

Human Resource Development in the State University Libraries & Information Centers in Utter Pradesh: A Survey in the Perspectives of Information Technology

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Abstract

The present article discusses Human Resource Development in the State University Libraries & Information Centers in Utter Pradesh it highlights the trends in HRM studies recently done. The paper highlights the HRM activities and various adopted ways to improve HR in these libraries. It discusses the present status of staff (i.e. Human Resource) of state university libraries of U.P. The paper tried to explain strategic and operational planning for HRD. It concludes with the advantages of applying HRD principles to Indian libraries and information centers.

Keywords: (Human Resource Management) HRM, Information & Information Centers.

Introduction

Human Resource Development (HRD) is a process of increasing knowledge, skills, capabilities and all positive work attitude and values of people working at all levels in a public or private organizations. 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 skill and knowledge of its people and to utilize them effectively in the national economy, will be unable to develop anything else. Bronowski [1] in his book 'The Ascent of Man', stated that man has achieved ascendancy over other mammals. Behavior, discipline and character are all ingredients of a human being. Human beings are therefore, the primary and most

important resource. They create other resources through their ability. The human sources, therefore, should be developed as a resource so that the other resources multiply. Accordingly to Jayagopal [2] in his book 'Human Resource Development: Conceptual Analysis and Strategies' defined as a process of measurement and reporting of the end value of people as organizational resources. It involves accounting for investment in people and their replacement cost, in addition to accounting for the economic value to an organisation. Nadler [3] used the term human resource developments which in turn help in knowledge augmentation. He also observed that HRD is an organized learning experience, within a period of time with an objective of producing the possibility of performance change and knowledge.

Review of Literature

Jain [4] examines the main critical qualities required to provide efficient public library services were revealed as: enthusiasm, positive attitude, innovative thinking, commitment. The other staff related and motivational issues were identified as: a sense of achievement, a feeling of self-worth, job-security, staff recognition, status, career development, good

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salary, effective communication, job satisfaction, delegation of authority, clear job description, performance feedback, conducive working environment. Some other strategic management issues were acclaimed as: organisational culture, transformational leadership, employee recognition and reward systems, performance measurement system, productivity improvement, and customer orientation.

References and further reading may be available for this article. To view references and further reading you must purchase this article. Matthews [5] reviews recent preservation activity in Britain considers the place of preservation in library management and looks to its future development. The many and broad aspects of preservation which impinge on library management are indicated. Much progress has been made in recent years, but there remain those who need persuading to reassess their attitude towards it. If the current preservation impetus is to be maintained and extended, then the question of funding, in particular, must be successfully addressed. Co-operative programmes and integration of preservation into overall library management and policy will be significant in achieving this. Smith [6] states Library services face many problems at the present time: problems to do with funding and priorities which lead to questions about how we can change and where our future lies, These questions concern the library's relationship with its external environment-its strategy. Such a strategic focus is one which all library managers would do well to develop. Hayden [7] discusses one of the tasks of the university librarian is to facilitate current awareness: services are set up to encourage user groups to keep up-to-date with development in their own and related subject areas. The librarian advocates current awareness as an essential prerequisite for members of that user group to remain effective practitioners, researchers or teachers within their subject area. The librarian encourages and advocates because unfortunately some of those practitioners, researchers and teachers are either unconvinced of the need for current

