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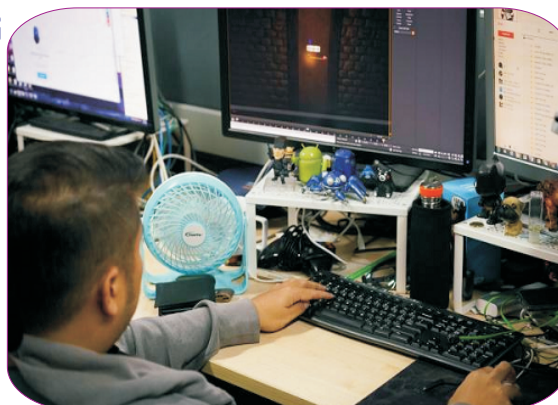Regional Centre For Strategic Studies,
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TECHNOLOGY PROGRESSION AND STANDING OF SKILLS: AN EVALUATION OF LIS PROFESSIONALS OF STATE UNIVERSITIES OF UTTAR PRADESH

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ABSTRACT:

The theory of professional skills has drawn a great consideration in the academic field. Theory emphasizes that enduring worth formation and competitiveness of the corporation relies on full-scale utilization and opportune development of organization should be built through skills of professional. The present research aims to explore the process of professional skills development as well as the status of LIS Professionals working in selected academic institutions in Lucknow.

KEYWORDS: *Professional skills, Academic Libraries, ICT, Lucknow etc.*

INTRODUCTION

Prahalad and Hamel first mentioned the term Professional skills in his research article, since that few distrusted about the importance of the professional skills concept for management world whether practical or academic. Various studies have tinted the value of this perception. In its quintessence, the professional skills perspective supports that only those skills representing the 'cooperative learning'. This move toward suggests identifying those skills in professionals which extent sources and services in libraries. The Professional Skills perspective is not a natural one to all organization and there are numerous threats that a organization may face if it fails to conceive itself .Although the concept of Professional Skills is not very juvenile, it is encircled by a rather unpersuasive set of literature with esteem to understanding its important phenomenon .

The professional skills constitute collective skills in the organization like leaning on how to coordinate multitasking skills, integrate multiple streams of technologies in order to provide benefit to the patrons

Skills required in LIS Professionals in Technology Age

The following skills and knowledge are required by LIS professionals to cope with technology advancement
- ✦ Skill to identify, verify and locate the required electronic resources and free databases.
- ✦ Knowledge to design and form library home page and provide necessary links with other electronic resources.
- ✦ Web technology, web publishing & indexing.
- ✦ Knowledge of HTML, programming language, hardware, software.
- ✦ Digital preservation, storage and dissemination.
- ✦ Searching and retrieval of text, images and other multimedia objects.
- ✦ Conference techniques like teleconferencing and video conferencing.
- ✦ Design and development of database and online interface.

✦ Conversion of print media into digital media.

Purpose and scope of the study

The purpose of this study is to evaluate the level of skills in LIS professionals working in selected state university libraries of Uttar Pradesh Which are as follows:-

S.no	Name of University	Abbreviation	Year of Establish ment	URL
1.	University of Lucknow, Lucknow	LU	1920	http://www.lkouniv.ac.in/index.html
2.	Bundelkhand University, Jhansi	BU	1975	https://www.bujhansi.ac.in/index.aspx
3.	Chattrapati Sahu ji Maharaj University, Kanpur	CSJMU	1966	http://www.kanpuruniversity.org/about_university.htm
4.	Ram Manohar Lohia National Law University, Lucknow	RMLNLU	1987	http://www.rmlnlu.ac.in/
5.	Ram Manohar Lohia Avadh University, Faizabad	RMLAU	1975	http://www.rmlau.ac.in/about.html

MATERIAL AND METHODS

Data related with study are collected through predesigned questionnaire in order to find out information with an aim to the following:

✦ Qualification of LIS Professionals
✦ Specializations of LIS Professionals
✦ Awareness about Core Skills in Library Professionals
✦ Skills in LIS Professionals
✦ Requirement of Specialized Training in LIS Professionals
✦ Competencies in LIS Professionals to Serve Patrons Requirements
✦ Teamwork Spirit in LIS Professionals
✦ Satisfaction of LIS Professionals

RESULT AND DISCUSSION

After all the data were collated and the tabulated then found the status to be as follows:

Table 1
Distribution of Questionnaire

Name of Universities	Questionnaire Distributed	Response Received	Response in Percentage
LU	15	13	86.66%
BU	15	14	93.33%
CSJMU	15	08	53.33%
RMLNLU	50	44	88.00%
RMLAU	05	01	20.00%
Total	**100**	**80**	**80.00%**

The above table shows the distribution and response received against the questionnaire. The table indicates that overall 100 questionnaires were distributed and 80 received back.

