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COMPETENCIES FOR LIBRARY PROFESSIONALS IN DIGITAL ENVIRONMENT

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ABSTRACT

Innovative change is the bleeding edge course for every one of the experts in this 21st century. Library and data proficient are not special case to this change. To adapt up to innovative difficulties tossed by the computerized world, the present and future library experts must familiarize with an arrangement of skills to get by in the calling. This paper talk about the idea of competency and features the components which made bookkeepers to create abilities in the computerized time, other than some of imperative aptitudes should be create.

Keywords : Proficient Competencies, LIS experts, proficient abilities, Digital Environment.

Introduction

The library and data segment has an unmistakable zone of information and abilities which is required for powerful expert practice. Throughout the years, library experts have effectively settled practices and aptitudes to deal with the capacity, recovery and dispersal of data. The utilization of ICT, web and WWW greatly affects working state of the libraries and requests the new information and abilities should have been created by the bookkeepers notwithstanding the essential expert learning and conventional center aptitudes. While the conventional abilities, for example, characterization, inventoriing, ordering, client instruction are important even in the present age, the library experts ought to obtain skills to fulfill the changing data needs of its clients in the new electronic condition.

Competency: Concept, Meaning and Definition

The expression "Ability" was first utilized by Craig C. Lundberg in 1970 in his article titled "Arranging the Executive Development Program". The term picked up prevalence in 1973, when David McClelland, Ph.D. composed an original paper entitled, "Testing for ability as opposed to for knowledge".

A few researchers utilize the expression "fitness" as a blend of information, aptitudes and conduct used to enhance execution; or as the state or nature of being satisfactorily or very much qualified, being able to play out an explicit job. Capabilities are the attributes of a representative that prompts show and exchange of abilities and information, which results in viable execution inside a word related territory.

The term 'Competency' is characterized in different ways. 10 years back, competency was considered as far as close to home attributes and was made a decision regarding character, ideals, inborn capacities. In the present day, fitness is viewed as additional regarding expertise situated conduct and discernible activities.

According to Wikipedia: Competency (or Competence) is the capacity of a person to carry out a vocation appropriately. A competency is "an arrangement of characterized practices that give an organized guide empowering the recognizable proof, assessment and advancement of the practices in individual workers".

According to Griffiths & King: Competency is the conventional information, aptitudes or disposition of a man, identified with the compelling conduct as showed through execution. Learning is having data about knowing, understanding, being familiar with, monitoring, having background of, or being comfortable with something, somebody or how to accomplish something. Expertise is the capacity to utilize one's learning successfully and demeanor is a psychological or passionate way to deal with something or someone.

According to Council of Europe: Competency is "the arrangement of learning and abilities that empower a worker to situate effectively in a working field and to take care of issues that are connected with their expert job"

What made library professionals to develop competencies in digital environment?

The ongoing advancements in ICT and Internet as a rule and WWW specifically have changed the plain substance of how information is created, put away and spread. The obstructions of reality in correspondence are zero-brought down. These astonishing advances have acquired tremendous changes and radical change in working and the executives of libraries. The effect of ICT on data sources, data administrations, staff ability prerequisites and client's desires for the library are enormous. In this manner the accomplishment of a cutting edge library is absolutely reliant on the abilities created by the library experts to make compelling use of these new innovations. The elements which influenced the library experts to create abilities in the present advanced condition are:

- Information Explosion i.e. availability of abundance information resources both in print and electronic form
- Application and use of Computers in libraries
- Digital Electronics and Telecommunications
- CD-ROM Technology
- Internet/WWW
- Electronic Publishing:
 - E-Journals
 - E-books
 - E-mail Communication
 - Discussion forums
- Consortia Arrangements
- Online Information Sharing
- Digitization and Digital Archiving
- Institutional Repositories
- Open Source Initiatives
- Open Access Initiatives
- Networked Technology LAN/WAN/Wi-Fi
- Content Creation and Content Development
- Development in Web2.0 technologies like –blogs, padcasts, wikis, social networks etc.,
- Teaching and learning process has been shifting from conventional method to e-learning. In this changed learning environment the users expect digital content be delivered to their desktop and is thus the key driving force required academic libraries to change. ⁶
- Impact of Barcode Technology, RFID and Biometrics.

Competencies for library professionals in digital environment:

In the present dynamic and lively advanced condition, library experts in any case to which age they have a place, must need to change into innovatively determined new age librarianship and are relied upon to

-
- Manage hybrid libraries
 - Specialize in dealing with e-resources and e-databases of all types
 - Tackle Copyright/IPR problems
 - Develop and manage institutional repositories
 - Develop library website
 - Embrace Web2.0 technologies and explore weblogs and social networks tools
 - Impart 'Information Literacy Skills' to its users.
 - Create, organize and navigate web-based information
 - Customize information services to meet specific information needs of its clients.
 - Work as a partner with the colleagues in content creation and development of new tools and facilities for teaching, research and learning.

With the end goal to meet the above desires, library experts are required to take in an extraordinary assortment of expert skills to achieve the job of expert bookkeeper in the continually changing, testing computerized condition. A portion of the one of a kind abilities should be created by the library experts are:

Traditional LIS skills, extended to the electronic environment:

In the present computerized condition, library experts must create skills to play out the conventional library exercises in electronic condition. They are:

- Collection advancement and securing
- Conservation and protection, computerized conservation
- Dealing with remote access clients.
- Evidence-based librarianship: must create abilities to act adequately as proof locator, asset supplier, data filterers, teachers, disseminators, venture pioneer, writing searcher, archive provider, information extractor, information synthesizer and report essayist.
- Information association i.e., characterization and listing must know about assets/apparatuses, for example, Metadata and MARC design.
- Information looking and reference benefit: Capabilities to seek electronic data sources, defining powerful data look systems ,aptitudes to make investigation, elucidation and introduction of data and incorporation and assessment of data sources.
- Internet learning/mindfulness
- Understanding clients and reference talk with aptitudes.