awareness or haven't the time/are not interested/cannot be bothered. Roknuzzaman [8] conducted a survey in five prominent public university libraries in Bangladesh to explore the extent of Human Management (HRM) usually practiced by them. The survey used a combination of structured questionnaire, unstructured interview, and observation methods to examine the nature and type of library human resources, their professional categories, management issues including staff selection and recruitment salaries and wages, Job analysis methods, performance evaluation, audit, and promotion, supporting Human Resource Development (HRD) programmes, etc. The study used a five point Likert scale to rank major problems of HRM in libraries, and also to record staff's opinion on twelve (12) indicators measuring their levels of job satisfaction. He provided future directions for better HRM practices in the common interest of public university libraries in Bangladesh. Devi and et al [9] highlight the scenario of application of information technology in the three types of libraries i.e. Publics, Special and Academic Libraries residing in the valley of Manipur. It also states the problems and prospect regarding the areas, which can be developed in future for effective functioning of the libraries in Manipur. Roknuzzaman [10] conducted a survey in state university libraries in Uttar Pradesh to explore the extent of Human Resource Management (HRM) usually practiced by them. The survey used a combination of structured questionnaire, unstructured interview, and observation methods to examine the nature and type of library human resources, their professional categories, management issues including staff selection and recruitment, salaries and wages, job analysis methods, performance evaluation, audit, and promotion, supporting Human Resource Development (HRD) programmes, etc. The study used a five point Likert scale to rank major problems of HRM in libraries, and also to record staff's opinion on twelve (12) indicators measuring their levels of job satisfaction. Muogilim [11] investigates the inability of students to utilize library facilities after taking a course in the use of library. The

finding showed that there is little interaction between the students and the library staff during the orientation programme. They were also overloaded with so much information with in a short time that the chances of retention and interalisation of avalanche of new information is quite slim.

This study is related with the following libraries

1. Bundelkhand University, Jhansi
2. C.S.A. Univ. of Agri. & Tech., Kanpur
3. C.S.J.M. Kanpur University, Kanpur
4. C.C.S. University, Meerut
5. D.D.U. Gorakhpur University, Gorakhpur
6. R.M.L. Awadh University, Faizabad
7. B.R. Ambedkar University, Agra
8. Lucknow University, Lucknow
9. M.J.P. Rohilkhand University, Bareilly
10. M.G.K. Vidyapeeth, Varanasi
11. N.D. Univ. of Agri. & Tech., Faizabad
12. S.S. Vishwavidyalaya, Varanasi
13. V.B.S. Purvanchal University, Jaunpur

Objectives of the Study

- To find out the human resource management activities performed in these libraries.
- To find out various adopted ways to improve HR in these libraries.
- To find out the present status of staff (i.e. Human Resource) of state university libraries of U.P.
- To explain strategic and operational planning for HRD.
- To describe HRD mechanism and instruments.
- To perceive the advantages of applying HRD principles to Indian libraries and information centers.

Scope of the Study

Human resource management is concerned with managing people effectively in the workplace. This function is carried out by most managers in organizations. However, it is the duty of a specialist human resource manager to provide advice, guidance, assistance and support on employment matters to all those who have direct responsibility for the management of people in the organization. The main function of a human resource department is to ensure the recruitment, selection, training, development and retention of staff necessary for the efficient and effective management of the organization. The purpose of this study is to emphasize these skills and knowledge in human resource management.

Research Methodology

The proposed research study is based on primary as well as secondary data. The primary data and other relevant information pertaining to different areas of activity of Human Resources Management in state university libraries of U.P. will be based on personal observation, interviews with the workers and questionnaire method. The target group comprises almost all the staff of each and every library. Data will also be used wherever necessary. Due to personal limitations the coverage of the study has been confined to the state university libraries only.

The above table shows that the Bundelkhand University library's book collection are 1 lakh books, 30000 Reference Books, 1000 Membership, 10000 Bound Periodicals, 150 CD/Cassette/Tapes and they gives no response about the Patents/Standards. C.S.A. University of Agri. & Tech. library's book collection are 39506 books & Reference Books, 2890 Membership, 25000 Bound Periodicals, 200 CD/Cassette/Tapes and they gives no response about the Patents/Standards. C.S.J.M. University library's book collection are 1.5 lakh books, 10000 Reference Books, 8000 Membership, 5000 Bound

