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Need of Professional Development and ICT Skills for Medical Library Professionals in Gujarat

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Need of Professional Development and ICT Skills for Medical Library Professionals in Gujarat

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Abstract:

Professional development is the process where professionals stay up-to-date information, skills, and abilities which required working effectively in their profession. It is assumed that professionals have to maintain professional competency, involve in professional development and skill enhancement activities. The library professionals are catering library services to its users with growing demand of users; there are not enough studies are conducted about the need for professional development and ICT skills for medical library professionals in Gujarat. It is very much important to evaluate the needs of professional development and skills enhancement programme in medical educational institutions. The cross-sectional study was conducted among the library professionals. The present study has utilized a survey method. The questionnaire is a combination of closed and open-ended questions. There are 19 medical college libraries in the study area, among them 18 medical college libraries have responded. The findings has presented in form of tables and figures after carefully data analysis. There is need to encourage library professionals to participate in workshop, conference and seminars to stay themselves updated with current trends in modern library. The study found that library staff in the Medical College Libraries has not adequate.

Keywords: Library professionals, Medical Libraries, Professional development, ICT Skills

1. Introduction:

Professional development is the practice where professionals stay up-to-date knowledge, professional skills, and abilities which needed to work efficiently in their career. It is ongoing procedure for skills develop, maintain and document professionally. Nowadays, it is necessity that professionals must maintain their competency; participate in professional development course and skills enhancement programme. Continuing education is a fundamental duty of each professional. The library professionals are catering library services to its users with growing demand of users; there are not enough studies are conducted about the need for professional development and ICT skills for medical library professionals in Gujarat. We all know that the efficient library is depend on its professionally qualified staff. Therefore, it is an important to review the needs of library professionals for skill enhancement, training and development in a transforming environment of medical library.

2. Need of the Study:

The medical library professionals are closely associated with the library management and services. While catering needs of users with growing demand of services are dealt by the medical librarians, not enough studies are conducted about the need for professional development and ICT skills for medical library professionals in Gujarat. It is very much important to evaluate the need of professional development and skills enhancement programme in medical academic institutes. Therefore, the present study considered as related to performance of library professionals towards ICT skill and the level of training needed to library personnel to catch the requirements of future library services. This study is also aimed to encourage library professionals to enhance their knowledge through professional development and skill enhancement programme. This study will help the librarians, patrons, policymakers and medical library professionals.

3. Objectives of the Study:

The medical library professionals provide past, present and future information services to the students, residents, doctors, research scholars, health and medical professionals. Main objectives of the study are as follows:

1. To find out the status of library staff in medical college libraries of Gujarat.
2. To determine the level of Professionals Skills in Medical Library Professionals in medical college libraries.
3. To study the level of training needed to library staff towards ICT.

4. Literature Survey:

Library professionals need to gain skills and knowledge for the better library services. It identifies the main concern for training and skills required by library professionals to get the necessities of modern technologies in the growth of libraries. Scherrer (2004) revealed that librarians allied with teaching, web designing and engaging in outreach activity via liaison initiatives. Library professionals were identified for advance training in particular databases and also stressed for various latest technologies implications for library training as well as continuing professional development. Rathinasabapathy (2005) studied that Internet provides access to vast resources of health information to professionals. The training needed for library professional and health professionals to evaluate online resources on healthcare information. Hayati and Jowkar (2008) deliberated that key problematic part which slows the acceptance of electronic reference resources from lack of knowledge of academic library professionals and library users with computer technology and search of databases. Bhatt (2012) revealed that infrastructure of information technologies in the libraries of medical colleges of Gujarat were in different stage of development, the position of library automation in medical college libraries were not encouraging. Researcher also stated that more weights must be given to library professionals and human resource management. Umesh and Divyananda (2016) found that major libraries have main problem of inadequate staff, most of the libraries have not fulfilled the post of a librarian and professional library staff. There was lack of trained human resources in particular in ICT skills. They also reported that three governmental medical college libraries were faced difficulty due to lacking qualified librarian as a head of library. In the study researchers have found that the majority of the medical colleges were not following MCI norms practically and also not sustained staff hierarchy as per requirement as well as not paying salary as per Government/ MCI norms. They also suggested that library should be employed trained and well qualified staff to provide the best library services.