Information Technology –related skills

In the advanced age library experts must know about rising advances, and build up certain essential aptitudes to see new advances. In the present situation library experts must have the learning of:

- Computer information
- Database the board, report the executives, content administration and ordering and database innovations.
- Imaging innovations, for example, OCR
- User interface plan
- Network innovation
- Library programming
- Programming information
- Up-to-date IT abilities
- Continuous checking of developing advancements
- Web-based abilities, Web innovation.

Time Management Skills

Time the executives alludes to a scope of aptitudes, instruments, and methods used to oversee time while achieving explicit assignments, tasks and objectives. It includes an extensive variety of exercises, for example, arranging, dispensing, defining objectives, designation, examination of time spent, observing, sorting out, planning, and organizing. As indicated by fourth law of library science "spare the season of clients", it has turned out to be basic for the custodians to build up the time the board abilities for giving viable administrations to the clients on perfect time. Assume in the event that we don't give wanted data to a client on his/her required time, our entire exertion to look through that data would wind up futile.

Presentation Skills

A Presentation is a quick and conceivably viable strategy for completing things through other individuals. Introductions are utilized as a formal technique for uniting individuals to plan, screen and audit its encouraging. Library experts must grow exceedingly successful introduction aptitudes to perform different exercises, for example,

- To execute new innovation or administration for clients and to pass on the administration specialist about it.
- To advertise the library benefit.
- To create and practice peruser's warning abilities to advance perusing propensity.
- To advance data education and so forth.

Communication Skills

It alludes to the capacity to pass on someone's learning to other individuals viably. Correspondence has an incredible significance in giving better administrations to clients. Library experts convey the estimation of library administration to leaders, staff and clients. When they give data to the clients, they should impart obviously and consciously with them.⁸ They should dependably show undivided attention aptitudes with clients and associates in his work environment. They should have great relational abilities to arrange viably with distributors, clients, the executives and sellers.

User Service

Presently a-days bookkeepers ought to be client arranged. They can show an earnest duty to client benefit. They are constantly required to endeavor to watch their client needs and attempt to give their coveted data on time. They ought to be constantly sure and able to convey impeccable client administrations.

Evaluation and Assessment Skills

LIS Professionals need to see how any adjustments in the manner in which the library gives administrations will influence all partners i.e., for clients, staff and executives. They ought to create capacity to persistently examines, explores and surveys the data benefit needs of the clients and as indicated by their partners needs, structure and convey particular esteem included data items and services.⁹ They ought to likewise ready to assess the result of the utilization of library and data assets and administrations on time to time and direct research to discover answers for the recognized data the executives issues.

Managerial skills

It includes technical skills, human skills & conceptual skills.

- *Technical abilities: It includes process or method, learning and capability in a specific particular field. These abilities are more imperative for Librarians since they manage more number of staff playing out the association's work. The specialized aptitude includes the Librarian's comprehension of the idea of occupation that individuals under him need to perform.*

- *Human Skills: It alludes to the capacity to collaborate adequately with individuals. Administrator collaborates and coordinates with workers and staff moreover. Custodians with great human abilities could get best out of their kin.*
- *Conceptual Skills: It includes the plan of thoughts, conceptualization about theoretical and Complex circumstances levels. It additionally allude to the capacity of a curators to take an expansive and farsighted perspective of the association and its future, capacity to think in dynamic, his capacity to examine the powers working in a circumstance, his inventive and imaginative capacity and his capacity to evaluate the earth and the progressions occurring in it.10*

In this way, specialized abilities manages things, human aptitudes worried about the general population, and theoretical aptitudes manages the thoughts.

Knowledge of Policies, Procedures, Issues and Standards

Library experts are likewise expected to create capacity to:

- Maintains current attention to proficient issues affecting libraries
- Demonstrates information of library arrangements, techniques and administration guidelines *Knowledge of Information Sources & Services*
- Develop particular subject learning about the motivation behind the association.
- Identify materials suitable to clients' prerequisites and their capacities.
- Expert learning in the substance of data assets and capacity to fundamentally assess and channel them.
- Develop and convey advantageous, effortlessly open and practical data administrations to the clients.

Continuing Education and Life-Long Learning

Library experts must include in consistent expert improvement and must have responsibility to create long lasting learning abilities i.e.,

- Take duty regarding the advancement of one's own proficient profession.
- Remain educated in recent developments and advances.
- Pursues learning openings, by and by or through formal preparing.
- Flexible in adjusting to new circumstances, frameworks, instruments, situations.
- Anticipates acknowledges, adjusts and oversees change successfully.

Other important Skills

- ♣ Marketing and promotion of library services.
- ♣ Teaching and training skills
- ♣ Project management skills.
- ♣ Digital rights management.
- ♣ Knowledge management skills.
- ♣ Research and consultancy
- ♣ Competitive intelligence
- ♣ Information literacy trainer.
- ♣ Problem-solving skills
- ♣ Ability to build partnership and alliances

Conclusion

The utilization of ICTs, web and World Wide Web in libraries has acquired enormous change the libraries and instantly requires improvement of various types of aptitudes and learning among library experts. The job of library experts needs to advance in accordance with current and developing innovations on one hand and client desires on the other. Library experts are expected to learn, enhance and create

different expert abilities, learning and skills to adapt up to the new difficulties in the computerized condition so they can turn out to be more dynamic members and pioneers to convey data in the general public.

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