1.1 Introduction

“*Wealth is the product of man’s capacity to think*” – Ayn Rand

Over the times, the community has trekked diverse phases. “First it was agricultural society where agriculture was the dominant force for development. This was followed by industrial phase as there was a sudden increased growth in industrialization. Then the revolution in information technology which made the society to force forward and was called as information phase. Present society is known as knowledge society, for it is being driven by knowledge management practices. The part of libraries in contributing boundless and inclusive access to knowledge is widely acknowledged. In today’s ambiance, library has to perform two unconnected roles-to serve as a local center of information and knowledge and to be a passage to national and global knowledge” (library.igcar.gov.in, 2016).

The dynamic environment of library and information sector stresses the need for library professionals to remain flexible and adaptable to change (Technology, 2012). To meet this need they have to ensure that their insight, competencies and expertise accommodate the requirements of the community, which they serve. Similarly employers have a duty to facilitate moments for LIS professional to keep their skills, knowledge and competencies up-to-date. In addition to technical and professional skills they have to possess various other skills like management, leadership and soft skills etc. The competencies comprise a set of skills attitudes and values that enable librarians to work efficiently. Good communicators; focus continuing learning throughout their careers; demonstrate the value-added nature of their significant additions; and
endurance in the new field of work. Successful running of an organisation require certain leadership skills and certain management techniques. It is important that academic librarians attain the proficiency that will permit them to improve productivity in large and increasingly competitive organisations (Technology, 2012).

Over the period of time LIS profession has advanced and increased new roles and authorities in this growing knowledge society. The knowledge management mechanism in library and information centers call for developing suitable skills and methods to work as knowledge chiefs. The different channels are wide open for librarians to bring in the required skills for professional enhancement. Increased applications of ICT and rapid developments that are shaping knowledge society are pressurizing LIS professionals to perform and convey outcomes. In the meantime, these advancements have likewise made new avenues and open doors for them. In this powerful information environment, LIS professionals are confronting complex problems to meet the constantly changing different information needs. They have to redesign their skills for executing new practices and advancements and for withstanding the requests of knowledge society (library.igcar.gov.in, 2016). Therefore there is dire need for improving the suitable soft skills to cope with the demands for the varied user community. “Interest” is the driving force for the successful life. In the changing scenario it is experienced that interest builds and sustains self-motivation and purpose, or course of action in spite of reason that is required to stay committed against all odds. Interest play a vital role in choosing successful career. Individuals in these days spend most of their time in career building. Along with persons
interest’s personality and values also matter a lot. These will help to choose the correct career and how the personality and values are aligned with that career.

The quality library service is mainly ascertained by the competencies, skills, talent and motivation of the librarians. In the present day context librarians have to play an enabling role in development of users. This involves not only imparting thinking, research, consultancy and extension work preparing set of services with the aid of subject matter experts and information technologies and use of modern methods of management. There for it is necessary to update periodically their skills and competencies

1.2 Realisation of skills and competencies for librarians.

Libraries just like service provider need to focus on building their capacity for maximizing their impression on the R&D group. LIS professionals need to commit themselves to update their capacities and capabilities as that of their Organisation’s critical functions (library.igcar.gov.in, 2016). The professionals have to build their capacities aligned with the organisation. This is not one time activity it has to be inculcated at each and every level of the LIS profession so that one can realise the change (Bundy, 2003). It calls for working out the strategies and restructuring of the system. The rapid changes in higher education has changed the nature of services which library and information professionals provide and one can also see the major shift in their appropriateness of skills (Lacrux, 2000). Explores the sorts of skills which will be enforced by scholarly - and, chiefly, subject - librarians in the foreseeable future. Further it
indicate that, while high-tech advancements unmistakably have significant association for libraries, they may not to surpass the people-oriented skills which are similarly important for organizing and facilitating the effective and qualitative services (ISSUU, 2014). There are practical suggestions concerning specific set of skills including improving reliability with teaching staff, giving suitable suggestions on teaching information skills, concentrating on particular information technology-related skills and capturing the key management proficiencies such as change management, finance and strategic awareness (Laili, 2012). Some of the responsibilities of the library information management and the individual to safeguard the skills are utilized by means of co-ordination and progression. Which will benefit both as a person and the wider academic community.

