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## The Islamic College Libraries in Indonesia Facing Era 4.0: Analysis of Challenges and Readiness

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# Islamic College Libraries in Indonesia Facing Era 4.0: Analysis of Challenges and Readiness

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**Abstract:** *Era 4.0 is the era of the technological industrial revolution which will fundamentally change the paradigm of thinking and how to work. This paper aims to analyze how the readiness and challenges of Islamic higher education libraries in facing the 4.0 era. This type of research is a literature study. Literature studies can be obtained from various sources, journals, books, documentation, internet and libraries. while the data analysis used descriptive analysis method. The results show that the readiness and challenges of Islamic higher education libraries in Indonesia are not only prioritizing traditional roles by providing only physical facilities, but more than that the library must also understand the value of the library. In addition to facing very rapid technological developments, Islamic higher education libraries in Indonesia also need to be ready to face changes in user behavior that also change according to the times. Another challenge is the aspect of the university's mission, namely developing and advancing research. The open access movement is also one of the challenges that must be answered immediately by the Islamic higher education library. Then the challenge is to accommodate the rapid changes in teaching which are also greatly influenced by developments in the use of information technology as it is today.*

**Keywords:** *era 4.0, Islamic college library, Indonesia*

## INTRODUCTION

The era of the technological revolution that is currently happening, will fundamentally change the way of life, the way of working, the way of thinking and the way of working with each other in the domestic and international sphere. There is one thing that stands out the most in this pace of change, namely that the world must respond to these changes in an integrated and comprehensive manner by involving all stakeholders, including global political actors, from the government sector to the private sector, academics, companies, and of course. wide community.

This integrated and comprehensive response is not without reason, because the era of information technology is currently at the peak of major changes that are comparable to the emergence of the First, Second, and Third Industrial Revolution. Now we have entered a stage of the industrial revolution called the Industrial Revolution 4.0. The presence of the 4.0 industrial revolution has affected all sectors of life including institutions / institutions providing information services which are none other than university libraries. Recent developments show that if the university library has also

been transformed from 3.0 to 4.0 following the current developments. A transition that is so fast considering that library 3.0 is slowly being implemented in libraries that are spread all over Indonesia. This rapid change has also been responded to quickly and positively by the library, including in this case the Islamic university library.

One of the fundamental issues currently being experienced by various university libraries and research in various countries, including even those with sophisticated library systems, is the issue of "value of libraries". What is the true value and meaning of a library in a university? A research conducted by Loughborough University in the UK found that in almost all European and American countries, university libraries are encouraged to actively collect concrete evidence of their role, not only evidence of activity but also evidence of the value and influence of these activities on university missions. where they are.

In this era of 4.0, the challenges faced by librarians and libraries of Islamic higher education institutions in Indonesia are not much different from those faced by fellow librarians at higher education institutions in Indonesia, as well as fellow librarians in other countries, especially in countries that have advanced librarian. Revitalizing the role and professionalism of librarians is a problem of Islamic librarianship in Indonesia, in addition to funding issues and standardized quality measurements (see for example (Siregar, 2008), (Abdul Rahman Saleh, 2010), (Suparmo, 2012)). The classic problem that we can encounter in Islamic tertiary institutions is that jargons such as the "heart of higher education" have not been realized, especially because the role and position of libraries in the world of higher education are generally still more of a "supporter", far from being a determinant impression. This does not mean that libraries are completely neglected, there are many large Islamic universities, both public and private, which are very serious about developing their library facilities and infrastructure. Digitalization and increasing access to the internet, especially to electronic journals, is one proof of this seriousness.

Furthermore, Rodin in his research stated that the readiness and challenges of Islamic higher education libraries in Indonesia are not only prioritizing traditional roles by providing only physical facilities, but more than that the library must also understand the value of the library (Rhoni Rodin, 2019a). On the other hand, there are still some problems faced by Islamic higher education libraries in Indonesia, namely that Islamic higher education libraries not only prioritize traditional roles by providing only physical facilities, but more than that the library must also understand the value of the library, related to this value. Of course, this is something that has not been implemented in the libraries of Islamic higher education institutions in Indonesia, this is indicated by the fact that there are still many libraries that prioritize the development of physical facilities only, but the value is still ignored (Rhoni Rodin, 2019b).

