Chapter 9: Suggestions recommendations and Conclusion

Researcher based on the analysis would like to suggest few workable suggestion which help librarians to fix staff pattern for their libraries

9.1 Suggestions

1. Since e–learning and teaching concepts are developing in academic sector and libraries have to support. There is a need to develop e–collection suitable for the aim and vision in libraries which support to the education system and trends.

2. The educational system is introducing e–learning in classes and also permitted to use ICT/ mobile technology / web technology / internet technology / networked resources in class room while teaching. Hence the libraries are to be re–engineered to support the educational system.

3. Though space shortage reported by librarians, but in future the nature of libraries may change and only 30% space required than the existing space which may find useful for developing ICT based library.

4. Most of the libraries are still print based, though initiated new practices but the nature is hybrid, but in future librarians have to face this issue.

5. There is a need to enhance the use of collection of libraries by different methods and for this development e–collection is must.

6. Librarians have to orient users using traditional and modern methods to increase use of library collection. Information literacy is most important aspect in future and librarians have to develop information as well as technological literacy among staff as well as users.

7. For automation of libraries in spite of costly software’s which cannot be afforded by management in such cases OSS can be used like e–granthalaya, koha and for digital library D-Space and Eprint etc.

8. Library access can be enhanced using ICT and developing 24/7 libraries if digitized and networked.

9. The traditional function of library services can be changed using ICT and Digital library development. The advanced library services can be initiated using internet and networked based resources.
Apart from these few more suggestions based on literature digest are presented.

1. In the traditional library system importance was given to building, space etc. but now the space may be limited it has no issues as the resource development is shifting to digital where in space is required very less. But it suggested that now in IT era space needed to develop IT based infrastructure, manage network infrastructure and e-resources. For managing the H/W different arrangement of space is required and hence the existing space is either to be modified or a separate building with facilities for arranging manpower, servers, hubs, network equipment’s, maintenance crew etc. is required. The Air Conditioning is necessary for storing the IT equipment’s for better performance.

2. At present libraries do not have adequate space but in case of future libraries the existing space of 5000 sq. meter is sufficient with different facilities like space for
   - discussion rooms
   - demonstration rooms
   - Online training classes
   - Staff seating location
   - Server rooms (High performance computers)
   - Battery / Power back up rooms
   - Equipment maintenance room
   - Computer Network Access Hall (24/7)

3. The collection development is mostly in print form. Though digital resources are now subscribed the compact of books are more than journals. In some libraries project reports and dissertations are also available. It is strongly suggested that the reference collection, journals of international reputation are to be subscribed more. It is also suggested that the consortium at institute level to imitate or network similar subject libraries in city to achieve RS.

4. It is pointed out by all the libraries that the budget allocation from the funding service is not sufficient even to develop proper collection and hence tasks like modernization and digitization is lagging behind though there is a need.

5. The libraries mostly have open access system for consulting library with single exit/entry access. Some libraries have maintained manual supervising system vigilance
check. It is recorded that libraries should have developed auto control system and same staff can be used for maintaining collection or manual work in different section.

6. Resource sharing activities are visualized in about 60% libraries but its nature is based on print media and traditional base like ILLA. It is strongly suggested that EDDS is needed in IT era. This might expand in future. EDDS might be more meaningful based on networked libraries.

7. The opening hours for library operators are normal but reading hall service is provided very well in nearly 40% libraries but during exam 50% libraries extend reading hall facilities. It is surprised to note that 12% libraries are trying to support 24/7 reading hall facilities. It is suggested that the observation are based on manual system but in ICT era automatically. The library consulting hours might be 24/7 instead of only 12%. Hence advanced facilities are to be achieved in libraries as early as possible.

8. At Print 92% libraries are conducting library orientation programs in different forms by way of conducting seminars / lectures 49%, library visits 75% which is traditional technique. Because on these facts researcher would like to suggest that new technique of library tours, like virtual tour, online demonstrations etc. are very useful. The new methods of orientation are required which may enhance the usage of library.

9. It is observed that query like housekeeping operations Acquisition and circulation are most profusely loaded activities. This is due to Traditional system. It is suggested that there is a need to subscribe to digital resources to reduce the load on HK operations. OPAC is developed initiate R/S sharing activity.