Table 1: Analysis and Interpretation of Data

S.No.	University	Collection of Library					
		Books	Reference Books	Membership	Bound Periodicals	Patents/Standards	CD/Cassette/Tapes
1.	Bundelkhand University, Jhansi	1 lakh	30000	1000	10000	-	150
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	39506		2890	25000	-	200
3.	C.S.J.M. Kanpur University, Kanpur	1.5 lakh	10000	8000	5000	-	3000
4.	C.C.S. University, Meerut	133347	12896	350	26262	-	560
5.	D.D.U. Gorakhpur University, Gorakhpur	5 lakh	-	450	-	-	-
6.	R.M.L. Awadh University, Faizabad	80000	20000	2500	200	-	200
7.	B.R. Ambedkar University, Agra	110000	35000	3000	32000	-	250
8.	Lucknow University, Lucknow	535000		40000	50000	-	-
9.	M.J.P. Rohilkhand University, Bareilly	67325	32385	300	2425	-	589
10.	M.G.K. Vidyapeeth, Varanasi	235000	195000	8000	4500	-	125
11.	N.D. Univ. of Agri. & Tech., Faizabad	55000	30000	2270	1290	20	08
12.	S.S. Vishwavidyalaya, Varanasi	214500	15000	3000	220	-	1485
13.	V.B.S. Purvanchal University, Jaunpur	94000		5000	2000	-	1600

Periodicals, 3000 CD/Cassette/Tapes and they gives no response about the Patents/Standards. C.C.S. University library's book collections are 133347 books, 12896 Reference Books, 350 Membership, 26262 Bound Periodicals, 560CD/Cassette/Tapes and they gives no response about the Patents/Standards. D.D.U. University library's book collection are 5 lakh books, 450 Membership, and they gives no response about the Reference Books, Bound Periodicals, Patents/Standards, CD/Cassette/Tapes. R.M.L. University library's book collection are 80000 books, 20000 Reference Books, 2500 Membership, 200 Bound Periodicals, 200 CD/Cassette/Tapes and they gives no response about the Patents/Standards. B.R. Ambedkar University library's book collection are 110000 books, 35000 Reference Books, 3000 Membership, 32000 Bound Periodicals, 250 CD/Cassette/Tapes and they gives no response about the Patents/Standards. Lucknow University library's book collection are 535000 books & Reference

Books, 40000 Membership, 50000 Bound Periodicals, and they gives no response about the Patents/Standards & CD/Cassette/Tapes. M.J.P. University library's book collection are 67325 books, 32385 Reference Books, 300 Membership, 2425 Bound Periodicals, 589 CD/Cassette/Tapes and they gives no response about the Patents/Standards. M.G.K. Vidyapeeth library's book collection are 235000 books, 195000 Reference Books, 8000 Membership, 4500 Bound Periodicals, 125 CD/Cassette/Tapes and they gives no response about the Patents/Standards. N.D. University of Agri. & Tech. library's book collection are 55000 books, 30000 Reference Books, 2270 Membership, 1290 Bound Periodicals, 20 Patents/Standards & 08 CD/Cassette/Tapes. S.S. Vishwavidyalaya library's book collection are 214500 books, 15000 Reference Books, 3000 Membership, 220 Bound Periodicals, 1485 CD/Cassette/Tapes and they gives no response about the Patents/Standards. V.B.S. Purvanchal University

Table 2: Who is Responsible for Managing and Supervising the Library Services and Facilities (list job title, indication of designation, qualifications etc)?

