

SPECIAL LIBRARIES IN INDIA: AN OVERVIEW

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Abstract

Present rapid development in communication system and recent innovation in technology witnessed a changing emphasis in the role of information and its management. This changing emphasis necessitates the information professionals to be exposed to the new technologies.

Keywords: Special Libraries; Libraries for Special purpose; Indian Special Library New Skill.

1. Introduction:

Special Libraries are the Libraries which are attached to Special Type of Organization like that of learned societies, research organizations, industrial and commercial undertakings, government departments and special education institutions. They deal with one subject or a group of allied subjects, but the form of their material can be varied such as periodicals, standards and patents specifications, maps, clippings, technical reports, microfilms, microfiches, disc and tapes, sound recordings, etc.

2. Special Libraries in India

The history of special libraries in India is interrelated with the growth of research institutions, which stimulated the setting up of such libraries in the country. Scientific and industrial research was greatly neglected by the British. It was only after the First World War, with the formation of learned societies and establishment of research institutions, that research activities received an impetus. Since independence in 1947, there has been a steady expansion of research activities due to the formation of scientific laboratories, installations, and organizations. In addition, there has been rapid industrialization. To meet the demand for improved library facilities, special libraries were set up.

Due to the efforts of Sir William Jones, a scholar and a judge of the Supreme Court, the Asiatic Society of Bengal was established in 1784. The society, "during the first century of its existence provided a house for meetings, a library, and a collection of ancient coins and medals as well as archaeological, technological and geological collections, The Journal of the Royal Asiatic Society of Bengal (started in 1832) was the first periodical in India for dissemination of the results of the scientific work in the country." This journal played an important role in the advancement of science in India. The library attached to the society was established in 1784 and is considered the first library in modern India."

The first engineering college was established in Roorkee in 1847, under the name of Sir Thomson College. Later on it was converted into an engineering university.

Since 1818 the government had been employing geologists for the purpose of performing survey work. It was only in 1851 that the Geological Survey of India could be set up. The Meteorological Department of the Government of India came into being in 1875. Prior to it, meteorological observations and stations had been set up in Madras (1796) Calcutta (1824), and Bombay (1841).

The Survey of India was formed in 1878 and the Botanical Survey of India was founded in Calcutta in 1889.

The government established the Haffikine Institute in Bombay in 1899. Initially, it was meant to serve as a plague research laboratory, but later it developed into a leading center of research on preventive medicine.

According to T.S. Rajagopalan, and S. I. Islam, there were thirty-five scientific libraries by the end of the nineteenth century. The resources developed very slowly. The literature published in western countries, especially in England, formed the major portion of the total collection. Due to lack of funds, the collections were inadequate.

The Indian Institute of Science, Bangalore, was founded by the Tatas in 1909 and is considered the first school of advanced research. It has played a pioneering role in advancing science in India. In 1913 the Indian Science Congress Association came into being. It is a leading organization of Indian scientists. The Indian Research Fund Association was formed in 1922 and has enjoyed a long and impressive history.

The Imperial Institute of Animal Husbandry and Dairying was established in Bangalore in 1923. In 1936 it was expanded and renamed the Imperial Dairy Institute. Subsequently, in 1955, the National Dairy Research Institute (NDRI) came into being at Karnal. The institute at Bangalore was converted into

a regional station. In addition, there is a regional station at Kalyani. The NDRI was conferred deemed university status by the UGC in 1969. It is fully supported by the Indian Council of Agricultural Research and functions as one of the National Institutes under its aegis.

The Indian Council of Agricultural (ICAR) was established in 1929 along with several associated committees for research.

The Indian Statistical Institute, Calcutta, came into being in 1932. This has been a landmark in advanced research. The Indian Industrial Research bureau was formed in 1934.

On January 3, 1935, the National Institute of Sciences of India was formed. In 1970 its name was changed to Indian National Science Academy (INSA). It is a coordinating body similar to Royal Society of London. It is a premier scientific organization in India.

