



Human Resources Development in University Libraries of Gujarat

KEYWORDS

Bhutadiya Narsunghai Bhanabhai

Research Scholar, CMJ University, Shilong

Dr. Manubhai G Patel

Research Supervisor, CMJ University, Shilong

ABSTRACT

The greatest asset of any nation is its human resources. With the recent growth of library consciousness in the country people have begun to realize the importance of human resources for librarianship and of maintaining adequate standards in this regard. Human resources are most vital in the organisation because all other natural resources can be better utilized by motivated human resources only. Efficiency and effectiveness of university libraries largely depends upon the proficiency and competence of its human resources. Human Resource Development (HRD) is the need of the hour in any university library that wants to be dynamic and growth oriented or to succeed in a fast changing environment.

To identify the total human resources system for university libraries which includes all those activities concerned with planning, staffing, motivation and the utilization of resources of the people.

100 library personnel's (10 from each university library of Gujarat) were randomly selected as sample for the present study. A self-made questionnaire was given to respondents which was constructed with the help of guide Data/ information/ responses were obtained by personally giving them questionnaire. Data/ Information were fed to SPSS software programme and tabulated them in required format.

Some of the suggestions are made at the end.

Introduction:-

The greatest asset of any nation is its human resources. The economic development of any nation depends on a number of factors, of which, human beings are recognized as the main sources. A country which is unable to develop the skills and knowledge of its people and to utilize them effectively in the national economy will be unable to develop anything else. In every organization human resources plays a pivotal role in fulfilling the objectives of the organisation. In the earlier years it was primarily the responsibility of an individual to develop himself, but now it has become the responsibility of the state to arrange for all round development of human beings. The shift in emphasis from individual effort for spiritual development to state planning and material development has turned human beings into a factor of production-an economic resource to be brought up, developed and used for material development of the country as a whole. Human Resource Development (HRD) is a newly emerging field, it aims at developing a variety of competencies of employees and developing a culture in the organisation to utilize these competencies and contribute to organisational growth. Like in other organisations there is a necessity for systematic development of human resources in university libraries also.

In earlier days a long time apprenticeship in a library was considered essential for appointment in a library. The library profession did not attract the best talent in the country for a variety of reasons. There were no organised attempts to assess the value of professionals working in libraries. With the recent growth of library consciousness in the country people have begun to realise the importance of human resources for librarianship and of maintaining adequate standards in this regard. Human resources are most vital in the organisation because all other natural resources can be better utilized by motivated human resources only.

Objectives of study

The main objective of the present study is that the human resources in the university libraries in India should be systematically and scientifically developed. Some of the other objectives of the study are as follows:

- 1 To identify the total human resources system for university libraries which includes all those activities concerned with planning, staffing, motivation and the utilization of resources of the people.

- 2 To examine the awareness of HRD and to what extent HRD is being practiced by the professionals in the university libraries.
- 3 To streamline the library organisation to recruit and motivate talented professionals.
- 4 To generate systematic information about human resources for the purposes of manpower planning.
- 5 To test whether better human resources can be developed by providing better work environment.
- 6 To study whether human resources can be efficiently developed if power is delegated to the subordinates and not concentrated with single individual.
- 7 To test the behavior of the colleagues and find out whether it has an impact in the development of human resources.

Hypotheses of the Study

The following hypotheses were formulated, and tested for the purposes of this study:

1. Professionals in the university libraries are aware that HRD will help overall growth of the individual and will improve Job performance and quality of work.
2. All university librarians are practicing HRD policies.
3. Level of qualifications of the professional has a positive impact on awareness of HRD and its purpose.
4. Awareness of HRD will motivate the professionals in university libraries.

Methodology:-

Sample:-

100 library personnel's (10 from each university library of Gujarat) were randomly selected as sample for the present study.

Tools Used:-

A self-made questionnaire was given to respondents which was constructed with the help of guide Data/ information/ responses were obtained by personally giving them questionnaire.

Analysis of Data:-

Data/ Information were fed to SPSS software programme and tabulated them in required format.

Results:-

Percentage of data/responses against statements were cal-

culated to submit them in tabular form which are given in the following table.

Table

B. H.R.D. Information:-

❖ Satisfaction with the present job

- Fully Satisfied 50%
- Satisfied 40%
- Not satisfied 10%

❖ Satisfaction with welfare facilities

- Working hours 100%
- Gen. leave facility 100%
- Study leave 50%
- Medical leave 100%
- Children's education -
- LTC (leave travel concession) 100%
- Job elsewhere 40%
- Retirement and pension benefits 100%

❖ Satisfaction towards work environment

- The personnel policies of your institution facilitate employee developments 50%
- Promotion decisions based on the suitability of the promote rather than favoritism 50%
- Library sends the performance appraisal reports to the university authorities 50%
- If 'yes' such reports are based on objective assessment and adequate information and not on other consideration 50%
- Your librarian concerned about the development of the subordinates 50%
- Your librarian makes efforts to identify and utilize the potential of the employees 50%
- The employees encouraged to experiment new methods and carryout creative ideas. 50%

❖ Opinion on delegation of powers (Pl. Tick mark)