Rodin has also conducted research at the IAIN Curup Library regarding policies facing the 4.0 era, where there are several directions and policies carried out and prepared by the IAIN Curup Library in facing the 4.0 era, namely first, the direction of collection service policies, through increasing digital collections and developing services. libraries to access digital collections, develop access to open learning resources or open educational resources, enhance collaboration with other libraries to expand access to information; second, the policy direction for facilities and infrastructure, by adding library facilities for wider access to electronic information sources, including adding servers, adding PCs and access points, as well as increasing internet capacity or

bandwidth; third, the direction of human resources policies, through encouraging librarians to take part in Sustainable Competency Development or PKB (Rhoni Rodin & Mulliati, 2019).

Based on the explanation above, the writer is interested in raising a paper about the analysis of the readiness of Islamic higher education libraries to face the 4.0 era. where this paper is expected to be a contribution of thought to the world of Islamic librarianship in Indonesia, especially for the libraries of Islamic universities in Indonesia.

### Formulation of the problem

Based on the explanation above, the problem formulation in this paper is how readiness and what are the challenges faced by Islamic higher education libraries in facing the 4.0 era.

### Research method

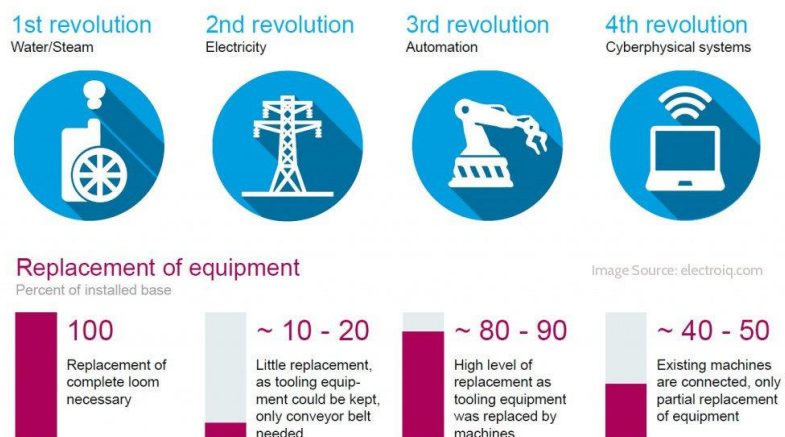
This research is a type of literature study research by looking for theoretical references that are relevant to the cases or problems found. Literature studies can be obtained from various sources, journals, books, documentation, internet and libraries. The literature study in this research is to explore information related to how the readiness and challenges of Islamic higher education libraries in Indonesia in the face of the 4.0 era. Meanwhile, the data analysis used descriptive analysis method.

## ANALYSIS AND DISCUSSION

### Industrial Era 4.0

Industry 4.0 is an industry that combines automation technology with cyber technology. This is a trend of automation and data exchange in manufacturing technology. These include cyber-physical systems, Internet of Things (IoT), cloud computing and cognitive computing.

The industrialization of the world began in the late 18th century with the advent of steam power and the discovery of the power of the loom, radically changing how goods were produced. A century later, electricity and assembly lines made mass production possible. In the 1970s, the third industrial revolution began when advances in computer-powered automation made it possible to program machines and networks.



Today, the fourth industrial revolution is transforming economies, jobs and even society itself. Under the understanding of what Industry 4.0 is, many physical and digital technologies are combined through analytics, artificial intelligence, cognitive technology, and the Internet of Things (IoT) to create interconnected digital companies capable of making more informed decisions.

Digital companies can communicate, analyze and use data to drive intelligent action in the physical world. In short, this revolution instills smart and connected technology not only in companies, but also in our daily lives.

As in the explanation of the definition of Industry 4.0 as a continuation of industry 3.0 which adds connectivity instruments to acquire and process data, automatic network devices, IoT, big data analytics, cloud computing and cyber security are the main components in industry 4.0. The connectivity device is connected to industrial physical devices. Its purpose is to receive and send data according to specified orders, either manually or automatically based on artificial intelligence. IoT devices in Industry 4.0 are known as IIoT or Industrial Internet of Things, which were previously very useful for internal monitoring.

