Chapter No. II:
Objectives, Research Methodology & Review of Literature.

- Introduction.
- Library Personnel.
- Rational Behind Study.
- Personnel Organizational Dynamics.
- Significance of Study.
- Reference Period.
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- Hypothesis.
- Research Methodology.
- Chapters Scheme.
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Introduction:

Libraries are integral part of educational institutions in fact they may be regarded as the hearts of modern institutions of higher education. The principal function of a Library is to ‘educate the educated’. A well-equipped library is not only a storehouse of knowledge and experience but also a repository of world’s culture-ancient, mediaeval and modern. Library represents one of the most important assets in support of the instructional programme of the colleges and Universities. The Library is a workshop for the entire students and teachers where library staffs are the conductors of this workshop.\(^1\) Out of the many components forming a library system, professional staff forms the most important and valuable resource because the quality of a library is judged by the service it rendered not by some idle collection and efficient library service is the result of some effective library staff. Thus, if the supplier of the information commodity is passive, frustrated, disinterested and even non-existent, the information resource becomes meaningless. It is the library staff who can bring them together according to their tastes, interests and needs for each other thereby establishing harmonious relationship between them.

Professional staff in academic libraries is expected to promote academic programmes of the institution and encourage the optimal use of library resources.\(^2\) The college libraries in Marathwada region are much neglected. Majority of the college are without well-furnished library system. Thus most of the students enter colleges without any background of library use. So,
the role of the librarian becomes much more crucial and important. It becomes the responsibility of librarian to educate students into library use. A student has a significant role in the promotion of overall college education programme. But it is a matter of great regret that the role of library in teaching learning process has not been recognized yet. The concern authorities for providing library services in the college are paying a few attentions. Most of the college libraries in Marathwada region are understaffed having single professional with one or two supportive staff. Even some college libraries are without any professional staff in spite of being a college with Degree and Masters Programmes. No significant initiatives have been taken yet to bring change in the structure and development of college libraries even the government is giving priority in education by neglecting library services. But it is not intellectual to think of providing satisfactory services without adequate staff members with requisite qualifications.

Library Personnel:

Well-qualified, skilled and adequate number of library personnel is a must to provide consistent and efficient library services. This implies that manpower strength is one of the important ingredients of a college library. According to Webster Dictionary “manpower is the number of people working or available for work or service in an organization or institution”. It’s the power in terms of the workers available to a particular group or required for a particular task. So we can say that library manpower is some certain number of people who are working or
available for overall management of library functions with the
power of professional skills. ALA policy committee [3] in 1983
approved two groups of skills viz. Specialist skills and general
skills. These are as follows:

**Specialized skills:**

a) The analysis of the library and information needs of existing
   and potential users;
b) Selection, provision, and maintenance of the full range of
   library materials;
c) The identification, analysis and organization of information
d) The assessment, implementation and use of technology in
   the library;
e) The exploitation of information resources;
f) User education in the library;
g) The selection and maintenance of special collection and
   services and
h) The selection and exploitation of non book media

**General skills:**

a) The planning and development of policy, its implementation
   and assessment;
b) The management and financial control of all or part of an
   organization.
c) Interaction with clients and users;
d) Supervision, training and motivation of staff and
e) Contracts and communication with other individuals and groups pertinent to the work of the organization e.g.; governing bodies, suppliers, members of other professions etc.

It is intended that specialist skills should be performed by professionals and non-professionals should take routine tasks and procedures including operations of various systems and equipments used in the library. They should also be responsible for service under the supervision of professionals. Professionals should have basic knowledge of specialist skills and understanding of general skills and assist in its planning and supervision.

Rational Behind Study

Since India gained independence, its higher education system has shown remarkable growth. It may be well-known that since independence to up till now. The rapid growth of higher education has raised expectations regarding its role in nation building including those of access and equity.

The State of Maharashtra since early days has been recognised as the progressive State in India. Maharashtra has a glorious tradition in the field of education. It was in Maharashtra that the experiment of private educational enterprise was first launched by eminent men of letters like Chiplunkar, Tilak and Agarkar. Maharashtra took the lead in the movement of making
primary education free and compulsory. Even prior to independence, Private agencies from Poona, Bombay and from Satara in Western Maharashtra were active in the development of education. In Marathwada, Swami Ramanand Tirth had laid down a foundation stone of privately managed education. On the eve of independence Dr. Babasaheb Ambedkar contributed to the cause of education by establishing educational complex at Aurangabad. Although Educational development in Maharashtra has been remarkable, Marathwada individually appears somewhat back crawl. The Development of Higher Education in Marathwada was Late due to Nijam’s shilly-shallying.

