CHAPTER – 2

LITERATURE REVIEW

This chapter gives a glimpse about the important literatures (for bibliographical details see BIBLIOGRAPHY) – both micro and macro including digital sources of information that I have consulted during the period of the research. The chapter has been categorised into the different aspects of the research topic such as Higher education, Library and Higher education, Library automation, Human Resource Development (HRD) and its elements HRD in general, HRD in Library, HRD in context of Library automation. It also discusses Automation and challenges before Academic Library Professionals, Staff Training and Development studies, and lastly on Research Methodology.

2.1 Higher Education

Higher Education has undergone a radical transformation in the last few decades throughout the world. Education is one of the most crucial services in the economy. Higher education institutions in the country especially the Universities have been producing the required quality manpower as per demands of the society. Since the dawn of independence in India, higher education system has grown enormously. It has expanded in an unprecedented manner not experienced by any other nation in the world in recent times. The advent of Information Technology products like computer and Internet have further made it possible to spread the higher education even in remote corners of the country. While beginning the project, I made attempts to draw some idea about the topic; I came across some of the documents which helped me at different stages of the works. These documents (for bibliographical details see BIBLIOGRAPHY) are enumerated below:

- “Country Summary of Higher Education: India” by World Bank (n.d.)
- “Education in North East India: experience and challenge” ed. by Biloris
2.2 Higher Education and Library

Regarding this aspect of the research topic the following literatures (for bibliographical details see BIBLIOGRAPHY) were found useful:

- "Academic and special libraries: their working, problems and solutions" by R.S. Sexana (1989).
- "Envisioning future academic library services: initiatives, ideas and challenges" ed. by Sue McKnight (2010).
- "General Introduction to the Role of the Library for University Education" by Sirje Virkus and Silvi Metsar (2004).
- "Librarianship and library science in India: an outline of historical perspectives" by Mohamed Taher (1994).
- "The critical role of libraries in academic Institutions: Nerve centres of
learning” by Collence T. Chisita (2009).

2.3 Library Automation

The following documents (for bibliographical details see BIBLIOGRAPHY) were consulted to understand the process and various other aspects of library automation:

- “Application of information technology in libraries of higher education institutions in India: issues and prospects” by G. Deverajan (2000).
- “Core competencies for non-librarian systems managers” by Kevin Herrara (2009).
- “Core technology competencies at university of Texas Southwestern Medical library” by Richard Wayne (2009).
- “Impact of information technology on libraries” by R. M. Panigrahi (2000).
2.4 Human Resource Development

2.4.1 HRD in General

The following documents (for bibliographical details see BIBLIOGRAPHY) were consulted to understand Human Resource Development (HRD) in general.

- "Approaches to training and development" by Dugan Laird (2003).
- "Designing training programs: the critical events model by Leonard Nadler and Zeace Nadler" (1994).
2.4.2 HRD in Library

The following documents (for bibliographical details see BIBLIOGRAPHY) were consulted to understand the need, purpose, role and application of human resource development in various types of higher education institutions libraries.

- "Continuing Professional Development" by Julie Parry (1997).
- "Guidelines for formulating policy on education, training and development of library and information personnel" by A. Neelameghan (1978).
2.4.3 HRD in context of Library Automation

In order to understand various aspects of human resource development in the context of library automation, the following documents (for bibliographical details see BIBLIOGRAPHY) were consulted.


“Staff development in library and information work” by Peter Jordan (1996).

“The University staff development context” by Patricia Partington (1997).

2.5 Automation and challenges before Academic Library Professionals

Today there are many challenges before the academic library professionals especially those created by automation. What are these challenges? How do they affect the library personnel? What are their new roles? The following documents (for bibliographical details see BIBLIOGRAPHY) were found suitable for understanding these issues.

“Academic librarianship in the automated environment” by S.


“The role of academic librarians in the era of information technology” by Mary Lynn Rice-Lively and J. Drew Racine (1997).


2.6 Staff Training and Development studies

There are several studies regarding the application of human resource development in the context of library automation in the higher education institutions. Some of these studies (for bibliographical details see BIBLIOGRAPHY) which were found suitable for the present research are mentioned below:

- "An investigation into internet training for academic library staff" by Paula L. Mathews (1997).

- "Development of Manpower of the University and post-Graduate Centre Libraries in the North Eastern Region of India" by N. Giridhari Singh (1992).

- "Education and training for information professionals in face of the Internet and World Wide Web" by Pieter van Brakel (1997).

- "E-learning and teaching in library and information services" by Barbara Allan (2002).


- "ICT skills among librarians in engineering educational institutions in Tamil Nadu" by B. Ramsesh Babu, P. Vinayagamoorthy and Manas R. Pani (2007).

- "Provisions and Effectiveness of Continued Staff Development Programmes for Professionals in University Libraries in East India" by Arun Kumar (2009).

- "Skill requirements of LIS professionals in the new e-world" by M.S. Sridhar (1999).


- "Technological change in the workplace: a statewide survey of community college library and learning resources personnel" by Carolyn E. Poole and Emmett Denny (2001).

- "The training of academic library staff on information technology within the libraries of Minnesota State colleges and universities" by Teresa E. Kirkpatrick (1998).
2.7 Research Methodology

In order to find the best possible methodology for conducting the present research the following books (for bibliographical details see BIBLIOGRAPHY) were very much useful:


The above review of literature reveals that the problem identified for the present study has not been dealt with in necessary details although it is very much important in the present context. Further the review of literatures reveals that no comprehensive study has been undertaken in North East India on the prospect of human resource development (HRD) in Higher Education Institution (HEI) libraries in context of automation. This is the aim of the present study.