



Growing Role of Competencies and Skills of University Library Professionals Modern Scenario

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Abstract:

This study aims to reflect the competencies and skills required for library and information professionals working in university libraries. The university library faces ongoing challenges in order to continue playing a vital role in this dynamic environment. Professionals in library and information science (LIS) are essential to providing high-quality services to users. A challenge for library professionals to develop skills and competencies in the digital age is the use of new and innovative technologies in libraries. The present article highlights the competencies of library professionals in university libraries in the modern scenario .

Keywords: Universities library, Competency, Skill, LIS Personnel

Introduction:

A university library is an institution that gathers, arranges, and distributes information for its users. It works as an outlet for content generated by users. Librarians are responsible for the selection, development, organization, and maintenance of the library's resources, as well as providing users with advisory services. The role of university LIS Personnel and libraries are changing at a faster pace due to the rapid advancements in information and technology in all fields. Libraries are facing changes in user services, automation, social media promotion, scientific communication methods, the rapid growth of mobile devices, and other uses in the current multimedia environment. Today's library personnel have to fulfill a number of roles that call for a variety of skills, from traditional to modern. Timely service, appropriate collection building, user-oriented services, and networked information service utilization are used to evaluate the quality of university libraries. Competencies are the mental and manual skills that are developed via education and work experience, they are the knowledge that is applied through education, training, and real-world experience.

Competencies

The term “**competencies**” has multiple definitions that reflect the varied history of the concept. For instance, competency is used in clinical psychology and law to denote legal standards of mental capacity, the ability to care for oneself, or the ability to function in the activities of daily living. In vocational counseling, the term describes the broad areas of knowledge, skills and abilities associated with specific occupations.

According to The **Dictionary of Management** (2006), competence is The “state or quality of being able to take specified action without referring to other people, without gaining special authorization, or without violating rules about who may take this action.

”Competencies refer to inputs that help to achieve successful performance at work (Fletcher,1997)

Competencies required for a post are identified through job analysis or task analysis, using techniques such as the critical incident technique, work diaries, and work sampling (Robinson, 2010).

Technological Competencies

“**Competency**” and “**technological competency**” are used interchangeably in the fields of information science and librarianship. Competency is a highly fluid concept . IT competencies, such as having the capacity to access electronic resources to improve computer skills, must be taken into account when managing information tools and technologies, In other words , technology competence describes those skills that either require in-depth knowledge of the technology in order to support systems or the usage of digital technology to finish a task. The rapidly developing technologies and changing needs of today's librarians make it difficult for them to function without ICT skills. This is due to the fact that the introduction of technology into libraries has changed user's perspectives and behaviors.

Impact of New Technologies

It has been stated several times throughout the development of technological advancements in computing and communication that have made a significant impact on the library environment. Thus, university libraries are starting to incorporate quality management into their daily operations. Their services shift from network-based, broad services to in-house, stationary individual services. The development of new technologies has made direct access to information easier for users. Their role as intermediaries for users and information sources.

Need of competency on University Libraries Personnel

The skills necessary for a person to succeed in a certain role can be determined through competency.

