Chapter : Three

Review of Related Literature
Review of related literated is pre-requisite for every research. The survey of related literature is very necessary for planning the research and time spent on this aspect is invariably a wise investment because it provides a base for further research. Keeping this importance of review of related literature in view the investigator reviewed literature related to his topic.

In the present study, although it was not possible on the part of the investigator to get access to the entire published or unpublished resources, due to lack of time and availability of resources, still an attempt has been made to study the concerned literature with the investigation in hand so as to provide philosophical background to the study.

While perusing the literature the investigator has come across the fact that many studies, of course have been carried out by the researcherson different individual aspect in the field of “Manpower analysis or Human Resources Development”. In the present chapter considerable amount of literature on the Manpower analysis has been extensively reviewed. The hypothesis of the present study has been formulated on the backdrop of these studies.

The study on “Manpower planning in Libraries and Information centres” conducted by Seetharam (1988) expressed that the efficiency and effectiveness of university libraries and Information centres would largely depend upon the facilities and environment provided for their work and development. Therefore, according to him the professional staff should have high qualifications in the appropriate subject-fields and adequate experience, training and innovative capacity.
Meena Walia and Agarwal (1988) 2 in their study found that normally manpower resources do create bottlenecks. But in the case of library and information science it is not entirely so, if the past experience, achievements and performance of libraries are any indication. As we had often fight in this context, an awareness of the problems, approaches used in alleviating them, accomplishment and contemporary issues in the context of human resources development is generally lacking in our country.

In a study on “Manpower needs and programmes in Karnataka” undertaken by Gunjal and Asundi (1988) 3 opined that the manpower needs and educational programmes of the state would be superimposed to draw a contrast with other states. An inference of this kind is made to know the adequacy of facilities for every kind of library and information science education.

Shalini Rewadikar (1988) 4 in her study emphasized the major issues arising out of her discussion, relating to the library education such as (a) redefining the boundaries of the profession (b) planning formal courses, on the job training and development needs (c) continuing education, to components of total LIS educational system (d) to conduct the research to investigate the over production and shortage in the needed areas of knowledge, abilities and skills and also the quantitative aspects and (e) to investigate the weaker links in the decision making groups and attempt to reinforce and realize the role these are expected to do. In an attempt made to study on “Manpower needs and academic libraries” by Sreepathi Naidu (1988)5 stressed that well trained manpower is absolutely necessary for academic libraries.
Naresh Boonlia (1988) 6 in his paper “Deplorable and Discouraging pay scale of college Assistant libraries in Rajasthan” critically examines the qualifications laid down for assistant libraries and anomalies in the pay scale of college assistant librarians vis-avis U.G.C. and Rajasthan Government payscale of assistant librarians of various departments. He stated that in spite of enhancement and revision in the various library services of government, and university, the college assistant librarians has placed in the lowest level of pay scales.

S. kumar and Abha Kumar (1988) 7 in there paper “Promotion avenues for college librarians in Madhya Pradesh ; Prospects and challenges” provided brief history of pay scale revision and status of college librarians, discusses academic qualifications of librarians and suggested about modifications and orientation programmes for them. Also suggested nomenclatures for 3 tier promotions as recommended by Mehrotra committee report.

Baman Parida (1988) 8 in “status and pay scales of college library staff of Orissa : An Evaluation” traces the growth and development of college libraries in Orissa. Enumerates the types of college in Orissa”. Describes the state-of-art college libraries in state. Illustrates the staffing pattern of college libraries and give suggestions for improvement.


S.R. Baheti (1988)10 in his paper “Status pay scales and service condition of college librarians in Vidharbha Region (Mahtarastra) describes the social and
economic status of librarians working in college, private as well as government, affiliated to the Nagpur and Amravati university, covering nine districts of Vidharbha. Discussed about development of higher education in Vidharbha, Status of college librarians, Service conditions of college librarians in Vidharbha, Staffing pattern as suggested by Government of Mahrastra and staff situation in college libraries in Vidharbha. He find the paucity of library grants, inadequate clerical and fourth class staff, inadequate working hours, inadequate seating capacity, no bibliographic organization in any library, no provision for outsiders (pass-outs), no provision for in-service study and training, no. housing facility for librarians, the practice of profession-in-charge of library, no provision for librarians to attend educational conferences and seminars and librarians held responsible for loss of books and other material. **Inamadar (1990)** in his study expressed the need for proper recruitment and selection of professional staff in the library. In organization like university libraries, the qualifications and other norms that are laid down for professional library staff by U.G.C. are being changed frequently. There should be at least 3 to 4 years gap in bringing in such change. He stressed the need for staff service training, participation in conferences, the university making a special provision in the budget.

**Panda (1990)** in his study on “Manpower planning for the circulation unit of Berhampur university central library” emphasized that in spite of the fact that several new techniques of manpower planning have been developed in recent years, however, the process of manpower assessment and managing largely continues to be empirical.
Mitra (1990) in his study stated effective manpower planning for library systems and information centres will itself improve the efficiency of library services at the national as well as state level. It is in fact an invaluable tool for management in controlling the case and provision of the necessary skilled, qualified manpower to maximize the efficiency of the service.