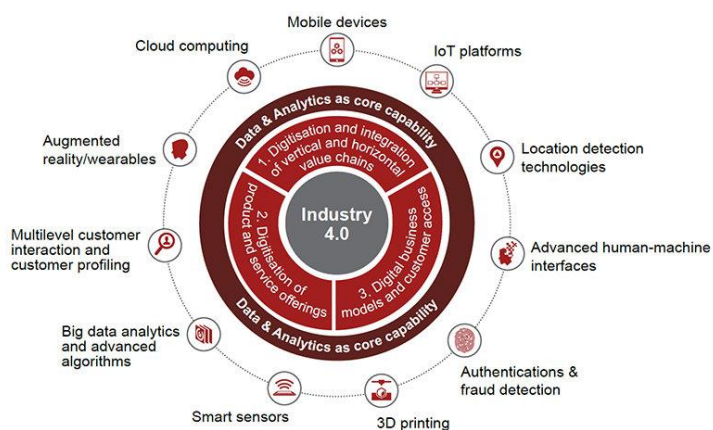


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In the concept of industry 4.0, the IoT device can be connected to a WAN network via a cloud environment. Arriving in the cloud environment, data can be processed and distributed to other parties. This requires automation and orchestration in a hybrid cloud environment. One way is to use a DevOps approach that uses a containerization system to make it easier for developers and operational parties to continuously improve performance and services.

### **Challenges and Readiness of Islamic Higher Education Libraries in Facing Era 4.0**

The tradition of higher education libraries in Anglo-Saxon countries is often synonymous with research/ research libraries. One of the largest independent associations, the Association of Research Libraries (ALR), which has members in the United States and Canada, for 80 years has been engaged in research, higher education

and the intellectual community. Likewise the Association of College and Research Libraries (ACRL), as a specialty of the American Library Association, is driven by college libraries and research institutes. Judging from its history, most (if not all) libraries in Europe started from research libraries and university libraries.

This of course needs to be underlined that the traditional role of university libraries or academic libraries cannot be separated from research and scholarship. At the same time, it is this tradition that is most directly influenced by whatever happens in the development of higher education institutions and research, including in the form of the world-class ranking phenomenon. It is also natural that when the higher education system in various countries undergoes massive transformation and reform, what is directly affected is the system of organizing university libraries and research in these countries.

One of the fundamental issues that are currently being experienced by various university libraries and research in various countries, including countries that already have advanced (sophisticated) library systems, is the issue of "value of libraries". What is the true value and meaning of a library in higher education? A research conducted by Loughborough University in the UK found that in almost all European and American countries, university libraries are encouraged to actively collect concrete evidence of their role, not only evidence of activity but also evidence of the value and influence of these activities on university missions. where they are.

Libraries in the UK itself (Putu Laxman Pendit, 2015), as one of the countries that has an advanced system of higher education and libraries, admit that their institutions still need to "contribute directly to the institution's academic mission ...". They must account for a sizable fund, which amounts to 682 million pounds for the 2010-11 budget, to fully serve the needs of academics and students, especially in the form of information technology-based services. Librarians in that country are fortunate to receive such great support, but still feel the need to improve their professionalism so that they can be more involved in the research missions of the universities where they are located.

Another country that already has an advanced and sophisticated library system, namely the United States, has experienced the same thing. In a conclusion from observations of the condition of libraries in the country, (Association of College and Research Libraries, 2012) states that the function of college librarians as connectors and integrators has become the center of attention of all stakeholders. In a situation that is increasingly complex due to the rapid development and change in the world of state universities, librarians are required to improve their abilities not only as collectors and managers of knowledge, but also as communicators and promoters in the research and teaching process.

Apart from requiring a revitalization of its traditional role, at the same time university libraries also face new challenges, because the development of science in general and university activities in particular have been influenced by the very rapid development of information technology. Again, as predicted by (Association of College and Research Libraries, 2012), in 2012 there were ten things that characterized fundamental and strategic changes in the field of higher education libraries, three of which were closely related to information technology, namely:

1. One of the central roles of university libraries is, of course, in communication between scientists (scholarly communication). Nowadays, this role is increasingly

important and at the same time has undergone a very fundamental change. The main cause of this change is the use of information technology in journals, scientific monographs, textbooks and digital materials. The development of the open access movement, the willingness of writers to pay for their articles to be accessed free of charge, and the unclear fate of "Big Deals", are some of the issues that are currently changing the position and role of university libraries in communication between scientists.

