## LIST OF TABLES

<table>
<thead>
<tr>
<th>Table No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Higher Education in Kerala in a nutshell</td>
<td>99</td>
</tr>
<tr>
<td>3.2</td>
<td>Colleges affiliated to various Universities of Kerala</td>
<td>101</td>
</tr>
<tr>
<td>4.1</td>
<td>Distribution of Professional Manpower in different types of libraries in Kerala</td>
<td>141</td>
</tr>
<tr>
<td>4.2</td>
<td>Number of LIS teachers in Kerala</td>
<td>144</td>
</tr>
<tr>
<td>6.1</td>
<td>Distribution of items in ten elements of manpower towards IT application</td>
<td>241</td>
</tr>
<tr>
<td>6.2</td>
<td>Distribution of items of factors of manpower development</td>
<td>242</td>
</tr>
<tr>
<td>6.3</td>
<td>Distribution of items of satisfaction in job/position</td>
<td>243</td>
</tr>
<tr>
<td>7.1</td>
<td>Categorywise distribution of Libraries</td>
<td>247</td>
</tr>
<tr>
<td>7.2</td>
<td>Characteristics wise Distribution of College Libraries</td>
<td>248</td>
</tr>
<tr>
<td>7.3</td>
<td>Working hours of the college libraries</td>
<td>250</td>
</tr>
<tr>
<td>7.4</td>
<td>Collection-wise distribution of Libraries</td>
<td>251</td>
</tr>
<tr>
<td>7.5</td>
<td>Mean of book collection based on the characteristics</td>
<td>252</td>
</tr>
<tr>
<td>7.6</td>
<td>Distribution of Sample Libraries by their Non-book collection</td>
<td>253</td>
</tr>
<tr>
<td>7.7</td>
<td>Mean of non-book collection based on the characteristics</td>
<td>254</td>
</tr>
<tr>
<td>7.8</td>
<td>Status of present and proposed staff strength</td>
<td>255</td>
</tr>
<tr>
<td>7.9</td>
<td>Classification scheme used</td>
<td>256</td>
</tr>
<tr>
<td>7.10</td>
<td>Availability of library catalogue</td>
<td>257</td>
</tr>
<tr>
<td>7.11</td>
<td>Physical form of the library catalogue</td>
<td>257</td>
</tr>
<tr>
<td>7.12</td>
<td>Catalogue Code used</td>
<td>258</td>
</tr>
<tr>
<td>7.13</td>
<td>Services available in the library</td>
<td>259</td>
</tr>
</tbody>
</table>
7.14 Number of users
7.15 Computer facility in the library
7.16 Number of computer system(s) available
7.17 Computer equipments available
7.18 Distribution of libraries by plan to introduce IT application
7.19 Use of computer facility in libraries
7.20 Distribution of libraries by Library software used
7.21 Distribution of libraries by other equipments available
7.22 Distribution of libraries by IT applications in the library
7.23 Distribution of libraries by Annual budget provision of college libraries
7.24 Distribution of libraries by Status of Library Building
7.25 Distribution of libraries by Library building-functionally adequate
7.26 Library facility-Furniture and other equipments
7.27 Distribution of libraries by Library Advisory Committee
7.28 Distribution of libraries by Book Selection Committee
7.29 Distribution of libraries by Duties and Responsibilities in budget preparation
7.30 Distribution of libraries by Duties and Responsibilities in Acquisition
7.31 Distribution of libraries by Duties and responsibilities in making library policy
7.32 Distribution of libraries by Organizational pattern-existing
7.33 Distribution of libraries by Organizational pattern of preference
7.34 Distribution of professional librarians by Sex
7.35 Age-wise distribution of professional librarians
7.36 Distribution of professional librarians by Marital status
7.37 Distribution of professional librarians by General Qualifications
7.38 Distribution of professional librarians by Professional Qualifications
7.39 Distribution of professional librarians by Information Technology course taken
7.40 Distribution of professional librarians by Degree taken through distant education
7.41 Distribution of professional librarians by Details of degree taken through distant education
7.42 Distribution of professional librarians by Designation with grade
7.43 Distribution of professional librarians by Scale of Pay
7.44 Distribution of professional librarians by UGC Scheme
7.45 Distribution of professional librarians by Nature of present employment
7.46 Distribution of professional librarians by Total experience in the profession
7.47 Distribution of professional librarians by Encouragement for Continued Professional Development of Staff by the Institution / Management
7.48 Distribution of professional librarians by Institution sponsor library staff for higher studies
7.49 Distribution of professional librarians by Refresher course / orientation / in-service training attended
7.50 Distribution of professional librarians by Details of refresher course / orientation programme attended
7.51 Distribution of professional librarians by Reasons for not attending the training programmes

