

ANNUAL ISSUE-2017

**LIBRARIANSHIP:
AN AVENUE FOR PROFESSIONAL, SEMI-
PROFESSIONAL OR DUMMY
PROFESSIONAL?**

Editor

Dr Sunil Kumar Satpathy

Moderator, lisforum_orissa

Joint Editor

Dr Debraj Meher

Librarian, OUAT, Bhubaneswar

lisforum_orissa

(A web based forum of LIS professionals)

Estd. 25th October 2006

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lisforum_orissa

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



(Dr. S. R. Ranganathan)

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

CONTENTS

	Page
From the Desk of Moderator	4-6
Message/Dr B.Ramesh Babu	8
Message/Prof R.N.Mishra	9
Message/Prof B.K.Choudhury	10
Message/Dr S.Sengupta	11
Message/Dr Vijayakumar M	12
Message/Dr R.K.Mahapatra	13
Message/Dr K.C.Satpathy	14
FEATURE ARTICLES	
1. IS INDIAN LIBRARIANSHIP AS A PROFESSION AT CROSS ROADS? ISSUES, CHALLENGES AND SUGGESTIONS/Prof. B. Ramesh Babu	16-20
2. LIS PROFESSIONALS OF INDIAN INSTITUTE OF MANAGEMENT(IIM) : A STUDY/ Gopal Krishna Chhatar	21-26
3. CORE COMPETENCIES FOR LIBRARIANS IN ICT SCENARIO/Dr N.K.Das	27-37
4. COMMENTS ON PRESENT LIBRARIANSHIP/Dr K.L.Jena	38-39
5. CONDITIONS OF LIBRARIES AND LIS PROFESSIONALS IN NITS OF INDIA:A WEB STUDY/Mr B.B.Maharana	40-46
6. LIBRARIANSHIP: INCLINED TO BE DECLINED SELF/Dr D.R.Meher	47-49
7. LIBRARIANSHIP: IS IT NOT A NOBLE PROFESSION?/Dr S.P.Panda	50-52
8. HRM IN ACADEMIC LIBRARY/Mr P.K.Panigrahi	53-56
9. HUMAN RESOURCES IN LIBRARIES: A STATE OF THE ART OF TOP 20 UNIVERSITIES OF INDIA/J.k.Sahu & Dr. J.Sahoo	57-63
10. PROFESIONALISM IN LIS SECTOR: ON THE WANE/Dr S.K.Satpathy	64-66
SHORT COMMUNICATION	
1. ROLE OF LIS ASSOCIATIONS FOR ERADICATING INFLUENCE OF NON-PROFESSIONALS IN LIBRARIES OF ODISHA/Dr. B.Nahak	68-69
2. HUMAN RESOURCE MANAGEMENT IN LIBRARIES: A KEY CHALLENGE TO THE LIBRARIANS/Dr S.K.Pathy	70
3. IMPACT OF SEMINARS / CONFERENCES ON THE ACTUAL DEVELOPMENT OF LIBRARIES AND PROFESSIONALS/ Dr N.Patra	71-72
4. MANAGING LEADERSHIP IN LIBRARIES/Dr S.K.Sethy	73-74
5. DEVELOPMENT OF LIBRARIES & PROFESSIONALS THROUGH SEMINARS AND CONFERENCES/Dr N.Soni	75-76
COMMENTS OF LISFORUM_ORISSA	
1. Amulya Prasad Dhal	78
2. Satyadipa Mohanty	79
3. Manisha Wahane	80

Dr. Sunil Ku. Satpathy

Moderator, lisforum_orissa

E-mail: drsksatpathy@gmail.com

Mobile-09977508422, 08602788759



From the desk of moderator...

On the occasion of 11th Anniversary of the lisforum_orissa, I congratulate all members, LIS teachers, professionals, and students for their consistent support and cooperation over the years for its successful existence. It is a matter of pleasure that lisforum_orissa started on 25th October 2006 has been able to create its own identity among the LIS professionals of India in spite of its small membership size. The publication of Annual Issue (online) and regular posting of CAS by Dr Shiba Prasad Panda in lisforum_orissa have been appreciated by all throughout the country.

In the present age of Social Networking, more specifically face book and WhatsApp, the use of mailing list forums have decreased considerably over the years. But the importance of mailing groups can neither be ceased nor be ignored due to its advantages in circulating authentic and reliable professional information among their members in very formal way.

Every year an Annual Issue (online) is brought out by the forum on a contemporary theme of Library & Information Science (LIS). This year the theme of Annual Issue is **"Librarianship: an avenue for professional, semi-professional or dummy professional?"** which indicates towards a real problem of librarianship. Earlier in the pretext of unavailability of trained or professionally qualified people the positions of librarians were given to anybody who were interested to work in a library or the authority prearrange somebody to work in. The concept of anybody can be a librarian has not wiped out fully from the mind of the academics. The

situation has not changed in 21st century also. It is seen that the present day librarianship also is not restricted to LIS professionals only since in many cases the top positions of libraries are headed by non-professionals or are controlled directly by— Professor-in-charge or Chairman Library Committee in case of academic libraries; persons from Administrative Service of concerned state in public libraries; and one of the Scientists in special libraries. This is how they act as pseudo librarian. This trend in libraries has compelled the LIS professionals to function as semi-professionals. The CBSE has recently introduced the LIS course in its course curriculum (elective) as "semi-professional course". Further the numbers of LIS professionals preoccupied in seminars/conferences/training programmes/writing research papers, articles etc. are increasing in a fast rate which results in the unavailability of professionals who actually work for improvement of their libraries. Consequently, the so called professionals (dummy professionals) outnumber the sincere working professionals which lead to the overall poor performance of libraries, and this pseudo or dummy factor is neither in anyway going to yield benefit to our profession.

The theme of Annual Issue -2017 also invited criticism by some professionals who were allergic to note that whether we want to spread the message that libraries are managed by pseudo or dummy professionals. But we have no such intention of hurting anybody's sentiment. We have selected this theme and place it before all to invite speculations, introspections, opinions and surmisals of LIS teachers, professionals and students on this topic. Unfortunately, despite repeated benign requests, less number of messages, feature articles and comments could be collected (in comparison to hundreds of requests) from limited people. This is definitely not a good sign for any profession. Apologetically I am to say that when people of our profession are proactive in social networking sites like face book and WhatsApp in sharing pictures, jokes, videos, wishes and giving/ticking on their "Like" and "reaction" on trivial matters everyday and 24X7, they are neither willing to receive favourably to such professional activities nor thinking over sharing (even second thought) to share their views for the development of our profession. It is disheartening to mention here that senior LIS teachers and professionals are not interested or so to say not kind enough to response to our request for a message giving their views on the theme, (everybody knows for a message of 50 - 100 words it need just 15 minutes, but we are not fortunate enough to have their blessings

against our prayer for months). Professionals, teachers, researchers who regularly contribute to the journals, seminar/conference proceedings to score API don't bother to write a few pages or a paragraphs for the professional cause. It is not that they cannot write, of course, cannot write for forum for free because it neither yields them API nor remunerations nor even any credentials rather their independent views may attract criticism.

Further, it is deplorable to say the budding LIS professionals and students who only dream of lucrative jobs without any effort are also enamoured with the same fashion and this category of "Tyro librarian" (as rightly mentioned by Dr D R Meher in Annual Issue-2014, page-26-28) irrespective of various LIS cadres will, some days, come up with the impracticable ideas, we are afraid, my cause damage to our profession and future libraries will be controlled/managed fully by non-professionals leaving us in our status as dummy professionals.

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

The contributors of this Annual Issue are the copyright holders of their write-ups and the lisforum_orissa does not bear any responsibility for the contents or comments in these. In order to avoid confusion the messages are placed as per date of acknowledgement whereas feature articles, short communications and comments are arranged according to the alphabetical order of surname of the authors. Further, all write ups of this Annual Issue have been checked with "Turnitin" and the similarity level has been kept under 20% except few write ups.

I continue to be appreciative to the valued contributors who have enriched this issue with their messages, short communications and comments to the forum, which will definitely trigger off us to work for the development of LIS profession, and am beholden to all the well-wishers for their sustaining support towards the forum.

Wishing one and all good health and professional prosperity

(Dr Sunil Kumar Satpathy)

Messages

(Arranged according to the date of receiving of message)

Annual Issue, 2017

PROF. DR. B. RAMESH BABU
M.A., M. Com, M.Lib.Sc, Ph.D.,Dip. in Tamil

Commonwealth Fellow (Loughborough University, UK)
22/20B Thangavelu Pillai Garden, I street,
Old Washermen Pet, Chennai 600 021
Mobile: 0-9444311313

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



Message

Dear Dr Sunil Kumar Satpathy

Greetings from Chennai!

I have a great pleasure to share my thoughts and best wishes on the occasion of the 11th anniversary of the '*lisforum_orissa*' falling on 25th October 2017. Please accept my hearty congratulations for your untiring efforts in spreading the diversified information among the LIS professionals across the globe.

Information explosion and communication technology and web technology has significant impact on Librarianship. Library professionals, depending on their work, have to work and act as information manager, information systems analyst, documentation officer, information scientist, information officer, knowledge managers, digital librarians, cybrarians, information brokers, corporate information managers, webmasters, network navigators, information mappers etc. Each of these positions has a separate specialised set of duties, functions and responsibilities along with the general duties, functions and responsibilities of a professional librarian. To perform the different functions related to these various roles, library professionals must possess the different skills and competences in addition to professional qualifications. Hence it is but natural to appoint only those professionals who have qualified in the field of Library and Information Science. Appointing others without LIS qualifications is amounting to non-professionals. At this context, it is laudable that 2017 annual issue is going to discuss on the theme entitled, "**Librarianship: an avenue for professional, semi-professional or dummy professional?**" I am of the opinion that the theme is relevant and needs discussion and debate in the present day context.

I am also contributing one paper for this special issue entitled, "**Is Indian Librarianship as a Profession at Cross Roads? Issues, Challenges and Suggestions**".

I wish your endeavour a Grand Success.

02-10 -2017 (*Mahatma Gandhiji Jayanthi*)
Chennai

Prof. B Ramesh Babu

Dr. R N Mishra

Professor and Head

Department of Library and Information Science

Mizoram University

(A Central University)

Aizawl- 796004

E-Mail: rabinarayan_mishra@rediffmail.com,

mishramzu@gmail.com, rnmishra@gmail.com, mishra@mzu.edu.in

Blog- <http://rabinarayanmishra.blogspot.in/>



18th September 2017

MESSAGE

At the outset, I extend my hearty congratulations to the vibrant team of lisforum who have shown their relentless endeavours since 2006 for sustaining the publications which infect, proved to be the viable gateway of expressions of their thoughts, experiences and new insights of the profession to the professional communities in Odisha. From the days of yore, Librarianship is acclaimed to be the statutory post and still continues to be an integral part of administration even though the profession is aligned towards academic perspectives. Integration of the profession with academic maintains 'qu' relationship as the library is a hub of knowledge resource and act as a facilitator while determining the research-driven resources for academic perspectives rest on academicians. The Professor-in-charge, an academician explores measures for future academic directions, program schedule of the academic departments, research focus in a new direction and the librarian, in turn, develops not only the resources to support the academic programs but also strengthens collections of new documents on the recommendations of faculties. Thus, while the administrative responsibilities are vested with the librarian, Professor-in-charge coordinates with academic component including a channel of communication between the library and the top management authorities in the system and deducing action plan for the library. Hence, there is an inimitable relationship between the librarian and Professor-in-charge of the library. However, the librarians are given a free hand for resource mobilization and generation for the effective dissemination of information using technologies to achieve the goals of the organization.

I sincerely wish a hilarious achievement of the "lisforum_orissa", a web-based mailing group of LIS professionals and extend its horizon to be a pathfinder for sustainable growth and development of LIS research and implementer of innovative ideas.

Thanking you,

(Prof. R N Mishra)

Dr. Bijay Kumar Choudhury

M.A., [M.Lib.Sc.](#), Ph.D., Dip._in_Russian Language

e_mail: bkc_123@rediffmail.com/ bkc1948@gmail.com

Mob.9861073820

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

Visiting Professor, Dept. of LIS, Utkal university.



MESSAGE

Dear Dr. Satpathy,

I am delighted to know that Lis forum_Orissa is bringing out Annual issue on," **Librarianship: an avenue for professional, semiprofessional and dummy professional.?** " to awake, arise & enlighten the library professional to ponder seriously the bossism of persons completely ignorant of ABC of LIS. It is a pathetic, pitiable & highly deplorable existing situation of academic, special & public libraries are under the control of non professional acting as pseudo librarian sitting in the helm of affairs by passing the highly qualified library professionals. If this unhealthy practice of appointing Prof.-in-charge is not curbed immediately, dark clouds will loom over our noble profession and days are not far off, we will loose our identity. All this will lead to utter discontentment, dissatisfaction, mental tension and depression causing enormous harm to the day to day functioning of library. So rightly this is the platform to debate and discuss to resolve the issue with practicable and feasible solutions and how to convince the highest authorities to desist so as to discontinue such unethical practice and he should believe that his library professionals are competent enough to manage the library.

Hopefully, the long cherished desire of library professionals will be fulfilled.

I congratulate & express my heartfelt thanks to you all and wish you success in your great endeavor.

(Prof. B.K. Choudhury)



पं. सुन्दरलालशर्मा ग्रंथागार
पं. रविशंकरशुक्लविस्वविद्यालय, रायपुर (छ. ग.)

E-mail: library_prsu@rediffmail.com, PhonNo. 0771 – 2262686



Q / ग्रंथागार / 2017

रायपुर, Dt. 23.10.2017

Dear Dr. S K Satpathy

I am indeed happy to know that the "lisforum_orissa", a mail group forum, established on 25th Oct 2006, is bringing out its online annual issue 2017 on a very relevant theme "Librarianship: an avenue for professional, semi professional or dummy professional".


Surely this forum will provide a platform for meaningful discussion among the established as well as the budding librarians of not only Odisha but the entire country.

