

Manpower Management in Digital Environment in the University Libraries in Delhi: A Study

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Abstract - Digital technology revalorized the all fields specially the management process. The present evaluation aims to explore the importance of manpower in any organization with reference to academic institutions. Study discusses manpower planning process and its requirement in libraries and also the position of library Manpower in selected university Libraries of Delhi. There should be constant training programmes for updating their skills as per the technological alters taking in digital information technology. Professionals of LIS can be committed for range of formal and informal training programmes like refresher courses, workshops seminars etc.
Keywords: Digital Environment, Manpower Management, Academic Libraries Delhi etc.

I. INTRODUCTION

MPM considered as the strategic and consistent approach to the management of an organization's most valued assets – the people working there, who individually and collectively contribute to the achievement of the objectives of the business". In addition, MPM denotes: "The design of formal systems in an organization to ensure the effective and efficient use of people's talent to achieve the organizational goals".

A. About Manpower

Bloomsbury defined Manpower as the "field of business concerned with recruiting and managing employees . . . who work in a business or organization". It is considered as knowledge, skills, creative abilities, talents, and attitudes obtained in the population : whereas from the individual viewpoint it represent as total of the inherent abilities, acquired knowledge and skills as exemplified in the talents and aptitudes of its employees". In general, library manpower refers to the people engaged in a library, who carry out the activities which lead to fulfill its objectives. Library manpower can be defined as the total knowledge, skills, creative ability, talents and aptitudes of library's work force, as well as the values, attitudes, approaches and beliefs of the individuals involved in the affairs of the library.

B. Importance of Manpower

The manpower employed in the library plays a very important role in all round development of the library.

Libraries are set up with definite goals which are fulfilled by various kinds of activities, performed by the people. These activities may be technical or non-technical. Every organization depends on effective functioning of manpower. The manpower management are important for any institutions due to following distinctiveness:

1. This is the only resource which is able to produce an output greater than its input.
2. This resource is animate, active and living.
3. Manpower is most complex and unpredictable in its behavior.

C. Requirement for Manpower Management (MPM)

1. Ensures that adequate human resource is available in accordance with demand;
2. Facilitates better understanding between library Manpower;
3. Provides good working environment to the library Manpower;
4. make sure maximum utilization of library materials; and
5. Specifies the potential trouble spots of the library.

D. Need of MPM for Library in Digital Environment

Globalization, technological changes, etc. are the factors responsible for need of MPM for library Manpower. Libraries are non-profit making service agencies having an effect on the community to be served like other services, libraries are expected to remain a few steps ahead of its clients. Moreover, the shifting paradigms of customer services, information technology, financial management, efficiency, effectiveness, economy, reputation and recognition have forced librarians to redesign their services and organizational structure to cope with the challenges passed by information environment.

Professional manpower in the libraries needs to be trained in their new role as facilitators, consultants, online searchers, gate keepers, interpreters, navigators, communicators, information managers, researchers and preservers of knowledge. Manpower must learn to play pro-active and creative role rather than reactive and passive role. Due to

advent of digital technologies there is need for continuous training for library manpower as technology is changing day by and day and unless the manpower is not updated it is very difficult for the manpower to handle sophisticated digital environment equipment acquired by the library.

E.Role of Librarian and Position of Library Manpower

Exploration in flow of information it is very difficult for traditional libraries to manage the huge flow of information and provide need based service to its patron's community. The present libraries equipped with modern forms of technologies like RSS Facebook Whatsapp etc to make the information worldwide available. Librarian's role in the present digital environment is to be expanded and much attention is needed in several aspects like professional development, collection development, continuous learning, acquiring new knowledge, quality in services, creates new partnerships about complex range of electronic resources and technology.