Satish (1990) emphasized that effectiveness of library services depends heavily on the effectiveness of personnel deployed to perform library functions. To secure the right number and the right time, comprehensive manpower planning is indispensable, planning function being basically managerial activity, much of its success depends upon the commitment and sincerity of the librarian and university administrators.

Kanakachary (1990) made an attempt in his study and stressed the importance of the librarian for his successive plans. He emphasized that; the librarians should be alert in every stage in the recruitment process.

Guruswamy Naidu (1990) in his study stated that the primary concern of the librarian should be to retain the professional culture of the library by maintaining the numerical majority of the professional staff. The librarian holding the reins of power in the initial years of the start of the library should evolve a sound personnel policy. Once the imbalance sets into the system, it is impossible to correct the situation except by taking the supporting staff. Such move is usually resisted by the staff and presented by the university administration.
Padmanabhan (1990) 17 expressed his views in his study about the staffing of the computer division in the university libraries. He stated that the computer will not make library professional jobless. The computers will take up the labour-intensive work of bibliographic control etc. and the library staff can enhance their person-to-person services more effectively.

Kedarnath Mahapatra (1992) 18 in his paper “qualitative development of human resources in librarianship” stated that work environment is key to motivation and organizational excellence. The factors vital for this are: quality of management; quality of products/services; innovativeness; long term investment values; financial soundness; ability to attract, retain and develop employees, social and environmental responsibility and corporate image. All these help to create autumotive persons in an organization.

R Raman Nair (1992) 19 in his study on “human resource planning and development for automated library and information systems “stated that. Human aspects are all pervasive and play a vital role at all stages of the development of ALIS and its operations. In this fast changing environment the library and information workers are required to possess enhanced managerial, professional and technical skills, adequate knowledge and right kind of experience. They must possess flexibility of attitude, imagination and scientific bend of mind.

Amitabha chatterjee (1992) 20 in his paper “Human resources development for library automation in India” concluded that we should make all our efforts
to promptly and seriously meet the challenge as otherwise persons from outside the profession having computer knowledge may replace professional workers in library and information centres. And if this happens this profession will be demoralized and divided.

C. Murali Krishna (1993) 21 in his study “Manpower planning in university libraries” examine the staff pattern in S.V university library and compared it with U.G.C staff formula and evaluated the existing manpower in the same university section wise. He concluded about the manpower position and make suggestions for improvement.

J.K Khanna (1995) 22 in his paper “Motivation and work efficiency” discussed about the role of staff and psychological foundations of motivation. He considers motivation as the essential factor for work efficiency.

Krishna Chakraborty Ganguly (1999) 23 in his paper “status and qualification of library manpower in different types of libraries” stated that employers look for the skill and competency, which varies from library to library. In conclusion he stated that in case of public library, status and qualification of library manpower is minimum. In case of university and college libraries, status and qualifications are required better than public library. In case of research and special libraries, status is more dignified and high qualifications of manpower is required.
Sweety Mathew and M. Bavakutty (1999) 24 in this paper “Impact of electronic age on libraries and library professionals”. He concluded that librarians have to change their present role of custodians of knowledge-to-knowledge counsellors of tomorrow. It is foreseen that until such time as computers are capable of matching human intelligence, and until such time, as all the information required is delivered at an affordable price; the role of librarians will remain central.

Neena Singh (1999) 25 in “Libraries and librarianship: as reflected in the journal employment news: a case study” presented in a survey to identify vacancies notified in the library profession, variation in pay scale and qualifications. Examine the trends in job requirements of the profession. The result of analysis indicated that vacancies notified on librarianship decreased steadily in the year 1995 and 1996. The demand for professionals with computer knowledge is increasing with more and more libraries opting the revolution in information technology for library automation.

Sonal Singh and Surinder Singh (1999) 26 in their joint venture. “Professionally trained manager. An indespensible part of a qualitative university library”. Discussed the need for professionally trained manager. Detail responsibilities of a university librarian have been mentioned. As a case study that management of university library of Uttar Pradesh has been cited. Comparative data on various aspects have also been given. He concluded that ignoring the importance of a professionally trained librarian acts as a back drag
in the onward journey towards technologically advanced library management. Thus, corrective measures in retrospect are bound to improve the prospects.

**Rakesh Singh Bison (1999) 27** in his paper *Effects of professional standards of AICTE in engineering college libraries of Haryana*. The author describes terms like norms and standards. The author explains categories of library standards, analyses norms and standards of the AICTE with the help of examples taking into considerations the libraries of CRS college of engineering Murthal (Sonepat) and REC, Kurukshetra. He concluded with the suggestion that the AICTE norms and standards may be reviewed in order to cope up with the technological changes.
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