5. Research Methodology:

The cross-sectional study was conducted among the library professional. The present study has utilized a survey method. The questionnaire is a combination of closed and open-ended questions. There are 19 medical college libraries in the study area, among them 18 medical college libraries have responded. The study conducted with analysis and results were presented in the form of tables and figures. Frequencies are presented as absolute numbers

and as percentages. Results of answers measured by scales are also presented as absolute numbers and as percentages.

6. Data Analysis and Presentation:

In this section presented the data analysis and probable results. The investigator has tried to discover the existing need of professional development and ICT skills for medical library professionals in Gujarat.

6.1 Medical Colleges in the Study:

There are 19 medical college libraries in the study area, among them 18 medical college libraries have responded. The medical colleges managed by the 'Government Medical Colleges' were financially supported by the state government, 'Municipal Corporation Medical Colleges' were financially supported by Municipal Corporation, whereas the managed by the registered 'Trust' and 'Society' medical colleges were self-financed.
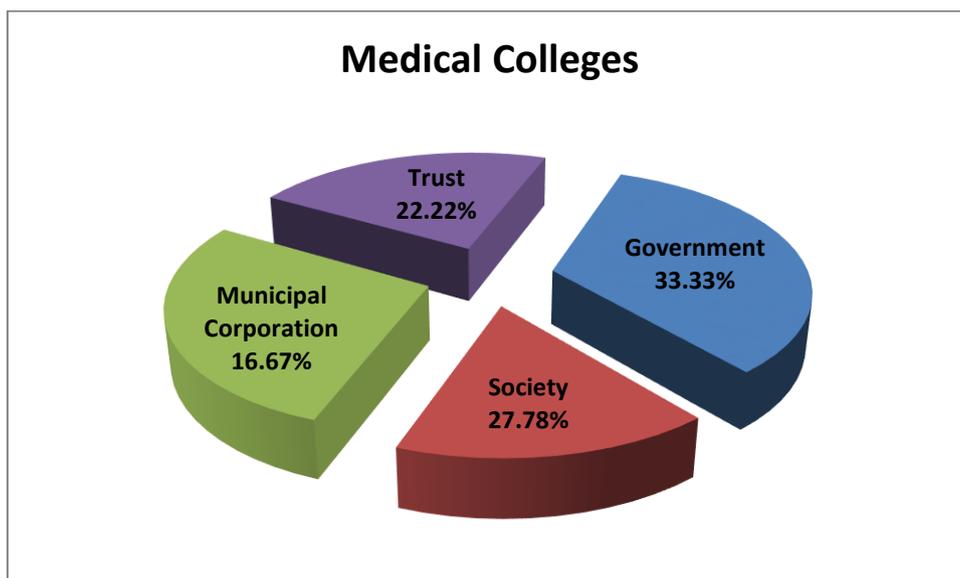

Figure 6.1 Medical College Managed by

The Figure 6.1 indicates that 33.33% medical colleges were managed by 'Government', followed by 27.78% medical colleges managed by the registered 'Society', 22.22% medical colleges were managed through the registered 'Trust', and 16.67% medical colleges managed by 'Municipal Corporation'.

6.2 Qualifications of Librarian/ Head of the Library:

The following table presents the highest educational qualifications of the librarian/ head of the library.