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Table: 2
Qualification of LIS Professionals

Qualification	LU	BU	CSJMU	RMLNLU	RMLAU	Total	%
Graduate	2	0	0	9	0	11	13.75
Post Graduation	6	7	4	10	1	28	35
M. Phil	0	2	2	10	0	14	17.5
Ph. D	3	1	2	5	0	11	13.75
Any other	2	4	0	09	0	15	18.75
Total	13	14	08	43	01	79	98.75

The above table 2 shows the academic qualification of LIS professionals of state university libraries. Table reveals that maximum (28) professionals had post graduation followed by (11) graduates, (14) M.phil, (11) PhD as well as these traditional qualifications (15) professionals also had any other qualifications

Table: 3
Awareness about Core Skills in Library Professionals

Awareness	LU	BU	CSJMU	RMLNLU	RMLAU	Total	%
Yes	8	07	02	23	1	41	51.25
No	05	07	06	20	0	38	47.5
Total	13	14	08	43	01	79	98.75

Skills are considered as set of capabilities in individual as well as the institutions. The above mentioned table shows the status of awareness in LIS processionals which reveals that out of total received responses majority (41) were aware with their core skills and 38 were not.

Table: 4
Core Skills of LIS Professionals

Skills	LU	BU	CSJMU	RMLNLU	RMLAU	%
Personal Effectiveness	4	3	2	13	22	27.5
Service Focus	3	2	2	14	21	26.25
Teamwork	4	6	2	15	27	33.75
Communication	2	3	2	2	09	11.25
Other	0	0	0	0	00	00
Total	13	14	08	44	79	98.75

To know the core skills of LIS professional's questions were asked in the questionnaire. The finding represent in above table shows that majority (27) professionals believed in teamwork followed by (22) in personal effectiveness (21) focuses on service and just (09) in communication

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Table: 5
Specializations of LIS Professionals

Area of Specialization	LU	BU	CSJMU	RML NLU	RMLA U	Total	%
Acquisition section	3	3	2	7	0	15	18.75
Technical section	2	2	1	7	1	12	15
Circulation section	4	4	1	7	0	16	20
Reference section	1	2	1	7	0	11	13.75
Periodical section	1	2	2	7	0	12	15
Maintenance section	1	1	1	7	0	10	12.5
Any other	1	0	0	2	0	03	3.75
Total	13	14	08	44	01	79	98.75

Library deals with various functions like acquisition of resources to dissemination of information to patrons. The above table 5 shows the specialization area of LIS professionals that majority (16) in circulation section followed by (15) in acquisition section (12) in periodical section and Technical section etc.

Table: 6
Requirement of Specialized Training in LIS Professionals

Training Requirement	LU	BU	CSJMU	RMLNLU	RMLAU	Total	%
Yes	10	8	4	34	1	57	71.25
No	3	6	4	09	0	22	27.5
Total	13	14	08	43	01	79	98.75

To cope with current technology progression majority (57) professionals said yes to the requirement of specialized training while (22) were said No to training requirement to enhance skills.

Table: 7
Teamwork Spirit in LIS Professionals

Teamwork Spirit	LU	BU	CSJMU	RMLNLU	RMLAU	Total	%
Yes	11	11	05	30	1	58	72.5
No	2	3	02	14	0	21	26.25
Total	13	14	07	44	01	79	98.75

The above table shows that (58) professionals believed in teamwork while (21) believed work individually

CONCLUSION

In this technology progression age; development of skills in LIS professionals would lead to gaining additional competitive advantage. It provide New Platform for External Innovation structures to make resources and services globally accessible also manage the development of new technological platforms that ultimately lead to generation of multiple services and information products to fulfill the diverse information requirement of end-patrons of state university libraries o Uttar Pradesh.

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