A Study on Skills of Library Professionals in Engineering Colleges of Tamil Nadu

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Abstract

The purpose of the study was examining the various skills of library professionals in Engineeing Colleges of Tamilnadu. The study was conducted using suverying method with sample of 617 respondents to determine level of skills like low, high and moderate among library professionals.I in all the categories of Library staff are found more in the moderate skills and found less in the high skills among Librarian, Assistant Librarian and Library Assistant.

Keywords

Various Skills, Level of Skills, Library Professionals
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INTRODUCTION

In Engineering College Libraries, the library professional wants to be a continuous learner, an alert user and an expert consultant as the technological revolution has given rise to some innovation and innovative ideas including Artificial Intelligence, Bar code technology, speech synthesis, neural network and digital signature. The library professional must keep up-to-date with the latest technological changes in general and its applications particularly in library operation.

Skill is an ability to execute a task, which is required for a person to plan and implement goals or accomplish a particular work. A skilled person can face the challenges that occur in a particular profession because of the social, economic, educational and technological changes. Thus in order to cope with the ever-changing library a practice and information science profession, the library professional must be a skilled professional. The librarians are facing new challenges, new competitions, new demands, new expectations and a variety of information services from users. They are now to be more acquainted with the skill of handling new technologies related to collection, processing and dissemination of information.

REVIEW OF LITERATURE

Emmanuel E. Baro (2013) conducted a study on "E-Library services challenges and training needs of Librarians in Nigeria" In the total 35 librarians purposively selected from universities, colleges of education, and polytechnic libraries participated in the study, which adopted semi- structured interviews. The skills have been exposed through the workshop on e-library services. Acquiring such skills will enable them effectively to use e-resources and also train users on different search strategies. Khalil M. Dirani (2012) revealed "Professional training as a strategy for staff development: A study in training transfer in the Lebanese context." Research studies on training-job relevance continuously discussed the extent of transfer being found limited. The sample was composed of 120 participants. A total number of 107 questionnaires were completed and 101 questionnaires were usable (82.5 percent response rate). The researcher conducted 15 interviews with participants and stakeholders in the training program to get their perceptions of how well the training workshops were helping them develop new skills.

OBJECTIVES OF THE STUDY

1. To identify the professional skills, Generic (social) skills possessed by the library professionals of Engineering Colleges in Tamil Nadu.
2. To analyse the various professional skills and level of skills exist among the Library professionals.
3. To trace out Generic (social) skills aspects and level of skills possessed by the library professionals.

LIMITATIONS OF THE STUDY

This study was carried out only a maximum of 208 Engineering Colleges, out of 504 Colleges in Tamilnadu as on May 2013, such as Government, Government aided, and Self Finance Colleges which are above ten years of service. The questionnaires have been distributed and collected from library professionals in Tamil Nadu alone. The various skills of library professionals alone included in this study.

METHODOLOGY

To execute the objectives of this study, the following methodology was used. Questionnaire - based survey was conducted to find out various skills among of library professionals and the professionals were classified under three categories namely Librarian, Assistant Librarian and Library Assistant. The present study intends to examine particularly Professional Skills and Generic Skills further these

skills have been classified as Low Level, Moderate, and High Level among library professionals of Engineering Colleges in Tamil Nadu. Final study is based on over all skills of both Professional Skills and Generic Skills.

ANALYSIS OF DATA AND DISCUSSION

Simple averages, percentages and frequency distribution were employed to study the information about the library professionals and the engineering college libraries.

Table 1.1: Distribution of Institution wise Respondents

Institutions	Frequency	Percentage
Government Engineering Colleges	9	1.45
Government Aided Engineering Colleges	6	0.98
Self Finance Engineering Colleges	602	97.57
Total	617	100

The above table 1.1 shows that 1.45 per cent of the library professionals are in the category of Government Engineering Colleges, 0.98 per cent of the library professionals are the in the category of Government Aided Engineering Colleges and 97.57 percentages of the library professionals are in the category of Self Finance Engineering Colleges.