Table 6.1 Qualifications of Librarian/ Head of the Library

Sr. No.	Highest Degree	Nos. of Colleges	Percentage (%)
1	Ph. D. Degree	2	11.11
2	Post Graduate Degree	12	66.66
3	Graduate Degree	2	11.11
4	Diploma Certificate	1	5.56
5	Not Professional Degree	1	5.56
	Total	18	100

The Table 6.1 reveals that 11.11% library professionals have the highest degree of Ph.D. in library and information science, 66.66% library professionals have post graduation degree in library and information science, 11.11% library professionals have graduation degree in library and information science, and 5.56% has only diploma in library and information science, and another 5.56% did not have professional qualification of library and information science.

6.3 Age Group of Library Personnel:

Table 6.2 Age Group of Library Professionals

Sr. No.	Age Group Years	Library Professionals	Percentage (%)
1	26 to 35	37	59.68
2	36 to 45	13	20.96
3	46 to 55	9	14.52
4	Above 55	3	4.84
	Total	62	100.00

The Table 6.2 shows that 59.68% professionals age were between 26 to 35 years, 20.96% professionals age were between 36 to 45 years, 14.52% professionals age were between 46 to 55 years and 4.84% professionals age were above 55 years.

6.4 Experience of Library Personnel:

Table 6.3 Experience of Library Professionals

Sr. No.	Years of experience	Nos. of Colleges	Percentage (%)
1	Upto 10	45	72.58
2	11 to 20	8	12.90
3	21 to 30	5	8.06
4	Above 30	4	6.45
	Total	62	100.00

The Table 6.3 reveals that 72.58% professionals' experience were up to 10 years, 12.90% professionals' experience were between 11 to 20 years, 8.06% professionals' experience were between 21 to 30 years and 6.45% professionals' experience were above 30 years.

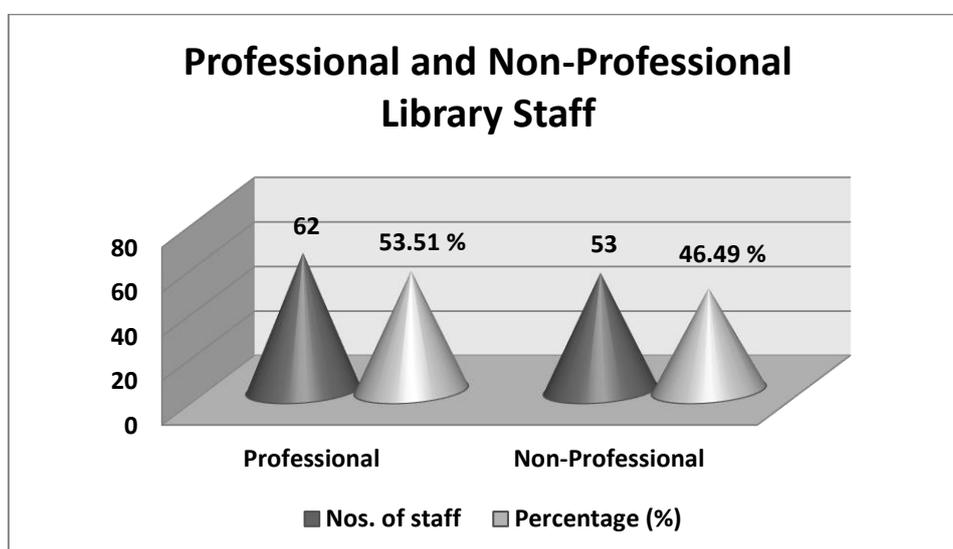**6.5 Libraries Professional and Non-professional Staff:**

Figure 6.2 Libraries Professional and Non-professional Staff

The above Figure 6.2 reveals that 53.51% staff was professionals and 46.49% staff was non-professionals in the medical college libraries in Gujarat. Professional staff means who has taken education and training of library and information science and Non-professional staff means who have not taken education and training of library and information science. The strength of professional and nonprofessional staff in the medical college libraries of Gujarat is very poor.