The Second World War provided a great impetus to the development of research activities. In 1942 the Council of Scientific and Industrial Research (CSIR) was formed. This was a turning point in the history of scientific research in India. Today the CSIR has a network of 43 national laboratories/institutes, 138 field stations/ extension centers and 2 industrial research associations spread all over the country to carry out research and development (R&D) in various areas and disciplines. All these institutions have very good special libraries attached to them. CSIR established

the Indian National Scientific Documentation Center (INSDOC) in 1952. INSDOC is a modern documentation center, well equipped with the latest information technology and well qualified staff. It is a good example of a national documentation center in the field of science and technology, providing a wide range of documentation services.

The Atomic Energy Commission was set up in 1948. It is indeed a landmark. This was followed by the establishment of leading R& D organizations in the field of atomic research, such as Bhabha Atomic Research Centre, Trombay; Reactor Research Centre, Kalpakkam; and Variable Energy Cyclotron Centre, Calcutta, among others.

The Defense Science Organization was established in 1949. The year 1950 is quite significant because many important organizations were set up including the National Chemical Laboratory, Pune; National Physical Laboratory, New Delhi; National Metallurgical Laboratory, Jamshedpur; Central Fuel Research Institute, Jadavpur; and Central Food Technological Research Institute, Mysore.

The Indian Research Fund Association was formed in 1922. It was renamed Indian Council of Medical Research in 1950. Other leading organizations established in the 1950s included the Central Drug Research Institute, Lucknow (1951); Central Electro-Chemical Research Institute, Karaikudi (1953); Central Leather Research Institute, Madras (1953); Central Building Research Institute, Roorkee (1953); and Central Salt Research Institute, Jaipur (1954).

The Indian Association for Special Libraries and Information Centers (IASLIC) WAS ESTABLISHED IN 1955 ALONG THE LINES OF Aslib of the United Kingdom. Since 1955 it has played an important role in the development of special libraries.

Formation of the Indian Council of Social Science Research (ICSSR) in 1969 is a landmark in the field of social sciences. The ICSSR set up the Social Science Documentation Centre in 1970, which was renamed in 1986 the National Social Science Documentation centre (NASSDOC). The

NASSDOC has played an active role in carrying out documentation activities in the field of social sciences.

With the assistance of UNESCO, the National Information System in Science and Technology (NISSAT) was launched in September 1977. NISSAT has given a push to special libraries, through establishment of sectoral information centers and the regional information centers.

As illustrated by the examples above, special libraries are primarily a twentieth-century phenomenon in India. Although a handful existed in the nineteenth century, the majority of these libraries came into being only during the last five decades or so. They are largely concentrated in major towns like Bangalore, Calcutta, Delhi, Hyderabad, Mumbai and Madras. On the whole, special libraries have succeeded in building a better image than academic and public libraries. They have shown initiative and done better than other types of libraries. They have been forerunners in computer application in Indian libraries. India has succeeded in developing some excellent libraries in different fields of specialization which are comparable with libraries in the developed countries.

3. PRESENT STATUS

The Bhandarkar Oriental Research Institute Library, Pune, has an excellent collection in the field of Indology, oriental studies and Sanskrit. It has a manuscript collection of forty thousand.

The Central Institute of English and Foreign Languages Library, Hyderabad, has a rich collection in linguistics, English language teaching and literature.

The Central Institute of Indian Languages (CIIL), Mysore, is a research organization under the Ministry of Human Resource Development, Government of India, established in 1969.

The Dar-ul-Uloom Deoband Library, Deoband, was founded in 1867. It has the largest collection among Madrasah libraries in India, having a collection of 133,077 volumes including 1,563 manuscripts.

The Indira Gandhi National Centre for Arts (IGNCA), New Delhi, is multilingual, multimedia, and multidisciplinary organization.