1.3 Dawn of Digital Libraries

An unprecedented transformation in librarianship resulting from the application of cutting edge and converging technologies has emphasized the learning and development programs in LIS to design and offer appropriate courses and teaching and training to prepare competent digital librarians. In this context the survey was conducted in (Karabbenhoeff K. S., 2014)United States to identify the activities, skills and find out the gaps in the training. Analysis of the survey helps to understand the quality of digital library work practices and to make out necessary attributes (skills and wisdom) crucial of "Cybrarian." The aftereffect of the study have presented the implications for the designing of digital library education that facilitates the real workplace requirements. All over the world, people have witnessed the transformation of
libraries. These transformational changes which affected mostly academic libraries, in terms of how services are rendered, research being supervised, facilities being upgraded and research made possible (Conferences Australian Library association, 2000). Hawkins says that “library is not World Wide Web, and approach to it is away from libertarian. This should be plainly known” (Hawkins, 2000). This shows that majority population consider that World Wide Web can supersede the library and they can have the access to a wide range of informational sources from it. Hence, the library professional must take on the challenge of guiding the users on how to assess and recognize the precise and right sources utilizing the correct technique. This can be executed just if the librarians are well equipped and are aware of the new metamorphic changes happening in the libraries (Hindustan University, 2012).

1.4 Capacity Building: Historical perspective

The study of capacity building programme in all libraries is the need of the hour in the existing uneven situation in India. In any case, it is an immense and complex theme which should be thought in a far reaching way. Present study is confined to examining the overall enhancement in the knowledge society wherein variety of learning and development activities are accessible for LIS professionals for the professional enhancement (SALIS, 2006). The critical discloser of capacity building is that they need to be tuned to the changing scenario. Even though a professional advancement is a personal accountability, it succeeds in alliance with the association as well as with the institutions that share similar objectives, aims and ethics with professional librarians. However a the majority relies on the person's approach and
enthusiasm for attaining skills to establish improve when they have a standardised approach for setting up their sources for the comprehensive knowledge society (library.igcar.gov.in, 2016).

In 1970 the “UN framework for activity and thinking on what was then called growth of foundation was laid on United Nations Development Programme (UNDP, 2008) and it has presented guidance to its staff and fellow member governments. By 1992, Capacity Building became a main concept in Agenda twenty one and in other “United Nation Conference on Environmental and Development” (UNCED) agreements. By the end of 1998 the UN General Assembly had executed and, accepted assessments of the effect of the UN system’s support for capacity building. These evaluations were further utilized by the UN Department of Economic and Social Affairs being the part system development activities” (Arko-Cobbah1, 2011). Ever since, the concern of capacity building has evolved one of the important priorities within the global councils, international communities, Global Environmental Facility (GEF) (Erik Damgaard, 2015).

UNDP direct its critical alliance with the GEF Secretariat, kick started Capacity Development Initiative (CDI), an advisory mechanism bound with extensive transcend and discourse to recognize nations immediate preferred challenges in capacity improvement needs, and in view of these examinations, to build up a system and plan of action for that locations the issues need to address the difficulties of worldwide ecological activity. World Summit in Sustainable Development (WSSD) and the Second GEF Assembly approved the need of building the capacity of developing nations. The WSSD suggested that GEF information sources be utilized to arrange monetary aid to
developing nations to meet their capacity requirements for coaching, high tech knowhow also, reinforcing national organisations. Capacity Building is, after all, not bounded to global aid work. Off lately, capacity building being utilized by governments to change society and industry proposals to deal with social and natural issues (UNDP, 2008).

Presently information technologies are rapidly changing. The readily availability of digital resources from many sources and those essence are accessible to the faculty members and student community by means of internet (Madya, 2012). Fast developing development intends to energise and empower sharing resources voluntarily is known as Open Academic Resources. There quite a number of library and information centers and library federations that have actively taken the forefront in generating resources for the global community. Librarians, who are specialists in diverse fields, contribute to the open educational resources. India is taking an active participation not only in the technical (Open Source) evolution, in any case, likewise in the open access development and furthermore the development of Open Educational Resources (SAIKAT GOSWAMI, 2013). In this open academic development the clever LIS professional with vision, in line with the latest knowledge stays open to the changing patterns in the instructive world, Awareness of accessible resources both print and on the web, and inclination to deal with evolving innovations, progresses toward becoming important partner in the collaborative educational efforts with the passage of time moved through several phases (SAIKAT GOSWAMI, 2013). To start with, it was the agricultural league where it was the predominant dynamism for improvement. This was trailed by manufacturing phase as there was an abrupt outburst in
industrialisation. At that point the transformation in information technology which made the civilisation to force forward. Today’s society is known as knowledge culture is directed by knowledge management process. The role of the libraries in giving across the board and comprehensive access to knowledge is generally acknowledged (library.igcar.gov.in, 2016). In this setting library needs to assume two specific responsibilities to provide as an information center and as gateway to national and global knowledge (work for government, 2011). Over the years the field of librarianship has developed and gotten itself new roles and duties in this knowledge society (Calzada Prado, 2013).

