



A STUDY OF PROFESSIONAL DEVELOPMENT OF LIBRARIANSHIP IN NEW ERA

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Abstract

Professional development is a lifetime learning process, which is both universal requirement of all librarians in order to up with the rapid changes in the library field and maintain professionalism. The field of librarianship is ever expanding and changing from exploding internet and media technologies, to ever diverse patron groups with increasing complex information needs. Library professionals need to be savvy as the clients they serve, and the most productive and effective way from librarian to keep up with these changes is to seek out professional development opportunities. This paper discusses characteristics, need, professional development in academic librarianship, library professional in the changing environment, professional competencies skill required for LIS professional.

Keyword: *Professional development, Librarian, Librarianship, Library profession.*



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Introduction:

Professional development for academic librarians fulfills a need for the continuing acquisition of knowledge and competencies that has not been met by either formal education or on the job training by professional development we mean the development of the professional manpower required to man and manage the different types of libraries and library systems in the country one essential components of the academic librarians knowledge base is the world of scholarship. The library and information science degree does a competent job of preparing librarians for the role of service provider in assisting patrons with the process of completing their scholarship tasks. Professional development benefits both the individual and institution. For the individual, the ongoing process of acquiring new information and skill promotes job competencies for performance upgrades and promotion.

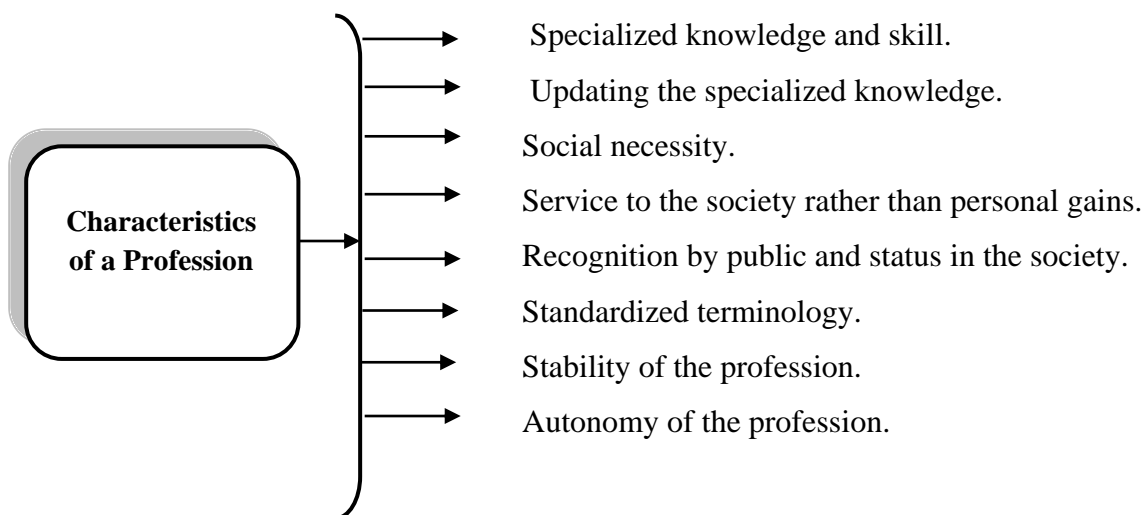
Need for Professional development:

The perceived needs for Professional development may arise in a wide range of situations. For new librarians occupational training begins from the movement he steps in to the professional. Library science is so closely related to Information technology that the traditional definitions no longer accurately reflect the discipline without incorporating the

conceptual element of IT. Starting from the 1970's and 1980's the impact of technology advancement have been increasing. Changing the reader's habits in accessing and retrieving information in order to provide better clients services, accommodations to and acquisition on new technology have been made in all library transaction models and library servicer. Thus all library professionals regardless of departmental affiliation, face and imperative to upgrade their knowledge, improve their skills and to adopt and broaden service models.

Characteristics of a Profession:

Dale E. Shaffer in his book "Maturity of librarianship as a profession" stated that following characteristics.



