Skilled Librarian –A Leader in Management Libraries: A Study in Mumbai

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ABSTRACT

Digital Skills and Technological Knowledge is a necessity to become an efficient leader and to play an active / vital role in implementing and achieving the Institute's goals. This paper is based on the respondent's assumption that librarians ought to be techno-savvy to be an efficient leader, develop their leadership skills to involve his/her team in conducting different value add activities and utilization of library resources by their Users.

The Research Paper investigates the desired qualities and behaviors required for a Librarian to be considered a leader. It emphasis that Librarianship is in our own hands and it is the Librarian's responsibility to shape the library in proper manner with the acquired / adopted new technological skills time to time

Introduction

The organization culture, Library Leadership and trained skilled library staff paly a crucial role in determining the status of the libraries. Libraries are faced with an opposite situation with the budding electronic resources on one hand and diminishing library budgets on the other hand.

In the survey conducted by the researchers, the following qualities of a good leader as a Librarian were mentioned. A brief description of the qualities is given below, which will bridge the gap between the Users expectations and the Library Services.

Qualities of Good Leader

1.   **Technical Skills** – Technical skills are the ability and knowledge to perform specific tasks. In Libraries, the Librarian should have the knowledge about the WEB-OPAC as well as the knowledge to search data online. As new technological advancement is happening overnight, the librarian must keep abreast and implement them for the benefit of their Users.

2.   **Interpersonal Skills** -These skills are necessary for a librarian to communicate and interact with the library users, both individually and in groups. Professional knowledge, negotiating, competency in presenting and explaining information and listening skills are required by the librarian to be an effective leader.

3.   **Persuasive Skills** – This skill is necessary for solving problems, getting points across and to influence people to your point of view.

4.   **Authoritarianism** – A Dictator is an authority person, implying that he has power over his area of work. Librarian should have the freedom to work independently to achieve Institutional Goals, with effective command on the Library Department and Library staff.

5.   **Organizing** – Organizing means structuring your library or even coordinating with the Library Team and other departments to fulfill the Institutional Goals and to conduct value add activities for library users to enhance their knowledge.

6.   **Supportive** – Librarian should be supportive and encourage the Library team to be more efficient and to inspire them to work better.

7.   **Positive Attitude** -A very important quality of a librarian is a positive attitude. A positive attitude helps the librarian in maintaining the team and the Users. A positive attitude helps to overcome challenges and makes the working environment healthy.

8.   **Commitment** – Commitment is the tool by which a librarian can maintain his relationship with the team and the Library Users.

9.   **Innovative** – A Librarian should be innovative to new ideas and have creative thinking ability. This is required to survive and thrive in the emerging technological advancement.

10.   **Motivative** – Librarian is considered a motivative leader if the team improve themselves or learn new innovative things. Motivation is the key to keep the Library Team happy, so that the library work goes on smoothly.

11.   **Competent** – A Librarian should always be efficient to tackle all the tasks allocated and complete them on time.

12.   **Qualification** – Qualification is mandatory requirement as per the University Norms. A qualified Librarian will be able to set up the Library and meet the Users requirements and satisfy the Users.

13.   **Accuracy** – Librarian should be able to give accurate information to the Users.

14.   **Problem Solving** – Librarian should have the skills to solve problems, as the problems arise.

15.   **Strong Marketing Knowledge** – In these days of technology and increasing competition, librarian should be able to market his library using social media, so that Users are kept updated about the Library Resources – New Arrivals in the Library.

16.   **Future Orientation** – Librarian should be well-versed with his library that he can give an orientation on the spot, if required.

17.   **Communication Skills** – Communication Skill is the ability to convey information to another effectively and efficiently. Librarian should be able to communicate clearly with his/her team and the Users.

Besides Library, Librarians are also involved in different task/ duties to accomplish Institutional Goals like -
1.   Members for the NBA/ISO /UGC
2.   Foreign Language Course
3.   ID Card Printing
4.   Examination Duty
5.   Handling Research
6.   Others

Review of Literature

Literature establishes that many studies have been conducted to explore needed competencies of librarians to meet the challenges of digital age.

Mathew and Baby in their study of technological skills for academic librarians among management libraries in Mumbai, observed that ICT based services are being provided by a small group of trained library professionals or computer professionals and majority of the qualified library professionals don't get an opportunity to be familiar with ICT services or they are mostly unaware of the facilities in their own institution.

Michelle Bligh, Jeffrey Kohles, and Rajnandini Pillai, in their article Romancing Leadership: Past, Present, and Future, mention modern leadership books, especially popular reading books, emphasize a certain set of traits and ideas about leadership. According to many of these books, a great leader is someone who [is] seen as affecting change, possessing great experience and knowledge, and providing their followers with the opportunity to reach their unique potentials.

Jolie Graybill, in his research "Millennials among the Professional Workforce in Academic Libraries: Their Perspective on Leadership," studied Millennial academic librarians' desired traits in a library leader using a mix of ratings and open-ended questions. The results of the open-ended question found five main traits Millennial librarians wanted in their leaders: "interpersonal relations," "competency," "self-management," "management of others," and "communication.".

