

COLLEGE LIBRARY PROFESSIONAL'S EDUCATIONAL TRAINING AND DEVELOPMENT IN ICT ERA

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Abstract:- In order to provide the enabling environment for information technologies to succeed in the information systems, it becomes a necessity for libraries to train and educate their human resources in line with the most recent technological advances in the information field. Moreover, there are skilled librarians in the college libraries whose information of library automation has been rendered obsolete attributable to lack of training and preparation in modern library practices. Advances in information technology have therefore created it a necessity for libraries to be dynamically concerned in library skilled training. These developments embrace areas such as library automation and computer applications in libraries and in other information systems in order to facilitate effective services. This unpleasant development is unfriendly to the development of library automation in college libraries. Obviously, advances in information technology are reshaping the socio-economic, political and technological landscape of human Endeavour. The certainty of the application of information technologies to libraries and information systems has therefore remained incontestable and incontrovertible. The challenges that this automation poses for human resource development in the information trade will interact every one's attention. The wonders of computers and therefore the web facilities and their functions in the information systems are being propagated in information social, political and economic circles. One of these challenges is a need to give education and training in new skills to accommodate modern and latest developments in librarianship.

Keywords: Training, Service, Development progress.

1.0 Introduction

Most of the world is progressively being saturated with information technology. The wonders of computers and therefore the web facilities and their functions in the information systems are being propagated in information social, political and economic circles. Obviously, advances in information technology are reshaping the socio-economic, political and technological landscape of human Endeavour. The certainty of the application of information technologies to libraries and information systems has therefore remained incontestable and incontrovertible. That's why college libraries are creating frantic efforts to modify their operations. The challenges that this automation poses for human resource development in the information trade will interact every one's attention.

One of these challenges is a need to give education and training in new skills to accommodate modern and latest developments in librarianship.

These developments embrace areas such as library automation and computer applications in libraries and in other info systems in order to facilitate effective services. Advances in information technology have therefore created it a necessity for libraries to be actively concerned in library skilled training. In this view, with the proliferation of computer package in the market, consumers continue to consider the software vendors for information of not only how to operate the new software system, however how to productively optimize its use. in order to provide the enabling environment for information technologies to thrive in the information systems, it becomes a necessity for libraries to train and educate their human resources in line with the most recent technological advances in the information field.

Moreover, there are skilled librarians in the college libraries whose information of library automation has been rendered obsolete attributable to lack of training and preparation in modern library practices. This unpleasant development is unfriendly to the development of library automation in college libraries

2.0 The Benefit of Training

Training is an essential part of professional or career development and its rapid becoming a world and persistent development in any institution, the absence of which spells destiny for such an establishment and the presence of that determines the success of any enterprise. Benefit short term method utilizing a scientific and arranged procedure by that non-managerial professionals learn technical information and skills for a particular method. All of them in librarianship and information systems want some quite training and education in the new areas of their profession. The responsibility that training will play in human resource development particularly in libraries and information system is incalculable and unquantifiable. The library, librarians, and library education continuously want for the assembly of quality graduates and relevant and sufficient programmes services. Education and training are usually indicated as the most vital direct means of upgrading the human intellect and skills for productive employment.

Productivity, which is increased by coaching, isn't only restricted to the establishment: the librarians and other library professionals of the library may become a lot of productive.

Another benefit of library professionals training is that it improves job performance and so promotes management efficiency.

3.0 Ability in Information Communication Technology

The library professionals are expert in web 2.0 technology and expect to use these technologies to their work, as well as scholarly research. To stay relevant, College libraries need to give the technology use between students, faculty and library professionals. They developed and implemented the Technology Challenge, a independent technology training program that rewarded workers for exploring technology every day. Additionally, the proficiency provides lifelong learning habits to keep au courant rising technologies.

4.0 Training Method

There are various training techniques that College library professionals can be exposed to on short- and long-term bases. It has identified some training techniques which are listed below:

- Self- study
- Simulations, games and role playing
- On-the-job training (OJT)
- Classroom/lecture methodology
- Case study, in-basket, case history methods
- Schools and outside seminars
- Electronic teaching media
- Vestibule training
- Consultants and special training

5.0 In-Service Training

Library Professionals can be introduced to an automated library system and to the varieties of software that can be used for the development and management of an automated library. The training will help library professionals to update their knowledge for professional competence.

6.0 Study Visits

Library professionals with theoretical information of library and information science may enlarge and bring up to date their information by understudying computer operations in other information and automatic library systems.

7.0 Training Techniques

The three ordinary training techniques about which researcher's on management, professionals development and career development frequently converse and which are also measured very applicable for the development of library professionals are discussed below;

8.0 Industrial Attachments

Students of librarianship can spend between six weeks and three months on industrial attachments in automated libraries and information systems. The experience will additional organize librarians to features challenges in the automated systems on which they may find themselves effective.

9.0 Training Courses

The following information skills which are lacking among library professionals should form the central part of the training courses:

Computer training, CD-Rom use, and networking and information technology skills etc.

Management of information technology skills in libraries, documentation centers, archives and records management centers, Electronic publishing skills, Lack of human resources in education, training, research and development in information management and Professionals' management skills.

10.0 Library Professionals Development Process

The goals and objectives of the library professionals training programme must be defined observance in view the motto of the library. This will give focus and leadership to the complete programme. Then, the strengths and weaknesses of library professionals must be identified. This will be useful in developing long-term strategy and precise training courses which will involve explicit outlines of major annual training goals, the number of persons who will advantage from such training and the cost implication of the plan.

The achievement of manuscript and training materials, the preparation of teaching or instructional aides, the selection and appointment of instructors and their remunerations are to be determined. This stage is followed by the achievement of the programmer which will appoint the use of consultants and resource persons.

11.0 Conclusion

The stage of professional training in information technology conventional by the professional and Para-professional library professionals in college libraries is generally inadequate. Better efforts must be made therefore by college libraries to provide adequate training courses in information technology and other related subjects for library professionals, especially professional library professionals, in order to make them relevant and adequate to face the technological challenges of the twenty-first century. Each college library should begin to initiate its own library professional's development process which will involve among other things, a definition of goals and objectives, an assessment of library professionals strengths and weaknesses, development of long and short range training courses. If the library professional's development process is well implemented, the issue of lack of resources to sponsor library professionals to attend professional workshop, conferences and seminars on information technology may no longer arise. This is because priority attention will be put on the development of human resources; consequently, the funds will be provided.

The library should give an excellent demonstrate the way to supplementary similar institutions. The individual employee has the responsibility to evaluate his own training desires, and begin conduct by which these requirements could be met. The employee must have the good alertness and develop encouraging self-concept of his or her career and prove motivation to develop consequently. It is also the employee's responsibility to recognize applicable and suitable professional workshops, conferences, seminars and formal educational courses where he can receive such training.

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