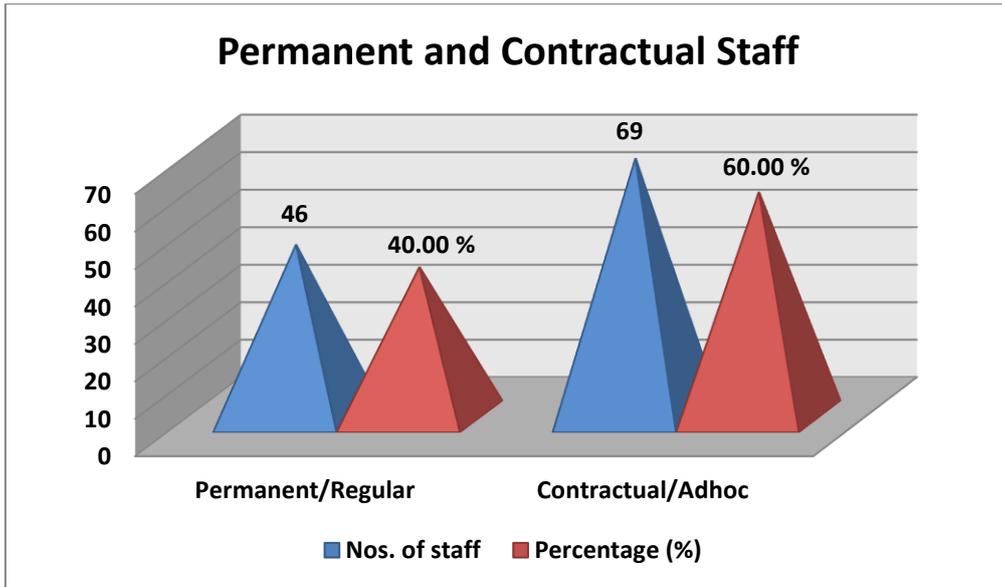**6.6 Staff Categories: Permanent and Contractual:**

Figure 6.3 Permanent and Contractual Staff Categories

The above Figure 6.3 reveals that 60% staff was the contractual and ad hoc basis and 40% staff was the permanent and regular basis in the medical college libraries in Gujarat.
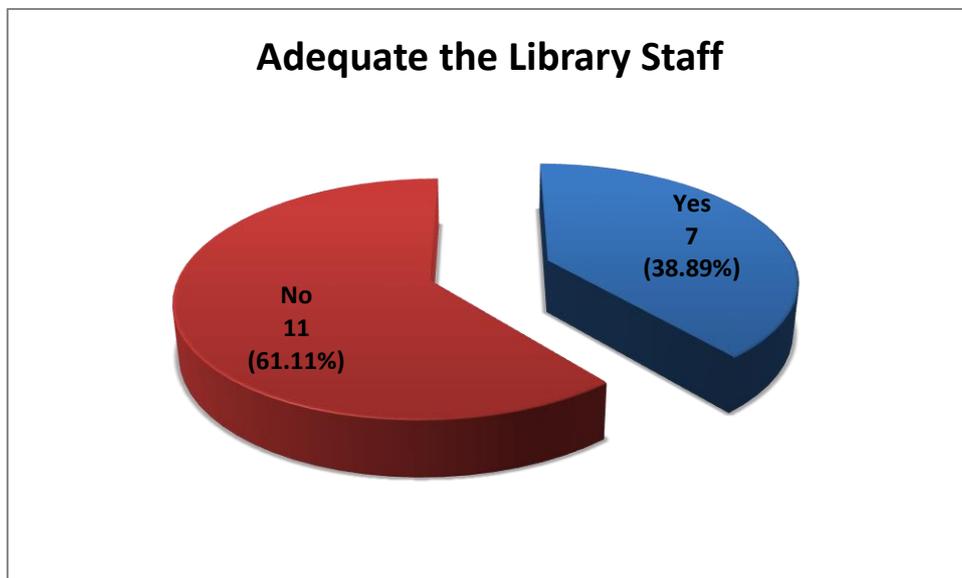
6.7 Libraries Staff Status:

Figure 6.4 Libraries Staff Status

The above Figure 6.4 shows that 61.11% expressed that the library staff was 'not adequate' whereas only 38.89% respondents has expressed that their library staff was 'adequate'. The most of the medical college libraries have not adequate staff for library.

