

## **ROLE OF LIBRARIES IN HUMAN RESOURCE DEVELOPMENT OF HIGHER EDUCATION: AN OVERVIEW**

**Mr. Mahesh M. Kamble**

**Dr. Pradipkumar B. Ghante**



**Abstract** - The current study highlights the current condition of higher educational institute's, as well as the role of libraries in encouraging use of their resources for teaching, research, and extension processes. In the educational institutions library plays various activities for promoting higher education in the age of information technology. Library networks, library consortiums, library portals, and digital libraries. There are continuous growth in Library collections, online reference services, digital repositories, online catalogs, ICT services and e-resources. In this article it explains how libraries effect on overall development of Human resource in Higher education. This article also explains a few significant critical responsibilities played by a library.

**Key words:** Human Resource Development, Library and Information Center, Higher Education.

**Introduction** - Development of a nation depends exclusively on the management of the human resources. One of the most important questions for society is to improve their human civilization. Human Resource Development is an important aspect in front of any nation. In India for 'Human Resource Development' one separate department and ministry was established. Under the ministry of HRD, University Grants Commission, All India Council of Technical Education, and Association of Indian Universities works, they take care of Higher education in India. Their main aim is to provide primary, secondary and higher education to maximum people of India for their overall development. Universities and Colleges plays important role in providing Higher education, without academic libraries education is not possible. Library is providing different services. Academicians are using these services for teaching, learning and research. Library is inseparable part of education system.

**4. Role of Libraries :** In higher education, the library is seen as an essential component. Academic libraries play a significant role in achieving the goals of higher education in a variety of ways. They are active participants in the teaching and research processes, assisting students and faculty with information resources and technology, individual and group work and study, programs and events, and information

finding, use, and evaluation. Libraries work is reflected in the institute's academic growth. As a result, in this age of information explosion, students', faculty members', and researchers' information needs are rapidly increasing. It has an impact on the library's ability to strengthen its function by implementing appropriate resources and services. The library's work reveals the institution's mission and success. The libraries services are not up to the mark than it looses the status of institution. So building the institutions reputation library plays vital role by providing better services and resources.

**Literature Review** 1. Sequeira, A. H. (2012, May ). Human Resource Development and Higher Education. SSRN Electronic Journal, 16. In this paper author argue Human Resource Development (HRD) the most important component is to make life livable. Education plays very important role in achieving the goal. If management buys most advance machines and technology provide all new updated equipment's still all institutions performance was not up to the mark. All these facilities available still it matters that which human is behind this mechanism and what is his approach. People make everything possible, for the achieving the same, management need to give good environment to work. In current context technological approach became more powerful. In this paper, trends in technological education and role of teaching it is disused. In last hundred years management of people techniques changed drastically. Human Resource Development gives more trace on individual centric development.

2. Zhang, Feiye Guo, Shenghao. (2014). The Role of Higher Education Evaluation System in the Senior Human Resources Development. International Conference on Education, Language, Art and Intercultural Communication (pp. 202-205). Routledge: Atlantis Press. The paper is unique in that it validates the viability of higher education as a form of HRD, analyses its importance, and expands on the practice. In light of the higher education assessment, the potential importance of higher education and HRD, which is seen as an essential method of creating a strong nation of human capital, needs to be discussed. The importance of designing assessment systems is receiving growing

attention from academic and practice in the innovation of performance improvement ideas and driven by mature technologies of human resource growth. First evaluate the problem and then give the perfect solution this is need of the time.

3. Chaudhary, B. C. (2015, Oct). Human Resource Development in University libraries of new Digital Era. *International Journal of Allied Practice, Research and Rvwview*, II (X), 11-17. In this paper researcher argue if any company wants to be innovative and growth-oriented, or thrive in a fast-changing world, requires Human Resource Development. This paper will seek to evoke the value of university libraries in human resource growth. Library and technology professionals must remain actively involved in the provision of information services to organizations, societies, and society at large in the digital era. Knowledge in the areas of information, capital, technology, management, and research help to identify professional competencies.

4. Allui, Alwiya & Sahni, Jolly. (2016). Strategic Human Resource Management in Higher Education. 2016.235, pp. 361 – 371. Saudi, Arabia: *Social and Behavioral Sciences*. The researcher discussed in this paper about Strategic Human Resource Development in Higher education in Saudi Arabia. In today's ever-changing, globalized environment, human capital is an organization's only long-term competitive advantage. Strategic alignment, staffing/recruitment and selection, performance appraisal/rewards, compensation, staff training/development, and retention plans were the six Strategic Human Resource Management practices addressed in this paper. There are some limitations to this study. To begin with, the scarcity of research on strategic human resource practices in Saudi universities has made it difficult to compile useful data from previous studies. Second, some universities were reluctant to engage in the research.

