HUMAN RESOURCE DEVELOPMENT AMONG LIBRARIES IN THE CHANGING CONTEXT: AN OVERVIEW OF DEGREE COLLEGE PROFESSIONALS OF KARNATAKA

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ABSTRACT:

Development of any Nation is depends upon its quality of education. In this digital era libraries must adopt and change from traditional system to digital system. Academic library plays important and main role in imparting education to its students. Due to the rapid growth in the information generation and in varied forms, ever increasing information demands from users, now a days libraries must convert their collection and services from traditional to the automated. With the help of computer and software, Libraries can provide right information to right user in minimum time and at affordable cost. Hence they must change their traditional ways. This paper is focused on "In the age of automation, why continuous training and updates in knowledge regarding advanced technologies are necessary for library staff, Training and various training modules, Advantages of Training to the library staff as individual and to the library and why training is necessary to improve the quality of library services to achieve optimal satisfaction of library professionals.

Keywords : Human resource development, college libraries, Library professionals

INTRODUCTION:

Human Resource is regarded as the most important resource for the advancement of the nation. If it is not properly developed, it cannot be put to proper use. Human force is the basic raw material for the development of an advanced nation. In an organization staff development and staff training are parts of the bigger concept of human resource development (HRD). HRD encompasses the broad set of activities that improve the performance of the individual and teams of an organization. HRD is considered as the most vital link of the library. HRD involves both management and operative functions. Operative functions include procurement, development, compensation, integration and maintenance of personnel. It is the most powerful tool for any organization's success and the training of employees regarded as one of the most important functions of effective resource management. In order to obtain a competitive edge in providing the best services to the customer, training which will develop a well-trained workforce is vital to render efficient and effective services in modern library and Information centers. Further, libraries require appointing staff, which possess IT skills so that they are in a position to perform a wide range of functions.

HRD is the process of increasing the knowledge, the skills, and the capacities of all the people in a society. In economical terms, it could be described as the accumulation of human capital and its effective investment in the development of an economy. In political terms, human resource development prepares people for adult participation in political processes, particularly as citizens in a democracy. From the social and cultural points of view, the development of human sources helps people to lead fuller and richer lives, less bound by tradition. In short, the processes of human resource development unlock the door to modernization

In recent years there has been a considerable increase in the attention given to personnel development in libraries. However, it is apparent from research-based studies in librarianship,' and from listening to librarians as they talk about their jobs-in daily conversation, in meetings, in the current literature that there are still many roadblocks which prevent the release of the human potential that exists within our libraries today. These guidelines take the position that a great deal can be done in the work situation toward diagnosing and removing these roadblocks by establishing and developing meaningful personnel development policies and programs.

Human resource planning is the most powerful tool of any organisation's success and the training of employees is regarded as one of the most important functions of effective resources management. In order to obtain a competitive edge in providing the best services to the customer, training which will develop a well-trained workforce is vital to improve productivity. New professionals may require it to enable them to obtain their professional qualification. Others may need it for a specific purpose such as the development of a new service. In a situation of less development, people need training even more because if a job becomes drudgery, it can not be performed effectively . Training and development is important for the maintenance of the human resource base of the organisation and must be viewed as an integral part of the core organizational strategy, rather than an ad hoc operation issue. A lack of training results in a lack of skill to use the knowledge existing in a person, which causes ineffective services, a lack of self-satisfaction, customer dissatisfaction and ensuing lower productivity. The provision of training will foster an increase in professionalism and further exploitation of management methods, whereas a lack of training can cause frustration and lack of job satisfaction. Well-trained individuals know the scope, expectations and depth of their jobs and will be able to add building blocks to their professionalism as they progress through their careers. Training is therefore critical for human resource planning Professional training Professional training can be categorized into two groups: (1) Formal educational training, which is mainly theoretical, undertaken to obtain academic diplomas and degrees, where people prove their ability academically ,not practical (2) Informal on-the-job training (OJT),which is mainly practical and prepares a person to use the acquired academic knowledge efficiently and confidently.

MANAGEMENT OF HRD IN THE CHANGING CONTEXT:

Proper application of HRD results in improving quality of services or products. No libraries can grow or survive with growth and development of personnel. The personnel policies of libraries can help to keep the high morale and motivation .Human resources are the most expensive and the valuable resource compared to other resources.

