Work Environment and Capability Assessment among Library and Information Science Professionals: A Survey

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Abstract

In this study work place environment and capability assessment among library professionals in engineering institutions were analysed. 554 engineering institutions were spread over in 32 districts were under the affiliation of Anna University. Out of 32 districts, 8 under developed districts were taken up for the study. These eight districts have 76 engineering institutions under the affiliation of Anna University. Nearly 210 questionnaire were distributed. Out of 210 distributed 157 responded. The response rate works out to 74.76%. Values in the work environment and Visible Vision were two important things in workplace environment. Be creative; demonstrate initiative and Learn from what they do were the primary factors in the future employee's expectation in work place environment. The professional challenges in work environment were Organization development and training the professionals to the new environment

Keywords

Capability assessment, Professional challenges, workplace environment, Future employees, visible vision, values in work environment.

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INTRODUCTION

The new service environment in every sphere of activities necessitates acquiring new capabilities which enables to have an expanded ability to keep pace with and create new opportunities in the present competitive environment. This creates ability among the professionals to capitalize an unexpected challenges and change. This goes beyond returning to library professional benchmarks to see professional capability as an important factor enabling a library to leverage its resources and capabilities not only to resolve current dilemmas but to exploit opportunities and build a successful future. Capable people are more likely to be able to deal effectively with turbulent environment in which they live by possessing all round capacity. Preparedness for continual change is a key attribute for people in any workplace.

Capability

Capability is a feature, faculty or process that can be developed or improved. Capability is a collaborative process that can be deployed and through which individual competences can be applied and exploited. Capabilities are the alternative combinations of functioning that are feasible for (a person) to achieve.

The capabilities are

- A capacity to deploy resources. A firm must have access to the appropriate capabilities to effectively use, or exploit, a resource. (Amit and Schoemaker, 1993)
- The subset of the competencies which allow the firm to create new products and processes and respond to changing market circumstances. (Helfat, 1997)
- The ability to integrate, build and reconfigure internal and external competencies to address rapidly changing environments. (Teece et al 1997)
- The processes that use resources – specifically the processes to integrate, reconfigure, gain and release resources – to match or even create market change. Capabilities thus are the organizational and strategic routines by which firms achieve new resources configurations as market emerge, collide, split, evolve and die. (Eisenhardt and Martin, 2000)

- A newer source of competitive advantage in conceptualizing how firms are able to cope with environmental changes. Lee et al (2002)
- Those that operate to extend, modify or create ordinary (substantive) capabilities. Winter (2003)
- The alternative combinations of functioning that are feasible for (a person) to achieve. They are the substantive freedoms he or she enjoys to lead the kind of life he or she has reason to value. (Robeyns Ingrid, 2003)

Engineering Institutions

In Tamil Nadu there exist 32 districts and these districts comprises of 554 engineering institutions under the affiliation of Anna University. Out of 32 districts, 8 under developed districts were taken up for the study. These eight districts have 76 engineering institutions under the affiliation of Anna University. The eight districts and number of institutions were shown in Table 1

Table 1 Distribution of Engineering Institutions

S.No	District	No. of Institutions	%
1	Ariyalur	5	6.6
2	Cuddalore	6	7.9
3	Nagapattinam	7	9.2
4	Perambalur	10	13.2
5	Thanjavur	13	17.1
6	Tiruvannamalai	14	18.4
7	Tiruvarur	3	3.9
8	Villupuram	18	23.7
	Total	76	1000

Need for the study

Today there is a need to be adapted to the changes in the environment, to improve the operational efficiency, and to increase the level of satisfaction in user's requirement that has promoted the redesigning of the library and information centres organisational processes. The forces of changes such as Automation, Globalization, Workplace change, Demographic change and Personal risk and responsibility necessitates the need for dynamic capabilities. There exist major shift in work places. Work is much more collaborative. Organizations are flatter with less hierarchy and less direct supervision. Employees have more autonomy and responsibility.

