Chapter : Six

Conclusion and Suggestions
The findings report and discussed in preceding chapters are being evaluated in the light of hypothesis of the present study. In other words the hypothesis of the present study are being tested whether they stand accepted/provided or rejected /disproved. The following are the hypothesis of the study.

**HYPOTHESIS 1–INADEQUATE MANPOWER**

Most of the college libraries of Uttar Pradesh have inadequate staff with respect of either the number of or the amount of collection.

**HYPOTHESIS 2–IMPACT ON SERVICES / FACILITIES**

Due to lack of manpower, most of the libraries do not provide Information services viz. CAS, SDI, compilation of bibliographies, translation, newspaper clipping etc cataloging and classification and function on the traditional pattern of Librarianship.

**HYPOTHESIS 3 – IMPACT OF PROFESSIONAL QUALIFICATIONS, LIBRARIANS**

Most of the college librarians are not highly professionally qualified and thus they are not able to provide and administer good LIS services.

**HYPOTHESIS 4 – INFLUENCE OF TECHNICAL QUALIFICATIONS OF LIBRARIANS**
Most of the college librarians are not technically qualified and are therefore not aware of the technological changes and are thus unable to mould library services according to the scenario.

**HYPOTHESIS 5 – EFFECT OF TRAINING PROGRAMMES**
Most of the professional staff of college libraries do not attend frequent refresher courses and training programmes and therefore not able to keep themselves abreast with the recent developments.

**HYPOTHESIS 6 – CATEGORIES OF STAFF**
In most of the college libraries the number of non professional staff of the library is more than the professional staff and semi professional staff.

**HYPOTHESIS 7 – TIME FACTOR**
Most of the college libraries in Uttar pradesh are functioning for more hours with the less number of staff members.

**HYPOTHESIS 8 - sections of the libraries**
Most of the libraries are divided into traditional section like acquisition, circulation, reference, maintenance, technical and periodical section like reprography, audio visual section etc have no existence at all.

**HYPOTHESIS 9–MAINTENANCE OF CATALOGUES**
In most of the college libraries catalogue are neither properly maintained nor up-to-date there are many errors in cataloguing also.

**HYPOTHESIS 10 – IMPLEMENTATION OF STAFF FORMULA**

Most of the college libraries are neither following staff formula as suggested by the UGC nor the formula of the state government of uttar pradesh.

**HYPOTHESIS 11– IMPROPER PLACEMENT**

Most of the staff members are not placed according to the qualifications academic background, interest knowledge etc.

**HYPOTHESIS 12 – SALARY STRUCTURE**

College libraries in Uttar Pradesh have not paying their staff as per the standards.

**HYPOTHESIS 13 – ATTITUDE OF LIBRARY STAFF TOWARDS IT IMPLEMENTATION**

Most of the staff members of the college libraries are not in favour of implementation of IT in libraries this is due to their job security lack of knowledge and awareness.

**HYPOTESIS 14 –ACQUISITION OF PERIODICALS**
Although college libraries in U.P acquire periodicals but they do not provide serial control facility due to shortage of staff and lack of initiative of staff and they do not consider serial control as a necessary function.

**HYPOTHESIS 15–OPEN / CLOSE ACCESS SYSTEM**

Most of the college libraries in U. P have open access system but do not provide all facilities and services necessary for open access system.

**HYPOTHESIS 16 – WORK LOAD OF STAFF**

In the college libraries of uttar pradesh most of the professional and semi-professional staff overloaded with work because of insufficient staff members and large quantum of work.

**HYPOTHESIS 17–USERS SATISFACTION LEVEL**

Most of the users of these libraries consider services of these libraries as average only they are not very much satisfied by their services.

**HYPOTHESIS 18–LACK OF LIBRARY FACILITIES FOR NON MEMBERS**

Most of the college libraries in uttar pradesh do not provide library facilities to non members (outsiders).

**HYPOTHESIS 19 – NO. PROMOTION POLICY**

There exists no promotion policy in college libraries of Uttar Pradesh.
HYPOTHESIS 20 - STAFF IS ALWAYS HELPFUL
Most of the users found staff attitude always helpful in providing them services, help and assistance.