Professional Characteristics of Librarianship:

Librarianship calls for a unique combination of academic attainments and personal qualities. A librarian is an administrator without being any less a scholar he is a scientist without being only less a theoretician. He is lover of books and he is a equally interested in people, he is a person with an eye on the technology because all technological advance affect the libraries and their social relevance. The librarian of today is concerned not only with the collection, preservation, analysis and storage of knowledge, but also with documentation work and dissemination of information. Many Sociologist and librarians who feel that librarianship is an emerging, marginal, growing or developing profession. Librarianship may be regarded as the one, as old as the book. But librarianship as a profession is just a little over hundred years old, the organization of librarianship as a profession started with the establishment of the ALA in 1876. The imparting of specialized knowledge started with the establishment of the first library school in 1887 by Melville Dewey. The library profession,

therefore, is concerned with every piece of work that emanates from the personnel employed to facilitate maximum service speedily and effectively to the reader.

Professional development in Academic Librarianship:

The library profession, which overlaps to a significant extent with the education community, demonstrates a parallel commitment to continuing professional education. The principal objective of library education remains to produce new entrant to the profession who have a broad based understanding of professional issues and the context in which they are applied, as well as appropriate practical skills. Continuing professional development is an actively strongly promoted by library and information association it involves a systematic approach to staff development and continuing education, usually consisting of a programme of a learning opportunities made available over a period of time. The intention is to ensure that information workers continue to acquire and adapt their skills and knowledge to a swiftly changing professional environment.

Library Professional in the changing environment:

The transition of traditional collection to digital library collections presented the librarian with the new opportunities. Traditional role of librarian i.e. acquiring, organizing, preserving the documents and helping the users in locating the information needed by them has changed in the last decades of 20th century with advance in computers, internet and World Wide Web this picture has rapidly changed. Rao and Babu (2001) stated, today the librarians have the opportunities to used modern tools to provide quicker exhaustive and more sophisticated services to the users. Databases and reference sources can be queried via the internet and WWW; remote library catalogues can be accessed on desktops, newsgroups and mailing list allow discussing on various issues quickly and electronic mails (e-mails) allow librarians to find out and contact those who might be able to help in solving the problem. The information available in various formats such as texts, numeric, graphics, video, audio, images etc. now can be captured, stored, retrieved and delivered with collaboration of computing and ICT technologies.

Professional competencies of Library and Information Professional:

- Skills such as the use of graphic software, multimedia application as well as web developed skill are highly needed.
- Extension of knowledge and skills.
- Demonstrating leadership.

- Self awareness.
- Information retrieval skills.
- Learn the web 2.0 and Library 2.0 skills.
- Use the latest tools of communication.
- Change the collection development policy.
- Provide excellent instruction and support for users.
- Access information needed on continuous basis.
- Design and market value added information services.
- Ability to transfer cultural and social development.
- Evaluate appropriate media information services and products.

Skill required for successful LIS Professional:

- Information technology skills.
- Network skill.
- Technical professional skill.
- Listening skills.
- Leadership skill and team work.
- Negotiating skills.
- Writing skills.
- Presentation skills.
- Design making skills.
- Communication skills.
- Interpersonal skills
- Public relation.
- Customer service.

LIS Professional Development and New generation ICT skills:

- Automation skills.
- Securities competencies.
- Web 2.0 and Library 2.0 competencies.
- Develop consortia.
- Web navigation skill.
- Virtual reference service.
- Radio Frequency Identification (RFID).

- Digital Archival Management (DAM).
- Database creation.
- Institutional Repositories (IR).
- Knowledge management and File management skill.
- IPR and copyright and Information retrieval competencies etc.

Conclusion:

Professional development is universally recognized in education and librarianship as imperative for ongoing effectiveness. Most thought not all academic librarian support professional development through financial assistance and release time. Innovative professional development programme in place at a number of academic libraries stand as a corrective to the seemingly haphazard practices of many libraries and librarians. The library professional should imbibe the characteristics of the well established profession. Library profession involves more in professional work than managerial to play a meaningful role.

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