Hypotheses

Review of Related Literature

Library professionalism an effective work environment begins with identifying the physical environment and resources needed to perform committed work. An appropriate physical environment and personal workspace are to be provided for individuals and workgroups to perform their assigned responsibilities. Resources needed to perform committed work are made available in a timely manner. Improvements to the effectiveness of the work environment are to be identified and prioritized. The extent to which a person generates new and useful ideas depends on the support that is received from the work environment Woodman et al (1993), Amabile et al (1996). A creative work environment can advance employees well-being in terms of job satisfaction and lower intentions to leave Shalley et al (2000). Joroff et al (2003) argues that in the relationship between work, the workplace and the tools of work. Workplace becomes an integral part of work itself. Increasing workplace understanding is built on the recognition that space has different characteristics: it performs different functions and there are different ways people work. People work individually and interact with others and this requires different workplace solutions.capability involves those practices in a organisation that convey deliberate knowledge on how to question purpose and effectiveness , which includes the search for and selection of options for the future course of the organisation (Helfat et al., (2007) Zollo and Winter, (2002)

Objectives

The following were the objectives formulated for the study

- To identify the Values in the work environment among the
- To know the Visible Vision in the work environment among
- To know the impact on online medium in the work environment of
- To identify the future challenges in the work environment
- To identify the professional challenges in the work environment

The following hypotheses were formulated based on objectives.

- There exists Values in the work environment among library professionals.
- There exist clear visible vision and values in work environment
- There exist significant impact on online medium capabilities among library professionals. There exist significant knowledge on new technology
- There exist sufficient knowledge to meet the future challenges .
- There exist uniform opinions on professional challenges in work environment.

Sample

The questionnaire were distributed to the library professionals of 76 engineering institutions. The questionnaire distributed and responses received were shown in Table 2

Table 2: Questionnaire distributed and Responses

S.No	District	No. of colleges	Distributed	Responses Received	%
1	Villupuram	18	50	44	88.00
2	Tiruvannamalai	14	40	24	60.00
3	Cuddalore	6	20	16	80.00
4	Ariyalur	5	20	10	50.00
5	Nagapattinam	7	20	16	80.00
6	Perambalur	10	20	16	80.00
7	Thanjavur	13	30	25	83.33
8	Tiruvarur	3	10	6	60.00
	Total	76	210	157	74.76

Nearly 210 questionnaire were distributed. Out of 210 distributed 157 responded. The response rate works out to 74.76%.

Demographic Details

The library professionals working in these 76 institutions were analysed based on gender. The district, number of male and female were shown in Table 3.

Each district has nearly 10.2% of respondents. In the case of Villupuram only 3.8% of respondents, it is followed by Perambalur 6.4%. Maximum numbers of respondents were from Ariyalur district. Out of 157 library professionals, 94 (59.9%) were male and 63(40.1%) were female respondents.

Analysis

The work environment capability analysis were analysed based on

- Values in the work environment
- Visible Vision
- Online medium
- Future employees
- Professional Challenges

Table 3: Demographic Details

S.No.	Districts	Male	Female	Total
1	Ariyalur	24	20	44
		15.3%	12.7%	280%
2	Cuddalore	17	7	24
		10.8%	4.5%	15.3%
3	Nagapattinam	9	7	16
		5.7%	4.5%	10.2%
4	Perambalur	6	4	10
		3.8%	2.5%	6.4%
5	Thanjavur	6	10	16
		3.8%	6.4%	10.2%
6	Tiruvannamalai	10	6	16
		6.4%	3.8%	10.2%
7	Tiruvarur	17	8	25
		10.8%	5.1%	15.9%
8	Villupuram	5	1	6
		3.2%	0.6%	3.8%
Total		94	63	157
		59.9%	40.1%	1000%

Values in the work environment

The values in work environment were ascertained in a five point scale such as *Poor, Average, Satisfactory, Good and Very Good.* The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The responses gender wise, mean, standard deviation and rank were shown in Table 4.

Table 4 Values in the work environment Vs Gender

S.No	Gender	Poor	Average	Satisfactory	Good	Very Good	Total	Mean	SD	Rank
1	Male	0	0	8	47	39	94	4.33	0.629	2
		0%	0%	5.1%	29.9%	24.8%	59.9%			
2	Female	0	0	4	34	25	63	4.33	0.596	1
		0%	0%	2.5%	21.7%	15.9%	40.1%			
	Total	0	0	12	81	64	157	4.33	0.614	
		0%	0%	7.6%	51.6%	40.8%	1000%			

The mean value in the work environment works out 4.33 which indicates good. The standard deviation ranges between 0.596 and 0.629 which indicates that there has been no deviation in the respondents' opinion.