S.No.	University	Responsible for Managing and Supervising the Library Services and Facilities (list job title, indication of designation, qualifications etc).
1.	Bundelkhand University, Jhansi	Librarian.
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	University Administration through Librarian.
3.	C.S.J.M. Kanpur University, Kanpur	Different Section Incharge. If many problem arises that it's shortout through discussion with them.
4.	C.C.S. University, Meerut	Concerned Incharge.
5.	D.D.U. Gorakhpur University, Gorakhpur	University Librarian.
6.	R.M.L. Awadh University, Faizabad	Librarian.
7.	B.R. Ambedkar University, Agra	Librarian as well all library staff.
8.	Lucknow University, Lucknow	Dy. Librarian, Assistant Librarian & other Professionals.
9.	M.J.P. Rohilkhand University, Bareilly	Hon' Librarian with the help of a Assistant Librarian & Supporting staff.
10.	M.G.K. Vidyapeeth, Varanasi	Librarian, Assistant Librarian & Supporting staff.
11.	N.D. Univ. of Agri. & Tech., Faizabad	Librarian is Overall Responsible.
12.	S.S. Vishwavidyalaya, Varanasi	Top Management-Librarian, Middle Management-Assistant Librarian & Operational Management-Library Assistant etc.
13.	V.B.S. Purvanchal University, Jaunpur	Librarian.

library's book collection are 94000 books & Reference Books, 5000 Membership, 2000 Bound Periodicals, 1600 CD/Cassette/Tapes and they gives no response about the Patents/Standards.

The above table shows that the librarian is responsible for managing and supervising the library services and facilities in Bundelkhand University library. University Administration through librarian is responsible for managing and supervising the library services and facilities in C.S.A. University of Agri. & Tech. library. Different Section Incharge. If many problem arises that it's shortout through discussion with them is responsible for managing and supervising the library services and facilities in C.S.J.M. University library. Concerned Incharge is responsible for managing and supervising the library services and facilities in C.C.S. University library. University Librarian is responsible for managing and supervising the library services and facilities in D.D.U. University library. Librarian is responsible for managing and supervising the library services and facilities in R.M.L. Awadh University library. Librarian as well all library staff is responsible for managing and supervising the library services and facilities in B.R. Ambedkar University library. Dy. Librarian, Assistant Librarian &

other Professionals is responsible for managing and supervising the library services and facilities in Lucknow University library. Hon' Librarian with the help of a Assistant Librarian & Supporting Staff is responsible for managing and supervising the library services and facilities in M.J.P. University library. Librarian, Assistant Librarian & Supporting Staff is responsible for managing and supervising the library services and facilities in M.G.K. Vidyapeeth library. Librarian is Overall Responsible is responsible for managing and supervising the library services and facilities in N.D. University of Agri.& Tech. library. Top Management - Librarian, Middle Management - Assistant Librarian, & Operational Management - Library Assistant etc. is responsible for managing and supervising the library services and facilities in S.S. Vishwavidyalaya library. Librarian is responsible for managing and supervising the library services and facilities in V.B.S. Purvanchal University library.

The above table indicates that Bundelkhand University library, C.S.J.M. Kanpur University library, C.C.S. University library, D.D.U. Gorakhpur University library, R.M.L. Awadh library, B.R. Ambedkar University library, M.J.P. Rohilkhand University library, M.G.K. Vidyapeeth library, S.S. Vishwavidyalaya,

Table 3: In your opinion, are the ICT facilities provided (hardware, software, peripherals, Internet access and technology-based learning materials) adequate to meet the needs of the staff teaching collaborative programmes and the needs of the students following those programmes?

If no, please comment:

S.No.	University	In your opinion, are the ICT facilities provided (hardware, software, peripherals, Internet access and technology-based learning materials) adequate to meet the needs of the staff teaching collaborative programmes and the needs of the students following those programmes?
1.	Bundelkhand University, Jhansi	Yes
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	No; Long Power cut & shortage of Professional Staff.
3.	C.S.J.M. Kanpur University, Kanpur	Yes
4.	C.C.S. University, Meerut	Yes
5.	D.D.U. Gorakhpur University, Gorakhpur	Yes
6.	R.M.L. Awadh University, Faizabad	Yes
7.	B.R. Ambedkar University, Agra	Yes
8.	Lucknow University, Lucknow	No; More hardware & software is required to fulfill the needs.
9.	M.J.P. Rohilkhand University, Bareilly	Yes
10.	M.G.K. Vidyapeeth, Varanasi	Yes
11.	N.D. Univ. of Agri. & Tech., Faizabad	No; ICT is important.
12.	S.S. Vishwavidyalaya, Varanasi	Yes
13.	V.B.S. Purvanchal University, Jaunpur	Yes