10. Services provided are ILL, newspaper clippings, CAS, SDI which are based on print collection. To enhance the use of libraries it is strongly suggested to provide user centric services and internet and network / social media based services.

11. It is noticed that among the different categories of users Faculty is using (50%) library services more than the students. It is therefore suggested that librarian have to conduct ISB of users regularly, find out their needs and feedback about the collection.

12. The status of automation is satisfactory. 82% libraries have completed the automation but there is no further growth in modernization and digitization or Digital Library development. It is suggested that there is a need to modernize libraries to provide better facilities to users. The DL and VL development is need of the time.
13. It is observed that all libraries (82%) are using Slim and Libsys software’s as well as soul and Libsuite. It is suggested that libraries also have to experiment open source library software’s like E- Granthalaya and Koha.

14. Books are circulated and issued to users for home reading purpose. The number of books issued to reader is suitable for teachers limit is 50. This is too high. 10 books maximum reader can issue. This strategy is good.

15. In the libraries now e – collection is slowly increasing in different forms. In some libraries also A- V material is also available. It is strongly suggested there is need to increase e collection and R/S programs among libraries.

16. Librarians are aware of OSS and using for different purpose like automation, DL etc. Librarians have to use more OSS for automation, information storage, DL etc. This help in developing modern libraries.

17. Librarians need to understand H/W, S/W, N/W. H/W required for different purposes. To develop digital libraries servers are used to store various data. Networking of libraries. DL needs different kind of H/W which librarian has to deal with.

18. Shifting from traditional to Digital different polices have to be formulated by librarian mainly staff having , In house staff training , acquisition of e-resources , retention polices, retro – conversion policies, equipment purchase policies, database development policies DL development policies, library service policies , library re – engineering policies etc.

19. Traditional libraries have more manpower of various categories with Job description associated to it. But development of DL need less manpower with different skills sets and positions are also different than traditional.

20. The new skills sets to be gained by librarian to manage academic library are.

21. The staff in Digital environment has to follow different tasks and their designations are also different
   - System Administrator
   - Network Administrator
   - Data Compiler
   - S/W analyzer
   - Server Administrator
- System Controller

22. The staff in Digital library may have complex staff structure. Few tasks can be merged by traditional staff after training them for new environment, but ICT staff is a need and have to be recruited.

23. At present it is observed that in academic libraries especially in university libraries full staff strength right from librarian position is available, however few libraries still need librarian. The college libraries are managed by Deputy Librarians or Assistant Librarians and staff is scanty (not sufficient) to perform the new roles.

24. The funds provided to all the libraries are not sufficient since cost structure is rising, and information growth due to multidisciplinary areas and specialization in subjects. Majority of libraries are still print based and rest migrating to digital media due to its benefits. For all the additional tasks funds are not made available by management and hence librarian has to perform the traditional tasks. The researcher strongly recommends and migrates towards advancement using ICT.

25. Librarians are developing their skills by different means and ways but these are not sufficient as practices of librarianship are different and these cases may get basic knowledge. But it is strongly recommended that more practical oriented practices need to be implemented in syllabi of different university LIS courses. This helps in practically the qualitative manpower to information society.

26. In traditional libraries (universities) Job description is generally fixed but in college libraries there is no fixed job description. The structure of Traditional Library is different from digital library. Hence researcher is of the opinion that there is a need to develop job description for digital library staff which is totally different. The skill sets, qualifications experience is different in digital era.

27. It is strongly suggested that librarian have to develop web page of library and develop “Library portal” to provide libraries to different e – resources either form institute or available on the net. In addition to this IR project is also to be developed. At present 43% libraries develop web page using ICT personnel or system managers, web p9 developer etc. But 37 % libraries have tried to develop their own web pages getting help from ICT staff.
28. Though Digital library are not developed so far in academic in particular college libraries but staff is willing to proceed for digital library imitation since automation is completed. The researcher would suggest that librarians have to gain expertise in different fields associated with DL’s and VL’s. The awareness of pre-requisites is essential. Among the different skill sets networking, information security, webpage development, ICT skills need to be acquired.

29. It is observed that computer qualified staff is appointed in Institutes for managing total ICT activity and spared for library as and when developed. It is suggested that in IT/ Digital era at least staff having BCS/ MCS qualification is required to manage future libraries.