II. PURPOSE AND SCOPE OF THE STUDY

The purpose of this study is to evaluate the available and required manpower in selected central universities of Delhi were chosen. Which are as follows:-

1. Jawaharlal Nehru University, New Delhi
2. University of Delhi, New Delhi
3. Jamia Milia Islamia University, New Delhi

III. MATERIAL AND METHODS

Data related with study are collected through predesigned questionnaire in order to find out information with an aim to the following:

1. Available Professional Manpower in the Library
2. Required Professional Manpower in the Library

IV. RESULTS AND DISCUSSION

After all the data were collated and the tabulated then found the status to be as follows:

Jawaharlal Nehru University

TABLE I PROFESSIONAL MANPOWER IN THE LIBRARY

S.No.	Categories	Total Number of Manpower	Trained in Digital Environment	Not Trained in Digital Environment
1.	Librarian	-	-	-
2.	Deputy Librarian	03	03	-
3.	Assistant Librarian	07	07	-
4.	Professional Assistant	25	18	07
5.	Semi Professional Assistant/Cataloguer	27	17	08

The above table indicate that JNU Library has maximum 27 no. of professionals as semi professional category followed by 25 as professional assistant, 7 as Assistant Librarian and 3 Deputy Librarian while no Manpower available at senior

level. Table also shows that all the manpower in Jawahar Lal Nehru University library was not trained in digital environment, mainly the manpower in the junior level.

TABLE II NUMBER OF MANPOWER REQUIRED

S. No.	Post	No. of Manpower Required
1	Assistant Librarian	06
2	Professional Assistant	05
3	Semi Professional Assistant	05

In view of the larger strength of the patrons i.e. 7000, collection (approx. 6 Lakhs) in Jawahar Lal Nehru University Library, the additional requirement of manpower

mentioned in the table 1.2 which indicates that library needs 6 Assistant Librarian followed by 5 as professional and semi professional category manpower.

University of Delhi

TABLE III PROFESSIONAL MANPOWER IN THE LIBRARY

S. No.	Categories	Total Number of Manpower	Trained in Digital Environment	Not Trained in Digital Environment
1	Librarian	-	-	-
2	Deputy Librarian	05	05	-
3	Assistant Librarian	15	15	-
4	Professional Assistant	48	41	07
5	Semi Professional Assistant/Cataloguer	60	48	09

The above table indicate that DU Library has maximum 60 no. of professionals as semi professional category followed by 48 as professional assistant, 15 as Assistant Librarian and 5 Deputy Librarian while no Manpower available at

senior level here also. The table shows that all the senior manpower are trained in digital technology and all the lower level manpower are not trained in digital environment.

TABLE IV NUMBER OF MANPOWER REQUIRED

S. No.	Post	No. of Manpower Required
1	Assistant Librarian	05
2	Professional Assistant	10
3	Semi Professional Assistant	12

In view of the large collection (approx. 17 lakhs) in Delhi University Library system, the additional requirement of the Manpower mentioned in the table 2.2 which indicates that

library needs 5 Assistant Librarian followed by 10 and 12 as professional and semi professional category more manpower.

Jamia Milia Islamia University

TABLE V PROFESSIONAL MANPOWER IN THE LIBRARY

S.No.	Categories	Total Number of Manpower	Trained in Digital Environment	Not Trained in Digital Environment
1	Librarian	01	01	-
2	Deputy Librarian	02	02	-
3	Assistant Librarian	07	06	01
4	Professional Assistant	13	10	3
5	Semi Professional Assistant/Cataloguer	11	08	3

The above table indicate that JMI university library has maximum 13 no. of professionals as professional category followed by 11 as semi professional assistant, 7 as Assistant

Librarian 2 as Deputy Librarian and 1 as Librarian The table shows that all the Manpower is trained in digital environment expect few.

TABLE VI NUMBER OF MANPOWER REQUIRED

S. No.	Post	No. of Manpower Required
1	Deputy Librarian	02
2	Assistant Librarian	04
3	Professional Assistant	10
4.	Semi Professional Assistant	15

In view of the strength of the patrons (19000) in Jamia Milia Islamia Library additional requirement of Manpower mentioned in the table 3.2 which indicates that library needs more manpower as 1 deputy Librarian, 4 Assistant Librarian 10 Professional and 15 Semi Professional category manpower.

V. CONCLUSION

In the digital era, libraries besides the development of good infrastructure, manpower also entail to be developed and upgraded to rally defy. Training of professionals is a basic of digital environment, data base construction, website designing, networking, etc. is compulsory. Besides, there should be constant training programmes for updating their skills as per the technological alters taking in digital information technology. Professionals of LIS can be committed for range of formal and informal training programmes like refresher courses, workshops seminars etc. Provision of these amenities will play a crucial role in honing the manpower in the newest digital environment.

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