The study has further been extended to district wise. District wise user opinion, mean and standard deviation and rank were shown in Table 5

Table 5 Values in the work environment Vs Districts

S. No	Districts	Poor	Average	Satis factory	Good	Very Good	Total	Mean	SD	Rank
1	Ariyalur	0	0	4	23	17	44	4.30	0.632	6
		0%	0%	2.5%	14.6%	10.8%	280%			
2	Cuddalore	0	0	2	11	11	24	4.38	0.647	3
		0%	0%	1.3%	70%	70%	15.3%			
3	Nagapattinam	0	0	0	9	7	16	4.44	0.512	1
		0%	0%	0%	5.7%	4.5%	10.2%			
4	Perambalur	0	0	1	5	4	10	4.30	0.675	7
		0%	0%	0.6%	3.2%	2.5%	6.4%			
5	Thanjavur	0	0	2	9	5	16	4.19	0.655	8
		0%	0%	1.3%	5.7%	3.2%	10.2%			
6	Tiruvannamalai	0	0	1	8	7	16	4.38	0.619	2
		0%	0%	0.6%	5.1%	4.5%	10.2%			
7	Tiruvarur	0	0	2	12	11	25	4.36	0.638	4
		0%	0%	1.3%	7.6%	70%	15.9%			
8	Villupuram	0	0	0	4	2	6	4.33	0.516	5
		0%	0%	0%	2.5%	1.3%	3.8%			
Total		0	0	12	81	64	157	4.33	.614	
		0%	0%	7.6%	51.6%	40.8%	1000%			

The districtwise mean value lies between 4.19 and 4.44 which indicates that the values in work environment is good. The standard deviation ranges between 0.512 and 0.655 which indicates that there has been no deviation in the respondents' opinion.

It can be inferred that the values in work environment has been one of the factor for capability building.

Visible Vision

The visible vision in work environment was ascertained in a five point scale such as *Poor,*

Average, Satisfactory, Good and Very Good. The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The responses genderwise, mean, standard deviation and rank were shown in Table 6.

Table 6 Visible Vision in work environment Vs Gender

S. No.	Gender	Poor	Average	Satis factory	Good	Very Good	Total	Mean	SD	Rank
1	Male	0	0	7	49	38	94	4.33	0.612	1
		0%	0%	4.5%	31.2%	24.2%	59.9%			
2	Female	0	0	7	33	23	63	4.25	0.647	2
		0%	0%	4.5%	210%	14.6%	40.1%			
Total		0	0	14	82	61	157	4.30	0.625	
		0%	0%	8.9%	52.2%	38.9%	1000%			

The overall mean value works out to 4.30 which indicate that visible vision in work environment is good. The gender wise mean value in the visible vision in work environment lies between 4.25 and 4.30 which indicates good. The standard deviation ranges between 0.612 and 0.647 which indicates that there has been no deviation in the respondents' opinion. The male has edge over female in the case of visible vision in work environment.

The study has further been extended to district wise. District wise user opinion, mean and standard deviation and rank were shown in Table 7

Table 7 Visible Vision work environment Vs Districts

S. No.	District	Poor	Average	Satis factory	Good	Very Good	Total	Mean	SD	Rank
1	Ariyalur	0	0	4	22	18	44	4.32	0.639	3
		0%	0%	2.5%	140%	11.5%	280%			
2	Cuddalore	0	0	3	13	8	24	4.21	0.658	8
		0%	0%	1.9%	8.3%	5.1%	15.3%			
3	Nagapattinam	0	0	1	9	6	16	4.31	0.602	4
		0%	0%	0.6%	5.7%	3.8%	10.2%			
4	Perambalur	0	0	1	5	4	10	4.30	0.675	5
		0%	0%	0.6%	3.2%	2.5%	6.4%			
5	Thanjavur	0	0	1	8	7	16	4.38	0.619	2
		0%	0%	0.6%	5.1%	4.5%	10.2%			
6	Tiruvannamalai	0	0	2	8	6	16	4.25	0.683	6
		0%	0%	1.3%	5.1%	3.8%	10.2%			
7	Tiruvarur	0	0	2	15	8	25	4.24	0.597	7
		0%	0%	1.3%	9.6%	5.1%	15.9%			
8	Villupuram	0	0	0	2	4	6	4.67	0.516	1
		0%	0%	0%	1.3%	2.5%	3.8%			