HYPOTHESIS 21 - CIRCULATION SYSTEM
All of the college libraries in U.P. use Newark system of circulation.

HYPOTHESIS 22 – AGE OF LIBRARIANS
Most of the librarians are from elderly age group and thus gain benefit from their experiences.

HYPOTHESIS 23 - BOOKS ACCESSIONED IN A YEAR
The college libraries of uttar Pradesh acquire and accession books as per their need and they have sufficient staff for this purpose.

HYPOTHESIS 24 – BOOKS ISSUED PER DAY
College libraries of uttar pradesh have adequate staff in comparison to number of books issued per day.

HYPOTHESIS 25 - READING ROOM FACILITY
All the college libraries have separate reading room facility and proper number of staff to deal with users.

HYPOTHESIS 26 - OPENING HOURS
Most of the users of these libraries were not satisfied with the opening hours.
HYPOTHESIS 27 - DIS - SATISFACTION OF USERS

Most of the users of college libraries are dis-satisfied with one or other reason.

TESTING OF HYPOTHESIS :-

Hypothesis 1 :- The perusal of several Graphs from G.5.1 to 5.24 reveals comparative analysis of staff with collection and users of 139 selected colleges of 12 universities of U.P. 52 colleges (37.4%) have inadequate manpower in comparison with users and 59 colleges (42.4) have insufficient manpower in comparison with collection. That makes total (79.8%) approximately (80%) colleges have inadequate manpower with respect to either the number of users or the amount of collection. Thus the hypothesis number 1st stands accepted or we can say the finding of the present study prove this hypothesis.

Hypothesis 2 :- It may be noted from Table no. 5.37 and Fig. No. 5.5 that out of 139 colleges, 106 colleges (76%) classify their collection, 106 colleges (76%) prepare catalogue, 4 colleges libraries (3%) provide CAS /SDI services, 26 colleges (19%) provide Newspaper clipping service, 15 colleges (11%) provide translation service and 8 libraries (6%) compile bibliographies. The low percentage of service is due to lack of staff and following traditional pattern of librarianship. Thus the 2nd hypothesis of the present study is also supported by the findings of the study.

Hypothesis 3 :- It is evident from Fig. No. 5.14 that majority of librarians 82 (59%) holds B.Lib. degree only, followed by 35 (25%) librarians having
M.Lib. degree, 12 librarians (9%) have done C.Lib, 7 librarians (5%) have P.G. diploma and only 3 librarians have Ph.D degree in library science. The Impact of their qualification on services is clearly evident in Fig. No. 5.5 that only 18 college libraries (13%) provide Indexing service, 13 college libraries (9%) provide Abstracting service and only 36 college libraries (26%) have providing reference service to users. This shows that due to lack of high professional qualifications of librarians the services of libraries are greatly affected. Hence this hypothesis stands proved. In other words the results of the present study supports the 3rd hypothesis that lack of highly professionally qualified librarians have adverse effect son library service and management.

**Hypothesis 4 :-** Table no. 5.42 indicates that 92 (66%) librarians do not have any technical qualification, 13% have attended in-service training programmes of INSDOC, INFLIBNET, and DRTC etc, 9% have done certificate course in computer science, 6% have done course in library automation and 6% have P.G.D.C.A. as technical qualification. The lack of technical qualification of librarians unable them to change the services of the libraries according to the changing context. Thus 4th hypothesis is supported by the finding of the study.

**Hypothesis 5 :-** The perusal of Fig. No. 5.18 reveals the training programmes and refresher courses attended by professional and semi-professional staff of college libraries. The figure indicates that out of 502 staff, 312 (62%) have not attended any such course or programme, 172 staff members (34%) have attended only one such programme and 18 staff members (4%) have attended programmes between two-four but no one have attended
above four programmes during so long duration of their service. Thus the hypothesis no. 5th is supported by the findings of the study.

**Hypothesis 6 :-** It is evident from Fig. No.5.4 that number of non-professionals working in libraries is more than the professionals and semi-professionals. From total staff of 1041 of 139 colleges of 12 universities. 539 staff members (52%) are non-professionals followed by professionals 340 (33%) and semi-professionals (15%) . It is found during the survey that non-professionals are not working only as the employees of libraries but doing college work and library work simul tan uously. Thus the 6th hypothesis stands proved.