2. Data maintenance and provision (data curation) is a new feature that is very "challenging" college libraries, especially in the context of research. The use of information technology (computers) in current research, both in the fields of exact, natural and social sciences, has the potential to lead to an increase in large amounts of digital data, both commonly used such as spreadsheet data for statistics, as well as specific data such as geospatial maps and models. -Graphic model. Research funding agencies in developed countries, such as the United States and the National Science Foundation, have even required that all publicly funded research includes a curation plan for their data in libraries at the institutions from which they originate.

3. Still related to point 2 above, current university libraries and research must begin to design policies and implement adequate digital preservation practices. The number of digital collections, whether converted or born digital, will increase and is an important asset for higher education. Different from conventional library material preservation, digital preservation requires different technologies and procedures. Higher education librarians are highly required to understand the characteristics of digital material and the technology behind it, so that they can adequately manage this preservation program. In this case, cooperation with technology and university information system managers is an absolute thing that must be encouraged.

Apart from facing the very rapid development of technology, university libraries also need to be ready to face changes in user behavior that also change according to the times. This has actually been anticipated since early 2000 through various studies on behavior (information behavior) which is one of the traditional studies of university librarians. These studies consistently show that the information behavior of scientists in various fields has undergone a transformation thanks to the availability of digital resources, although the main steps in finding, finding, and using their information have not changed much. From a librarian perspective, the biggest change is precisely the communication patterns and trust relationships between scientists and librarians, as well as changes in researchers' attitudes towards libraries as a source of information and knowledge. Easy access to the internet and the availability of various digital resources outside the library have greatly influenced the role and position of libraries in serving the research community. In some universities, the role of libraries has actually increased, while in other libraries it has decreased (see (Bradley M, Hemminger, B.M., Lu, D., Vaughan, K.T., dan Adams, 2007); (Haines, L.I., Light, J., & O'Malley, 2010); (Xuemei, 2010).

Especially in relation to communication between scientists (scholarly communication) and the open access movement, a study on the behavior of scientists conducted by Berneus et al. (Putu Laxman Pendit, 2015) shows interesting results regarding the benefits of open access to scientists who are classified as "first movers" in the transition period. According to his research, open access does increase author's impact in the form of increased citations. In general, this occurs during the transition to



open access. In a scientific community that is classified as a "non-Open Access community" (the majority of scientists have not made use of open access), scientists "first movers" are often quoted more quickly, although it must also be remembered that low-quality articles that are "uncitable" will immediately turn out to be the ones potentially quoted only because it is published in open access journals. In addition, in the early days of using open access, Berneus et al's research shows that scientists continue to use traditional journal-based scientific communication patterns.

Meanwhile, the results of research by Creaser state that scientists do accept the idea of open access, although they still do not know the details. They understand the potential of this openness for scientific communication, but are also unable to give too much detail what role open access actually plays for their activities (Creaser, 2010). There are only a few respondents who do not know the role at all, but more than half of respondents only think that open access will be a challenger to classic communication that has been carried out through paid journals. Some scientists still care about the function of journals (open access or not) to disseminate their work, to build their reputation which is associated with the reputation of the journal itself. They also still highly value the peer review process and few think open access will threaten the process.

The two research results above can be used as examples that in the realities of daily life and behavior of scientists, it seems that open access will continue to develop along with "traditional" habits that have been built in the tradition of journal-based scientific communication. The study of (Jingfeng, 2011) seems to confirm this. He concluded that somehow open access as a new model in scientific communication still needs to coexist with the old traditional system. As a new communication model, open access can only be accepted if the behavior of "insiders" (scientists, scientific community) has been fully understood by "outsiders" (decision makers, librarians) so that the strategy for developing this new model can be developed more precisely.

Especially in the context of librarianship, the reality in the activities and behavior of these scientists reaffirms the need for librarians to keep sharpening their understanding of the scientific community. If necessary, the librarians themselves must also show the attitude and behavior of scientists who are pro open access. As stated by Mercer (Putu Laxman Pendit, 2015), there are at least 5 strategic steps needed in this framework, namely:

1. Refining IP&I scholarly education programs, especially to fully understand concepts such as copyright, fair use, and author rights, as well as to fully understand how scientific communication works. University librarians need to understand all technical aspects of scientific publications, as well as endeavor to participate in the process of scientific research and writing.