The district wise mean value lies between 4.21 and 4.67 which indicate that the value in work environment is good. The standard deviation ranges between 0.516 and 0.683 which indicates that there has been no deviation in the respondents' opinion. Villupuram respondents has stud first. It is followed

by Thanjavur and Ariyalur. The least mean value 4.21 can be seen in cuddalure

It can be inferred that the visible vision in work environment has been one of the factor for capability building.

Online medium

The Online medium in work environment was ascertained in a five point scale such as Poor, Average, Satisfactory, Good and Very Good. The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The responses genderwise, mean, standard deviation and rank were shown in Table 8.

Table 8 Online medium work environment Vs Gender

S. No.	Gender	Poor	Average	Satis factory	Good	Very Good	Total	Mean	SD	Rank
1	Male	0	43	28	23	0	94	2.79	0.815	2
		0%	27.4%	17.8%	14.6%	0%	59.9%			
2	Female	0	28	18	17	0	63	2.83	0.834	1
		0%	17.8%	11.5%	10.8%	0%	40.1%			
Total		0	71	46	40	0	157	2.80	0.820	
		0%	45.2%	29.3%	25.5%	0%	1000%			

The overall mean value works out to 2.80 which indicates that online medium in work environment is satisfactory. The genderwise mean value in the online medium in work environment lies between 2.79 and 2.83 which indicates that it is average and satisfactory. The standard deviation ranges between 0.815 and 0.834 which indicates that there has been no deviation in the respondents' opinion. The female has edge over male in the case of online medium in work environment.

The study has further been extended to districtwise. Districtwise user opinion, mean and standard deviation and rank were shown in Table 9

Table 9 Online medium work environment Vs District

S.No	Districts	Poor	Average	Satisfactory	Good	Very Good	Total	Mean	SD	Rank
1	Ariyalur	0	19	14	11	0	44	2.82	0.815	3
		0%	12.1%	8.9%	70%	0%	280%			
2	Cuddalore	0	11	9	4	0	24	2.71	0.751	7
		0%	70%	5.7%	2.5%	0%	15.3%			
3	Nagapattinam	0	8	1	7	0	16	2.94	0.998	1
		0%	5.1%	.6%	4.5%	0%	10.2%			
4	Perambalur	0	4	4	2	0	10	2.80	0.789	5
		0%	2.5%	2.5%	1.3%	0%	6.4%			
5	Thanjavur	0	7	5	4	0	16	2.81	0.834	4
		0%	4.5%	3.2%	2.5%	0%	10.2%			
6	Tiruvannamalai	0	7	6	3	0	16	2.75	0.775	6
		0%	4.5%	3.8%	1.9%	0%	10.2%			
7	Tiruvarur	0	11	7	7	0	25	2.84	0.850	2
		0%	70%	4.5%	4.5%	0%	15.9%			
8	Villupuram	0	4	0	2	0	6	2.67	1.033	8
		0%	2.5%	0%	1.3%	0%	3.8%			
Total		0	71	46	40	0	157	2.80	0.820	
		0%	45.2%	29.3%	25.5%	0%	100%			

District wise mean value lies between 2.67 and 2.9467 which indicates that the online medium in work environment lies between average and satisfactory. The standard deviation ranges between 0.751 and 1.033 which indicates that there has been no deviation in the respondents' opinion.

Nagapattinam respondents mean 2.94 value is high which indicates the online medium in work environment has been satisfactory. It is followed by Tiruvarur and Ariyalur. The least mean value 2.67 can be seen in Villupuram It can be inferred that the online medium in work environment may be one of the factor for capability building.

Future employees

The future employees expectation in work environment were ascertained on five variables Be creative; Use competencies; Learn from what they do; demonstrate initiative and develop confidence in their ability in a five point scale such as Strongly disagree, Disagree, No opinion, Agree and Strongly Agree. The mean and standard deviation were calculated based on opinion. The ranks were assigned based on mean and standard deviation. The responses were compared between gender the mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The responses, mean, standard deviation and rank were shown in Table 10.