**Hypothesis 7 :-** The perusal of table no. 5.38 reveals that 68 college libraries (49%) have working hours from 10.00 a.m. to 5.00 p.m., 24 college libraries (17%) work from 8.00 a.m. to 6p.m., 22 college libraries (16%) are kept upon from 10.00 a.m. 4 p.m., 14 college libraries (16%) are opened from 8.00 a.m. to 8.00 p.m.and 11 college libraries (8%) are opened from 8.00 a.m. to 3.00 p.m. So its becomes clear that many libraries are not working for more hours. Thus the hypothesis no. 7th is partially accepted and partially rejected by the findings of the present study.

**Hypothesis 8 :-** It is revealed from Fig. No. 5.9 that most of the libraries have traditional sections 139 (100%) college libraries have Acquisition section, m139 (100%) college libraries have circulation section, 139 (100%)
college libraries have maintenance section, 106 (76%) college libraries have technical section, 58 (42%) college libraries have periodicals section and 36 (26%) college libraries have reference section. Thus the findings of the study proved hypothesis no 8th in terms of Acquisition, circulation, maintenance section and new sections, whereas in terms of technical, periodical and reference section this hypothesis is partially accepted because some college do not have these sections in their libraries.

**Hypothesis 9**: It becomes crystal. Clear by Fig.no. 5.7 that 106 (76%) college libraries catalogued their collection but it was found during the survey that there catalogue are neither properly maintained nor updated. There were many errors in cataloguing. Catalogue cabinets are placed as show piece in libraries. Thus hypothesis no. 9th stands proved by the findings of the study.

**Hypothesis 10**: It is revealed from Fig.no.5.21 that 32 (23%) colleges have fully implemented the staff formula, 53 (38%) colleges have partially implemented the staff formula and 54 (39%) college have not at all implemented the staff formula. So the finding of the study partially approve and partially rejects hypothesis no. 10th.

**Hypothesis 11**: Fig. No. 5.15 reveals that from 139 college librarians, 104 librarians have been getting revised pay scale of 8,000-13,500 and 35 librarians are getting pay scale of 6,500-10,500. There were 27 Deputy librarians also working in pay scale of 6,5000-10,500, but the post was abolished after 1999.
Fig no. 5.16 reveals that there were only 53 cataloguers in the grade of 4,500-7,000, 121 library clerks in the grade of 3,050-4,590, 33 book lifters getting pay scale of 2,550-3,200 and 139 library attendants getting pay scale of 2,550-3,200. By evaluating these two figures it become clear that some of the colleges have paying their staff as per the standards but some colleges have not paying their staff as per the standards. So the hypothesis no. 11th stands proved by the findings of the study.

**Hypothesis 12 :-** The general tables from 5.1 to 5.36 and Fig. no. 5.4 clearly indicates that staff members are not properly placed according to their qualifications, academic background, interest, knowledge etc. It was found during the survey that in some libraries person having C.Lib as professional qualification working as librarian and other staff members are B.Lib and M.Lib Passed Fig. no. 5.16 indicates the no. of cataloguers library, clerks, attendants etc. but these were also not placed according to their qualifications hypothesis no. 12th stands proved with the findings of the study.

Hypothesis 13 :- The table no. 5.45 indicates about the library staff attitude towards IT implementation 93.33% staff is of the view that IT will improve quality of LIS, 92.6% said that it will improve efficiency of library, 94.6% staff members is of the view that IT will enhance knowledge and expertise, 80.0% staff members is of the view that it will make better integration within the library, 94.0% staff members consider it essential in improving the communication, 96.6 staff members consider IT as helpful to obtain right information at right time and right place, 92.6 staff members is of the view that
it will improve the status of librarians and 86.6 staff members said that IT will reduce the work load of library staff. Only 8.7 staff members said that it will disturb the routine work of the library, 26.6 staff members said that it will takes over the traditional way of working and 34.6% staff members said that it will spoil the library’s image. Thus the hypothesis no. 13th is rejected. In other words, the words, the findings of the present study disapprove this hypothesis.

