Status of Human Resource Management in Degree College Libraries of Allahabad City: A Survey

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ABSTRACT

The present study conducted on degree college libraries of Allahabad City to explore the extent of Human Resource Management (HRM) usually practiced by them. This study is an attempt to identify the present status of human resource management pattern along with services provided by college libraries of Allahabad City, and recommended some suggestions regarding the development of library human resource structure. The Study based on primary as well as secondary information and data has been collected by using questionnaire and on the basis of interview method. The finding of the study shows that the structure of college library personnel is insufficient to maintain a modern library system.

Key words: Library management, human resource management, college library, Allahabad.

INTRODUCTION

Human Resource Management (HRM) provides an opportunity to an organization to enable it to survive and flourish. It deals with the entire spectrum of interaction of the organization with its most vital asset people. All activities of HRM are aimed towards the development of human resources. The philosophy of human resource management is based on the assumption that people can be or should be controlled, while HRM philosophy identifies the freedom of people and treats people as productive human being. HRM functions are based on the theory that the people can be motivated by salary, rewards, incentives, etc. where as Human Resource Development (HRD) theory believes that challenges and opportunities motivate people to a large extent.

Human resource management is, therefore, part of the process that helps the organization achieve its objectives.

Human resource management is a major consideration in today's competitive knowledge based enterprises including library and information industries. No resource in the world, even in this age of microchips and globalization, is more important than human resource. Human resource in other words, well-informed capable citizenry can improve the total ability of an organization, a society, a government agency and virtually of a country, of a nation..

REVIEW OF RELATED STUDIES

Tadasad and Maheswarappa (2001) have survey 571 college libraries entitled "Human Resources in the College Libraries of Karnataka State". The study found full-time professionals manage more than 85% of college libraries. More than 40% of the professionals are graduates and more than one third are post-graduates in library and information science. Nearly 25% of the professionals have an experience of less than 5 years.165 professionals are paid a consolidated

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amount. Only 308 are paid in accordance with the existing pay scales. A greater majority of professionals who are heading the libraries are males. Two third of professionals do not have membership to any of the professional bodies. 80 college libraries do not have professional staff. 371 do not have semi-professionals and 141 do not have supporting staff. Singh (1998) were surveyed 19 academic libraries entitled "An assessment and evaluation of human resource management issues in the academic libraries of Lucknow study" to assess the human issues related to human resource management in these libraries. Current status of professionals engaged, their views and remarks for improving library services to better meet the user needs is also discussed. Survey results indicate that persons engaged in libraries are not satisfied with their job, work culture, and promotional prospects. Recommendations for improving library services and strategies for implementing these recommendations are discussed. It has been emphasized that effective HRM is the only way to get best out of the people for successful management of LICs. Chopra (1984) discusses the importance of libraries and role of libraries. Point out the need for contented and well-satisfied librarians to make libraries more serviceable to their clientele. Analyses the data collected of 100 librarians who showed that 91% of them derived satisfaction with their work, 90% were satisfied with the social conditions, 70% were satisfied as regards job security and 63% were satisfied with the social status ascribed to their profession. Only 34% were satisfied with their pay scales and 48% with the avenues for the social status of their job and with their working conditions, pay scales and avenues of promotion.

OBJECTIVES OF THE STUDY

The overall objective of the study is to explore the "Human Resource Management in Degree College Libraries of Allahabad City: a survey". The main objectives of the present study are:

1. To identify the present status of human resources in college libraries in Allahabad City.

2. To determine human resource needs in libraries

3. To explore the role of professionals for library development.

4. Find out supporting human resource development (HRD) programmes including education and training, IT orientation career development, management development, etc. usually adopted by the libraries for the personnel.

5. To examine personnel opinion regarding different levels of their job satisfaction on the basis of some selected indicators.

6. To put forward suggestions as remedial measures for upgrading the status of human resources in libraries.

SCOPE OF THE STUDY

The scope of the study is limited to nine Degree Colleges of Allahabad City. The study will observe different categories of personnel working in degree college libraries of Allahabad City ; professional, semi-professional, and non-professional.

METHODOLOGY

The conceptual part of the study is based on the review of literature published in books, journals, conference papers, official, documents library brochures and different websites. Besides literature review, the research study used a combination of survey and observation methods. There are 10 degree colleges in Allahabad City ADC, AKDCL, CMPDC, DSPMDC, ECC, HGDC, ISDCL, JTGDCL, RTDCL, and SSKDCL. The questionnaire is distributed among 10 college libraries out of which 9 colleges returned the filled questionnaire but 1 college (ECC) did not responded. The present study based on nine degree college libraries of Allahabad City, which are chosen purposively. Two separate questionnaires (one for the Librarian/library Incharge and other for library staff) were designed to collect the primary data. The