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## A Study On Continuing Education In Professional Development For University Library Personnel

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### ABSTRACT

This paper focuses about the Continuing Education and Professional Development for University Library Personnels. Continuing education and professional development for library personnel to ensure they stay updated with evolving technologies, trends, and best practices in information management. This ongoing learning enhances their skills, improves service delivery and fosters career growth within the library profession.

**Keywords:** Continuing Education, Professional Development, University Library, Library Personnel

### 1.INTRODUCTION

Revolution of ICT and its application in the Library has changed the present scenario of University Libraries. Awareness and attitude changes of library needs to be developed to increase the skills and knowledge through training and ultimately leads to professional development of library personnel. Continuing Education programmes are essential part of professional development of library personnel. Library professionals involve life- long learning. According to Pan and Hovde (2010) Professional development is a lifetime learning process, which is both universal and individual. Technology has been providing opportunities for library personnel in this profession. Library personnels might improve their job prospects through well-organised professional development programmes. Library Professionals can provide better services to users if they have up-to-date knowledge. According to UNESCO (1993) "board concept which includes all of the learning opportunities all people want or need outside of basic literacy education and primary education." LIS professionals are the backbone of the library. Managerial skills, professional skills, technical and communication skills which is expected from LIS professional.

## 2. LITERATURE REVIEW

**Harake and Hadagali (2015)** analysed the importance of Continuing Education Programmes for Library and Information Science Professionals in India and how these programmes help the LIS professionals to upgrade their knowledge, develop information skills and competencies in the changing environment.

**Ayoku and Okafor (2015)** recommended that management support of IT skills training for professional development to improve the librarian and library staffs.

**Madhusudhan (2014)** Describe that most of the semi-professionals have a positive look at Continuing Professional Development activities and satisfied with the effectiveness of training programmes, particularly on-the-job training. In-house, training will improve their job performance and prefer to develop new services from what they had learned.

**Ajie (2019)** emphasized that library personnel need to be trained efficiently in skills to render useful service to users.

**Sarman (2020)** described the resources available for continuing education programmes at the national and international levels in Library and Information Science according to the latest trends and technologies. To provide efficient and effective service delivery, library professionals should continue their education to develop their skills and knowledge in this complex and ever-changing technical environment in LIS.

**Oladokun et al. (2020)** evaluate the present educational credentials of the personnel at Botswana's academic libraries and their required level of continuing professional development (CPD) activities. The study also aims to identify the current CPD activities they engaged in and their impact on improving their performance on the job.

## 3. OBJECTIVES OF THE STUDY

- To study on Continuing Education and Professional Development of library personnel.
- To know about the skills of library personnel in professional development.

## 4. METHODOLOGY

This study is based on secondary sources. It includes books, journals and published document also.

## 5. Library Professional Development

Different types of educational institution has been conducting different training programme on library services. Academic libraries of the India have been going through a drastic change for the last two or three decades. In the electronic environment, library professionals must acquire new skills in IT to active their professional responsibilities. Continuing education is the both formal and informal attempts to keep up-to-date knowledge, skills and attitude in the professional field. Professional development routes allow library personnels to learn new skills and knowledge which keeping them in active manner.

## 6. Human Resource Development Centre (UGC)

Universities has been conducting Orientation, Refresher Course and training programmes on recent themes. It has participated by LIS professionals of Higher Education. HRD is the backbone of any organization for its continuous professional development. Technology has added tremendous opportunities to the libraries for modernizing the collections and services. But without properly trained, it is not possible for any library to modernize its core areas.

## 7. Information and Library Network Centre(<https://www.inflibnet.ac.in>)

Information and Library network known as INFLIBNET is the National Academic Library Network of India. It has been organizing different training programs, workshops, seminars, conferences, etc. for different categories of library personnel. Presently, INFLIBNET also publishes an annual training calendar for different HRD programs of INFLIBNET. Some of the Professional development programs of INFLIBNET are:

- Planner
- Caliber
- Training program on SOUL software, Digital Library, e- resources, shodhganga, e-learning (MOOCs), cloud computing, Bibliometric and Research output Analysis, etc.

## 8. DELNET (<https://www.delnet.in>)

It has been playing a significant role in providing resource sharing to member libraries. It conducts workshops, seminars. Library professionals are training to develop their skills in the field of library services. It has been conducting tutorials, lectures, workshops and training programmes for library personnel.

## 9. NISCAIR (<https://www.niscare.in>)

It has been providing training programmes for LIS professionals. It organises workshop on library services, digital repositories, open journal systems software, website development etc. It can be categorized as- Online short term training programmes and On-site training programmes. Such type of programmes are very useful for library professionals development of University library personnels.

## 10. SWAYAM

SWAYAM is an initiative of the Ministry of Education, Government of India and an online platform and offering easy access to high quality digital aids and resources for everyone. It provides MOOCs. The four quadrants are-

- Videolecture
- Specially prepared reading material that can be downloaded
- Self-assessment tests through tests and quizzes
- An online discussion forum for clearing the doubts.

Courses delivered through SWAYAM are available free of cost to the learners and registered students shall be offered a certificate on successful completion of the course with a little fee. Assessment is done through proctored examination and the grades secured in this examination could be transferred to the academic record of the learners. Library professionals can involve various courses through SWAYAM related to management of libraries, digital libraries, library automation, information sources and services, etc.

## 11. Library and Information Science Links (<https://www.lislinks.com>)

It is a virtual community for library professionals of India. It has been giving the opportunity such as: job, event, current awareness and selective dissemination service to members.

## 12. SKILLS OF LIBRARY PROFESSIONALS

No library can provide its services effectively and smoothly. Library Professionals should be well versed with management principles and theories. They should know the managerial skills like leadership quality, motivational approach as per different motivational theories. Skills means not only handling of computer, internet, server, databases or websites, only but also to satisfy the users by providing best library services. Technical skills have to be acquired because the implementation of ICT in the libraries has brought

great opportunity as well challenges for the library professionals. According to Five Laws of Library Science by Dr S.R Ranganath must be logically, philosophically and scientifically analyse and understand by the Library Science Professionals.

### 13. CONCLUSION

Professional development is necessary at all levels by library personnel to improve skills and gain knowledge. Now, it is high time for library professionals self-evaluate their proficiency of skills and areas needed to be upgraded to perform their jobs better. Education, certificates, workshops, seminars and conferences offer professional growth and development. Library personnel face problems and possibilities in their professional growth. University library should be knowledge hub and dynamic learning organizations which can enable their employees to forward professionally enhancing extensional services. It is essential for development, university library personnel should focus on skills like communication, computer literacy, critical thinking, analytical abilities and interpersonal skills.

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