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STUDY OF HUMAN RESOURCES DEVELOPMENT IN ACADEMIC LIBRARIES: A CRITICAL STUDY

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ABSTRACT

The major goal of this research study is to present a critical viewpoint of the evolving role of academic libraries in the HRD and ICT environment. All library operations and information services include an important role for HRD and ICT. In the modern digital era, ICT is a key driver of globalisation. ICT is now a fundamental component of modern civilization and a key tool for general research and educational endeavours. ICT advancements have altered not only how information is produced, arranged, saved, and transferred, but more significantly, they have made ICT an essential instrument for teaching, learning, and research. Researchers, professional personnel at libraries, and nearly all faculties are aware of its effects and consider it helpful.

ICT innovations focus primarily on electronic resources, both generally and specifically. The challenge is for libraries, librarians, and researchers to rise to the occasion and benefit from what the HRD and ICT environment has to offer.

Keywords: Academic Libraries, Human Resource Development, International and Communication Technologies, Educational, Digital Era.

INTRODUCTION

The management of the nation's available human resources is the only factor that influences national development. If this human resource is not managed properly, the country will not benefit from it. Civilised humans are one of the core primal elements required for the greater progress of society. The most visible component of the enormous human resource development is organisation, academic library professional staff development, and new ICT concept training. The important part HRD plays in the library's chrysalis is. The management and operational functions that make up HRD are combined. The success of any organisation totally depends on the influence of human resource development, since employee training plays a significant role in its efficient development.

For the library to flourish, it is essential to have personnel who are knowledgeable and qualified, particularly in information technology. New methods of information storage and communication have been made possible by information communication technologies. Information and

communication technology has provided libraries with a wide range of services to speed up their operations. It aids in removing the time and distance communication barrier. The efficiency of libraries will continue to increase thanks to technological advancements. Data can be transferred from a library to any location in the world at any time via a communication network like the internet.

The digitization of libraries is also quite important; university libraries have started to apply it. While utilising library automation software, certain stages are finished. ICT has changed the types of services that academic libraries provide all over the world, but it also requires changes to the infrastructure and human resources that academic libraries do not yet have, as well as a general transformation of library work in the use of library professionals and library users of HRD and ICT environments in the digital era. The Ministry of Human Resource Development (MHRD) and UGC have taken a number of steps to advance and develop the services offered by libraries as they have made available the money required for infrastructure modernization by beginning subscriptions on a syndicated basis to online journals and databases through INFLIBNET and INDEST. This has had a favourable impact on research, which increases the urgency of the need for user-focused information services. Users today are more sophisticated and have the fundamental computer skills needed for their study because they constantly connect with their computer and the internet.

Despite a significant shift in the field of ICT application development in libraries, the majority of academic libraries still do not have all of the necessary ICT-based applications at their disposal. To satisfy the needs of people using the library's facilities, it is crucial that information providers continually enhance their professional competence. In order to accomplish the necessary development in academic libraries, it is imperative to in still computer science and technology knowledge in library personnel.

One must concentrate on the critical requirement for evaluating the educational level of the staff members in the library and administration if one is to transform the library to meet the requirements of the future information work. The organisation must educate its personnel for future progress in order to keep up with the rapidly changing and developing society. This will prepare them for the challenges that society and the organisation will face in the future.

ROLE OF ACADEMIC LIBRARIES

The impact of modern technology on the design, operation, and services of academic libraries has increased as time has gone on. Library services are no longer restricted to the building's perimeter. Electronic and digital resources have taken the place of printed materials in documents. User-librarian interaction is minimal in the new environment. Users have become accustomed to using electronic information sources. The library could, at most, act as a middleman in the information transfer process. Users will soon be able to quickly bypass the library and have direct access to the source. In this situation, librarians must refocus their services to provide simple access and preserve research potential. Users do not need to travel to the library to obtain information.

The future library will be a reprocessing facility where data is acquired, processed, and packaged appropriately such that the packet contains data specifically catered to the needs of the customers. A variety of new non-core services for internally generated and externally acquired material will be required of the electronic libraries. Future electronic libraries will have substantial operational costs and ongoing investment requirements. As a result, information will be more expensive than the one-time cost of purchasing documents from a typical library.

NEED FOR HUMAN RESOURCE DEVELOPMENT IN ACADEMIC LIBRARIES

Developing human resources is necessary to cultivate competencies:

1. If the organization's workforce lacks the necessary knowledge, skills, and perspectives, it will be very difficult for them to survive and leave a lasting impression on society.