Table.1.2 Distribution of Library Professionals according to Designation

Designation	Institutions			Total
	Government	Government Aided	Self Finance	
Librarian	9(4.32)	2(0.96)	197(94.72)	208(33.71)
Assistant Librarian	0(0.00)	0(0.00)	104(16.85)	104(16.85)
Library Assistant	0(0.00)	4(1.31)	301(98.69)	305(49.44)
Total	9(1.45)	6(0.98)	602(97.57)	617(100.00)

Figures in parentheses denote percentages

Data in Table.1.2 reveal the distribution of Library Professionals according to the designation. Out of 617 respondents, Self Finance Engineering College Library professionals were on the top level (97.57) followed by Government Engineering College Library professionals (1.45) and Government Aided Engineering College Library professionals (0.48) placed in the second and third level accordingly. It is

also found from the above table that, among the respondents of Librarian, numbers of library staff are more in the Self Finance Engineering colleges (94.72), secondly the library staff are found less in the Government Engineering colleges (4.32) and Government Aided Engineering colleges (0.96) stands in the third category. In Assistant Librarian level, the library staff are more in the Self Finance

Engineering colleges (16.85). Among the respondents of Library Assistant, in the Self Finance Engineering colleges (98.69) and in the Government Aided Engineering colleges (1.31) found less respectively.
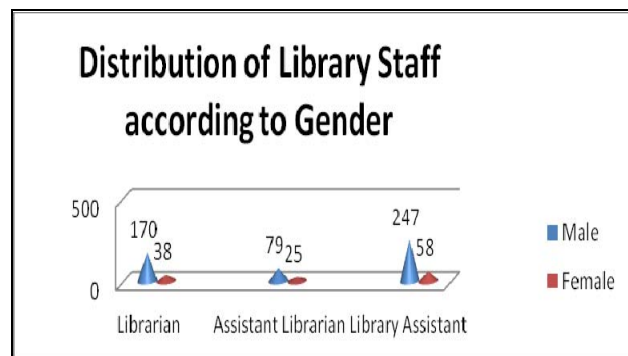
Distribution of library staff according to gender

Today working people are both combined in all sectors. The researcher has classified the respondents into Librarian, assistant Librarian, and Library Assistant. The distribution of library staff according to Gender is shown in table5.3

Table.1.3.:Distribution of Library staff according to Gender

Designation (Library Staff)	Sex		Total
	Male	Female	
Librarian	170(81.73)	38(18.27)	208(33.71)
Assistant Librarian	79(75.96)	25(24.04)	104(16.85)
Library Assistant	247(80.98)	58(19.02)	305(49.44)
Total	49680.38	12119.62	617(100.00)

Entries within parenthesis denote percentage

Data in Table.1.3 reveals the distribution of Library Staff according to Gender. Out of 617 respondents, male Library professionals are in top level (80.38 per cent) followed by female Library professionals (19.62 per cent) in second level. It is also found from the above table that, among the respondents of Librarian, males are found more (81.73) and females are found less (18.27), male Assistant Librarian are found more (75.96) and female Assistant Librarian are found less (24.04), the male Library Assistant are found more (80.98) and female Library Assistant are found less (19.62)respectively.

The figure.1.1 shows that the distribution of Library Staff according to Gender.

Association between level of generic skills and gender among library professionals: Today there are

several library associations in India, at different levels and different groups. Table 1.4 indicates the distribution of Association between Level of Generic Skills and Gender.

Table.1.4Distribution of Association between Level of Generic Skills and Gender

Gender	Generic skills			Total
	Low level	Moderate	High level	
Male	151 (30.44)	227 (45.80)	118 (23.80)	496 (80.39)
Female	29 (24.00)	70 (57.80)	22 (18.20)	121 (19.61)
Total	180 (29.17)	297 (48.13)	140 (22.70)	617 (100.00)

Figures in parentheses denote percentages

Data in Table.1.4 reveal the Association between Level of Generic Skills and Gender among Library Professionals. Out of 617 respondents, moderate is on the top level (48.13) followed by low level (29.17) and high level (22.70). It is also found from the table that, among the moderate level (45.80) and library staff in the low (30.40) found less and high level (23.80). In female level, there are more library staff in the moderate level (57.80), low skill (24.00) and high skill (18.20).
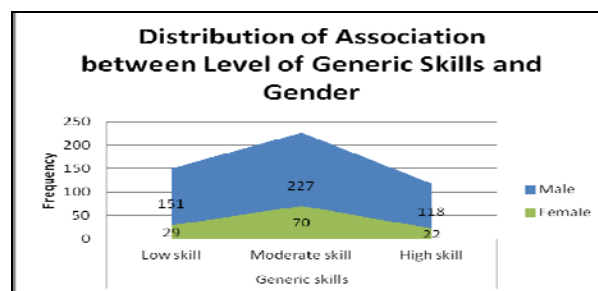

Figure.1.2 shows that the distribution of Association between Level of Generic Skills and Gender.