Dawes, Trevor A, "The Path to Library Leadership: The Importance of a Leadership Plan" (2015) emphasis that mentors play an invaluable role in leadership development. Mentors promote growth, encourage learning, impart knowledge, and provide advice. The mentor can learn from his mentee and vice-versa.

J. Raju, in Knowledge and Skills for the Digital Era Academic Library, emphasizes that technology has altered the traditional academic library and impacted significantly on the knowledge and skills requirements for LIS professionals practicing in this environment.

Problem Statement

The present paper is concerned with the purpose to understand the role played by the Librarian in Management Libraries in Mumbai, which has not been viewed as an important aspect in their organization.

Objective of the Study

•   To explore the strong association between Library and Institute

•   To examine qualities/skills of the Librarian as a Leader.

Research Gap

Although various studies reveal different aspects of the skilled librarian, no study yet has been taken place on this topic of skilled librarian. This research paper deals with the nature, problems and the scope of the skilled librarian in the library professional in management Institute in Mumbai.

Research Methodology

The study is descriptive in nature and Survey Method was used to complete the research paper. The population of the study comprised specifically skilled librarians. There are various skills which are adopted by the library professional to give better services to their Users in their management library. For data collection, a well self-designed questionnaire was prepared. Questionaries' structure consisted of 11 different questions asked to the librarian as a respondent. In this study convenience sampling technique was used. The data has been collected from the Librarians in Mumbai. The study was conducted with the sample of 118 respondents from various Management libraries. The Data was analyzed by using sample excel sheets and graphs.

Data Analysis and Results

Data is analyzed using excel and Graph to know about the skilled Librarian. The respondent's responded as per their choice. Likert Rating Scale was used.

The following table is presented to understand the Category of the Respondents

Graph 1. Your Association with your Current Institute (in years)?
Total Respondents 118

Your Association with Your Current Institute (In Years)
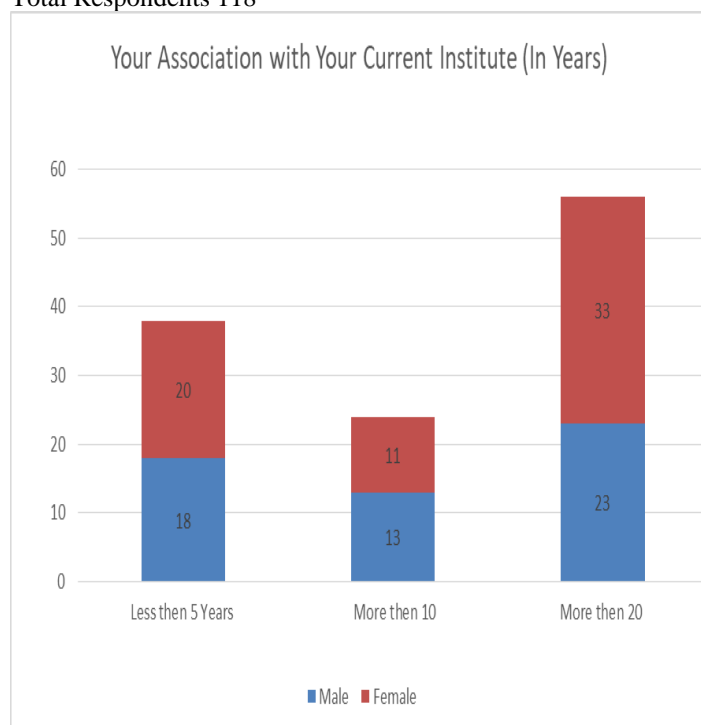
Inference: Graph 1 show that out of 118 respondents, for the category Your Association with your Current Institute (in years) 18 males and 20 females have their association with their Institute less than 5 years; 13 males and 11 females have their association with their Institute more than 10 years and 23 males and 33 females have their association with their Institute for more than 20 Years.
The following table is presented to understand the Category of the Respondents
Graph 2 Do you consider Librarian as a Leader?
Total Respondents 118

Do You Consider Librarian As A Leader
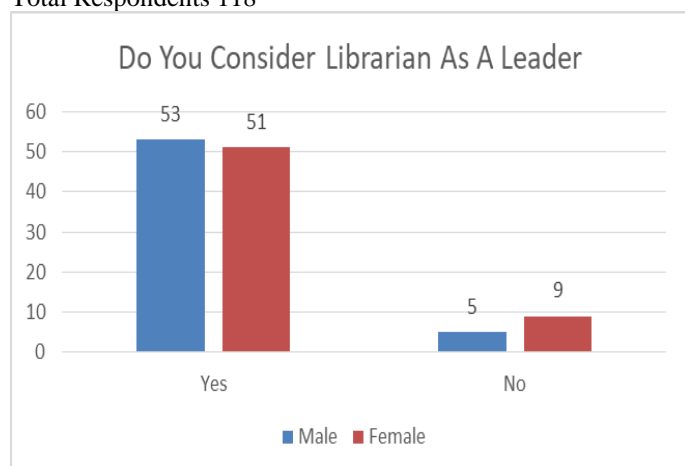
Inference: Graph 2 show that out of 118 respondents, for the category Do you consider Librarian as a Leader 53 males and 51 females considers Librarian as a Leader; 5 Male and 9 females do not consider Librarian as a Leader.
The following table is presented to understand the Category of the Respondents
Graph 3 Qualities of a Librarian do be a Leader?