Really astonished to know that all previous issues are available at <http://liscommunications.org/annual-issues/>.

Thanks to all responsible persons who are managing this forum, for their wonderful efforts.

My sincere congratulations and best wishes for the forthcoming annual issue 2017.

Hope to see the online issue 2017 soon.


23/17

Dr Suparna SenGupta
University Librarian
Pt Ravishankar Shukla
University, Raipur

राजस्थान केन्द्रीय विश्वविद्यालय

(संसद के अधिनियम के तहत स्थापित केन्द्रीय विश्वविद्यालय)

राष्ट्रीय राजमार्ग-8, बांदरसिन्दरी, किशनगढ़-305817

जिला-अजमेर (राजस्थान) भारत

दूरभाष (का.):+91-1463-238755, फ़ैक्स: +91-1463-238722

वेबसाईट: <http://www.curaj.ac.in>, ईमेल: info@curaj.ac.in



Central University of Rajasthan

(A Central University Established by an Act of Parliament)

N.H. 8, Bandarsindri, Kishangarh-305817

District - Ajmer, (Rajasthan) INDIA

Phone (O):+91-1463-238755, Fax:+91-1463-238722

Website:<http://www.curaj.ac.in>, Email:info@curaj.ac.in

Dr. Vijayakumar M

MSc., MCA., UGC-NET., PhD.

University Librarian, Central University of Rajasthan

DST Travel Grants Fellowship

CSIR Travel Grants Fellowship

Ex-Guest Lecturer, Kuvempu University

Ex-Librarian, BEAMS, Dubai-UAE



Dear Dr Sunil Kumar Satpathy

Greetings from Central University of Rajasthan

Many congratulations to you and your team and happy to note that lisforum_Orissa, a web-based library and information science forum started in the year 2006, will celebrate its 11th Anniversary and be bringing online annual issue on a special theme "Librarianship: An avenue for library professional, semi-professional or dummy professional" is very apt. This is the praiseworthy effort of all members of lisforum_Orissa on its 11th anniversary.

My message on this occasion is "All library professionals make an effort to hoist the flag of LIBRARIANSHIP at high level". We should restructure the image of librarianship among all patrons of our services. I am sure the lisforum_Orissa is already playing an important role in bridging the gap between professionals to semi-professional to dummy professional.

I convey my congratulations to moderator Dr Sunil Kumar Satpahy, contributors and end users of lisforum_Orissa.

I wish all the members of lisforum_Orissa who have associated with this forum for bright success in their personal and professional life.

With warm Regards

Dr Vijayakumar M

2nd October 2017

Dr. R. K. Mahapatra

M.A, MLIS, Ph.D, DIM,
Chief Librarian,
Orissa University of Agriculture & Technology
Bhubaneswar



MESSAGE

During the present decade Library and information centres have witnessed a great upheaval. The impact of information and communication technological development has transformed the shape, size and scenario of the libraries. This visible change has enabled the libraries to become vibrant and dynamic in terms of acquisition of e- resources, use and services. Such transformation of libraries from traditional to virtual has been possible due to the sincere effort of the Librarians who are the main drivers of the modern library system. Librarians are changing their roles from facilitators to service providers. By using the latest technologies, Librarians are providing services with instant access to information. The applications of Internet, web tools, portals, gateways, etc, in libraries are properly managed by the Librarians. Librarians are now acting as website designers, blog builder, database managers and adapted to the new technologies to cater to the needs of the user community. The most promising role played by the Librarians are educating the users in searching information using modern technologies and harnessing the concept of information literacy. The future of the libraries depends upon the Librarians only. The position of Librarians in the libraries in *sine qua non* phenomenon. The existence of libraries without Librarians cannot be thought of. If one compares the norms of professionalism with Librarianship, it is proved that Librarianship is truly professionals. Hence Librarians are professionals in true sense of the term.

In view of the Annual Issue of LIS Forum_ Orissa with the question of professionalism in Librarianship, I am glad to express my opinion as affirmative. The LIS Forum has been formed for a noble cause and has also served for a couple of years with great success. I wish a very successful journey of LIS Forum with the sincere effort of its Moderator.

(Dr R. K. Mahapatra)



NATIONAL INSTITUTE OF TECHNOLOGY

(An Institute of National Importance)

Silchar, Assam, India, PIN:-788010

Ph: +91-03842-240055; Fax: +91-03842-224797

Website: www.nits.ac.in Email: ksatpathy@gmail.com

Dr. Kishor Chandra Satpathy

MA, MLIS, PGDLAN, PhD I Mortenson Associate, UIUC, USA

Librarian



NITS/LIB/2017
Dated 20.10.2017

MESSAGE

It gives me immense pleasure to learn that, lisforum_orissa, a web based professional forum (http://tech.groups.yahoo.com/group/lisforum_orissa/) is going bringing out Online Annual Issue on “Librarianship: an avenue for professional, semi-professional or dummy professional”. I congratulate Dr Satpathy, the moderator of the forum for his effort & dedication in successfully running the forum year after year.

For the development of the any profession, the active role of the professionals of that profession is very much essential. Similarly for the growth and development of LIS Profession, the role of professional, semi-professional or dummy professionals are very much crucial. They need to keep themselves updated with the pace of technology. To meet the new challenges of profession, the library information professionals have to redefine their roles in its present context. On this backdrop, I wish the annual issue will focus on the changing dynamics of the profession & the skills required to empower the LIS professionals to excel in the profession.

I, once again congratulate & compliment the moderator & contributor of the Forum for bringing out this annual issue.

Dr. Kishor Chandra Satpathy

To
Dr Sunil Kumar Satpathy
Moderator, Lisforum_Orissa
National Institute of Technology
Raipur-492010 (C.G)

FEATURE ARTICLES

(Arranged alphabetically according to contributors'
surname)



IS INDIAN LIBRARIANSHIP AS A PROFESSION AT CROSS ROADS? :ISSUES, CHALLENGES AND SUGGESTIONS

Prof. B Ramesh Babu

Introduction

"Librarianship, admittedly, is a service profession, and its internal variants are shaped by the nature and character of the group served." -- J H Shera, 1968.

"Librarianship is the management of human knowledge, the most interdisciplinary of all the disciplines- and because it is concerned with the philosophy of knowledge it is potentially the most deeply philosophical of all the professions" -- J H Shera, 1965

Librarianship has all the attributes of any other profession. Librarianship exhibits the essential characteristics of the 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 man and man.

The following are the characteristics of a Profession:

- Specialized knowledge (Learning) and skill (Practice)
- Research and continuous updating of specialized knowledge while in service
- Intellectual activity
- Social necessity
- Service to the society rather than personal gains
- Recognition by public of the status in the society
- Standardized terminology
- Closely knit professional organisation having an altruistic philosophy
- Stability of the profession through permanent membership (life career)
- Code of ethics for the practitioners
- Autonomy of the profession
- Authority of the practitioners (Chitnis, 1979)

At a minimum, this quest for inventiveness has led to defining professions on the basis of

1. traits that characterize professions
2. powers that professions or may not possess
3. jurisdictions or areas of control professions secure or lose
4. ideologies/values/images of professions
5. functions of professions in bureaucratic structures
6. roles of professions in supporting "the market"

Librarianship as a Profession

The library profession is at a pivotal point and an underrated career. It is a worthwhile and valuable profession. It exhibits the essential characteristics of the established professions. It is an orientation toward service, a primary orientation to the community interest rather than to individual self-interest, a *service orientation*, which means that the professional person uses expertise on behalf of the particular needs of the clientele, commitment to the social welfare, public service-oriented, the ideal of service, and an occupation which is pursued largely for others and not merely for one's self. With these kinds of attributes, only a professionally trained and qualified people alone can perform the duties of librarians and not the untrained people (Asheim, 1979). A qualified professional is supposed to be an *authority* on his subject and an *expert* on its application to the solution of particular problems presented by clients. Certainly librarians are the keepers of our culture and without them much that is central to our intellectual heritage would disappear in a welter of confusion. Librarianship has achieved this status to a certain extent: its programs of preparation for library work are accredited by its own organization, and the standards were set by librarians. The field of librarianship is ever expanding and changing, from exploding Internet and media technologies, to ever diverse patron groups with increasingly complex information needs. Library professionals need to be as savvy as the clients they serve, and the most productive and effective way for librarians to keep up with these changes is to seek out professional development opportunities.

Is Indian Librarianship at Crisis / Cross-Roads ?

At the beginning of the 21st century, the profession of librarianship finds itself in a state of crisis / cross-roads. Nowhere is this more apparent than in the discourse amongst librarians themselves. Nowhere is this more apparent than in the discourse amongst librarians themselves. 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 librarian than meets the casual eye (Davis, 2008).

Some of the factors of crisis are:

- Failure of LIS schools to market themselves adequately
- Rift between LIS teachers and Librarians
- Distance education is predominates in LIS
- No harmonization of curriculum among LIS schools
- Loosing territory of Librarianship and marching towards Information Science
- Obsession with technology
- Too much of nomenclature jugglery
- Information Science is dominant at the expense of Librarianship
- Mis-matching between theory and practice
- Mismatching between the productivity and the employer's needs
- Lack of manpower in the libraries as well in the LIS schools (Ramesh Babu and Butdisuwan, 2013)

Challenges

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) Absence of a national policy for library and Information System;
- (ii) Lack of standards for different types of libraries;
- (iii) Lack of governmental action to strengthen the library system in the country;
- (iv) Lack of an Indian library professional network;
- (v) No consistency in qualifications, pay scales, budgets and staff strength among the various libraries.

Issues

1. Whether the library is needed at all is a question of another sort from asking what kind of library is needed in the twenty-first century.
2. Whether librarians have gradually given up responsibility for their role as guardians of information to information technologists?
3. Why should we care about books and libraries when so much of the information that scholars use and need is online, accessible anytime, anywhere, and in many instances to anyone?
4. What implications for the role of librarians in the process of research and scholarly communication?
5. Is it healthy practice to appoint non-professionals at the key posts in the libraries?
6. Is the practice of appointing Professor-in-charge in the libraries is professionalism, although UGC has abandoned such practice in the early eighties?
7. What is the concrete role of Professional associations in this context?
8. Why non-LIS personnel are working in the key posts in Indian libraries?
9. Are the blurred boundaries surrounding the profession of librarianship and the changing nature of information is just some of the factors for crisis?
10. Is there any sharp competition between librarians and the IT staff for jurisdiction over matters relating to information technology?
11. Will 'library and information professional' continue to be a necessary and desirable occupation?

Suggestions

It is suggested that changes are needed to empower Indian Librarianship.

- Librarianship is seeing a changing user base. It needs to move towards providing a broader range of services. Librarians need to 'rediscover' themselves.

- Professionals and the society need to fully appreciate the dramatic changes in the profession.
- It needs to re-think and re-conceptualize its vision and mission.
- Implement Technology to reduce the cost of delivering traditional library services.
- To provide broader services, libraries will need to train staff, to able to provide them and assist in the development of those services and tools
- Symbiosis between LIS Teachers and Librarians- Cooperation among the professionals and faculty of LIS has been considered as a powerful instrument for augmenting and strengthening the profession

Tasks Ahead

The following tasks may be undertaken for strengthening librarianship in India:

- (i) A national policy of library and information system consisting of a network of all libraries at the national and state libraries of the research institutions should be created by the Government of India to regain and empower the Professionals to maintain their status and recognition.
- (ii) The government of India should revise its standards for libraries, and must ensure an effective implementation of such standards by the libraries in the country.
- (iii) The Indian government should also prescribe qualifications, status and pay scales for different levels of Libraries to ensure consistency and uniformity and thereby remove the discrepancy .
- (iv) The library schools should consider integrating these areas into the curricula. Practitioners who are already working in libraries should be considered for personal and professional growth with social and ethical responsibilities.
- (v) There should be a networking of libraries supporting cooperation in sharing digital commons and promoting information exchange. Academic Librarians must be involved in classroom teaching in support of academic research techniques
- (vi). There should be a single platform for all stockholders of information professionals to address, discuss and deliberate all issues of importance and betterment of research in the digital age
- (vii) The practice of appointing non-professionals at the key posts including Professor-in-charge in the Libraries must be dispensed with immediate effect. In this context the library associations shall take steps for its implementation.

Conclusion

With numerous government policies and initiatives focusing on the information economy and the knowledge nation, there is widespread agreement from both within and outside the profession that the information and knowledge professions will have a crucial role to play in the 21st century The future of librarianship thus hinges on what happens to the perpetually changing work of the profession in its three contexts: the context of larger social and cultural forces, the context of other competing occupations, and the context of competing organizations and commodities. To these complex contextual forces, any profession responds with varying policies and internal changes (Abbott, 1998). Librarianship has not yet convinced the community at large that its services are necessary in the same way that law and medicine have been able to do.

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 need to shift our professional focus from the traditional 'guardian of knowledge' to the more modern 'intermediary' to that of the postmodern 'enabler.'

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*(Former **Professor**, Dept. of Library and Information Science, University of Madras, Chennai & Former **Visiting Faculty**, Faculty of Informatics, Maharakham University, Thailand)

*22/20B Thangavelu Pillai Garden, I street, Old Washermen Pet, Chennai 600 021

Email:beerakarameshbabu@gmail.com

LIS PROFESSIONALS OF INDIAN INSTITUTE OF MANAGEMENT (IIM) : A STUDY



***Mr Gopal Krishna Chhatar**



**** Bibhuti Bhusan Maharana**

INTRODUCTION

Library is the most important organ of any academic institution hence it is termed as “heart” of academic institutions. All academic activities revolved around the library. But the success of any library depends on its man power otherwise it is not possible for libraries to provide satisfactory services to their users. The effective utilisation of other resources of libraries depends on the qualities and availability of manpower in libraries. This paper is an attempt to make a study on the existing professionals of IIM libraries.

SCOPE AND LIMITATIONS OF THE STUDY

The scope of the paper is to make study on LIS professionals of IIMs only and not any other aspects of these libraries.