There was only one college in Nizam’s regime in Marathwada. Great leaders like Dr. Babasaheb Ambedkar and Swami Ramanand Teerth made efforts for spread of higher education in this region. Realizing the need of this area, the then Chief Minister of Maharashtra, late Shri Yeshwantrao Chavan expedited the procedure of establishment of this University. A Committee under the Chairmanship of late justice S. M. Palnitkar was appointed for the establishment of the University, which submitted its report on 1st December 1957, and accordingly the State Government passed An Act for the establishment of University with immediate effect. On 23rd August 1958, Marathwada University was inaugurated at the auspicious hands of our first Prime Minister, Pandit Jawaharlal Nehru. This University is on progress for more than five decades or so.
As the Dr. B.A.M. University has overgrown, the need for another New University was envisaged. Infact at Nanded, the Dr. B.A.M. University had its sub centers the same was transformed into university as per final report of expert Committee. As a result, SRTM University was inaugurated in 1995. At present 180 colleges of different faculties are active under this university. The educational development of the above universities is seen from the tables given in the chapter. As with the growth in number of educational Institutions, the number of libraries has also been increased as necessary requirements.

At present there are about 2000 libraries facilitating the needs about 12 to 15 lakhs of readers involved in higher education. About 25 thousands employees are employed in all such libraries in Maharashtra. The management of all these staff persons in the right directing is a need of today. Since very beginning of the educational development, there has been utter discard towards the library personnel in respect of their salaries, status, retirement benefits, training & development, promotion, and so on. The time is appropriate now to examine all these and related issues in depth and suggest remedies over the ills crippling the smooth management of library personnel of college libraries. Truly speaking there has been no, like industrial organization any personnel management system in the educational institutions including universities. The issues concerning employees in such educational institutions are guided mostly by the government policies and directions. The Registrar or Principal or heads of the
department has to look after the personnel management and manage to get the work done. To highlight the various aspects relating to personnel management in the libraries of colleges, the college libraries from Marathwada region are chosen for in-depth research.

**Personnel Organizational Dynamics**

From the time immemorial people used to live in some organized forms because it is natural impulse of human beings which cultivate a cult of togetherness among the persons. In order to meet the various requirements persons are engaged in different activities which sometime are planned and sometimes unplanned, but if the activities are coordinated and directed properly then personnel energy can be channelize for result-oriented work and optimum utilization of the material resources can be ensured, for these purposes motivated and coordinated personnel organization is essential.

A structure of staff or personnel in any Library organization must be designed and maintained in such manner so that employees in libraries work effectively towards the accomplishment of the academic goals. It is a personnel organization of given College or university library, where one gets necessary equipment (Place, labor, money and machine) or factors of production for the use of students and teachers. In the words of Dr. Ranganathan, an eminent library scientist “Personnel Organization in Library whether small or large is the arrangement
of some agreed purpose through allocation of functions and responsibilities.”

Louis A Allen defined personnel organization for library or any other organization as “mechanism or structure that enables employees to work effectively”. He enunciated the following three principles of personnel management which are also applicable to Library organization.

(i) Division of labor for the rational use of Personnel. (The same is noticed in Selected Organized university library in the form of various department and classification of workers or employees in Class I, II, III & IV).

(ii) Identification of source of Authority to control the personnel. (The Vice-Chancellor, Registrar, Executive Councilors, Librarian, Dy. Librarian, Technical Assistants, line and staff officers & government are the controlling authorities in Selected Organized University or College Library).

(iii) Establishment of Relationship among the personnel for co-ordination and smooth working (Informal & formal relationship between employees in Library lead to co-ordination & smooth working under normal course of functioning)
Systematically organizing activities on the one hand, and the people employed in university library and affiliated colleges to it, came under the essential functions of personnel management. According to Dr. Kothari Commission on education “the Library organization may be considered as a system of goals and activities, rationally co-ordinate and integrated with the help of appropriate communication for the sake of problem solving, decision making, operating and result making in favor of student community” Organizations like Libraries are, therefore, considered to be social system established for effectively matching the needs of the society in which it exists.

