



## Problems and challenges for LIS professionals

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### Abstract

Library is the store house of knowledge and a librarian is designated to look after the whole procedure of library. Librarian and library staff who is trained and educated to proceed for library work like requisition, demand, acquisition, processing, classification, cataloguing, and other traditional and technical works. Library staff help the users to get required information. Many methods are implemented to modify the way of providing the services. But in recent times the role of library staff has been changed due to advent of internet and WWW. Now staff portfolio has changed and reformed as information manager, researcher, web organizer, interface designer, educator, end user trainer and known as helping hand in techno savvy activities. Due to new advancement and technological changes in library profession, working conditions and environmental changes created many challenges and problems for library professionals and information managers. Librarians are facing the problem in new digital era and trying to search the solution against challenges in cyber environment.

**Keywords:** problems, challenges, libraries, technology

### Introduction

Information technology has changed the whole library environment. Traditional libraries emphasis on storage of books, periodicals and preserve them and provide the information through physically assembled storage information seeker need to physically travel to search related information which is physically available in the library. In traditional libraries books, journal, manuscripts, thesis, dissertations, conference proceedings, newsletter, news clippings etc. found in physical /manual form of record.

In traditional libraries library material is available in print format and difficult to locate and procure and not easy to search without personal influence and contacts. Due to rapid change some documents are deteriorating or not easy to preserve them for long term in their original form. Traditional libraries are also bounded with physical boundaries.

With the change of time libraries changed their physical phenomena and internal procedure services and arrangement.

Library professional are found the lack of skills and infrastructural arrangement of computers. The problem was found to get more funds and trainging seminars, workshops and procurement of information and communication technology. Library administration shall discuss the professional codes and correlate the implementation of library activities. Traditional libraries are depending the principle of ethical values and human oriented rules. Weather they are following the principal of intellectual freedom but keep in mind the moral responsibility for each and everyone.

Some librarian are facing the challenges concerned working on micromanager. Ususally librarian does the reference interview, guide way, instruction work and research work for their patrons. Apart from all these libraries are facing some common problems in day to day life.

Though librarians are having the quality of strong discipline,

good communication skills, writing abilities, analytical and critical thinking skills etc. Still challenges in handling the human relations and staff personal l problems. Professionals usually solve all these through their experience, personal aptitude and strategic planning methods.

### Problems and Challenges

1. Emotional issues in objective matter raised in typical library environment and numerous strategies which helps in problem solving. This issue forced to librarians to put their resourceful and analytical thinking by recognising the problem, rethinking on all parts, breaking its components in sequential manner and found some solution. The problem solution must have brainstorming potential solution.
2. Conflict may be individual differences, getting of new arrival on primary basis, interdepartmental conflict, dignity issues in faculty members, library staff job expectation and unclear communication etc. There are various ways and methods of solving the issue but the most common and easy is to ignore the problem and try to give simple solution rather than defining the problem at various levels.
3. Frustration and conflicts may rise the librarians responsibility to resolve the issue by understanding and discussion among co-workers. Because co-workers are on same pipeline and work for same goals and objectives. Communication gap is the main issue for frustration and conflict.
4. Challenge of getting the information about new disciplines formation of new subjects and changes in running syllabus. Libraries are full of knowledge and need to identify the material which is appropriate and according to customer's need and ability. Libraries need

- to critically evaluate and filter the content of knowledge delivery. Libraries are trying to deliver cost effective information which is cost easily accessible.
5. Problem of adopting and implementing new technologies after automation, computers, printer, scanners, and barcode machines are being used. Library staff use to spare time to make aware the users with new equipments and searching databases so technological problem is big issue in recent times.
  6. Libraries are facing the problem of marketing and promotion of library services to increase the no. of library users. In digital age digital right management and knowledge management project in virtual environment, demand increasing day by day
  7. Skill development is the part of individual professional human and technical unique expertise and process of self-examination and value of work which enable him/her more skilled and proper working attitude towards others. Librarians are professionally trained but they need to gain expertise to have output with expertise. Training of staff at various level like conceptual skill, presentation skills, leading skills, communication skills etc. library managers facing the problem of the ability to analysis the organization as a whole and manage the various functions which are depending on one another. Every part of library department are related and depending on one another.
  8. Time lag in completing the task in working environment a big challenge. Management is not only achieving the goals but how effectively goals are achieved. Technical skills are must to run an organization. One must know his/her technical skills to complete the task like a web designer must know the designing functions or a blog maker must know how to update and create the blogs.
  9. Management 'Luther' term 'PSODCORB' planning, organizing, staffing, directing, co-ordinating, reporting and budgeting staff management by using all these steps mastered by managers. The challenge is not only to perform his or her (Librarian) duty but to lead the whole procedure while dividing the duties one has to keep in mind the size of organization the type of work and the ability of employees.
  10. Traditional way of working in libraries were full of human and intellectual skills. But in changing environment of libraries in digital age technical skills are more important and useful. Different technical skills modified and getting update regularly. Its difficult task for librarians to adopt all upcoming skills to facilitate the users. Still many LIS professionals are making themselves refresh taking part in seminars, conferences, technical workshops and group discussions. Librarian's responsibility to use different skills and choose accordingly technical skills, communication skills, leading skills, organizing skills, human skills, controlling skills, adoption skills, discussion skills, decision making skills.
  11. The biggest challenge is to control over the bibliographic record because some users of library regularly look the bibliographic record to search relevant information ensuring that working efficiency depends that how the staff equipped better to provide best possible services.
- Challenge is not only getting the goal but matter is how to achieve. In that case library management is required and focuses on various methods particularly user oriented services.
12. Staff relationships and co-ordination among all technical and non-technical personnels and legislation concerned relationships are hoped positive for a librarian because a librarian is known s good human being to maintain the whole decoram of library so that physical and human environment of library could remain happy and cheerful. The challenge is not only achieving the goals but getting with best positive manner. All staff members of library should have the instinct to adopt the different methods of introduction according to feasibility of users and also take feedback for better improvement. Different surveys to be used to know the success of particular individuals program implementation.
  13. Libraries in public sectors are fully developed by govt. norms and conditions. Library infrastructure is based on traditional format is not capable to compete in the rapid change environment. People are turning towards digital resources like online databases, ebooks, ejournal, emegazine, but the main challenges are to keep fulfilling the users demand of good books and other material. For public libraries have the hard time to face the changes of analog to digital world. Promoting literacy among users of all ages is only possible. It is the incredible opportunity for library users to make the community better.

### Conclusion

Librarian is considered as manager to carry out his/her duties more effectively and making the availabilities of resources to readers. Now days this management attention has increased to analyses the administration. Time management is not only single aspect of management it includes effective communication and also includes the planning, objectives, mission, procedure and handling the technical and human capital for the success of library services and growth of an institution.

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