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Human Resource Development in University Libraries of New Digital Era

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Abstract - In the digital era, era libraries of new information communication Technological university libraries, authorities have a pressure for improving quality and quantity of library services. Human Resource Development is needed by any organization that wants to be dynamic and growth-oriented or to succeed in a fast-changing environment. This paper will try to elicit the significance of library in human resource development in university libraries. Many organizations consider their human resource as human capital as human resource is to develop the balancing act in the growth of business. In the digital era, library and information professionals are still to be fully engaged in the provision of information services to organizations communities and to society at large.

Keywords: *HRD, ICT, New Digital era, Librarianship, Library Professional.*

I. INTRODUCTION

In the digital era, library and information professionals are still to be fully engaged in the provision of information services to organizations communities and to society at large. Many other knowledge workers deal with information in one-way or another, but this is different from information professionals. For library and information professionals, having their core skills in information service, see their practice as primary activity. In the digital age, the creation of quality filtered collection of information is more important than ever and librarians have a key role to play.

The future library profession has many challenges and schools of library and information sciences need to build wide range of information-related careers to library science graduates. The partnerships of all kinds are essentials and we need to continue to build better collaboration with libraries for building our knowledge base. In the information

age library/information science professionals have better opportunity to move ahead than ever before.

It is an accepted fact that now the web is a tool, new technologies and ideas with fresh/young minds having the craze of IT help to evolve libraries and information centers to meet users' ever changing needs. Libraries need to assess, plan and balance long-term goals and services with the promises and drawbacks of new emerging technologies. The products from the school of library and information science have to realize that next generation of users expects new type of partnership in approaching the information.

The human element is a very important aspect in implementing an automated system in the library. The library and its staff are the focal point and play a very important role in the automation. During the course of the automation project, it is crucial for the library to assure a coordinating role and to be aware of what is going on at all times. Staff awareness and participation before installation are crucial to the success of the new system or services. It is also equally necessary that the library staff should have computer knowledge and professionals experience. Their involvement in the development of new system/services is essential for its successful implements.

It is now recognized that information plays a vital role in national development and that an adequate library and information infrastructure is therefore essential. Such infrastructure requires professional information personnel. Furthermore, information system and services should be able to draw upon a theoretical foundation system and services. For this purpose skilled research employees are required. In the present era it is trying to achieve its goal by using different technologies reprographic technologies, library technologies and technical communication.

A library being an information collection, organization and dissemination agency, it has implications both for the workforce, their professional education and training. Professionals engaged in the information transfer process require up-to-date knowledge and skills for which continuous education and training facilities are required. Developing skills of the information professionals depends on a mixture of formal education practical training on the job.

II. WHAT IS HRD

India has been developing as a major hub knowledge creation in IT & Electronics in the Global arena. The contribution from the IT/ITES industry to the national GDP has risen from 1.2% in the year 1998 to 7.5% in year 2012. IT/ITES exports from the country have grown from US\$ 69.1 billion during the year 2012. The Growth of this sector primarily depends upon the availability of knowledge centric professionals. The number of professionals employed in this sector has grown to 1.28 million about by 2011-2012. The indirect employment generated by the sector, is approximately three over a period of time, there is a need to address the human resource requirement of the industry on a continuous basis.

A resource is a means or supply of ability. According to the Concise Oxford Dictionary, resource means supplying what is needed, the stock that can be drawn, available assets which a person or country can use. A resource in an asset. It can be a material, finance, real estate, forest wealth, water wealth, power or any machinery.

Bronowski in his book *The Ascent of Man* stated that man has achieved ascendancy over other mammals. Behavior, discipline and character are all ingredients of a human being. Human beings are therefore, the primary and most important resource. They create other

resources through their ability. The human sources, therefore, should be developed as resource so that the other resources multiply.

DEFINITION OF HRD

R. Jayagopal in his book Human Resource Development: Conceptual Analysis and Strategies defined “Human Resource Development as a process of measurement and reporting of the need value of people as organizational resource. It involves accounting for investment in people and their replacement cost, in addition to accounting for the economic value to an organization”.

“Human Resource Development is a set of structured and integrated social programs whose scope and thrust are so define as to put in into one of the following relations with other developmental strategies: (1) As an Adjustment (2) As a Complementary and (3) As an Alternative Strategy.”

BENEFITS OF HRD

It is recognized be one and all that the human capital plays a vital and dynamic role in all sectors of societal development. The development of all other resources depends on the efficiency of human resources Human Resource Development motivations the professionals and employees and creates a favorable psychological climate and environment. It also helps in the long run to reduce the costs of production in various industries and institutions. HRD inculcates team spirit and reduces tensions between individual and professional groups in society and strikes in organizations. HRD reveals the educational or training needs of the workforce with the result, training and development programs become more effective. HRD brings out the best talent of employees, which contributes to the socio-economic and cultural growth and development of the country. HRD develops intelligent and committed leadership on different professional workforce. HRD enables employees and professionals to up data themselves and their knowledge.

III. Objectives

1. To know the concept if new digital era and HRD in library.
2. Need of new digital era of HRD in library management.
3. To propose the plan of new digital era for HRD in university libraries.
4. To propose orientation and training programme for university library staff.

