

Performance Management of the Library Professionals through incorporating the best HR Practices

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Abstract

Performance is the key area of the every institution to get the desired outcome in the work place. Library is the one of the important place in the college where heaven always live and bless the people. Library is the place where knowledge will spread to the users without any disturbance. The real credit of this is to always go to the person who are handling the library throughout the year and make the users comfortable to gain the latest knowledge to update themselves in their career. So we have to think in a positive direction towards the development of the employees in the library. The major intension of this paper is to by adopting the HR practice in the work place college will be able to manage the performance of the employees to gain a better result in the coming days. Thinking on this prospective we can see a tremendous growth in the improvement of the performance of the library staff member. This will make the institution and library has to grow side by side in the future days.

Keywords: Knowledge. Performance Management.

Introduction

Performance is the mirror for the efforts that library professionals have taken to upgrade the college library. Director has to play active role to improve the performance of the employees in the institution. Institution has to support the library staff members to bring changes in the workplace. It will encourage the confidence of the employees to perform better in the institution. Institution has to understand the problems that are face by the staff members and try to bring solution to see continuous improvement in the performance to yield better result in the future. Provide maximum facility to the staff members to gain the professional knowledge in handling of the library, Create an environment that employees are feeling free to adopt the changes that are taking place in the handling of the library. Adopt latest training methods to empower the employees in the field of library science. Colleges also have to make plan of understanding the requirement of the employees and make all the necessary arrangement to meet the objectives of the employees.

College library also have to give importance to collection of e book and maintaining the e-journals for the development of the students and to meet the expectation of the students. To achieve this we require sincere effort from the library staff members to maintain e records in the college campus. This will brings perfection in the practice of the employees to achieve greater results in the college libraries. Provide opportunity to the employees to take part in the conference and workshop to share and gain the

useful knowledge in the library science. Organize soft skill training program to the employees to make them free in the workplace.

Objectives of the present study

1. To improve the performance of the employees in the college library.
2. To solve the problem of the employees in the work place.
3. To develop the career of the employees in the college library.
4. To motivate the employees to perform better in the college.
5. To spread the knowledge resource in the college environment.

Methodology

The research is developed through observation and collection of data through questionnaires. Theory is developed on the basis of referring secondary data like books, journals and magazines. The sample size is determined as 30 library staff respondents are selected randomly from Mangalore, Puttur and Bantwal taluks of Dakshina Kannada District.

Best practices of HR to manage the performance of the library staff.

1. Coordination

Library staff members have to maintain a good coordination among the students and faculty members. This will makes them to get good cooperation from the all the people who are around in the college. This also helps staff members to get the useful information from the users in development of the library.

2. Update among themselves

At present days a lot of changes have been taking place in the library and information science. So employees have to update current development that is taking place in this area. Make an arrangement to implement the current affairs of information science for the best use of users in the college library.

3. Counseling

Every person has their own problem in their respected field. In that time director or the senior librarian has to understand the problems that are faced by the employees and try to help the employees to avoid any disturbance in the work place and concentrate toward their work efficiently in the college.

4. Coaching

In the college senior librarian with their experience in this field they know many aspects of handling library efficiently. This technique has to be transferred from the senior librarians to the junior librarian. It will create a learning environment for the staff to empower themselves in the college.

5. E Resources

Employees have to well aware about managing the e sources in the college library that will make them to bring modern look to the libraries. Make a good collection of e article, e books and other education related e resources to give professional look to the libraries. Develop professional qualities to handle the e resources efficiently in the college.

6. Soft skill

Develop soft skills of the employees to convey their ideas to the users and to make use of available resources efficiently in the work place. It will build a confidence in the performance of the employee to manage the things in an efficient manner. Soft Skills will improve the quality of the service of the employees to develop the college library.

7. Career planning

Develop a good career plan system for the employees to improve their performance in the work place. College has to design a good career development scheme for the employees to get their confidence. It will make the employees also be in the system of library development.

8. Reward System

Identify the best practices that are followed by the library members and also maintain a good reward system to encourage the creative personality of staff members in the college. This will boost the performance of the employees to think more toward development of the library. It will make the employees feel proud for their contribution towards implementing the changes in the college library.

9. Salary Management

College has to maintain a good salary package to the employees and it should also include all types of incentive provided to the employees. We should not make any discrimination while fixing a salary to library staff members in the college.

10. Conference and seminars:

We have to send the library staff members for the conference to share and get idea of managing the library issues in the work place. These make a brain storming session for the employees to search for the innovative practice to improve their library.

11. Management Support

A good support from the management members will helps the library staff members to implement each and every plan successfully in the college. Management should also have a positive mindset to provide all the required facility for the development of students and college.

12. Need Assessment:

Library staff has to make a need analysis of different types of library users in the college. It will help the library staff to identify the requirement of the users and provide the required facility in the college.

Empirical Evidence.

SA-Strongly Agree, A- Agree, N-neutral, A Dis Agree, SD-Strongly Disagree.

Sl. No	Questions	SA	A	N	DA	SD
1	Understand the need of the employees	9	13	8	0	0
2	Update your knowledge with a changes in the library and information Science	13	14	3	0	0
3	A good reward system will improve the performance of the employees	12	14	3	1	0
4	Provide opportunity to show the talents of employees in handling library	8	17	3	2	0
5	Develop a good network among the library users	11	13	4	1	1
6	Develop Soft skill in your work practice	16	12	2	0	0
7	Introduce motivational technique to improve the performance	15	14	1	0	0
8	Provide opportunity to attend research workshop and conference to library staff	13	17	0	0	0
9	Develop Network with other college libraries	12	14	4	0	0

6. Interpretation

From the above analysis it shows that the majority of the respondent agrees that by empowering the staff members we can see greater result in the development of the college library. This will create a good impact on the library users and spreads the knowledge resource for the best use of the facilities that are provided in the college library.

7. Findings

1. Develop good reward system for the library staff members.
2. Encourage the creative practice of the employees in the college library.
3. Develop a good network among the library users.
4. Understand the requirement of the library staff in the time.

8. Suggestions

1. Develop Soft skills of the library staff members.
2. Provide opportunity to take Part in the conference and workshop organized for the library staff.
3. Introduce motivational concepts to improve the performance of the employees in the work place.

9. Conclusion

Library is the heart of the college wherein student and lectures are gaining knowledge resources to develop themselves. If you want see a developed library in the college then you must have to improve the performance of the employees. It will bring perfection in the various operations of the libraries to make best use of the knowledge resources in the work place. Making employees competent in the workplace will make the employees to face any type of challenges in the library.

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