V.B.S. Purvanchal University library are provided the ICT facilities adequate to meet the needs of the staff teaching collaborative programmes & the needs of the students but C.S.A. University of Agri. & Tech. Library, Lucknow University library & N.D. University of Agri. & Tech. library are not provided the ICT facilities.

The above table exhibits that Bundelkhand University library use the internet ICT facility, C.S.A. Univ. of Agri. & Tech. library use the

smooth functioning of ICT facilities is essential first. C.C.S. University library use the online/ E-mail ICT facility. R.M.L. Awadh University library promote the librarian ICT facility. B.R. Ambedkar University library use the Information Technology ICT facility. M.G.K. Vidyapeeth library use the internet, CD ROMs & website to make the use of ICT facility. S.S. Vishwavidyalaya library use the Tanning facilities for use of ICT in library should be provided to all level of library & information

Table 4: Please Outline the Mechanisms that are in Place for Teaching Staff to Make their Requirements for Library and ICT Facilities Known

S.No.	University	Outline the Mechanisms that are in Place for Teaching Staff to Make their Requirements for Library and ICT Facilities Known.
1.	Bundelkhand University, Jhansi	Internet.
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	Smooth functioning of ICT facilities is essential first.
3.	C.S.J.M. Kanpur University, Kanpur	-
4.	C.C.S. University, Meerut	Online/e-mail.
5.	D.D.U. Gorakhpur University, Gorakhpur	-
6.	R.M.L. Awadh University, Faizabad	Librarian can promote it.
7.	B.R. Ambedkar University, Agra	Information Technology.
8.	Lucknow University, Lucknow	-
9.	M.J.P. Rohilkhand University, Bareilly	-
10.	M.G.K. Vidyapeeth, Varanasi	Internet.
11.	N.D. Univ. of Agri. & Tech., Faizabad	Teaching staff consult internet, CD ROMs & website to make the use of ICT is teaching.
12.	S.S. Vishwavidyalaya, Varanasi	Tanning facilities for use of ICT in Library should be provided to all level of Lib. & Info. Professional.
13.	V.B.S. Purvanchal University, Jaunpur	-

Table 5: Please Describe How Matters Relating to Library and ICT Facilities are Included in Staff Review and Feedback and Evaluation procedures

S.No.	University	Describe How Matters Relating to Library and ICT Facilities are Included in Staff Review and Feedback and Evaluation
1.	Bundelkhand University, Jhansi	Services.
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	Long Power cut & shortage of Professional Staff.
3.	C.S.J.M. Kanpur University, Kanpur	-
4.	C.C.S. University, Meerut	Through E-mail & Circulars.
5.	D.D.U. Gorakhpur University, Gorakhpur	-
6.	R.M.L. Awadh University, Faizabad	Training.
7.	B.R. Ambedkar University, Agra	Good Services
8.	Lucknow University, Lucknow	-
9.	M.J.P. Rohilkhand University, Bareilly	-
10.	M.G.K. Vidyapeeth, Varanasi	-
11.	N.D. Univ. of Agri. & Tech., Faizabad	Staff & Students giving the feedback to the Librarian & Assistant Librarian.
12.	S.S. Vishwavidyalaya, Varanasi	Through Suitable Library Software.
13.	V.B.S. Purvanchal University, Jaunpur	-

professional facility. C.S.J.M. Kanpur University library, Lucknow University library and M.J.P. Rohilkhand University library gives no response.

Table 5 gives the information about the library and ICT facilities are included in staff review and feedback and evaluation procedures in Bundelkhand University library, C.S.A. University of Agri. & Tech. library give

Table 6: What are the Practices University Library is Currently Applying?