The staff strength in 18 Medical College Libraries has not adequate. According to response, several positions were vacant in the libraries as per MCI guideline. Out of 216 posts in medical college Libraries (As per the MCI Guideline), only 114 (53%) staff was filled including few permanent and many on temporary/contractual basis staff. 102 (47%) of the post was vacant that of staff required in the medical libraries.

6.8 ICT Skills among Library and Information Science (LIS) Professionals:
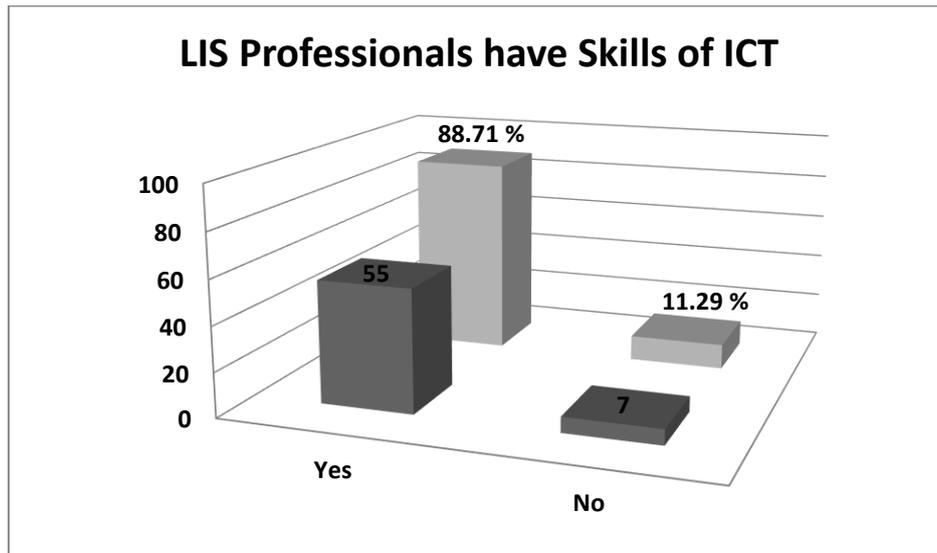

Figure 6.5 LIS Professionals have Skills of ICT Applications

The above Figure 6.5 reveals that 88.71% Library and Information Science professionals have skills of Information and Communication Technology (ICT) applications whereas 11.29% LIS professionals do not have skills of ICT application in the medical college libraries.

6.9 Libraries Staff Training:

Staff training programs are essential to stay professionals to update to know the advancements in ICT, and also to improve the self-confidence of the library staff to utilize the latest technologies.

Table 6.4 Libraries Staff Deputed for Training

Sr. No.	Deputed for Training	Nos. of Colleges	Percentage (%)
1	Yes	6	33.33
2	No	12	66.67
	Total	18	100

According to response in Table 6.4, the study shows that 66.67% medical college libraries have not deputed their staff for training, whereas only 33.33% medical college libraries have deputed their staff for special ICT Training/ Course/ Workshop/ Seminar/ Conferences during the last three years in medical college libraries in Gujarat.

6.10 Training Provides to Staff while Using ICT in Library

The question was addressed to the respondents to state the kind of training provides to their staff while using ICT in the library. The question was asked that 'What kind of training do you provide to your staff while using ICT in your library?' Thus, data were collected, tabulated and presented in the table given below.

Table 6.5 Training Provides to Staff while Using ICT in Library

Sr. No.	Kind of Training	Nos. of Colleges	Percentage (%)
1	In-house Training	10	55.56
2	Outside Training	4	22.22
3	Not Provided	4	22.22
		18	100

The Table 6.5 reveals that 55.56% medical college libraries provides 'In-house Training' to their staff while using ICT in the library, followed by 22.22% medical college libraries provides 'Outside Training', whereas 22.22% medical college libraries has not provided training to their staff in the last three years.