7.52 Distribution of professional librarians by Participation in full-fledged computer laboratory training

7.53 Distribution of professional librarians by Participation in conferences, Seminars

7.54 Distribution of professional librarians by Number of Conferences / Seminars attended

7.55 Distribution of professional librarians by Papers presented in conferences / seminars

7.56 Distribution of professional librarians by Number of papers presented in conferences / seminars

7.57 Distribution of professional librarians by Publications of librarians

7.58 Distribution of professional librarians by Number of articles published

7.59 Distribution of professional librarians by Number of books published

7.60 Distribution of professional librarians by Number of books edited

7.61 Distribution of professional librarians by Membership in Professional Library Associations

7.62 Distribution of professional librarians by Active participation in the manpower development activities of the associations

7.63 Distribution of professional librarians by Experience in using computer

7.64 Distribution of professional librarians by Average frequency of use of computer

7.65 Distribution of professional librarians by Computer System at Home

7.66 Distribution of professional librarians by Self-development Programme
7.67 Distribution of professional librarians by Reading of LIS journals regularly
7.68 Distribution of professional librarians by Subscription of LIS journals personally
7.69 Distribution of professional librarians by Library subscribe LIS journals
7.70 Distribution of professional librarians by Self-study behaviour
7.71 Mean scores of the various areas of Knowledge of Librarians towards IT application
7.72 Mean scores of the IT Skills of Librarians
7.73 Mean scores of the Ability of Librarians towards IT application
7.74 Mean scores of the Librarians Talent
7.75 Mean scores of Librarians' Aptitude
7.76 Mean scores of Librarians' Value
7.77 Mean scores of Attitude of Librarians' towards IT and other important aspects of LIS
7.78 Mean score of Librarians' Belief towards IT application
7.79 Mean score of Librarians' Involvement in Job and IT application
7.80 Mean scores of Librarians' Interest towards IT and the other aspects of the profession
7.81 Total mean score of the Elements of Manpower
7.82 Mean score of the Factors of Manpower Development
7.83 Mean score of Satisfaction in Job/Position
7.84 Mean scores of Elements of Manpower towards IT application of Librarians in Arts & Science and Professional Colleges and Z value of the comparison of means
Mean scores of Elements of Manpower towards IT application of Librarians in Colleges located in Rural and Urban areas and Z-value of the comparison of means

Mean scores of Elements of Manpower towards IT application of Government and Private College Librarians and Z-value of the comparison of means

Mean scores of Elements of Manpower towards IT application of librarians of Aided and Unaided Colleges and Z-value of the comparison of means

Mean scores of Elements of Manpower towards IT application of Librarians in Colleges as a University Research Centre or not a Research Centre and the Z-value of the comparison of means

Mean scores of elements of manpower towards IT application of male and female librarians and Z-value of the comparison of means

Mean scores of elements of library manpower towards IT application of Librarians of four different age groups and the F-value of the comparison

Linear combination of groups of means of elements of manpower towards IT application of librarians of four different age groups using Scheffe test

Mean scores of elements of manpower towards IT application of librarians having BLISc and Higher degree and Z-value of the comparison of means

Mean scores of elements of manpower towards IT application of the two groups of librarians categorized on the basis of IT course taken and Z-value of the comparison of means

Result of the F-test for group differences in elements of Professional Library Manpower towards IT application of five groups of librarians based on Professional experience

Linear combination of groups of means of elements of manpower towards IT application of librarians of different groups professional experience using Scheffe test
7.96 Mean scores of elements of manpower towards IT application of the two groups of librarians based on Refresher course taken and Z-value of the comparison

7.97 Mean Scores of the elements of library manpower towards IT application of four groups of librarians based on Refresher course taken and the F-value of the comparison

7.98 Linear combination of groups of means of elements of manpower towards IT application of librarians by number of refresher courses taken using Scheffe test

7.99 Mean scores of elements of manpower towards IT application of the two groups based on Computer Training taken and the Z-value of the comparison of means

7.100 Mean scores of elements of Manpower towards IT application of two groups of librarians based on Participation in conferences / seminars and the Z-value of the comparison

7.101 Result of the Z-test for the significance of difference between the mean scores of elements of Manpower towards IT application of two groups of librarians based on Presentation of papers in conferences / seminars

7.102 Mean scores of elements of Manpower towards IT application of two groups of librarians based on Publications in their credit and the Z-value of the comparison

7.103 Mean scores of the elements of Manpower towards IT application of five groups of librarians based on Computer experience and F-value of the comparison

7.104 Linear combination of groups of means of elements of manpower towards IT application of librarians by computer experience using Scheffe test

7.105 Means Scores of the elements of Manpower towards IT application of three groups of librarians based on Frequency of use of computer and the F-value of the comparison
7.106 Linear combination of groups of means of elements of manpower towards IT application of librarians by frequency of use of computer using Scheffe test