Table10 Future employees

S.No	Description	Strongly Disagree		Disagree		No opinion		Agree		Strongly Agree		Mean	SD	Rank
1	Be creative	7	4.5%	22	140%	0	0%	14	8.9%	114	72.6%	4.31	1.265	1
2	Use competencies	7	4.5%	25	15.9%	11	70%	32	20.4%	82	52.2%	400	1.281	4
3	Learn from what they do	18	11.5%	0	0%	18	11.5%	34	21.7%	87	55.4%	4.10	1.305	3
4	Demonstrate initiative	11	70%	7	4.5%	8	5.1%	51	32.5%	80	510%	4.16	1.163	2
5	Develop confidence in their ability	7	4.5%	24	15.3%	54	34.4%	26	16.6%	46	29.3%	3.51	1.191	5

The first preference were indicated as Be creative. It is followed by demonstrate initiative and Learn from what they do. The least preference was indicated to develop confidence in their ability. The mean value ranges between 3.51 and 4.31 which indicated that all the variables lies between agree and strongly agree. The standard deviation lies between 1.163 and 1.305 which indicates that there has been no significant deviation in their opinion. The study has further been extended to gender wise. The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The gender wise mean, standard deviation and rank were shown in Table 11.

Table11 Future employees Vs Gender

S.No	Description	Male			Female		
		Mean	SD.	Rank	Mean	SD.	Rank
1	Be creative	4.38	1.237	1	4.21	1.310	1
2	Use competencies	400	1.295	4	400	1.270	4
3	Learn from what they do	4.14	1.275	3	403	1.356	3
4	Demonstrate initiative	4.17	1.132	2	4.14	1.216	2
5	Develop confidence in their ability	3.52	1.180	5	3.49	1.216	5

T

here exists synchronized opinion among the professionals irrespective of gender. The preferences were identical. However their exist difference in mean. The mean value of male ranges between 3.52 and 4.38 where as in the case of female it ranges between 3.49 and 4.21. There has been no much deviation in standard deviation too which indicates there has been no deviation in their opinion.

The study has further been extended to district wise. The responses were compared between district. The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The district wise mean, standard deviation and rank were shown in Table 12

Table12 Future employees Vs District

S. No	Districts	Be Creative			Use Competencies			Learn from what they do				Demonstrate Initiative		Develop confidence in their ability		
		Mean	SD	Rank	Mean	SD	Rank	Mean	SD	Rank	Mean	SD	Rank	Mean	SD	Rank
1	Ariyalur	4.18	1.352	7	3.91	1.326	6	3.98	1.389	6	407	1.246	7	3.48	1.229	5
2	Cuddalore	4.25	1.327	5	400	1.319	5	404	1.367	5	4.17	1.239	5	3.63	1.209	2
3	Nagapattinam	4.31	1.195	3	4.13	1.258	2	4.13	1.408	4	406	1.436	8	3.38	1.204	6
4	Perambalur	4.20	1.476	6	3.80	1.549	7	3.90	1.287	7	4.20	1.229	4	3.20	1.135	8
5	Thanjavur	4.31	1.352	4	400	1.317	4	4.13	1.360	3	4.31	0.873	3	3.50	1.211	4
6	Tiruvannamalai	4.69	0.793	1	4.31	1014	1	4.44	1094	1	4.13	1.258	6	3.69	1.250	1
7	Tiruvarur	4.52	1.122	2	4.12	1.201	3	4.28	1.173	2	4.24	1052	2	3.60	1.190	3
8	Tiruvarur	3.83	1.835	8	3.33	1.633	8	3.67	1.506	8	4.33	0.516	1	3.33	1.211	7

In case of variable "be creative ", the mean value lies between 3.83 and 4.69 which indicates that respondents indicated agree and strongly agree. The highest mean value of 4.69 can be seen in Tiruvannamalai district. It is followed by Tiruvarur and Nagapattinam. "Use of competencies" variable mean value lies between 3.33 and 4.31. The first three districts were Tiruvannamali, Nagapattinam and Tiruvarur. In the case of learn from what they do, the order of preferences were identical as like that of be creative. Similarly develop confidence in their ability has same order of preference as like that of use competencies. However much deviation in order of preference can be seen in the case of demonstrate initiative. Tiruvarur library professionals have shown keen interest. It is followed by Tiruvarur and Thanjavur.