- Seniors take active interest in their juniors and help them to learn the job. 55%
- Seniors guide the juniors and prepare them for future responsibilities/roles they are likely to take up. 59%
- Delegation of authority to juniors to encourage them and to develop handling higher responsibilities are quite common. 58%
- Juniors taking advantage of the delegation of authority as an opportunity for development. 59%
- Senior treat with understanding and help to learn from mistakes rather than punish and discourage. 59%
- Weaknesses and lapses are communicated in a non-threatening way by the superiors. 57%
- The feedback from the superiors is taken seriously and used for your development. 59%
- The employees in the library are afraid to express or discuss feelings with superiors. 50%
- The employees are very informal and do not hesitate to discuss personal problems with superiors. 50%
- The employees are afraid to express or discuss feelings with the subordinates. 50%

- Relation between colleagues

- Team spirit is of high order in the library people trust each other in the library people in the library are helpful to each other. 59%
- Employee lacking competence in doing jobs receive help to acquire competence Employees of the library make an effort to find their strengths and weaknesses from colleagues and superiors. 59%

- Career opportunities are pointed to juniors by the seniors. 60%

Clientele behavior in the assessment of library effectiveness

- Better public relations contributes to achieve library goals 60%
- The clientele are understanding and cooperative 60%
 - Teaching community 60%
 - Research Scholars 50%
 - Students Community 60%
 - Non-teaching Staff 35%
- Clientele behavior sometimes hampers the work 50%
- Crisis with the clientele, the administration positively stands by your side. 55%

- Motivation reported by staff

- Motivating the library staff would result in effective functioning of the library 69%
- Opinion about the motivation provided by the management of the library 44%
- Opinion on even been motivated in-service 59%

❖ Motivation by whom

- Management 50%
- Colleagues 50%
- Self 100%

❖ Awareness of in-service training

- Awareness of in-service training 50%

❖ Necessity of in-service training

- To improve professional knowledge and skills 79%
- To Acquaint with latest technological developments 55%
- To introduce better/new services 80%

❖ In-service training in other than professional areas

- Necessity of in-service training in other than professional areas such as human behavior, human psychology and human sociology 30%

❖ Usefulness of orientation training

- Orientation training for fresh appointees would be useful 50%
- Whether it is being practiced 50%

❖ Duration of orientation training

- One week 100%
- Two weeks -

❖ Sponsoring for training

- Employees who are sponsored for training they take it serious and learn from the programmes they attend 60%
- Employees returning from training programmes are given opportunity to try what they have learnt 60%
- Employees are sponsored for training programmes on the basis of genuine training needs 40%

❖ Utilization of library resources

- Maximum 10%
- Above average 10%
- Average 50%
- Below average 30%
- Under staff 30%
- Physical facilities 30%
- increase in number of users 30%
- lack of modernization 10%

Interpretation:-

50% respondents were fully satisfied, 40% were satisfied, while 10% respondents were not satisfied with the present job.

Almost all respondents responded positively with welfare facilities but regarding study leave (50%) and job elsewhere (40%) respondents were partially satisfied. Regarding personnel policies and promotion 50% respondents were satisfied.

Regarding opinions on delegation of powers, 50 to 59% respondents were satisfied. Regarding relation between colleagues, 59 to 60% respondents were satisfied. Regarding motivation 50 to 69% respondents opined positively.

50% to 80% respondents understand necessity of in-service training and orientation training.

40% to 60% respondents answered that they were sponsored for training.

Utilization of library resources was moderate (30% to 50%).

Suggestions:-**Some of the suggestions are as under:-**

1. Employees should be given total welfare facilities so that there may not be any question of grievance.
2. Promotion rules should be framed considering all factors which will reflect as positive response from employees.

3. Delegation of powers should be well framed from top to bottom, so that every employee will understand his/her responsibility/ attainment and will work accordingly.
4. Environment of institution and reflection among personnel staff should be positive, warm and like family members. because most of the hours they work together and if it is not there, the whole atmosphere would be spoiled.
5. Employees of library should also behave in a very positive way and should satisfy by giving the readers/users proper information.
6. Management should motivate the employees periodically to have better result.
7. Employees should be sponsored to various in-service training, orientation programme, seminars, work shops and conferences to refresh the knowledge of employees.
8. Utilization of library resources should be made maximum. This will only occur when library personnel will satisfy and work as if their own proprietary.

Conclusion

Human Resources is a valuable assets for any institution to go ahead and to achieve required target. Administrators and policy-makers should know this fact and should work accordingly so that maximum benefit can be obtained and image of institution may improve because personnel staff are the mirror of institution which reflects the face of institution to society.

REFERENCE

1. Bansal, M.P.: Human resource development in public enterprises, R.B.S.A. Publishers, Jaipur, 1991. | 2. Davar Rustom, S: The Human side of management. Universal book stall. New Delhi, 1969. | 3. Foulkes Fred, K: Strategic human resource management. Prentice Hall, London, 1986. | 4. Human resource report 1993, published for the United Nations Development Programme (UNDP), Oxford university press, 1993. | 5. Khanzode, V.V.: Human resource Management conceptual analysis & strategies, Ashish publishing House, New Delhi, 1992. | 6. Lynch, J.J.: A manpower development system, PAN book limited, London, 1971, p. 43. | 7. Pigors Paul: Management of human resources, McGraw Hill book company. New York, 1964. | 8. Rao, T.V: Human resource development alternative approaches and strategies. Rawat publications, Jaipur, 1989 (Reprinted). | 9. Shankaraiah A., Subba Rao P. and Rao, M.M.: Human resource management. Discovery publishing house. New Delhi, 1992. | 10. Werther Williams, B. and Danis Keith: Personnel management and human resources, McGraw Hill international book company, Tokyo.