**Hypothesis 14 :-** Fig. No. 5.3 reveals that 13 (9%) libraries do not acquire only periodical 51 libraries (36%) acquire upto 5 periodicals. 37% acquire above 5-20 periodicals and 18% libraries acquire above 20 periodicals The no. of periodicals acquired is when compared with no. of staff in general tables from 5.1 to 5.36, Fig. no. 521, Fig no.4.2 and Fig. No. 5.4 presents view that 'no. of staff in comparison with no. of periodicals is inadequate. As Fig no.5.5 reveals that only 24% libraries do serial control work where as 91% library acquire periodical. The reason of not doing this work is insufficient staff as presented in Fig 4.2 that out of 139 colleges, 117 college have staffing members below 10 and only 22 college have staff member above 10. So the hypothesis no.14th stands proved by the findings of the study.

**Hypothesis 15 :-** By evaluating Fig. no.5.10 it becomes clear that 76% colleges of U.P. follow open access system while 24% follow close access system. It was found during the survey that colleges following open acces system are not doing related works such as vigilance at the entrance, maintenance of property counter, proper arrangement of books, fully maintained catalogue and good circulation system (Charging and dis charging).
All this is due to lack of staff in libraries. So the hypothesis no. 15th stands proved by the findings of the study.

**Hypothesis 16 :-** Fig. no. 5.4 reveals the category wise staff position of libraries. Out of 1041 total members 539 (52%) are non-professionals, 340 (33%) are professionals and 162 are semi-professionals which shows that lion share of burden of library’s work is on the shoulders of professionals and semi-professionals.

Fig. No. 5.1 reveals that 10% college libraries have collection above 5000, 14% libraries have collection upto 1,000, 19% libraries have collection between 3,000-5,000 and 57% college libraries have collection between 1,000-3,0000 this data is when compared with Fig no. 4.2 shows that 117 colleges (84%) have below 10 members staff and only 22 colleges (16%) have above 10 staff members which indicates the work load on staff. So the hypothesis no. 16th match with the findings of the study.

**Hypothesis 17 :-** Table no. 5.43 indicates about the users satisfaction level with library services 43% users consider library services as average, 23% consider them as above average 19% consider them below average, 11% considers low satisfaction level and only 4% consider them as satisfactory.

Fig.no. 5.20 reveals the suitability of library services for teachers. 60% teachers are satisfied with library services and 40 % teachers do not consider library services as suitable for their requirements. So the findings of the study partially accepts and partially rejects hypothesis no.17th.
**Hypothesis 18** :- Fig. no. 5.17 reveals that 32% college librarians attained one promotion, 13% attained two promotion. 27 Deputy librarians as presented in Fig.no. 5.15 were also promoted in the higher grade. So these figures clearly highlights lack of promotion policy for library staff in college of uttar Pradesh. So the hypothesis no. 18th matches with the findings of the study.

**Hypothesis 19** :- The Figure no. 5.13 clearly indicates that 81% colleges do not provide library facilities to Non-mambers (out siders) and 19% college provide this facility. So the findings of the study prove the hypothesis no. 19th but not fully.

**Hypothesis 20** :- Fig. no. 5.19 presents that 32% users found library staff always helpful, 31% found them often helpful, 17% finds them sometimes helpful, 12% found them never helpful. Thus the findings of the study partially matches with the hypothesis no. 20th

**Hypothesis 21** :- Figure number 5.11 reveals the percentage of various circulation systems followed in the college libraries of Uttar Pradesh. 57% colleges follow Network system, 25% follow and 6% follow slip system. So the hypothesis no. 21st is proved in 60% cases and disproved in 40% cases.

**Hypothesis 22** :- Table 5.41 indicates that majority of librarians belong to elderly age group so they proves to be good administrators and managers
because of their experience. So the findings of the study prove hypothesis no. 22\textsuperscript{nd}.

**Hypothesis 23** :- Table no. 5.40 reveals that 8% college libraries accession up to 500 books in a year, 41% college libraries accession 501-1,000 books in a year, 23% libraries accession 1,001-2,000 books in year 17% libraries accession 1,501-2,000 books in year 8% libraries accession 2,001-2,500 books in year and 3% libraries accession above 2,500 books in a year. When this table is compared with table no.5.1 to 5.36 , Fig no. 4.2 and 5.4 it becomes clear that no. of staff in comparison with books accessioned in a year is insufficient in most of the colleges. Thus the hypothesis no. 23\textsuperscript{rd} stands disproved.

