

CONVENTIONAL TO CONTEMPORARY LIBRARIANSHIP: A CHANGE OF LIBRARY MANAGEMENT IN ICT ERA

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Abstract

The present paper “Conventional to Contemporary Librarianship: A Change of Library Management in ICT Era” is spotlighting on the changing role of librarians or library personnel in the ICT era. The paper refers about IT based skills required by the library professional to update themselves in this ICT era and apart from these paper focused on the role and daily task of library professionals undertaken in an ICT Era.

Keywords: ICT; Library Management; Librarianship; Traditional; Contemporary.

INTRODUCTION:

An ICT has become a very important part of human life as well as their professions. The origin of Information and Communication Technology (ICT) has transformed the performance and services pattern of all the organizations, library is not excluded from it. ICT services have transformed the traditional library into automated library whereas digital library and virtual library are the gift of the ICT.¹

Fast-paced technology changing system and new skill requirements means due to ICT, library professionals are increasingly more required to renovate their skills and practice in order to gain an awareness of technological advances. As a result, the library profession itself exists in a state of instability alongside these emerging technologies, with traditional different roles being increasingly subsumed by new skills and working environments.²

In recently libraries are undergoing major changes in their services. The swift development of information and communication technology and broadcasting, the exceptional growth of the World Wide Web, the propagation of computerised library management systems are creating new demands from users and redefining the role of information professionals and librarians. In such a unpredictable world, traditional

librarianship skills are often threatened and found lacking in various aspects. Library professionals are required to acquire new skills and competencies. New breeds of IT professionals have developed new information storage and retrieval systems. For example, the world of digital libraries has many stakeholders like publisher, computer professionals, communication experts, information scientists and end users. But on the other hand, it must be remembered that the basic need of users to access information remains unchanged. Users need information for study which created, organized, stored and distributed by others for the purpose of research or entertainment. However, the form in which information created, stored, managed and distributed it is totally influenced by the ICT.³

CHANGE OF LIBRARY MANAGEMENT:

(a) Why it is necessary:

Traditionally, libraries refer to collections of books, manuscripts, journals, and other sources of recorded information. In the last decades, libraries have increasingly developed into a provider of information resources and services that do not even require a building. The terms digital library and virtual library are used to refer for huge collections of information to which people gain access remotely. It provides both an opportunity and a challenge to libraries. Although the development of digital libraries means that people do not have to go to a building for some kinds of information, users still need help in locating the information they want. In a traditional library, the catalogue is used to find traditional library materials, but much of the information that the Internet offers cannot be found through one commonly-accepted tool or resource. The increased availability of electronic information has led libraries and librarians to develop important relationships with computer centres. In some places, the computer centre is responsible for electronic information and the library is responsible for print information. In some educational institutions, librarians have assumed responsibility for both the library collection and computer services. The changes in libraries and the role of librarians originated in the India and other neighbour countries, but electronic networks do not have geographical boundaries; and their influence has spread rapidly. With Internet connections across the globe, people who did not have access to traditional library services now have the opportunity to get information about all subjects, free of political censorship. Increasingly librarians have assumed the role of educator to teach users how to find information both in the library and over networks. Traditional libraries and librarians exist alongside the electronic libraries which are eroding the functions of both traditional and electronic librarians.⁴

(b) Advantage of fast-paced technology, ICT:

An ICT have globally transformed library and information services. It has changed the traditional practices of libraries in to the modern form or we can say it has changed the traditional practices of libraries in to the Digital form with the help of ICT. Now users can access to variety of information worldwide. In the ICT environment, every library grows in terms of reading material, equipment, space, staff, readers, etc. Due to ICT the libraries are changing at a dynamic pace there services change from print media to web media from ownership of

documents to access to information, intermediary to end user model of services and from location of specific libraries to digital/virtual/hybrid libraries. Similarly, there is a change in the needs and interests of the readers. Now readers want information as much as fast. Hence, the role of librarians and information professionals has been changed dramatically. For the dissemination the current requirement of the user's librarians or library professionals must be able to perform various tasks and coordinated with the changes of technological environment. Hence, now days ICT has become an important technology in libraries and its plays a very significant role in meeting information needs of the users and institute as well.⁵

(c) Librarians need to be moderated :

Librarians play a central role in shaping & developing use of the library services. They need to be trained to manage the collection of materials like cataloguing, indexing and retrieving items on demand. They provide access to the expanding range of electronic information available through the library Network. Once they have trained after that they are able to help people those who want to use library services. In the fast –emerging and ever-growing information explosion it is very difficult to serve new library services to the students without proper IT training.⁶

Apart from these, librarians need to play certain active roles for change Management that is mentioned below:

1. Librarians should aim to establish quality goals for qualitative service to its users.
2. Librarians should try to provide maximum E; resources to manage the libraries in the ICT era
3. Provide the quality oriented programme for the staff as well as users
4. ICT application training should be conducted time to time for the library staff
5. Motivate quality improvement is necessary in the day to day library activities
6. Review of progress of the library activities are very necessary for library management
7. Assurance to maintain the quality and quantity job assigned to the staff
8. Librarians should recognize the operational level library staff for quality performance.
9. Library Management should aware regarding demoralization performance by library staff and Management have to increase staff morals from time to time so that they can do their jobs more effectively.