Setting up of goals and objectives for personnel are the function of planning while the control over personnel process leads to the achievement of goals and objectives of the library organization.

The University for its Library and affiliated colleges to it in respect of the library personnel are mainly devoted to personnel procurement, its development and its utilization. A study of personnel Management of the University Library and its affiliated colleges as a whole and personnel management in particular section or department will enable one to know how far the employees are being used by management for fulfilling the needs of students.
Significance of Study:

The study of library personnel assumes a greater significance as since the inception of education and its subsequent growth and development; there has been utter casualness over the library personnel especially their status, rights and compensation for work. Truly speaking the organizing process, with the help of personnel determines the course of action to be taken for the achievement of organizational objectives and goals. The personnel management of library is also concerned with dividing the various activities into segments appropriate enough to be handled by respective individuals; assigning the proper task to the proper person; delegating the necessary powers, and allotting adequate resources to carry out the task; and coordinating the various tasks, functions, individuals and resources to ensure that no effort, or resource is wasted, and no member of the Library organization has the chance to get in another’s way. Personnel Organization for library is not an end in itself; it is a means to an end and takes care of both employees & organizations. How persons are important in organization is understood from the following conceptualities:-

Each individual performs a specific job in the library organization, and each role is coordinated with the officer - cum - Librarian. Larger Library organizational roles are also fulfilled through the various personnel functions identified and coordinated. In this connection Edger Scheir rightly observes:
“A Personnel organization is the rational co-ordination of the activities of a number of people for the achievement of some common explicit purpose or goal, through division of labor and function, and through a hierarchy or authority and responsibility”.

Many activities are carried out by different people who have to work together in a coordinated fashion, though they have their own differences. It is here that the organizational frame work comes into existence. Earnest Dale, therefore, observed: “Personnel Organization will be considered a means of getting people act together for a purpose”. An organization is well planned social system, represented by a structure rationally coordinating various functions identified with individual positions for the achievement of common predetermined objectives and goals through organizational hierarchy or delegation of authority and responsibility. “A personnel management is basically concerned with the organizing process, which should be based on proper studies and investigations of the environmental factors and social forces, the functions and people associated with them, the objective and goals, and so on.

The personnel management function, like any other management function, is a rational activity, which is based on thinking, analysis, and investigation research. One, who emphasizes rationally in the process of organizing personnel, would be able to make human co-operation effective, because the task and mission of the organization and the people who carry
them out would be matched rationally. The reason for the different levels of organization is evident in the limitations of the span of management. The organizing process must take into account the levels of organization on the one hand, and the span of management on the other. Obviously, the organizing processes ensure both delegation and co-ordination on the basis of rational investigation. On the whole the subject of personnel management is multi-dimensional requiring special study under particular circumstances. It is envisaged a need to study the significant aspects of this subject in the context of University Library and colleges affiliated to it.

**Reference Period:**

The reference period for the field investigation while collecting primary data was limited to the 12 months preceding to the date of interviews of employees and officers in libraries. These interviews were conducted during the summer (April-May) of 2011. The reference period, while collecting the secondary data was not restricted to particular number of years.

**Objectives of Study**

The following are the objectives set for study –

1. To know the role, importance and developments of educational libraries.

2. To know the role of Government and Universities in development of libraries and library personnel.
3. To study the library management of university and affiliated colleges.
4. To investigate personnel management at operating level.
5. To investigate the matters pertain to the library personnel.
6. To know the library employees welfare and working condition.

**Hypothesis:**

The following hypotheses were formulated for the present study.

i. Adequate library infrastructure facilities are available in selected affiliated colleges.

ii. Recruitment and selection procedure that has been practiced is by and large defective.

iii. The status of librarian in the colleges is reduced merely to as educated clerk useful to work in colleges besides his routine work as a librarian.

**Research Methodology:**

The research methodology used for this study is both exploratory and descriptive. The former consists of survey of literature and experience survey, while the latter is confined to only cross section analysis i.e. sample survey. A lot of material is available on personnel problems having concern to management and solutions to them. The first task was to be conversant with the
literature, since it is a good source for knowing already established hypotheses or for devising new hypotheses useful for study. The various journals, periodicals, newspapers were also referred, to seek the information useful for the study. The survey of literature is assisted in research by many ways. It furnished knowledge or information of various types of library employees, their problems, their unrest, university relations etc. The reading through the books and periodicals developed an insight. When the insight over the subject was matured, the design for experience and sample survey could be developed logically.

