

Role of HRD in Library Organization



Library Science

KEYWORDS :

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ABSTRACT

Of all the resources "Human resource" is the most important resource for the advancement of any nation. Today's organization consists of three types of resources, physical, financial and human. Human resource is the most important asset in the organization 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. Well motivated persons with good academic record and professional qualifications, innovation capability and managerial ability will contribute towards success of the library. 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

Of all the resources "Human resource" is the most important resource for the advancement of any nation. Like any other kind of resource, if not properly developed, it cannot be put to proper use. Human force is the basic raw material and the potent force to build up the nation. Hence 'human resource' needs to be put to complete and proper use.

Today's organization consists of three types of resources, physical, financial and human. Physical resources are machine, materials and component parts of products. Financial resources refer to the liquid assets of an organization and human resources refer to the people employed by an organization. Measuring the human resources is difficult because it is hard to use standard and traditional measures such as fixed and liquid assets. As a result human resources cannot be depreciated as physical resources can, or used to reflect the net resources are as important as physical and financial resources. On the oilier hand development of people refers to the advancement of knowledge, skills and competencies and the improved behavior of people with the organisation for both their personal and professional use. Human Resource Development (HRD) is the advancement of knowledge, skills and competencies of the people employed by an organization.

Human resource is the most important asset in the organization because all other natural resources can be better utilized by motivated human resources only. Human resources can be developed to an unlimited extent because every human being has endless potentials. Thus there is a need to invest time, money and effort in it to provide fruitful results. As Mc Gregor observed people have got a large amount of organisation. But often these potentials are not fully utilized by management through appropriate and systematic efforts. As has been well observed, "Each human being is born as something new, something never existed before. Each is born with the capacity to win at life. Each has his own unique potentials, capabilities and limitations." Thus it is the responsibility of the management to develop subordinates of the achievement of organisational goals.

Efficiency and effectiveness of university libraries largely depends upon the proficiency and competence of its human resources. Well motivated persons with good academic record and professional qualifications, innovation capability and managerial ability will contribute towards success of the library. The present pathetic situation in majority of university libraries is due to neglect in the development of human resources. This trend must change if improvement is intended. It is important therefore to identify the, lacuna and find out possible solutions. For effective human resources development facets of personnel management like job analysis, job description, qualification, ac-

ademic status, promotional opportunities, motivation, alternate job opportunities, welfare facilities, interpersonal relations and continuing education etc. have to be considered specifically.

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. Libraries can become dynamic and grow only through the efforts and competencies of their human resources. Personnel policies can keep the morale and motivation of the people high, but these efforts are not enough to make the organisation dynamic and take it in new directions. Employee capabilities must continuously be acquired, sharpened and used. For this purpose, an 'enabling' organisational culture is essential. When employees use their initiative, take risks, experiment, innovate and make things happen, the organisation may be said to have an 'enabling' culture. Even an organisation that has reached its limit in terms of growth needs to adopt to the changing environment. No organisation is immune to the need for processes that help to acquire and increase its capabilities for stability and renewal. University libraries in our country therefore should reorient their personnel policies with HRD as their guiding philosophy.

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 create a climate of responsibilities among professionals to work wholeheartedly for the service of users.
- 7 To provide comprehensive framework and methods for the development of human resources in all university libraries.

Research Questions:-

1. Whether professionals in the university libraries are aware of HRD and its purpose.
2. Whether professional work experience increases the

- awareness about HRD increases among the university library professionals.
- Whether level of qualifications of the professionals has an impact on awareness of in-service training.
 - Whether 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.

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

Table**❖ Recognition of services (Pl. Tick mark)**

→	University authorities	60%
→	Chief librarian	60%
→	Immediate Superiors	65%
→	Colleagues	50%
→	Users	60%
→	Not responded	-

❖ Motivation methods (Pl. Tick mark)

→	Monetary Benefits	-
→	Awards	-
→	Career Advancements	50%
→	Any other	-

❖ Satisfaction towards deputation to conferences (Pl. Tick mark)

- Deputation to conferences 50%
→ Deputation to refresher training 50%

❖ Usefulness of induction training (Pl. Tick mark)

- Preference for induction 90%
→ Training before attempting a new type of work. 90%

❖ Types of induction training preferred (Pl. Tick mark)

- Informal Introduction 33%
→ Formal Introduction 34%
→ Intensive Training. 33%

Interpretation

- 50 to 65% respondents told that, their job was recognised by universities, Chief librarian, immediate supervisors, colleagues and users.
- 50% respondents told they were motivated in terms of correct advancement.
- 50% to 70% respondents told that they were deputed to conferences and refresher training.
- 90% respondents told that induction training before attempting a new type of work was useful to them.
- 33% to 34% respondents told that they were represented to formed as well as informal induction training.

Suggestions

- Employees should be given formal, informal, induction training.
- Employees should be recognised their job by concerned authorities.
- Library authorities should know the role of HRD in their organization.
- Employees should be motivated by refresher course, seminars, group meetings, work shops and several other programmes.
- Employees should be satisfied by their work environment as well as by warm relation should with colleagues.
- They should be given fullest welfare facilities.
- Team spirit of library organization should be so high to achieve highest goal by responding to uses in very positive way.
- Management should know the importance of HRD, because library staff will give finest service to users only and only they are satisfied with their job.

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.

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