Human Resources for the Library Profession in the Digital Era

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The transition of Library Professionals from Custodian Role to Knowledge Workers role

Adaptability with
New ecosystem
New technology
New learning

IT offers most smoothing transition
Carona-19 / LOCKDOWN Phase

Most affected industries during this period are:

- Restaurant Industry
- Hotel Industry
- TV and Film Industry
- Sports Industry
- Fitness Industry
- Crude Oil
- Construction Industry
- Airlines Industry
- Travel Industry

All the above industries are Physical Labor intensive industry. But Library Profession is IT supported industry which has not been effected. In last 100 years we have seen switchover from physical labor industry to knowledge industry.
<table>
<thead>
<tr>
<th>Year</th>
<th>Physical Worker</th>
<th>Knowledge Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>1900</td>
<td>17</td>
<td>83</td>
</tr>
<tr>
<td>1930</td>
<td>30</td>
<td>70</td>
</tr>
<tr>
<td>1970</td>
<td>49</td>
<td>51</td>
</tr>
<tr>
<td>2000</td>
<td>62</td>
<td>38</td>
</tr>
<tr>
<td>2020</td>
<td>75</td>
<td>25</td>
</tr>
</tbody>
</table>

Currently Library profession carries 80% Technology component and 20% Traditional Librarianship.

Source: Zukunftsinshtut (2008)
Library Science Support

- Technology
- Medical
- Management
- Legal
- Social Science
- Media Science
Research Excellence

Creation of Knowledge Base

Quality Library Professionals
Knowledge Creation Process

New Milestone

From earlier Curators role to

- Classification/ cataloguing
- Bibliography creation
- Conservation of manuscript,
- Collection / issues
- Archives management,
- Indexing,
- Library planning, etc.

- Information Analyst
- Information architect
- Digital Archivist
- Cyber Librarian
- Knowledge Manager
- Medical Librarian
- Law Librarian
- Data Curator
Core Activity

Databases
- Use Federated, Discovery & AI Based Search

Books & eBooks
- Personalized OPAC (Online Public Access Catalog)

Web Resources

Thesis and Dissertations
- Help to identify Research Problem, Literature Review, Collection & Analysis of data, Writing Research Report

Cataloging & processing metadata. Assisting Authors with applying for grants.
Qualities of a Good Library Professional

• The basic objective of Library Professionals is to help people to find information and conduct research for personal and professional use.
  – Ability to adapt with the rapidly changing technology
  – Team work skills
  – Communication skills
  – Basic IT skills.
  – Problem Solving skills
  – Data interpretation capability i.e. draw inferences from the given data
  – Orientation towards customer service
Professional Advantages

• Stress free work environment.
• Learn and manage your own life style.
• Lifelong learning opportunities.
• An work environment with latest technology.
• Professional growth at a faster rate.
• Profession most suited for women.
• Library Professionals have demands in corporates.
Identify Talent Shortage

Acquire Right Talent

Reward & Support LLL

Retain & Share Knowledge

Build Successors

HR Life Cycle
Competency Mapping

- Statistics
- Problem Solving
- People Skills
- IT Skills
- Marketing of Knowledge base
- Communication Skills
- Data Interpretation
- Information Analyst
- Information Architect
- Library Management
- Library HR management
- Law Librarian
Preparation for Test/ Interview

- Basics Library Science
- Basic Management
- ICT
- Searching Tools
- General Intelligence
- Statistics (inference draw)
DRAFTING Resume

• It should reflect your salient attributes
• Mention inner potentials
• Mention Achievements
• Mention the specific job undertaken
• Take References of the organizations where your served
• If possible get the resume proofed by some Professional Body and review it whether it is depicting your individual attributes.
• Tailor your resume as per the need of the job
<table>
<thead>
<tr>
<th>EMPLOYER NAME</th>
<th>SIMPSON &amp; CO LTD</th>
<th>MOTABAQAH</th>
<th>MECURE HEALTHCARE LTD</th>
<th>PROJECT CONSULTANT</th>
<th>EM TRADING PLC</th>
</tr>
</thead>
<tbody>
<tr>
<td>WORK LOCATION</td>
<td>CHENNAI - INDIA</td>
<td>RIYADH - SAUDI ARABIA</td>
<td>LAGOS - NIGERIA</td>
<td>QATAR, KENYA, ETHIOPIA, OMAN</td>
<td>ETHIOPIA</td>
</tr>
<tr>
<td>TYPE OF BUSINESS</td>
<td>AUTOMOTIVE MFGR / DEM</td>
<td>LOGISTICS &amp; TRANSPORT / AUTOMOTIVE SERVICE</td>
<td>TRANSPORT AND HEALTHCARE</td>
<td>BUSINESS CONSULTING SERVICES</td>
<td>PRODUCTION/SERVICE</td>
</tr>
<tr>
<td>TEAM SIZE</td>
<td>20 EMPLOYEES AND VEHICLES</td>
<td>200 EMPLOYEES AND VEHICLES</td>
<td>300 EMPLOYEES AND VEHICLES</td>
<td>SOLE FREELANCER</td>
<td>250 EMPLOYEES</td>
</tr>
<tr>
<td>POSITION HELD</td>
<td>SENIOR ENGINEER</td>
<td>TECHNICAL INCHARGE</td>
<td>FLEET MANAGER</td>
<td>PROJECT CONSULTANT</td>
<td>EXECUTIVE DIRECTOR</td>
</tr>
<tr>
<td>ACCOMPLISHMENTS</td>
<td>Recognized as the best performer for two consecutive years for on time customer delivery, Effective Mgt</td>
<td>Reduced fleet maintenance cost and improved performance of vehicles / manpower in a short span and promoted as in charge of Dept</td>
<td>Newly introduced ALS &amp; neonatal heavy-duty ambulance in Nigeria and reduced fleet maintenance cost and improved performance of vehicles &amp; manpower</td>
<td>Successfully done previous logistics &amp; transport projects and gotten new international business to establish mutual growth with benefits</td>
<td>Initiating, Running Successful Business by high profit, Response for Profit center and Business development activities, Meeting International standard of Business and Expansion</td>
</tr>
<tr>
<td>TASKS WITH SOURCES</td>
<td><img src="image1.png" alt="Better Prospects" /></td>
<td><img src="image2.png" alt="Contract Period Ceased" /></td>
<td><img src="image3.png" alt="Limited Resource and Desire to Explore More of My Competencies" /></td>
<td><img src="image4.png" alt="6 Projects Completed" /></td>
<td><img src="image5.png" alt="Change for a Reason" /></td>
</tr>
<tr>
<td>REASON FOR CHANGE</td>
<td>BETTER PROSPECTS</td>
<td>CONTRACT PERIOD CEASED</td>
<td>LIMITED RESOURCE AND DESIRE TO EXPLORE MORE OF MY COMPETENCIES</td>
<td>6 PROJECTS COMPLETED</td>
<td>CHANGE FOR A REASON</td>
</tr>
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Art of making attractive Resume
• Performance appraisals are critical for all the Library Professionals for further growth.
• Its format varies from organization to organization.
• The on-line appraisal report should be filled carefully and one must devote sufficient time.
• Critical information to be furnished are:
  a) Successful completion of all assignments
  b) Timely delivery of service
  c) Enhancement of skills,
  d) Training Program attended,
  e) Efforts made to create Knowledge Base
  f) Creation of knowledge sharing groups
  g) Digitization of records etc.
• Appraisals should be completed in time.
• It is also the responsibility of the Reporting and Reviewing Officer to complete the appraisal cycle in time.
Job Expectation from Library Science Professionals