The Khuda Bakhsh Oriental Public Library, Patna, was established in 1875 by Md. Khuda Bakhsh. In 1891 it was opened to the public. In 1969 the Parliament passed the Khuda Bakhsh Oriental Public Library Act, which declared the library to be an Institution of National Importance.

The National Archives of India (NAI), New Delhi, along with its state units acquires public and private records of permanent historical importance.

The National Library, Calcutta, has a rich collection on humanities. It possesses some important personal collections of Sir Asutosh Mukhopadhyaya, Prof. Vaiyapuri Pillai, Sir Jadunath Sarkar, and Munshi Sayyid Sadruddin Ahmad-al-Musawi (i.e., the Buhar collection).

The Rampur Raza Library, Rampur, was founded in 1974. It is one of the oldest existing libraries in India. It has fifty-five thousand books and manuscripts in Arabic, Persian, Urdu, and Hindi. There are fifteen thousand manuscripts in the collection.

The Sahitya Akademi, New Delhi, was formally inaugurated in 1954. Sahitya Akademi Library is a library rich in Indian Literature.

The Thanjavur Maharaja Serfoji Saraswati Mahal Library was founded in 1918. It is an old and traditional library well known for its collection of rare books, manuscripts, and scholarly journals. It is a storehouse of ancient manuscripts. The manuscripts are written in Sanskrit, Tamil, Telugu, and Marathi.

3.1 Indology

Indology is a vast subject, which covers all about India, covering its languages, literature, history, philosophy, religion, customs, and fine arts.

Indological libraries had their origin as manuscript libraries started by princely states. After 1947 these libraries were taken over by the state or central government. Many of them belong to philanthropist trusts. Some of these form part of academic libraries especially at the university level.

3.2 Social Sciences

It was only after the Second World War that the government of India realized the importance of research in the social sciences. Since 1947 steady expansion has taken place in the field of research activities. There are estimated to be six hundred social science libraries in India.

A brief description of leading of Social Sciences is a prestigious research institute. It was formally inaugurated in 1958.

The Gokhle Institute of politics and Economics Library, Pune, is an excellent library. It has succeeded in building up an outstanding collection. It possesses a strong collection of old parliamentary blue books of the East India Company period and a complete run of legislative volumes, both central and provincial. The library is considered an excellent source of materials on modern India and the study of international organizations.

The Indian council of World Affairs Library was founded in 1943. It has a special collection of press clippings and UN documents including those from its specialized agencies.

The Indian Institute of Mass Communication Library, New Delhi, was established in 1965. It has a strong collection on mass communication.

The Indian Institute of Public Administration was established in 1954. The library has an excellent collection in public administration and allied areas.

The Institute of economic Growth Library specializes in social sciences with emphasis on economic development and planning. The library brings out bibliographies on different topics.

The National Council of Applied Economic Research, New Delhi, was set up in 1956. The National Institute of Public Finance and Policy Library, New Delhi, has an excellent collection on public finance and policy in the form of books, periodicals, and reports. The special collection on central government and state government budgets is a notable feature.

The Nehru Memorial Museum and Library, New Delhi, was established by the government of India. The museum was inaugurated in 1964. The library has been developed as a research center

on the history of modern India. The library is particularly rich in “subjects like Indian biographies, freedom movement of India, Indian political parties, and regional history of India, economic history of India, trade union movement, peasant studies, women studies, social reform, Indian culture, demography, social change, social stratification and ethology.” It is one of the best libraries serving the needs of social scientists.

The Parliament Library, New Delhi, was founded in 1921. It has developed a strong collection of central, state and foreign government reports; publications of the United Nations and its agencies; gazettes; debates; acts; rules, and bills.

The Ratan Tata Library (RTL) is a part of the Delhi University Library System. The RTL is regarded as one of the best libraries in the country in the field of economics.

The Sardar Patel Institute of Economics and Social Research Library, Ahmedabad, was established in 1969. It has a strong collection in economics.