METHODOLOGY FOLLOWED

For this study websites of all IIMs of India have been studied and data have been collected from the website only and not from any other sources.

DATA ANALYSIS AND INTERPRETATION

Table -1 shows that there are 20 no's of Indian Institute of Management(IIM) established in India till date .The analysis of data reveals that Indian Institute of Management Calcutta is the first IIM in India. It was set up on 13 November 1961. IIM Ahmadabad is the second Indian Institute of Management in India which was establish on 16 December 1961. Further Indian Institute of Management Jammu is the last IIM in India which started in 2016.

Table No-1: IIMs of India

S.L No	Name of IIMs	Year of Establishment	Location	State	Websites
1	Indian Institute of Management Calcutta	1961	Kolkata	West Bengal	http://www.iimcal.ac.in
2	Indian Institute of	1961	Ahmadaba	Gujarat	http://www.iima.ac.in

Annual Issue, 2017

	Management Ahmadabad		d		
3	Indian Institute of Management Bangalore	1973	Bangalore	Karnatak a	http://www.iimb.ac.in
4	Indian Institute of Management Lucknow	1984	Lucknow	Uttar Pradesh	http://www.iiml.ac.in
5	Indian Institute of Management Kozhikode	1996	Kozhikode	Kerala	http://www.iimk.ac.in
6	Indian Institute of Management Indore	1996	Indore	Madhya Pradesh	http://www.iimdr.ac.in/iimi
7	Indian Institute of Management Shillong	2007	Shillong	Meghalay a	http://www.iimshillong.ac.in/
8	Indian Institute of Management Rohtak	2010	Rohtak	Haryana	http://www.iimrohtak.ac.in
9	Indian Institute of Management Ranchi	2010	Ranchi	Jharkhan d	http://www.iimranchi.ac.in
10	Indian Institute of Management Raipur	2010	Raipur	Chhattisgarh	http://www.iimraipur.ac.in
11	Indian Institute of Management Tiruchirappalli	2011	Tiruchirappalli	Tamil Nadu	http://www.iimtrichy.ac.in
12	Indian Institute of Management Kashipur	2011	Kashipur	Uttarakhand	http://www.iimkashipur.ac.in
13	Indian Institute of Management Udaipur	2011	Udaipur	Rajasthan	http://www.iimu.ac.in
14	Indian Institute of Management Nagpur	2015	Nagpur	Maharashtra	http://www.iimnagpur.ac.in
15	Indian Institute of Management	2015	Visakhapatnam	Andhra Pradesh	http://www.iimv.ac.in

Annual Issue, 2017

	Visakhapatnam				
16	Indian Institute of Management Bodh Gaya	2015	Bodh Gaya	Bihar	http://www.iimbg.ac.in
17	Indian Institute of Management Amritsar	2015	Amritsar	Punjab	http://iimamritsar.ac.in/
18	Indian Institute of Management Sambalpur	2015	Sambalpur	Odisha	http://www.iimsambalpur.ac.in
19	Indian Institute of Management Sirmaur	2015	Sirmaur	Himachal Pradesh	http://www.iimsirmaur.ac.in
20	Indian Institute of Management Jammu	2016	Jammu	Jammu and Kashmir	http://iiml.ac.in/jammu

Table-2: Availability of Library Website

S.L. No.	Availability on Library Website	No. of IIMs	Percentage (%)
1	Separate Library Website	8	40
2	Library web page within institute library Website	8	40
3	No website/web page	4	20
Total		20	100

The analysis of data of Table-2 shows that the availability of library website of 20 IIMs in India. It shows that out of 20 IIM, there are 8(40%) libraries having separate library website, followed by 8(40%) IIM have the library web page within institute website and 4(20%) library neither have separate website nor have web page in institute website.

Table-3: Availability of library information

S.L. No.	Availability of library information	No. of IIMs	Percentage (%)
1	Full Information of Library	8	40
2	Partial Information Library	6	30
3	No information provided	6	30
Total		20	100

Table-3 shows that out of 20 IIMs websites, 8(40%) provide details information on library, followed by 6(30%) give partial information and 6(30%) do not provide any information on library.

Table-4: Availability of Information on library staff

S. No.	Information on library staff in website	No. of IIMs	Percentage (%)
1	Full information of library staff	6	30
2	Partial Information of Library Staff	7	35
3	Not available of information	7	35
4	Total	20	100

Table-4 reveals information about library staff of 20 IIMs. It shows that out of 20 Libraries, 6(30%) libraries provide full information about their staff, followed by 7(35%) libraries provide partial information of staff and 7(35%) libraries do not provide any information on library staff.

Table-5: Category of library professionals in IIMs Libraries

S.L. No.	Designation	No of library staff	No. of libraries
1	Chief Librarian Information Officer	1	1
2	Librarian	6	6
3	Dy. Librarian	3	2
4	Sr. Assistant Librarian	3	1
5	Assistant Librarian	7	4
6	Senior Executive	2	1
7	Technical Assistant	1	1
8	Officer	3	1
9	Sr. Library Professional	5	1
10	Senior Professional Assistant	4	1
11	Professional Assistant	7	2
12	Library Professional Assistant	5	2
13	Project Executive	1	1
14	Library Trainee	8	1
15	Senior Library Assistant	3	1
16	Library Assistant	3	3
17	Junior Library Assistant	2	1
18	Senior Library Information Assistant	6	6
19	Junior Librarian and Information assistant	2	1
20	Other professional team members	5	1
Total		77	38

Table-5 depicts that there are 77 number of library professionals are available in IIMs in various categories. It indicates that all libraries are not headed uniformly. Further the categories of professional staff available in these libraries are not same type.

6. Category of non-professional staff of IIMs Libraries

Sl. No	Designation	No of library staff	No of libraries
1	Executive	6	1
2	Other Assistant	8	1
3	Admin Support	2	1
4	Library Stack Assistant	6	1
5	Office Assistant	1	1
6	Stack Assistant	6	1
7	Machine Operator	1	1
8	Office Attendant	1	1
9	Library Attendant	1	1
10	MTC	1	1
Total		33	10

Table-6 shows that there are 33 numbers of non-professionals staff available in various categories in these libraries.

7. Provision of library trainee

Sl. No	Response	No. of Libraries
1	Yes	1
2	No	19

As per the available information in the IIMs websites, provision of library trainee is available in one website only whereas 19 websites do not provide any information on library trainees, although many IIMs appoint library trainees in their libraries.

FINDINGS OF THE STUDY

The findings of the study can be summarised as below:

- There are 20 IIMs in India and all have institute website.
- IIM Calcutta is the first IIM in India which was established on 13 November 1961 and IIM Ahmadabad set up on 16 December 1961.
- IIM Jammu is the last IIM in India which was started operation in 2016 which is being mentored by IIM Lucknow.
- Out of 20 IIMs libraries 8(40%) libraries have the separate website, 8(40%) libraries have web pages within institutional website and 4(20%) libraries do not have any website/web page.

- e. Out of 20 IIMs, 8(20%) websites gives full information about the library ,followed by 6(30%)websites give partial information and 6(30%) don't have any information.
- f. Out of 20 IIMs library websites 6(30%) provide detail information about the library staffs, followed by 7(35%) libraries provide partial information and 7(35%) libraries don't provide any information.
- g. There are 110 library staffs are available in all 20 IIMs libraries, out of that 77(70%) are library professionals and 33(30%) are non-professional staffs.

CONCLUSION

All IIMs libraries are playing an important role to achieve success of their institutions. Users are getting different services, products and personalised information from the libraries which support users in their study and research. The present study shows that many libraries of IIMs provides less services to their users due to lack of professional staff .Further the categories and number of library staff are not consistent in similar types of IIMs libraries. All libraries are also not headed by chief librarians or librarians. Therefore MHRD, institute authorities need to think about this and provide required numbers of professional and non professional staff in these libraries, so that they will be able to provide better services to the users and the development of IIM libraries will be possible.

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* ** Trainee, Central Library, National Institute of Technology, Raipur-492010(C.G)
E-mail: gchhatar@gmail.com



CORE COMPETENCIES FOR LIBRARIANS IN ICT SCENARIO

**Dr. N.K.Dash*

Abstract

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

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

what is meant by Core Competency?

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

L. Ron Hubbard

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

Oxford Advanced Learner Dictionary

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

Why Define Competencies?

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

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

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

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

Defining Technology Competencies

Technology competency refers to those abilities that either require the use of digital technology to accomplish a task (e.g., a library clerk’s ability to use computer, bar code scanner, and

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

Today's Technology Competencies: Pace, Breadth & Depth

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

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

Determining Core Competencies: Approaches

In institution of any genre, library will remain central to the management of scholarly communication. It fulfils the traditional role of information supply or document delivery. Recent developments in the field of ICT have had an impact on libraries. Now, they have to adopt the possibilities of ICT application and prepare for new tasks in the process of scholarly communication. The library is fast becoming an information centre providing access to information that is available not only locally but also nationally and worldwide. Libraries were once thought of as buildings with books, periodicals etc in physical form. Now they have evolved into a decentralized network providing services and resources not limited to what they have. Libraries are now in an environment of change characterized by:

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

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

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

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

- a) *Competition* - Information professionals face competition from several quarters that bring challenge to their jobs. Competition comes from other types of professionals, e.g. IT professionals and business graduates, who compete for the same jobs. Competition also comes from outside vendors to which the information service may be outsourced. Information professionals also face competition from new technologies and information products that may displace them.
- b) *Changing and turbulent environment* - of the parent organization, which may be under severe competitive pressures and be in a state of continuous restructuring.
- c) *Uncertain status of the information service* - which is viewed as a cost centre whose value to the parent organization is constantly questioned and has to be continually defended.
- d) *Rapidly changing technology* - and continuous introduction of new products, which make it necessary for information professionals keep abreast of these developments and assess how the technologies and products can be incorporated and exploited in their service.

Keeping in view the need and requirement of the situations library professionals should be acquired with certain competencies for better services to the users. Eminent bodies have set

certain competencies which they said as the core competencies for library professional, certain are:

ALA's : Core Competences of Librarianship

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

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

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

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

- ✓ *Traditional LIS skills* - extended to the handling of digital and online resources, including acquisition, cataloguing and organization of resources, metadata schemes, reference/information services, information packaging, circulation, preservation, online reference service, information search skills, copyright and intellectual property laws, user behavior, user needs, information sources, packaging of information, management of digital and hybrid libraries, evaluation of information and information sources, knowledge of information flows in society, Information management, - including information audit, knowledge management
- ✓ *IT skills* - including Internet, Web and XML technologies, RFID, federated search engines, programming and scripting, Windows operating system, productivity tools (e.g. word processing, spreadsheet, database, planning tools, etc)
- ✓ *Transferable/generic skills* - applied to the library environment, including communication, public speaking, writing, public relations, interpersonal/group skills, networking, research skills, interviewing and listening skills, conducting focus groups, analytical skills, teamwork, multi-tasking, time management

- ✓ *Teaching, training and coaching*, - including skills for providing user education and training in an E-learning environment, developing e-learning and computer-based learning materials, facilitating collaborative learning
- ✓ *Management and leadership*, - including planning, financial management, budgeting, project management, negotiation and persuasion, supervisory skills, performance management/evaluation, administrative skills, human resource, outsourcing, quality management, ability to motivate subordinates, lead groups effectively, strategic planning
- ✓ *Entrepreneurship*, - including business analysis and market research, marketing, fee-based information service, networking skills across job functions and levels
- ✓ *Attitudes and professional values*, - including user-orientation, service-orientation, belief in the pursuit of knowledge, love of learning, ability to read and respond to novel situations, intellectual curiosity, interaction with members of the profession, ability to articulate the roles of libraries and librarians
- ✓ *Information Enabler* - Transferring ownership of searches to patrons, Training patrons on deployed applications, Ability to publicize and increase usage of information resources and Tailoring resources to meet customer needs
- ✓ *Knowledge Creator* - Custom alerting, Competitive intelligence, Improving knowledge sharing methods

Business Competencies

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

- (1) **Strategic Positioning** - This requires a clear understanding of why you are doing your job, what your responsibility is to your organization, which comprises your client base and how you can help them do their jobs better.
- (2) **Packaging** - How you package your information product and yourself as the deliverer of the product must be based on the needs of the client and his/her perception of his/her information needs.
- (3) **Promoting** - How you promote your products and services to remain in the forefront of the minds of existing clients and to attract new clients can depend on your ability to target, perform, communicate and network.
- (4) **Persuading** - Persuasion is the one-to-one part of the marketing process that is happening anytime you are communicating about your services. It is the process of discovering if there is a match between the prospective client needs and what you have to offer.

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

Meredith Farkes [3] took a different approach to competencies in her blog article entitled “Skills for the 21st century librarian” in which she focuses on personal attributes rather than on the specific skills need for technology success. In particular, she was concerned with the role of library schools and the tendency to treat technology skills as not particular relevant to traditional library specialties. Her basic competencies included the following:

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

Her higher level competencies include the following:

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

OCLC Standard of Technology Competencies [6]

Core Skills

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

Core E-mail

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

Core Hardware

- Understands and uses basic computer hardware and peripherals.

Core Internet

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

Core Operating Systems

- Understands and performs basic operating system functions.

Core Software Applications

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

Core Web Tools

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

Systems & IT

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

Digital Resource Technology

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

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

Enterprise Computing

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

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

Hardware

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

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

Networking & Security

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

- Installs, configures and maintains the library's local area networks (LAN)

Annual Issue, 2017

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

Operating & Automation Systems

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

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

Public Access Computing

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

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

Server Administration

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

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

Software Applications

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

- Manages software applications for staff and other nonpublic computers
- Provides administration for optimum performance of database programs

Annual Issue, 2017

- Demonstrates proficiency with database applications
- Demonstrates proficiency with electronic publishing Applications
- Demonstrates proficiency with e-mail programs
- Demonstrates proficiency with photo-editing programs
- Demonstrates proficiency with presentation Programs
- Demonstrates proficiency with spreadsheet programs
- Demonstrates proficiency with Web-based office applications for online Collaboration
- Demonstrates proficiency with Web site design programs
- Demonstrates proficiency with word processing programs

Technology Planning

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

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

Technology Policies

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

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

Technology Training

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

- Provides training for staff and users on library technologies

Web Design & Development

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

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

Conclusion

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

- What competencies should be imparted to its students for entry-level positions?
- What teaching method is effective for different types of competencies?
- Does the school have sufficient expertise and resources to teach these competencies?
- What roles can a library school play to help practicing professionals acquire new competencies?