**Hypothesis 24** :- Figure number 5.12 reveals that 39% college libraries issue up to 50 books in a day, 37% college libraries issue 51 to 100 books in year, 16% college libraries issue 101 to 150 books in a day and 8% college libraries issue 151 to 200 books in a day . This data is when compared with the data of table no. 5.1 to 5.36, Fig. no. 4.2 and 5.4 clearly indicates that no. of staff in comparison with books issued per day is inadequate, So the hypothesis no. 24\textsuperscript{th} do not match with the findings of the study.

**Hypothesis 25** :- Figure no. 5.8 reveals that 85% college libraries provide reading room facility to their users but 15% college libraries do not provide this facility : It was found during the survey that no library provide separator reading room facility for teachers and research scholars. Fig. no. 5.8 reveals the no. of staff is inadequate in most of the libraries regarding no. of users as
shown in figure no. 5.1 that 5.7% college have users between 1,000 to 3,000, 19% colleges have users between 3,000 to 5,000, 14% colleges have users upto 1,000 and 10% college have users above 5,000 but staff is inadequate. So the hypothesis no. 25th stands partially proved and partially disproved with the findings of the study.

**Hypothesis 26.** As indicated in table number 539 91% college libraries have working days same as offices of the colleges and 9% college libraries have working days same as teaching departments of the college means that most of the colleges libraries are opened on all the working days of the offices. So the hypothesis no. 26th stands disproved with the finding of the study.

**Hypothesis 27:** Table no. 5.55 indicates that 40% users are dis-satisfied with opening hours of libraries, 8% are dis-satisfied by lack of services, products and facilities, 2% are dis-satisfied due to lack of I.T. implementation, 27% complained about staff attitude, 16% found staff inadequate in providing services and 25% users are dis-satisfied due to lack of knowledge of library staff. Thus the Hypothesis number 27th stands proved by the findings of the study.
CONCLUSIONS

- There is no uniformity in strength of staff in college libraries of Uttar Pradesh and most of the libraries have inadequate manpower (80%). It is significant to note that more than ninety percent college libraries are under staffed.

- The only service that is offered by most of the college libraries is lending of books.

- Most of the colleges 74(53%) do not provide reference service and there is absence of up to date reference collection.

- Documentation (3%) and reprographic services (11%) are offered in colleges.

- Open access system is not followed in few (24%) college libraries.

- Inter-library loan and resource sharing is practically nil.

- In some colleges working hours of the libraries coincide with college hours resulting in non-use of libraries.

- Graduate and undergraduate students are normally permitted to borrow books only once or twice in a week.

- Ledger (register) system is still used to issue books in 35(25%) colleges libraries.
• Many colleges libraries follow “one person pattern” library staff. One person is supposed to perform multifarious functions. He has to work as librarian-cum-assistant-cum-attendant cum-peon.

• Most of the college libraries cannot afford to appoint subject specialists due to lack of funds.

• The under staffing in college libraries hardly leaves any spare time for vigorous book selection and enthusiastic participation on the part of the librarians.

• Post graduates, under graduates, research scholars and faculty members are the cent-percent members of the college libraries.

• All the libraries provide books on loan for 15 days to under graduate and post graduate students, non technical staff and outsiders. A very few libraries provide books for one month on loan.

• Most of the libraries (76%) prepared catalogue for their collection. But the investigator found during his visit to these libraries that the catalogue of various college libraries is not well kept, neither well maintained nor up-to-date. They were many errors in cataloguing.

• Libraries provide reference service but the nature of reference service is only to provide information about rules, regulation and procedures of the library. The libraries do not provide the second phase of reference service i.e. to assist the user in searching his information.

• Modern I.T based services like e-mail, fax, Internet access and CD-ROM search are not provided by most of the college libraries.
• The concept of information technology in college libraries of Uttar Pradesh is somewhat appears to be new to the staff.

• It is observed that non-professional (539) members manage most of the libraries, so there is technical collapse prevailing in the libraries.

• There is no initiative extended by the college librarians to attract the users towards their services. The newly admitted users are looked upon as burden rather than the real clients of the library system.