In simple word this survey has an aim to collect the information of experiences of the people who have connoisseur views developed through their experience on the topic selected for the research. Librarian, teachers, students and such other people in the course of their day-to-day experience about library staff and their problems, and by virtue of their peculiar placement as officials, social workers, professionals etc. are in position to observe the effects of different policy-actions relating to employees and their problems. These persons are capable of relating such problems for attainment of effective personnel management and human welfare. It is the purpose of the experience survey to gather and synthesize such experiences of the different people.

Efforts were made to select informants in such ways so as to ensure a representation of different types of experiences. Variations in the point of views were given adequate
representation in the sample of respondents were selected. The interviews were conducted at different levels in each group. In an experience survey, the best way to determine the sample size is to identify the point in the process of interviewing informants after whom additional interviews do not provide new insights and the answers seem to fall into the pattern which has already emerged from the earlier interview.

The study covers only selected universities which include non-agricultural universities and affiliated colleges. Primary data have been collected from these universities and colleges and this data has been supplemented by details gathered by personal interviews, review of literature techniques, etc. There are about 1000 libraries in the affiliated college libraries in Marathwada. From these, 20 per cent i.e. 200 personnel (Librarian) were selected by using appropriate random sampling method and the interviews were conducted with the help of duly structured questionnaire. The population of the study consisted of 200 respondents representing all the heads of the government funded and self funded college libraries affiliated to Dr. B.A.M. University and Swami Ramanand Teerth Marathwada University Library from Marathwada Region. Questionnaire was the instrument used for data collection. The collected data were analyzed with simple percentage and frequency counts. The following Table shows the details of sample selections.
Table No. 2.01: Selection of Samples.

<table>
<thead>
<tr>
<th>Sr.</th>
<th>Districts of Marathwada</th>
<th>Total No. of Colleges</th>
<th>Selected No. of Colleges</th>
<th>% to Total Colleges</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Aurangabad</td>
<td>127</td>
<td>25</td>
<td>20</td>
</tr>
<tr>
<td>2</td>
<td>Jalna</td>
<td>42</td>
<td>8</td>
<td>20</td>
</tr>
<tr>
<td>3</td>
<td>Parbhani &amp; Hingoli</td>
<td>212</td>
<td>42</td>
<td>20</td>
</tr>
<tr>
<td>4</td>
<td>Nanded</td>
<td>119</td>
<td>24</td>
<td>20</td>
</tr>
<tr>
<td>5</td>
<td>Latur</td>
<td>357</td>
<td>71</td>
<td>20</td>
</tr>
<tr>
<td>6</td>
<td>Osmanabad</td>
<td>50</td>
<td>10</td>
<td>20</td>
</tr>
<tr>
<td>7</td>
<td>Beed</td>
<td>94</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td></td>
<td><strong>Total:</strong></td>
<td><strong>1001</strong></td>
<td><strong>200</strong></td>
<td><strong>20</strong></td>
</tr>
</tbody>
</table>

Chapters Scheme:

The present study is distributed in the following seven Chapters.

i. Introduction.

ii. Research Methodology & Review of Literature.


iv. Library Personnel Management.

v. Library Management of Universities and Affiliated Colleges.

vi. Primary Data Analysis.

vii. Conclusions and Suggestions.
Review of Literature:

- **Flener, Jane G. (1975)** discusses various approaches to library personnel management. Libraries have grown rapidly and many changes have taken place in the environment surrounding libraries. Although employee organizations have long been operating in libraries, their function has been primarily a social one. However, these organizations have begun to provide a forum for voicing staff concerns, and evolution in the field of library personnel management took place. One way to engage staff in the operations of the library is to enlist them in the decision-making process. Many libraries try to establish their goals with staff contributing and then jointly organizing toward accomplishing the goals. In order to prepare staff to work in a changing environment, many libraries provide opportunities for taking classes on library time. Some have offered lower fees and financing is provided for training related to the staff member’s library assignment. Increased administrative responsibility is no longer the sole basis for promotion in many libraries. Many promotional schemes provide for those who excel in a specialty to achieve the top rank without having major administrative responsibilities.