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* Librarian ,Silicon Institute of Technology,Bhubaneswar

E-mail: ncd@silicon.ac.in ,Mob: 9937149973



COMMENTS ON PRESENT LIBRARIANSHIP

***Dr Kamal Lochan Jena**

Introduction

Today librarianship is in a threshold. What the professional librarianship was designed by Dr S R Ranganathan is now in danger. Though the five laws developed by Dr Ranganathan still have its existence / impact in the society, but the word 'books' is struggling for its survival within the ambit of five laws. The modern technology has helped the library for better service facility but in other way it has invited the non-library professionals to the purview of library professionalism. As the Ranganathan's fifth law says "Library is a growing Organism" which means library is a living organisation which has the characteristics of growth as well as the sense of feeling. A doctor has prescribed better medicine than any software engineer, though the engineer may have developed the software package for the doctor. Similar is the case of library, where many persons are trying to develop the software packages and other facilities for library, but they have not the feelings of library service as a doctor has feelings for his patients. Besides these in the age of globalisation and interdisciplinary nature of subjects many persons are interested to do job in the library in the name of library service and qualification and experience in the field of computer science. But the type of service rendered by these personnel don't match with the original library professionals.

Professor In-Charge, Library

In spite of the recognition by UGC as academic staff at par with the teaching fraternity, almost all educational institutions treated the librarians as the subordinates to teaching staffs. Almost all the library has a super-natural post named as Professor In-Charge / Officer In-Charge / Chairman Library etc. This person is completely a library non-professional but seated in the top of the library administration. Many times the librarian has to spend much time with him to convenience the matter of library and its development. Though the Professor In-Charge has been given the duty to look after the matters of library, but he gives very less time for the library due to his own academic works and research.

Outsourcing of Library Service

Now another trend has come named as "outsourcing of library staff" i.e. the library is coming under the institutional management but not the staffs. The outside agency is given the authority to select the personnel of its own who will be deployed in the library to render the library service for a contract period. After the expiry of contract period a new agency may come with other library personnel to provide the library service. It implies that one person is not fixed

for a library to give service and will not make up his mind to develop a professionalism of librarianship.

Duties other than Library

In some libraries due to various reasons the no of users become less, as a result the institution authority assigns other works of the institution to the library staff. As a result, the library professionals are deviating from the main aim of the library.

Activities in Social Media

Another type of library professionals is now in forefront who are mostly available in social media like facebook, twitter etc where they have posted their daily activities so also their professional activities. Even a small picnic pictures, library meeting, attending seminar/workshop etc are uploaded in the social media. Further some are actively engaged in writing articles for journals, conference, booksetc for increasing their Academic Performance Indicator (API). Instead of actively engaged in library development they are actively engaged in writing. Though this is one of the good type of professionalism, still excess is bad because it hampers the library development and they are the forefront contender in the higher posts. This has to be told because for this noble cause almost all the writers are spending time within the library hour.

Seminar / Workshops

Besides these some professionals are actively engaged in seminar, workshops etc. Either they are attending the seminar / workshops as participant or as a guest. Also frequently they are organising the seminar / workshops. Attending seminar / workshop is also a good aspect where the professionalism is enhanced and the person gets new boost for work. The person also got new idea and new information from the participants which could be effectively applied in his library. But excess is always bad and is not in the benefit of the profession.

Conclusion

Lastly it could be said today librarianship is in a threshold and is struggling for its survival. The main contender / rivalry of this profession is the computer and internet. In order to counter them and for a better survival, the library professionals shall make themselves up-to-date and tried their best to keep the library ethics and professionalism high.

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

CONDITIONS OF LIBRARIES AND LIS PROFESSIONALS IN NITS OF INDIA: A WEB STUDY



***Mr Bibhuti Bhusan Maharana**



**** Mr Suraj Panigrahi**

Introduction:

Library is the information house of academic institutions which stores different types of resources like books, periodicals, magazines, e-resources (online and offline) etc. Among various types of Central Funded Technical Institutions (CFTIs) libraries, the libraries of National Institute of Technology (NITs) have not developed at par with other libraries and most of the NITs libraries are in underdeveloped stage. Availability of skilled manpower in these libraries are one of the major problem of these libraries. This paper attempts to study on the availability of library resources and the library staff of all NITs libraries of India which is 31 in numbers.

Methodology

For collection of data for the present study, NITs or NITs libraries websites have been studied between 1st to 12th October 2017 and has not used any other sources. Out of 31 NITs, the website of NIT Srinagar was not opening during the mentioned period, hence in all cases of present study, the total number of NITs will be 30 only.

Literatures review

Kaushik (2015) has studied to evaluate and analyse the services, facilities and other information available on the library websites of 28 National Institute of Technology (NITs) between February 1-28, 2015, by using a checklist. The results of this study revealed that the majority of NIT library websites are providing information with regard to their name, logo, about library book collection, electronic resources, accuracy, diverse services and sections, but, lacking of library mission statements, currency, reliability search interfaces, Web 2.0 applications and cutting edge technologies like cloud-based services. It is also discovered from this study that most of NIT library websites need to improve.

Verma (2015) has studied the library professionals are facing new challenges by the explosion of information and its availability in different forms which are created by globalization, privatization and liberalization of every aspect of human life in one way and emergence of ICT

and its application in generation, communication and access of information in another way. To cope with these problems, the modern librarianship needs to be change in their philosophy and practices from custodian of document to information provider. Therefore, the present digital environment has brought a lot of changes not only on the library and information services but also on the roles and expectations of the library professionals to satisfy their user's information demand.

Ratha, Joshi & Naidu (2012) studied the paper presents an analysis of design and structure of the library websites of IITs. It found significant differences according to some important point of view such as the user supporting services, number of hyperlinks on home pages and whole websites, number of images, location of images, In-active links and web pages, etc. The paper finally looks the design and structure of the library websites of IITs.

Singh & Pinki (2009) have studied the impact of emerging changes on academic libraries. It discusses the need for acquiring core competencies and new skills to manage the modern day academic libraries. It further discusses different sets of skills (generic, managerial and professional skills) required by LIS professionals to manage the contemporary change brought up by technology accelerated environment. The article emphasizes that acquisition of new sets of skills has become essential to survive in this technology-based environment.

Data analysis and interpretation:

Table 1 reveals the total no of National Institute of Technology in India, the year of establishment and its institutional websites. The analysis of data shows that Motilal Nehru National Institute of Technology, Allahabad is the first NIT, which was established in 2001, followed by Maulana Azad National Institute of Technology, Bhopal, National Institute of Technology, Calicut (Kerala) and 10 others NITs which were established in 2002. National Institute of Technology, Andhra Pradesh is the last NIT which is established in 2015. Two old Govt Engineering Colleges of Raipur and Patna were upgraded to NIT in 2005 and 2004 respectively.

Table-1: NITs in India

Sl. No	Name of National Institutes of Technology in India	Year of Establishment	Websites
1	Motilal Nehru National Institute of Technology, Allahabad (U.P)	2001	http://www.nita.ac.in
2	Maulana Azad National Institute of Technology, Bhopal (M.P)	2002	http://www.manit.ac.in/
3	National Institute of Technology, Calicut (Kerala)	2002	http://www.nitc.ac.in/
4	National Institute of Technology, Hamirpur (H.P)	2002	http://nith.ac.in/nith/

Annual Issue, 2017

5	Malaviya National Institute of Technology, Jaipur (Rajasthan)	2002	http://www.mnit.ac.in/
6	Dr. B. R. Ambedkar National Institute of Technology, Jalandhar (Punjab)	2002	http://www.nitj.ac.in/
7	National Institute of Technology, Jamshedpur (Jharkhand)	2002	http://www.nitjsr.ac.in/
8	National Institute of Technology, Kurukshetra (Haryana)	2002	http://nith.ac.in/nith/
9	Visvesvaraya National Institute of Technology, Nagpur	2002	http://nith.ac.in/nith/
10	National Institute of Technology, Rourkela (Odisha)	2002	http://www.nitrkl.ac.in/
11	National Institute of Technology, Silchar (Assam)	2002	http://www.nits.ac.in/
12	National Institute of Technology Karnataka, Surathkal (Mangalore)	2002	http://www.nitk.ac.in/
13	National Institute of Technology, Warangal (Telengana)	2002	http://www.nitw.ac.in/main/
14	National Institute of Technology, Durgapur (West Bengal)	2003	http://www.nitdgp.ac.in/
15	National Institute of Technology, Srinagar (Jammu & Kashmir)	2003	http://nitsri.ac.in/
16	S V National Institute of Technology, Surat (Gujarat)	2003	http://www.svnit.ac.in/
17	National Institute of Technology, Trichy (Tamilnadu)	2003	https://www.nitt.edu/
18	National Institute of Technology, Patna (Bihar)	2004	http://www.nitp.ac.in/
19	National Institute of Technology, Raipur (C.G)	2005	http://www.nitr.ac.in/
20	National Institute of Technology, Agartala (Tripura)	2006	http://www.nita.ac.in
21	National Institute of Technology, Arunachal Pradesh (Yupia)	2010	http://www.nitap.in/
22	National Institute of Technology, Sikkim	2010	http://www.nitsikkim.ac.in/
23	National Institute of Technology, Goa	2010	http://www.nitgoa.ac.in/
24	National Institute of Technology, Meghalaya	2010	http://nitmeghalaya.in

25	National Institute of Technology, Nagaland	2010	https://nitnagaland.ac.in/
26	National Institute of Technology, Manipur	2010	http://www.nitmanipur.ac.in/
27	National Institute of Technology Mizoram	2010	http://www.nitmz.ac.in/
28	National Institute of Technology Uttarakhand	2010	http://www.nituk.ac.in/
29	National Institute of Technology, Delhi	2010	http://www.nitdelhi.ac.in/
30	National Institute of Technology, Pondicherry	2010	http://www.nitpy.ac.in/
31	National Institute of Technology, Tadepalligudem (Andhra Pradesh)	2015	http://nitandhra.ac.in/

Table-2: Availability of website for Libraries

This table arrange data on the the availability of NITs library websites. It reveals that out of 30 NITs, only 13(43.33%) number of NITs have separate library websites, followed by 12(40%) NITs have library web page within institute library websites and 5(16.67%) NITs have only one page information within the institute's websites.

Sl. No	Availability of library website	# of NITs	Percentage (%)
1	Separate library website	13	43.33
2	Library web page within institute website	12	40.00
3	One page information on library in Institute website	5	16.67
Total		30	100

Table - 3: Availability of library information

The analysis of data of Table-3 shows that out of 30 NITs, 22(73.33%) libraries have provide the full information about their library, followed by 6(20%) number of libraries have given partial information and 2(6.67%) website have one page information on their libraries.

Sl. No	Information on Library Website	# of NITs	Percentage (%)
1	Full information of library	22	73.33
2	Partial information	6	20.00
3	Not available of information	2	6.67
Total		30	100

Table-4: Information on library staff in website

Table-4 shows the availability of library staffs of all the NITs. It reveals that out of 30 libraries only 15(50%) library websites provide the full information about the staff, followed by 6(20%) libraries provide partial information and 9(30%) library websites don't provide any details about the staffs.

Sl. No	Information on staff in website	# of NITs	Percentage (%)
1	Full information of library staff	15	50.00
2	Partial information	6	20.00
3	Not available of information	9	30.00
Total		30	100

(NB-The link of NIT, Rourkela website on staff details did not opened, hence the number of libraries mentioned in the above table is 30)

Table-5: Category of library professionals*

Table 5 shows the total number of library professionals available in all NITs in India. It reveals that there are 64 library professionals available in 30 NITs. Out of them maximum numbers of professionals i.e. 21(32.81%) are Assistant librarians available in 15 NITs, followed by Librarian and library assistant with 15.62%, available in 10 & 8 institutes respectively. Further there are only 2 Dy. Librarian in 2 institutes and 1 Senior Librarian in 1 institute respectively.

Sl. No	Designation	# of library staff	# of libraries
1	Senior Librarian	1	1
2	Librarian	10	10
3	Dy. Librarian	2	2
4	Asst. Librarian	21	15
5	Senior Library Assistant	5	2
6	Senior technical Asst.	2	1
7	Technical Assistant	7	6
8	Knowledge and info. Asst	1	1
9	Lib & Info. Asst	1	1
10	Technician	3	2
11	Library Assistant	10	8
12	Multi tasking	1	1
Total		64	50

(*Detail information on library staff was not available in NIT, Rourkela website, hence excluded in the above table)

6. Categories of non-professional staff *

Table- 6 shows the total number of non-professionals available in all NITs. It reveals that there are 65(46.10%) numbers of non-professionals are available in 30 NIT libraries. It indicates that various categories of nonprofessional staff are available in these libraries.

Annual Issue, 2017

Sl. No	Designation	# of library staff	# of libraries
1	Senior Assistant	3	1
2	Junior assistant	7	5
3	Laboratory assistant	1	1
4	Office Attendant	2	1
5	Clerk	1	1
6	Library attendant	15	4
7	Work assistant	6	2
8	Office staff	1	1
9	Assistant	1	1
10	Attendant	13	3
11	Data entry operator	1	1
12	Supporting staff	2	1
13	Book Binder	1	1
14	Watchman	1	1
15	Gatekeeper	1	1
16	Sorter	1	1
17	Cleaning attendant	1	1
18	Other	7	1
Total		65	28

(*Detail information on library staff was not available in NIT, Rourkela website, hence excluded in the above table)

Table-7: Provision of library trainee*

Table 7 shows there are only 3 libraries appoint library trainees, which is purely temporary basis whereas 27 libraries do not have provision for appointing library trainees.