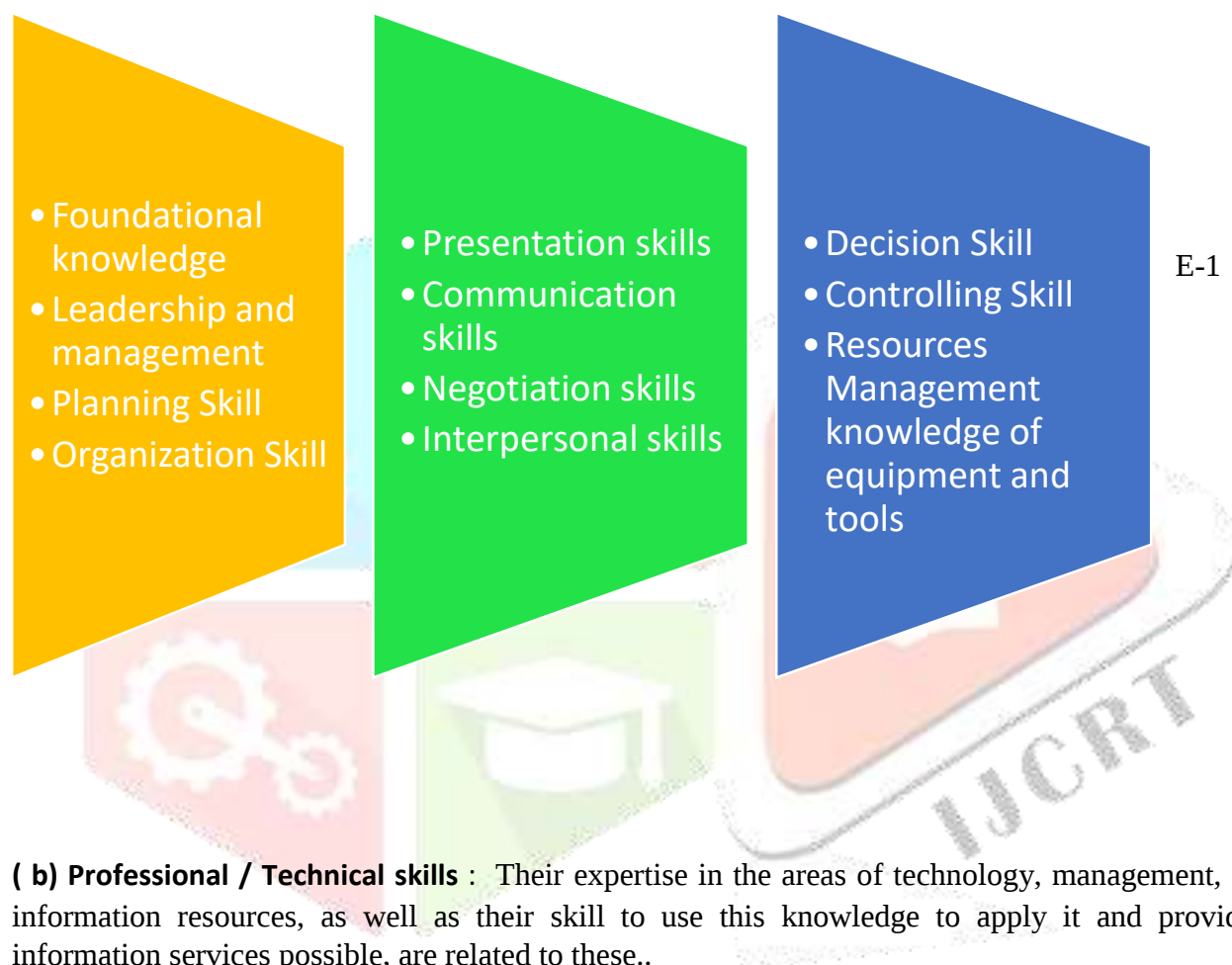
- LIS personnel have an improved capacity to determine whether users will succeed in a career and can identify the skills required for a given profession.
- Efficiency increases when LIS personnel's strengths and weaknesses are identified, their ability and competency are evaluated, and the necessary training is provided.
- Better interpersonal relationships with users and LIS staff.
- Effective collaboration and self-assurance are required for the library to succeed and develop in the future.

Categories of Skills/ Competency

Personal Competencies :

This has to do with a combination of values, skills, as well as behaviours that allow professionals to work efficiently and benefit their users, institutions, and profession.

These are :



FIGUR

E-1

(b) Professional / Technical skills : Their expertise in the areas of technology, management, access, and information resources, as well as their skill to use this knowledge to apply it and provide the best information services possible, are related to these..

These are :