- **Herbert S. White (1985)** concludes that - Technology will substantially impact the library profession. 2) there will be greater accountability for decisions and expenditures of funds provided by outside organizations 3) rapid changes in
technology will make jobs more complex thus education and training must be built into organizational objectives 4) more integration and interaction with those inside and outside the library system 5) staff need to understand not only what they are doing but why they do it and why doing it well is important which is a tenet of Japanese Management Theory Z.

- **Joy, V. P., Raman Nair, & R. Ayub, M. (1994)** - Expert Committee on College Libraries - Importance of library and information services in higher education was emphasized in India by many committees of Government of India from 1917 including Calcutta University Commission under Sir Michael Saddler, University Education Commission (1949) chaired by Dr. S. Radhakrishnan, Ranganathan Committee (1958), Education Commission (1966) chaired by D.S. Kothari, as well as Sen Committee, Mehrotra Committee etc of UGC. But as education being a State subject; union government could not go beyond giving advice. Implementation remained as discretion of State. In this context that the Report of the Expert Committee on College Libraries constituted by Government of Kerala under the Chairmanship of Sri. V.P. Joy, IAS in 1994 first of such attempts by any State assumes importance. The committee makes its recommendations on the three main aspects for improvement of the college library; general aspects, procedural reforms and technical matters. The committee identified the causes for inefficiency of college libraries, and makes recommendations for quality assurance
of information services in colleges stressing qualification and status of staff, development of need based collections, use of computers for storage and processing of information, and ensuring proper management. Joy Committee considers that the successful performance of the college librarian demand in him a clear understanding of academic objectives, a significant level of academic expertise and working partnership with heads of teaching departments. The Committee recommended bringing librarian also under the definition of teacher, revising qualification of the library staff as per UGC norms, granting academic status and service conditions to librarians on par with those of teachers, amending purchase rules to enable acquisition of electronic documents, qualitative development of the collections, staff formulae based on user strength and levels, and methods to ensure participation of users in library development.

- **Francis, A. T. (1997)**⁹ – in his study focused that - The capacity and capability of librarians and information professionals in the present day context should be of the level required to guide the students and teachers. Information technology occupies a key role in the management of libraries and information centres. Management aspects like recruitment, induction, training, promotion, etc., are being affected considerably by these modern technologies. The renaming of libraries into information centres is an explicit example of this transformation. The modern equipments like computers, CD
ROM drives, printers, reprographic and other equipments, modem, V SAT and other communication equipments, multimedia installations, barcode readers, etc., are completely revolutionized the practices and procedures followed in libraries. In order to cop up with this situation, libraries have to adopt the scientific staff management practices for achieving effective utilization of resources, user satisfaction and staff motivation.

- **Joan Giesecke & Beth McNeil (2010)** in his study - Fundamentals of Library Supervision concludes that - A good library starts from the top of its management. A fundamental of Library Supervision outlines the important factors that one faces with library management and how to do it efficiently and effectively for maximum productivity in one’s library. Weighing budgets, dealing with the constant legal troubles one faces, practical advice, human resources, and so much more are discussed in length.

- **Ifidon (1995)** wrote on library management. He highlighted the importance of staff that is needed to acquire and process books and render satisfactory service to the clientele. He however noted that once staff find their way into the library system and their appointments confirmed, they become a problem to the organization. He suggested extra caution so that limited financial resources are not wasted on “third rate
staff” In another publication, authors deal copiously on pattern of organization and styles of management.

- **Adaramola (1998)** discussed in detail the need for strategic management with a view to maximizing user satisfaction but was silent on library personnel.

- **Igbokwe (1998)** was much concerned with staff development which she claimed to be a motivational tool in University library management.

- **Arua (1998)** put up a brilliant and illuminating discussing on human resource management in University libraries. He suggested two approaches for effective use and management of library staff. The first approach, he advocated employment and proper development deployment and then retraining. The second approach is line with suggestion. One interesting aspect is his use of Maslow’s hierarchy of need.