Distribution of association among professional skills and gender:

The professional skills are included the Process – management of conventional materials Automated library systems, Collection development, Collection management, Experience in selecting, acquiring and processing, conventional material, Serials collection management, Process – management of digital materials, Metadata tools, Design and management of databases, Evaluation of internet informational materials, sources and services, Collection

development, Multimedia Digitalization, Electronic publishing, ICT skills like Markup languages, Design, creation and maintenance of web pages, Technical knowledge in computers, Use of software applications (O/S, Office, etc.), Distance education software, Programming languages, Networks, Ability to compare software, hardware and technologies. Table.1.4 indicates the distribution of Association between Level of Professional Skills and Gender.

Table.1.5: Distribution of Association between Level of Professional Skills and Gender

Gender	Professional skills			Total
	Low level	Moderate	High level	
Male	165 (33.26)	220 (44.36)	111 (22.38)	496 (80.39)
Female	46(38.01)	51 (42.15)	24 (19.84)	121 (19.61)
Total	211 (34.19)	271 (43.92)	135 (21.89)	617(100.00)

Figures in parenthesis denote percentages

Data in Table.1.5 reveal the Association among Level of Professional Skills and Gender among Library Professionals. Out of 617 respondents, moderate skill is on the top most level (43.92) followed by low skill (34.19) and high skill (21.89). It is observed from the above table that, among the moderate skill (44.36) of Male is on top and found less library staff in the low skill (33.26) and high level (22.38). Similarly in female level, there are more library staff in the moderate skill (42.15), low skill (38.01) and high skill (19.84). It is clear from the above discussion in all the categories of Library staff are more in the moderate level and found less in the high level among Librarian, Assistant Librarian and Library Assistant.

Distribution of association between level of overall skills and gender

The overall skills include low skill, Moderate skill and high skills followed by the library professional in the current situation. Table1.6 explorers the distribution of association between level of overall skills gender wise.

Table.1.6: Distribution of Association between Level of Overall Skills and Gender

Gender	Overall skills			Total
	Low level	Moderate	High level	
Male	157 (31.60)	231 (46.60)	108 (21.80)	496 (80.39)
Female	32 (26.40)	67 (55.40)	22 (18.20)	121 (19.61)
Total	189 30.63)	298 (48.30)	130 (21.07)	617 (100.00)

Figures in parenthesis denote percentages

Data in Table.1.6 reveal the Association between Level of Overall Skills and Gender among Library Professionals: Out of 617 respondents, overall, the moderate skill is on the top level (48.30) followed by low level (30.63) and high level (21.07) second and third respectively. It also observed from the above table that, male library professionals are top among the moderate skill (46.60) and library staff in the low skill (31.60) followed by second and high skill (21.80) in third level respectively. In female category, the library staff are more in the moderate skill (55.40), low skill (26.40) and high skill (18.20) respectively. It is clear from the above discussion in that in all the categories of Library staff are found more in the moderate level and in the high level found less among library professionals

FINDINGS

1. It is observed from the above discussion in that in all the categories of Librarian, Assistant Librarian and Library Assistant in the Library staff, comparing to female staff members, male staff members are more.

2. It is clear from the above discussion in that in all the categories of Library staff are found more in the moderate skills and found less in the high skills among Librarian, Assistant Librarian and Library Assistant.

CONCLUSION

The various levels of engineering institutions have adopted all the new technologies like electronic resources and are efficiently used various types of skills, used by the Academic library professionals. Most of the engineering institutions are provided with the recent technologies in the library departments which make the effective use and access various types of information and research usage. Now the Government and Autonomous bodies of various institutions have initiatives to take several steps to improve the library infrastructure. A study on skills

of library professionals in engineering colleges of Tamil Nadu among the user community is aware very well.

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