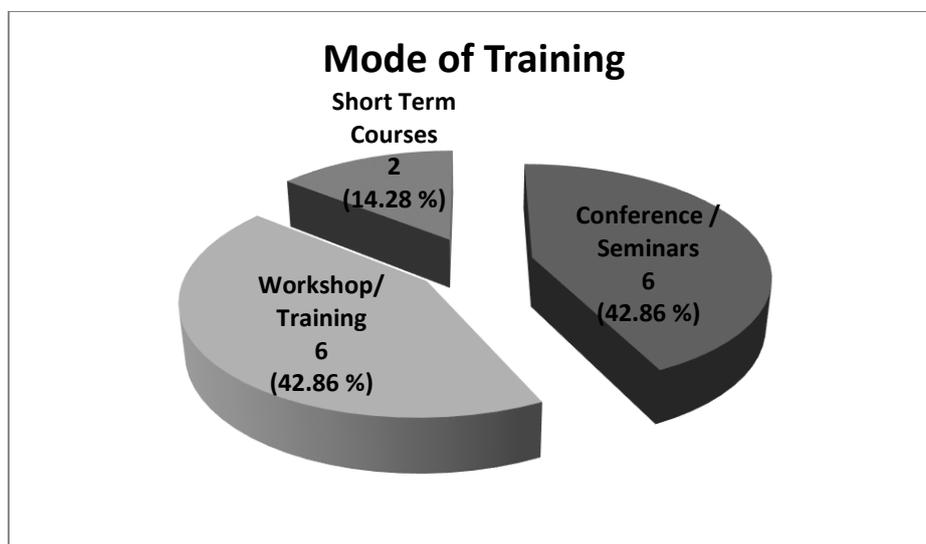**6.11 Mode of Training for Library Professionals**

Figure 6.6 Mode of Training for Library Professionals

The above Figure 6.6 reveals that 42.86% medical college libraries offered training to their staff through 'Conference and seminar' in last three years, as same as 42.86% medical college libraries offered training through 'Workshop/Training', while 14.28% medical college libraries offered training through 'Short term courses', there is not response on 'Log term courses' in last three years.

6.11 Types of Problems Faced by Librarian and Staff Related to ICT

In this context, the question was addressed to seek the opinion on a frequency of the problem encountered while using ICT application. Seven structured problems were indicated for using ICT. These problems are: 1) Lack of knowledge of ICT applications, 2) Lack of infrastructure and network facility, 3) Lack of support from authorities, 4) Lack of budget of ICT applications, 5) Lack of interest among library staff, and 6) Fear of ICT applications. In this respect, frequency and rating of the problems encountered while using ICT application by the library professionals are given in the below.

Table 6.6 Types of Problems Faced by Librarian and Staff Related to ICT

Sr. No.	Type of Problem faced by Librarians		Respondents					Total
			Strongly Agree	Agree	Neutral	Mildly Disagree	Strongly Disagree	
1	Lack of Knowledge of ICT applications	Nos.	7	1	4	3	3	18
		%	38.88	5.56	22.22	16.67	16.67	100
2	Lack of infrastructure & network facility	Nos.	3	5	3	3	4	18
		%	16.67	27.77	16.67	16.67	22.22	100
3	Lack of support from authorities	Nos.	2	2	4	4	6	18
		%	11.11	11.11	22.22	22.22	33.34	100
4	Lack of budget of ICT applications	Nos.	2	5	4	4	3	18
		%	11.11	27.78	22.22	22.22	16.67	100
5	Lack of interest among library staff	Nos.	2	1	2	5	8	18
		%	11.11	5.56	11.11	27.78	44.44	100
6	Fear of ICT applications	Nos.	0	0	5	3	10	18
		%	0	0	27.77	16.67	55.56	100

