



IMPORTANCE AND NEED OF RE-ENGINEERING IN COLLEGE LIBRARY SERVICES AND RESOURCES

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Abstract: -

The needs of readers are changing in the digital age. Re-engineering of the college library has to be done housekeeping in view the changes of user's information. The college librarians are going through the transaction phase from physical to virtual library. Re-engineering is most popular technique in business world. The application of Re-engineering is more changes in the present business organization to improvement the speed, quality and low the cost which need in process of re-engineering, it's application to the college library services, the present practices with reference to financial, manpower and physical resources.

Keywords: - Re-engineering, library services, innovative library services.

Introduction: -

The digital environment has changed the nature of college library services because of the ICT development. The role and responsibilities of librarians also changed with the present challenges of digital era. Changing needs of the reader, libraries need to accept new technologies to satisfy users their information needs. In the last decades, most of the publishers have started e-publishing. Now mostly journals publish in e-format only. Bjoernshauge, Lars (1999) mentioned in his article that "Commercial publishers and scholarly societies are implementing new technologies in their production processes and services. During the past few years all the main publishers have on a large scale, produced electronic edition of their scientific journals. A number of new journals are only available in electronic format." Reengineering is the process of fundamental rethinking and redesigning the process for facing the present and future challenges. Basically this is the concept form management field but it has applied in the several fields. In the library and information centers many thinkers have tried to apply the concept to reshaping the library system.

The libraries are service organizations, their importance is measured in terms of quality services they provide. In order to provide better services, they libraries have been undergoing a consistent and continuous change in their internal and external environments. Re-engineering is a phase of transition for libraries from traditional practices to modern practices. Therefore, the library practices today focus upon putting the end user in contact with the exact information needed, irrespective of barriers like geographical and many other information technology innovations, the activities and operations in the libraries undergo a drastic change. The significance of library services depends upon their efficiency, effectiveness and economy. Library require reengineering to provide modern services and facilities. It is imperative to understand the importance and requirement of reengineering to provide services and facilities to reader in college libraries.

Meaning & History of the Term Re – Engineering

The pressures to lower costs, reduce cycle times, raise quality and, in general make workplace process more productive & intensive. As a result, re-engineering which "burst upon the management scene in 1990" has been much in vogue. (Davenport). However the term re-engineering was first introduced by Michael Hammer in 1990 at a Harvard Business review article, "Re-engineering Work: Don't Automate obliterate." (Gaur, Ramesh C.).

However, Hammer & Champy (1933) says “Re-engineering is the fundamental rethinking & radical redesign of business processes to achieve dramatic improvements in critical contemporary measures of performance such as cost, quality, service & speed.” While as per opinion of Davenport (1933) – “Re-engineering is only the part of what is necessary in the radical change of processes, it refers explicitly to the design of new process. The term process innovation encompasses the envisioning of new work strategies, the actual process design activity & the implementation of the change in all its complex technological, human & organizational dimensions.

Need for Re-engineering: -

Now-a-days, libraries are becoming increasingly complex and they necessary re-thinking, re-planning and re-organization. In order to meet the changing expectations of users and to be effective, efficient and meaningful, the libraries need to have competent manpower resources. The main reasons for this current situation are as under:

1. There is an ever-growing change in the specialized needs of the users, their expectations regarding computerized services, the speed at which the information is being produced and circulated.
2. Library is a growing organism, it grows in library facilities, collection, library staff, users and physical resources like equipments, furniture, technology, etc.
3. As stated by Ranganathan, the library, staff is the most vital resources which ultimately makes or mars a library.
4. The library staff must be competent and suited to the work, so that the objectives of the library can be achieved.
5. Looking at the change form of reading material.

The information revolution along with technological revolution brings changes in the information environment. The reader expect that the information must be available at their fingertips, electronic publishing makes various changes in information technology. The factors like increase in the cost of publications, budget constraints, etc. force the libraries to devise their work by making the whole changes in the library sources, services and in housekeeping work. There is unlimited information being produced in the world and no library can be self-sufficient by procuring all published either printed or virtual materials. The libraries they have to change the traditional services because reader need to go for re-engineering.

In response to the need of users the library is supposed to collect information, organize it and provide it. This needs that the library has to always undergo the re-engineering process. In the current situation, the library has to work as the centre for providing digital library services and it has to function always as services organization. The re-engineering enables the library to be more cost effective, downsizing the staff with competency, generation of new services, continuous and consistent improvement in the library services and meeting the challenges of future. The fundamental purpose of re-engineering the library is to ensure the expected users services to the maximum extent.

There-engineering may have its own impact based on the type of staff employed. The library management has to realize that the level of technology has grown so complex that unqualified/untrained staff may not come up with that. Therefore, the selected staff of the library should have knowledge of ICT applications in the library to cope up with dramatic changes in the organizational and work culture of the library. The human resources the most precious recourse in the library for producing the level of library services being expected by the users. The main function of re-engineering is to allow the staff of the library to exploit their skills and experiences for the benefits of library users.

List of re-engineering Library Resources: -

following list of resources, we have available within the library.

1. Electronic Books: An e-book, also known as an e-book, is a book publication that is available in digital format, containing text, images or both, readable on computers flat-panel display computer or other electronic devices. Although sometimes defined as an electronic version of printed book.
2. Journals and e-journals: Electronic journals is a periodical that is usually published in electronic form on the Internet. Electronic journals have many advantages over traditional printed journals; you can search the pages of content and or the entire text of journals to find articles on a particular topic.
3. Databases: Databases are indexes and abstract which enable you to search for articles within journals.
4. Electronic Dictionaries and Encyclopedia: An electronic dictionary contains flexographic information that is stored and accessed by a computer. Terminological databases are special-object dictionaries that are primarily used to distinguish domain-specific vocabulary and to select appropriate terms and words when translating technical document.

5. Official Publications: An official publication is any document, printed in multiple copies or produced by any other reprographic method, issued by an organization that can be considered an official organization and is available to a wider audience than that organization.
6. Online Newspaper: An online (or electronic news or electronic news publication) is an online of a printed magazine. Moving away from the printing process can also help reduce costs.
7. Referencing Resources: Reference sources are official works that help you find information about people, facts and ideas. These resources can help you find the data of an important event, a major achievement of an individual or an organization or a definition of a terms of concept.

Re-Engineering of Physical Resources:

The libraries need to make some ICT based internal changes which can make the total atmosphere healthy for library staff and the users of the library. These changes include the changes in stack rooms, officers, and work area etc. the changes should overcome the problems being faced by the library, specially the problems of space. As the library is a growing organism, it grows by its collections, users, staff, physical resources, library services etc. so there must be re-engineering in the building of the library.

Conclusion: -

The Primary objective of college library is to user provide resources and services. To support the college program and to reading habit for lifelong learning for exploration and recreation. Information explosion, internet and intranet, web publishing, innumerable publication, rising cost of publications, budget constraints, together with the growth emphasis on quality assurance process, have created challenges for college libraries and librarians. There is a need to re-engineering the college libraries due to acceptance of new technologies and management techniques. Due to the advancement of ICT, utilization of library resources and services are decreasing day by day. Internet is one of the major challenges in front of the librarian that users prefers internet instead of library resources. So, academic library should be developed as per the today's trend. With the help of ICT tools, library professionals can reshape the academic library services. It's one time investment for the hardware and software. After one time investment it will be reduced the cost. While you completing the process of re-engineering of library, it will be available to anyone at any corner of the world. Then the academic libraries will be recognized as 'library without boundry'.

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