7.107 Mean scores of elements of Manpower towards IT application of two groups of librarians based on self-development and the Z-value of the comparison of means

7.108 Mean scores of elements of Manpower towards IT application of two groups of librarians based on the criterion self-study behaviour and Z-value of the comparison of means

7.109 Regression Coefficients of Mean Score of Knowledge on Variables having Significant Impact on it

7.110 MCA Table of Effects of Predictor Variables on Knowledge Score

7.111 Regression Coefficients of Mean Score of Skill on Variables having Significant Impact on it

7.112 MCA Table of Effects of Predictor Variables on Skill Score

7.113 Regression Coefficients of Mean Score of Ability on Variables having Significant Impact on it

7.114 MCA Table of Effects of Predictor Variables on Ability Score

7.115 Regression Coefficients of Mean Score of Talent on Variables having Significant Impact on it

7.116 MCA Table of Effects of Predictor Variables on Talent Score

7.117 Regression Coefficients of Mean Score of Aptitude on Variables having Significant Impact on it

7.118 MCA Table of Effects of Predictor Variables on Aptitude Score

7.119 Regression Coefficients of Mean Score of Value on Variables having Significant Impact on it

7.120 MCA Table of Effects of Predictor Variables on Value Score
7.121. Regression Coefficients of Mean Score of Attitude on Variables having Significant Impact on it

7.122. MCA Table of Effects of Predictor Variables on Attitude Score

7.123. Regression Coefficients of Mean Score of Belief on Variables having Significant Impact on it

7.124. MCA Table of Effects of Predictor Variables on Belief Score

7.125. Regression Coefficients of Mean Score of Involvement on Variables having Significant Impact on it

7.126. MCA Table of Effects of Predictor Variables on Involvement Score

7.127. Regression Coefficients of Mean Score of Interest on Variables having Significant Impact on it

7.128. Table of Effects of Predictor Variables on Interest Score
## LIST OF FIGURES

<table>
<thead>
<tr>
<th>Figure No.</th>
<th>Title</th>
<th>Page No.</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.1</td>
<td>Administration of a College Library</td>
<td>104</td>
</tr>
<tr>
<td>4.1</td>
<td>Distribution of different types of Libraries in Kerala</td>
<td>142</td>
</tr>
<tr>
<td>4.2</td>
<td>Distribution of Professional Library Manpower in Kerala</td>
<td>143</td>
</tr>
<tr>
<td>5.1</td>
<td>Manpower Wheel</td>
<td>155</td>
</tr>
<tr>
<td>5.2</td>
<td>Tacit and Explicit Knowledge</td>
<td>159</td>
</tr>
<tr>
<td>5.3</td>
<td>Information Technology and skills for Information Professionals: Transformation Model</td>
<td>168</td>
</tr>
<tr>
<td>5.4</td>
<td>The changes and as a response to the skills development of librarians</td>
<td>170</td>
</tr>
<tr>
<td>5.5</td>
<td>Attitude and Attitude objects</td>
<td>182</td>
</tr>
<tr>
<td>5.6</td>
<td>The interrelation between human resources and behaviour</td>
<td>193</td>
</tr>
<tr>
<td>5.7</td>
<td>A conceptualization of values, Attitudes, and Attitude Objects</td>
<td>196</td>
</tr>
<tr>
<td>5.8</td>
<td>Manpower Development Wheel</td>
<td>201</td>
</tr>
<tr>
<td>7.1</td>
<td>Percentage distribution of Libraries</td>
<td>247</td>
</tr>
<tr>
<td>7.2</td>
<td>IT applications in the library</td>
<td>265</td>
</tr>
<tr>
<td>7.3</td>
<td>Average Manpower score</td>
<td>311</td>
</tr>
<tr>
<td>7.4</td>
<td>Average score of Factors of Manpower Development</td>
<td>314</td>
</tr>
<tr>
<td>7.5</td>
<td>Average score of the level of Satisfaction in job/Position</td>
<td>318</td>
</tr>
<tr>
<td>Abbreviation</td>
<td>Full Form</td>
<td></td>
</tr>
<tr>
<td>--------------</td>
<td>-----------</td>
<td></td>
</tr>
<tr>
<td>HRD</td>
<td>Human Resource Development</td>
<td></td>
</tr>
<tr>
<td>IT</td>
<td>Information Technology</td>
<td></td>
</tr>
<tr>
<td>IV</td>
<td>Independent Variables</td>
<td></td>
</tr>
<tr>
<td>LIS</td>
<td>Library and Information Science</td>
<td></td>
</tr>
<tr>
<td>LISP</td>
<td>Library and Information Science Professional</td>
<td></td>
</tr>
<tr>
<td>MD</td>
<td>Manpower Development</td>
<td></td>
</tr>
</tbody>
</table>