CHANGE MANAGEMENT IN LIBRARIES

Nita A. Sharma
H.O.D.Of Library
Annasaheb Gundewar College,Nagpur.
nitasharma258@yahoo.com

ABSTRACT:

Now a days, leading and managing change is not a luxury; rather it is a necessity for the library and information professionals (LIPs) in the networked environment. If LIPs fail to take knowledge of the external and internal pressures on libraries to change, then they will suffer the destiny of dinosaurs. LIPs and libraries are at the crossroads. There is a fierce competition from other information providers and companies like Google. Information is available round the clock and unlike human beings; the Internet remains wide awake 24x7**.** The ascent information and communication technology (ICT), information and knowledge must be used for the ascent of man across globe. Information Technology (IT) applied to academic libraries has been impacting and Changing the library organization and management. This paper explored and discussed the Emerging trend for academic library management changes from information technology This paper also highlights competencies needed to manage change in libraries, as well as underlines a few challenges and opportunities in the context of change management. Various external and internal factors are necessary for the change in libraries and information centers. This change may be made in staff, library building or internal layouts with infrastructural facilities, the hardware and software requirements, activities and services etc.

INTRODUCTION:

In today's fast-paced world, every organization can benefit from a better way to manage change. Leading corporations, governmental entities, institutions and non-profits are adopting change management as an organizational competency, viewing it as a competitive advantage in our ever-changing business world.

Change is so fundamental to all things in the world that is the most important obstacle to overcome in a game of survival of the fittest. It is constant for all times. This immutable principle may have been the raison d'etre behind the craving by many to understand change, as a

phenomenon from wider and deeper perspectives. Consequently, this perhaps, has attracted to the field of management and indeed the entire sciences, as well as humanity, avalanche of change theories, postulations and practices. In the world economy has change made such unimaginable impacts as it has done in the information and communication technology (ICT) world in the past few decades, especially in the last two decades when the ICT wind has blown across every continent of the world.

Change management increases the success of organizational change and project initiatives by applying a structured framework of methods, tools and processes managing the change from a current state to a future state. Regardless of the scale of change, applying a change management framework increases the probability of staying on schedule and budget, resulting in higher benefit realization.

Prosci's definition of change management: Change management is the application of a structured process and set of tools for leading in the people side of change to achieve a desired outcome.

Need for change: he forces that push organization to change are many. Only several key categories to change forces can be the following such as:

- People
- Information processing
- Completion
- Technology
- Communication
- Social trends

Librarians and Management of Change

Librarians and information specialists are approaching a decision point. They must decide whether they will create changes in libraries that parallel the changing needs for information in society, and thus thrive in

the electronic age, or whether they will continue to serve their traditional role as the custodians of books and other information media.

The need for organized access to information has increased in the electronic age. A profession that can organize millions of books brings many of the skills needed for organizing information, regardless of format. If a book is viewed as a means to an end-access to information- it then becomes possible to consider other means to the same end and to these means into design. The role of librarian and information specialists today is to increase access to information. New skill therefore needs to be learned. The process of changing libraries and information centre has started. It is time for the librarian and information specialists to tackle the task systematically.

We must develop and define our role before the other force and definition upon us. In order to arrive at our definition.

We must become aware of the element that impact what we do now, or do in future. Librarian and information specialists have crucial role in managing and providing access to information. The electronic library is an important ingredient for the quality of life in future societies and libraries and librarian have the responsibility for bringing them being. The process is not simple, it will require the mastery of many and varied tools by those who care fulfill promise.

Librarians have always served as guide to information resources. Librarian or information specialist who is ICT literate is a valued professional also viewed as an agent of information transfer and an advocate for information accessibility.

It is important note here that change management in the information world entails most importantly, both human and equipment. Human in the sense of management and professional angle to change management in information provision brought about by the ICT while change management in equipment involves managing the new ICT equipment

that is gradually replacing the old conventional criterion of finding the container in library information resources. this includes preservation of digitized library information resources and requirements, also the problem with digitization of library information resources.

Digital Library and its Impact:

Impact of ICT has transformed the" traditional library "Into 'automated library'. 'Digital library' and 'virtual library' are also the gift of ICT. Many libraries have been serving as hybrid libraries (co-existence of digital library/ automated library and manually operated traditional library). A digital is an organized collection of electronic resources. Digital library is a very complex and dynamic entity.

Due to fast-paced technological change and new skill requirements, information professionals are increasingly required to renew their skills and practice in order to gain an awareness of technological advances. There is a need for additional training to augment the traditional skill and knowledge base with a competency in ICT use. Information professionals must be flexible. And adopt traditional skills to incorporate the requirements of technological advances. There is also an increased focus on communication skills, with more people involved in the electronic information environment.

The structure related changes in libraries and information centers may include:

Change in the work design: The work design of a traditional library is not similar to modern automated library, so a change in the work design is compulsory for the success of automated library

Change in the basis of departmentalization:

There are various departments in university and research libraries. In case of automated library book acquisition (requisition, ordering, acquisition etc.), classification and cataloguing, circulation, serial control (requisition, ordering, acquisition etc.) assignments are being done

through computer with specific software instead of doing manually Besides these departments, modern library has other departments like bar coding, RFID tagging, OP AC/web-OPAC, e-journals, e-books, CD-ROM, digital library touch screen kiosk, server maintenance etc.

Change in the number of operation: levels to perform various activities, routine work of library staff: As there is a major change in the processing and service departments a change in the number of staff in the lower level or operational level management has become essential.

Change in the plans, programmes: policies and procedures to and improving integration among various sections: Due to changes in the pattern of service; plans, programmes, policies and procedures and integration within various departments it is very essential to cater to the service in a better way

Change in the span of management and levels of management for effective co-ordination mechanism and flow of task: Since the nature of job of modern automated library is more complex than traditional library, it is very difficult to manage large number of operational level staff under one middle level manager. In view of this sp an of management should be narrow and levels of management should be changed because top and middle level management have to be directly linked with every department to perform each department's functions in a better way as well as for effective co-ordination mechanism with every department.

Change in line-staff and functional authority work group relations between people and functions to improve their ability: Line positions are responsible for accomplishing the organizations

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Change in behavior and interaction pattern: As the library scenario has changed from traditional to automated one, behavioral and interaction pattern regarding work and service should also be changed.

Change in technology requires different skills of the operator: Presently library is technology controlled. To cope up with this change, the library personnel require different skills to carry out their own task because it is very difficult to work properly for an unskilled staff.

The readers: Any change in the processes demands that it should be communicated to the readers to enable them to adjust to these changes.

Conclusion: Changes in Library Policies Change in the objectives and functions of the library and information system by the planning body would directly impact the existing plans and policies of the library. it should libraries and information centre's. Is always a measure of the ability of those at the helm of affairs of such organizations to plan against the uncertainties of the future? Often, we need to remember that the present situation in any organization to large extent the result of decisions made in the post .For the reason, it is vital that present libraries and information professionals must not allow themselves to become totally captive to past decisions .It is of the essence of managing change that the management of any organization must continue to question the basis of decisions made in the past and to effect change that would stand the organization in good stead in future.

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