Sl. No	Response	# of libraries	# of trainee
1	Yes	3	12
2	No	27	--
Total		30	12

(*Detail information on library staff was not available in NIT, Rourkela website, hence excluded in the above table)

Table-8: Provision of Prof I/C in libraries

Table -8 reveals that in 5 libraries ,there are provision for Professor I/C ,Library whereas 25 libraries do not have such provision.

Sl. No	Responses	# of libraries
1	Yes	5
2	No	25

Major Findings of the study

- a. There are 31 NITs in India, Motilal Nehru National Institute of Technology, Allahabad (U.P) is the first institute which was established in 2001 and National Institute of Technology, Pondicherry is lastly established in 2010.
- b. Out of 30 NITs there are only 13(43.33%) number of institutes having separate library websites, followed by 12(40%) NITs having library web pages within the institutional library websites and 5(16.67%) NITs have not their library websites or web pages.
- c. Out of 30 NITs, 22(73.33%) library websites have provide full information about the resources and services of library, followed by 6(20%) number of library have provide partial information and 2(6.67) libraries don't provide any information.
- d. Out of 30 websites ,only 15(50%) provide full information about the staff, followed by 6(20%) libraries provide partial information and 9(30%) of library sites do not provide any details about their staffs.
- e. There are 141 library staffs are available in all 30 NITs. Out of that 64(45.39%) are professionals , 65(46.10%) are non-professionals and 12(8.51) are library trainee.
- f. The maximum numbers of professionals are Assistant librarians.

Conclusion

The present study shows a poor vies of the available manpower in NITs libraries. Since maximum libraries do not have their separate websites or do not contains full information on the libraries and library staff ,it indicates that libraries in NIT system are not given due importance. Further the provision of Professor I/C in libraries is a faulty system prevails in these libraries and is a barrier for the development of these libraries form professional point of view. The MHRD is also not giving due importance for the development of these libraries since maximum libraries run with poor staffing pattern and less manpower .The library staff of NITs libraries are treated as non-professional staff and have less scope for professional and personal development unlike other CFTIs. Therefore necessary steps need to be taken by MHRD ,institute authorities and also library staff of these libraries for their development so that the quality of engineering education and research of the country can be developed.

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* Library Trainee,Central Library,NIT,Raipur(C.G)

** Sr. Project Assistant (IITH Library) ,IIT, Hyderabad ,

Email: surajpanigrahi056@gmail.com

LIBRARIANSHIP: INCLINED TO BE DECLINED SELF



Dr D R Meher*

The Sumerian scribes were first trained librarians who were engaged in keeping records of vast complexities of clay tablets. Ashurbanipal was the first individual in history to introduce librarianship as a profession in his established library in Nineveh (Mesopotamia). The library was collections of clay tablets dealing with literature, history, astronomical calculations, mathematical tables, grammatical and linguistic tables, dictionaries, and commercial records and laws. This was the genesis of librarianship as “keeper of books.” The middle age details the ecclesiastical affiliation of libraries where monks were chiefly scribes and unchallenging librarians. Society at that time accorded high status to these monk librarians, of course until the establishment of universities. Credit for creating of first functional library of modern times goes to Thomas Bodley.

The modern era dawned and gave us positions and specific duties depending on the size and type of libraries to which we are associated with or, we can say ourselves, specialized librarians. We take charge of archival materials like manuscripts, documents and records as Archivists; manage electronic databases and e-resources libraries having license from third party as Digital Librarians; perform the duties as teachers and advocate for literacy as School Librarians; provide library service to underrepresented groups like rural communities, senior citizens, differently able persons, prisoners, patients, blinds etc. as Outreach Librarians; serve the general public without discrimination as Public Librarians; develop, maintain and troubleshoot the library system, chiefly electronic ones as Systems Librarian; in academic institution the Academic Librarians and in research institutes Research as Scientific Assistants.

John Dury is considered to be the first theorist in library science in his publication “The reformed Librarie-Keeper” in 1650 who advocated for the *education standard, prescribing duties and remunerations* of librarians. It depicts qualification of a person should possess, duties they should render and money to be paid regularly for the duties they render— a complete profession. This was perhaps the base upon which a new profession like librarianship took place. Thenceforward, for earning a livelihood many people became interested to come into this field and enriched it with their theories as well as practices so much so that courses in university level could be imparted in library and information science. By passing out from these universities all

of us had the professional degrees that means fit to become librarian. Here lies the quandary—a professional is librarian or a librarian is professional.

The Central Board of Secondary Education (CBSE) recently has started imparting library and information science, one of the elective papers as semiprofessional course. None of the LIS departments of Indian universities, none of the library associations or academy has raised the question on this matter. If a student opts for an elective paper in school, an optional subject in college, and MLIS in university level will consider themselves fit for a semiprofessional or professional jobs? The academics are to answer this.

A trend in a library set up is getting unbridled that despite a competent librarian in position there is a Professor-in-Charge (PIC) in academic library and Officer-in-Charge (OIC) in public library; and if it is a special library one of the scientists is to look after library matter. In some universities and institutes, though the position of Librarian is in the rung of Deans still the authorities are keeping (pitting) there is one of the Deans (even a professor) as PIC of the library. Can they dare to keep a PIC over the Comptroller or Registrar who are also sharing the same rung of Librarian in the universities? It is a certain capital-bold **NO**. And in most of the cases the PIC would not help the librarian in running or upgrading library activities rather would like to control the librarian and the staff members there as if the latter are wild enough to harm the reputation of universities. In this way the PIC would not be of help to the librarian as flexing muscle but as matter hair over the librarian's head enhancing purposeless height.

The position of Chairman, Library Committee is to preside over the meetings in library related issues and activities where the librarian is member convener. But in many cases the chairman is controlling officer of library. In public libraries the administrative people are having the chair of OIC. Again, whether a professional or nonprofessional is to head a library is a matter of debate. The OICs/PICs culture is enhancing the growth of pseudo-professionalism compelling the actual librarian to be a dummy professional. Are the librarians, victims of these situations, apprising their authorities of government rule that there shall be no PIC when a regular librarian is in position?

It has been a craze to organize seminars and conferences in LIS. Every fortnight somewhere in the country it is happening. Some of us (*once I called Seminarian*) are fond of attending these so frequently that our absence is significantly contributing to shortage of manpower in our own libraries as most of the libraries are experiencing staff shortage. Next day we deplore the staff-crunch, fund-crunch, space-crunch... in libraries. Are not we in this case pseudo-professional? The impact of these seminars and conference on actual development of libraries and whether the suggestions are reaching the implementing authorities for consideration are yet to be estimated. One can encounter the same topics in nearly all of the seminars. Most of us librarian are attending or organizing seminars, of course, the latter is preferred one. We are fond of plucking a topic from heaven (if not related to our world isn't it heaven?). And putting and fitting it into library parlance for the sake of presentation is ending with conclusion that: *this also can be*

Annual Issue, 2017

applied into the field of library and information science / centres. In many journals, in order to score high API many of us are nourishing an unnecessary urgency to transubstantiate to be writers and producing articles having less practicability in our field. These productions of nugatory literature are taking us no ways.

This profession is alive because of some dedicated librarians. The introduction of semiprofessional course, advent of OIC/PIC culture and our nonresistance, deplorable urgency of becoming seminarian and production of nugatory literature have heavily placing librarianship in inclined to decline self position.

My fellow librarians may consider me an understandable or pardonable material; if not I can only scribe in closing this write up— *Hagiographically yours,*

* Dr D R Meher, Librarian, Orissa University of Agriculture & Technology, Bhubaneswar

Historium Orissa

LIBRARIANSHIP: IS IT NOT A NOBLE PROFESSION?



* Dr. S.P.Panda

Introduction

As I am working a librarian, so I could say that my profession is one of the best and noble profession in the educational sector. Today education is considered as the basic requirement for all. Hence, the Govt.have given more importance to education and it gives more emphasizes on establishment of different types of educational institution like from the primary level to higher level, technical to non-technical, traditional to digital, cultural, medicaletc

Just like the two side of a coin, profession is noble until and unless, someone have not getting an opportunity to work on it. When he/she got an opportunity to join in that job, then the real challenge starts. He faces lots of critics, lots of comments (good or bad), inferior/superior feeling, jealousy; this is the reality of every profession. But who do not care about these negative elements and go ahead with the strong determination to achieve something or learn something or provide some new light to the next generation then only he/she could succeed or it is a noble profession for him or her.

Library is one of the important constituent of an educational institution and to function it smoothly with positive attitude, a professional librarian is required. Everybody says that library is the temple of learning and I believe the same too. But I could not know to what extent it is correct because today maximum no of students and teachers are not interested to read the book and go to the library for reading or learning. A librarian is not confined with the physical books and reading materials only but he/she deals with the different types of e resources like e books,e-zine, e newspapers and built an good institutional repository.

“Librarianship is a noble profession. We’ve all experienced what libraries have provided to us while growing up. Librarians are the gateway to the world of information; librarians make society more humane and more democratic. But librarians aren’t held in much esteem. Many of you, when you told friends and family that you were going to school to become librarians, suffered the jokes and confusion of people outside the profession. Some people probably questioned your sanity and your economic future. Librarians aren’t valued by society, and aren’t compensated well. Your rewards won’t be evidenced by your rate of pay. You’re answering a higher calling; you’ll be providing a service to society.”(Source: <https://dawnkinster.wordpress.com/2008/04/07/librarian-a-noble-profession/>)

Why it is a noble profession

Now the question comes, is the librarianship is a noble profession, my answer is yes, yes, and yes. Why it is yes, because

1. It is noble because a librarian always try to follow the five laws of the library science and try to implement in the library. According to Ranganathan “Librarianship is a noble profession. A librarian derives his joy by seeing the dawn of joy in the face of the readers who were helped in their search for the right information at the right time.”
2. It is noble profession because it possesses the features like a body of knowledge imparted in LIS schools, intensive training and continued practice to gain mastery the skills for knowledge organization and retrieval, oriented towards service to the society, associations to bind the professionals, standard terminology and practice and code of ethics. A librarian performs the different rules like a custodian, a librarian, documentation officer, information officer/scientist, digital librarian, library administrator, classifier, cataloguer, classificationist, indexer, reference librarian, library and information science teacher, thesaurus designer, bibliographer, librametrician, bibilometrician and content developer.
3. It is noble because a librarian provides his services to all without any discrimination, means to from the school teacher to university professor, scientist, a medical practioners, a child to an old man, a handicapped, a blind, a deaf, it means he provides to all types of users.
4. It is noble because a school librarian works in a school libraries and perform duties as a teacher, information technology, specialist and advocate for literacy, in a public library a librarian works with the public from child to the old people and he/she works as reference librarian, a reference or a research librarian helps to the scientist, research scholar to find the information, when they need.
5. It is noble because a librarian provides his services properly to the users, if he or she is not up-to-date himself or herself, it means a librarian should be up to date his knowledge regularly with the changes of society.
6. It is noble because a librarian always enlighten the darkness by sharing the information or by CAS/SDI.
7. It is a noble because a librarian thinks how to grow his library by the increase in collection. Collection means increasing the volume, title, digital resources and other documents.
8. It is noble because, when a scholar or a student could not get any types of study resources from any sources, he /she think the librarian of an institution could help him/her and he is the last source to get information and a librarian provides this information to him or her positively.
9. It is noble because a librarian have inherited with different types of skills like technical, communication, problem solving, critical thinking, decision making skill, leadership,

performance, team building, time management, effective thinking, interpersonal, negotiation, teaching, presentation, motivating skill.

10. It is noble because, in the contemporary environment of Information and technology, the role of librarian becomes very important in the modern environment; if he wants to adopt new technologies he motivates the staff and improves the professional skills. A librarian can adopt SWOT (Strength, Weakness, Opportunities and Threats) techniques.

11. It is noble because, today's digital age, technology has become an integral part of Library and Information Science, a librarian should adopt the different recent technologies which makes the library up-to-date and it has its own websites, own digital repository, using the different software, OPAC and Web OPAC and he automate the library fully by using the latest or up to dated software.

12. Today a librarian not only deals with the books or printed materials but also deals with the different types of digital resources suit to the need of the user and society.

13. It is noble because librarians are acting as a preserver, we preserve the oldest documents, it means we preserve the oldest culture in our library.

Conclusion

According to Mason, a library profession is a noble because the role/duty of a librarian is getting the right information, from the right source, to the right client, at the right time in the right form, for the right use and with the right cost. Librarian must continually adapt to new formats for information. A librarian conserves the cultural and intellectual heritage of mankind and acts as an agent of communication from information generation to the point of use.

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* Dr.Siba Prasad Panda, Librarian, GIET, Gunupur-765022 (Odisha), sibagiet14@gmail.com



HRM IN ACADEMIC LIBRARY

* Mr. P. K. Panigrahi

Introduction

Human Resources are the most valuable and unique assets of an organization. The successful management of an organization's human resources is an exciting, dynamic and challenging task, especially at a time when the world has become a global village and economies are in a state of flux. The scarcity of talented resources and the growing expectations of the modern day worker have further increased the complexity of the human resource function. Even though specific human resource functions/activities are the responsibility of the human resource department, the actual management of human resources is the responsibility of all the managers in an organization. It is, therefore, necessary for all managers to understand and give due importance to the different human resource policies and activities in the organization.

Academic libraries provide a challenging environment for the practice of human resource management (HRM). The dynamics and structure of the academic library within the higher education community create complex environments for the library administrator that affect staff management and related functions for library personnel. Generally, office timings are 08 hrs. But, Library hours are 12 hrs in professional institutions and also it increases during the examination period. Also, the library opens on off days like Sunday and any other holidays. To regulate this library hour, HR personnel should have to understand the importance of library staff & library users and accordingly rules should be framed.

Definition of Human Resource Management

The definition of human resource management emphasizes 'the strategic approach to manpower management in an organization.' The process calls for a coherent objective to retain and increase employee head-count, any organization's most valued asset. This specialized study and application have come in the wake of realization that the employees of an organization, individually and collectively, are the main contributors to the achievement of business objectives. The management of people hired by an organization involves employing people, designing and developing related resources and most importantly, utilizing and compensating their services to optimize business profitability via employee performance. It thrives on the strength of the relationship between the management and workers of the company.

Application of HRM in several environments

The HRM is connected with the theoretical and practical techniques of managing the employee. Its theoretical discipline is based primarily on the assumption that employees or the staffs are individuals with changing goals and needs, and it should not be considered as basic business resources. The workers take a positive view that all wish to contribute to the enterprise productively and that the main obstacles to their endeavors are lack of knowledge, insufficient training, and failures of process. The Human Resource Management is considered to be the part of a business or company which recruits, develops and utilizes an organization's personnel in a way which would benefit the firm's aims and objectives. It creates alignment between an organization's HRM strategy and the core objectives of a business considered as essential.

HRM is all about managing people, human capital and culture for business success. The HRM function includes a variety of activities, and key among them is deciding what staffing is needed and whether to use independent contractors or hire employees to fill these needs, recruiting and training the best employees, ensuring they are high-performance issues, and ensuring that personnel and management practices conform to various regulations. Activities also clued managing your approach to employee benefits and compensation, employee records and personnel policies.

The aims of HRM are to help an organization or Institution to meet strategic goals by attracting, and maintaining employees and also to manage them effectively. The academic theory of Human Resource Management is that humans should not be considered machines.

Human Resource in Library

Library management requires attention to a wide variety of strategies or techniques in embracing change caused by automation & digital application in the library. The most important are management and development of library human resources. How library managers deal with the major factors that need to be considered in this changing environment, will largely determine how successful that change will be.

Some of the important strategies for managing human resources in the library management:

- Establishing a shared motivating vision
- Creating open communication and collaboration culture
- Participative management
- Appropriate staffing
- Appropriate training and coaching for people involved

Shared motivating vision

An organization needs a clear vision of what it wants to accomplish in terms of a new library technology. The vision should be established so that the role of library technology will result in a

more effective and efficient library service. For achieving this technology, library manager must communicate the vision and develop a shared need for change and mobilize people.

Open communication

Technology change should be communicated in a way that staff will see it as a positive thing for both the library and themselves. According to Hellriegel and Slocum (1982: 699), organizational change can succeed only if the manager understands the resistance that will be encountered from individuals and the organization. Communication of information is important to create a climate of trust and openness that minimize uncertainty and reduce resistance.

Participative management

Participation reduces uncertainty and leads to commitment. It has been identified that the people who participate in making decisions tend to be more committed to the change process than those who are not involved in decision-making. Also taking their views into account may enhance the effectiveness of the change programme. Employees, who are involved in the change process, are in a better position to understand the need for change and are motivated to support change. Therefore they are less likely to resist it.

Appropriate staffing, training and coaching

According to Pandey (1999: 105), the selection and appointment of library staff should be done very carefully because much of the success of the library staff member on the job in a library depends upon skillful personal administration. After appointment the library needs to ensure that new staff are trained in their duties and that the staff improves their activities. The existing staff should be trained in the use of new appliances and mechanics.

Observation & view

In few libraries, it is observed that management is recruiting non-professionals in the library. After joining, they will try to achieve the LIS qualification. If the library does not get qualified staff the users will be suffered. Sometimes it is seen in some organizations that Prof. in charge library or faculty in charge library is appointing. Concerned faculty or Prof. are already responsible and busy for their concerned department and the library is full-fledged library & headed by a professional librarian, still than the management appointing a Professor in charge library for supervising the library. Actually, a qualified librarian is sufficient to manage the library. There is an urgent need to stop this trend and promote library services by qualified librarians, rather than by non-professionals. Besides having a library committee and its Chair Person to supervise and guide the library services, is there any relevance for non-professionals to be in-charge of libraries.

The library in an academic organization is a department equal as another department. In this connection, the management should provide equal importance to the library with other department and also to the librarian.

Conclusion: HRM policy is to minimize the expense and maximize the output of an organization. Accordingly, HR policy of academic organization must strictly develop & suggest the organization to recruit good quality library professionals and giving them the full responsibility of library & also target them for developing. Non-professionals should not emphasize for involving in the development of the library. A uniform policy should be developed for LIS professionals like teaching staff in academic organization for their scales and other benefits.

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* Librarian, Sir Padampat Singhania University, Udaipur (Rajasthan).

Human Resources in Libraries: A state of the art of top 20 Universities of India



* Shri. Jayanta Kumar Sahu



** Dr.(Mrs.) Jyotshna Sahoo

Abstract:

India has a great tradition of learning and has one of the largest educational systems in the world. The number of Universities in India has been increased 41 times from 20 in 1950 to 822 in 2017. The higher education system of our country boasts of 47 Central Universities, 370 State Universities, 282 State Private Universities, and 123 Deemed to be Universities. The present study seeks to assess the manpower position of top twenty University Libraries of India.

Introduction:

Management is essential for all kinds of organizations and for every human being. We manage our family, relationships, finances, time, career, business and many other things. But we do not consider these activities as “managing” or perceive ourselves as “managers”. Managing is equally important in business sector as well as in academic sector. Management as a discipline has attracted the attention of academicians and practitioners to a great extent. Management integrates the ideas, concepts, theories, principles taken from a wide range of disciplines such as anthropology, economics, ecology, history, psychology, sociology, statistics etc. and presents newer concepts which can be put in practice for managing different organizations. Management involves both acquisition and application of knowledge. For management of any organization, three types of resources such as physical resources, financial resources and human resources are very much essential. Of all these three resources required for the management and development of any organization, human resources are the most vital and valuable one that enable utilization of all the other resources effectively. It is a comparatively recent perception of management specialists to view human resources management as requiring greater attention than looking at it merely as control and deployment functions of personnel. This is the force that activates and facilitates optimal utilization all other resources and helps the organization to achieve the best results possible in terms of its products and user services. In this context, the present paper deals with the current manpower provision of top twenty University Libraries of India.

Methodology:

For the present study on the manpower position of the top 20 Universities Libraries of the country, requisite information has been collected from the web-portal of the respective Universities. The study is confined only to top 20 universities of India as per National Institutional Ranking Framework (NIRF). The NIRF was initiated in the year 2015 and approved by the MHRD. This framework outlines a methodology to rank universities and institutions across the country on the basis of five broad parameters namely “Teaching, Learning and Resources,” (0.30% weightage) “Research and Professional Practices, (0.30% weightage)” “Graduation Outcomes,” (0.20% weightage) “Outreach and Inclusivity,” (0.10% weightage) and “Perception” (0.10% weightage). Top 100 Universities of India are ranked as per this framework, out of which 20 Universities in the order of merit has been selected for the study.

Results and Discussion:

Human resources are the essential pre-requisite for management of any organisation. Dedicated and quality manpower help the organisation to achieve the best results in terms of its products and user services. Libraries are no exception to this. The effective participation and quality performance of the library staff in the various activities of the library brings credibility and builds the image of the library as well as the organisation to which the library belongs.

Table -1: Top 20 Universities of India: NIRF (National Institute Ranking Framework) 2017

NIRF Rank	Name of University	NIRF Score	City	State	Type of University	Library staff		Total Library staff(as on Library website)
						Professionals staff	Other staff	
1	Indian Institute of Science Bangalore	83.28	Bengaluru	Karnataka	Deemed	23	4	27
2	Jawaharlal Nehru University	61.53	New Delhi	Delhi	Central	14*	*	14*
3	Banaras Hindu University	58.92	Varanasi	Uttar Pradesh	Central	12*	*	12*
4	Jawaharlal Nehru Centre for Advanced Scientific Research	58.25	Bengaluru	Karnataka	Deemed	4	1	5
5	Jadavpur University	57.32	Kolkata	West Bengal	State	2*	*	2*
6	Anna University	56.50	Chennai	Tamil Nadu	State	18	6	24
7	University of Hyderabad	56.30	Hyderabad	Telangana	Central	36	13	49

Annual Issue, 2017

NIRF Rank	Name of University	NIRF Score	City	State	Type of University	Library staff		Total Library staff(as on Library website)
	Hyderabad							
8	University of Delhi	55.37	Delhi	Delhi	Central	7*	*	7*
9	Amrita VishwaVidyapeetham	54.70	Coimbatore	Tamil Nadu	Deemed	8	1	9
10	Savitribai Phule Pune University	52.81	Pune	Maharashtra	State	21	10	31
11	Aligarh Muslim University	52.74	Aligarh	Uttar Pradesh	Central	72	79	151
12	Jamia Millia Islamia	51.75	New Delhi	Delhi	Central	19	16	35
13	Birla Institute of Technology & Science –Pilani	51.46	Pilani	Rajasthan	Deemed	*	*	*
14	Vellore Institute of Technology	51.36	Vellore	Tamil Nadu	Deemed	*	*	*
15	Indian Agricultural Research Institute	51.20	New Delhi	Delhi	Deemed	*	*	*
16	Calcutta University	48.90	Kolkata	West Bengal	State	*	*	*
17	Tamil Nadu Agricultural University	48.84	Coimbatore	Tamil Nadu	State	*	*	*
18	Manipal Academy of Higher Education-Manipal	48.27	Manipal	Karnataka	Deemed	*	*	*
19	Visva Bharati	48.19	Kolkata	West Bengal	Central	19	13	32
20	Siksha O`Anusandhan University	46.72	Bhubaneswar	Odisha	Deemed	7*	*	7

Data has been collected form concern institute Library web site on dated : 17-10-2017

N.B: *- means there is no information about Library staff in the concern institute Websites.

The present study illustrates the current manpower status of the top 20 Universities. From Table-1 it is observed that these 20 Universities are scattered over in the states of Karnataka, Maharashtra, Odisha, Rajasthan, Tamil Nadu, Telangana, Uttar Pradesh, West Bengal and National Capital Territory, Delhi. As regards to the total number of library staff a wide variation is perceived. It ranges from minimum 2 (Jadavpur University) to maximum 151 in case of

Annual Issue, 2017

Aligarh Muslim University. This variation reflects that there is no uniform pattern as regards to the staffing position of Indian University libraries. Another possible reason of this variation is due to the category of these universities and their year of establishment as there are universities established 100 years ago and some are of recent origin.

Table – 2: Staffing Pattern of the Top 20 Universities Library Staff

Name of the University	Designation of the Top 20 Universities Library Staff								
	Univer sity Librari an	Head/i n - charge Librar y/Chief Librari an	Librari an	Dy.Lib rarian	Asst.Li braria n	Informa tion Scientist /System Manage r	Other Professi onal staff	Other suppor ting staff	Tota l No. of Libr ary staff
Indian Institute of Science Bangalore			1	1			21	4	27
Jawaharlal Nehru University	1			3	10	*	*	*	14
Banaras Hindu University	1			7	4		*	*	12*
Jawaharlal Nehru Centre for Advanced Scientific Research		1					3	1	5
Jadavpur University		1	1				*	*	2*
Anna University					8		10	6	24
University of Hyderabad	1		1	3	2		29	13	49
University of Delhi	1			4	2		*	*	7*
Amrita VishwaVidyapeetham		1			3		4	1	9
SavitribaiPhule Pune University					7		14	10	31
Aligarh Muslim University	1			1	5	1	64	79	151

Annual Issue, 2017

Name of the University	Designation of the Top 20 Universities Library Staff								
	Univer sity Librari an	Head/i n - charge Librar y/Chief Librari an	Librari an	Dy.Lib rarian	Asst.Li braria n	Informa tion Scientist /System Manage r	Other Professi onal staff	Other suppor ting staff	Tota l No. of Libr ary staff
JamiaMilliaIsla mia	1				3		15	16	35
Birla Institute of Technology & Science -Pilani	*	*	*	*	*	*	*	*	*
Vellore Institute of Technology	*	*	*	*	*	*	*	*	*
Indian Agricultural Research Institute	*	*	*	*	*	*	*	*	*
Calcutta University	*	*	*	*	*	*	*	*	*
Tamil Nadu Agricultural University	*	*	*	*	*	*	*	*	*
Manipal Academy of Higher Education- Manipal	*	*	*	*	*	*	*	*	*
VisvaBharati				1	4	1	13	13	32
Siksha`O` Anusandhan University		1	2		4		*	*	7*

Data has been collected form concern institute Library web site on dated: 17-10-2017

N.B: *- means there is no information about Library staff in the concern institute websites.

Observation:

- ❖ Among top 20 Universities as per NIRF 2017, the Deemed Universities have 8nos, followed by Central Universities category have 7nos and State Universities have 5nos.
- ❖ In order to run the smooth function of Library there is need for both Professionals & other supporting staff required. In the study the professional staffs includes : University Librarian, Librarian, Chief Librarian, Deputy Librarian, Assistant Librarian, Information Scientists , Sr. Library cum Information Officer, Technical Officers – III, SSO, Scientific Assistants, Sr. Library cum Information Assistant Gr 1, Library Assistant Grade-I, Professional Assistants, Semi Professional Assistant, Junior Professional Assistants, Library Assistant, Library professional Trainees etc. Other supporting staff includes: Sr. P.A., Section Officer, Office Supervisor, Technical P.A, Upper Division Clerk, Multi-Tasking Staff, Data Entry Operator, Library Attendant, and Peon. Etc.
- ❖ From the analysis it is revealed that Aligarh Muslim University Library has the highest number of Library staff i.e. 151nos (Professional -72 and other supporting staff-79) among top 20 Universities in the country.
- ❖ It is observed that highest numbers of Deputy Librarians (07nos) are there in Banaras Hindu University, Varanasi.
- ❖ It is also found that highest numbers of Assistant Librarians (10nos) are there in Jawaharlal Nehru University.
- ❖ Aligarh Muslim University & Jamia Millia Islamia University have the Professional Assistants of 12nos each followed by University of Hyderabad and Visva Bharati have 09nos each.
- ❖ University of Hyderabad has the highest number of Library Assistant i.e. 17nos, followed by Anna University of 10 nos.
- ❖ Aligarh Muslim University have the highest number of Semi- Professional Assistant- 52nos in the top 20 Universities of the country.
- ❖ Indian Institute of Science Bangalore the only institute among the top 20 universities offering “Library Professional Trainee” training program to empower the young and fresh candidates of Library and Information science student.
- ❖ Regarding the Birla Institute of Technology & Science –Pilani, Vellore Institute of Technology- Vellore, Indian Agricultural Research Institute -New Delhi, Calcutta University-Kolkata, Tamil Nadu Agricultural University-Coimbatore, Manipal Academy of Higher Education-Manipal-Manipal, the information about Professional staffs & other staffs of library are not available in their respective websites.

Conclusion:

It is an acknowledged fact that Library is the vital organ of any educational institution and for this both Government of India and respective state governments are spending cores of rupees in the procurement resources. For this every Library has to serve as a resourceful knowledge centre comprising Books, Journals, Dissertation, Thesis, Newspapers Clippings, Online repository/ Digital Library packages, e-books, e- journals etc for its user community. For the best utilisation of the resources the Library Professionals need to evaluate the nature of the user's need of their respective organizations to cater their needs. For the best utilisation and management of library

resources it is very much essential to have proper Human Resources in the library. The Human Resources Management is a function performed in organizations that facilitate the most effective use of employees to achieve organizational and individual goals. Maximizing the efforts and contributions of human beings is a major problem today in the libraries and information centres (LICs). For this Government India as well as the State Governments, State Private Universities, Deemed to be Universities should fill-up all the vacant post in the respective Universities as per the UGC Guidelines so that the services level will be increased.

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* Research Assistant, Department of Library and Information Science, Sambalpur University
Email: jayantaksahu@gmail.com, Mo. No: 9556860436

** Assistant Professor-II, Department of Library and Information Science, Sambalpur University
Email: jyotshna_sahoo@rediffmail.com, Mo. No: 7064419608



PROFESSIONALISM IN LIS SECTOR: ON THE WANE

* Dr S. K. Satpathy

Merriam Webster dictionary defines “professionalism as the conduct, aims or qualities that characterize or mark a profession or a professional person”¹ but the term “Professionalism” are interpreted in many ways by many people, most preferably as best-suited. If we see the development of any profession, we will see that the professionals have contributed a lot for the development of their profession and the professionalism of the professionals have increased. But if we carefully examine the development of Library and Information Science (LIS) profession in India since its inception, we can see an upward growth till the end of Ranganathan era and then a downfall, more specifically, during last two decades. The LIS profession seems to lose its identity continuously and the professionalism of LIS professionals has been limited to activities for personal name and fame, even at the cost of profession and interest of larger professional mass. The profession and its development is directly or indirectly controlled by a small group of professionals who do not care for the true professional development but enjoy all facilities and power to frame rule and regulations for the profession having or leading various important posts or committees. The result is that even after starting of LIS course dates back to 1901 it has not been recognized as a full fledge subject, not clearly defined whether it is arts or science stream. Also it is not uniformly defined that whether LIS professionals are teaching or non-teaching or clerical or administrative staff. The conditions of academic libraries in academic set up, research libraries in research set up and public libraries in the socio-cultural system are neglected in all aspects and have not been able to get their due reorganization after 70 years of independence.

In such confusing condition, it is difficult to think for the development of profession and professionalism. Also it is not correct to decide whom to blame for this deteriorating conditions. Then should we stop thinking about it? Will we take it granted that LIS profession should be controlled by a group of high profile professionals unknown of the ground realities of maximum libraries and pathetic conditions of LIS professionals of India? So, can we say this situation is a similar to ‘oligarchic notoriety’— all the power in the hands few and their sweet wills. If not so, then let us analyze the role of individual stockholders for this declining condition of this profession and think for resurrection of professionalism.

There was a time when people were choosing the LIS profession as teachers or professionals since they have had love for reading/learning and libraries and were whole heartedly working for the development of libraries, profession and professionals. They were role model for LIS students and researchers and had professionalism in them in true sense. Gradually the multi-diversified personalities with good academic records (in certificates only) and NET/PhD qualification entered into the LIS teaching and profession in the way of searching a good job only. Accordingly the quality of LIS education and the true development of libraries have

deteriorated little by little. The teaching learning system, the teacher-student relations, concern of LIS teachers for the development of libraries and future professionals have been limited in theories, class room teaching and speeches of various seminars/conferences and meetings only. Maximum teachers are concerned about their publications, PhD supervision, involvement in various committees (Research committee, Board of studies etc.) of own and other universities in mutual symbiotic relationship basis, API score and own promotion. All these activities make it difficult for teachers to keep themselves update with the changing library environment, changing the syllabus accordingly so that students can easily be appointed in libraries and can contribute for their development, think of new innovation in Library and Information Science, involve students in various library developmental projects etc. Similarly the senior professionals posted in various reputed libraries engage themselves in various seminars, conferences, workshops, meetings etc. throughout the years ignoring their basic responsibilities of their respective libraries. Such professionals are good orators (theoretical?) only rather than good policy maker or administrator for their libraries. After retirement also with good networking they remain involved in various committees/commissions and appointed as visiting teacher or hold good positions in libraries. But surprisingly enough after so many years of experience as teacher or professionals, they do not have a thing/view to share or say for the development of libraries and profession. These categories of people mentioned here remain free to attend any library activities as guest/resource persons or on paid basis but show they are busy when asked to contribute anything on free basis, even are reluctant to work /contribute for the development of profession which gave recognition, bread and butter to them throughout the life. Is this professionalism? These inferences have been drawn on the basis of personal experience in inviting write ups and messages from reputed teachers and professionals for the Annual Issue of lisforum_orissa during last few years.

The application of ICT in libraries and use of social networking sites by the LIS professionals have made them “good for nothing”. If we analyse the use of ICT in libraries, we can see that the contribution of professionals are limited to its application part. Still all of us always discuss about the terms such as automation, digital library, digital archive, corporate culture, TQM, cloud computing, open source software etc. which have been borrowed from other professions. Also a large numbers of literature (mostly books, book chapters in edited books, papers) are published on these borrowed concepts by LIS teachers and professionals throughout the year which outnumbers the literature of their original field. Further if one opens e-mail inbox, one will find information on seminars, conferences, workshop in large numbers on daily basis. Recently face book and WhatsApp have dominated over the mind and time (office working hours?) of LIS professionals to such a extend that a large numbers of professional groups are formed and professionals are busy in posting personal information, jokes, videos, photos etc. mostly not related (relevant?) to the profession. Another bad effect of this is professionals are gradually forgetting the art of thinking or writing on a particular aspect of their own, rather they are using short forms of words like u for you, thq for thank you etc. are using many symbolic conversations and have learnt the art of forwarding, copying and pasting perfectly. I was astonished to note that when I posted the message regarding invitation for write ups for the annual issue-2017 in many face book, WhatsApp and mailing list groups, I did not received any

comments from the concerned group members. Surprisingly some moderators/admin did not allow this message in their groups for circulation. Are the above mentalities of professionals will be helpful for the development of profession?

Similarly the roles of LIS associations have been limited in organizing an annual seminars/conference, conducting elections for the office bearer posts or publishing some journals irregularly without any plan/agenda for professional problems. Most of associations like political parties of India have been captured by a particular group and many state level associations have been formed over the years with same activities of national level of associations.

Now the result of such unprofessional attitude is in front of us. Although many state government of India have enacted Public Library Act in their respective states, nowhere it is implemented to its full extent, rather have remained in papers only. In the same way in IITs of India, the post of Chief Librarians has been replaced by Library Officer with low grade pay. In NITs of India, the oversight committee report is in final stage of implementations which suggests degradation of Librarians of NITs and has fit them at par with Administrative staff. The librarians of CFTIs are treated as non-teaching staff and have been debarred from the facilities given to academic staff such as CPDA, CAS, Book allowance etc. which were earlier enjoyed by librarians. The shortage of library staff has become common phenomena for almost all types of libraries and the UGC, MHRD, AICTE and other affiliating bodies are silent on the required staff structure, their qualification and pay structure of the LIS professionals whereas they are very much particular about the required library resources and services. The library consortia of India are controlled by non-professionals ignoring the importance of library professionals and are playing important role in the policy matters of consortia as if there are scarcity of LIS professionals in the country. Due to dummy professionalism, non- professionals are experimenting on the consortia matter and libraries and librarians of India are suffering a lot for this. The authorities can appoint senior teachers or professionals in this job. But none of the associations has raised this matter yet. Is this professionalism?

So what to do, how to start and where to start, it is a big question mark among all LIS professionals. Should we leave the deteriorating trend of librarianship in its way and wait for its complete destruction keeping ourselves busy in our personal matters and engage ourselves in valueless seminars, conferences, meetings, speeches or sharing photo/videos/jokes in social networking sites and thinking (self declaring?) ourselves as Managers/ scientists/ directors/ information specialists/digital librarian ... and so on? The question is individually common for all of us.

It is well known that a single write-up cannot have the answer. A common effort is needed. If not, in this context, we may remember the song of Nobel laureate R N Tagore's *jadi tor daak shune keu na ase tobe ekla chalo re*.....

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* Dy.Librarian & Head,Central Library,NIT,Raipur-492010 (C.G),

E-mail: drsksatpathy@gmail.com

**SHORT
COMMUNICATIONS**
(Arranged according to surname of
contributors)



ROLE OF LIS ASSOCIATIONS FOR ERADICATING INFLUENCE OF NON- PROFESSIONALS IN LIBRARIES OF ODISHA

* Dr Brundaban Nahak

The Library and Information Science Associations can play measure role for eradicating influences for non-professional in libraries which cannot be done by an individual of library professionals. The LIS Associations may help to the library professional in various ways and methods to the professionals when professional members face problems by non-professionals. There are two (Utkal Library Association & Odisha Library Academy newly formed) LIS associations in Odisha. The Odisha Library Academy seems to be semi-dynamic association who is conducting seminars and celebrating annual days in every years since its inceptions. It may lead library professionals in future. There is no good co-ordination and cooperation among these two associations as a result the library professional members are suffering in turns of financial benefit, social status, dignity, working culture in office, etc. There is no strong and dynamic Library and Information Science Association in Odisha till today. The LIS association may conduct training, seminar, workshop, short term communication development program, standard staff pattern, latest library software training, making draft of OPLA and give time to time memorandum till implemented of OPLA, eradicating illiteracy from village through village public library, so, the non-professional influence may not be on library professionals and the library professionals will have to deep knowledge in his fields. It is my personal views which are mentioned below in a tabular form:

Sl. No	Professionals	Non-Professionals	Eradicating by LIS Associations
1	Many librarians are suffering in the matter of Salary in Oisha as compare to other states.	The non professional members (under secretary, IAS, OAS and others) can suppress the files and gradation, status and position for librarians in Orissa.	If the LIS professional body will be strong then it may fight against them in legal way with proof of documents.
2	There are many librarian posts vacant in higher education in Odisha like Universities, autonomous colleges.	The administrative staffs are not giving chance to fill-up the post due to finance problem /governance.	The LIS association can raise the voice through LIS professional members to the concerned authority. So that the problem may solve and employment may generate by the association
3	LIS professional members are always busy in their own library work and not getting chance to	There are many head of Institutions/organisations not giving chance to attend seminar/conferences / workshops due to financial	But the LIS association may instruct to administrative authority of concerned he4ad through an association letter pad for attending minimum

	know the latest development of library.	/leave matter for development of library and librarians.	conference/workshop/seminars.
4	There many library professionals members are lacking of ICT knowledge and not having good Communication skills.	The IT professionals/system administrators are always tried to dominate to library professionals members due to the two things and they felt that library professionals are not well aware of computer. The system administrators are taking advantages and try to handle all the things by him.	The LIS associations can eradicating these problems by conducting seminars/conferences/workshops in different topics like communication skills development training, different library software workshop, awareness about professional ethics, duty and responsibilities. Sometimes the associations may conduct seminar/conference /workshop in a particular topic which are suitable for professional and non-professional to create awareness about their duties and responsibilities and powers.
5	Everybody (library professional members of Odisha) knows that Odisha Public Library Act (OPLA) was passed in 2000 but it was not implemented till today.	The Odisha Public Library Act was not implemented due to finance, political awareness, active participated of library professional members, library science students, and library science faculty and bureaucratic of Odisha.	If there will be a strong library professional associations then it will make awareness among the library professional members, students of library science, scholars of library science and faculties of library science to do dharana, agitation and strike against Odisha Government for OPLA and pressurised to Government to do this. So that the library professional association gives lot of employability to the upcoming LIS students of Odisha.

There are many library professional members to join in library association for professional development and great hope for individual development which are mentioned below.

- to exchange professional knowledge
- to improve welfare of members
- to solve mutual problems
- to foster cooperation among libraries
- to improve image and status of profession
- to extend or maintain professional contacts

I request to these organisations to unite and fight for greater sense of benefit of forthcoming professional students and professional members through this LISForum_Orissa. If it is not possible then each professional association will try to touch a greater height of development of library associations as well as more active to implement Odisha Public Library Act.