The responses received have been summarized in the Table 6.6 as given above. It is revealed that the majority of the respondents stated the problems faced related to ICT and staff as under:

It is observed that 38.88% respondents were strongly agreed that they faced problems of Lack of knowledge of ICT, 27.77% respondents were agreed that they faced problems of Lack of infrastructure & network facility, 33.34% respondents were strongly disagreed that they did not face problems of Lack of support from authorities, 27.78% respondents were agreed that they faced problems of Lack of budget of ICT applications, 44.44% respondents were strongly disagreed that librarians faced the problems of Lack of interest among library staff and 55.56% respondents were strongly disagreed they faced the problems of Fear of ICT application.

7. Findings:

The following findings have been carried out after critically data analyzed and studied.

- Only 11.11% librarians/head of the library has the highest degree of Ph.D. in library and information Science. The 59.68% of library professionals' age were between 26 to 35 years and 72.58% of library professionals have not experienced more than 10 years.

- The 53.51% staff was professionals and 49.49% staff was non-professionals in the medical college libraries in Gujarat. 60% staff was contractual and on ad-hoc basis and 40% staff was permanent and on a regular basis at medical college libraries in Gujarat.

- The 61.11% medical college libraries faced acutely shortage of library personnel for library services. Numbers of professional and nonprofessional staff at medical college libraries in Gujarat looks extremely inadequate.

- In spite of deficiency of 61.11%, among the present 88.71% library professionals have skills of ICT application.

- Only 33.33% medical college libraries have deputed their professionals for ICT skills and 66.67% medical college library professionals lack in professional computer

training/ special ICT Training /Course /Workshop /Seminar/ Conference, during the last three years in medical college libraries in Gujarat.

➢ The 55.56% medical college library provides 'In-house Training' to their staff while using ICT in the library.

➢ The 42.86% medical college libraries offered training to their staff through 'Conference and seminar' in last three years, as same as 42.86% medical college libraries offered training through 'Workshop/Training',

➢ Nearly 40% medical librarians face the problems related to lack of knowledge of ICT, lack of infrastructure and network facility, lack of budget of ICT applications and lack of knowledge of library and information science among the subordinate staff.

8. Recommendations:

The following suggestions have been made out after carefully review the findings of the study.

➢ Promote the library professionals to participate in trainings, workshop, conference and seminars to stay themselves updated with current trends in modern library.

➢ Enhance technical knowledge and technological ICT skills to library professionals to provide better library and information services.

➢ Provide in-house and outside library training program frequently and evaluate training services.

➢ Library professional Staff should be developed professionally through a continuous education programme.

➢ Library professionals should involve themselves in national and international conferences, workshop and gathering for deliberation of various issues related to health libraries and information centre.

➢ Qualifications of Library and Information Science must be measured as a provision of employment for particular positions in health libraries.

> ➢ The vacant positions should be filled up in medical college libraries as per MCI guideline. Library staff should be recruited professionally qualified, permanent/regular basis and pay scale as per Government /MCI norms.

9. Conclusion:

In the ICT era, an adequate training support is needed while find a solution of the technical problems. The library users always face problem while using new technology. In this changing situation, the technical support inspire to use more and more ICT services, but lack of trained human resources and particular in lack of ICT skills, it difficult to serve better library services. There is a need to encourage library professionals to participate in trainings, workshop, conference and seminars to stay themselves updated with current trends in modern library. Library professionals should be joined continuous education programme frequently. There is some medical college libraries were also faced difficulty due to lacking qualified librarian/ head of library. In the study found that the majority of the medical colleges were not following MCI norms practically and also not sustained staff hierarchy as per requirement as well as not paying salary scale as per Government/ MCI norms. The study found that the strength of the staff in the Medical College Libraries has not adequate. The vacant positions should be filled up in medical college libraries as per MCI guideline. Library staff should be recruited professionally qualified, permanent/regular basis and pay scale as per MCI norms.

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