SKILLS REQUIRED IN THE ICT ERA FOR CHANGE OF MANAGEMENT:

Since the beginning of 21st century, libraries entered in ICT scenario. In present day environment, library professionals are need for additional training to augment the traditional skill and knowledge base with a competency in ICT use. There is also need to increased focus on communication skill, Leadership skills, ICT skills etc. Here, an abridged set of skills listed below:-

GENERAL SKILLS:

Pinfield stated the Library Professionals require a wide range of new training or enhanced skills, including:⁷

- (i) Professional skill
- (ii) Communication skill
- (iii) Technical and IT skill
- (iv) Elasticity
- (v) Aptitude to work under pressure
- (vi) Aptitude to learn quickly
- (vii) Technical skill
- (viii) Negotiating skill
- (ix) Appearance skill
- (x) Teaching skill
- (xi) Team working skill
- (xii) Customer service skill
- (xiii) Analytical and evaluative skill
- (xiv) Subject skill
- (xv) Creativity
- (xvi) Innovation etc.

LEADERSHIP SKILLS:

- (i) Visionary approach
- (ii) To take responsibilities
- (iii) Decision making skill
- (iv) Problem solvers skill
- (v) Planning execute skill
- (vi) Organizational skill
- (vii) Team building skill
- (viii) Users & time management
- (ix) Resource management
- (x) Flexibility
- (xi) Learning skill
- (xii) Adoption skill
- (xiii) Stress management
- (xiv) Motivational skill
- (xv) Project management skills etc.

ICT SKILLS:

- (i) Hardware, software and networking skills
- (ii) MS office suit
- (iii) Power point
- (iv) Software Handling skills
- (v) Library Automation
- (vi) Digital Data preservation

- (vii) Database Creation
- (viii) Internet skills
- (ix) Intranet skills
- (x) Downloading and Installing skills
- (xi) On-line search engines
- (xii) Basic Networking Skills
- (xiii) On-line database
- (xiv) Web based services
- (xv) Virtual Learning
- (xvi) Content Development
- (xvii) Open Source using skills
- (xviii) Scanning, Printing skills
- (xix) Digitization
- (xx) Basic knowledge of computer languages
- (xxi) E-serial Management etc.

LIBRARIANSHIP FROM CONVENTIONAL TO CONTEMPORARY:

The change is the law of nature. Now days Librarians have to play a significant role in ICT era. In the traditional libraries librarian sit in the mid of books, user come and read from the shelves with the use of catalogues if they were not able to find desire reading material then they ask form the librarian and the end of the day librarian closes the library. It is an example of a simple traditional library. But now the librarians must be equipped with a wide range of personal and transferable skills in order to manage the changing environment in which they work because all the daily function of the library like storage, retrieval, and dissemination of information with the help of ICT which is the only through computer, Internet, software etc. In the ICT era there is no time limitation for the librarian when they open the library and when they close it because data has more easily to access compare with the last decades, users can access information at any time with the help of ICTs applications. The responsibilities of the librarians have increased in the terms of stored, manage, dissemination of information, E-books, E-journals, IT skills, orientation programme for the staff and users and to accurately managing the e-data and to identify relevant electronic resources etc. The right information at the right time can also gives benefit to the organization by the saving the time of teachers, research scholars, highly paid employees and students. It is only possible by the ICT era and librarianship improved from traditional to in this new era. Now the role of librarians has changed in the ICT era. Development of information and communication technology play a significant role in reconstruction of the librarian form tradition to contemporary. The scenario has changed from human dependent operations to machine dependency, stand alone system to network computing, print media to electronic media library to Digital library/virtual library and library without walls. However, librarians are accepting and adopting the new technology of ICT for improvement of future library services.⁸

CONCLUSION:

The innovations in the ICT have brought revolutionary changes in the library services and creation, handling, processing, storage, and dissemination of digital information through communication networks. In this ICT era libraries are moving from traditional system to

Digital Libraries and further to Virtual Libraries. ICT scenario has given the new challenges to the librarians also that how to they can give the information to users very speedily and authentically. Now users can get the information with one click and it has generated new challenge before the library professional that how ICT applications can be utilize with a proper manner and it fulfils the fourth law of Ranganathan, i.e. "Save the time of users". For that change management is the only feasible solution to overcome all the difficulties and problems created in ever changing environment for the overall development and progress.

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