Chapter 7 Findings of the Study

From the data analysis it is noticed that the status of the academic libraries is developing considerably fast and marching towards the modernization. The major findings of the study deduced from survey, expert’s opinion and literature published are presented in brief:

7.1 Findings:

1. In general academic institute libraries are growing and developing fast in all most all academic sectors. There is well-developed library system set up for every academic institute which has developed support to educational system.

2. The academic sector is slowly migrating towards e-learning system where e-resources are needed in teaching system viz. e-books, e– journals, databases etc. in comparison with formal education system.

3. The development of e-publications and use of ICT have developed different structure in education sector. Libraries have to work as focal point for providing all services to users using advanced resources.

4. The libraries in education / academic sectors have to develop a new system that supports to e-learning concepts. Hence the libraries in academic sector are undergoing metamorphic changes in their activities.

5. From the analysis of the data it is noted that all most all educational institute libraries have maintained well developed libraries to fulfill the need of the users. The libraries are stacked with different resources used for curricular fulfillment as well as general browsing on the subject.

6. Every library has either its separate building or the departmental library as per the convenience of the users. 71% of libraries have its own building or a departmental building but 29% libraries are situated in the main administrative area. It is observed that on average libraries has insufficient space for maintaining its collection. Hardy 12% libraries have space more than 2500 Sq. mt.

7. It is observed that the print journals subscribed are fairly good. On an average up to 50 national (Indian) journals are subscribed in nearly 35 institutes. Up to 150 Indian journals are subscribed in 29 institutes. The foreign journals of international repute are also subscribed but have 35 and 18 academic institutes with up to 50 and up to 150
journals per annum. The current journals are bound together as per the norms and archived for the future use.

8. It is observed that in academic libraries more collection is of books and followed by journals. The same situation is represented in this survey. Along with books and journals libraries have reports and dissertations etc. The collection of the books is major part and seven libraries have books in between 1 Lakh to 5 Lakh. Rest of the libraries has less than a Lakh collection.

9. It is observed that space provision is made separately for students and faculty as well as scholars at different places. The space is not sufficient for the students and researchers.

10. Nearly 90 % libraries have single access and exit door and this is very good for controlling the exit and entry of users.

11. Resource sharing is very active and it is carried out through ILL, DDS and Institutional Membership. This is a good start.

12. It is observed that most of the libraries (47) are working for 12 hours but during the exam period reading room facility is kept open for longer hours in special case. Libraries are kept open during the holidays also.

13. It is observed that generally functions like housekeeping operations are carried out in all most all institutes like acquisition, circulation, Processing of documents, CAS, SDI etc. using computer and automate their libraries.

14. The users are varied in academic / educational Institutes. It constitutes teachers / faculty, students, researchers / scholars and visitors etc.

15. 82.5 % Libraries have completed automation of the libraries whereas remaining libraries in process of automating the library activities.

16. Libsys, Slim, Soul and Autolib are the most powerful and commonly used software’s in the 70 % library. Few more local library software’s are also being used.

17. Resource sharing is very active and it is carried out through ILL, DDS and Institutional Membership. This is a good start in professional society and manages E Resources and budget. The activities of resource sharing are quite satisfactory at present. It is observed that most of the libraries (47%) are working for 12 hours but during the exam period reading room facility is kept open for longer hours as special case. Libraries (40%) are
kept open during the holidays also. It has been observed 39 % libraries are kept open on holidays and 60 % libraries are closed on holidays.

18. It is observed that about 58 libraries are trying to educate users through orientation classes, 31 librarians are organizing seminars, and lectures on libraries and its use. Whereas 47 libraries undertake library tour of students to library and practically demonstrate the different functions, and provide orientation for efficient and effective use of library information services of library.

19. It is observed that generally functions like housekeeping operations are carried out in all most all institute libraries like acquisition, circulation, Processing of documents, CAS, SDI etc. But it is noted that home lending is at top of the services provided. In services newspaper clippings are at top followed by CAS and SDI at normal level below 50%.

20. It is observed that among the different categories of the users students population is maximum as they depend on the text book and supplementary or reference collection in the library. The Use of the library by the students has different purposes includes, reading for general purpose curricular reading, newspaper reading, reading during exam period, preparing for seminar etc.

21. The teaching faculty is using libraries specifically for general purpose reading and specific course work reading for preparing class notes and checking assignments. The research students are very much keen in consulting the libraries for completing the dissertation work or research work. These are the real users of the libraries. Administrative staff has very less interest in using libraries as they are general purpose and recreational readers. Thus students, teachers and researchers are the main users of the libraries in academic sector.

22. It is noticed that e- Journals (86 %) are being subscribed more in comparison with other e-publications followed by 35 % e–books in collection. In addition to these digitized books are also processed. Internet access is provided to users form the library terminals for getting e – documents and other resources.

23. Among the different databases made available to the users in academic libraries are different, but many are available through consortia agreements. The popular database subscribed is IEEE, Science Direct, Emerald, ASTM, Social Science Index, Scopus, Springer, J-Gate, Web of science, INSPEC etc. It is also found that facility like
Chemical Abstracts is also provided in 12% libraries which are specialized academic institutes. Science Direct, Emerald ASME, Springer Link, J-Gate are subscribed in more than 40% libraries.

24. It is observed that education system is shifting towards e-Learning system due availability and access provided to e-resources access though the subscribed resources as well as internet resources and libraries have to support the change be acquiring e-resources useful to the users.