• To **identify the best** fit journals in which to publish papers.
• Conduct **scientific literature review** and also helps in manually creating, maintaining and sharing reference lists.
• Discover most **impactful research and emerging research trends**.
• Uncover **potential collaborators**.
• Identify the **hidden trend** and pattern of research publications.
• **Integrate** with thousands of world’s scholarly journals.
• **Translate Knowledge into socio economic opportunity.**
Employment Opportunities

- School/ College/ Universities
- Government Libraries
- Banks
- National Archives
- R&D Centers
- Corporate houses
- Foreign Embassies
- Business Houses
- Ministries
- News Channels/ News Agencies
- Publishing Houses
- Medical Houses
- Law firms
- Training Institutes
- Photo/film/radio/television libraries

The largest employers of librarians are as follows:

- Elementary and secondary schools; state, local, and private = 33%
- Local government, excluding education and hospitals=31%
- Colleges, universities, and professional schools; state, local, and private = 18%
- Information=7%
- The median annual wage for librarians is $64,130
- Employment of librarians is projected to grow 6-10 % over the next ten years, about as fast as the average for all occupations.

(Source: https://collegegrad.com/careers/librarians)
Types of Libraries

- National (356)
- Academic Libraries (80,212)
- Public Libraries (4,05,568)
- Community (25,393)
- School Libraries (20,00,000)
- Other (39,693)

Total Libraries = 2.6 Million as of 2019 (Data collected from Library Map of the World by IFLA)
In a research study: In a purposeful sampling, 596 advertisements of IT-based librarian jobs for LIS graduates in 10 countries on Indeed.com were selected and analyzed.

- IT Librarian (38%)
- Digital Service Librarian (36%)
- Meta data Librarian (17%)
- Digital Archivist (9%)
- Systems Librarian
- Emerging Technologies Librarian

A research study conducted by Sinha and Pandey in Indian context (2014)

- Increase in Employment generation in the field of LIS were predicted between 6 to 10%

- LIS graduates from the reputed institutes were 1574.

- Total number of formal advertisement are 277 i.e. 17.6% jobs were already earmarked in the formal sector.

How can I improve the institute's Research Publication ranking?

Can you enter Institute's Affiliation ID?

Let us connect with the Global Network of eResources.

Here is our Affiliation ID.

Your H-Index graph is moderate. Go for Collaborative Research.

Whom to collaborate with?

UCL, University of Toronto, University of Tokyo are in the same line of research.

Can you do Predictive Analysis on emerging trend and impactful research topics?

Let us check Data Analytics Portal.
With your institutional expertise, you may concentrate on Molecular Biology, Virology, Genetics or Materials Science.

From where get we funding from?

Can you suggest some portal for scientific literature review?

Can you suggest which journals publishes quickly?

Which internal program shall I allocate additional resources to?

Thanks a ton!

National Science Foundation, European Commission

Contact Scopus and Web of Science. They have many solutions.

Refer to the Publishers Index which is constantly curated on its metadata.

Last year you allocated larger portion of available grants to Medical Engineering Team, allocate to Material Science as well.

Work with agencies to boost international perception of your institute. Highly cited researcher, lab and department is X, Y & Z.
Popular Job Sites

- www.indeed.com
- www.lisportal.com
- www.lislink.in
- www.lisnews.in
- www.usajobs.gov
- www.Lisjobs.com
- www.Lisjobnet.com
- www.Jobsite.co.uk
- www.beyond.com
- www.simplyhired.com
- www.Jobs.libraryjournal.com
- www.library-soup.blogspot.com
It’s up to you to motivate yourself. No sales manager or motivational speaker can motivate you.

James M. Benson and Paul Karasik