30. To manage future libraries there is a need manage modern library with the help of ICT personnel’s who can assist the future and removes difficulties. It is preferred that at least one BCS/ MCS staff is needed in libraries in addition to other library qualified staff. The activities now have to consider these facts and view the qualification of libraries for IT staff.

31. Since the staff required is different after automation and managing future libraries there is an urgent need to present staff patterns for different types of libraries.

**Conclusion:**

The information professional of the future need to be user oriented and maintain a focus on the user and not become distracted by the knowledge resources. Secondly, as a professional have to deliver information to the user. Thirdly, act as team players and be cooperative and collaborative in profession. Librarians are increasingly going to participate in and be critical members of user teams. This is related to the need for increased analysis, synthesis, and packaging of information on behalf of users, and becomes responsible for the information-gathering function for the team. The librarians have to become self-trained to sustain in the profession and acquire different skill sets required for managing libraries of the future. The staff required in future libraries are definitely a combination of traditional and modern concepts and staff is required less but more resource full. It is predicted that the future libraries may reshape differently have more resources in limited budgets and managed within limited staff but need special skill sets which help them to sustain in profession.
The study initiated with the experience of change in the libraries due to e-publications and use of ICT in libraries for all the functions and all the areas. The transformation in libraries is taking place slowly and it need manpower to sustain in future. The traditional skill set and qualifications are not suitable for the managing new era libraries. Due to use of ICT the traditional functions are reduced to bare minimum due to elimination of repetitive tasks. The staff pattern required to manage the digital environment libraries is different than before. Hence the present researcher thought to undertake the topic of “**Staffing Pattern for Digital Libraries in comparison with the traditional patterns**” for the research study and the suitable objectives are set in the beginning with hypothesis.

The hypothesis considered for the study are properly discussed in the different chapters and found useful. The objectives set are discussed in the following chapters at length and based on it the model for staff pattern for digital environment model is developed.

**Objective 1:** "To study different staff formulae, standards, guide lines, procedures etc. developed by different scholars committees, commissions etc. for the traditional libraries as well as digital environment.” This is discussed very well in chapters 4 and 5 and based on this study the researcher has presented a pattern for the DL in chapter 8

**Objective 2:** “To study the transformation in libraries. (Traditional library to modern in digital age).” This objective is presented with different facts in chapter 3 and detailed out the reasons for the transformation and also need to accept the change.

**Objective 3:** “To study the efforts made by scholars for developing staff patterns for the digital environment.” This is well illustrated in chapter 5 and also in chapter 4.

**Objective 4:** “To understand in depth the features and the requirements of the digital libraries in the changing environment.” This objective is discussed well in chapter 3 and 5

**Objective 5:** “To study and analyses the job identification and description to be performed by digital librarians to manage the digital library based on present status of libraries.” This is covered in chapter 5 and 8
Objective 6: “To study and compare the traditional manpower with that of digital library manpower.” This is presented in chapter 8 very well.

Objective 7: “To study the strategies for the manpower required in the digital library environment.” This is well illustrated in chapter 5 and 8

Objective 8: “To suggest best practices and plan of action to keep library professionals updated in the era of changing technologies.” The model is illustrated in chapter 8 based on the different facts.

Objective 9: “To develop a model pattern for staff pattern useful for digital library environment.” A suitable model is presented for academic libraries especially university and college.

The hypotheses considered are:

1. In future librarians have to migrate towards digital environment and use for modern digital / virtual libraries. This hypothesis is proved true after discussing the expectations of users and trend in the professions in chapter 5. It is true fact that the new trends in profession forced librarian to shift the libraries towards digital as library automation is fully achieved.

2. The staff pattern is different from the traditional libraries and has to identify a pattern useful to run the libraries in future more effectively. This hypothesis is also proved true as the staff patterns are quite different in both environments. In traditional the staff required was based on intake of volume of documents and based on this formula was devoiced but in case of digital environment the intake of volume is not a physical entity and hence the need of the staff for the different functions in libraries are amalgamate.

Thus all the objectives and hypotheses considered in the initial stage are well defined and based on this the study is completed.

There is a need to develop staff pattern to manage future libraries to survive in the new environment. Use of ICT and application and modern techniques improves the status of libraries and reduces workload of library professionals as well as helps to provide better user services. There is need to revise the staff formula and pattern based on the environment which is changing continuously.