5. Ramadevi, V. (2017). An Assesment of Human Resource Management in the Academic Libraries on the case of Amhara Region, Ethiopia. *International Journal of Scientific and Research Publications*, 7 (4), 32-36. The aim of this study is to discover issues relating to human resource management in academic libraries, professional engagement, and views and comments on how to enhance library services in Ethiopia's Amhara region. The findings revealed the respondents' satisfaction and dissatisfaction with their job, working culture, working conditions, and pay. The aim of the study is to assist both the library and its parent organization in better understanding each other's perspectives on HR issues,

as well as to assess the value of having an internal HR expert to deal with circumstances that arise in the library's day-to-day operations. In addition, management styles for employee management, employee concern, work balance issues, salary, employee rewards, interpersonal skill development, and participation in a workshop, a conference/seminar and helping to develop the organization's policy-making skills will lead to success.

#### 6. Reasons to visit the Library:

·**Self-Study(Reading room):** In the academic library reading rooms allow students to work independently in a group setting while reducing disturbances. Reading rooms play an important part in the library environment, not just by offering quiet study places, but also by offering environments that might inspire students to prepare for examination, take references, and gather information.

·**Borrow Books:**In higher education libraries most commonly used service is lending or borrowing reading material. It is not possible to any reader to sit in the library and complete his study, he need to borrow reading material for home use this facility is called Borrowing books.

·**Examination:**Main purpose of academic institutes is teaching, learning and evaluation. For evaluation of students, examination is conducted. Preparation for the examination library is used by the students.

·**Recreation ( Entertainment):**to get pleasure from reading is the one of the main purpose to visit library, different users have different interest some like to read literature some interested in general knowledge books,historical books also main source to get pleasure.

·**Teaching:**The academic institutions main motto is to give students updated knowledge and complete the syllabus. In the process of teaching, faculty members have to work hard for lecture preparation, main and authentic source of information is academic library.

·**Learning:** Students attend lectures to get current information and prepare for the examination. Only lectures are not enough for preparation for examination. The students have to refer different reference books, online sources for making their own notes.

·**Research:**In higher education research is carried out in large scale. Researchers need updated information of their interested subjects. This information they can get from subject journals and periodicals which are

subscribed by the library in print and online forms. Researchers are visit library to consult and take references.

**Internet browsing:** Academic librarians spend more money in subscribing periodicals. Now a days subscription trend is changed many libraries come together and subscribe online journals it is called consortium. INDEST and NLIST are the main examples of mostly use consortium by the libraries. These resources used through Internet. In the academic libraries internet browsing center are established to browse and get current information.

**Reference:** Library users need detailed information and references on their topic. For the reference purpose faculty, students and researchers visit the library.

**Online database:** A good online database permits student's access to more study material than a college library could ever procure. Many online databases are giving access on IP based; users have to access these large and updated collections at library itself only. The library will help you to stay focused on your topic and ensure that you have easy access to any physical books and journals that you might need to cross-reference and further research.

**Cultural Programs:** Users attend one of several exclusive events held at the library. Throughout the year, library staff members plan a variety of interesting exhibitions. Take a break from the books and experience something new. Library use arrange some events like Meet with Great Personalities, interview of successful personalities, lectures of authors, workshops on different current topics. Library also organizes symposium, seminar, conference, etc.

**Reprographic service :** Photocopying capabilities are easily accessible to library patrons, allowing them to replicate required material from library resources. Making copies of essential materials from books, journals, newspapers, pamphlets, and other sources is known as reprography.

**7. Libraries Totally Changed:** Because of the following reasons libraries role is changed:

1. Explosion of Information
2. Digital resources
3. Web based services
4. Different consortium

5. Change in library management system (Library Management Software)
5. Changes in CAS and SDI services
6. Different demands from library users
7. Change is information dissemination system

**8 . Role of Libraries in HRD Development :** The explosion of information infrastructure, as well as the availability of Web-based electronic services, has created new conditions and opportunities for libraries that are very different from the classic library model. Libraries academic output may be in form of text books, edited books, research reports, research articles, research theses or dissertations, etc. The library is a place in academic institution where a reader finds amusing information on his area of interest. The information resources are no longer restricted to its boundaries, but have expanded beyond them. With the support and direction of the library, all educational programs are successfully implemented. Libraries are the collectors and providers of high-quality content to their parent organization's academic community, thereby directly promoting. Activities of libraries in development of HRD:

**Research Support :** All the academic libraries play a role of research guide and facilitator to the researcher students. Libraries providing personalize assistance to the researchers by giving them SDI service, preparing their research profile, make available journals, articles thesis and other online material.

**Collection Development :** Libraries procuring reading material in print as well as in no print formats. In recent decade drastic change came in publication houses, most of the publishers interested to publish their material in non-print format it is easy to publish and disseminate. Library is procuring these all kind of material in time for their users.

**Reference Service:** Libraries are giving reference services to all their users from 19<sup>th</sup> century in 21<sup>st</sup> century also reference service is available. In person and online reference services are provided by all academic libraries to their research scholars. 'Ask a Librarian' is most popular reference service. Sometime libraries using social media platform for providing these services such as WhatsApp, Facebook, twitter and emails, etc.