- **Soyinka (1995)** conducted a research on leadership style in eleven libraries and revealed that the Chief Librarians in the eleven libraries studied, exhibited some aspects of “person-oriented and system-Oriented” type of leadership, otherwise termed. “Transactional”. A suggestion was made that the choice of any leadership should be based upon an accurate diagnosis of reality of the situation in which the leader is operating with emphasis on the need flexibility.
- **Shiva Kanaujia (2004)** - The present paper reflects the gradual change in the need and use of the marketing concepts in libraries and information centers (LICs) and its fruitful effects in the service to the library users, and studies marketing of information products/services in LICs of R&D institutions of Council of Scientific & Industrial Research (CSIR) of India. The paper discusses the role of these LICs including marketing approach, need and application of a marketing program with the help of a survey. For the survey, data were collected through a detailed mailed questionnaire along with interviews. The findings reveal that librarians have a positive attitude towards the different aspects of marketing of a library’s information products/services. The study recommends that currently efforts for increasing user-awareness and separate financial support are requisite for efficient marketing. Instead of scattered approaches and different styles, a coherent view must be taken.

- **Janice Simmons-Welburn, Beth McNeil (2004)** - This research provides a comprehensive look at issues that shape the nature of Human Resources in academic libraries. Libraries in varying academic environments have undergone tremendous change during the last two decades of the 20th century as they have sought redefinition as learning organizations. As organizations they have experienced significant changes in the role and definition of
professionalism, along with challenges from such shifting workplace demographics as age and ethnicity and technological issues, which have also had direct impact on the recruitment and retention of staff. Much of the attention of human resources administrators in academic libraries has focused on an array of issues that mirrors concerns across campuses: affirmative action and diversity, the rights of employees with disabilities under the Americans with Disabilities Act, the impact of the Family Medical Leave Act and other directives on employee benefits, salary equity, and a desire among employees for flexible work schedules.

- **Ugah A.D. (2005)\(^{13}\)** published a book entitled Personnel Management Theories and their Implications for Libraries – concludes that - Experienced researchers and management expert have noted that every aspects of human endeavor require proper management. Management is the broad key that keeps every human endeavor flowing. Every organization, whatever its variegated nature, requires good management to function effectively. The life and success of any organization is sustained through a well planned, tested and generally accepted management principles. Management is a process that permeates all organizations because of its indispensables nature. Wherever people work together for the attainment of defined goals, there is need for management that is charged with the responsibility of ensuring that the aims and objectives of the organization are realized.
Muhammad Mezbah-ul-Islam, Rowshon Akter Mohammad & Sawad bin Shahid (2008) concludes that College libraries have significant role in preparation of dynamic future leaders by offering students lucrative services so that users can learn the process of how to enter methods of higher research oriented studies gradually. To do so professional library manpower is a great concern. This study is an attempt to identify the present status of manpower pattern along with providing services of college libraries at capital city Dhaka, Bangladesh and recommended some suggestions regarding the development of library manpower structure. The Study based on primary as well as secondary information and data has been collected adapting questionnaire and interview method. The finding of the study shows that the structure of college library personnel is insufficient to maintain a modern library system.

Jayadev Kadli & B.D. Kumbar (2009) - Changing technologies have brought a more sophisticated and higher speed of communication. Academic libraries are responding to this change in the learning and research environment. It changes in the behaviour of library users. Libraries are adding new electronic information resources and bringing services for the benefit of users. Developments in ICT have made drastic changes in the way the information collected, stored, and distributed by libraries and accessed by users. Information-seeking behavior is expressed in various forms, from reading
printed material to research and experimentation. Scholars, students, and faculty actively seek current information from the media available in libraries. This article studies characteristics of information-seeking behaviour of faculty of commerce colleges in Mumbai.

- **Raghavan K. S. & K. N. Prasad (2009)** - In this volume number of papers was published on Library information management. The papers present the authors’ views and comments on Library and Information Systems and Services, Social Networking, Intellectual Property Rights, Right to Information, Human Resources Development, Bibliometrics, and appreciation of the qualities of head and heart. The paper discusses the history of new Library, knowledge economy in India; and national information system. The second section focuses on AGRIS search system, corporate information system in the knowledge society era, and the importance of archives and archival collection development. The third section deals with mobile phones, Wimax, Web 2.0 and YouTube in social networking. The fourth section includes a paper each on intellectual property rights and Right to Information Act. Three papers on human resources development are included in the fifth section. There is one paper on bibliometrics in section six.