Professional Challenges

The professional challenges in work environment have been ascertained based on 10 variables as shown in Table 13. The opinions were obtained in a five point scale such as Strongly disagree, Disagree, No opinion, Agree and Strongly Agree. The mean and standard deviation were calculated based on opinion. The ranks were assigned based on mean and standard deviation. The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The responses, mean, standard deviation and rank were shown in Table 13.

Table 13 Professional Challenges

S.No	Description	Strongly Disagree		Disagree		No opinion		Agree		Strongly Agree		Mean	SD	Rank
1	Managing Changes	15	9.6%	34	21.7%	13	8.3%	22	140%	73	46.5%	3.66	1.474	5
2	Talent Management	22	140%	20	12.7%	7	4.5%	45	28.7%	63	40.1%	3.68	1.459	4
3	Training	18	11.5%	22	140%	25	15.9%	15	9.6%	77	490%	3.71	1.473	3
4	Organisation Development	6	3.8%	21	13.4%	37	23.6%	42	26.8%	51	32.5%	3.71	1.167	2
5	Leadership	17	10.8%	25	15.9%	28	17.8%	27	17.2%	60	38.2%	3.56	1.411	9
6	Organisation Performance	13	8.3%	25	15.9%	31	19.7%	24	15.3%	64	40.8%	3.64	1.368	7

7	Employment Engagement	24	15.3%	22	140%	26	16.6%	36	22.9%	49	31.2%	3.41	1.441	10
8	Creativity	23	14.6%	22	140%	14	8.9%	32	20.4%	66	420%	3.61	1.501	8
9	Benchmarking	6	3.8%	21	13.4%	40	25.5%	43	27.4%	47	29.9%	3.66	1.152	6
10	Others	15	9.6%	16	10.2%	17	10.8%	22	140%	87	55.4%	3.96	1.393	1

The first preference were indicated as other than the nine variables thus selected. It is followed by Organisation development and training. The least preference was indicated to employee engagement and followed by leadership. The mean value ranges between 3.41 and 3.96 which indicated that all the variables were agreed by the library professionals. The standard deviation lies between 1.167 and 1.474 which indicates that there has been no significant deviation in their opinion.

The study has further been extended to gender wise. The responses were compared between gender The mean and standard deviation were calculated. The ranks were assigned based on mean and standard deviation. The gender wise mean, standard deviation and rank were shown in Table 14.

Table 14 Professional Challenges Vs Gender

S.No	Description	Male		Rank	Female		Rank
		Mean	SD		Mean	SD	
1	Managing Changes	3.65	1.450	3	3.68	1.522	8
2	Talent Management	3.60	1.432	6	3.81	1.501	4
3	Training	3.61	1.461	5	3.86	1.490	2
4	Organisation Development	3.68	1.147	2	3.75	1.204	6
5	Leadership	3.49	1.358	8	3.67	1.492	9
6	Organisation Performance	3.55	1.357	7	3.78	1.385	5
7	Employment Engagement	3.29	1.426	10	3.59	1.455	10
8	Creativity	3.47	1.472	9	3.83	1.530	3
9	Benchmarking	3.63	1087	4	3.71	1.250	7
10	Others	3.96	1.359	1	3.95	1.453	1

In the case male the order of preferences were other than the variables selected; Organisational development and managing change. The least preference were given for Employee engagement and creativity. The mean value ranges between 3.29 and 3.96. In the case of female the order of preferences were others; training and creativity. The least preference were indicated as employee engagement. The mean value ranges between 3.59 and 3.95 which is slightly more than the male mean value. Both mean value indicates that all the variables were agreed and really making a professional challenges in the work environment.