2. The main goal of a for-profit company is to grow, develop, and improve their work in order to reduce costs and delays while maximising quality and customer happiness.

3. Traditional techniques of human resource development still have value and significance, notwithstanding the necessity for human resource development.

4. Human programmers bring about a change that affects the entire organisation, as is intended by the concept of human resource development.

FUNCTIONS OF HUMAN RESOURCE DEVELOPMENT IN ACADEMIC LIBRARIES

The HRD mechanisms that are most typically used are:

1. Training and Development:

Training and development are intended to improve or transfer the information skills and methodologies used by library professionals when working in various libraries.

2. Training:

The following training is aimed at improving the ICT-based knowledge, skills, and attitudes of the library's professional staff:

- Library Professional Staff is given with orientation and refresher training.
- Technical training and skills
- Training
- Instruction in Library Management
- Training for library supervisor development

3. Organization Development:

Members of the university library with the aid of deliberate interventions that apply behavioural science concepts. Organisation development is accomplished by implementing both micro and macro changes.

4. Career growth:

There are various processes that go into career growth.

- Career planning entails tasks to be completed, a counsellor, and capabilities and skills in order for the library professional staff to create a realistic career plan.

- Career management focuses more on the actions that an organisation can do to encourage the professional staff's career growth in libraries.

- The provision of welfare amenities, such as medical, educational, recreational, housing, and transportation professionals on staff.

- Recommendations and guidance.

- Job Switching Teamwork.

- Development of leadership

- Career development, etc.

ACADEMIC LIBRARIES' FUNCTIONS

1. A "front line participant" in HRD is a librarian.

2. Implements policies and procedures for human resource development.

3. On-the-job instruction.

4. Inspiring speech.

5. Staff development for careers and libraries.

6. Combines HRD with organisational objectives and plans.

7. Adapts HRD to corporate needs and financial constraints.

8. Institutionalises the improvement of performance.

ACADEMIC LIBRARIES' HUMAN RESOURCE DEVELOPMENT ENVIRONMENT

Academic Libraries' Human Resource Development environment

Establishing an HRD environment can help the process of human resource development. You may think of a climate development as being made up of a supportive culture.

1. Proactivity:

Professional library staff members are willing to take charge and exhibit a high level of initiative.

2. Openness and willingness to take risks:

Library staff members are free to share their opinions, and the organisation is open to try out novel concepts and methods.

3. Collaboration:

Library staffs members cooperate with one another, feel like members of the same family, and work towards a similar goal.

4. Trust and Authenticity:

Library staff members who operate in teams and departments with each other may be trusted to carry out their commitments.

5. Confrontation:

Library employees confront issues head-on, whether by talking to superiors or each other about them.

6. Autonomy:

Library employees have some latitude to act independently within the parameters of their responsibilities.

❖ **Academic library professionals must possess the following ICT environment-based skills**:

The information communication technology (ICT) environment and the growing diversity of user needs collided, forcing librarians to learn new competences and skills in the following areas.

1. New technology advancements like Web 2.0 and Internet 2.0, as well as professional abilities with a practical mindset.

2. Making use of metadata standards to catalogue web resources.

3. Creating and maintaining websites.

4. The maintenance of ICT assets.

5. The construction of databases and various models of them.

6. Taking care of the systems' troubleshooting.

7. Problems with linkage, scanning, indexing, and conversion.

8. To use it today in the ICT environment.

9. Using the tools in the new environment to adapt.

NEW TECHNOLOGY'S EFFECT ON ACADEMIC LIBRARIES

Following are some developments that have been brought about by changes in information and communication technology in society, higher education, and academic libraries.

1. Convert paper-based resources to electronic ones;

2. Move away from acquisition towards access.

3. Convergence of media in ICT resources.

4. Essential knowledge of web page design, e-books, and e-journals.

5. Accessibility requirements for library patrons at their desks.

6. Consortia agreements for e-journal subscriptions are becoming more important.

7. The availability of resource sharing to get beyond financial limitations.

8. Upkeep of Internet, LAN, and WAN facilities for quicker access, direct access to e-books, e-journals, and e-library projects, among other things.

Academic libraries' role in online learning:

Libraries serve as the main sources of information for learning, teaching, and research, making them the foundation of any academic institution. The collection, organisation, and dissemination of educational web resources by libraries can enhance the teaching and learning process.