The Tata Institute of Social Sciences Library, Mumbai, was established in 1936. It has a well-developed collection on social sciences.

3.3 Science

A few scientific libraries were established in the nineteenth century. The Second World War gave impetus to pushing R&D activities in the country.

A brief description of some of the leading scientific libraries follows.

The Anthropological Survey of India Library, Calcutta, was established in 1946. Regional libraries are located at Dehradun, Mysore, and Nagpur. These libraries are rich in maps, reprints, and reports related to the subject of anthropology.

The Bhabha Atomic Research Centre, Library and Information Services, Trombay, was founded in 1954. It is the best library in India in the field of atomic energy.

The Botanical Survey of India Library, Calcutta, was established in 1911. It is rich in survey reports.

The Bureau of Indian Standards, New Delhi, was established in 1947. The library of the Bureau of Indian Standards (BIS) has built up an excellent library on standards.

The Forest Research Institute and College Library, Dehradun, was established in 1906.

The Geological Survey of India Library, Calcutta, was established in 1856. It has a strong collection of published and unpublished reports.

The Indian Institute of Science Library, Bangalore, was established in 1911.

The Indian national Science Academy (INSA) Library, New Delhi, uses CDS/ISIS and FoxPro. Reports and newsletters of Indian scientific institutions form a special collection.

The Indian Space Research Organization, Space Applications Centre Library, Ahmedabad, was set up in 1973.

The Indian Space Research Organization, Satellite Centre Library, Bangalore, was established in 1972.

The Indian Statistical Institute Library, Calcutta, was founded in 1931.

The National aeronautical Laboratory, Library and Information Centre for Aeronautics, Bangalore, was established in 1960. The centre has built up a specialized collection on aeronautics.

The National Chemical Laboratory, Library and Documentation Services, Pune, was established in 1949.

The National Physical Laboratory Library, New Delhi, was founded in 1950.

The Physical Research Laboratory Library, Ahmedabad, was set up in 1948.

The Tata Institute of Fundamental Research Library was founded in 1945. The institute is a prestigious one. The library has an excellent collection in the field of fundamental sciences.

The Wildlife Institute of India Library, Dehradun, is a well-equipped modern library. In December 1992 it had twelve thousand books, five thousand research papers, two thousand volumes of journals, and seven thousand books, five thousand research papers, two thousand volumes of journals, and seven thousand maps. It was subscribing to 210 journals. The library is fully

computerized. It has created databases of its collection. It has facilities for CD-Rom database searches and online access to databases. The library building itself is unique, the top being in the form of a dome.

The Zoological Survey of India Library, Calcutta, was formed in 1916.

3.4 Engineering and Technology

The engineering and technological libraries can be grouped mainly into the following three types:

1. Six Indian Institute of Technology (IIT) libraries situated at Bombay, Delhi, Guwahati, Kanpur, Kharagpur, and Madras
2. Fifteen REC (Regional engineering College) libraries located in different states.
3. 142 Engineering college libraries.

The six IIT libraries are the centers of excellence for teaching, training, and research, especially in the field of engineering and technology.

3.5 Health Science

There are more than 744 health science libraries in existence that cover such diverse areas as allopathy, homeopathy, unani, ayurveda, yoga, and naturopathy.

Steps have been taken to develop the Health Literature Library and Information Service (HELLIS) Network. Under the NISSAT plan, two sectoral information centers in health sciences-related fields have been developed.

There are three leading libraries in the field of health sciences, located in New Delhi. These are the National Library of Medicine, the All India Institute of Medical Sciences Library, and the National Documentation Center of National Institute of Health and Family Welfare.

The Library of the all India Institute of Medical Sciences has a rich collection of literature in the fields of biomedical and health sciences.