S.No.	University	What are the Practices University Library is Currently Applying?
1.	Bundelkhand University, Jhansi	-
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	E-Books & Springer protocol is under consideration.
3.	C.S.J.M. Kanpur University, Kanpur	-
4.	C.C.S. University, Meerut	Bar Code technology.
5.	D.D.U. Gorakhpur University, Gorakhpur	-
6.	R.M.L. Awadh University, Faizabad	Information Communication Technology.
7.	B.R. Ambedkar University, Agra	Seminars etc.
8.	Lucknow University, Lucknow	Workshops & Training programmes.
9.	M.J.P. Rohilkhand University, Bareilly	-
10.	M.G.K. Vidyapeeth, Varanasi	Library Administration Practices.
11.	N.D. Univ. of Agri. & Tech., Faizabad	We have Acquisition, Technical, Circulation & follow DDC system.
12.	S.S. Vishwavidyalaya, Varanasi	Hybrid System.
13.	V.B.S. Purvanchal University, Jaunpur	-

the response about the ICT facility that long power cut & shortage of professional staff, C.C.S. University library's ICT facility is E-mail & circulars, R.M.L. Awadh University library ICT facility is Training, B.R. Ambedkar University library ICT facility is Good Services, N.D. University of Agri. & Tech. library ICT facility is staff & students giving the feedback to the librarian & Assistant librarian, S.S. Vishwavidyalaya library ICT facility is suitable library software, but C.S.J.M. Kanpur University library, D.D.U. Gorakhpur University library, Lucknow University library, M.J.P. Rohilkhand University library, M.G.K. Vidyapeeth library and V.B.S. Purvanchal University libraries gave no response about the ICT facility.

The above table shows that C.S.A. University of Agri. & Tech. library practices is E-Books & Springer protocol is under consideration, C.C.S. University library practices is Bar Code Technology, R.M.L. Awadh University library practices is Information Communication Technology, B.R. Ambedkar University library practices is seminars etc., Lucknow University library practices is workshop & training programmes,

M.G.K. Vidyapeeth library use the library administration practices, N.D. University of Agri. & Tech. library practices is librarian acquisition, Technical, Circulation & follow DDC System and S.S. Vishwavidyalaya library practices is Hybrid System but Bundelkhand University library, C.S.J.M. Kanpur University library, D.D.U. Gorakhpur University library, M.J.P. Rohilkhand University library & V.B.S. Purvanchal University library gave no response.

Table 7 shows that Bundelkhand University library, C.S.A. University of Agri. & Tech. library, C.S.J.M. Kanpur University library, C.C.S. University library, R.M.L. Awadh University library, Lucknow University library, M.G.K. Vidyapeeth library, N.D. University of Agri. & Tech. library and V.B.S. Purvanchal University library says Yes library administration practices towards its personnel affect their productivity but D.D.U. Gorakhpur University library, B.R. Ambedkar University library & M.J.P. Rohilkhand University library gave no response and S.S. Vishwavidyalaya says no library administration practices towards its personnel affect their productivity.

Table 7: Do the Library Administration Practices Towards its Personnel Affect their Productivity?

S.No.	University	Do the Library Administration Practices Towards its Personnel Affect their Productivity?
1.	Bundelkhand University, Jhansi	Yes
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	Yes
3.	C.S.J.M. Kanpur University, Kanpur	Yes
4.	C.C.S. University, Meerut	Yes
5.	D.D.U. Gorakhpur University, Gorakhpur	-
6.	R.M.L. Awadh University, Faizabad	Yes
7.	B.R. Ambedkar University, Agra	-
8.	Lucknow University, Lucknow	Yes
9.	M.J.P. Rohilkhand University, Bareilly	-
10.	M.G.K. Vidyapeeth, Varanasi	Yes
11.	N.D. Univ. of Agri. & Tech., Faizabad	Yes
12.	S.S. Vishwavidyalaya, Varanasi	No
13.	V.B.S. Purvanchal University, Jaunpur	Yes

Table 8: Do Effective Planning, Training and Compensating Affect Workers' Performance Career Planning is positively Correlated to Personnel's Performance.