• Most of the librarians possess minimum qualifications of the post.

• There are very few college libraries that provide separate reading room facility for faculty members.

• All the college libraries in Uttar Pradesh have basic sections, like acquisition section, circulation section, maintenance section and technical section only. Very few libraries have reference (26%) and periodic section (42%).

• Most of the libraries (76%) follow open access, whereas some libraries allow it to the teachers and research scholars only.

• Most of the college libraries in Uttar Pradesh follow newark (57%) system for charging and discharging of books.

• The college libraries have failed to appoint competent librarians in most cases; as a result there is lack of leadership to further the activities of the libraries.
• No standard staffing pattern is followed in college libraries of Uttar Pradesh.

• It has been noticed that proper attention has not been paid by the library staff to the classification of books. Sometimes the books remain unclassified for years together. There by the library books remain unutilized or underutilized.

• In a good number of libraries (24%) standard classification methods are not used for arranging books, instead the primitive methods of arranging books according to accession number, or arranging them alphabetically by subject or author is followed.

• The college libraries generally prepare a dictionary catalogue as the readers find it easy to consult it since the arrangement of catalogue cards is alphabetical. Though most of the college libraries maintained catalogue cabinets yet sometimes these remain a showpiece.

• The scholarly Journals subscribed by the colleges are totally inadequate to meet the requirements of postgraduate students, researchers and teachers. There are colleges conducting postgraduate courses without subscribing even to a single standard periodical in the area. As survey reveals (9%) colleges do not acquire any periodical, 36% colleges acquire upto 5, 37% colleges acquire 5-20 periodicals and only 18% colleges acquire above 20 periodicals. Predominantly the library collection is limited mainly to books and periodicals. Collection of back volumes of standard periodicals is a rare phenomenon in most of the colleges. The materials such as tapes, slide, films etc., are not
available in most of the college libraries. The only non book material found in the college’s is map.

• It would not be out of place to record here that most of the college libraries in U.P. have a professor in charge with few exceptions though the UGC has made strong recommendation against it. But the old and undesirable practice of having a professor in charge in libraries continues. It creates many problems for the librarians and limits their working autonomy.

• The librarians and other member of the staff working in the colleges are not allowed study leaves on full pay. Thus they are denied the right of adding new professional qualifications.

• The librarians and other staff in the college library are denied TA and DA to attend the professional seminars and conferences organized by the registered organizations such as ILA and UPLA, with the result most of the staff do not attend these. As founded in the survey 62% staff have not attended any training programme or refresher course.

• In our survey, we found that college libraries often find great difficulty in dealing with teachers. The rules of the libraries are totally ineffective in the case of teachers. We found that the number of books a teachers can borrow from the library, the length of time for which he may retain them in his possession are some of the major problems faced by library staff.

• There is virtually no provision in almost all college libraries for permitting their use by serious readers from outside even those who have
passed out from the same college. As founded in survey 113 college libraries (81%) do not provide library facility to outsiders. This is a clear loss to the college community because such a provision is bound to improve the atmosphere and academic standards in general.

- Housing facilities are not provided to the librarians of the colleges.

- Although the government of Uttar Pradesh, in 1996 has placed the college librarians at par with the college lecturers in the salary grade of Rs. 8000-13500 but 30% of the college librarians are not getting this grade for want of the minimum qualifications (graduate degree in library and information Science). They have been placed in a lower grade of Rs. 6500-12000. There has been no provision of upgrading them to the higher scales of 10,000-15,200 and subsequently Rs. 12000-18300 as is prevalent in case of college lecturers and college librarians of other states as Delhi, Haryana, Punjab etc.

- Librarianship might be the only profession in Uttar Pardesh where we don’t have any provision for promotion. The library staff Viz. Library clerk, library assistant, cataloguer and deputy librarian are never promoted to the higher positions. They are made to satire in the same position that they join after a long service of around 40 years.

- Some college librarians are held responsible for loss of books and other material.

- All the libraries are open on all working days except on holidays.
• Most of the college libraries (41%) accession 501-1,000 books in a year but do not appoint adequate staff in comparison with increasing collection.