2. Implement sustainable programs in the form of training and refresher on scientific communication in university libraries. Librarians are expected to be directly involved in activities related to scientific communication, including in research planning, journal publishing, and building communication between scientists.

3. Actively promoting institutional repositories, not only as a technological means of gathering scientific works but also their benefits in increasing impact factors for researchers and writers. Librarians really need to understand the use of monitoring tools that can be used by researchers and writers to measure the benefits they will get from using open access tools.



4. Get involved in the development (and change) of the scientific publication system. Librarians must be able to participate in negotiations with journal publishers, together with research institutions in universities, to ensure the creation of pro open access journal publishing models.

5. Ensuring policy support from universities and libraries as a shelter for librarians who wish to promote open access.

Based on the description above, it can be understood how big and tough are the challenges faced by college librarians and librarians. This is also only one aspect of the university's mission, namely to develop and advance research. Not to mention the challenges faced in accommodating the rapid changes in teaching which are also greatly influenced by developments in the use of information technology as it is today.

Responding to the development of information technology and the world of librarianship, the Director General of Islamic Education of the Ministry of Religion of the Republic of Indonesia Prof. Kamaruddin Amin, on several occasions always emphasized the importance of libraries for higher education. So he stated that when he visited universities abroad, the first thing that was invited by the university was to visit the library. This is different from what happened in Indonesia, so the first thing to visit or see is the land to be acquired. His statement indicates that he is very concerned and has serious concern for libraries, especially libraries under the auspices of the Directorate General of Islamic Education.

In the current era of 4.0, university libraries must be able to reach the entire academic community of higher education through the use of information technology, so that its positive impact on human resource development and community welfare can be felt. Likewise, when talking in the context of Islamic higher education libraries, Islamic higher education libraries must have a positive impact on the campus community.

The library has undergone several evolutions in its development. If initially the development of the library focused on library collections and services, now it has shifted to added value. Thus, the development of libraries at the next stage is possible and can be created. This is necessary to adapt to the development of users and developments in information technology. The hope is that various adjustments can make libraries more valuable and have a greater impact on the world of education.

The existence of artificial intelligence (AI), big data, internet of things (IoT), cloud-based services, and smart tools, as a feature of the Industrial Revolution 4.0 will make many changes in the world of education (Grewal; Motyka; Levy, 2018). As a result, library managers in various parts of the world are guessing the next breakthroughs that must be made in order to match the needs of users with advances in information technology. There is nothing wrong with that. It's just that, seeing the real needs that exist in the world of education should be the focus in library development. Information technology can materialize when the needs and designed solutions have begun to form.

But talking about libraries, not only discussing the library collections owned and the development of library collections in digital form. There are still librarians who can be a selling point and reinforcement of the library's existence. Moreover, nowadays book collections or electronic books are increasingly easy to obtain with easier and more independent borrowing and repayment procedures, even less troublesome for users. For example, the iJakarta, iJateng, iPusnas, and the like applications make users feel spoiled in borrowing books or automatically returning them when the borrowing period is up. Therefore, it is necessary to formulate added value which is the strength of each

library. The concept of Library 4.0 which adopts the main elements in the Industrial Revolution 4.0 needs to be developed by policy makers in the world of Islamic higher education libraries.

Traditional libraries equipped with books from the past to the present are neatly lined up on shelves, as well as tables for independent study, often found in various locations. There may also be a library situation that looks more modern with a number of computers for digital access to the internet or digital libraries. However, the quiet and lonely atmosphere has become an illustration of the library that is inherent in many people, making it a place to “corner” or avoid the crowd. These conditions must be taken seriously by the leaders of the Islamic higher education libraries, leaders of Islamic universities, observers of Islamic librarianship, and even leaders in the Directorate of Islamic Higher Education.

Islamic higher education libraries always play an important role as a source of knowledge even though the world continues to develop. Islamic higher education libraries are an integral part of educational, research and community service activities (Tri Dharma Perguruan Tinggi) and function as a source of knowledge for the entire academic community in Islamic universities.