4. NATIONAL SUBJECT LIBRARIES

There are number of national subject libraries in India that have grown out of departmental libraries. These are special libraries, sponsored and maintained by the government of India or councils set up by it, to serve the specific subject needs. The National Science Library, New Delhi, is a part of the Indian National Scientific Documentation Centre. It was modeled on the National Science Library of the United Kingdom before its merger into the British Library. The National Medical Library, New Delhi, grew out of the departmental library of Ministry of Health and Family Welfare. The Indian Agricultural Research Institute Library is a library of the Indian Council of Agricultural Research. The National Medical Library, New Delhi, and the Indian Agricultural Research Institute Library, New Delhi, are modeled on the National Medical Library and National Agricultural Library in the United States.

5. The National Science Library

The Indian National Scientific Documentation Centre (INSDOC) was established in 1952. During the first phase, INSDOC did not build up a library of its own; instead, the Library of National Physical Laboratory (NPL) served as a base for the operation of its services. During the second phase in 1964, the National Science Library was conceived as an integral part of INSDOC.

6. The National Medical Library

A departmental library was established in 1926 under the director-general of Indian Medical Services. In 1961 this library was named Central Medical Library, and it was designated the National Medical Library (NML) on April 7, 1966.

The NML serves as a national library. It has a fairly large collection of books and periodicals and serves all categories of users in the field of health sciences.

7. NATIONAL DOCUMENTATION CENTERS

There are a number of national documentation centers in different fields. These include the Indian National Scientific Documentation Centre (INSDOC), the National Social Science Documentation Centre (NASSDOC) and the Small Enterprises National Documentation Centre (SENDOC). We may also include the Defense Science Information and Documentation center at the national level. The INSDOC, NASSDOC, and DESIDOC have been established mainly to serve the fields of science, social sciences, and defense science. The SENDOC was set up to meet the requirements of small scale industries.

8. The Indian National Scientific Documentation Centre

The Indian National Scientific Documentation Centre (INSDOC) was established in 1952.

9. The National Social Science Documentation Centre

The Indian Council of Social Science Research (ICSSR) was set up in 1969 as an autonomous organization to promote research in social sciences in the country by creating documentation and bibliographical services for research scholars in the field of social sciences.

10. The Defense Scientific Information and Documentation Centre

In 1958, The Defense Research and Development Organization (DRDO) created the Scientific Information Bureau (SIB) to serve the information needs of the concerned R&D scientists and other agencies of the Ministry of Defense.

11. THE NATIONAL INFORMATION NETWORKS AND SYSTEMS

To serve the information needs of different sectors, national information networks and systems have emerged. The National Information System for Science and Technology (NISSAT) was designed as a program rather than a system. The Information and Library Network (INFLIBNET) is another program at the national level, which is basically meant to serve the needs of university and college libraries. The INFLIBNET aims to enable university and college libraries to

share their resources through networking arrangements. This has also benefited special libraries as there is now better infrastructure for sharing resources between academic institutions of higher learning and special libraries.

The INFLIBNET program was initiated by the UGC in 1990 as a project. It was formally launched in May 1991. It is being implemented by INFLIBNET Centre, located at Ahmedabad. The major aim of the program is to modernize academic universities, institutes of higher learning and R&D institutes in India. So far the emphasis is on institutes of higher learning. University and college libraries are in the process of modernization; networking facilities and databases are being created. The situation is improving.

12. THE ROLE OF PROFESSIONAL ORGANIZATIONS

Professional organizations like the Indian Library Association (ILA), the Indian Association of Special Libraries and Information Centres (IASLIC), the Society for Information Science (SIS), Medical Library Association of India (MLAI), the Association of Agricultural Librarians, and the Document lists of India have played an important role in the cause of special librarianship including special libraries.

The ILA is a major national body. There are seven central sectional committees that look after the interests of special libraries and librarians. These are Agricultural Libraries, Health Science Libraries, Special Libraries, Library and Information Technology, Documentation and Information Services, Oriental Libraries, and Engineering and Technology Libraries.