S.No.	University	Do Effective Planning, Training and Compensating Affect Workers' Performance Career Planning is Positively Correlated to Personnel's Performance.
1	Bundelkhand University, Jhansi	Yes
2	C.S.A. Univ. of Agri. & Tech., Kanpur	Yes
3	C.S.J.M. Kanpur University, Kanpur	No
4	C.C.S. University, Meerut	-
5	D.D.U. Gorakhpur University, Gorakhpur	-
6	R.M.L. Awadh University, Faizabad	Yes
7	B.R. Ambedkar University, Agra	-
8	Lucknow University, Lucknow	Yes
9	M.J.P. Rohilkhand University, Bareilly	-
10	M.G.K. Vidyapeeth, Varanasi	Yes
11	N.D. Univ. of Agri. & Tech., Faizabad	Yes
12	S.S. Vishwavidyalaya, Varanasi	Yes
13	V.B.S. Purvanchal University, Jaunpur	No

Table 8 exhibits that Bundelkhand University library, C.S.A. University of Agri. & Tech. library, R.M.L. Awadh University library, Lucknow University library, M.G.K. Vidyapeeth library, N.D. University of Agri. & Tech. library and S.S. Vishwavidyalaya libraries says yes and C.S.J.M. Kanpur University library & V.B.S. Purvanchal University libraries says No effective planning, training and compensating affect workers performance career planning is positively correlated to personnel's performance but C.C.S. University library, D.D.U Gorakhpur University library, B.R. Ambedkar University

library & M.J.P. Rohilkhand University library gave no response.

Table 9 indicates that major functions and concepts in Human resource Management in particular, planning and selection in C.S.J.M. Kanpur University library use POSDCORB, R.M.L. Awadh University library use the personnel invitations & personnel relationship also, B.R. Ambedkar University library use the library software, N.D. University of Agri. & Tech. library use the interview is important for good HRM, S.S. Vishwavidyalaya library use the concept of TQM is only solution in

Table 9: Identify the Major Functions and Concepts in Human Resource Management in Particular, Planning and Selection

S.No.	University	Identify the Major Functions and Concepts in Human Resource Management in Particular, Planning and Selection.
1.	Bundelkhand University, Jhansi	-
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	-
3.	C.S.J.M. Kanpur University, Kanpur	POSDCORB is worked.
4.	C.C.S. University, Meerut	-
5.	D.D.U. Gorakhpur University, Gorakhpur	-
6.	R.M.L. Awadh University, Faizabad	Personnel invitations & personnel Relationship also.
7.	B.R. Ambedkar University, Agra	Library Software.
8.	Lucknow University, Lucknow	-
9.	M.J.P. Rohilkhand University, Bareilly	-
10.	M.G.K. Vidyapeeth, Varanasi	-
11.	N.D. Univ. of Agri. & Tech., Faizabad	Interview is Important for good HRM.
12.	S.S. Vishwavidyalaya, Varanasi	The concept of TQm is only solution in HRM in Lib. & Info. Centers specially in planning & selection.
13.	V.B.S. Purvanchal University, Jaunpur	-

Table 10: Strategies to Improve the Performance of the Staff

S.No.	University	Strategies to Improve the Performance of the Staff		
		Learning and Development Strategy	People Management Strategy	Leadership and Management Strategy
1.	Bundelkhand University, Jhansi			-
2.	C.S.A. Univ. of Agri. & Tech., Kanpur	-	-	
3.	C.S.J.M. Kanpur University, Kanpur			
4.	C.C.S. University, Meerut		-	
5.	D.D.U. Gorakhpur University, Gorakhpur	-	-	-
6.	R.M.L. Awadh University, Faizabad	-	-	
7.	B.R. Ambedkar University, Agra			-
8.	Lucknow University, Lucknow			
9.	M.J.P. Rohilkhand University, Bareilly	-	-	
10.	M.G.K. Vidyapeeth, Varanasi			
11.	N.D. Univ. of Agri. & Tech., Faizabad			
12.	S.S. Vishwavidyalaya, Varanasi			
13.	V.B.S. Purvanchal University, Jaunpur		-	