The study has further been extended to district wise. The responses were compared between district. The mean were calculated. The district wise mean, were shown in Table 15

Table 15 Professional Challenges Vs Districts

S.No	Description	Ariyalur	Cuddalore	Nagapattinam	Perambalur	Thanjavur	Tiruvannamalai	Tiruvarur	Villupuram	Total
1	Managing Changes	4.18	3.92	1.69	1.80	406	4.19	3.84	400	3.66
2	Talent Mgmt	4.32	404	1.13	1.40	400	4.50	3.96	400	3.68

3	Training	4.14	3.96	1.81	2.20	406	4.31	3.88	3.83	3.71
4	Org Develop	407	3.79	2.38	2.70	3.94	3.87	400	3.67	3.71
5	Leadership	402	3.79	1.69	1.80	400	406	3.76	3.83	3.56
6	Org Performance	4.11	3.96	1.69	1.80	3.94	4.19	3.92	3.83	3.64
7	Emp Engagement	3.95	3.83	1.13	1.40	3.69	400	3.80	3.17	3.41
8	Creativity	4.14	3.92	1.44	1.70	3.88	4.38	3.96	3.33	3.61
9	Benchmarking	3.93	3.83	2.44	2.70	3.94	3.94	3.80	3.83	3.66
10	Others	4.43	4.21	1.81	2.20	4.31	4.25	4.36	4.67	3.96

The mean value of all the variables in all the districts were more than 300 and less than 4.67 which indicates that the variables were agreed by the respondents except the library professionals working in Nagapattinam and Perambalur. These two districts mean value ranges between 1.13 and 2.70 which indicates that variables lie between strongly disagree and disagree.

Findings

- In Tamil Nadu there exist 32 districts and these districts comprises of 554 engineering institutions under the affiliation of Anna University. Out of 32 districts, 8 under developed districts were taken up for the study. These eight districts have 76 engineering institutions under the affiliation of Anna University.
- Nearly 210 questionnaires were distributed. Out of 210 distributed 157 responded. The response rate works out to 74.76%.
- Each district has nearly 10.2% of respondents. In the case of Villupuram only 3.8% of respondents. It is followed by Perambalur 6.4%. Maximum number of respondents was from Ariyalur district. Out of 157 library professionals, 94 (59.9%) were male and 63(40.1%) were female respondents.
- The work environment capability analysis was analyzed based on five concepts such as Values in the work environment; Visible Vision; Online medium; Future employees and Professional Challenges.
- "Values in the work environment" has been indicated as good by library professionals. The mean value lies between 4.19 and 4.44 which indicate that the value in work environment is good irrespective of gender and district. The standard deviation ranges between 0.512 and 0.655 which indicates that there has been no deviation in the respondents' opinion. It can be inferred that the values in work environment has been one of the factor for capability building.
- The overall mean value for visible vision in work environment works out to 4.30 which indicate that visible vision in work environment is good. The male has edge over female in the case of visible vision in work environment. The district analysis also indicated the importance of visible vision in work environment. It can be inferred that the visible vision in work environment has been one of the factor for capability building.
- The overall mean value works out to 2.80 which indicates that online medium in work environment is satisfactory. There has been no deviation in the respondents' opinion. The female has edge over male in the case of online medium in work environment. Similarly opinion exists in district wise analysis too. It can be inferred that the online medium in work environment may be one of the factor for capability building.
- The future employees expectation in work environment were ascertained on five variables Be creative; Use competencies; Learn from what they do; demonstrate initiative and develop confidence in their ability in a five point scale such as Strongly disagree, Disagree, No opinion, Agree and Strongly Agree.
- The first preference were indicated as Be creative. It is followed by demonstrate initiative and Learn from what they do. The least preference was indicated to develop confidence in their ability. There exist synchronized opinion among the professionals irrespective of gender and district.

Conclusion

The study revealed that the library and information science professionals well aware about the impact of working environment especially the digital environment. The study showed that professionals cannot sustain without increasing their capability in the work environment. Organizations are focusing more on providing information than "things." Work is much more collaborative .Organizations are "flatter," with less hierarchy and less direct supervision. Employees have more autonomy and

responsibility. Jobs are less routine, predictable, and stable. The study indicated that Values in the work environment; Visible Vision; Online medium; Future employees and Professional Challenges were essential for increasing the capability of library professionals. The library and information professionals must be creative; Use competencies; Learn from what they do; demonstrate initiative and develop confidence in their ability. The study also showed that there exists Values in the work environment and clear visible vision along values in work environment. There exists significant impact on online medium capabilities in work environment among library professionals. The study also indicates necessity on knowledge on new technology essentially to meet the future challenges. The study also reveals that there exists uniform opinion on professional challenges in work environment.

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