**Online Catalogue :** Library users get information of library collection through the Catalogues which are available in Libraries in catalogue cabinets. In modern era catalogues available online users can get

bibliographic information of library collection from any corner of the world.

**Digital Repository** : It is an intellectual output of the human resource of the institution. This is maintained by library and made available to the other researchers. For the same some communities and items need to create. There are many software's available for repositories. DSpace is a good example of institutional repository software which is free and open source.

**Library Website** : In Higher Education institute libraries have their own website. Through this website library give different services like 'Ask a Librarian'. Many resources made available like Institutional repository, Virtual classroom, and Open access Resources through Library website.

**Different Software's** : Libraries are implementing or choosing such softwares to provide access to multiple subscribed e-resources and digital contents.

Using a remote access ID and password, a parent institution's resources can be accessed from anywhere in the world.

**Information of Latest Collection**: Library providing latest procured materials information through email, catalogue, and display of new arrivals, library also arranges time to time exhibition of reading material.

**Library Networks** : It is not possible to any library to provide all available material to the users. It is not possible because limited funds, space and library employee. To overcome on this problem many libraries come together and setup library network. Library networks are platforms that allow member libraries to share their information resources and services in exchange for mutually beneficial agreements. Many academic institution challenges were solved as a result of the formation of such networks, such as the cost of documents, budget constraints, duplication of documents in libraries, and so on. e.g. Developing Library Network (DELNET), Bombay Library Network, INFLIBNET

**Library Consortium** : This concept based on Inter Library Loan. In this libraries are sharing resources to the member libraries. Mutual agreement is made some rules made to exchange resources it is called Library Consortium. e.g. INDEST, NLIST.

### 9. Hurdles in Library Services :

1. Lack of Finance
2. Untrained library personnel's

3. Lack of power backup
4. Low bandwidth
5. Unavailability of permanent IT person
6. Unavailability of upgraded IT infrastructure
7. IT illiterate staff etc.

**10. Conclusion** : Libraries are very important part in all academic institutions. Libraries can't be separated from the teaching and learning. Early day's libraries works as only store house. In modern days of ICT environment, libraries just can't depend on their own resources. Information explosion is very high and it is not possible for any academic library to fulfill all requirements of their readers. Libraries are providing many outside resources to the users with the help of different Library Networks, Library consortia, open access resources, digital resource, Online resources, Blogs, websites, institutional repositories, social media etc. Libraries are providing most of the services to users at their devices which they can access from any corner of the world. In higher education, libraries inspire teaching, learning, research, and co-curricular activities, helping academic community in achieving their goal. Libraries plays role of guide, friend and service provider to all academicians. Libraries are inseparable part of all academic human resources, without help of library they can't flourishing their academic career.

### References:

1. Gamit, Rajeshkuma M. (2018, April). *Role of Academic libraries in the Human Resource Development and Information and Communication Technological Environment: An Overview. International Journal of Allied Practice, Research and Review, V(IV), 57-69.*
2. Aliyu, Israel Abubakar & Josef, Manasseh Men. (2017). *The role of academic libraries in the accreditation of Undergraduate programmes: a case study of federal University of technology minna, niger state. Library Philosophy and Practice. 1-37.*
3. Parmar, seema & Pateria Rajiv. (2017). *Role of Libraries in Higher Education System in India in 21 Century. Library Philosophy and Practice, 1-15.*
4. Arjun, etal (2010). *Role of Library in Higher Education in India. International Journal of Librarianship and Administration, 1(1), 1-12.*
5. Mia, Md. Salim. (2019, November). *University Libraries as facilitators of academic development: A case study of Noakhali Science and Technology University Library, Bangladesh. International Journal of Library and Information Science, 11 (5), 66-74.*



6. Sequeira, A. H. (2012, May ). *Human Resource Development and Hinger Education*. SSRN Electronic Journal , 16.
7. Zhang, Feiye Guo, Shenghao. (2014). *The Role of Higher Education Evaluation System in the Senior Human Resources Development*. *International Conference on Education, Language, Art and Intercultural Communication* (pp. 202-205). Routledge: Atlantis Press.
8. Chaudhary, B. C. (2015, Oct). *Human Resource Development in Uniuersity libraries of new Digital Era*. *International Journal of Allied Practice, Research and Rvwiew*, II (X), 11-17.
9. Allui, Alwiya & Sahni, Jolly. (2016). *Strategic Human Resource Management in Higher Education*. 2016.235, pp. 361 – 371. Saudi, Arabia: *Social and Behavioral Sciences*.
10. Ramadevi, V. (2017). *An Assesment of Human Resource Management in the Academic Libraries on the case of Amhara Region, Ethiopia*. *International Journal of Scientific and Research Publications*, 7 (4), 32-36.