- **Gulam Rasul & Ashok Kumar Sahu (2010)** - The research assess the impact of Information Technology on services
quality as perceived by library users of IIMT, and to understand the status of IT supported resources, facilities & services in IIMT Library. The research was carried out among the students and faculty members of the IIMT. The result of the study observed gaps in customer’s perception of quality of library resources and services against their expectations. The study identifies some features that could influence customer’s expectations and their perceptions of services quality. This Study may help those libraries, who are seriously interested to develop user satisfaction by provide better service to the users. It also suggests some recommendations about increasing the user satisfaction in the library services with application of IT.

- **Tarvinder Singh Handa & Jasmer Singh (2010)** - The present work is an evaluative survey based on study of engineering colleges affiliated to Punjab Technical University. It reveals the management and service aspects of libraries with respect to available source. The study depicts that not all the colleges meet collection development polices and there is a scarcity of adequate professional staff. It also reveals that being technical institutions, not all the engineering colleges are implementing IT infrastructure in their libraries. Concludes that the colleges need to strengthen their libraries so as to achieve the objectives and goals of providing effective library services.
Obidike Nnenna A. & Idoko Nkechi A. (2011) - This study illustrates how the Library can function or serve as an effective tool for understanding the health status of rural communities. For a better understanding of the term-Health status, the study pointed out some of the parameters or indices which a librarian in partnership with community health workers, ought to consider when assessing the health status of a community. Some media used for storage and retrieval of health information as well as the various ways through which the library can make impact on health information issues were also discussed. Finally, they stated the need for the ministry of health, at both the state and federal levels, to partner with community libraries in our rural communities for adequate health information of the rural populace, in other to enable the health system agencies measure or assess the health status of their area population.

C. Chinna Balu & V. Pulla Reddy (2011) - This study surveyed 29 engineering colleges in the Sri Venkateswara University area and used a questionnaire to examine the condition of the libraries. The users of these engineering college libraries are undergraduate students, postgraduate students, research scholars and faculty members. There are 10,560 undergraduate students, 460 postgraduate students, 175 research scholars and 2,465 faculty members in these 29 engineering colleges. In total, there are 13,660 users in these libraries. The questionnaire elicited views on use of the
library, working hours, library collection, book collection, periodical collection, library services, circulation service, reference service, reprographic service, Internet facility, physical facilities, and library staff. This questionnaire was distributed to 1,853 users of engineering college libraries.

- **Malhan I.V. (2011)** So long as the information environment remains fluid, library and information science (LIS) education programs will remain in a state of flux demanding constant change and adaptation to new developments and technologies. However, there was no time in history like today when library and information educators can offer flexible and diversified education and training programs that can suit the knowledge management needs of different sectors of economy and tailor it to any requirement of imparting specific need based skills and competencies. Standardization, evolution, and continuous improvement of library and information courses in Asia Pacific region is essential through collaborative efforts but some area of study suitable to the situations and needs of a country can however be included to such courses while implementing the programs at the national level. India is becoming the knowledge capital of the world and more than 300 Multinational Corporations have already set up their R&D facilities here. On the other hand, millions of people have no easy means to access relevant information of their concern and interest. The problem is not as much of information availability as information accessibility and
information diffusion and hence knowledge gaps do exist among organizations and individuals. According to World Bank report entitled Unleashing India’ Innovation, “the output of the economy could increase five-fold if all enterprises could achieve national best practices based on knowledge already in use in India.” The problem in India is not as much a information transforming to cutting edge knowledge assets as the information accessibility for transforming people to look at and act on opportunities that exist in various sectors of her growing economy. Scanning the complex Indian information scenario, advances in ICTs and newly emerging knowledge management tools, this paper portrays the challenges and problems of LIS education in India. Results: Discusses that current LIS education models in India focus on the functionality of document procurement, document organization, document supply, database development and the Internet search assistance. The new knowledge resource based models are looking for information professionals who can quickly provide problem solving information indicating useful new ideas. Such models focus on unabated supply of refined, reliable need based information for continuous learning and preparing and motivating thinking minds for most appropriately and competitively doing the assigned jobs. Several libraries around the globe are metamorphosing to learning resource centers and a number of new ideas such as game playing; problem solving and collateral information search are being
tested in library environments to make them a place for just in
time joyful learning. Concludes that LIS programs must match
contemporary information systems, take advantage of global
technological developments, but conform to local situations.
Greater level of collaboration is also required among the
library schools and other stakeholders for having state of the
art LIS programs in place.