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* Librarian,Radhakrishna Institute of Engineering and Technology (RITE) Barunei,Bhubaneswar-57,Odisha,Email: bnahak@yahoo.com



HUMAN RESOURCE MANAGEMENT IN LIBRARIES: A KEY CHALLENGE TO THE LIBRARIANS

*** Dr. Sushanta Kumar Pathy**

Human Resource Management in Libraries a very challenging task in the modern day librarianship starting from the hiring of library staffs, appointment followed by the retention of the staffs. Many libraries recruiting people of highly qualified graduates in lower level post and subsequently the staff appointed always busy on applying for switching over the job to some other higher level and finally within a short period, staffs quitting and the post are lying vacant. In some cases due to a poor promotional policy of the institutes/ state govt./ central govt./ other autonomous bodies etc. deserving qualified and competent existing staffs looking for superior jobs in other institutes due to a non-promotion and lack of motivation. Even though the library managed to retain the staffs, it is very tough to manage the manpower due to various factors. Hence for a smooth functioning of a library, librarian has to ensure the followings:

1. Proper planning and deployment of staffs as per the qualification and capability
2. Evenly distribution of job assignment among the staffs
3. Conducting periodic orientation, seminar and staff training for regular update in latest technologies
4. Deputing the staffs for conferences/ seminars/ workshops for knowledge sharing and professional skill development
5. Periodic job analysis and necessary feedback/ comments to the underperformer for improvement
6. Maintaining the hierarchy of the positions in deploying the staffs
7. Maintaining a balance in regular, contractual, trainees, and daily wage staffs etc.
8. Maintaining a gender balance in recruiting library staff
9. Facilitate the staffs with all required IT and other necessary infrastructure
10. Due consideration in selection to a higher post for deserving internal staffs
11. Proper job evaluation and assessment of self appraisal

Looking into the above issues it is the right time for the librarians to obtain and gain the training skills in human resource management (HRM) for the benefit of the library and the institute. It is also advisable on the part of the institute to depute the existing librarians for attending the courses on HRM or personnel management.

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* Dr. Sushanta Kumar Pathy is currently working as Assistant Librarian in P.K. Kelkar Library, IIT Kanpur, Contact: spathy@iitk.ac.in, 0512-2597334 (Off)



IMPACT OF SEMINARS / CONFERENCES ON THE ACTUAL DEVELOPMENT OF LIBRARIES AND PROFESSIONALS

*** Dr. Nihar K. Patra**

Conference makes a ready man said Sir Francis Bacon. By “conference” Bacon means conversation; conversing with different kind of people will make man or woman alike to a versatile and adaptive person. Conferences and seminars are the most effective avenues to facilitate primary information to any specific subject group. Conference is being held for every professionals of different walk of life, let alone library professionals. They can't risk themselves from not participating in any conference that is being the need of the hours to keep them abreast with nascent development in library and information science. Corollary, conference and seminar are being organized in library and information science. Albeit, there are many ways to learn and whet the skills these days through Blogs, Podcasts, YouTube, Webinars, but what are the reasons to spend time and money and attend the conference or seminar, in person?

These conferences are not only to discuss on nascent ideas and finding, but to help professionals to know how these ideas are practical in nature and can be implemented to achieve the desired results. Further, conference provides an opportunity for the newcomers to interact with seasoned professionals to discuss their views and seek expert advice on professional issues, which is not possible by just reading an article or books. Attending the conferences, most of the library professionals come with new ideas and approaches and try to emulate the same at their workplace for effective and efficient results. Conference gives opportunities for the participants to intermingle with likeminded people, thereby help developing a new relationship, and strengthen existing ones.

Nowadays, most of the people perceive that that everything is available on the web. But, how can we judge that these information/materials are practically best and can curate new ideas? I believe that the conference is ONE-PLATE solution which provides a single platform of networking, learning, and fun too.

By attending conference library professionals get an opportunity to interact with the vendors, suppliers and other advanced libraries to know the latest technologies on the library field too. That is a central place for valuable resources for referrals and best practices. The most important thing is that they can talk at personal level. Discovering innovative tools and technologies and services for the library is indispensable to stay competitive in today's fast-paced world.

It is noted that library professionals are rely on theoretical aspect, but its existence depends on practical phase. In short, we can summarise the intrinsic benefits of attending any conference or seminar in following points:

- a) To develop nascent idea
- b) Interaction with eminent scholars of the field
- c) Resources person at one place
- d) Physically more efficient than writing and can be retained its knowledge for long-term
- e) Pointing out specific problem
- f) Proper understanding and the idea is to develop for problem

However, it is observed that in the recent years the quality of the most of the conference and seminar in library science have been deteriorating; and failed to yield the result for what these conferences are meant for. Recently, conferences and seminars are being organized by institutions and organizations frequently sans quality of speakers and deliberations only to earn revenue via sponsorships and registration. Now the question arises that what is reason for attending such conferences and seminars, as just to increase API score or else. While analysing the research papers published in conference and seminar proceeding, it is found that the quality of papers are far from being good, just replication of similar papers with gross plagiarism. Papers are accepted and published in the proceeding without any review and plagiarism check. The prime motive of conference organizers is to increase the number of participants rather than the quality per se. Besides, it is observed that the conference organisers are using term “International” so as to attract more and more professionals to the conference. It is just a sham without maintaining international standard of conferences. Here, most pertinent question arises, who will maintain the standard? Who do the onus of holding quality conference lie with? UGC has taken significant step by restricting the number of a research journal taken for API score. Similarly, intervention by the apex bodies like UGC and AICTE is called for to delineate some standards and guidelines for the organizer (both for private and public sector) to conduct National & International conferences/ seminars. Consequently, the quality of conference and seminar will not be deteriorated.

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* University Librarian, Nalanda University, Bihar

MANAGING LEADERSHIP IN LIBRARIES

* Dr. Surendra Sethy



Introduction

Generally in any organization, effective leadership is crucial for success. Similarly in the library profession, leadership quality of LIS professionals is highly essential since they have to manage the libraries and their resources, handle users problems and communicate with the authorities, publishers and other people of the organization.

Leadership is a behavioral pattern that suggests 'taking initiative' and bringing people together to 'achieve a desired goal'. A leader in the library and information science (LIS) profession can visualize the strength and weaknesses of the profession and try to improve its status in a country or region through various means.

As we know library is a service oriented organization and service to the humanity has been the motto of librarianship, leadership qualities should be legitimately exercised at multiple levels and throughout the organization. This activity cannot rest solely with one individual. It is desirable that a variety of professionals in different situations exercise leadership regarding their goals as well as broader mission and goals of the library and institution.

Strategy to develop leadership quality among LIS professionals

Leadership quality among LIS professionals can be developed through strategic planning and step by step. It cannot be developed in one day among professionals. The strategy to develop leadership quality are discussed below.

- **Sharing the vision of the institute and library:** There must a well defined vision of the institute and library and it should be circulated among all professionals of the library. Sharing of the vision will produce the willingness to work with full sincerity as well as the enthusiasm and belief in the service.
- **Trust :** Unless the head of the library or authority trusts the library professionals, leadership for all will never materialize. Libraries have traditionally found it difficult to transfer leadership and authority at various hierarchical level. After all, library managers have to have a belief that their employees are responsible and committed. If the trust does not exist, any semblance of leadership for all will soon disappear.
- **Action learning:** When considering leadership for all, having action learning in place is seen as a very effective way to support its development. The job environment becomes the classroom where people learn through interaction and experience. It develops skills and competencies such as 'adaptive thinking, building relations, inspiring trust, fostering

open and effective communication, and focusing on quality and continuous improvement among professionals.

- **Effective communication:** In libraries communication takes place all the time in formal or informal ways. Such communications are very important within the context of leadership since it encourages professionals to work collaboratively, to communicate effectively and agree on shared actions and visions.

Conclusion

In the ever changing library environment ,developing leadership qualities among LIS professional are highly necessary since the success of any library depend on this.

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* Assistant Librarian, Sir Padampat Singhania University, Udaipur (Rajasthan)
E-Mail: surendra.sethy@spsu.ac.in



DEVELOPMENT OF LIBRARIES & PROFESSIONALS THROUGH SEMINARS AND CONFERENCES

*** Dr Neelam Soni**

INTRODUCTION

Today we are standing on the gateway of technological explosion. Technological explosion break the wall of traditional libraries and pressing LIS professionals for re-engineering the framework of libraries and nature of their services through adopting accelerating technology and develop skill of entire staff.

Seminar/conferences is formal meetings which provide a platform to people to share their thoughts with other people representing different institutions and different work area with common subject thereby present problems in their field and explore the solution. Seminar /conferences are essential for professional development, to do better apprenticeship development, find out current events, current working trends, to know new technology and to build LIS community. These events help for better personal, professional and technological development in academic environment and give chance to lifelong learning. Among various profession, LIS profession being a service and user centric profession, is very dynamic and challenging one. Accordingly the LIS professional need to be updated with the changing library resources, services and technology so that they can provide better services to users. In this situation, the importance of seminars and conferences cannot be ignored.

The basic objectives of seminar/conferences are to develop different type of skills and attitude in LIS professionals like management skills, technical skills, human skills communication skills, time management skills etc.

ADVANTAGES OF SEMINARS/CONFERENCES

The advantages of seminars/conferences are :

- a) Seminar/Conference allows opportunities to meet subject expert face to face and talk with them directly.
- b) The Seminar/Conference gives LIS professionals new ideas, new thinking on current topics which are needed for future research.. UG & PG student learn more about their subject and become motivated to do something new in their subject area because they get an opportunity to know new development of the profession, more than their syllabus or courses of study.
- c) It is quite common that where people will be gathered for discussion on a topic of national and international level, they cultivate new relationship and build-up network to strengthen them professionally and personally.
- d) Discover new way of working such as collaborative research and publications of research output, undertake new projects etc.

DISADVANTAGES OF SEMINARS/CONFERENCES

The disadvantages of seminars/conferences are :

- a) Registration Fee & Accommodation: The registration and accommodation fees seems to be very high in relation to the actual expenditure .Hence it becomes difficult for professionals ,particularly students ,research scholars and low paid professionals to meet these financial expenses and attend these events.
- b) Lack of Time for discussion:- The time slot of seminars/conferences are not properly allotted for technical sessions, accordingly the paper presenters do not get required time for proper presentation and discussion. Rather most time are wasted in inauguration, cultural function and valedictory session.
- c) Languages of seminars/conferences:- Usually the speech of speaker and resource persons are made in English languages which sometimes create problem for non-english people to understand the concept correctly.
- d) Hampers library activities: Many senior professionals seem to be engaged in such activities ,either as organiser or resource person or speaker or guest throughout the year neglecting their basic duties of librarianship. Such professionals contribute a lot for the damage of the library services.

SUGGESTIONS AND CONCLUSION

No doubt Seminars/Conferences develop new skills among professionals keep them up to data in their field and enhance their confidence. Such activities give passion to do something new for their library and encourages to face new challenges to cope up with the changing library environment.

But now a day a lot of seminars/conferences are being organised by a lot of institutions even by particular institutions on yearly basis for name, fame and money shake, making it a type of business without any professional development. Although some institutes have good infrastructure facilities, they claim heavy amount towards registration and accommodation facilities. Some institutes organise such events only to give report to AICTE,UGC or other affiliating bodies and to score points during accreditation .Further a group of professionals seems to be fixed for such activities as invited resource persons without any passion for the true development of libraries and profession. Sometimes the themes of the seminars/conferences have no relations with the sub themes or objectives and maximum events organised are not linked to the ground realities of the libraries and profession. All such factors contribute for the degradation of qualities of seminars/conferences and need to be stopped for the development of libraries, professionals and profession.

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

Comments
ON
Lísforum Oríssa

Lísforum Oríssa



Amulya Prasad Dhal

Asst. Librarian,
C.V. Raman College of Engineering,
Bidya Nagar, Mahura, Janla,
Bhubaneswar (Odisha)
e-mail: amulya_dhal5@yahoo.co.in

I congratulate all members of the forum on the occasion of its launching its annual issue- 2017. Lisforum_orissa is a professional forum in its true sense and have been servicing the LIS communities successfully since more than one decade. The messages posted in this forum are in a consolidated form which save the time and gives overall ideas on the vacancies and forthcoming events. It is immensely beneficial for the students and also the teachers and working professionals who hardly get time to search related documents for these information in their busy schedule. My sincere thanks to Dr Satpathy, Moderator for his regular monthly bulletin, which gives some new information.

I wish all success to lisforum_orissa, and hope the interrupted services will continue for another few decades.

(Amulya Prasad Dhal)



Satyadeepa Mohanty
Assistant Librarian
NISWASS, Bhubaneswar, Odisha

The need of library in modern societies is indispensable in true sense. Keeping in mind the rapid growth of development in various fields Librarianship is one of the emerging professions in recent times. Librarian is a person having related requisite qualifications who works professionally in managing library resources and providing access to information and technical programming. “**lisfourm_orissa**” is one of the best concepts of sharing knowledge of comparative studies, motivation and development of innovativeness towards enhancement of performance of library professional and enabling them to provide best facilities to library users.

With best wishes for the Annual Issue of **lisfourm_orissa**.

(**Satyadeepa Mohanty**)



Manisha Wahane, M.Phil(LIS)

Library Trainee

Central Library

NIT,Raiopur-492010(C.G)

Librarianship is a noble profession .Through this profession we can serve the society by educating them and help them to be a good human being and citizen. Librarianship is a service oriented profession and the LIS professionals should contribute their best for the development of libraries and provide best services to their users. Therefore professionals in true sense need to be available in libraries in required numbers.

But unfortunately it is seen that librarianship is dominated by pseudo professionals .Also many libraries are now days headed/managed by semi-professionals i.e. persons with other field of study(preferable IT background) having little knowledge on Library & Information Science, where as libraries need to be headed and managed by professionals only. Also the provision of Professor I/C ,Chairman of Library committee in academic libraries having no knowledge on librarianship hampers the development of libraries. Besides the trends of becoming dummy professionals (professionals who do not work in library sincerely, rather involve in various committees, meetings, attending seminars/conferences etc) has been a new threat for the librarianship and library profession.

Hence the theme chosen for the Annual Issue-2017 of lisforum_orissa is very relevant in present context. The LIS teachers, professionals and students need to think about it and act accordingly.

I wish all the best for the future success of lisforum_orissa and thank all for bringing the Annual issue-2017

(Manisha Wahane)