• Only 29 (21%) college libraries provide reprography facility and no libraries provided microfilm and audio-visual facilities to their users.

• In the present context Internet is playing important role in dissemination of the information. In spite of the fact only 15 colleges (11%) provide this facility to its users.

• There is no regular system of weeding out obsolete and outmoded reading material in libraries despite the fact that a good portion of their collection was in such a state that it was no longer usable.

• In majority of the college, students are entitled to borrow two books at a time.

• Majority of the librarians are of the 51-60 years (41%) followed by 27% belong to 41-50 The fact observed by this that their experience makes them good managers and they have good work culture in them. They prove to be better administrators.

• Most of the librarians are not technically qualified. Which act as the obstacle in the automation of libraries. They are not in favor of implementing I.T in libraries because of insecurity of job and lack of awareness.
Suggestions and recommendations by the investigator :-

On the basis of the conclusions derived in this study it became clear that college libraries in U.P have not somehow measured up to the expectation, and they have, by the large, not succeeded in their objectives. So certain recommendations have been formulated with the purpose of benefiting the college libraries and their users. So that the college libraries actually become heart of higher education.

Suggestion and recommendations for libraries: -

Based on the conclusion, the following suggestions are made:

(1.) No new college should be established without a library and a qualified librarian. Adequate infrastructure in the form of building, furniture, equipment needs to be made available.

(2.) Manpower is an essential element as far as libraries facilities and services are concerned. Periodic manpower surveys should be conducted to know the problems of library professionals and also to highlight various problems faced by them in providing services, so that human resources development programs can be organized accordingly.

(3.) A person’s suitability for a job has to be judged by his qualifications and experience according to the job requirements.

(4.) The authorities should appoint a well-experienced and qualified college librarian having the knowledge of computers. He should have the knowledge of library automation, as it is the demand of the hour.

(5.) The strength of professional staff of libraries should be increased as per U.G.C norms to provide better services to the users.
(6.) All existing norms relating to staffing pattern, budget, building, equipment and furniture should be adhered to. At least 10% of college budget be allotted to library.

(7.) For the better efficiency of library staff, they should be required to undergo refresher courses, orientation programs and training.

(8.) Library membership should be made open for retired teachers, ex-students and for visiting scholars.

(9) The university libraries should form networks of all college libraries affiliated to them and provide necessary guidance and assistance to them.

(10) Librarians should make the most effective use of their available financial, reading and human resources. Innovative and modern management techniques need to be adopted by them.

(11) The use of modern technologies should be made without any hesitation whenever feasible and necessary for efficient services.

(12) Reference service, documentation services, document delivery service and bibliographical services need to be performed vigorously by college libraries.

(13) Inter-library loan and resource sharing is very important to meet the demands of users this should be taken up earnestly.

(14) Users studies and user education are very important in activating the use of libraries and finding out educational and research needs of students and faculty members.

(15) In this hi-tech world the college library must respond to the technological advancement. Provision of audio visual material, computers, television, tape recorder, record players etc will promote the use of the library as the youth
today is more adapt to these technologies. The funding agencies should make special provision for these facilities and the library staff should be given training in these technologies.

(16) Librarians, like teachers, should be given facilities to participate in the seminars, conferences, etc.

(17) There should be clear guidelines regarding job description of a librarian and library staff.

(18) Libraries are kept open for longer hours for the users.

(19) It is suggested that library staff must possesses the required professional as well as academic qualifications. They must have the computer knowledge also.

(20) All the college libraries should have a reprography unit so that the users may get photocopy of their reading material at nominal charges.

(21) The fully open access system should be adopted by all the libraries. All the users should be allowed open access of library.

(22) The libraries should provide separate reading room facility for the student and faculty members.

(23) Number of Indian and foreign periodicals subscribed by the libraries are not satisfactory. So colleges should try to get more grants for this purpose.

(24) In charge of periodic sections should be well qualified with aptitude and motivation to deal with various problems of the serial control. Posting of non-professional staff to handle periodicals work must be stopped.

(25) Register and other similar systems of charging and discharging books should be totally stopped. It takes much time of readers as well as staff also.

(26) Well qualified and experienced persons should be posted as the in charge of each section. He must have the professional degree.
(27) The librarians should instruct the new comers (first year students) at the beginning of the academic section to use the library properly.