25. It is a good symptom that 92% libraries permit users to download full text documents from the subscribed e-journals. This helps in building the awareness of the users in digital environment.

26. It is observed 90% institutes distribute e-resources and made the e-resources available to users through local area network facilities.

27. It is observed that librarian in academic era are now aware of software available for digital library development. Though only 25.4% libraries use different OSS digital library software at the movement, but 19% libraries alone uses D-Space software for the creation of digital library.

28. 30% libraries use IBM servers and 22% libraries use HP server for various purposes. Cisco and Dell are comparatively less used though these are also good companies.

29. It is observed that almost all libraries have full time librarians position with required qualification and skills. It is also observed that the staff categorization depends on collection and services provided and hence staff in libraries is varying. However, only 12% Deputy Librarians and 38% libraries have deployed Assistant Librarian depending on the function of the libraries. 60% library assistants (Junior and Senior) are deployed in these libraries. Only 4% libraries have technical assistants. The Administrative staff helper’s peons bearer are also deployed depending on the nature of the libraries. It is observed that the appointment of information scientist and documentation officer is initiated in the present era.

30. It is observed that the qualification of staff appointed in academic field is to the mark having at senior level qualifications with B Lib, M Lib, having any basic degree (BA, BCom, BSC). In the survey it is observed that 4.7% library professionals have completed PhD degree and 8% M Phil. In addition to M Lib 73% staff employed in academic
libraries has completed their NET/SET qualification. The unique thing is that almost all libraries have M Lib degrees. Administrative and helper staff is less qualified as compared to professional staff, but they have minimum SSC qualification and highest graduation or post-graduation. It is worth noting that few administrative staff have passed certificate course of 3 month duration run by local bodies. Approved by government. The helper and bearers have qualification below 10th standard.

31. In 76% library staff has acquired skills to manage DL, which covers communication, technological, capacity building, software, IR and resource development etc.

32. It is observed that in many cases existing librarian get themselves acquainted with new skills required to sustain in digital era. Either they have attended different technical courses, workshops, refresher courses and by personal efforts etc. or they have acquired skills through courses like DIT, ADIT conducted by MKCL. However it is found that librarians are keen to develop themselves to adjust with new environment, but this condition is visualized in not more than 50% libraries.

33. It is observed that in spite of many efforts of librarians to develop modernization in libraries; the librarian is weak due to no support from the staff. There are various reasons for this but mainly old staff is difficult to tuned to manage new technology viz unwillingness to get trained (10%), support given by management (8%) hence staff is not reluctant to undergo training and get situated for modern development. In many cases it is observed that planning of the management is not supporting to develop modern libraries. But the researcher noted that the main drawback is that the staff is reluctant to adjust with new technologies and hence librarian has to depend on central facility of the institute or hired services for ICT.

34. It is found that 43% libraries have network administrator to manage E resources and remaining libraries managed with the help of library staff. (37%)

35. It is observed that only 24% libraries are initiating cloud based library management and organization activity. Since the cloud is the upcoming technology in LIS it is used more carefully.

36. Only 53% libraries have developed either its own web page or used organizational web page to provide library services and act as a library portal for the users from where different links to resources are available.
37. Librarians are maintaining web pages of libraries and 31% librarians are well versed with this technology and rest of the institutes take help of institutional staff.

38. The staff proposed for developing DL is extra qualified and need to have computer qualifications to maintain DL like MCS / MCA. It is observed that only 12% libraries have BE Computer graduates for maintaining DL.

39. Researcher felt the need to assess the requirement of existing libraries after automation and manpower required for the same. It was noticed that the library professional have indicated that instead of traditional staff advanced staff capable of managing new environment is to be deputed to run the modern libraries more essentially. In the era advancement the structure of library staff though remains same the number may reduce to bear minimum manpower digital activities. The librarian position may remain as it is or can be replaced by information officer, Digital Librarian, Cybrarian etc.

40. The librarians in the survey opined that there is a need to acquire advanced skills to manage digital librarians which contains computer and communication skills (85%), technical skills (54%) web technology (35%), networking technology (28%), programming language (22%) in addition to LIS degree.

From the survey it is noticed that the present position of libraries is definitely traditional but full efforts are made to automate the library popularly known as e–Library. 95% of the libraries have completed automation process and remaining are in process of automation. Thus it is noticed that automation stage in academic libraries have achieved satisfactorily and marching towards generation of digital libraries. However it is noticed that hardly 40% of the libraries has achieved conversion from traditional to digital and subscribing to digital. The status of the present libraries is in hybrid condition and ranging to 60%. The digital library established so far are still in initiation process except few like TIFR, IGDR, CSIR-NCL, BARC, IITs etc. The need of the staff is different and need to have advanced skills in developing as well as monitoring or managing digital libraries. The survey indicated that either to obtain advanced skills or appoint qualified staff. The 40% DL are now advancing towards virtual libraries. However the library professionals are ready to migrate to new system for the benefit of users. The survey reflected
that there is a need of restructuring the manpower requirement based on digital and virtual library projects.

Hence the researcher felt that the study to identify the modernization of libraries and undertake to device manpower requirement to manage advanced ICT based libraries is required and deduce the manpower need in digital environment in comparison with traditional libraries. For this purpose there is a need to assess the functions, job requirements and manpower need to manage advanced libraries in digital era. The staff formula in the traditional period is now obsolete and need to consider opinions on staff need in digital libraries based on functions. Hence the researcher has tempted to undertake the study to identify staff need, skills and task in the advanced libraries.