The knowledge management prepare framework for the roles that are required of librarians to operate as knowledge directors. The assorted channels accessible for librarians to get the skills for their professional improvement. Expanding utilizations of ICT and fast advancements occurring in knowledge society have put plenty of strain on LIS professionals to execute and present outcome (Biswas, 2011). In the meantime, these improvements have additionally made new difficulties and avenues for them. In this aggressive condition, LIS professionals are confronting complicated demands to confront the dynamic, various information requirements (library.igcar.gov.in, 2016). They have to update their skills for executing new practices and advances and for managing the requests of knowledge society. As knowledge professionals, there is a need for LIS professionals to be conscious of the utilization and execution of these progressions and create innovative, supervisory and communication skills (Morgan, 1996). Such approaches can help LIS professionals in understanding their maximum aptitude Libraries, much the
same as the project, need to concentrate on building their capacity for maximizing their effect on the R&D community (Ganaie, 2014). LIS professionals need to devote themselves to raising the capacity building to a similar level. The professionals have to build their capacities aligned with the organisation. This capacity building activity will not happen in a single initiative, it has to be initiated at each and every level of the LIS profession so that one can see the change. It includes strategies and the structure of the system (D, 2004).

1.5 Need for the Study

The study of general advancement in the knowledge society wherein different coaching for LIS professionals for the professional development becomes essential. The imperative phenomenon of capacity building is the reaction rapidly to the evolving condition. Despite professional advancement is an individual authority, it blossoms with association with the affiliations and the establishments that experience universal objectives and qualities with librarians. Much relies on the person's demeanor and enthusiasm for obtaining skills, organizations improve when they have a regulated approach for setting up their HR for the knowledge society (library.igcar.gov.in, 2016).

Capacity building helps LIS professional to improve both personal and professional development. In turn they will advance and enhance the services given by a wide range of library and information offices. And ensure the high standard of work force occupied with information arrangement and cultivate their professional advantages and goals (Bundy, 2003). The library and information quarter provides the information requirements of an autonomous,
dynamic, professional matured furthermore, and socially different society. A key concentration of the division is sanctioning individuals to relate along with the universe of information, connecting with information and using information taking all things together facet of their impulse (Northern Territory Library, 2009). The sector cherishes long lasting schooling, individual fulfillments, enhanced governing, knowledge evolution, novelty, originality, ingenuity and enriching persistence (Austrelian Library and Information Association, 2009). Professionals working in the category have specialised subject knowledge and skills and in addition nonspecific traits. The level to which people have imperative knowledge, abilities and characteristics relies on upon their precise requirement, assignments which they have done previously, professional buildup, and the responsibilities they execute. Professional librarians and information chiefs require the knowledge and ability to configuration, arrange, create, oversee and assess the conveyance of library and information services to meet the information needs of their customers and help them to wind up information proficient (Association, 2014). With their professional education and experience librarians and information chiefs can break down, assess, sort out and incorporate information and to create programs that will enable their patron to achieve the proficiency crucial to productively seek, detect and utilize the information for their varied needs (Sheikh.etal, 2014).

1.6 Statement of the Problem

It is perceived that the upcoming library and information professionals require flawless efficient knowledge and abilities with a specific end goal to
bring in impressive library and information services (Association, 2014). Realising the rapid proliferation in the application of technologies it is strongly felt that the coming generation of library professionals to be trained and empowered with new competencies and skills. Hence the topic entitled “Learning beyond the Professional Education: Need for the objective capacity building programmes for professional excellence with specific reference to leadership and quality library services” is undertaken for research.