The Indian Association of Special Libraries and Information Centres (IASLIC) were formed in 1955 there were 1,569 members in 1997. It is a national association that looks after the interests of special libraries and information centers. It organizes seminars and conference, study circles, and education and training programs, and brings out different publication.

13. CONCLUSION

Special libraries in India number over three thousand. They exist in great variety and have done quite well compared with other kinds of libraries. The strong impact of information technology has enabled them to achieve a high degree of modernization. Many are now in the process of converting themselves into digital libraries.

Human Resources Management and Development

Effective functioning of a library depends upon sound personnel management. The personnel policy of a library includes the ranking and grading, job analysis and job description, condition of service, recruitment, selection and training and strength of the staff. It is said that a good staff can do wonders with small stock, a large stock is almost useless without an adequate and qualified staff. To produce a dynamic and efficient library service, the person who is both a subject expert and a professionally trained, is the best proposition.

Competencies

Webster's Third New International Dictionary, (unabridged 1964) has defined competencies as "the quality or state of being functionally adequate or having sufficient knowledge, judgment, skill or strength as for a particular duty or in a particular respect." Jarvis (1983) has defined competencies in terms of the three components i.e. knowledge, skills and attitudes.

White (1983) observed that professionals should be trained in the skills related to the job in favour of the more general requirements. Bhattacharyya G (1979) state that the following competencies are needed to provide information service:

- 1) Knowledge pertaining to the resources of information and user needs. He characterized this knowledge as; the specialized knowledge of the essential facts of the subject regarding which service is to be provided. This category also involves the skills of applying the knowledge about reference sources related to the subject and the skills of ascertaining user needs;

- 2) Knowledge and skills of the information service activities. It involves knowledge of the principles and the methodologies of information service activities and the skills of applying this knowledge;
- 3) Knowledge and skills of technology to be applied in libraries and information systems;
- 4) Knowledge of scientific management and skills in applying if for planning, establishing and maintaining the system; and
- 5) Knowledge of tool subject for the management of the information service systems.

Competencies required for professionals to work efficiently in libraries, advocate for competencies required to later to changing environmental conditions.

Competencies Special Libraries

Tchobanoff and price (1993), while discussing the care competencies required for working in a special library, categorized these into three broad groups as:

- 1) Basic technical knowledge and skills related to reference sources and services;
- 2) Interpersonal knowledge and skills which involve the skills required to work and communicate with others; and
- 3) Management knowledge and skills related to human resources, finance etc.

Macfarlane and Tees (1993) also grouped competencies required for special libraries into the following categories.

1. Management skills included the abilities to manage the resources of library and information center in different external conditions;
2. Attitude skills relate to the affective domain which relate to the interpersonal skills like communication, flexibility; and
3. Professionalism, commitment, etc.

Buttlar Lois and Dumont (1996) conducted a study and reported in the 1996 issue of journal and education for Library and Information Science. The five most highly related competencies reported.

Include: knowledge of sources in all formats; effectively search online databases, conduct on appropriate reference interview; communicate effectively in writing and apply critical thinking skills to library problem.

Professional competencies of an individual depend on his education, training, experience and conditions prevalent at his place of work. Education provides him with a basic foundation or which competencies can be built upon. Training and experience help him to sharpen and widen his competencies.

Dr. S. R. Rangnathan stated, "Librarianship is a noble profession. A Librarian derives his joy by seeing the clown of joy in the face of the readers, helped by him to find the right book at right time." In the ever-growing ocean of information user cannot locate the particular information in time with the guidance of Librarian..

New Competencies

The libraries of the 1990s and beyond demand, new skills and competencies. Some of them are identified as-Analytical skill; Communication skill; Computer skill; Conservation and preservation skill; Co-operative attitude; Editing competencies, Information retrieval competency; Instruction competency; Knowledge background competency; Manpower utilization competency; Materials acquisition competency; Network librarian skills; and Prediction of future information environment.

These competencies together point out to the need for expert professionalism and be adequately equipped with Library and Information Science (LIS) education, and training in the use of Information Technology. They have also to be alert to view the total documentary heritage as one and be above to all foreseeable future needs.