IV. Systematic Approach to HRD in University Libraries

The human resource development in libraries would require a systematic approach is four steps are following:

First of all, need analysis is essential to identify the specific job performance skill needed, to analyse the skills and needs of the prospective trainee and to develop specific measurable knowledge and performance objectives.

The Second step is designing of training programme, development of course contents and practical, teaching techniques etc.

Third step would be implementation of the training programme by presenting to the target group.

Further step relates to evaluation and follow up step in which the institute and users assesses the programmes successes or failures.

It is very much essential to know well its goals have been met and whether it is the best method for reaching the goals.

A systematic training can produce remarkable changes in libraries organizations. Here the major issues before various libraries training establishment are overlapping of programmes need based training materials. Besides these, there is need to conduct research on emerging areas of libraries development in library sector. Entrepreneurship training should be given more importance for self employment generation.

V. New Digital Era of HRD in University Libraries Staff

1. To inform the library staff about the new digital era process, its need and impact.
2. To inform the library staff about the aims and vision of new digital era process.
3. To inform the library staff about their roles and responsibilities in new digital library era.
4. Organization of motivation/study torus for the library staff.
5. Organization of in-service training programmes for library staff.
6. Organization of computer training /literacy programme.

HRD and LIS Professionals:

Against the technological changes in every field, rapid and vast changes in the field of library and information are also taking place. And for this purpose, development of human resources is essential. The delivery of information is becoming increasingly entwined with the information itself and librarians and information professionals are increasingly involved in the management of networks, E-mail and Internet provision in their work places. Information professionals should strive for professional excellence by maintaining and enhancing their knowledge and skills. Continuing education and training have always played a significant role in the development of the profession.

One of the important reasons for under utilization of electronic information is lack of requisite level of working knowledge and consumption skills among customers and information intermediaries. Information intermediaries are a vague term, which not only encompasses other than library and information professionals but also varies widely in the skills needed for performing their function.

Even those professionals who are already on the job are severely handicapped if they don't have enough scope, opportunities and self-initiation to absorb and update the necessary skills, expertise and knowledge relating to IT.

Human Resource Development in the field of library and information science can be done by the various methods, which could be as under.

There are various factors which compel the institutions to have a well-defined and designed training policy, plans and programmes for the library staff. Some of these factors include.

1. Impact of Information Technology
2. Demands for Specialized Services
3. R & D Activities of their Institutions
4. Growing knowledge exploitation
5. Increasing number of users
6. Proliferation of literature and
7. To manager problem matrons

VI. LIBRARIANSHIP IN THE DIGITAL ERA

Technology has drastically changed the way librarians define themselves and the way they think about their profession and the institutions they serve. The librarian in the digital world now acts as a guardian of information, as a consultant to the users, an information broker and also a continuous learner (Balakrishana, 1996).

The platform of Internet and WWW has helped to change the ways of accessing and locating information and thereby change the functions of an academic librarian and academic library in the modern information society. The role of librarians and the importance of libraries in this digital era are even now based on the basic principles of library science described by Dr. S.R. Ranganathan in his Five Laws of library Science.

1. Books are for use
2. Every reader his book
3. Every books its reader
4. Save the time of the reader
5. Library is a growing organism (Ranganathan, 1931)

Several attempts have been made to reinterpret these fundamental laws by others, but they do not encompass the whole of library and information science as achieved by Ranganathan's laws (Deegan & Tanner, 2002).

These five laws furnish an interpretative explanation of the empirical facts of experience and technology necessary in experience in relation to library service (Bhattacharya, 1988).

The biggest challenges facing the library profession today is preparing the professionals to use technology effectively. An academic library professional will be required to serve as an information service consultant with specific information technology skills (Li, 2009).

As technology has saturated all levels of library's operations and services, the library professional in an academic institution has to anticipate the changing expectations of users, and be flexible in adapting and adopting new skills and levels of awareness. While being trained in IT skills, what every library professional chooses to ignore is the management aspect of a library. In addition to the technical and professional skills, commitment to user centered services and skills for effective oral and written communication; they must have other skills, including business and management, teaching, leadership, etc.

VII. CONCLUSION

The importance of library and information and information science manpower in India has also risen considerably. Since the modern library movement the importance of the contribution of library personal has been gaining strength steadily all over the world. Maintaining currency in the information professionals has become increasingly difficult in the light of fast paced societal and technological changes. Professionals in these fields have started realizing the type of education and training they believe is needed to practice. Developments in educational technology and the changing pattern of education and learning indicate serious challenges for the library and information community to upgrade their information technology (IT) skills.

An organization can achieve its goal, if sufficient opportunities are provided to its employees to enrich their potential by proper policies and programmes in the area of their interest. Professional competencies are further identified by knowledge in the area of information, resources, technology, management and research. The ability to use these areas of knowledge for providing library and information services can be enhanced by the organizations HRD policies.

Research is part of all the other six functions of human resource management. With the number of organizations participating in some form of international business, the need for HRM research will only continue to grow. Therefore, it is important for human resource professionals to be up to date on the latest trends in staffing, performance appraisals, compensation and benefits, training and development, employee and labor relations, and safety and health issues-both in the United States and in the global market.

One professional organization that provides statistics to human resource managers is the Society for Human Resource Development (SHRD), the largest professional organization for human resource management professionals. Much of the research conducted within organizations is sent to SHRD to be used for compiling international statistics.

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