1. Web-based Instruction:

This method uses the "hypermedia instructional programme and resources of the World Wide Web to create a meaningful learning environment where learning is fostered and supported."

2. Virtual learning:

Virtual learning is the educational process of learning online without having face-to-face interactions. Virtual learning, however, may also include teal learning for some people.

3. Online learning is a term for learning that takes place on the internet.
4. E-learning:

The term "e-learning" refers to a wide range of applications and procedures, including computer-based learning, virtual classrooms, and ICT collaboration. It is widely regarded as a replacement for online learning and web-based learning.

LIBRARIAN'S FUNCTION IN AN ICT ENVIRONMENT

The responsibilities of the librarian have changed in the new environment as a result of ICT. For instance, the services the librarian will provide in the future will require them to develop new methods of classification and cataloguing, Internet resources search engines, which specialise in specific subject areas only and interlink each piece of information that has relevance to anything else in the universe of knowledge. The librarian will also act as an information broker, navigator, market negotiator, and information technology expert. Given that the librarian will be a highly skilled professional whose exclusive focus will be on processing and disseminating information to the user, the librarian now needs to possess the following skills.

1. Communication Skills:

The librarian should be able to communicate well both orally and in writing.

2. Adaptability:

A librarian should be prepared to adapt new methods and technologies in line with the times.

3. Management abilities:

The librarian must have particular management abilities in accordance with ICT in addition to the classic management skills.

4. Marketing Skills:

The ability to market one's goods and services is a requirement for a librarian and is crucial for the promotion of library services.

5. Knowledge Update:

In order to offer users better services, librarians should keep up with current information.

ACADEMIC LIBRARIES' ICT-BASED ONLINE SERVICES PROVIDE A MODERN LIBRARY PROFESSIONAL ENVIRONMENT

ICT-based online library services are currently a challenge for the contemporary professional environment of libraries. The utilisation of the most recent technologies by rivals must be kept in mind. These call centres have entirely different working conditions than a library. Two important elements on which they focus more are their availability at all times and their willingness to provide service dependent on payment. We need to act professionally if we want to compete with them and survive in this atmosphere. We must offer what other businesses are offering in the highest quality. The procedure for providing library services is described below. We have things like librarians, computer networks, and document users connected to one another. How these things are connected to one another at the appropriate moment and with the appropriate relevance is the true impact of internet services.

- Types of online services offered by libraries:

Different libraries offer a wide range of online services. We can use the numerous university libraries as an example. It is a compilation of all bibliographic information on the library's holdings. These days, it is accessible online from all kinds of libraries around the globe.

- Library catalogue:

This is a list of every piece of literature that can be found in a library or collection of libraries, such as a network of libraries spread out over a number of places.

- Web OPACs:

An electronic library catalogue that contains complete bibliographic data on every item in the university libraries is known as an "Online Public Access Catalogue" (OPAC).

- Auto Overdue Reminder Service:

Effective library management software identifies books that have been overdue by users and notifies them automatically. When the computer turns on, it will immediately begin sending reminders to those who have overdue books with them.

- Reading online newspapers:

Every university faculty member and library professional student in an educational organisation is looking for the latest information, bad news, and local events. They will set aside the time and visit the library to view the reading of the day's newspapers.

CONCLUSION

Each mechanism helps the overall HRD goals to be accomplished. Human resource development (HRD) refers to improving an individual's capacity to carry out his current or future job responsibilities. Building university libraries is a means of fostering self-renewal and teamwork abilities. HRD procedures like role clarity, performance planning, a development-friendly environment, risk-taking, and dynamism in library employees should be produced as a result of HRD mechanisms. A HRD process like this ought to produce more capable, content, and devoted

workers, whose contributions would help the organisation advance. These HRD results have an impact on organisational effectiveness.

The role that libraries once performed as repositories of information resources has changed to that of an active centre of information, where knowledge is seen as one of the key catalysts for the advancement of humanity. The role of the librarian must also include that of the manager or facilitator of knowledge. With the implementation of ICT, libraries can deal with the new information techniques even though it is not a technology. ICT also manages with library aims. The information environment has been impacted by ICT generally. Due to skill upgrades among library professionals, libraries are able to provide the best service and increase customer satisfaction. Librarians are highly skilled in their understanding of information management.

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