(28) The college librarians who do not assesses a bachelors degree in library and information science should be encouraged by the college management either to join regular courses on one year leave with pay or get the degree through correspondence courses.

(29) The librarians who, owing to not fulfilling the minimum criteria should also be placed in the same existing grade and should be given a specific time period to let them get the degree. This sort of relaxation has been granted in case of college lecturers.

(30) The college librarians, as in other state and like teachers should be given next higher grades. It would enhance their efficiency and would bear fruitful results. A person cannot be expected to remain in the same grade for all of his life.

(31) The provision of a so-called professor in charge library is beyond imagination. The post of a professor does not exist in any of the college of Uttar Pradesh. A part from this fact, the appointment a (non-professional) teacher in the same grade as librarian as the in charge of the library makes everybody wonders as such a silly idea. This provision should immediately be abolished.

(32) The U.P. Govt. G.O. regarding the appointment, grade, etc. of college librarians issued in February 1996. It’s a matter of great concern that during these several years not a single post of college librarian has been advertised what to say of appointment, whereas more than 150 colleges do not have college librarians. It is suggested that the vacant posts be immediately filled up.
by U.P higher education commission to streamline the library services to the users.

(33) Librarians should be motivated. Motivation comes from incentives. Incentives to the librarian may be of two kinds of tangible incentives may be pay like, promotion, better working condition etc. Incentives, which largely affect the staff psychologically, such as praise, approval of works etc, are intangible incentives. In order to maintain a high level of performance of the staff, authorities have to motivate the librarian.

(34) The appointment of library staff, assessing a degree, a postgraduate degree in library and information science is done by some of the good college principles as the expert. This amply rules the negligence on the part of state government. It is suggested that the appointment be made by subject experts as in university libraries in U.P and other states make the appointment.

(35) It is suggested each college library must have a library committee. It would be helpful to him developing a good library collection.

**SUGGESTIONS FOR FUTURE RESEARCH :-**

The present study concentrates on the “manpower analysis in college libraries in U.P. and its impact on their services. The study was limited to the college libraries of U.P. keeping this limitation in view a number of suggestion can be put forward for future research in the are :

(1.) A more comprehensive sample of libraries should be taken by including all the college libraries of U.P.
(2.) There is a vast scope for further research in terms of different type of libraries such as academic, special and public.

(3.) More research is required to be conducted on manpower analysis of libraries of different states and Nation as a whole.

(4.) A detailed investigation by dividing staff into different categories can also be conducted.

(5.) More detailed research is required to be conducted on the salary pattern of different types of libraries manpower.

(6.) There is vast scope on manpower research regarding staff attitude to wards I.T. implementation.

(7.) Detailed researches can be conducted on the similar topic by choosing particular university and its colleges.
SUMMARY

Library has come to be regarded as an important and integral part of the teaching process in the institution. Library staff holds a pivotal position in providing effective services. If library staff is in adequate and inefficient the services are bound to be far from satisfactory. No library can render desirable services without adequate and competent staff.

A large number of college libraries, in the state have grown in size and complexity to the desirable extent. They are working under severe handicaps including lack of proper space and inadequate staff. The collections in the libraries have multiplied several times during the last two decades. Provision of staff in the libraries has consistently remained the same. The growth in the number of students, the introduction of new courses, the constant increase in the annual budgets and the frequent special grant from the U.G.C have placed additional and often new demands on the libraries. The expectations of the users are rising day by day. They are demanding reference, documentation, bibliographical, reprographic and I.T based services. There is a dire need to fill up the widening gap between their expectations and actual performance of the libraries.

The staffing pattern of the college libraries needs a fresh look. The existing staffing pattern in the libraries has become obsolete in the of all round development in the collections and phenomenal rise in the use of libraries. Unless the whole question of the administration of college libraries is reviewed with clearly defined aims and objectives, the college library will not be in a position to achieve its goals. There is an immediate need to organize the work
of the college libraries systematically with proper delegation of responsibilities and authority to staff members for different phases of the work. The need for this review has become more urgent because of the recent recognition that has been accorded to college libraries. The delay in the necessary restructuring of library staff would lead to further inefficiency and chaos in the libraries.