Managing the human resources has become more complex in the last decades for a number of reasons. One of the reasons is the increasing diversity of the workforce. Another factor changing the nature of managing people in libraries and information centers is changing technology. In the past technology restructured many library jobs, created others and eliminated others. Technology brings many benefits for library employees and users. Some employees find it difficult to adapt to changing new technology so they need of training. Administrators should provide an opportunity of training then only the employee will be able to provide the service with new changing technology. Human resource development is concerned with enhancing the work-related knowledge, skills, and capability of people; people working as individuals, in teams, and in organizations. It is about providing people with the knowledge, understanding, skills, and training that enable them to perform effectively. HRD can play an important role in achieving effective and lasting organizational change. The contribution of HRD to achieving effective organizational change falls into three broad areas: 1) creating an organizational environment that is supportive of learning and development; 2) developing and sustaining in employees an individual orientation towards learning and skill growth; and 3) providing staff with the direct skills and knowledge required for working in the changing environment

Training is a planned process of improving the skills, changing attitude, behavior etc. of a person. It is purpose oriented in order to place a right person to do the required task for optimum utilization of the manpower. Training builds confidence among staff and help to understand their responsibilities, accountability. Training is a program to improve and develop human skills. Training help to get right person to the right job at right time. Training help to bring changes in the knowledge, skills and attitude of the staff. Library staff update

their knowledge and skills by joining various training program . Already recruited or newly recruited staff need to undergone training in their respective area. LIS professionals must undergo the training regarding organization and management of information and advanced technologies like IT, ICT.

STAFF PATTERN IN DEGREE COLLEGE LIBRARIES OF KARNATAKA:

Dr. S.R Ranganathan has proposed a staff formula for the libraries. So the staff pattern of the college library has to be formulated according to the strength of the students, collection of the library and also service rendered by the library.

The Government of Karnataka issued the orders in 1981 and prescribed the framework for staffing in Degree college libraries but this order is very old and staff pattern is to be revised. Based on the changing scenario of ICT programmes and techniques adopted in the library a revised and modified staff pattern can be suggested as follows. This strength is for single shift (8 hour working) for extra working extension more staff is to be needed.

Staff Pattern In Degree College Libraries

Staff Pattern	Up to 500 students or 10000 volumes	501 to 1000 students or 20000 volumes	1001 to 1500 students or 30000 volumes	1501to2000 students or 40000 volumes
Librarian	1	1	1	1
Asst.Librarian	1	1	2	2
Library Assistant	2	3	4	5
Clerk/Data Entry	1	1	1	2
Attender	2	3	4	5
Peon/Menial Staff	1	1	1	2
Security Staff	1	1	1	1

PROBLEMS AND PRSPECTS OF LIBRARY PROFESSIONALS:

UGC has prescribed the staff formula but in some private colleges have sufficient staff where in case of Government colleges have suffer a lot of problem in staffing. Due to inadequate staff the librarian has to perform all the duties from dusting to documentation, single handed. In some colleges even in university libraries the post of librarian kept vacant for a number of years. For various reasons in most of the libraries the staff recruited for libraries is less qualified than the prescribed qualification for the post. This leads to several problems for running a library properly. Inadequate and unskilled staff are not able to do full justice towards the jobs entrusted to them in libraries and as a result of this the library users are to suffer. The salary scale and status of library staff should be the same as that of teaching even though there is not much involvement in other activities of institution as teaching staff .The library staffs facing another problem that is availing leave. This is because of the nature of library work. The administrators have to keep the library going undisturbed and see that the day to day work of the library does not get disturbed by employees taking frequent leaves.

CONCLUSION:

Library is a social institution charged with the function of providing inspiration, information and recreation to people. As a discipline, HRD has evolved and changed over time to maintain its relevance to individuals and organizations. HRD has centered upon improving individuals, organizations and society through a developmental process seeking to maximize individual potential. HRD as encompassing three separate foci, namely training and development, career development and organizational development. HRD can be viewed as the synergetic combination of all three foci, bringing about greater organizational efficiencies and effectiveness through more fully engaged and skilled employees whose performance and work outputs are congruently linked to the goals of the organization. In so doing, commitment to learning and development becomes the vehicle through

which the dual ambitions of the individual and organization become realized. To utilize available manpower efficiently and to achieve desired goals of the organization, training to personnel is necessary and it helps to keep the high morale amongst the staff. Human Resource Development is useful to improve library service quality . HRD program containing varied skills will definitely motivate library personnel to perform at their best level.

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