Total Respondents 118


Qualities Of A Librarian To Be A Leader
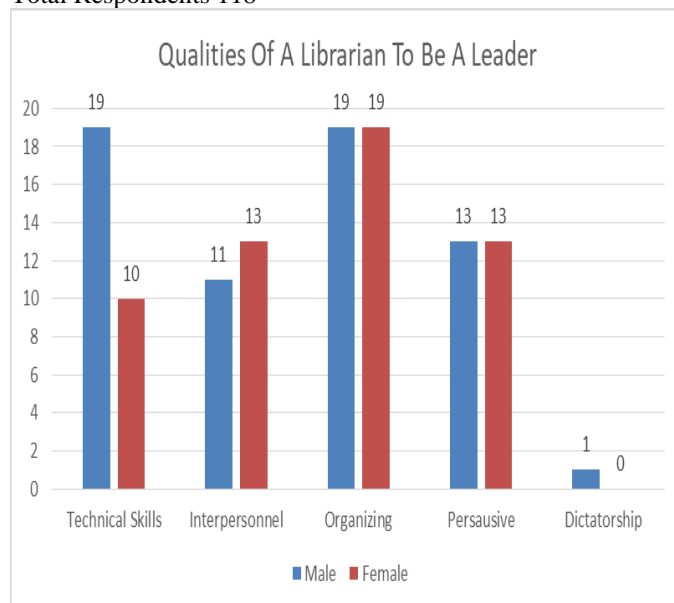
Inference: Graph 3 show that out of 118 respondents, for the category Qualities of a Librarian do be a Leader - 19 males and 10 females consider that technical skills are required; 11 males 13 females consider better interpersonal skills are required and 19 males and females agreed that organizing skills are required and 13 males and females consider persuasive quality as a requirement and 1 male considered Authoritarianism as a requirement.
The following table is presented to understand the Category of the Respondents
Graph 4 As a Librarian, how do you rate yourself as a Leader?
Total Respondents 118

As A Librarian, How Do You Rate Yourself As A Leader (5 Highly and 1 for Average)
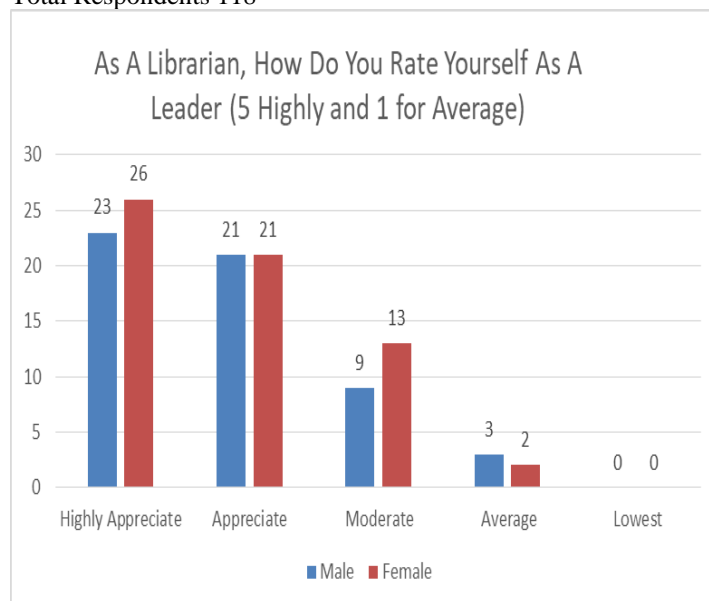
Inference: Graph 4 show that out of 118 respondents, for the category as a Librarian, how do you rate yourself as a Leader 23 males and 26 females said Highly Appreciate, 21 males and 21 Females said Appreciate; 9 males and 13 females says Moderate and 3 males and 2 females says average and none for the lowest.

Conclusion

Librarians can be considered as a Visionary Thinker. Libraries and librarians plays critical role in supporting the academic programs of the Institute. They identify, evaluates, procures, processes and then makes these learning resources available to the faculty and students for their teaching, learning and research assignments**.** Librarian is a leader of the library team and the Users, understanding their needs and providing resources to satisfy both the team and the User. In the age of digital libraries, the librarian's role has expanded and new developments are taking place in this profession. Librarians are required to update their skills with the new digital or technological developments taking place in the profession like Digital Preservation, Online Searching and retrieval of articles, Content Management and promoting the use of libraries and networks.

Libraries must become a local gateway to world's knowledge and Information. Librarians as great leaders should learn and develop new skills to make the library user-centered and expert -assisted. Librarians are required to work as Leaders, Managers and Facilitators. The Researcher found out from analyzing the survey that the Librarian can be considered as a leader because the library is a knowledge hub of the Institute, where the knowledge is passed on to the future leaders or where the future leaders, (who are Users of the library) are created.

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