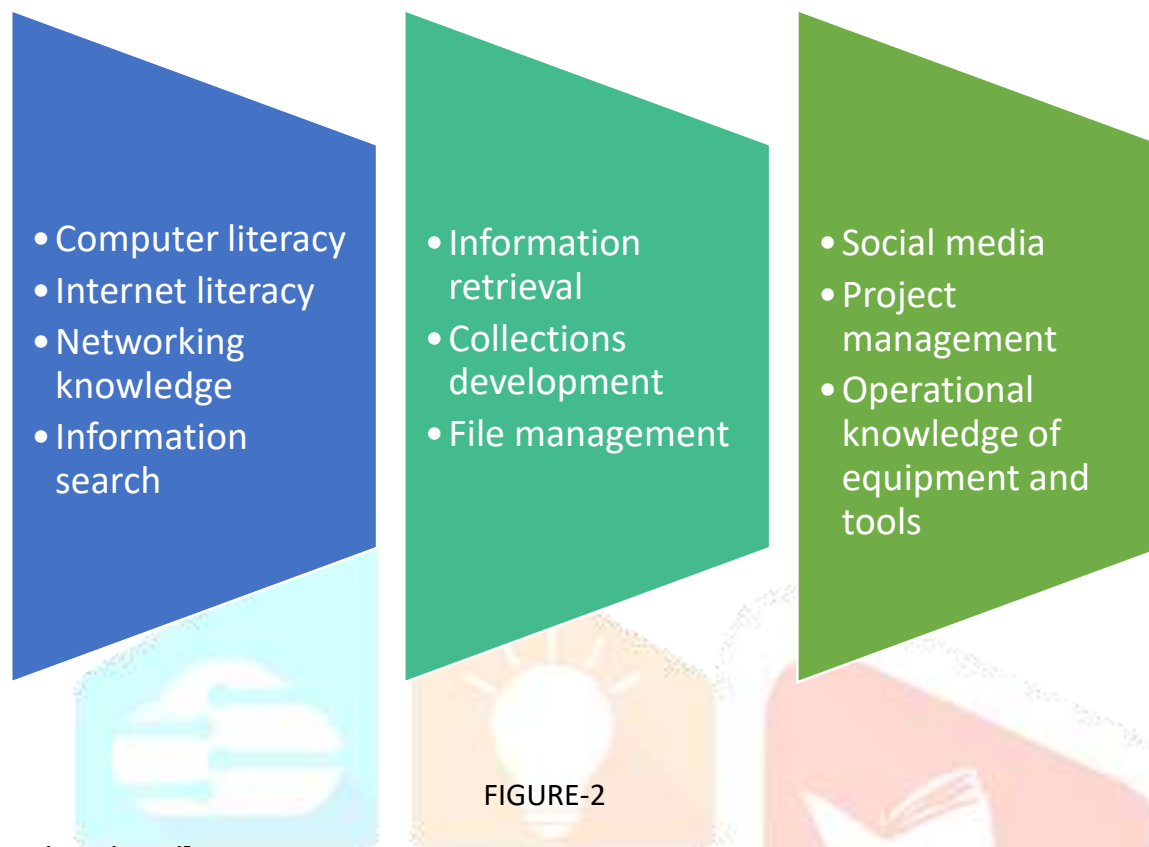


FIGURE-2

University Library:

Scholars spend a lot of time in the university library regularly. A university library is one that is an important part of a university of higher learning. It is a collection of selected educational materials meant to assist professors, researchers, and students in their various fields of study. Books, journals, electronic databases, multimedia materials, etc. resources offered by universities libraries that encourage excellent research, critical thinking, and cooperative learning. It offers a comfortable environment where students can study, work on projects, and have group discussions.

University libraries are undergoing change

The World Wide Web and the Internet have also impacted the kinds, the extent, and structure of information resources and services offered by university Libraries. They have been impacted by the development of ICT. The personnel of libraries must use new technologies to provide traditional base library services in request to fulfill this requirement. They can build and manage databases, e-resources, and digital libraries, among other tasks. Personnel in libraries nowadays need to be skilled in using and knowledgeable about the technologies which help libraries in the age of technology.

Why Competences for University Library Personnel:

Innovative management thinker Thamhain (2005) states that the features of modern technology which have originated from the business world can also be applied in an University library system. These are complicated library structure and cross-functional connections, limited resources and strict performance standards, high risks and uncertainty related to tasks that are complicated, Broad user needs that are always changing, intense competition in an independent global market, Working with different institution' cultures and values requires teamwork, Continuous improvement upgrades, and enhancements are required, The requirement for multifaceted skills and the capacity to adapt to a changing virtual learning environment, Rising influence of ICT on offering services.

Conclusion:

University libraries are essential to the educational process at all levels. Libraries can be considered as readily available spaces because they provide access to the world of knowledge for users. An institution as crucial and essential to society as this one requires information technologists with skills in information handling tasks. Further, information professionals who are at ease and creative with technology will be required in this digital age. However, only various skill sets were used to complete all of this work. University personnel now require learned core skills, and these are not just IT-related skills. Additionally, it is connected to a broad range of skills, including managerial, technical, professional, and core competencies.

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