- **Y. Srinivasa Rao (2011)** - Libraries are a central part of the
academic system. They are imperatively empowered and
enriched by their facilities. These facilities help the users
(faculty, students and researcher) not only to loan physically
available resources but also help them to browse and search
catalogues, access databases and avail services
simultaneously. Provision of multiple library facilities and
their correlation can have a strong impact on institutional
outcomes. Therefore, this study has been conducted with an
aim to determine the correlation among the facilities such as
Library Automation, Network Infrastructure, Computer
Infrastructure, Electronic Resources, and Manpower and
Networked Services of various National Institute of
Technology libraries in India that can be exploited in practice.
The strength of relationship among the library facilities is
measured strongly or moderately or weakly using a statistical
technique called ‘Pearson Correlation Coefficient’. In spite of
functional and administration differences, majority of the NIT
libraries are at developmental stage in implementing all
facilities. Moreover, many libraries have strong hold on library automation and services facilities at their end.

- **Michalis Gerolimos & Rania Konsta (2011)** - The purpose of this paper is to document the integration of Web 2.0 services into the working framework of some of the most advanced academic libraries in the world. It reports a follow-up study that builds on a previous study conducted approximately two years ago. The comparison of those two studies produces interesting findings, notably an increase in the integration of web-based services. However, when some of the most core Web 2.0 services were examined, user participation was quite low. A quantitative approach to the content analysis of library web sites was performed to examine the prominence of twelve pre-determined services. In addition, the literature review focuses on the critical opinions expressed regarding the use of these web services by academic libraries, highlighting some of the problems and issues that have been raised, but are often overlooked.

- **Shammasi Ali Suleiman (2012)** - The library supports the reading and research needs for that particular institution. It is the library’s responsibility to provide better services to its clients to make sure that information sources, services and resources are well utilized for user benefits; hence user education program is very crucial for user’s achievement. The aim of this paper is to identify perception of user education
program at International Islamic University (IIUM) library, to identify Module of user education program at IIUM library and to develop searching skills for users. The descriptive survey is adopted for the study. The population is Undergraduate and Postgraduate students of IIUM, because of the time constraint the researcher selected sample of 75 students from a number of different faculties / kulliyah using the Krejcie and Morgan formula. Information was gathered using a questionnaire of 17 questions. Data analysis includes descriptive statistics, mean, variance, and charts. The result of the survey shows that users are in favor of various programs due to their adaptability, online public access catalogue and easy access to several sources of information. For library services to keep pace with the needs of students, library should increase number of employees’ expert and skillful librarians who can provide user education programs Library should make user education training compulsory for all faculties, and provide them with instructional material to present to students as suggested by respondents that postgraduate students should attend user education classes. There is no doubt that the user education program brought a positive change to the respondents’ behavior towards library use, considering their previous back ground.

- **Different studies:** Rewadikar and Srivastva (1979) have explicitly established that the condition of the college libraries in India is far from satisfactory. The college libraries are open
only six to eight hours a day. Many do not have any qualified librarian on their staff and have closed stacks only concluded by Deshpande (1978). The several commissions and committees, like the Radhakrishnan Commission of 1948, did not stress the importance of the college libraries in their reports. However, the University Grants Commission gives more importance to the college libraries. As the quality of higher education and research, especially at the graduate level, depends upon, among other things, the standard of the college libraries and their services.

Job satisfaction of the librarian naturally depends on the economically, social and cultural conditions in a given country. A librarian who cannot get a sufficient return will be faced with the problem of maintaining his or her family’s life. This problem puts the librarian far from being satisfied. Especially the social facilities (transportation services) are sufficient because of the economic conditions. Low wages and lack of status and social security affect motivation. Job satisfaction cannot be talk of where there is absence of motivation. Job satisfaction of the librarian who has an important place in the information society will affect the quality of the service he renders. In this respect, the question of how the material and moral element affect the job satisfaction of the librarians gains importance.

College libraries have significant role in preparation of dynamic future leaders by offering students lucrative services so
that users can learn the process of how to enter methods of higher research oriented studies gradually. To do so professional library manpower is a great concern. This study is an attempt to identify the present status of manpower pattern along with providing services of college libraries at Non-agricultural universities and affiliated colleges in Marathwada region and recommended some suggestions regarding the development of library manpower structure. The Study based on primary as well as secondary information and data has been collected adapting questionnaire and interview method. The finding of the study shows that the structure of college library personnel is insufficient to maintain a modern library system.

References:


