attitude, skills and knowledge among their students and they will carry the legacy of future librarianship. Accordingly, the syllabus of LIS schools can be designed and planned. Unplanned proliferations of LIS schools have to be stopped, proper infrastructure in various LIS departments has to be improved, training facilities has to increased/enhanced, gap between teaching and practice has to reduced, coordination between LIS schools and the central library of the same institution has to be maintained and unemployment and underemployment in the

library field are to be addressed properly to see a glorified and better future of Indian librarianship. Further, the various Library Associations can play a vital role in uplifting the progress of library movement and librarianship in putting the problems and demands of professionals before the Government and enriching the knowledge of professionals by imparting training, conference/seminar/workshop/webinar etc. Last but not the least, each individual professional also held responsible for future of librarianship in India. The 'Individual' is some time a 'LIS Teacher', a working 'LIS Professionals', a member of 'Library Association', etc. So, we have to blame ourselves for our condition whatever we are today and what we want to be in future. Therefore, if anybody have to walk an extra mile or put sincere effort for the development and progress of library and library profession in this country, that is we as an Individual. Unless we awake, arise and assess ourselves, nobody can help us. It is time to think again how we can as an individual contribute to the progress of our profession, our fellow professionals and to oneself. It needs introspection and action without self-interest at individual level to see a bright, demanding, successful and satisfied library profession who is major part of progress of education, business, culture, research etc. and ultimately contribute to national development and progress.

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FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE, REGRESSIVE OR CUMPULSIVE?

Mrs Seema Tiwari
Librarian
Shri Shankaracharya College of Nursing
Hudco, Bhilai Chhattisgarh
email: devsang04@gmail.com

Today the work of a librarian is not limited to arranging books, but has become a responsible and fulfilling task with modern technical knowledge which has made it more convenient. The future of the librarians in India is definitely progressive if the situation and work of both the libraries and the librarians are analyzed from ancient times to the present time. Librarian have made different identity in the field of their work starting from the ancient libraries to recent modern digital libraries.

A librarian's work is always progressive, in terms of acquiring new knowledge, skill and education, which has facilitated them to manage the ever-changing libraries and satisfy the document and information needs of users. In modern libraries, users can avail library services and use library resources sitting at their own places.

Due to progressive nature of librarianship, we come across many types of libraries like Video Library, Cassette CD Library, Computer Library, Cyber Library, etc. The library requires trained professional librarians to manage the future libraries full of technology. This is also essential due to following reasons

a) Management of subject specific libraries (embedded librarianship)
b) Digitization of Traditional and rare books
c) Procurement and management of electronic and digital resources
d) Satisfy ever changing demands of users

The role of the librarian is constantly changing to meet social and technological needs of libraries. A progressive librarian can provide and maintain information in many formats including books, electronic resources, magazines, newspapers, audio video recordings, maps, manuscripts, photographs, etc.

The intellectuals of the society who believe that the text material is now available on the Internet and they can read it at any time according to their convenience, then it has to be accepted that the Internet has a deep impact on the services and resources of the library. Children, young, elders, all together or separately, can read books or text materials of their choice by downloading them on an app. At the same time to meet these challenges, librarians can also preserve all types of text materials in their libraries as much as possible, both digitally and in book form.

In the time of Covid pandemic, librarians played a very proactive role by procuring/ making and providing online study materials as much as possible, which indicates that their jobs are

not regressive or compulsive. It has also proved wrong the opinions of many intellectuals that the Internet and Google can replace the work of librarians and can replace libraries. Librarians always possess a progressive attitude and protects its path from misleading and false information by giving correct information. The information found on the web is not necessarily true and correct, but librarian always tries to provide objective, accurate and correct information that meets the needs of the users.

The future of the librarians will be dynamic and progressive because a librarian gives the readers exactly what they need, which Internet or any other modern tools cannot provide.

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HOW TO CONVERT CHALLENGES INTO VISIONS IN CURRENT ACADEMIC SCENARIO? A QUEST

Shiva Kanaujia Sukula
Dy. Librarian
Dr. B. R. Ambedkar Central Library
Jawaharlal Nehru University, New Delhi

&

Uttam Kumar
Associate Professor
Dept. of Geography
MMH PG College, Ch. Charan Singh University, Meerut

Introduction

Challenges are made of two characters; crisis and unique opportunity. Sometimes a crisis is needed to turn challenges into opportunities. When the COVID-19 crisis has begun, turning it into an opportunity demands new ways of looking, thinking, and reacting. The COVID-19 pandemic situation brought information outbreak as an enormous vista for information challenge. The significance of libraries and the role of librarians have been perceived as providers of accurate information, even in the greatest chaotic situation. The provision of authentic information for research and development is always a task in the context of multidisciplinary information scenarios. Whereas society is still fighting with the development of vaccines, following various rules and regulations, the dependence of researchers on reliable information is related to libraries. The resource sharing for dissemination of information and research results are some of the significant methods for reaching knowledgeable decisions. Realization of various kinds of information needs to provide value-added information is a must in the knowledge-driven society.

The challenges and visions

From a wide range of services such as virtual information services, specifically curated information resources based on comprehensive searches, provisions of evidence-based information and a channel for referral services, the libraries have been able to support the readers' community. While the services are dependent upon digital technologies and resource providers, the collaborations between libraries and publishers have spontaneously emerged as the bridge the information gap and digital divide. The accessibility to authentic information portals, platforms and provisions through the intranet as well as direct links of publishers' websites has bestowed the readers the 'information overload', also. The over-consumption of information and information outbreak is also in the scene to create havoc for information professionals and educators.

To add to the gravity of information confusion, the channels like social media, search engines and fake websites have been misleading the masses. To check the authenticity is a major task before the 'forwards' become snowball to proliferate the unreliable information. This kind of information exchange can be disastrous while the society has been facing a pandemic situation and the education system needs to not only survive, but also risen in the shape of New Education Policy (NEP) 2020. In such a scenario, the education system and libraries have to function in tandem with the objectives each entity has to achieve. The challenges of misinformation, as well as exponential growth of information, can be overcome by the online information services, information literacy programmes, reader advisory services, and e-learning to transmit the recorded knowledge.

Various modes of learning and Information access: Think digital, not physical

The role of academic libraries in fulfilling the educational needs of the users in research areas as well as serving in unexpected situations has aggravated the various modes of learning. To examine the mechanism of academic libraries to cope with uncertain situations and highly varied information needs, it has been observed that "new opportunities for libraries offered by digital technology" (Zhou, J. 2021). There are needs to identify the "role of academic libraries in education, library services in distance learning, and responses of libraries to pandemic restrictions" and intricate research related to online library services. The age of digitalization has provided support to different modes of learning such as distance learners can access information sources online. In the early days of the epidemic, we were overly focused on retaining access to our physical collection, which is the most visible consequence when your doors close. Where the situation of unexpected lockdown appeared due to COVID-19, learners in various streams and modes of education have been compelled to adopt innovative channels of information retrieval. Though there are various issues about filling the gaps in the digital access, such as "the equipment to accomplish digitalization, whereas organizational and cultural barriers aggravate this problem" (Tammaro, 2020); and removal of obsolete information material. The acceleration of the digital transition by the learning methods and libraries have switched towards functioning in digital modes, also facilitating remote access, and research support services.

The observations in the form of digital transformation have emerged as an evolutionary process in the higher education system in India, where the libraries are part of this journey. The academic inertia and the preponderance have combined the challenges and visions to overcome the procedural rigidity in the context of information and communication technologies (ICT). This practice is constantly necessary to reach the utmost potential of use. The applications of appropriate technologies by various kinds of university libraries have transitioned from print to digital due to the factors such as price and portability. Reaching closer to the status of a hybrid library in the perspectives of diversity of formats, and involved costs have added great value for the university community (1). The concepts of open access and accessibility of information resources free of charge have provided fair solutions to the public funded research. The traditional focus of universities (face-to-face contact) has been shifting towards the digital platforms to interact and serve the academic community.

Remote access to Library services

The epidemic of the coronavirus has prompted educational institutions all around the world to reconsider how they offer learning and research services. For much of this year, with campuses closed and libraries inaccessible to teachers and students, providing remote access and assistance has been crucial. Telecommuting for learning and libraries has been witnessed at large scale during the pandemic situation and later on. The queries in the minds of readers are regarding the access of library resources, login to library website/platforms remotely, etc. The remote access option supports (2, 3) in many ways, for example, bridging the digital divide, reaching out to users in a way that establishes that library resources and services are essential (Gardois, Colombi, Grillo, Villanacci, 2012) for the academic pursuits. The remote access is helpful in connecting with the academic community (Sukula, Babbar, 2020; Howes, Ferrell, Pettys, Roloff, 2021) as well as with colleagues. It also ensures access to library resources for the researchers and faculty members with wide expansion of accessibility to e-resources (e-books, e-journals, databases, government documents) and helps in stay Up-to-Date academically. Implementation of virtual service models to continue services remotely for silver linings due to virtual resource offerings.

To train the Library Staff

The training of library staff has become indispensable due to several factors to align with situations and organizational priorities. On boarding as well as “on the job training” are the learning opportunities to make it ensuring that library staff as increasing competence for augmented work performance. The training may be associated with current needs in context with technological balance and as an opportunity for resolving performance concerns. The strong connection of library services and training is critical due to meeting the job tasks and credibility of library’s commitment towards users. Monitoring library users’ satisfaction (4) is also a key factor to decide future areas of training and providing excellent information resources.

Conclusion

Plato has coined the phrase "Necessity is the mother of invention," and crises like COVID- 19 pandemic frequently serve as the driving force behind quick improvements in technology, legislation, and processes. Every educational system has the same goal. It's about overcoming the learning crisis we've already been through and responding to the epidemic we're all dealing with. The goal now is to minimise the negative impact of the epidemic on learning and research as much as possible, and to build on this experience to return to a path of quicker learning development. As education systems deal with the crisis, they must consider how to bounce back, with a renewed sense of responsibility among all stockholders with sound understanding and sense of urgency about the need to close the opportunity gap and ensure that everyone, be it a teacher, student or a research scholar, have equal access to high-quality information.

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IN-CHARGE CULTURE AND INDIAN LIBRARIANSHIP

Dr Debraj Meher
Librarian
Central Library
Odisha University of Agriculture and Technology (OUAT)
Bhubaneswar-751 003
email: meherdebraj@gmail.com

A boatman was ferrying his boat carrying the villagers across a river. The passengers were enjoying the ride and facility of going the other side. One day, a relatively more educated man happened to be among the passengers. He could not keep confidence on the boatman (as he knew something about boating from Google) and kept a hand on the oar the boatman was rowing with. Though the boatman did not feel good of this interference, he did not think wise to react also.

Days moved on. The boatman fitted a motor propeller to the boat and equipped himself with a proper licence. Now himself and the passengers felt happier for reaching the riverbanks earlier and safer while crossing the whirlpools too. That fellow again happened to come and put his hand on the handle of the motor propeller the boatman was controlling. This time the fellow did not forget to lecture the boatman on how to navigate boat in different situations. The boatman did not resist thinking the fellow a valued customer.

The boatman then purchased a motor launch to carry more passengers safer and faster. Once again, the said fellow was among the passengers. No sooner did the launch start up the fellow rushed to put his hand on the steering wheel the boatman would control. This time the boatman could not help resisting and asked the fellow to let him to take it in his own stride.

Alas! Could we library professionals venture to check to the interposition of others of our positions. The boatman's story above has an analogy to ours, wherein each one of us is a boatman and the library we are managing is boat. The first paragraph looks a lot like library having print documents and manual operations or traditional library with novice or untrained librarian; the second paragraph like automated one with qualified library professional; and the third one like digital library with advanced ICT managed by qualified and skilful library professional. But, be the advancement of library to any height or the position of professional librarian of any rank, somebody else will be crowned as in-charge (officer in-charge/ OIC or professor in-charge / PIC) by the authority that resembles the presence of that fellow on the boat.

If a professional has the qualification and experience to be eligible for the top post, in a university library or library of equivalent status, the post knowingly will remain unfilled for indefinite period. The only pretext the authority have is nonavailability of qualified or suitable person for the post. See, they can find a suitable dean, a director, a professor, a registrar, a comptroller or finance officer, an estate officer but not a librarian or chief librarian for their library in India where 513 library & information science colleges out of which 187 are

imparting PG course < https://www.shiksha.com/humanities-social-sciences/library-information-science/colleges/colleges-india.> and above 74 universities offering PhD— a pitiable mockery.

The tragic thing is, for technical assistant or professional assistant to assistant/deputy librarian, qualification of library & information science (LIS) is required but not for the in-charge. They may be from any discipline or somebody with equivalent grade of Class-I in case of public library. Ludicrously sometime, a deputy librarian of associate professor rank is headed by an assistant professor because the latter is from teaching faculty. Even this is not end of the quandary, by taking advantage if LIS department is there the authority keep a LIS faculty as PIC. More pathetic is, our own professors who groomed us to become a successful librarian in classroom then pose hinderance to our promotion to the top post in that university library in the name of carrying out the orders of their authority only. And this implies either of two things: they are not producing quality library professionals, or their hunger for power is satiated in a big library set up which is not materialized through teaching only. When our *Gurudevs* are not ready to shun this attachment towards the librarian/chief librarian's seat for the sake of their beloved students (?) what will we expect from others.

The purpose of LIS department in any university is to produce prepared library professional who are capable of making their way within educational, technological and cultural changes in upcoming times and contribute in nation's devolvement by providing information support system to public life, academic and research fields in the country; not to produce faculty only. Occupying the top position of a university library (or equivalent) by the LIS faculty is not only a matter of blocking the professional upliftment of their erstwhile students, but it is an unaware message to the society that what human resource they are producing are not suitable for top jobs. On the other hand, none of the stakeholders of above library ever bring the matter that their library is understaffed, or the LIS professionals are underpaid. One of the oldest universities of this author's home state is running with nil professional staff, but under the headship (PIC) of LIS faculty.

This is the OIC/PIC story. They may be from any discipline, do not consider to tell the authority that managing library as non-professional/non-technical person is not their cup of tea; they will rather devote the time for study and research in their own field.

Looking back to many libraries of nineties of last century, they were having huge documents in their collections, though not automated, were managed by the professionals in different posts, and of course headed by professional librarians, and many of us at that time were students of LIS. Consulting the card catalogue at the entrance of circulation section and finding a particular book in the bookstack looked magic. The gangways were frequented by library attendants who could tell the availability of a book akin to library catalogue to one's utter astonishment. Finding a classification number in the schedule for an un-expressive title had different joy which the OCLC classify cannot give except ambiguity. Searching and finding an article in a given journal or evaluating a reference book emoted different sorts of joy. The traditional libraries have lost the serenity of their yesteryears.

The preparation and consultation of card catalogue was a cumbersome affair which could be now solved by automation software, but number of library staff has drastically been cut off and vacant posts are unfilled that have directly affected the maintenance activities and libraries are dishevelled. Many libraries are taking up digitization programme to get rid of preservation of old documents, monograph, theses and to develop their institutional repositories (IR) but most are in half way. And nobody to shoulder the responsibility. In this fashion, the Indian librarianship is in regressive way.

The concept of consortium has of course given boost to the procurement and access of access of digital resources in large libraries. Centrally funded libraries have their own fund and technical feasibilities to go for e-resources themselves. During the Covid-19 pandemic this aspect was of great help. The whole academia came to paralysed position except these libraries that could reach to their user community through remote access. This is the progressive way the Indian librarianship has shown. But the libraries and librarians in this bracket are very few.

And the cases of college libraries, school libraries, public libraries are umpteen with uncountable problems, in terms of money, manpower and professional matters. The librarians under professionals' obligation manage to works for the organization they serve with many huddles and humiliations that cannot be depicted in this small write up. However, to back to the theme of the issue, abridgedly to say — under compulsion.

Summarily speaking, what the Indian librarianship is experiencing— in term of library resources is progressive, service and manpower is regressive, and working condition is compulsive.

What about hope and disappointment, then?

Indian librarianship is still with hope to come out triumphant, though in near future it is not about to happen. and disappointment is that, the boatman has his own boat, but no librarian can afford to own a library.

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INDIAN LIBRARIANSHIP: COMPULSIVE BUT PROGRESSIVE

Dr Siba Prasad Panda
Librarian,
VIT-AP University
Amaravati – 522 237
Andhra Pradesh, India
email: sibagiet14@gmail.com
Cell: 8249397366

To work in a library and serve the users by providing their required information is a noble profession. We are serving the future citizen, builders of the nation. Whether he/she may be a technocrat, doctor, engineer, manager, politician or any other well-reputed profession. They achieve this because of their hard work, lifelong learning, and bit of luck; spend more time in library with books. Library have been playing a very important role to build their careers. The role of the library and librarian play a crucial role in the growth of academic institute and society, whether it may be the recognition, the affiliation, or the accreditation. To acquire the knowledge everyone depends on the library, it may be public, academic or special library.

My teachers in my school and college life always advise me "Why you sit under the tree, why you chit chat with the fellow friends, time is precious, go to the library and spend this time with the books, newspapers and magazines, acquire knowledge and build a good career". This sentence says a lot… It means teacher advised to the student for learning and suggested to visit the library regularly. In the old days all are depends on the library for learning, but because of the development of the internet the footfall in the library declines but the number of users of the library increases. Even the work culture of the library also changes drastically. However, we foolish people blame ourselves and could not understand our importance.

Today, library means we consider as a physical library but it is hybrid library. Technology changes the present society and we have to change according to the technology, then only we will sustain, otherwise, we will be in back bench. Therefore, a librarianship profession is progressive in nature and library is a growing organism. Library should not work as a facilitator only but it grows with innovative ideas and technologies.

Recent pandemic made us expert in online platform i.e., how to subscribe, how to access, how to search and many more. All the institutions from primary to the higher education are depending on the online resources whether it is free or paid. The higher authorities of the institution instructed to their concerned librarian to decide how we can help to each of their student. We the people came forward and provided the different types of support to the teaching and student fraternity. We are learning a lot relating to open-source information, remote access facility, online classes, content management, discovery services, research tools… We the librarian have given more information about the different open-source e-resources to the student and teachers, so they utilize it properly and teach to the student very well.

Today, all higher educational institutions are giving more emphasis on the Research & Development (R&D). All institutions need a good rank or score in the NIRF and other

accreditation agency like NAAC, NBA even in some international accreditation agency. To achieve this, an institution has to fulfill so many criteria and one of the most important requirements is the publication, paten and funding. A librarian of an institute plays a pioneer role in the R & D. A librarian initiates and finalizes the subscription of the print/e-journals and other online resources. He/she fulfills the request of the scholars or researchers relating to the subscribed content and beyond it also. He provides information about the call for the research proposals published by the different department at different time. Besides the basic duties librarian act as service provider of research support in an institution therefore, a librarianship profession is progressive in nature.

Recently, United Nations (UN) published its agenda for 2030. It highlights the role of the library to implement its objectives in the different fields like ending poverty, ensure healthy lives and promote well-being for all at all ages, gender equality and empower all women and all girls, promote sustainable economic growth, end hunger and food security, ensure quality education, water management and sanitation for all, industrialization and faster innovation, reduce inequality among all countries, develop safe resilient and sustainable cities, peaceful societies, reduce inequalities among the nation, sustainable consumption and production patterns, conserve the water resource. It believes that increasing access to information and knowledge across society, assisted by the availability of information and communications technologies (ICT), supports sustainable development and improves people's lives.

IT is mentioned these above points because how the international organisation like UN gives important to the library but it is quite different in our nation. The importance of library and library profession is little bit difference. In India, the profession of library i.e., librarian or others is not by choice but by chance. The underestimation of librarian in an institution is common factor in India. Few or countable number of students pursuing the library science as their first choice. Therefore, it can be said, choosing librarianship as a profession is by compulsion not by choice.

The new National Education Policy (NEP) at point 21.9 and 21.10 gives priority to the library and librarian. It highlights services of library mentioned which is an important part of education service in providing resources in print, digital, and personnel. We have to work in holistic environment both academic and non-academic level. It emphasizes on the library and books. It highlights the accessibility of books is essential and create a reading habit within our communities and educational institutions. It gives importance to library by strengthening and modernizing by ensuring the adequate supply of books including the person with physical disabilities. The center and state government will take the necessary steps to make accessible and affordable to all including socio-economically disadvantaged area as well as rural and urban areas. It gives importance to avail the books in local languages and available of the library staff. It also emphasize on strengthening all existing libraries, setting up rural libraries, reading room in the disadvantaged areas,. Steps may be taken to enhance online accessibility of library books and strengthening the digital libraries.

It highlights "For ensuring vibrant libraries in communities and educational institutions, it will be imperative to make available adequate library staff and also devise appropriate career pathways and CPD (Continuous Professional Development) for them. Other steps will include

strengthening all existing libraries, setting up rural libraries and reading rooms in disadvantaged regions, making widely available reading material in Indian languages, opening children's libraries and mobile libraries, establishing social book clubs across India and across subjects, and fostering greater collaborations between education institutions and libraries."

Finally, it gives importance to the technology, online courses/modules, online books and ICT equipped libraries. In conclusion, it can be expressed that NEP gives more importance to the libraries and library people. However, after selecting a path by compulsion or by choice, we have to be specialist or expert on it, not to repent every time. To be an expert in the library and information profession we have to be a lifelong learner, optimistic in nature, learn from our failures and not to be more enthusiastic in success. We have to learn latest or today's technology, adopt the path of successful people to whom you think as Guru or teacher; acquire more qualifications, so that you are eligible for different posts of LIS and can face the competition; try attend the conference, webinar, workshop for learn new concepts and make new friends, increase your digital and information literacy, creativity, leadership; and finally increase the number of pages and weight of your resume. One should be an information curator and coach. Start it from today, not wait for tomorrow.

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ROLE AND RESPONSIBILITIES OF INDIAN LIBRARIANSHIP IN FUTURE

Kiran Pradhan
Formerly Library Assistant
IGIDR, Mumbai-400 065
email: kiranpradhan246@gmail.com

A librarian is a person who works in a library building and is responsible for acquiring, organising, and maintaining written documents, as well as assisting readers in finding the information they require. Influenced by advances in computing and communications during the last decades of the 20th century, this landscape has changed rapidly. It is a new opportunity for librarian to move from conventional library collections to digital collections. ICT and associated technologies have provided the librarian with a new role to play, allowing them to serve better the society with more concrete information than ever before. The diversified information overload and the changing information seeking behavior of library users pose a professional challenge. By this, the professional identity is affected by technological changes as well as societal and cultural phenomena. To cope with this, additional abilities are required for the librarians besides core professional knowledge. The librarians' functions are becoming increasingly complex, making it harder to strike a balance between generalist and expert level of skills.

This new information environment presents a challenge for libraries, which deals with the developments from two perspectives. Firstly, the information environment is shifting, posing new challenges for collection development and administration, as well as the integration of physical and virtual environments. Secondly, the library user is evolving, putting new demands on library functions such as mobile and participative services. This has consequences for the library profession and the fundamental abilities needed to operate in a library.

The availability vast sources of information on the Internet presents a threat and opportunity for librarians. Librarians who are the traditional gatekeepers of knowledge are at risk if they are not familiar with the latest development in IT and its use in their daily routine life. On the other hand, the ICT has rejuvenated librarianship with new responsibilities in the digital age.

Role of Librarian in ICT Era

The roles, responsibilities and working environment of librarians have changed drastically in the Information Communication Technology (ICT) Era. The Internet has influenced the personal and professional librarianship. Since the establishment of USMARC in last of 1960s, and the resulting emergence of online catalogues, librarians have been prompted by technical advancements to become more effective organiser, indexer, abstractors and archivist, in addition to assuming new responsibilities of mediator, instructor, website maker, researcher, interface designer, and knowledge manager. The following role the librarian is to take up as:

Librarian as Search intermediary

Despite the fact that academicians and researchers are becoming ICT savvy day by day, the role of librarians as search intermediary to provide required information and to train end users to use various library resources and tools has increased tremendously.

Librarian as researcher

Librarians have a unique knowledge of breath and depth of information resources in various specialist and highly skilled in research process. Librarians can increasingly take part in research activities by searching, analysing and providing right information needed for research. They can also effectively manage the statistical data and references related to any field of research.

Librarian as Website Creator

Librarians' skills in finding, assessing, and arranging material can be immensely valuable in the construction and content filling of the library's website. While creating a web page the role of the Librarian is to disseminate details about the library and the services it provides, working hours, details of library team members, library rules, and an interface to OPAC etc.

Librarian as Strainer of Information Resources

Regularly, Strainer is depicted as programs to extract obscure, substantial, and significant designs, affiliations, changes, peculiarities, and rules from expansive databases. This is also known as "Data Mining". We access vast information resources from Internet. The term " Strainer " may be utilized for the skilled librarian who makes a difference by making sense to the resources. The future is for those professionals who control the sifting, looking, and sense creating tools to help people explore the Internet's various sectors.

Librarian as Knowledge Manager

Knowledge management entails identifying and analysing existing and required knowledge, as well as planning and controlling actions to generate knowledge assets in order to achieve organisational goals. Librarians can be effectively engaged in the knowledge creation process as part of a Knowledge Management system. The establishment of a knowledge centre in an organisation typically entails contributions from three groups of experts: users, knowledge professionals, and technological experts. Librarians, managers, archivists, and other knowledge professionals are among them. Librarians who aspire to be Knowledge Managers or professionals should have a diverse set of skills and be able to perform at a high level.

Librarian as Plagiarism Detector:

Currently, librarians and library professionals can prevent plagiarism by using anti-plagiarism software in newly submitted PhD theses, MPhil dissertations, research papers, and project reports by researchers at their respective universities.

e-Publishing

In the digital era, library professionals can be engaged in publication of institutional/library newsletters, CAS bulletins, lists of new arrivals, yearly reports, library manuals, etc.

The role of librarians is continuously changing. Although it is difficult to predict what will happen in the future librarianship, it can be said that librarian's services are indispensable because they have the necessary ability to manage various information sources and users of various categories.

ROLE OF LIBRARY PROFESSIONALS IN THE INTERNET AGE

Basanta Kumar Das
Academic Counsellor, IGNOU, REC, Bhubaneswar
email: bkdas@ignou.ac.in

There is a general feeling or apprehension among the experts in the world of library professionals that the role of librarians will be insignificant in the Internet age. This apprehension is totally unfounded, in fact, their roles will not diminish in Internet age, provided they learn and evolve themselves better for future age. The library professionals have to know and use new tools and technologies in order to provide user centric services as per need of the society and institutions where they lived in. They are expected to provide services beyond the four walls of libraries, wherever, whatever and whenever the users need them. This can be easily done if the library professionals are prepared to learn and implement new tools and technologies in their day-to-day work. There is a phenomenon of information deluge which means that there is too much of information and the users are overwhelmed with it. At this juncture, the library professionals have to play a significant role for changing themselves with the community where they serve for betterment. They are required to tell the users that everything available on the Internet may or may not be reliable and usable. They have to teach the users how to navigate the Internet and evaluate the quality of information which they find. The library professionals have to use their skills and expertise to be the gate keepers of essential knowledge, to guide users and community members through an ever-expanding on-line world. They are also expected to perform an active role in creating, promoting and implementing new models of scholarly information diffusion such as institutional repositories (ETDs), etc. In this Internet age, the library professionals are cyber guides besides being the custodians of knowledge. They are required to:

- Act as value-adding information professionals
- Adopt and integrate digital services with traditional ones
- Have good negotiation skills. They have to negotiate with vendors in order to finalize the license of e-journals, online databases for remote access; make consortia agreements for economical subscription prices
- Have the skills to convince authorities to grant funds for digital projects
- Know the latest technological developments and be knowledgeable enough to know how to harness the potential of technological tools for providing efficient services to the users
- Ensure access to e-resources both on- site and off- site. They should know about different print and online resources and have the skill to develop and maintain a sound collection keeping in view the objectives of the parent organization
- Develop a close working relationship with the users for providing individual and personalized services
- Use web 2.0 tools like blogs, podcasts, vodcasts for providing services and connecting to the users.

- Arrange, procure, organize and maintain content in alternate formats for visually-challenged users. They should also ensure that the library as a physical place is accessible to the physically- challenged users,
- Have good interpersonal skills in order to work with others in an amicable manner, and
- Have good managerial and communication skills.

They should be able to analyse, take judicious decisions, and know when to look for guidance. They have to promote their services among the users. They should know how to communicate with the users and satisfy them with their services, Thus, it can be seen that library professionals have a challenging role to play in the Internet age. Their role is not static, but is constantly evolving with time and strides of the technological developments. Library professionals will have a major role to play in future, no matter how much advancement in technology takes place. As technological development can never become a substitute for the "human interface" provided by the library professionals.

Library for 2040: Thrilling Technologies

Life at the start of the new millennium was completely unalike today and filled with technology that is no longer known to the modern generation. Landlines, floppy disks, VCRs, phonebooks, copiers, film camera went from awesome to obsolete.

Let's us imagine how fascinating 2040 could be:

- Computers/laptops will be thin and practically weightless. Even foldable, or roll-able, enabling you store it easily and activate it seeming from nowhere.
- Remote business meetings will be conducted virtually as standard, travel might become purely recreational.
- Wearable gadgets will also act as medical warning devices to prompt disorders and take required actions in the nick of time.
- 3D printing will be used to construct buildings, structures and some products within a matter of hours/days which currently take months and years to do.
- Artificial Intelligence will make you believe the world revolves around you. As you talk, discuss, act – AI will surround you with options and suggestions, actionable at a tap or a wink. AI will resemble RI (Real Intelligence).
- Robots and Cobots – most of the routine workforce will be replaced robots partially or completely giving rise to the term Cobots i.e., Colleagues that are Robots.
- Typing on gadgets may be redundant and will be replaced by voice commands, gestures and may be even thought controls.
- People's job profiles will change... they will need to work less and most routine and hazardous work will be covered by robots.
- Delivery of library services by electronic mail and new technology will take place.
- Virtual cloud-on-the go. Data and information might be available virtually as air. Everything on the go will take on a literal meaning and the 'connect' will be meaningless of your gadgets. Imagine wherever you are – an in elevator, a car or an airplane, data will just more seamlessly.

Thus, the role of LIS professionals in future Internet age will be full of challenges and competitive. The only way for LIS professionals is to adopt the present and future technological changes applicable in libraries and be a confident user of the new technologies to manage modern libraries and provide required library services to users.

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THE EXPEDITION OF AN ACADEMIC LIBRARIAN: BEING 'RESPONSIVE' TO TURN 'PROACTIVE'

Dr Bharati Pati
Librarian
ETEI, Kundukela, Sundargarh, Odisha
(Under SCERT Bhubaneswar)
email: pati.bharatilis@gmail.com

Introduction

The education system is experiencing a thematic alteration post introduction of the ICT into it. To be precise, in the conclusive years of the last century, the newly emerged technical revolution has left an imperative impact on the teaching and learning arena especially the pedagogical discourses such as, research and development sections of the academy to the highest. To its addition, in the last two decades of the current century, the means of communication or the method and quality of learning, both have been through a vigorous transformation. As a result, the academic community in particular are constantly in much hurry to receive précised and accurate piece of information on hourly basis. The situation is directly affecting service deliverance schema of the academic libraries and challenging the librarians to persuade their conventional role of information providers. Being liable for delivering appropriate and precise information the professionals need to work on the predictable part they are playing in the academia.

The Predicament

Evolution is inevitable. It is the only process that occurs uninterruptedly since the inception. In the technological and educational front as well, changes have had taken place in regular intervals. Contemporarily, inclusion of technology into academia is the key matter to be handled with precaution. As the technical revolution has smacked the educational environment to the fullest, internet sources and web has become a standardised replacement of the libraries. In this era of accessing information within no time, the service rendering progression of an academic librarian has to be questioned. It is an appealing topic to debate on, since almost everything is available in the web and one can share information quite easily with the help of resources on the web and discard the conventional mode of the libraries. Whether we like it or not, this question would arise time and again and being a professional librarian, we have to validate our roles as an inseparable part of the learning system.

Role Alteration

Gone are those days when the resources of a library were accessible only through the walk-in process or with an absolute physical presence of the users. In this age of digital revolution, they are hardly visiting the library premises, in spite, successfully using the library collection and beyond. Searching of relevant information was never so rapid and convenient. To be pragmatic, till date, in the academic circle, the efficiency and efforts of a librarian is not considered to be as prominent as other academicians. That definitely tags a concrete reasonability. To counter the scenario and provide the profession a meaningful validation, we, as librarians need to work on it and a distinctive and creative strategy has to be developed. For that, a librarian must move

out of the walls of the library building and collaborate with academics to serve proactively to the users. The statement 'Replacement of some professionals can never be done such as a Librarians' needs a strong backing up. Although, the search engines and web-based technologies have been much popular among the academic community, it can merely complement the existence of an academic librarian and vice versa. In many higher academic institutes in India, administrators are still hiring highly paid library professionals and this provides the ground for the aforesaid statement to be true. There need to more and more research on how the role of a librarian can be supplementary and best suited in to assist the academicians as well as the user community.

As long as the professionals would be practicing the traditional mode of reference services, users will no longer be interested in visiting the library on a daily or weekly basis. Libraries and librarians badly need a methodical sketch of a getaway plan which will let them prosper and help them in enhancing the possibilities of rendering a customised service plan to their distinctive clientele base. However, these days, fortunately academic institutions have started believing in 'library as a service and not only as a space'. The goal of librarianship should budge from just being a responsive service provider to act as a proactive partner. The pros and cons derived due course would certainly guide the professionals interested in engaging themselves to a meaningful service providing system.

Conclusion

The responsive disposition of an academic librarian can be altered by adopting few transformations in the personal as well as professional level. With the assistance of the constantly upgrading information and communication technology, the professionals can proactively involve them in the pedagogical as well as research initiatives. There exist plenty of such instances where the academic libraries are accommodating changes successfully. It has previously been adapted by librarians across the world and contemporarily being done as well. Customisation of library services did exist since generations. Although, such kind of initiatives require encouragements from the authorities, participation from the pedagogical front and lots of effort from the originators, the end product of the mission would specifically beneficial for the entire academia.

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THE FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE

Dr Brundaban Nahak
Librarian
Radhakrishna Institute of Technology & Engineering (RITE)
Bhubaneswar
email: bnahak@gmail.com
Cell:9777875331

Librarianship is a noble and glorious profession. A librarian to be a successful professional must keep the "Seven Lamps of Conduct" such as impersonal book selection, service before self, split-mind, sympathetic behavior, tactful manner, hard labour and perseverance, and scholarship. The libraries are changing from storehouse of books to dynamic service center. Present and future library services must be users oriented. Today libraries give access to an incomprehensible cluster of information resources available in various formats. Librarians of tomorrow will also need to have a deep understanding of open science, virtual reference services, cloud computing, scientometrics, altmetrics, mobile based library services and text mining. Librarians should be able to use expert systems and robotics, internet of things, augmented reality tools, semantics, artificial intelligence and machine learning in their daily jobs. We need to ask ourselves that why the readers are not coming to library and they are more diverted towards Internet and Google for browsing library resources. There are many reasons behind it. The future of the librarian profession seems clear if it is multifaceted and conditional. The profession will no doubt pursue a common strategy and federal structure. Individuals will continue to flow in and out of the profession at various levels and stages of their careers. For the entire profession, the main challenge is to capture the various information technologies of the future and the teams that serve them. Therefore, it is difficult to predict the general form of the future library profession. Every professional librarian must develop an understanding of the concept of fair use and be prepared to apply it for the benefit of the consumer. We will need to strike a balance between printing and digital documents. The role and scope of the library has been expanded. In fact, we are in a long line on the internet. The future library will be virtual library where there will be no physical documents, no physical boundary line, and no physical space. It requires cyberspace, e-documents, e-books, e-databases, e-journals; e-resources web links, ICT, smart user and smart librarian. The user expectations are so high and changeable in nature. The effectiveness of library services is where horizontal and vertical lines intersect. Information needs vary from person to person, from place to place, and from time to time. We need to focus more on personalization and personalization in the digital context.

1. **Challenges and Opportunities of Library and Information Science Professionals:**
With rise of e-documents and e-libraries, the job of library professionals has been challenged and increased in nature of multitask. These challenges connect to managing the organization, knowledge organization, e-storage, internet browsing, subject organization, information management, and marketing the use of libraries networks. Library and Information professionals (LIPs) will have to work as organizer, leader, manager and facilitator. The Information Technology and www have paved the path to LIPs for many opportunities. The scenario has been changed from traditional library service to e- library service, where the e-resources can be accessed by 24x7 round the clock with 365 days access. LIPs are capable of

providing universal access to local knowledge. In the same way, we can gain knowledge and information of the world through the Internet by giving us the right will, skills and approach. With the impact of information communication technologies, we have e-libraries as well as information networks.

Librarian has to know seven things to survive in this profession. These are:

- Subject knowledge
- Communication skills
- Academic record sound in early/later/whole part
- Official letter drafting
- Application of ICT in library
- Showing proper hospitality to the readers
- Quality service and rich e-resources and print resources

2. Library Activities and Users Expectations:

Libraries have been compelled to meet the rising expectations of the users in an era of shrinking budgets. Technology factor has introduced and exactness in numerous spheres of library activities like making choices for systems administration to give access to limitless store of electronic information and for automation of various housekeeping operations, yet this has likewise added to the weight of tight library resources, as funds need to channelize for buying of equipment and infrastructure for IT based services. Other than this, the library managers need to adapt up to outdated nature and similarity of hardware and software which includes lot of investment. The sheer amount of information accessible electronically is itself a challenge to the library proficient. A percentage of the users are profoundly techno savvy, consequently all the more requesting furthermore now and again disappointed with the level of service they get. The paradox of modern libraries is that the user's computer proficiency ranges from least to the most elevated amount and the staff needs to make available services to all the categories of users. Subsequently the preparation of the staff for effective utilization of IT services is extremely significant

3. Key challenges and changes faced by the libraries

Some key challenges and changes faced by todays libraries are:

- Decreasing footfalls, Internet vs. print media
- Now users are not willing to visit the library to study and photocopying service decreased because of availability to e-resources.
- Library staff aided circulation system supplanted with RFID empowers circulation system. Accessibility of e-journals back volumes of journals is very less in use.
- 70-80% of library budget are spending for subscriptions of e-resources
- Due to accessibility of e-resources, numerous sections have blended/shut
- Libraries are giving more electric amenities and Wi-Fi access points in the library for portable computer connection and Internet access
- CCTV surveillance system for library resources
- Due to space problem a large portion of the academic libraries are subscribing e-resources rather than print based collection aside from course books
- Libraries are running under-staff because of retirement however no new enrolment.

- Institute's authorities are not persuading to recruit new library staff because of availability of online resources and services. The rapid development of technology combined with information and communication technology (ICT) in the modern information society has enabled educational institutions to manage efficiently both traditional and e-resources by following the path of changing information infrastructure and changing user needs.

4. **Update knowledge and skill by LIS professionals**

a) The library needs to continuously train its staff to meet the IT needs. This will decrease the speed at which their work is distributed to other people who are not within the scope of the library work. These include database management, website design, software management and installation.

b) Librarians in the training must highlight commercial scopes in the subject of LIS. Such opportunities consist of indexing and reference, research aids, analysis, database management, and more.

c) Librarians should not rely solely on what they learn at school / institute / university. The tent of their knowledge must spread to other subjects. The librarian must be "Jack of all professions, master of all things." Content they must have specific information in all disciplines of human effort.

d) Using information retrieval skills. Librarians need to regularly update their retrieval skills. Yesterday's skills may not be enough for today's challenges. As information management becomes more complex every day, librarians need to update their skills and be able to sift wheat from the shore, and this will make you a knowledgeable librarian rather than a knowledge user.

e) This will increase the value of libraries, librarians and librarians in general need effective persuasion and advocacy to raise funds to maintain information technology.

f) Future Librarians - Diverse and Complex Professionals: Obviously, there are many changes and challenges related to library work in social media. Existing information chains and advertising patterns are disrupted and individual information practices are changing. The key for future LIS professionals seems to be to understand trends and predict consequences. Technological change is leading the way
- New information behavior (linking, breaking interactions)
-Recent research practices and processes (electronic science, communication science)
- New templates for information (new entrants, open access, expensive e-publishing)
- New digital collection (research data, electronic publication)
-New library service (included in teaching and research)
-New libraries that support the development and change above

The conservative nature of the librarian does not give the library the best starting point. There is a need to change from a responsive model to an active model and an innovative approach.

5. Role of Library Associations for Future Librarianship:

All national level and state level library associations should be eligible for accreditation for LIS courses. Library associations should be non-partisan and real work is needed in the

workplace. They should be under one umbrella and raise the voice to both governments (central and state) regarding standard education in LS, fill all vacancies, create new posts in organizations like KVS, NVS, Library of Congress, all states Central State Library, Parliament Library, University, College, High School, and Special Research Organization such as IMMT, ISER, NISER, IITs, and IIMs. The president of the association meets with government institutions such as the Minister of Education and the Prime Minister for the future professional development of libraries in this digital age. Librarianship is a multitasking profession that imbibes best practices from many other disciplines. Librarians must master technology that helps digitalise, automate and introduce content management systems to institutional repositories. They must be abreast with research tools such as data analytics, data visualization, effective information and data search/retrieval, reference management tools, as well as identify plagiarism and create awareness about academic integrity, Kanamadi says.

6. Role of various Library stack holders for the development of Libraries and Librarianship

- Library Science policy makers should make policy for better quality of service towards readers, provision for sound budget, scope for better employee opportunity, and implement one nation one standard LIS syllabus.
- Library science faculty should impart better value-based education with communication skill, letter drafting, ICT skill
- Unemployed library professionals, library fresh pass out students, LIS faculties, library working professionals and library associations should come in one umbrella and actively participated for implementing full-fledged library legislation Act which was passed since 2000 in Odisha.

Library and information science (LIS) practitioners in India are facing a unique threat from cutting edge e-learning and knowledge organization approaches, prompting librarians to call for a revamp of the traditional academic discipline.

The future of Indian library is progressive because different types of resources in different formats, in different shapes and sizes are growing. The name of resources, the name of library, name of librarian may be called in different forms. The users remain constant but their thinking process and demand for using resources are in different. The future of Indian librarianship depends upon four pillars: library, librarian, reader and resources.

- Toddy's library will have large cooled servers, whirring digital archives linked through digital networks with machines for copying and distribution.
- The librarian should be dynamic, dedicated, hard worker, user centric, ICT enabled, good communicator, service oriented and technocrat. The modern librarian is smart librarian who knows different types of web resources and connected to the library networks can access and facilitate to the smart reader for using universe of e-resources.
- Reader: The readers of library should be smart and use virtual resources of the library with speedy, accuracy and value based. The importance of the reader remains in focus.
- Resources: In modern library, the resources are in print and electronics e-databases, ETD, CD, DVD, e-journals, e-books, web-based resources, etc.

The LIS faculties will boost to forthcoming students with having ICT knowledge, Web browsing of different network resources, how to write drafting, trained with good communication skills, sound knowledge in subject areas, virtual libraries, different e-databases, types e-format, interview skills etc. The LIS associations should help to LIS professions in different ways means & methods like, training, conference, vacant posts should fill up, write to state Govt. and GOI for welfare of LIS profession and motivated to the political leaders for creating more post in different areas, govt. departments. The head of different organisation should initiate importance library resources, library fund, library staff, and library services. The Library Associations, LIS faculties, Library experts, library professionals should make library staff patterns and send memorandum to government for making approvals staff patterns. If four pillars of library are dynamic, pro-active. Then the future of Indian librarianship will be progressive.

THE PERSPECTIVE OF FUTURE LIBRARIAN: ISSUES AND CHALLENGES

Mr Pradyumna Kumar Panigrahi
Librarian
Sir Padampat Singhania University
Udaipur, Rajasthan
email: pkpanigrahi677@gmail.com

Introduction

Libraries and similar institutions collect, preserve, process, organize, disseminate, and distribute document-based information and knowledge. The functions of libraries such as the management of information and knowledge are extremely valuable as they are very important for all aspects of human development. Modern society is a digital information society, in which information and knowledge forces are tPhe central tools of the direction of change.

The digital age has transformed the traditional library system into modern libraries. The library collections are also changing towards digital media from traditional media. Accordingly, the library professionals are to be updated with the latest Information Communication Technology (ICT) used in the libraries. The many changes in development over time have a significant impact on librarians and information professionals in terms of work options, self-image, motivation, managerial abilities, and even survival.

Libraries in Digital Era

The increasing transition toward digital dissemination of information over a worldwide communications infrastructure is a key element in the expansion of libraries. This suggests a transformation in the library's traditional role as a repository and approved service for printed publications to one of a network service provider with digital information resources.
The characteristics of the digital libraries are as follows:

a) All information will be published and transmitted digitally in the future; the library's services will be mostly concentrated on digital, networked information rather than printed material.
b) Library users will access the library via the internet; remote access will take precedence over on-site access. This has significant consequences for user support and services.
c) The library can no longer depend on internal printed collection only because most information will be stored on the network, and many searches, access, and delivery technologies will also be incorporated into the network. The focus will be on the accessibility of information rather than collection. This means that a library's standing will be determined by the quality of its services and support rather than the quantity of its physical collection.

Challenges and Opportunities for Library and Information Science Professionals

The work of libraries and information specialists has grown in tandem with the rise of digital archives and libraries, and the obstacles have multiplied. Collection management, information organization, digital preservation, online search, content management and knowledge management are all concerns that should be handled as the use of libraries and networks increase. Managers, administrators, and organizers all require Information Communication Technology (ICT) enabled devices. The conventional boundaries of space and time have been dissolved since data has become accessible 24 hours a day, seven days a week. Competent library personnel can effectively handle these issues and constraints. A qualified library and information specialist must have a strong knowledge base, relevant abilities, and an active, positive mindset. All librarians should have these qualities, activities and qualifications etc. to get in the librarian vacancies in future. If this is not done, the future of the librarian will be in difficulty. There is no need to be worried about the future of libraries and library professionals if the professionals will get the required qualities.

Role of LIS Education

While designing the program and curriculum of study, the LIS schools and Faculty members have no choice but to consider changes and advancements. The program should focus on educating students to work as digital librarians and information professionals. In addition to basics of library science, students in library science must possess expertise in latest trends of libraries and ICT.

Conclusion

It is fact that status and positions of libraries and library professionals have not changed in a desired way as expected. Also, libraries will gradually change towards digital environment. The most potential issue is how to manage change in libraries so that they can provide the required services to their users with the available resources. Accordingly, LIS professionals need to update and prepare themselves.

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APPLICATION OF ROBOTICS IN LIBRARIES: FUTURE PERSPECTIVES

Lili Sahu
Student
DLIS, Sambalpur University
Jyoti Vihar, Burla, Sambalpur
Odisha-768019
email: sahu.lili1995@gmail.com

The library plays a vital role in the dissemination and sharing of information. In digital era, technological advancement has added a new feature to the library, and improving the libraries would make society advanced. Smart libraries are the new concept having technological advancements like cloud computing, RFID application, mobile apps for the library, Internet of Things, robots in the library, etc. A robot is an electro-mechanical device capable of doing a series of complex and hazardous actions automatically. Generally, robots are programmable and guided/controlled by an external control device or embedded in a control program within the robot.

The application of robots in libraries can save human efforts and time. By using robots in library operations can also enhance the services of a library because the robots are the programmable agent which can perform the assigned library operation with high efficiency, speed, and accuracy. Many libraries are using robots in complex and time-consuming operations instead of humans. Robots can be used for sorting, replacing the books on the shelf, scanning of books and in the library having huge collection robots are used for the inventory purpose. Libraries can also use a drone controlled with a robot for the surveillance of the library and for the delivery of books to the nearest locality. Now a days talking robots are placed at a different section of the library as a user guide to interact with the user for helping them. Frequently asked questions (FAQs) of users can also be answered by the robot.

For example, the Yamanaka public library's robot named ‘Pepper’ is used for displaying library guidance. The Temasek Polytechnic Library's ‘Robbie’ robot can scan over 32000 pages per day. Another robot from the same library, ‘Bobbie’ can deliver materials such as newspapers, magazines, and brochures, as well as welcome and direct users to various locations. Koro is a robot placed at the library of Konan University for user guidance and another robot named ‘An-San’ for the reference service at the same university.

(‘An-San’ at the library of Konan University)

Library operations involve a huge number of manual works which can be done by robots effectively in less time. Indian libraries are lacking technological advancement, they should adopt artificial intelligence like robots, drones to enhance the services to fulfil the user needs. Also, implementation of robotics and artificial intelligence can revolutionise the contemporary library situation in India. LIS field needs to go with the advanced technologies for progressive librarianship.

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CHANGING DIMENSION IN LIBRARIANSHIP

Rabindra K. Maharana
National Institute of Science Education & Research
At/Po- Jatni, Khordha- 752050
email: maharana.rabindra@niser.ac.in

According to Ranganathan's 5th Law of Library Science "Library is a growing organism", growth in libraries in terms of collection, users, staff etc are inevitable. To keep pace with the changing library environment, Librarians have to introduce Information & Communication Technologies for the day-to-day activities / services of the library such as acquisition, cataloguing, classification etc. Many libraries have shifted from the manual method to fully computerized/ automated or digital library. The advancement of ICT has also brought resources in new format viz. e-books, e-journals, e- database etc.

Skills required for future Librarians

From ancient time the libraries were treated as the storehouse of books and the librarians were treated as the keepers/ custodians of books. But with the advent of IT and its application in libraries, these are now considered as the knowledge / information centre and the librarians are like knowledge/ information managers. As per the recommendations of the National Knowledge Commission and the new National Educational Policy-2020 the librarians have to acquire new skills for better library services in the future. The changing dimensions of librarianship are discussed below.

1. Change Management: The Educational Policies is changing with the need of the hour. The Librarian should adapt and implement the policies with the libraries e.g. the librarian must adopt and make necessary changes in the library according to the National Educational Policy-2020.

2. Good Communicator: Communication is considered very much vital for providing information. Thus, it is very much essential for information professionals to be a good communicator, as they should be informative, accurate, explicit and very specific while providing information.

3. Managerial Skills: Due to the information explosion it is very difficult to acquire all resources of every field in a library. To fulfill the information needs of the hour the role of librarian is very much vital for acquiring, locating, disseminating and tracking all the information resources which are available in different formats. This may include searching of e-resources and database, knowledge in various library networks, Inter Library Loans (ILL), observing Internet chat & newsgroup or maintenance of a computerized / digitized library information system. All the above tasks involve managerial skills which are analogous to the corporate information center managers.

4. Digital Literacy/ IT Expert: Due to the emergence of new technologies and the information are available in multiple sources, the library & information professionals must be very much acquainted with the new Information & Communication Technologies. They should also be able to make their users information.

5. Information Analyst: In the upcoming time all the information and resources are going to be available digitally. Thus, the role of librarian is going to very much viral for examining the originality and authenticity of the information which are available in different sources and formats.

Conclusion

The LIS profession is at a decisive point. Even though most of the information resources are available in electronic / digital formats but it is also the responsibility of the library & information centers to meet the diverse needs (e.g., the print resources) of its user community. The advancement of ICT has changed the functioning and services of library & information centers. Accordingly, the services of library & information centers have reached beyond the library walls. The users of the library/ information center can access the available resources remotely. Thus, keeping in view of the above changes in the libraries / information centers, the Librarians / Information Managers have to cope with the new ICT for providing better services to their users.

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FUTURE OF INDIAN LIBRARIANSHIP

Monika Tripathi Sharma
Asst. Librarian
IGKV, Raipur (C.G)
email: monikatsharma@gmail.com

The future of Indian Librarianship is definitely progressive, because today's work culture and environment of libraries is completely changed. Now libraries are not the store house of information and librarian is not a custodian and his work is not confined to only circulation of documents. Libraries and librarians work is not limited within walls. Technology has occupied every sphere of libraries. In this technological environment role of librarian is also very challenging and versatile. Librarians cannot limit his/her knowledge. Being a professional, librarians must know the recent tools, trends and technologies which are involved in libraries. If as librarian we resist to learn new things, definitely we will be replaced and sent back. Emergence of information technology proved a boon for library community. By learning new things, we can easily fulfill the requirements of users. We can make surprise our users by providing their desired information in no time.

No doubt today due to advent of information technology and availability of Internet people think that they may search their desired information by their own and they do not need to come to library, but they do not know in search of relevant information they may retrieve a lot of such information which are not relevant to them and they may be stuck in the pool of unwanted results, besides they do not know the authenticity of retrieved information. In this point a librarian may prove a sailor who can save them from such a pool. Librarians know where to get authentic and desired information. Presently there are so many open access resources of renowned publishers and institutions are available on Internet as well as libraries also subscribe some e-resources individually or through consortium. Librarians can guide their users to use these resources in a meaningful way. With the help of IT tools and techniques librarians become a magician to the user community.

So now librarian can play a role of knowledge manager, information scientist, information organizer, etc. This is the right time for librarian to prove himself and take forward this profession in progressive manner.

FUTURE OF INDIAN LIBRARIANSHIP IS PROGRESSIVE SUBJECT TO COMPETENCY

Nabakumar Bhoi
Senior Library Information Assistant
LB Central Library, IIT Guwahati
email: nabakumarbhoi@gmail.com

Change is inevitable; change is constant. It is a fact of life that people, organisations and countries alike have no choice but have to embrace the change. On the crossroads, library profession and professionals have to cope with the change. With the advent of computer and Internet the future of libraries was anticipated to be extinct. Nevertheless, libraries have been adapting new technologies, flourishing and fulfilling user needs. In the era of information explosion, fake news, misinformation, the responsibility to provide authentic, relevant and timely information is more importance than ever before.

India's LIS curricula should stop teaching outdated curriculum and need to adapt as per best practices practicing developed countries. In the line of Indian Administrative Service (IAS), Indian Library Service (ILS) should be introduced to encounter the information seeking challenges. During COVID-19 as the whole world was under shutdown, regular service of library hampered; the library adapted to a "new normal" by sensitizing VPN and remote access services.

Now the seeking of information has drastically changed. User demand readymade, instant and relentless access to resources and library professionals should take this as a challenge and have to discover innovative techniques to accommodate their demand. Library professionals have to understand the need and supplement the evolving requests and desires of users.

As the technology is evolving in sector like artificial intelligence, robotics, augmented reality, expert systems, internet of things, expert systems, machine learning, etc. Library professionals should able to acquire knowledge these areas and able to utilise their day today work of library services using these technologies. Library professionals should prove their worthiness and also prove their significance to the parent organization by proving their return on the investment made in them rather only working for salary or a pay cheque.

Library is for user. If there is no user, there is no library profession. Library profession will survive if we able to sustain to possess the user. To conclude the summary of the write up by quoting Charles Darwin "It is not strongest of the species that survives nor the most intelligent that survives it is the one that is most adaptable to change".

FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE, REGRESSIVE OR COMPULSIVE?

Ajay Kumar Sahu
Prof. B. Behera Central Library
Sambalpur University
email: ajaysahu@suniv.ac.in

In this Information Environment era, Internet/www plays a significant role to change the perception of users about the use of a physical library. These changes are inevitable, as technology is changing at an unprecedented rate and the popularity and accessibility of Google also help the cause. So, the solution is to accept the change and implement the technology in our library services, which will attract our user fraternity to use its library resources with ease and understand the importance of a librarian.

LIS curriculum in India should be revised, so that professionals develop the relevant skills and can keep pace with these emerging trends. Quality of information is the determining factor, that a library professional provides to its user community in the ocean of information available on Internet and they have to play a more proactive rather than passive role. Librarianship, a versatile profession, where library professionals must be abreast of various types of competencies required in the field like reference management tools, help to identify plagiarism and create awareness about academic integrity, Electronic Resources Management (ERM), knowledge of digitization, automation, create Institutional Repositories, etc. using expert system like artificial intelligence and lots more.

Future of Indian librarianship is always progressive, as most of the professionals keeps them updated with this drastically changed technical environment. They guide their users through various orientation programs as well as video lecturers. Libraries are designed by looking its user requirement such as, reading rooms are planned accordingly, all the latest technologies are installed in the library to make their user experience satisfactory.

Revamping is certainly needed and we the library professional ready to face every challenge that comes to us. Many libraries in India unable to achieve their goal of being a technically advanced library due to lack of staff or sometime skilled staff, lack of financial grant from the authority or some other issue that needs to be addressed. In spite of that many library professionals develop their technical skills to make a technically advanced library with all modern amenities and provide optimum utilization of their resources.

Prof. R David Lankes rightly said “If you want a future of libraries, it is within you, the librarians. If you want a healthy community that seeks out knowledge, and seeks informed conversation, then advocate for it beyond your walls".

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FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE, REGRESSIVE OR COMPULSIVE?

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

Libraries are going through a rapid change globally based on the changing needs and it has taken a completely different tangent since the current pandemic. The theme of the topic in discussion apparently needs to be introspected in the context of this tangential superfast change. One has to keep in mind that "change" is the only constant. Based on this analogy, is librarianship progressive, regressive or compulsive? Well, the jury is you.

As a publishing professional my interactions have been with academic and research scholars through my career. With the change in generations and the invent of technology the way knowledge is disseminated has changed completely and this change has driven the way knowledge is delivered. This has also resulted in the effect of how information is used. This change in the complete domain has triggered an impression that questions the state of librarianship. One needs to introspect and define the new changing roles so as to be seen ahead of the game. I have always maintained that the role of libraries has to change. Change from a repository of knowledge/ information to a dynamic organism that plays a conduit to all activities academic. Hence, we need to deep dive and define what is it that the patrons of today need from libraries.

Whether we like it or not, we are today living in a world of information boom. Billions of documents are published/circulated every day. Thanks to the internet and even better social media platforms. Today any one can write and publish anything with no holds barred. Academics and researchers are aware of this boom and are concerned. They need information that is authentic and not just any information. They need choice of information. They need information at the speed of light. They need hand holding in retrieving information. In a nut shell the patrons need solutions to their problems. Where does one turn to when they need a solution? In the academic and research world it has to be the library. And this demands the library be progressive, failing which the patron has another problem in hand and not a solution.

In the given context it is only natural to question the future of librarian ship. When libraries are dynamic and the roles of libraries are dynamic the argument will be, "why should librarian ship be regressive or rather compulsive"? Going back to the analogy of change, I must confess there needs to be a radical change in the complete process of being and becoming a librarian. We need to delve in to the academic process, update learning at the academic level, bring innovation post learning and during practice, market the skills, demonstrate the intent of being knowledge managers, hand hold patrons and stand beside them as their trouble shooters. The patron wants a progressive librarian and he or she cannot complete his or her academic process without the support of a progressive library/librarian. I quote Albert Einstein, "the only thing

you absolutely have to know is the location of the library". In the modern day this alone will not be enough.

It is evident that there are challenges and they will always be. Parent bodies may not show importance as may be required to libraries, patrons may not visit libraries, and the list could go on. One needs to ask oneself the question, WHY? If we find answers to these questions and if the answers convince oneself, I think we are beginning to be progressive. The choice must be made. It is upon each librarian to define their future, it is on you to make the future of librarian ship either progressive, regressive or compulsive.

At the end of it all, history will record what one did during their tenure. It will be good to remember why in history does one refer to the Dharma Gunj, the library of ancient Nalanda University, other than the fact that it was burned down. It is mentioned that scholars from the far east came on foot to study at the Nalanda University facing much hardship. This was only because it was a great seat of learning and the nine million manuscripts in the Dharma Gunj was one big reason for this historical seat of learning to be what it was. It is sad we lost all these manuscripts to a fire set off by invaders. The fact also is the reason why they burnt the library down is to deprive learners of the knowledge that the library disseminated. The invaders knew the importance of the library.

In today's world and definitely in the future, libraries are and will be the seat of knowledge acquisition and dissemination. This being the state, librarians have to bring their best to meet the demanding future needs. As individual librarians and as working groups if we collaborate, learn and implement, I am certain, we will be looking at a never-ending future of progressive librarian ship.

Perform or perish!

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FUTURE OF INDIAN LIBRARIANSHIP: PROGRESSIVE, REGRESSIVE, COMPULSIVE?

Dr Surendra Sethy
Assistant Librarian
Sir Padampat Singhania University, Udaipur (Raj.)
email: surednrasethy2005@gmail.com

In the electronic era, it is very difficult to say that whether the future of Indian librarianship is progressive, regressive or compulsive. But these are parts of this profession, also it depends on logical thinking of human mind. Librarians and learning resource centers are more important than ever before. They are obligatory for our financial well-being, global understanding, educational Improvement, information explosion, bridging the digital divide and enabling public participation in democracy. Library professionals can play an important role in knowledge transfer by giving people access to the information they need.

The future of the library will have an impact to the substitute scenario for community. The bibliotheca profession, information centers, commercial industries and administrative institutions are all places where one can find the desired information. The library anticipates substitute user expectations in a dynamic educational community. Nowadays the learning information is an energetic, component-based institution, assisting numbers of users by extended sophisticated knowledge, information and educational needs. There are great potentials for librarians to enhance and implement new service techniques, to proceed the applying of technical educational aids, and to meet crucial demands in collecting and conserving information for access

The future learning resource center will have to balance old collection and service strategies with new initiative learning requirements. Teachers, academics, decision makers, managers and library staff will continue to be the primary users of the library in the future. The nature of their usage of library services, as well as the features of these categories, are evolving.

The learning resource center is defined by the librarian's services rather than the actual placement of information and materials. The academic library focusses to support technique to deliver better and latest library facilities and services. Simultaneously, learning resource center sustain and apply traditional librarianship principles to assure better service standards. There are numerous interesting chances for library managers to progress and arrange latest services, encourage the use of learning technology support or meet crucial demands in collecting and maintaining dissemination of information. As the library's reliance on technology grows, librarians will devote more assets to it, as will the requirement for flexibility to ensure that the library can quickly have transition from one technology to the next. Libraries will continue to play a key role in not only supplying technology to patrons, but also in inventing new methods data for collecting, disseminating, and archiving data in any format.

The Knowledge Commission study advocates for learning resource center services, as well as a substantial revamp of the library service / sector in India, including the inclusion of libraries in the Indian Constitution's Concurrent List. In India, the National Knowledge Commission (NKC) expressed concern about the relevance of libraries and librarians in their report (Pitroda, 2009) Despite having a secure career and a good salary, library professionals have been revealed to be dissatisfied with their work because they are experiencing an identity crisis. (Chakraborty & Sarkhel, 2009).

The role of the librarians has changed. According to the National Knowledge Commission's (NKC) suggestion to the government, the function of librarian should be redefined based on the nature of services and responsibilities undertaken. The major roles of librarians today can be classified in a variety of ways, as IT expert, Information Analyst, Information broker, Content Provider, Consultant, Customer care, Managerial role, Communicator, Forever Teacher, etc.

The librarianship profession has an important part for information retrieval. The emphasis in the twenty-first century the profession librarianship is not a concept of progressive, regressive, compulsive rather is the backbone of all academic activities. Due to the availability and use of e-resources, library professionals must be IT experts and possess a progressive mind to manage the modern libraries of future

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HOW TO MAKE THE FUTURE LIBRARIES PROGRESSIVE?

Dr Bijay Kumar Choudhury
Former Professor & Coordinator, UGC- DRS- SAP P.G.
Dept. of Lib.& Inf.Sc., Sambalpur University, Odisha
Visiting Professor, Dept. of LIS, Utkal University, Bhubaneswar, Odisha
email: bkc_123@rediffmail.com/ bkc1948@gmail.com
Mob.9861073820

The theme "Future of Indian Librarianship: Progressive, Regressive or Compulsive" in the present critical juncture of the state of affairs of future Librarianship in India is a thought provoking one. Most of us will agree that the existing condition of libraries of universities, IITs, IIMs, NITs, research institutes and organizations are deplorable, lamentable and precarious. If it is so, then who are responsible for such pitiable condition of libraries and librarianship? Three factors i.e., the authority, the library professionals and LIS schools and the trend of use of library resources by user community are seem to be responsible for this poor state of affairs.

1. Authority: In most of the institutes, the authority shows indifferent and negative attitude towards libraries and LIS professionals and gives scanty importance for the growth and development of libraries. Invariably, they think that the library is not the heart of the educational institution rather a useless accessory of institute. Very few authorities have library inclined mind and they show love for libraries.

The apartheid attitude of authorities can be well realized by the fact that in many institutes Librarian and other library professionals including supporting staff positions are laying vacant for many years causing serious obstacles for functioning and managing libraries. The silent policy of central and state government on libraries also contributes a lot towards the indifferent attitude of authorities towards the development of libraries.

Strangely, politicians and govt. laud and gives slogans for the development of libraries but in reality, all these lip sympathy remains in day dream. If it continues, the future of Indian librarianship will be regressive and returns to an older state.

2. Library professionals and LIS schools: It is high time to redesign and replan the course curricula of LIS schools as per the changing library environment and prepare LIS professionals equipped with modern technological skills to manage modern libraries. Maximum stress needs to be given on ICT and IT practical, library automation, digital library and management techniques. So that the future LIS professionals will be competent enough to work in the IT and digital environment to the almost satisfaction of the users and the authority.

The working LIS professionals also need to possess a positive attitude towards the modern development of libraries and should learn the new techniques to manage the libraries as per the changing demand of users.

3. User community: Presently the use of the library by the users are declining as they think everything is available on Internet. It is a fact that Google can search millions of public webpages for the desired keywords instantly but most importantly it cannot access proprietary data. The library subscribed to access databases containing scholarly resources having authentic, confirmed and analyzed data that cannot all be found using Internet search engines. The users should be made aware of this fact.

Hence, it can be concluded that if all the above categories show the positive attitude and mind set, definitely libraries will prove to be more ideal, functional, service-oriented institution in future. There will be no treat to the Indian librarianship in neat future. As we know when something in progressive, it tends to get better, more advanced and advocates change and innovation.

INDIAN LIBRARIANSHIP AT THE CROSSROADS

Kishor Chandra Satpathy, PhD
Chief Librarian
Indian Statistical Institute
203, B T Road, Kolkata-700108
Tele : +91-9435175531 (M)
email : ksatpathy@gmail.com

The covid-19 pandemic has brought the largest disruption to the education sector in human mankind. It has brought many radical changes to the way our educational institutes used to function. The focus on online education in this sector has indirectly forced the library to come to the center stage in the campus. The library and librarians/library staff have played a major role in disseminating information during this pandemic. At the same time, it has brought a debate that if some of the institutes can survive without a physical library in the pandemic, is there any relevance of having a huge investment in the library for salary of library staff & library infrastructure except on resources? In the recent past though some institutes in India have invested a lot in upgrading the library facilities to showcase the outer world but at the same time, they have downgraded the library positions. What is the reason behind it? Are we as library professionals have failed in some way to perform our duties or have failed to reach the expectation level of authorities and users or there are some other reasons behind this? Let's examine.

The library profession is passing through a very critical phase. With the advancement of information technology specifically Google and other social media platforms, the traditional libraries and librarians are facing an identity crisis. A general perception is growing at a fast rate that everything is available on Internet/Google free of cost, then what is the need of library or library professionals. If we introspect the status and position of LIS professionals in institutions and society, we can see that the image of librarians has gone down and have been neglected by academia and people in general. There are several reasons for such erosion. The various reasons for this poor state of LIS professionals are discussed below.

If we introspect ourselves as a LIS professional and analyse the reason of such an erosion in the profession, we can see that a lot of groupism, politics, leg-pulling, lack of vision & leadership in the profession are few factors that are responsible for this. We as a professional have failed to nurture young talents in our profession. Also, we have to question ourselves whether we are equipped enough to keep pace with the new technologies and ever-changing working environments. Are we trained professionally to handle such situations or technologies? If we look at the functioning of library schools, we will find that they are still in some sense more traditional in nature. A few LIS schools have updated their syllabus and are in a position to train the according to the future professionals as per the new requirements of libraries but majority of LIS schools have not achieved this. As we know, the components of library activities are practical in nature but most of the schools teach their students theory only with very little hands-on experience. Also, it is interesting to note that in most of the cases,

there is no synergy between the library schools & the library of the educational institutes. In fact, in some cases, they consider themselves as a rival. We have to change this mindset. Further, the mushroom growth of LIS qualified students to the market by several so-called open schools have aggravated the issue. As most of them except a few have failed to produce quality output. In India, we will find an institute of National Importance for every discipline like IIT for Engineering, IIM for Management, AIIMS for Medicine & so on but in the case of LIS there is no institute, rather the premier Institute like INSDOC offering specialized LIS courses was closed and we remained as a silent spectator. Therefore, a road map needs to be prepared to address such issues.

It is quite difficult to understand that why premier Institutes like IITs, IIMs, NITs and several Government organisations have downgraded or are downgrading the position of Librarians / Library Staff from teaching or teaching equivalent to pure non-teaching and from permanent to contractual. We have several such examples in the recent past. But, collectively (including our Library Associations) we have failed to raise the issues & take appropriate action against such injustice.

Therefore, it is the right time for the library professionals to come out of the cell and work collectively (whether in teaching or practice) and take necessary corrective majors to save this profession otherwise future generations of LIS professionals will never forgive us!

INDIAN LIBRARY PROFESSIONALS: CURRENT SCENARIO

Mukesh Behera
Formerly Library Professional Trainee
IIT, Gandhinagar-382 355, Gujarat
email: mukeshbehera25@gmail.com

"*One best book is equal to a hundred good friends and one good friend is equal to a library*" – Dr APJ Abdul Kalam

Libraries are an integral part of every sector or field, including academic, business, agriculture and industry and so on. As a result, a library serves as heart of the institution. Without any doubt it can be said that the library system has changed dramatically in response to the current IT setup and technological change. Most of the libraries now utilize multiple IT equipment to provide their users with timely and quality services. Some others also use RFID, Artificial Intelligence, Robotics, and so on. In general, we can say that libraries are evolving positively and progressively.

However, in the context of library professionals, it is seen that our profession is in a very regressive mode. Every institute wishes to have a good library. Sometimes they do not hesitate to build a good library building and infrastructure, feeling its necessity for the institutes. Still, they do not require or recruit the qualified library professionals. In general, if we visit the websites of Central funded institutes such as IITs, IIMs, NITs, IISERs, NISERs, NIDs, NIFTs, etc., and state private universities and deemed universities, we find that they have not filled senior library positions. The administration appoints a faculty member as "professor in charge of the library" but hesitate to give the charge of library to senior library professional. The LIS professionals are well-educated, and possess adequate knowledge to manage modern libraries, still it is strange that LIS professionals are compelled to work under a non-professional i.e., Professor-in -charge of library leading to a compulsive state of Indian librarianship. The LIS professionals are frequently neglected by the authorities in the library matter and authorities give importance to non-LIS professionals to take decisions on libraries.

So, the concern is that in the present scenario, the status of library professionals is regressive one. We, the LIS professionals, LIS schools and teachers need to work together to make it progressive one, otherwise the future LIS will face lots of problems. The policy makers and authorities also need to give due importance to libraries, LIS profession and professionals for the larger interest of the educational system of the country.

LIBRARIANSHIP IN INDIA: A PROGRESSIVE APPROACH

Mr. Srikanta Sahu
Library & Information Officer
NIPER Guwahati
email: sahu439@gmail.com

Growth of ICT and internet has put a question on the role and sustainability of librarianship especially in developing countries like India. Decrease in foot count in libraries has also emerged as a concern for libraries. In this context two things can be quoted for discussion. Firstly, after Nokia's acquisition by Microsoft, the CEO of Nokia said, "We did not do anything wrong but somehow we lost''. Here it is meant that they have done nothing with their business but world has changed very quickly. They missed out on learning, they missed out the change. So, to sustain we require to be aware about the changes and accordingly have to learn and equipped ourselves with skills and knowledge. Secondly, Albert Einstein said "Life is like riding a bicycle. To keep your balance, you must keep moving". So, we ought to keep moving with time and age or else we must fall. In the context of librarianship, it is the time to upgrade ourselves based on need of time. It is the time to add value to our profession. As it is the age of technology, we need to be technological. We have to use technology for survival of our own profession.

This is the time for library to increase visibility and presence amongst its users. We have to design our service according to their interest and demand. Library has to reach their services to doorstep of library clienteles. For this we have to learn various successful best practices and platforms use of which can be helpful to improvise our services and attract the users. Below are some areas in which we need to sharpen our skills and knowledge:

- **Innovative Space Design:** Library should design its space in such a way that it will attract all type of users. For this library has to develop different zones: silence zone, group discussion, relax zone, reference zone, IT equipped zone, etc.
- **Active Librarianship:** We have to develop our subject knowledge, research skills, understand human skill, etc. so that we can act as an active member in knowledge creation which ultimately lead to earn our respect and value.
- **No/less investment tools:** If fund is a constraint to develop services, library can increase value and visibility by using freely available tools like (a) for reaching to users and fast information dissemination we can use social networking tools like Facebook, twitter etc., (b) for visibility and contact library has to develop a website or blog, (c) for developing services-use of open source software like Koha, dSpace, eprint, subject plus etc. and organizing various events like library orientation, research program etc., (d) better content generation by the use of open access resources and institutional repository.

For developing these, we require to learn the required skills and literate ourselves about different available platforms. We can learn this either from different sources like literacy videos available on YouTube, documents available in internet or by attaining different workshops organized by different institutes like NISCAIR, INFLIBNET and other institutions.

In India, many librarians have proved that ‘Librarian can also do’. Recently Mr S. L Faisal set an example by rewarded as best teacher award, Kendriya Vidyalaya Sangathan. This only due to their effort and contribution to society. So, we can take them as our model to be self-motivated for contribution to our profession.

To conclude, librarianship is combination of many skills: managerial, technical, organisational, processing, etc. Make yourself adoptable to learn skills and improvise yourself. Dynamism is one of the biggest aspects of modern-day librarianship. Create opportunity. Keep all your difficulty aside and get yourself ready.

Always make a habit of ‘saying yes’. Rember our profession means:
CONNECT, INTERACT and COLLABORATE.

LIBRARIANSHIP: THE CONFUSED PROFESSION

Dr Manoj Mishra
Assistant Librarian
IMS & SUM Hospital
Siksha 'O' Anusandhan
Deemed to be University
Bhubaneswar-751030, Odisha, India
email: manojmishra@soa.ac.in

'A team is not a group of people who work together. A team is a group of people who trust each other'. Librarianship is such a profession to work together with personal dedication to achieve the goal of the parent organization. It is not worthy to mention that people are thinking on the role of professionals working in library to lend and receive the books at the circulation counter. It is astonished that more than 50% of Indian citizen are not aware of this profession and the course (Library & Information Science) also.

Librarianship is not less compared to other profession. If so, Dr. S. R. Ranganathan would not have left the faculty post to join as the first librarian in University of Madras. He has created himself not only in India but also in the world with his dedication and commitment to the profession and remembered as the father of Library and Information Science in India. Sincerity and dedication are must to strengthen the professional society. Professional commitment has also the same importance in building a librarianship career.

The library profession witnesses so many professional designations in present scenario. The professional designation varies from organization to organization with Librarian, Senior Librarian, Deputy Librarian, Assistant Librarian, Senior Professional Assistant, Professional Assistant, Junior Professional Assistant, Junior Librarian, Technical Assistant, Director (library), Documentalist, Cataloguer, Librarian (grade I) and Librarian (grade III) etc. The profession is confused with such process from time to time.

The fundamental function of any library is to gather, organize and disseminate the information and knowledge. Librarianship aims to provide information service for the user's interest. Indigenous librarianship shaped the concept of library and information discipline and integrated the national and international issues. Librarians are considered as the custodian of knowledge.

Information Communication and Technology (ICT) has been introduced in the field of Library and Information Science. Now information is available in electronic form and various e-resources robust the users' need in different fields. Now the designation of the working professionals in libraries changed to Cybrarian, Electronic Resource Manager and Data Manager Etc.

Indian Librarianship is related to all groups or individuals to the information service sector. This is a pivotal point for this profession. The radical and transformational changes in libraries steal the luxury time from the library professionals. As the technology advances, the assumption also increases towards the responsibility of the working librarians to meet the

assorted needs of the library users. The value-added library services are well designed with the integration of electronic information and information sources. Technology has shaped the role of librarianship to a new direction in this present electronic era. The position of the librarian in current society is less of a warehouse manager and even more of a reference consultant. The position of the working librarians reciprocally depends on the instructional focus of different types of users. These are some probable causes which draws attention of the librarians towards the changing positions in their profession. The end users can fulfill their information needs through computer networks beyond the library. One thing needs more clarification that whether the traditional library is the best place to access information or technology based and network linked modern institutions.

There is no definite structure for the library profession and professionals. Even in the opinion of some of the senior professionals, they are only the highest paid clerks without any recognition. Although the LIS professionals are kept under teaching category in universities, in other institutions they are kept under non-teaching category. Still, it is a confused state of affairs that whether they are teaching or non-teaching staff. Also, the LIS professionals are also in a confused state about their work, position and responsibility. It is true that opportunities are equal for all. But the difference is that the positive minded people give results and negative minded people give reasons. It is better to take good care of own responsibilities, duties and reputation and change our habits and attitude, which in turn will change our future.

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RELEVANCE OF INDIAN ACADEMIC LIBRARY IN THE DIGITAL AGE

Manoj Kumar Sa
Indian Maritime University
Kolkata Campus

Now a day's library is not a silence zone at all rather than it is a busiest place in any academic institution. Former president of India Dr S Radhakrishnan Said "Library is a heart of an institution" and its presence is inevitable in all the institutions, especially in academic and research institutions. But, some people among the academician and policy maker on library think, in the digital world every information are available on the internet and not giving important to the library as before. It is fact that thousands of information available on the internet relating to a particular query. But information seekers want single information. So, what is the authentic information and what is the relevant information it is difficult to decide by a user.

Library subscribes very quality resources from reputed publishers around the world to cater the information need of the user community of the library. On the other hand, library professional can guide them to choose the most relevant information relating to their query. In addition to that in our Indian context, very a smaller number of textbooks are in electronic form, so in order to access the textbooks which are not in digital form users need to visit library to access it. Not all the printed work is in electronic form.

According to William Pollard "Information is a source of learning. But unless is organized, process and available to the right people in a format for decision making, it is a burden, not a benefit". With due respect to Five Laws of Library Science by Dr S R Ranganathan the following five points discovered for the kind information for the policy maker and academician. It can be read in the following way:

- Library are for use
- Every reader his/her library
- Every library its reader
- Save the library
- Library is an ever-relevant organism

It is high time to think about the role of the academic Library in the development of academic and research activities. During the COVID-19 pandemic library professional worked hard to facilitate their user community in different ways. Remote access service provided by the library is one of them. Apart from that virtual reference service is the mostly provided service during the pandemic.

As library is playing a vital role in academic systems in order to cater the information need for the teaching, learning and research activities. In this context parent body and policy makers (govt) should give due importance in term of fund and other kind of support to the library

professionals and also motivate them for self-growth, so that they can contribute efficiently in the growth of institution which leads to growth of nation.

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ROLE OF LIS SCHOOLS IN FUTURE LIBRARIANSHIP

Bibhuti Bhusan Maharana
Librarian
GETEI Kishorenagar
Angul, Odisha
email: bibhutimaharana22@gmail.com

The number of library and information science (LIS) schools/departments in India have increased drastically over the last few decades. In 1911, the first formal course for librarianship training in India was started in Baroda. Gradually LIS education was started by many universities at diploma, bachelor, master, MPhil and PhD level. The courses were mostly on regular mode and intake capacity of the courses were also very less. Then many private universities and institutions started imparting LIS educations both in regular and distance/correspondence mode with a large number of intake student strength. Presently large numbers of LIS students are passing out from these universities and institutions with good marks and divisions. IGNOU also contributes a lot to the numbers of passing out students every year.

But peeping into the educational quality of most of these LIS students, one can very well judge their capabilities to serve in any modern libraries. The basic reason behind this is that the syllabi of maximum universities are rarely revised and updated as per the changing library environment and the demands of manpower in these modern libraries. Even if there are some papers on latest Information Technology tools, electronic/digital libraries, library automation etc, faculty members are not available to teach the students on these. Also, practical training on these modern tools and techniques are never given properly.

Another drawback of Indian LIS schools is that they do not entertain practicing LIS professionals to teach their students. As a result, the faculty members with theoretical knowledge only teach the students. As a result, it serves the purpose of course completion and passing out in examinations without any practical knowledge and exposure.

It is also very commonly seen that the university libraries where LIS schools exist are not well managed as per the library science guidelines and lack of cooperation are seen among the faculty members of LIS department and libraries. A clear-cut demarcation can be seen in these universities among LIS faculty members and library staff. Surprisingly the LIS faculty members never propose for abolition of appointment of Prof -in -charge library which they teach to their students in the classroom, rather they join in the race to be the Prof-in-charge of the library.

When it is taught in the LIS courses that the library staff is at par with the faculty members and should get equal status and pay scale, there exists a wide gap between them. The library staff is not allowed to be supervisor of PhD scholars where as a faculty member without any experience and knowledge can do this.

It can be concluded that the LIS schools have little contribution to librarianship, except for providing a certificate to get a job. Such practices need to be stop and LIS schools need to produce future LIS professionals as per the demands of the modern libraries. They need to treat

the LIS professionals at par with the faculty members, so that the LIS profession and librarianship can get due recognition by the other professionals and societies.

THE FUTURE OF INDIAN LIBRARIANSHIP: AS LIBRARIANS WHAT WE CAN DO?

Sanat Kumar Behera
MLIS, MPhil, UGC-NET
Library & Information Assistant (TA)
Biju Patnaik Central Library
National Institute of Technology, Rourkela
email: sanatku.behera@gmail.com

The rise of digital media and people's changing mindsets to access information has changed many professions and sectors. Most people are feeling the digital world as a lifeline for them, especially the young generation. Perhaps they are right because they do not know or are not aware of the taste of reading a book, playing a traditional game or the joy of listening a story. Libraries have been known for centuries as holy places for the preservation of culture and wisdom. However, we struggle to access information due to various reasons like cost, diversities, multilingual, etc. Perhaps, we lack the mechanism to access the precise information and are pretty far from doing the research and development (R&D).

For many decades, we have been listening that library has been in an extinct phase, and the profession's status is degrading. Like a living organism, it mutates and adapts itself to the challenging environment. Library people have to their perceptions in this way for survival. It is time to show the world what librarians can do and how the library can be a helpful pillar in building a society. Before that, we have to evaluate ourselves, our strengths and weakness, the reasons responsible for degradation.

There are many aspects where we have to work and explore ourselves and meet the challenges arising in our professional status. Some of the aspects are mentioned below.

- Librarians are known for the standards, we have to focus on our core subjects like classification, cataloguing, indexing, translating etc., which are valuable for information organization and dissemination.
- Managing the change is an art we have to adopt new technologies and attract our users with new innovative services.
- We need to be skillful in every aspect, not as job perspectives, but to serve everyone we meet.
- Community engagement, participation and development are required, and we need to take everyone with us rather than going alone.
- We need to focus on problem-solving research, Innovation in our sector, and other sectors to contribute.
- We can continuously assist researchers or groups of researchers in doing research & educating them on their outreach of the work through embedded librarianship.
- Many people trust librarians and their reliable resources, so in pandemics like Covid-19, we can be valuable assets in disseminating accurate information. Librarians can put a full stop to misinformation and fake information with their reliable information.

- Preserve the ideas, traditional knowledge and make the platform to generate ideas where ever you are working. Little creativity and initiatives can bring recognition and fulfill the motto of our profession.
- Connect and engage with local heritage culture, customs, requirements and necessities.
- Focus on people and society, their information seeking needs and understand priorities in accessing information. For example, in a village, the information priorities are on farming, small business, access to Government facilities, etc., we can serve them on our capacity.
- Collaborate with other stakeholders similar to those related to the LIS profession as a community and collaboration bring to power.

The above suggestions are few measures that will help librarians to grow. As librarians, we need to dig the resources through research, find out all the possibilities, and provide more innovative service on the local and universal levels. We need to be united, focus on collaboration and act as a team.

THE METAMORPHOSIS OF LIBRARIANSHIP

Dr Bulu Maharana
Professor & Head
Department of Library & Information Science
Sambalpur University, Odisha
email: bulumaharana@gmail.com

When I received a request to write an article on the theme 'Future of Indian Librarianship, Progressive, Regressive or Compulsive' the author turned deeply thoughtful about what really is the state of librarianship in the future, say by 2030. It reminded me of the 1997 Seminar of AMA where Dr. Harsha Parekh, an eminent LIS teacher was delivering her lecture on identity crisis for librarians. She was quite apprehensive as computers entered into libraries and therefore the librarians and their traditional knowledge will find its way out gradually. Her speculation was quite logical at that point of time and as a student of LIS it was quite obvious for me to be worried about my career then. Since then, in a period of above two decades I turned out to be a teacher of LIS and witnessed librarianship as a career of many of my students which is really been fantastic both as a way of living and a challenging profession to pursue.

During 1990s while a library ecosystem was being conceived through massive automation and networking projects, the library professionals were the real architects and they continued to be so in the entire process of transformation of libraries. The new avatar libraries with voluminous e-content repositories with multifarious functionalities of collection building, organizing, discovery, retrieval and preservation identified as the latest trend. The new race of LIS professionals who have always been fascinating towards emerging terminologies in ICT and looking for a library connect have now become highly experimentative practitioners.

Interestingly, libraries found to be at the cross road in frequent intervals, the driving cause is the rapid developments in technology, equally rapid is the adaptation of these technology by the professionals. Library professionals across the world have developed their skills aligned with the advances in library technologies and user behaviour. Through an extensive review of literature in LIS, the emerging roles of the future librarians identified as a teacher, a technology specialist, embedded professional, information consultant, knowledge manager, and a subject librarian.

The future of libraries will be shaped by the emerging technologies Big data, Artificial Intelligence, Internet of Things, Library Bookmark Apps, User-focused Interfaces and applications, Augmented Reality, Digital Interfaces for printed books, Driverless cars, Drones. Accordingly, the library professionals would develop technological skills and apply these technologies in the libraries.

The future of librarianship is definitely going to be one of the most attractive professions because of its technology intensiveness, interdisciplinary and more social inclination in the coming days. The future of Indian Librarianship is definitely progressive with emerging technologies, regressive and compulsive towards obsolete traditional practices.

ग्रंथपाल का सामाजिक सरोकार

बी.आर. चौधरी
ग्रंथपाल एवं विभागाध्यक्ष
शास. बिलासा कन्या स्नातकोत्तर महाविद्यालय,
बिलासपुर
E-mail-choudharibhuneshwar@gmail.com

किसी भी शैक्षणिक संस्थान की हृदय स्थल कहे जाने वाली संस्थान ''पुस्तकालय '' होता है, और इस हृदय रूपी पुस्तकालय की धड़कन "ग्रंथपाल" होता है। ग्रंथपाल शब्द लगता है कि पुराने समय में ग्रंथालय, ग्रंथालय नहीं बल्कि एक संग्रहालय के रूप में राजाओं के यहॉ संग्रहित होता था। उस संग्रहित पुस्तकों (सम्पत्ति) की सुरक्षा का दायित्व के लिए किसी व्यक्ति का नियुक्ति किया जाता रहा होगा। जिस प्रकार से महलों की सुरक्षा का दायित्व द्वारपाल करता था। द्वारपाल से प्रभावित होकर ग्रंथों की सुरक्षा करने वाले ग्रंथपाल कहलाए होंगे।

बहरहाल वर्तमान समय में पुस्तकालय एवं पुस्तकालयाध्यक्ष की कार्यशैली, सेवाओं एवं जवाबदेही में जमीन आसमान का अंतर आया है। पूर्व में हस्तलिखित पाण्डुलिपियों या प्रकाशित पुस्तकों का ही संग्रहालय में संग्रहण किया जाता था। वर्तमान में सूचना विस्फोट के इस युग में सूचना संग्रहण के स्वरूप में अमूल–चूल परिवर्तन आया है। पुस्तकों का स्थान सीडी, डीवीडी एवं इलेक्टानिक डिवाईस ने ले लिया है। जो कि सूचना विस्फोट की इस काल में सूचनाओं का संग्रहण एवं संरक्षण, ग्रंथपाल के लिए एक चुनौती भरा कार्य है। इस वेबकाल में सूचनाओं का संरक्षण एवं स,रक्षा पारंपरिक ग्रंथपाल के लिए एक चुनौती हो गया है। रंगनाथन महोदय जी द्वारा प्रतिपादित ग्रंथालय विज्ञान के पॉचवा नियम भविष्य में सूचना कांति की संभावनाओं को शायद दृष्टिगत रखते हुए ही "पुस्तकालय एक वर्धनशील संस्था" को अपने सूत्र में स्थान दिया होगा।

शिक्षा के प्रारंम्भिक दिनों में स्कूलों एवं महाविद्यालयों पर अप्रशिक्षित ग्रंथपाल की व्यवस्था कर दिया जाता था। अप्रशिक्षित ग्रंथपाल पाठकों की आवश्यकताओं एवं भावनाओं को न समझते हुए पुस्तकालय कार्य एवं सेवाएं देते थे, जिससे पाठक असंतुष्ट रहते थे, परिणाम यह हुआ कि समाज में ग्रंथपाल अस्वीकारणीय हो गया, उपेक्षित हो गया। आज भी बहुत से महाविद्यालयों एवं विद्यालयों में अप्रशिक्षित ग्रंथपाल सेवाएं दे रहें है, जिसका पुस्तकालय व्यवसाय

के प्रति कोई जवाबदारी नहीं है, और न ही पाठकों की आवश्यकताओं की कोई मनोवैज्ञानिक खोज है, को पुस्तकालय का जवाबदारी/उत्तरदायित्व दे दिया जाना पुरे पुस्तकालयीन समाज के लिए विडम्बना ही नहीं एक समस्या है।

वर्तमान में अब शासन–प्रशासन स्तर पर प्रशिक्षित एवं योग्य ग्रंथपाल की नियुक्ति कर रहें हैं। प्रशिक्षित ग्रंथपाल वर्तमान आवश्यकताओं तथा भविष्य की संभावनाओं को दृष्टिगत रखते हुए पुस्तक चयन, पुस्तकों का वर्गीकरण, सूचीकरण, Online Search, Data Base तैयार कर रहे हैं। आधुनिक नवीनतम शैक्षणिक गतिविधियों का ज्ञान से अद्यतन हो रहे हैं।

ग्रंथपाल का समाज के प्रति कर्त्तव्य होता है कि छात्राओं एवं शिक्षकों की पाठ्य सामग्रियों की समुचित व्यवस्था प्रदान करना, जिससे पुस्तकालय एवं ग्रंथपाल की उपादेयता हमेशा समाज पर बनी रहे। पुस्तकालयाध्यक्ष को पुस्तकालय की सेवा और उसके वातावरण को इतना आकर्षक एवं जीवंत रखना चाहिए कि उपयोगकर्ता इस सेवा को प्राप्त करने मं सुविधा के साथ–साथ उसका बौद्धिक विकास भी हो सके। ग्रंथपाल को हमेशा हंसमुख, विनम्र, मृदुभाषी एवं आकर्षक व्यक्तित्व होना चाहिएं। पाठकों की भावनाओं को समझने का गुण भी होना चाहिए। ग्रंथपाल को पुस्तकालय के प्रचार–प्रसार हेतु पुस्तक प्रर्दशनी/सेमीनार/संगोष्ठी/वाद–विवाद/निबंध प्रतियोगिता इत्यादि के माध्यम से समाज से जुड़ना चाहिए। स्थानीय भाषा के अतिरिक्त अन्य भाषाओं का ज्ञान होना चाहिए, जिससे पाठकों से सहजता पूर्वक संवाद कर सके। ग्रंथपाल को पुस्तकों एवं साहित्य के प्रति जिज्ञासु होना चाहिए। पुस्तकालयाध्यक्ष को वर्तमान समय की मांग एवं उपयोगिता को ध्यान में रखते हुए पुस्तकालय संग्रह पर विशेष ध्यान देना चाहिए।

साहित्य से ही शिक्षा प्रखर होता है, शिक्षा का आधार पुस्तकें एवं पुस्तकों का आलय पुस्तकालय होती है। पुस्तकालय ही संस्कृति की संवाहक होती है। किसी भो शैक्षणिक संस्थान जैसे– विद्यालय, महाविद्यालय या विश्वविद्यालय में ग्रंथपाल, छात्राओं एवं प्राध्यापकों को गढ़ने के साथ–साथ सार्वजनिक पुस्तकालय समाज एवं देश–प्रदेश के निर्माण में परोक्ष रूप से योगदान देते हैं, लेकिन इस देश की विडम्बना है कि ग्रंथपाल को उसके दायित्व एवं दक्षता के अनुरूप वो सम्मान व प्रतिष्ठा नहीं मिलती। जिस दिन देश, पुस्तकालय एवं धड़कन रूपी ग्रंथपाल की महत्ता को समझ लेगा, देश उसी दिन से फिर से विश्व गुरू के स्थान पर खड़ा हो जायेगा।

राष्ट्रोय एवं अंर्तराष्ट्रोय स्तर पर पुस्तकालय व्यवसाय से जुड़े लोगों के हितों की रक्षा करने के लिए बहुत से संगठन एवं फोरम है, लेकिन क्या देश की आजादी के 74 वर्ष बाद ग्रंथपाल, लोगों को पुस्तकालय से जोड़ पायें। कहीं न कहीं यह पुस्तकालय व्यवसायी की निष्कृयता को दर्शाता है। प्रत्येक ग्रंथपाल का यह दायित्व क्यों नहीं होना चाहिए कि वह पुस्तक एवं पुस्तकालय की महत्ता को समाज के बीच ले जायें। जिस दिन ग्रंथपाल यह काम करने में सजग हो जायेगें, उसी दिन से एक बौद्धिक समाज की स्थापना करने में सफल हो जायेगें और समाज में पुनः पुस्तकालय एवं ग्रंथपाल के महत्व को समझने लगेगें।

भारतीय ग्रन्थालयित्व : दशा और दिशा

डॉ. नीलम सोनी
सहायक ग्रन्थपाल
रा.प्रौ.सं. (NIT) रायपुर (छ.ग.)
E-Mail-nsoni.lib@nitrr.ac.in

यूँ तो समय के साथ ग्रन्थालय एंव सूचना विज्ञान पेशेवरों की भूमिका, व्यवहार, कार्यप्रणाली में लगातार बदलाव होते रहें है। लेकिन इंफरमेशन एंव कम्यूनिकेशन टेक्नोलोजी तथा इंटरनेट क्रातिं के बाद ग्रन्थालय पेशेवरों के कार्य प्रणाली में सख्त बदलाव और संघर्ष दिखाई पड़ रहा है। अगर बात करें ग्रन्थालय में उपलब्ध संसाधनों की तो वर्तमान इलेक्ट्रॉनिक संसाधनों ग्रन्थालय प्रबंधन साफ्टवेयर, विभिन्न लायब्रेरी टूल्स, सोशल मीडिया स्किल्स (जैसे फेसबुक, ट्रिवटर, लिंकडेन, स्लाइड शेयर और भी बहूत कुछ) ये एक ग्रन्थपाल को इन्फारमेशन प्रोवाइडर या इन्फारमेशन साइन्टिस्ट जैसे सम्मानीय स्थान प्रदान करते है। अपनी उर्जा, लगन, कार्य दक्षता के द्वारा ज्ञान को सार्वभौमिक रूप से सुलभ बनाते हुए ज्ञान पिपासुओं के लिए हर समय सुलभ रहने वाले ग्रन्थालय पेशेवरों को प्राधिकारियों /प्रंबधन के रूखे व्यवहार का सामना करना पड़ता है। शिक्षा के क्षेत्र में तथा ज्ञान के समन्वय में ग्रन्थालय पेशेवरों के योगदान को पर्दे के पीछे कार्य करने वाले पटकथा लेखक की तरह भूला दिया जाता है। जैसे दर्शक नायक नायिकाओं को याद रखते है उसी तरह ग्रन्थालय उपयोगकर्ता पेशेवरों की लगन, मेहनत, कार्य करने के जोश और उनके स्वंय के ज्ञान को नजर अदांज कर देता है बल्कि अपने शिक्षकों का सहयोग मूल्य एवं महत्व को याद रखता है। शायद इसीलिए ग्रन्थालय पेशेवरों के कार्य को धन्यवाद रहित कार्य कहा जाता है। अधिकारी स्तर के सम्माननीय वेतनमान पर ग्रन्थपालों को प्रोफेसर इन्चार्ज के अधीन रह कर कार्य करना पड़ता है। कार्य को मूल रूप देने के लिए प्रोफेसर इन्चार्ज को कार्यशैली बता कर यह समझाना पड़ता है कि किए जाने वाला कार्य ग्रन्थालय और उपयोगकर्ताओ के लिए किस प्रकार उपयोगी और महत्वपूर्ण होगा। यानि ग्रन्थपाल की आधी ऊर्जा कार्य को उस व्यक्ति को समझाने में जाती है जो ग्रन्थालय विज्ञान का विषय विशेषज्ञ न हो कर शिक्षण कार्य से जुड़ा व्यक्ति होता है। प्रकाशकों के साथ की जाने वाली बातचीत, सौदेबाजी, का पूरा विवरण एक ऐसे शिक्षक के साथ साक्षा करना जिन्हे प्रकाशकों से बातचीत का कोई अनुभव नही है और इस दौरान विभिन्न प्रकार के सवालों का जवाब देना वापस प्राधिकारियो को पुनः कार्य शैली से अवगत कराते हुए प्रश्नों के घेरे में रहना इस प्रकार के घटना क्रम ग्रन्थालय पेशेवरों को निराश, हताश और कार्य के प्रति उदासीन बनाता है। ग्रन्थालय पेशेवर अपने कार्य क्षेत्र में विभिन्न प्रकार की समस्याओं से रोज रूबरू होते है उनमें से कुछ समस्याए निम्न है।

1. पुस्तकालय अध्यक्ष के पास निर्णय लेने की स्वतन्त्रता का अभाव : शिक्षाविद, प्रशासनीक अधिकारी , नौकारशाह, साहित्य सृजन करने वाले प्राख्यात व्यक्ति सभी ग्रन्थालयों के महत्व से भली भाति परिचित होते है लेकिन ग्रन्थालयी के निर्णय लेने की स्वतन्त्रता पर मौन रहते है। प्रोफेसर इन्चार्ज/लायब्रेरी इन्चार्ज एक गैर ग्रन्थालय पेशेवर होते है। ग्रन्थालय के विभिन्न विभागों जैसे अधिग्रहण, परिसंचरण, ग्रन्थालय प्रंबधन और ग्रन्थालय से सम्बधित कार्यप्रणालियों से पूरी तरह अनभिज्ञ व्यक्ति को इन्चार्ज के रूप में रख कर ग्रन्थपाल की कार्य की स्वतन्त्रता पर पाबंदी लगा दी जाती है। ऐसी परिस्थिति में ग्रन्थालय पेशेवर या तो उदासीन हो कर ग्रन्थालय से सम्बधित कार्यों में अपनी ऊर्जा का उपयोग नही कर पाते या मूक दर्शक की तरह व्यवहार करना उचित समझते है।

अ. ग्रन्थालय पेशेवरों को कार्य करने की पूरी आजादी प्रबंधन के द्वारा दी जानी चाहिये । उनके नवीन विचार, नए प्रौद्योगिकी का ग्रन्थालय में प्रयोग ग्रन्थालय में क्रान्तिकारी परिवर्तन ला सकते है। मगर उनके विचारों को दबा दिया जाता है। जैसे ग्रन्थपाल द्वारा ग्रन्थालय हेतु ग्रन्थालय भवन, बजट, कर्मचारी, अधारभूत संरचना की मांग या अतिरिक्त स्थान की मांग करनें से प्राधिकरण /प्रंबधन या तो ध्यान नही देता या पंचवर्षीय योजना का हवाला देते हुए भविष्य की टोकरी में डाल देता है।

ब. ग्रन्थपाल को ग्रन्थालय पेशेवरों के चयन के समय चयन समीति में पूर्ण स्वतन्त्रता देना चाहिए ताकि पर्याप्त कुशल, तर्कसंगत, चतुर ग्रन्थालय पेशेवरों का चयन किया जा सके जो अपने दायित्वों का प्रभावी ढंग से एंव जोश के साथ निर्वहन करने में सक्षम हो ।

2. **बजट :**–शैक्षणिक संस्थानों में ग्रन्थालय बजट हेतु कोई दिशा निर्देश नही है ना ही उपलब्ध बजट के सम्पूर्ण दोहन के लिए सख्त आदेश। इसके अलाव प्राधिकरण /प्रबंधन द्वारा बजट आबंटन में ग्रन्थालय के साथ भेदभावपूर्ण व्यवहार किया जाता है जैस – ग्रन्थालय हेतु बजट कम देना या पहले बजट समय पे न देना और बाद में वितिय वर्ष समाप्ति से पहले सम्पूर्ण बजट का दोहन करने का दबाव बनाना। इस तरह बजट सम्बंधि नाना प्रकार के तनावों से विभिन्न ग्रन्थालयों में कार्यरत, ग्रन्थालय पेशेवरों को जुझना पड़ता है।

3. **ग्रन्थालयों में विभिन्न श्रेणी के पेशेवरों की कमी :**–इस समस्या से लगभग सभी पुस्तकालयध्यक्ष परेशान होगे वर्तमान में लगभग सभी पुस्तकालयों में कुशल ग्रन्थालय पेशेवरों की कमी है। इसका कारण प्राधिकरण/प्रबधन का ग्रन्थालय के प्रति उदासीन रवैया है। प्राधिकरण/प्रबधन ग्रन्थालय को उच्च तकनीक से युक्त तत्काल सेवा प्रदान करने वाली जगह,और ज्ञान से सम्बधित समस्याओं का तुरन्त हल करने वाला तो मानते है

परन्तु उपलब्ध ज्ञान के प्रबंधन, प्रसारण हेतु पदों का विस्तार नही करते जिससे कार्य प्रबंधन में एंव कार्य सम्पादन में कठिनाइयों का सामना करना पड़ता है। जैसे नई–नई प्रौद्योगिकी का जब ग्रन्थालय में क्रियान्वयन होता है तो कार्य दोगुना हो जाता है। किए गए कार्यो का फीडबैक लेने के लिए हाथ से एंव स्वचलित दोनो में स्तर पर कार्य करना पड़ता है। अर्थात एक नई प्रौद्योगिकी को कार्यन्वित करने के लिए एक अतिरिक्त दक्ष कर्मचारी की आवश्यकता होती है।

4. असमान वेतनमान :– ये विडंबना है कि भारतीय ग्रन्थालयित्व में विभिन्न वर्गो के ग्रन्थालय पेशेवरों के वेतमानों में असमानता देखने को मिलती है। वही निजि संस्थानों का और भी बुरा हाल है, जहाँ उच्च योग्यता वाले ग्रन्थालय पेशेवरों को कम वेतन में रखकर उनसे कार्य करवाया जाता है। इस परिपेक्ष्य में UGC, MHRD, AICT एंव अन्य मान्यता प्राप्त संस्थान ग्रन्थालय पेशेवरों की स्थिति एंव वेनतमान को लेकर मौन रहते है। इनके लिए कोई नियम, दिशा निर्देश आज तक नही बनाए गए है। जिसका फायदा सम्बन्धित संस्थाए उठाती है और वेतन मांग के प्रति उदासीन रहती है।

5. **पुस्तकालय अधिनियम सिर्फ कागजो में :–** कई राज्यों में पुस्तकालय अधिनियम पारित हो चुका है लेकिन उनका क्रियान्वयन नही हो रह है। इस कारण युवा वर्ग की एक बड़ी आबादी पुस्तकालयों से मिलने वाले लाभो से वंचित हो रही है। जबकि सारे प्रशासनिक अधिकारी पुस्तकालयों के महत्व को समझते है और उनका भरपूर उपयोग किए रहते है लेकिन दुर्भाग्य से वो समाज में पुस्तकालयों के महत्व एंव पुस्तकालय पेशेवरों की आवश्यकता एंव महत्व को भूल जाते है।

दिशाः क्या करें

इसमें कोई शंका नही कि ग्रन्थालय पेशेवर ग्रन्थालयों के बेहतर विकास के लिए हर संभव प्रयास कर रहे है। प्रौद्योगिकी का बेहतर उपयोग करके गुणात्मक स्तर की सूचनाएँ अपने उपयोगकर्ताओं को उपलब्ध करवाने हेतु तत्पर रहते है। लेकिन दुर्भाग्य ये है कि ग्रन्थालय पेशेवरों को उनके कार्य के गरिमा के अनुरूप सम्मान न मिलने के कारण कार्य करने के मानसिक सुख के अभाव में रहना पड़ता है। ग्रन्थालय पेशेवरों की दशा सुधारने हेतु नीति निर्माता, प्राधिकरण/प्रबधंन, ग्रन्थालय एसोसिएशन, कमीशन इत्यादि को संज्ञान लेकर स्वयं प्रयास करना चाहिये या अनुभवी ग्रन्थपालों तथा ग्रन्थालय एवं सूचना विज्ञान के शिक्षकों को आत्मविश्लेषण करना होगा कि ग्रन्थालय एंव सूचना विज्ञान के पेशेवरों एवं भविष्य के ग्रन्थपालों (विद्यार्थियो) के सम्मानपूर्वक भविष्य के लिए शासन प्रशासन एंव नीति निर्माताओं के साथ बातचीत कर ग्रन्थालय पेशेवर के पद की गरिमा

बनाए रखने हेतु दिशा निर्देश बनाए। जब उच्च स्तर पर कार्य करने वाले अनुभवी ग्रन्थपाल एवं विषय विशेषज्ञ, शिक्षक एकजूट होकर शिक्षा जगत में ग्रन्थालय पेशेवरों की भूमिका और महत्व की व्याख्या करेंगे। उनकी समस्यओं का सम्प्रेषण नीति निर्माताओं के साथ करेगे तभी प्राधिकारी/प्रबंधन, समीतियां तथा दिशा निर्देश निर्धारित करने वाली सरकारी सस्थाएं ग्रन्थालय पेशेवरों के हित में कल्याणकारी योजनाओ एंव उनसे संबंधित समस्याओं पर विचार कर पायेंगी। इस हेतु प्राधिकारियों/प्रबंधन को यह समझना आवश्यक होगा कि शिक्षा के क्षेत्र में ग्रन्थालय की भूमिका क्या है। अतः ग्रन्थालय पेशेवरों को आगे आ कर प्रधिकारियों/प्रबंधन को ग्रन्थालय के विषय में जागरूक करना होगा। इसके लिएः–

1. प्रत्येक वर्ष अवेयरनेस प्रोग्राम आयोजित कर ग्रन्थालय के महत्व एंव शिक्षा तथा शोध में ग्रन्थालय तथा ग्रन्थालय पेशेवरों की भूमिका बताना होगा।
2. नए भर्ती हुए विद्यार्थियों को ग्रन्थालय की आवश्यकता तथा ग्रन्थालय में उपलब्ध संसाधनो से अवगत करा कर शिक्षा में ग्रन्थालय एंव ग्रन्थालय पेशेवरों का योगदान बताना होगा।
3. पुस्तकालय के संवर्धन में ग्रन्थालय पेशेवरों की भूमिका का व्याख्यान के माध्यम से प्रधिकारियों /प्रंबधन को अवगत कराना ताकि वे बेहतर ढंग से ग्रन्थालय की कार्य प्रणाली को समझे।

निष्कार्ष :–ग्रन्थालय एक ऐसी स्थान है जहाँ शिक्षण संस्थान का श्रेष्ठ शिक्षा एंव शोध सम्बधित कार्यक्रम निर्भर करता है अगर देश एंव देशवासियो के ज्ञान में निरंतर वृध्दि करना है तो सभी तरह के ग्रन्थालयों को प्रमुख महत्व देना होगा। जिससे देश का शैक्षणिक विकास अच्छी तरह हो पाए ताकि शिक्षा एंव शोध समाज तक पहुंच सके जो शिक्षा का मुख्य उददे्श्य है।

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भारतीय पुस्तकालयाध्यक्षताः भूतकाल, वर्तमान और भविष्य

Mr. Vinod Kumar Khunte
Ph.D (course work)
Sos in Library & Information Science
Pt. Ravishankar Shukla University, Raipur C.G.
E-mail- Vinodkhunte107@gmail.com

Dr. Santu Ram Kashyap
Sr. Assistant Professor
Sos in Library & Information Science
Pt. Ravishankar Shukla University, Raipur C.G.
E-Mail- sr_kashyap1976@rediffmail.com

प्रस्तावनाः–

किसी भी पुस्तकालय का प्रबंधन, व्यवस्थापन, तथा संचालन करने की कला को पुस्तकालयाध्यक्ष कहते है। किसी पुस्तकालय का कुशल रूप से व्यवस्थापन तथा उसका संचालन उस पुस्तकालय के पुस्तकालयाध्यक्ष पर निर्भर करता है, वह उसका मुख्य संचालक अधिकारी होता है। ऐसा कहा गया है कि पुस्तकालयाध्यक्ष जितना कुशल और विवकेशील होगा उसका पुस्तकालय उतना ही व्यवस्थित और सफल होगा। सर्वसुविधायुक्त पुस्तकालय और पुस्तकों का पर्याप्त संकलन होने के बावजूद भी अगर पुस्तकालयाध्यक्ष न हो तो ऐसी स्थिति में पुस्तकालय में उपलब्ध सूचना संसाधन तथा ज्ञान प्रदान करने वाली पाठ्य सामग्रियॉ पाठकों के लिए बहुत ही कम लाभदायक सिद्ध होगी। पुस्तकालय में पाठक रूपी उपयोगकर्ताओं को दी जाने वाली सेवाओं और पुस्तकालय के व्यवस्थापन तथा संचालन से संबंधित अनेक कार्यो को निष्पादित करने हेतु एक भलिभॉति शीक्षित एवं प्रशिक्षित, कुशल, एवं

प्राविधिक योग्यताओं से युक्त पुस्तकालयाध्यक्ष की आवश्यकता होती है। पुस्तकालयाध्यक्ष के महत्व को नीचे दिये गये कथनो के माध्यम से समझा जा सकता है।

1. गूगल पर किसी विषय से संबंधित प्रश्न किये जाने पर वह आपको 1,00,000 संभावित उत्तर उपलब्ध कराता है, जबकि उसी प्रश्न पर पुस्तकालयाध्यक्षआपकों एक उत्तर उपलब्ध कराता है जो सबसे सटिक और उपयुक्त होता है। ''नील गेमन'' (Neil Gaiman)
2. वैश्विक स्तर पर सूचना के निरंतर आने वाली सुनामी में एक पुस्तकालयाध्यक्ष हमें सिखाता है कि किस तरह से हमें तैरते हुये अपनी आवश्यकता की सूचना को प्राप्त करना है। ''लिन्टन वीक्स'' (Linton Weeks)

भूतकाल में पुस्तकालयाध्यक्षता :–

प्राचीन समय में पुस्तकालय अध्यक्षता का महत्व इस बात से लगाया जा सकता है कि उस समय में पुस्तक पाठन को प्रतिष्ठा और योग्यता का प्रतीक माना जाता था। साथ ही पुस्तकों की देखरेख तथा पुस्तकालय के व्यवस्थापन के लिए कुशल एवं विद्वान पुस्तकालय अध्यक्ष की नियुक्ति की परम्परा थी।

हमारे देश में जहॉ वेद और उपनिषदों इत्यादि ग्रंथों की रचना हुई जो विद्या, सभ्यता तथा संस्कृति का प्राचीनतम केन्द्र रहा है। जग प्रसिद्ध विश्वविधालय नालंदा, विक्रमशीला, तक्षशीला, के पुस्तकालय विकसित तथा असीमित ज्ञान का भण्डार हुआ करते थे। जिसमें पुस्तकालयाध्यक्ष के महत्व का अनुमान पुस्तकालय की लोकप्रियता के आधार पर लगाया जाता था।

सन् 1903 में जॉन मैडफारलेन को इम्पीरियल लाइब्रेरी, कलकत्ता का पुस्तकालय अध्यक्षता बनाया गया जिन्होने इसका विकास किया एवं दुर्लभ पुस्तको का संकलन किया।

सन् 1910 में बड़ौदा राज्य में W.A.Bordan और सन् 1915 में पंजाब विश्वविधालय में A.D. Dickinson ने पुस्तकालय अध्यक्ष के पद पर कार्य किया,जिन्होने पुस्तकालय एवं पुस्तकालय अध्यक्षता के लिए अनेक प्रसंषनीय कार्य किये। डॉ. एस. आर. रंगानाथन ने पुस्तकालय विज्ञान एवं पुस्तकालय अध्यक्षता के विकास में अपना संपूर्ण जीवन

समर्पित कर दिया, इन्ही के प्रयासो और कार्यो की बदौलत वर्तमान आधुनिक पुस्तकालय की नींव रखी गई है।

वर्तमान समय में पुस्तकालयाध्यक्षता :–

वर्तमान समय में पुस्तकालय अध्यक्षता का महत्व प्राचीन समय की अपेक्षा ज्यादा महत्वपूर्ण और विशिष्ट होता जा रहा है। पुस्तकालयों के स्वरूप में भी निरंतर बदलाव हो रहा है, जिसमें कि, पुस्तकालय द्वारा प्रदान की जाने वाली सेवाओं और पुस्तकालय अध्यक्षता के कार्य प्रणाली का स्वरूप भी बदलता जा रहा है। आज के समय में सूचना भिन्न भिन्न स्वरूपों में उपलब्ध हो रही है एवं उपयोगकर्ता के आवश्यकता के अनुसार सूचना मांग का स्वरूप भी अलग अलग होता जा रहा है। सूचना विस्फोट के इस युग में जहॉ विभिन्न माध्यमों से अलग अलग स्वरूपों में सूचना का उद्‌भव हो रहा है जिसने पुस्तकालय सेवा एवं पुस्तकालयाध्यक्षता को चुनौतीपूर्ण कार्य बना दिया है। साथ ही साथ पुस्तकालय एवं पुस्तकालयाध्यक्षता के महत्व को भी बढ़ाया है। सूचना के असीमित भण्डार में से उपयोगकर्ता को अपने उपयोग की सूचना को प्राप्त करना आज बहुत मुश्किल कार्य हो गया है। जिसके लिए पुस्तकालयाध्यक्षता बहुत ही महत्वपूर्ण एवं आवश्यक हो गया है। जिनकी मदद से उपयोगकर्ता अपनी सूचना को आसानी से उपयोग कर सकता है। आज पुस्तकालय सिर्फ पुस्तकालय ना होकर पुस्तकालय एवं सूचना केन्द्र के रूप में विकसित हो गया है। जहॉ मुद्रित एवं ऑनलाइन (इलेक्ट्रॉनिक) दोनो स्वरूपों में सूचनाओं का संकलन किये जा रहे है। आज उपयोगकर्ता के ऑनलाइन डिजिटल स्वरूप में सूचनाओं के मॉग के लिए Ask Librarian & Reference Librarian के रुप में पुस्तकालयाध्क्षता ने अपनी सेवाओं का विस्तार किया है तथा पुस्तकालयाध्क्षता के महव का बढ़ाया है।

भविष्य में पुस्तकालयाध्यक्षता :–

वर्तमान को ध्यान में रखकर कहा जा सकता है आने वाले भविष्य में पुस्तकालय एवं पुस्तकालयाध्यक्षता ऑनलाइन एवं डिजिटल स्वरूपों में परिवर्तित हो जायेगा। जिसमें सूचनाओं का संकलन एवं मांग भी डिजिटल माध्यमों से होने लगेगा, जो भौतिक सीमाओं को तोड़कर

सूचना एवं सेवाओं का प्रसार करेगा। ऐसे में पुस्तकालयाध्यक्षता को अपने स्वरूपमें बदलाव के साथ साथ अद्यतन एवं नवीन नीतियों का समावेश कर अपने कार्यप्रणाली और पुस्तकालय सेवा कों आधुनिक करना होगा। जिसमें की सभी प्रकार के उपयोगकर्ताओं को सूचना उपलब्ध प्रदान कर उन्हे संतुष्ट किया जा सके और पुस्तकालय सेवा एवं पुस्तकालयाध्यक्षता को विकसित किया जा सकें। भविष्य नीतियों के रूप में अभी से ही योजनाओं का निर्माण एवं उनको लागू किया जाना शुरू हो गया है जिसमें पुस्तकालय एवं पुस्तकालय सेवा को डिजिटल किया जा रहा है साथ ही साथ नयी–नयी आधुनिक तकनीकों का पुस्तकालय में उपयोग कर ज्यादा सफल और सरल सेवा प्रदान की जा रही है। इस तरह से पुस्तकालयाध्यक्षता का कार्य भविष्य में पुस्तकालय में आने वाली बदलाव और चुनौतियों के लिए अनुरुप होगी है।

अतः भविष्य के पुस्तकालयाध्यक्षता के लिए एक योग्य एवं कुशल पुस्तकालयध्यक्ष की आवश्यकता के साथ साथ प्रशिक्षित पुस्तकालय कर्मचारियों की आवश्यकता होगी।

निष्कर्षः–

बदलते समय के साथ साथ पुस्तकालय सेवा एवं पुस्तकालयाध्यक्षता का स्वरूप बदलता रहा है। पर पुस्तकालयाध्यक्षता ने पुस्तकालय सेवाओं के माध्यम से अपने उपयोगकर्ताओं को संतुष्ट कर अपने महत्व को बनाये रखा है। भूतकाल से लेकर वर्तमान समय तक पुस्तकालय एवं पुस्तकालयाध्यक्षता के महत्व में बढ़ौत्तरी ही हुई है और आने वाले भविष्य में भी समय और उपयोगकर्ता के मांग के अनुसार पुस्तकालयाध्यक्षता अपने स्वरूप में बदलाव और सुधारकर तथा सूचना सेवाओं के नये आयामों को अपनाकर अपने उपयोगकर्ता को संतुष्ट करता रहेगा जिससे कि पुस्तकालय सेवा एवं पुस्तकालयाध्यक्षता का महत्व हमेंशा बना रहेगा।

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ग्रंथालयित्व और तकनीकी ज्ञान का विकास

डॉ. नीतिताम्रकार
पुस्तकालय सहायक
कुशाभाउठाकरेपत्रकारिता
एवंजनसंचारविश्वविद्यालय
रायपुर, छ.ग.
E-mail- nt72833@gmail.com

शिक्षा जगत में शैक्षणिक और शैक्षणिक के मध्य जूझता ये ग्रंथालयीन कार्य प्रणाली जिसमें तकनीकी विकास के चलते इसके अस्तित्व पर ही प्रश्नचिंह लगने लगा है। इंटरनेट पर सूचनओं की उपलब्धता और गुगल सर्च के द्वारा सूचनओं तक पहुच बहुत आसान बना देती है। पुस्तकालय, जिसमें पाठक, पुस्तक और ग्रंथपाल इन तीनों के मिलने से पुस्तकालय का अस्तितव हैं। ग्रंथपाल जो कि पुस्तक और पाठक के बीच में सेतु का काम करता है। परन्तु वर्तमान में इन दोनों के बीच में तकनीक आ गई है, जो पाठक और पुस्तक के बीच काम करने लगी है। जिससे यह लगने लगाा है कि ग्रंथपाल की भूमिका या कार्य संकट की स्थिति में आ गई है। परन्तु यह सत्य नहीं है, ग्रंथपाल जो पुस्तक और पाठक के बीच जिन परम्परागत तकनीक का उपयोग करते थे अब वर्तमान में नवीन तकनीक का उपयोग कर अपना कार्य और अधिक कुशलता पूर्वक करने लगे हैं।

ग्रंथालयित्व के उपेक्षित होने के कारण

लोग यह समझने लगे हैं कि तकनीक ही सब कुछ है अब ग्रंथपाल की आवश्यकता नहीं हैं। जबकि ऐसा कुछ नहीं हैं तकनीक तो एक मात्र साधन है साध्य नहीं। यह सही है कि पुस्तकालय और ग्रंथपाल किसी भी संस्था में हमेंशा से उपेक्षित रहा है। किसी भी संस्था की कार्मिक विशलेषण करने से निम्नांकित बिंदु सामने आई हैं –

- पुस्तकालय में कार्मिकों की कम संख्या
- प्रशिक्षित कार्मिकों की नगण्य संख्या
- संस्था के अतिरिक्त कर्मचारी कों पुस्तकालय में संस्थापित करना
- बुक लिफटर के पद हेतु न्यूनतम योग्यता का निर्धारण न होना

ऐसे ही छोटी–छोटी चींजे है जो कि पुस्तकालय और ग्रंथपाल को उपेक्षित करती है।

वर्तमान में मेरे द्वारा रायपुर जिला के लोक पुस्तकालयों का अवलोकन किया गया जिसमें

निम्न बिंदु सामने आए –

- पुस्तकालयों में नवीन तकनीक को अपनाया गया है।
- पुस्तकालय का वातावरण पाठको को अध्ययन हेतु प्रेरित करती है।
- पुस्तकालय, घर में अध्ययन करने में आने वाली व्यवधानों को कम करती है।
- पुस्तकालय सदस्यता हेतु रिकार्ड तोड़ आवेदन का आना व अपनी सदस्यता का इंतजार करना।

- इंटरनेट की गति, शांति पूर्ण वातावरण एवं संशाधनों की उपलब्धता पाठकों को पढ़ने के लिये प्ररित करती है।
- प्रतियोगी परीक्षाओं में सम्मिलित होने वाले पाठक लंच बाक्स पुस्तकालय में ही मंगवाते है। इस तरह से वे पूरे दिन पुस्तकालय में ही रहते हैं।
- कोविड–19 के समय भी पाठकों द्वारा पुस्तकालय को याद किया जाना व पुस्तकालय नियमों के संबंध में फोन आदि के माध्यमों से जानकारी प्राप्त करना ।
- 24 घण्टे 7 दिन खुला रहने वाली पुस्तकालय की संस्थापना।

उपरोंक्त बिंदुओं के आधार पर यह कहॉ जा सकता है कि पुस्तकालय की उपयगिता में कहीं कमी नहीं आई है। पुस्तकाध्यक्ष के बिना पुस्तकालय की कल्पना संभव नही है।

किसी भी व्यक्ति/विषय का व्याक्तिगत या पेशेवर मूल्य गणित के स्थानीय मान (प्लेस वैल्यू) एवं अंकित मूल्य (फेस वैल्यू) के समान एक साथ चलता रहता है। जिस प्रकार प्रत्येक अंक का फेस वैल्यू निर्धारित होता हैं और जैसे ही उसका स्थान बदलता है उसका स्थानीय मान बदल जाता है। ठीक उसी प्रकार प्रत्येक विषय में स्थानीयमान के लिये निरंतर संर्घष करना होता है। संघर्ष से तात्पर्य वर्तमान समय के अनुसार अपने को परिवर्तित करना। यदि हम अपने आपको समय के अनुसार परिवर्तित नहीं करते है तो हमारा स्थानीयमान घटने लगता है और यही से हमारा अस्तित्व पर प्रश्नचिन्ह लगना शुरू हो जाता है। इस लिये अपने स्थानीय मान को बनाये रखने और आगे बढ़ने के लिये लगातार संघर्ष करते रहना चाहिए। इसी संदर्भ में वर्तमान की घटनाओं में ग्रंथपाल की स्थिति का उल्लेख करना चाहूॅगी –

- छत्तीसगढ़ में प्रथम ग्रथपाल प्रतियोगी परिक्षा पी.एस.सी 2014 में शामिल होने वाले प्रथम छत्तीसगढ़ के सेट उत्तीर्ण परिक्षार्थियों का वंचित हो जाना।
- स्कूल शिक्षा विभाग में ग्रंथपाल की नियुक्ति में पद स्थापना एवं वेतनमान संबंधी विसंगती का होना।
- नई शिक्षा नीति में पुस्तकालय को पूर्णतः उपेक्षित करना ।

उपरोक्त तीनों बिंदुओं से स्पष्ट होता है कि पुस्तकालय एवं सूचना विज्ञान विषय से सम्बधित विषय विशेषज्ञों द्वारा कोई भी संघर्ष नही किया गया इसलिये उनके स्थानीयमान में कोई सकारात्मक प्रभाव देखने को नहीं मिला। इससे उन्हें उपेक्षा का सामान करना पड़ रहा है ।

तकनीकी विकास के सकारात्मक और नकारात्मक दो पक्ष होते है। नकारात्मक पक्ष को देखते हुए उसके सकारात्मक पक्ष को अनदेखा नहीं किया जा सकता। वर्तमान में शिक्षा का विकास तो हो रहा है परन्तु नैतिक मूल्यों का पतन भी बहुत तेजी से हो रहा है। इसका अर्थ यह नहीं है कि शिक्षा का कोई औचित्य नहीं रह गया है। वर्तमान में केवल शिक्षा पर जोर दिया जाता है उसके अनौपचारिक पक्षों को अनदेखा हो रहा है उसी का यह परिणाम है। बच्चे को अच्छी शिक्षा देने के लिये अर्थ अर्जन के लिये माता–पिता दोनों काम पर चले जाते हैं जिससे बच्चा एकाकीपन महसूस करता है और बच्चा दिन भर तकनीकी सामग्री में समय व्यतित करता है, समाजिक सरोकार घटने लगता है। इन सब कारणों से नैतिक पतन होते जा रहा है, इसमें शिक्षा का कोई दोष नही है। इसलिये जीवन में स्थानीयमान एवं अंकितमान दोनों को बराबर महत्व देना चाहिए।

महान गणितज्ञ डॉ.एस.आर.रंगनाथन द्वारा पुस्तकालय एवं सूचना विज्ञान के बताये गये सिद्धांतों ने वैज्ञानिक स्वरूप प्रदान किया है। जो इस विषय के अंकित मान को संस्थापित करता है। जो कि कभी खत्म होने वाला नहीं है। परन्तु विषय विशेषज्ञों/ग्रंथपाल को इसके स्थानीय मान के लिये वर्तमान तकनीक को अपने कार्यो में समाहित करते हुए अपने को अद्यतन रहना होगा। एंव शोध तथा शिक्षा के क्षेत्र में ग्रंथालय के महत्व को समझाते हुए शासन/प्रबंधन से बातचीत करते हुए ग्रंथपालों/ग्रंथालय पेशेवरों को उचित सम्मानपूवर्क कार्य करने की स्वतंत्रता तथा वेतन विसंगतियो को दूर करवाने हेतु प्रयासरत, रहने की आवश्यकता है।

भारतीय पुस्तकालय पेशेवरों का भविष्य

RekhrajSahu
Assistant Librarian

BTC College of Agriculture and Research Station (Indira Gandhi Krishi Vishwavidyalaya)

Bilaspur C.G.

E-Mail- rekhrajsahu@gmail.com

पुस्तकालय का स्वरूप निरंतर परिवर्तनशील है, पुस्तकालय के भविष्य की बात कही जाए तो आज भी उतना ही प्रासंगिक है जितना कि पूर्व में रहा है, यही कारण है कि पुस्तकालय पेशेवरों का महत्व आज भी है और कल भी रहेगा। सूचनाओं के प्रकार में परिवर्तन एवं कार्यविधियों में सूचना प्रौद्योगिकी के आ जाने से जहॉ हमें यह सुनने को मिलता है कि पुस्तकालय में लोगों की आवश्यकताएं कम होगी, लेकिन आज के संदर्भ की बात की जाए तो यह बिल्कुल विपरीत प्रतीत होता है। बल्कि सूचना प्रौद्योगिकी के आ जाने से पुस्तकालय के कार्यों में तेजी आई है और साथ ही पेशेवरों की आवश्यकताएं भी बढ़ी है। पुस्तकालय पेशेवरों की बात की जाए तो वर्तमान में हमें आवश्यकताओं के अनुसार कार्य करने, प्रशिक्षित होने, सूचना प्रौद्योगिकी को समझने और कार्य करने में सक्षम होने की आवश्यकताएं है। किसी भी पुस्तकालय में कार्य वही है लेकिन कार्य का स्वरूप आधुनिकता लिए हुए है और इसी आधुनिकता के साथ चलने के लिए पुस्तकालयाध्यक्षों को भी वर्तमान समय के अनुसार अपना कार्य करने की आवश्यकता है।

पुस्तकालय और पुस्तकालयाध्यक्ष एक दूसरे के पुरक है, पुस्तकालयाध्यक्ष के बिना पुस्तकालय की कल्पना भी नहीं किया जा सकता है। वैसे तो अधिकांशतः विद्यालयों, महाविद्यालयों एवं विश्वविद्यालय स्तर पर प्रभारी/कार्यवाहक व्यक्तियों के माध्यम से कार्य संचालित किये जा रहे है, लेकिन वहॉ की कार्यप्रणाली, व्यवस्थापन, सेवाएं एवं संचालन की एक नियमित कार्यविधि एवं सेवाएं उपलब्ध नही है, इसके विपरीत जहॉ पुस्तकालय पेशेवरों को नियुक्त किया गया है वहॉ का पुस्तकालय संचालन प्रशंनीय है। वर्तमान समय में पुस्तकालयाध्यक्षों की स्थिति भी अच्छी नहीं है प्रायः यह देखा जाता है कि पुस्तकालय के प्रति प्रशासक की उदासीनता देखी जा सकती है लेकिन इसके लिए कहीं न कहीं पुस्तकालयाध्यक्ष की भूमिका भी होती है, जैसे कार्यो के प्रति उदासीनता, कार्य स्थल में असक्रिय योगदान, उपयोगकर्ताओं की अवहेलना करना, समय के साथ होने वाले टेक्नालॉजी को सीखने की ललक न होना आदि। भविष्य के पुस्तकालयों के स्वरूप एवं कार्यप्रणाली के लिए हमें आज से ही शैक्षणिक गतिविधियों एवं प्रशिक्षण कार्यक्रमों के माध्यम से कार्य करने की आवश्यकता है जिससे कि आने वाले समय के लिए तैयार हो सके। आज हमें यह ध्यान में रखते हुए चलना अत्यंत आवश्यक है कि अगर हम समय के अनुसार नहीं बदले तो समय हमें जरूर बदल देगा।

पुस्तकालय में सूचना प्रौद्योगिकी का विकास, कियान्वयन या ई–संसाधनों का प्रबंधन, डेटाबेस प्रबंधन, सारांश और अनुसंधान कार्यो में सूचनाओं की सहायता संबंधी आदि प्रशिक्षण पुस्तकालय एवं सूचना विज्ञान विषय के क्षेत्र में उद्यमिता की मानसिकता बनाने का प्रयास किया जाना चाहिए जिससे कि रोजगार प्राप्त करने एवं रोजगार के अवसर बनाने में आसानी हो सके, और जिससे कि पुस्तकालय पेशा को प्रगतिशील बनाया जा सकता है। और अंत में यह कहा जा सकता है कि वर्तमान

समय में पुस्तकालयाध्यक्षों को पारंपरिक ज्ञान के साथ ही आधुनिक ज्ञान के बीच मध्यस्थता स्थापित कर आधुनिक क्षमताओं के साथ कार्य करने पर बल देने की आवश्यकता है, जिससें कि पुस्तकालय पेशेवरों की भविष्य में भी इस पेशे की आवश्यकता बनी रहे।

भारतीय पुस्तकालय पेशेवरों का भविष्य : प्रगतिशील, प्रतिगामी या बाध्यकारी

श्रवण यादव
शोधार्थी
ग्रंथालय एवं सूचना विज्ञान अध्ययनशाला
पं. रविशंकर शुक्ल विश्वविद्यालय, रायपुर (छ.ग.)
ई–मेल – syadav_11@rediffmail.com

वर्तमान युग पूरी तरह से इंटरनेट, कम्प्यूटर आधारित तकनीक, डिजीटल या यह कहें कि शिक्षा जगत वर्जुअल आधारित हो गया है। ऑकड़ों पर नजर डाले तों भारत में इंटरनेट का उपयोगकर्ता लगभग 800 मीलियन है। ऐसे में पुस्तकालय पेशेवरों का कार्य और भी चुनौतीपूर्ण हो गया है। पुस्तकालय में पुस्तकालयाध्यक्ष का कार्य सीमित न होकर विस्तृत हो गया है, सूचना प्रदान के साथ–साथ अनेक पहलुओं पर आधारित हो गया है। पुस्तकालय का आंतरिक एवं बाह्य विभाग भी डिजीटाईजेशन से अछूता नहीं रह गया है।

सकारात्मक पहलू पर गौर करें तो तकनीकी के आने के फलस्वरूप पुस्तकालय सेवायें और भी आसान हो गई है। परांपरागत पुस्तकालय की अवधारणा के विपरीत आधुनिक पुस्तकालय सम्पूर्ण रूप से कम्प्यूटर आधारित तकनीकी पर निर्भर हो गया है। पुस्तकालय पेशेवरों को इन तकनीकी में पारंगत होने आवश्यकता और भी बढ़ गई है। नकारात्मक पहलू पर ध्यान दें तो साफ्टवेयर का विकास या तकनीकी का विकास पुस्तकालय क्षेत्र के विशेषज्ञ द्वारा तैयार न कर एक कम्प्यूटर या इंटरनेट के जानकार द्वारा तैयार किया जा रहा है। इससे पुस्तकालय में सभी कम्प्यूटर आधारित कार्य एक पुस्तकालय पेशेवर द्वारा न कर एक कम्प्यूटर या साफ्टवेयर विशेषज्ञ द्वारा किया जा रहा है, जो कि इस पुस्तकालय व्यवसाय के लिए बहुत हानिकारक बनता जा रहा है। इन सबके विपरीत यह सभी हमारी आवश्यकता बन कर रह गई है।

भारतीय पुस्तकालयाध्यक्ष का भविष्य सदैव से चुनौतीपूर्ण रहा है, चाहे वह महाविद्यालय, विश्वविद्यालय, स्कूल स्तर, संस्थागत स्तर, शोध–संस्थान स्तर इत्यादि सभी में अपने आप में एक चुनौतीपूर्ण है। जिस तरह से भारत की जनसंख्या में वृद्धि हो रही है परिणामस्वरूप पुस्तकालय व्यवसाय में भी बेरोजगारी बढ़ रही है। बेरोजगारी के कारण भी पुस्तकालय पेशवरों में दिन–प्रतिदिन वृद्धि हो रही है, पुस्तकालय पेशेवरों में वृद्धि के कारण प्रतिस्पर्धा अधिक हो गई है। तात्पर्य यह है कि सभी कारणों को देखें तो भारतीय पुस्तकालय पेशेवरों का भविष्य प्रगतिशील कम प्रतिगामी अधिक प्रतीत हो रही है।

आज पुस्तकालयाध्यक्षों का भविष्य समाज में पुस्तकालय पेशेवर खुद ही तय करें कि पुस्तकालय का कार्य किस दिशा में करना है। हमें अपना भविष्य समाज के बीच में एक प्रगतिशील के रूप में करना होगा, जिससे शिक्षा जगत के मध्य पुस्तकालय पेशेवरों का स्तर हमेशा ऊॅचा रहे। शासन स्तर पर भारत सरकार द्वारा पुस्तकालय अधिनियम व अन्य योजनाओं के द्वारा पुस्तकालय एवं पुस्तकालय व्यवसाय के विकास के लिए कार्य कर रहे हैं। राष्ट्रीय स्तर पर पुस्तकालयाध्यक्षो द्वारा अपने क्षेत्र में विकास कर रहे हैं, साथ ही साथ अपनी दक्षता को मूर्त रूप दे रहे हैं। एक पुस्तकालयाध्यक्ष की दृष्टि से देखें तो पुस्तकालय पेशेवरों का भविष्य निश्चित ही प्रगतिशील प्रतीत हो रहा है।

पुस्तकालय पेशेवरों का भविष्यः प्रगतिशील, प्रतिगामी या बाध्यकारी ?

सूर्यकान्त प्रधान
ग्रन्थपाल
केन्द्रीय विद्यालय, मछलीपटनम्
कृष्णा, आन्ध्र प्रदेश
E-mail- suryalibsc@gmail.com

उपरोक्त विषय पर कुछ भी लिखने के पूर्व मैं lisforum_orissa की सराहना करता हूँ जिनकी वजह से हम साल भर के कार्यनुभव तथा विषय सम्बंधित जो भी कार्य करते हैं उन्हें अपने क्षेत्र के अन्य लोगों के साथ साझा करने में समर्थ होते हैं तथा अन्य लोगों से जुड़ पाते हैं।

वर्तमान समय में पाठक अपने सूचनाओं की जरूरत की पूर्ति करने के लिए ग्रन्थालय का उपयोग कम तथा पुस्तकालय द्वारा दी जाने वाली Web based services अथवा इन्टरनेट पर उपलब्ध जानकारियों का उपयोग अधिक करते हैं। कोरोना काल जैसे में पुस्तकालय तथा पुस्तकालय कर्मियों के स्वरूप में परिवर्तन आया है और यह परिवर्तन समय , काल तथा परिस्थिति को देखते हुए सही भी है , क्योंकि पुस्तकालय पेशेवरों के लिए यह सामान्य है कि किसी भी परिस्थिति में पाठक की पाठय् सामग्रियों की जरूरतों को पूरा करना ही उनका कर्तव्य है। सभी पूस्तकालय पेषेवरों को यह विदित है कि पाठक ही सबसे महत्वपूर्ण कड़ी है जो पुस्तकालयों के संवर्धनशीलता को और अधिक महत्व देता है , इनके वजह से ही पुस्तकालय पेशेवर हैं तथा पुस्तकालय है। समय की माँग के अनुसार ही पुस्तकालय कर्मियों को भी अपने कार्य करने को शैली में परिवर्तन लाना पड़ता है ताकि वे पाठकों की जरूरतों की पूर्ति कर सकें। इसका आशय यह नहीं हैं कि पुस्तकालय पेशेवरों का भविष्य खतरे में हो। इन्टरनेट में लाखों करोड़ों सूचनाएँ उपलब्ध है जिन्हें कभी भी किसी भी समय किसी भी स्थान से देखा अथवा उपयोग किया जा सकता है। लाखों करोड़ों सूचनाएँ उपलब्ध होने का अर्थ यह नहीं कि सभी को उनके आवश्यकतानुसार पाठय सामग्री उपलब्ध हो जाता हो , बल्कि इन्टरनेट में इतनी अधिक मात्रा में सूचनाएँ/पाठय् सामग्री है कि पाठक उससे भ्रमित हो जाते हैं और उन्हें शुद्ध एवं विश्वसनीय (Accurate&Reliable) जानकारी नहीं मिल पाती है। यहीं से ही पुस्तकालय पेशेवरों का काम भी प्रारंभ होता है क्योंकि पुस्तकालय पेशेवर ही खोज तकनीकों (Search Techniques) से परिचित होते हैं तथा उनके बारे में सही ज्ञान रखते हैं। पुस्तकालय पेशेवरों का यह ऐसा कार्य है जो केवल किसी पुस्तकालय तक ही सीमित नहीं है बल्कि पुस्तकालय के बाहर भी पाठकों को उपयुक्त सूचना प्रदान करना भी उनका दायित्व है। यह इस दावे से इसलिए कहा जा सकता है, कि मेरे अनुभव तथा जानकारी में कुछ डिग्री कॉलेज ऐसे भी हैं जो छात्रों कों इन्टरनेट के उपयोग पर पूर्णतः प्रतिबंधित कर रखा है तथा वहां केवल किताबों के माध्यम से ही अध्ययन–अध्यापन का कार्य सम्पन्न कराया जाता है । इस सन्दर्भ में यह भी ज्ञात हैं कि ये कोई सरकारी संस्थान नहीं जहाँ किसी कारणवंश कंप्यूटर अथवा इन्टरनेट का उपयोग ना होता हो, बल्कि ये निजी संस्थान हैं जहाँ पर इन्टरनेट प्रयोग करने के स्थान पर पुस्तकालय के उपयोग तथा पुस्तकें पढ़ने हेतु सभी छात्र/छात्राओं को प्रेरित किया जाता है। जब यह जानकारी मुझे मिली तो एक पुस्तकालय कर्मचारी होने पर इस खबर से खुशी भी मिली तथा यह भी अनुभव हुआ कि जब सभी जगह इन्टरनेट के माध्यम से सूचनाएँ प्राप्त करने हेतु लोग उत्सुक होते हैं वहीं ऐसे संस्थान ही पुस्तकालय तथा पुस्तकालय पेशेवरों के

भविष्य को सुरक्षित बनातें हैं। इन्टरनेट के माध्यम से भी पुस्तकालय पेशेवर अपनी सेवाओं में विस्तार कर सकते हैं तथा निम्नलिखित वेबसाइट के माध्यम से भी अपने पाठक के आवश्यकताओं की पूर्ति कर सकते हैं–

1. National Digital Library of India – IIT Kharagpur (Ministry of Education, GoI)
2. Shodhganga – INFLIBNET (Gandhinagar)
3. SWAYAM - Study Webs of Active-Learning for Young Aspiring Minds (Ministry of Education, GoI)
4. SWAYAM PRABHA- (Ministry of Education, GoI)
5. E-Shodh Sindhu - INFLIBNET (Gandhinagar)
6. Virtual Labs - (Ministry of Education, GoI under NMEICT)
7. National Academic Depository – UGC - (Ministry of Education, GoI)
8. E-Acharya - NMEICT
9. E-Kalpa – ICAR
10. E-Yanta – IIT Bombay (NMEICT)
11. E PG Pathshala – UGC(NMEICT).

उपरोक्त वेब पोर्टल केवल संदर्भ के लिए दिए गए हैं अधिक जानकारी वेबसाईट पर उपलब्ध हैं। अधिकांश वेब पोर्टल षिक्षा मंत्रालय द्धारा विभिन्न प्रकार के प्रोजेक्ट के माध्यम से सफलता पूर्वक चलाये जा रहें हैं एंव इन सब का ज्ञान पुस्तकालय कर्मचारियों को रखना आवष्यक है तथा समय कि माँग के अनुसार इनका प्रयोग भी किया जा सकता हैं। इन सभी वेब पोर्टल के सहायता से हम कई प्रकार के पाठय सामग्री विड़ियो, लेक्चर, शोध पत्र को देख एवं पढ़ सकते हैं तथा पाठकों को भी अवगत करा सकते हैं। यह सभी वेब पोर्ट्रल को उचित स्वरूप देने हेतु अथवा उनके सफल क्रियान्वयन हेतु पुस्तकालय पेषेवरों की ही आवश्यकता होती है, फिर चाहे वह विषयों का वर्गीकरण (Classification) हो या व्यवस्थापन (Management) वर्तमान समय में प्रायः यह होता है कि पुस्तकालय के किसी बड़े प्रोजेक्ट को भी ऐसे ही किसी के हाथों दिया जाता है जो तकनीक विशेषज्ञ हो, लेकिन पुस्तकालय विज्ञान की सही जानकारी बिना उनका सुचारू रूप से संचालन नहीं किया जा सकता है इसलिए साथ ही ग्रन्थालय विज्ञान के विशेषज्ञों को भी साथ रखा जाता है। इसी वजह से पुस्तकालय पेशेवरों को एक नए नाम Information Scientist के नाम से जाना है। कई स्थानों पर यह भी देखा गया है कि अभी भी इन्टरनेट की सुविधा अभी तक नहीं पहुंच पायी है तथा इन्टरनेट का उपयोग भी केवल सीमित वर्ग के द्वारा ही किया जाता है भविष्य में भी जब इन्टरनेट कि सुविधा हो जाएगी तब भी पुस्तकालय पेशेवर अपना कार्य करते रहेंगे जिनमें उचित, शुद्ध तथा विश्वसनीय सूचनाओं को प्रदान करना मुख्य कार्य है और भविष्य में भी रहेगा ।

समय के अनुरूप ग्रन्थालय का स्वरूप भी बदल रहा है तथा पुस्तकालय कर्मचारियों के कार्य करने की शैली भी। पाठक , पाठय सामग्री एंव पुस्तकालय तथा पुस्तकालय कर्मचारी ये सभी आपस में जुड़े हुए है तथा इन सबका होना भी महत्वपूर्ण हैं अतः पुस्तकालय एवं पुस्तकालय पेशेवरों का भविष्य एकदम सुरक्षित है और ये अपने कार्यो के निष्पादन सफलतापूर्वक करते आये हैं तथा करते रहेंगे।

यह लेख विशेषकर नए पुस्तकालय पेशेवर/छात्र/छात्राओं के लिए हैं जिन्हें इस लेख तथा lisforum_orissa के माध्यम से कुछ नई जानकारी प्राप्त हो तथा निकट भविष्य के लिए स्वयं को तैयार रख सके।