The current era of 4.0 which is marked by digitization, 'artificial intelligence', 'internet of things' and 'big data' plays an important role in various aspects of human life. Libraries in Islamic tertiary institutions have to adapt and evolve so that they are not crushed by the changing times. Therefore, currently Islamic higher education libraries can no longer be managed conventionally, but must be transformed following technological developments in order to answer the needs of the academic community of Islamic higher education. In the future, Islamic higher education libraries will not only be a gathering place to read books or seek information, but Islamic higher education libraries can become a working space for the emergence of brilliant new innovations that are useful for the development of Islamic scholarship.

Islamic higher education libraries in the 4.0 era like today, must be able to transform if they want to be relevant and not out of date. In fact, Islamic higher education libraries are not only a place for book collections and reference sources, but more than that as a resource of knowledge center. This of course will support the library to gradually become a place for interaction with the social community as well as a working space where new productive and constructive innovations can grow.

On the other hand, the revitalization of the role and professionalism of librarians is a problem of Islamic librarianship in Indonesia, in addition to funding issues and standardized quality measurements (see for example (Siregar, 2008), (Abdul Rahman Saleh, 2010), (Suparmo, 2012)). The classic problem that we can find in Islamic tertiary institutions is that jargons such as the "heart of higher education" have not been realized, especially because the role and position of libraries in the academic world are still more of a "supporter", far from being a determinant impression. This does not mean that libraries are completely neglected, there are many large Islamic universities, both public and private, which are very serious about developing their library facilities and infrastructure. Digitalization and increasing access to the internet, especially to electronic journals, is one proof of this seriousness.

But of course the role of libraries cannot only be demonstrated in the form of providing physical facilities. One of the important aspects in emphasizing the importance of libraries is the evidence that is analyzed about the contribution of services and

collections for the progress of research and teaching at the parent institution. Currently, the Indonesian National Standard for Higher Education Libraries and the accreditation process by the National Library of the Republic of Indonesia and the National Accreditation Board for Higher Education are available as a means of ensuring the quality of the library (Standar Nasional Indonesia : Perpustakaan Sekolah 7329 – 2009, 2009).

On the other hand, with regard to the open access movement and institutional repository development, there are still many lecturers / researchers who do not yet understand the benefits and opportunities of the freedom of open access and institutional repositories. At the same time, there are still many librarians and high-ranking Islamic library managers who don't really know about open access, for example when it comes to electronic journal subscriptions and the contract schemes they do with vendors. Information literacy programs that involve lecturers in the context of utilizing electronic journals and the phenomenon of open access can help a university form a practical community. The involvement of parties who have been handling higher education publications will also create a conducive integration for increasing the research capacity of a university.

One of the problems faced by universities which include Islamic universities, especially in relation to electronic journals, is a change in the scientific communication model between scientists, and the relationship between scientists and electronic journals. Literally, electronic journal organizers have indeed succeeded in creating a cooperation model between themselves and the library, but this model is solely business-oriented. It is not yet clear how this model can be justified by increasing the research capacity of the tertiary institutions that subscribe to it. Especially in developing countries such as Indonesia where scientists are still more of a consumer of scientific articles written by foreign scientists. For this reason, it becomes very relevant and important if librarians participate in mobilizing lecturers / researchers to activate institutional repositories as a way of exposing themselves to the outside world.

In this era of 4.0, thanks to advances in information technology and networks, difficulties in sharing documents can be overcome and Islamic universities are now starting to build web-based research information systems. Online access facilitates the process and management of research by the academic community, as well as enabling efficiency in monitoring and evaluating the performance of the parties involved. In addition to facilitating research management, several universities have realized the importance of integrating this information system with the library system. For example, the University of North Sumatra has an Information System Center which is located under one roof with a library under the Library and Information System unit. The author has not found data on whether Islamic universities have implemented this system.

If integration between various information systems in universities already exists, then according to Pendit (Putu Laxman Pendit, 2015) libraries can take the initiative to develop what is called digital asset management (DAM) specifically for research. Management like this will help the library manage research results as assets, not as mere collections. In the end, careful management of research results as an asset for higher education can help libraries prove their role in improving the performance and quality of their parent institution's research.

Ratnaningsih in his main librarian inauguration speech stated that investment in a library is only felt if the college has been able to produce graduates who have good

national, regional and world-level reputations in their respective fields of study. This can happen if the availability of facilities and adequacy of world-class information is available and can be obtained and utilized by its academic members. This is certainly a challenge in itself for Islamic higher education libraries in the era of 4.0 as it is today (Ratnaningsih, 2008).