HRM in Library & information centers specially in planning & selection but Bundelkhand University library, C.S.A. University of Agri. & Tech. library, C.C.S. University library, D.D.U. Gorakhpur University library, Lucknow University library, M.J.P. Rohilkhand University library, M.G.K. Vidyapeeth library and V.B.S.

Purvanchal University library gave no response.

Table 10 shows that the Bundelkhand University library use the Learning and Development Strategy & People Management Strategies, C.S.A. University of Agri. & Tech. library use the Leadership and Management Strategy, C.S.J.M. Kanpur University library

use the Learning and Development Strategy, People Management Strategy & Leadership and Management Strategy, C.C.S. University library use the Learning and Development Strategy & Leadership and Management Strategy, D.D.U. Gorakhpur University library do not use any strategy, R.M.L. Awadh University library use the Leadership and Management Strategy, B.R. Ambedkar University library use the Learning and Development Strategy, People Management Strategies & Leadership and Management Strategy, Lucknow University library use the Learning and Development Strategy, People Management Strategies & Leadership and Management Strategy, M.J.P. Rohilkhand University library do not use any strategy, M.G.K. Vidyapeeth library use the Learning and Development Strategy, People Management Strategies & Leadership and Management Strategy, N.D. University of Agri. & Tech. library use the Learning and Development Strategy, People Management Strategies & Leadership and Management Strategy, S.S. Vishwavidyalaya use the Learning and Development Strategy, People Management Strategies & Leadership and Management Strategy, V.B.S. Purvanchal University library use the Learning and Development Strategy & Leadership and Management Strategy.

Discussion

In this study we discuss that how many collection of books, reference books etc. in state university libraries, who is responsible for managing and supervising the library services and facilities etc., How ICT facilities collaborate teaching staff and students, Teaching staff fulfill their requirements by the ICT facilities and how matters relating to library and ICT facilities are included in staff review and feedback and evaluation procedures and practices university library is currently applying and library administration practices towards its personnel affect their productivity and here we discuss that how effective planning, training and compensating affect

worker's performance carrier planning is positively correlated to personnel's performance and identify the major functions and concepts in Human Resource Management in particular, planning and selection and the type of the strategies to improve the performance of the staff. Human Resource Development as a positive method to upgrade the employees abilities and capabilities enabling them to work towards the achievement of set goals and objectives. HRD philosophy is to respect and value human beings as the prime and invaluable contributors to higher productivity and quality of products and services. This study can be achieved through strategic and operational planning and includes mechanisms, instruments and systems.

Conclusion

Development of human resources lies at the core of the knowledge productive organizations, like libraries. The survival and success of organizations will increasingly depend on their ability to ensure that they are "smart" at all levels rather than only at the top. In this fast changing environment the library and information workers are required to possess enhanced managerial, professional and technical skills, adequate knowledge and right kind of experience. So, training the existing manpower or recruiting new professionals will become essential. They must possess flexibility of attitude, imagination and scientific bend of mind. Further, the libraries need to be upgraded along with the changing environment from its traditional to a digital environment. Steps may be taken up to develop the libraries with IT rather than being just a custodian of documents. In the near future, if the conditions of the libraries doesn't change within 5-10 years than there is a chance that the libraries may be replaced by Internet café, knowledge kiosks etc. making way for other IT professionals. Immediate steps should be taken up for Human Resource Development keeping into view the changing digital environment.

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