Changing Role & Library Professionals

Universe of knowledge is expanding at an unbelievable rate; it has put tremendous pressure on Library Professionals to keep pace with knowledge acquisition and dissemination of information.

The knowledge explosion proliferation of published. Documents, and new technology, all jointly justify proper and effective development of the human resources to manage the present and future library. The new technologies have made the information seeking very demanding and dynamic and have enhanced the expectations of users for timely, relevant, easily available, filtered and tangible information services. Today library professionals are known as information personnel. Now librarians equipped themselves with the skill of handling the new technologies. Physical form of books and journals are being replaced by electronic media. The publishing world has undergone a change and more publication are becoming web centered. Professionals is quite high and complex, they are expected to have requisite level and information technology knowledge and skills in the modern e-world. As far as information technology related skill required by them, they should required skill for handling. IT products, such as computer operating, software, telecommunication products, data file management, DTP, word processing etc., and skill requires to apply information technology for service management. That is why resources interventions in the form of education, training, continuous professional development, and personal competencies are essential for the grow the and survival of Librarianship in this IT age.”

Updating the Skill of Library Staff

In order to manage the changing library environment, the library staff will need to be trained in the application of necessary tools in their work environment. The modern storage media like, CD Rom, Microfilms, Micro-text, optical laser disc, floppy discs, magnetic tapes and discs, play a vital role in the ever growing information world. Daily routines and functions of the library have been impacted and influenced very much by the modern communication medias like e-mail, fax, telex, satellite communication, telecommunications, online network communication etc. So it is very essential to provide approximate training to the library personnel. To handle and utilize the modern facilities librarian professionals requires special skill in dealing various, information products. On a

must have the knowledge and skills about the technologies and communications channels and that is why Library staff should provide training.

Training and Continuing Education Progress

In order to keep abreast of new development existing staff a library do not go back to LIS School to learn about all the latest developments in the electronic information environment training is must for equipping the personnel with the necessary coping up skills and strategies. Training does not including only in service training programme. Information Science Programmes should be frames keeping in view the new challenges. So that the future information professionals can do justice to on extremely demanding profession short term courses, refresher courses, seminars and workshops would help the professionals to learn the new information technologies and it will assist the professional in moving from the traditional outlook to the new electronic phase and this is intended for the library personnel in service specially for those who have had their professional education long ago when the idea of application of modern information technology was not is vogue. Training programmes by organizations

Organization such as NISSAT, NISCAIR, NASSDOC, DRTC, NIC, UGC, INFLIBNET etc. are contributing to support continuing education programmes. For modernization of library and information caters, INFLIBNET is conducting training programmes and workshops. The workshops are mainly meant for senior library staff.

The challenge for the library administration likely to be in redeploying skilled stall into these new service areas, reassessing the need for traditional library services, and providing of fine balance of old and the new in terms of services and resources.

CONCLUSION

The old model of library was based on conception deeply rooted in the idea of book. Indeed, librarians the profession that served the information needs of society named itself the buildings that housed the books. The paradigm for the use of information has changes. In this age of information technology to face the challenges posed by IT and to provide efficient services, it is imperative that the library staff must be well equipped to use the latest techniques and technology. It is possible only if human resources in the libraries are properly developed market; the new library environment requires a new technical set of competencies for library. The libraries demand new skills and competencies and which point out to the need for expert professionalism and be adequately equipped with LIS education, and training in the use of IT. It is said that a good staff can do wonders with small stock; a large stock is almost useless without an adequate and qualified staff. To produce a dynamic and efficient library service, the person who is professionally trained and skilled with best proposition whatever the designation may be in the library ultimately aim of the library staffs should be to provide right information to right readers at the right time.

The quality of all Libraries and information services ultimately depend on the caliber, suitability and performance of their staff, properly trained and highly motivated workers are essential.

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