Ratnaningsih further explained that if you look at the indicator parameters for a world class university library, the number of collections must be greater than 1,000,000 (one million) copies, this may not be too difficult for a library that is already developed. Furthermore, related to the ratio between the number of books and siva 1: 100. So a tertiary institution that has 25,000 students must have a library of 2,500,000 titles. Indeed, there is no university library in Indonesia that has met these criteria. Therefore, to meet the criteria the number of online databases is greater than 300. Even though it is quite expensive to subscribe, to be able to approach these criteria can be circumvented through a network of cooperation or through a consortium strategy (subscribe together and pay jointly).

Having access to e-books that must be greater than 10,000 titles is probably not too difficult because recently many websites provide e-books that can be downloaded for "free" for the benefit of the visitors. What remains is the library that has not been able to provide such a number of e-books must be pro-active and creative.

Book procurement of at least 100,000 copies / year. So here is what requires a sizable budget. Say if the average book is imported per ex. for Rp. 1 million, then at least Rp. 100,000,000,000, - for the procurement of books per year, but it is different if the policy for the procurement of local books alone may be fulfilled, because the price of local books is not as expensive as imported books.

What was conveyed by Ratnaningsih above is an illustration of the booming world class university problem that occurred several years ago. At that time, all college libraries competed to meet the parameter indicators of world class university. However, now that we have entered the era of 4.0, namely the era of the information technology revolution, Islamic higher education libraries must respond quickly and precisely so that libraries are not eroded by time and are not left behind by university libraries under the auspices of the Ministry of Research, Technology and Higher Education.

The Directorate of Islamic higher education in the last 3 (three) years, namely since 2015, 2016 and 2017 has made breakthroughs in order to improve scientific qualifications and competencies as well as experience for librarians of Islamic universities, namely through DELSMA (Development of Library System Management) activities. This activity is a very positive activity in order to increase the experience and knowledge of librarians abroad. In 2015 and 2016, the librarians who passed the selection were sent to Australia. There, librarians from various Islamic university libraries in the country learn about how the library system and management are in Australia. Likewise in 2017, in that year the writer became one of the participants after participating in a series of selection activities starting from administrative selection, written tests and English tests (both writing, translating, listening, understanding an English conversation, and the ability to dialogue in English. ). In 2017, the destination country of DELSMA activities is Germany. Many positive things and valuable experiences were obtained from these activities. It seems that positive activities must always be carried out within the Islamic higher education institutions so that the human resources

(HR) of Islamic librarianship are able to compete both on a national and international scale.

For this reason, Islamic higher education libraries must not stop innovating. In the future, they can become a place to find richer experiences for librarians. By becoming an innovative Islamic college library, the library will always be alive, provide new experiences, and generate added value for the people around it and become the lungs of knowledge in the world of education. Likewise, the institutions that oversee it, be it the Islamic college where the library is located, and the Directorate of Islamic higher education (Diktis Kemenag RI) should always support the world of Islamic librarianship to always innovate according to the times. Spiritual and material moral support greatly determines the sustainability of the world of Islamic librarians in Indonesia.

## **CONCLUSION**

Islamic college libraries have the opportunity to play a role in this challenging situation. The key lies in the ability of librarians and library managers to prove systematically and scientifically that their roles are relevant and needed by all stakeholders. It is in this aspect that the professionalism of librarians in Islamic higher education institutions is tested, not in the aspect of mastery of technical skills.

In recent years there has been serious attention from the director general of Islamic education by carrying out activities that can improve the abilities and competencies of librarians, namely DELSMA activities. This activity is a short course / comparative study to countries that have advanced in terms of library management and overseas universities that provide library and librarian science education, including in 2015 and 2016 visiting Australia. Meanwhile, in 2017 he visited Germany. In 2017, the author had the opportunity to take part in this DELSMA. Following this DELSMA activity, there is one requirement that must be met by each participant, namely English language skills. Librarians from Islamic universities generally have weaknesses in this area of English.

Positive and constructive activities such as DELSMA need to be improved so that Islamic librarianship human resources can become one of the icons and motors of advancement in the world of librarianship in the current era of 4.0

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