PREFACE

Libraries are integral part of the Higher education Institutions (HEIs) assisting in their teaching and research function. They are the called the heart and soul of the HEIs. With the rapid transformation in the Higher Education Systems, the application of computers and especially Information technology (IT) have revolutionized the way libraries acquire, transmit and store information. The Libraries of HEIs in India including North East (NE) India was late at adopting automation technology and have made slow progress in this direction. Lack of skilled manpower to maintain the automated systems and to provide proper e-information service to the academic community is a main problem. These developments have several implications on the library management process. One of the key issues is Human Resource Development (HRD). In an automated library environment the library manpower needs new skills and core competencies in different areas of automation. Human workforce is the most vital part of the Library, therefore the issue of the skill upliftment and development of the library staff needs outmost concern. HRD attempts to enable people in an organization to overcome their defects and develop their productivity potentials by regular training and building a support system within the organization. Thus, there is need for a study to understand the prospects of application of HRD in the libraries of HEIs in the North East India.

During my working experiences in a fully automated library, the Central Library of Indian Institute of Technology Guwahati, I have confronted with different problems in working with the automated systems. I have the feeling that regular training would have solved such problem easily. Also, the role of induction training was very much felt as it would have oriented us with the new systems that, all fresh Library and Information Science (LIS) graduate would have to face. Through discussion with colleagues and seniors the need for a Human Resource Development program was very much felt. Further, it is also notable that the technologies keep on changing from time to time. Therefore it becomes very much necessary that the library workforce is continuously upgraded in skills and competencies. The present study aims to understand the HRD needs of the library professionals working in the libraries of HEIs of NE India.

Literatures show that over the past few years the libraries of HEIs in North East India has seen a surge in automation activities. As such the need for Human Resource Development (HRD) in these libraries has increased tremendously. Through training the library workforce can be always kept up to date in skills. There are varieties of training methods like pre service training, in service training etc. In addition numerous training techniques can be adopted like workshops, regular classes, online tutorials, seminars etc. There are also opportunities for continuous professional development (CPD) before the library staff. The present study aims at finding the HRD practices prevalent and scope for improvement, and the methods and techniques used in the HRD practice in context of automation of the HEI libraries. The application of HRD practices might have several problems and these may vary from place to place. The problems encountered in Assam may not be the case for Mizoram. Often lack of resources, transportation, time, and support from the authorities are cited a major problems. This study aims at finding some answers to these problems.

For this study, the American Psychological Association's APA (6th ed.) style, which is
based on the author – date system for books, articles, and non-books has been used in preparing the in text references and the bibliography. It is organized author wise alphabetically and is the evidence of all the sources I have used in the research. I have used the EndNote application to generate the bibliographical references. As a rule APA style insists on writing the last name of the author and only the initials of rest of the author name. However, here I have used the full name of the author as and when available and do away with initials wherever possible. This is possible using the EndNote software.