1.7 Objectives of the study

Considering the available literature and the thorough observation of the growing service sectors, it was thought of translation of the key success of similar service sector with the library and information services, especially with regards to the capacity building. The following major objectives are formulated;

1. To develop the capability of projecting the core values of LIS profession in the professional practices;

2. To build the spirit of motivation among the working professionals to attract the attention of the users and facilitate them to exploit the information resources available in the library and elsewhere;

3. To train the professionals at different levels with well-defined curriculum and inculcate PR qualities and service mindedness;

4. To make the professionals information literate by education, training and demonstration with the help of suitable teaching, learning programmes;
5. To build the visible image of the library and its services with the help of well-developed leadership qualities and communication skills;

6. To establish the true spirit of ambassadorship in sharing and exchanging the information overcoming barriers of the space time and language

1.8 Methodology

Intensive investigation of some social aspects never tackled by a single method. It needs the application of several methods of which some are acting as core and some are used as supplementary and complementary. Therefore the study under investigation has to utilize few methods to get the perspective of the problem and to collect the relevant data required for analysis and synthesis.

a) Discussion method

Discussion method is effective in getting the researcher to think constructively while interacting with the experts. Discussion with some of the successful library experts enable to get the insight for the proper evolution of the system

b) Observation method

The observation method comprises of human or mechanical experience of what people actually do or what events take place during a issuing and return including the interaction with the users. Information is collected by observing the activities at work in different library environment.
c) **Documentary sources**

Documentary sources render documents by human being and teams over the span of their daily practices and are intended only for their own quick feasible needs. They have been composed with a reason and depend on the specific inference and displayed in a convinced approach or technique, and to this intensity the researcher must be completely conscious of the roots, reason. It must be noticed that records are most certainly not consciously composed with the end goal of research yet actually happening objects with a explicate or semi-durable entity with inform diffusely concerning the social world” (Arko-Cobbah1, 2011). Available documentary sources of all types are consulted for the purpose.

**d) Interaction method**

More often the closer interaction with the librarians and other similar service oriented professionals help to get ideas and enable to design and develop a methodology for presenting new ways and means of acquiring competencies and skills

**1.9 Limitations of the Study**

The study is constrained exclusively to those efforts which are enabling the professionals in promoting the capacity building activities to serve the cause of library and information services in right perspectives. This is a descriptive study mainly based on the published literature and close observation of the existing practices in the libraries of all types. The support to
study intensively on the problem is the success of the service professional in the service and corporate sector.

1.10 Chaptarisation

The study is formulated in six chapters. A crisp aspect of each chapter is presented in the following paras

Chapter one introduces the concept of capacity building and explains the various facets involved in it. In addition, the objective and methodology is presented.

Chapter two deals with the reviewing of the related literature classified in four distinctive facets. Article papers and reports are reviewed extensively to project the extensiveness and significance of the capacity building programmes in the library environment.

Chapter three presents the overall view of the capacity building programmes with brief historical perspective

Chapter four highlights the role of empowered library professional in the knowledge society keeping in view the required competencies and skills to perform effectively

Chapter five showcases the proposed training models for capacity building in LIS professionals

Chapter six Deals with the possible and feasible suggestions and conclusion.
1.11 Conclusion

Off lately LIS profession bank massively on ICT mechanisms for knowledge management exercises. Knowledge aura has represented a few difficulties which are really astonishing. To perform the role of the information professional, one needs to be armed with highly skilled, managerial skills, leadership skills, communication skills and information skills. With these skills LIS professional will build professional personality life. These improvements require expanded high-tech skills to persuade admissible and constructive activity with respect to information professionals.

Capacity building is a crucial path to set up library professional’s aptitude to serve the cause of complex needs of the community. Library professionals often has support skills yet require their skills reinforced and need to pick up certainty to utilize those skills. Capacity building helps them to comprehend the need to show the effect that their library has on the group reinforces their capacity to connect that effect through custom fitted messages to the neighborhood, government authorities, and group pioneers manufactures the certainty they require (Ammons Stephen, 2009). Through capacity building library professional will have the capacity to make feasible library assistance that enhances well-being, training, workforce skills, and employability and funds. It additionally enhances library professional’s arranging skills as they figure out how to set targets and objectives for future library administrations and propel the status of the library in the group. Further it enables to design, preserve and grow individual and professional support networks (Janet Sawaya, 2009). It is envisaged that if library and information
center draw the best practices that are prevailing in some of the established service sectors regarding skills and competency building, it will emerge as a champion among the contemporary service sectors and can regain the glory of inevitable partner in the progress of the knowledge society.

Information center is becoming available to the users community at their door step. To keep oneself up to date in the digital borderless library environment there is the maximum need of the skill enhancement programs for the library professionals. Besides academic institutions, other organisations can help in enhancing the skills of the library professionals should also have the pro-activeness and positive attitude to work for the benefit of user community. This is in tune with the goals of the National Knowledge Commission (NKC) in establishing a knowledge dependable society emphasizing greater participation and more access to knowledge across all sectors of the society (Pitroda, 2006).
1.12 References


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