THE INTERNATIONAL JOURNAL OF HUMANITIES & SOCIAL STUDIES

In Service Training: Enrich LIS Professionals

Shraboni Das
Assistant Librarian, Pailan College of Management and Technology, Kolkata, West Bengal, India

Abstract:
The explosion of knowledge necessitates an ability to learn throughout life. Moreover, the current age of digitized information, e-resources and networks has created a new dimension for Library and Information Science professional to update their knowledge, increase proficiencies and capabilities according to emerging information and communication technologies. The Library and Information Science (LIS) professionals are in a dire need to acquire the relevant skills and expertise to track the world of information and become competent enough to provide best services to the users. The growth of information resources and access technologies has created new roles for LIS professionals in dealing with the heterogeneous needs of information consumers and in filtering out irrelevancies. The training courses enhance the responsiveness, visibility and effectiveness of LIS professionals according to the new emerging technologies and need of the users.

Keywords: Communication technologies, globalization, e-environment, symposia

1. Introduction

Training is a method, by which anybody can raise their efficiency, and activeness at work by developing and up-grading their knowledge, improving skills related to their work, and make proper attitude and behavior at work. Training is given to develop their abilities and prepare them for taking higher responsibilities which is called batter skills and knowledge.

The Library and Information Science is an example of a great change of inverse on and   revolution today, with the changing ambience because of automation, network, digitization, globalization, communication technology etc. The increasing of information resources and incoming technologies has made new role for librarian in conduct with the different needs for information seekers and it can throw out irrelevancies. In the era of e-environment the professionals of Library and Information Science (LIS) can realized the need to improve and serve updated information services to fulfill the requirement of the users.

2. Aims and Objectives

The main purpose of the training is to develop in competition, improve the skills and enhance the ability and proficiency of LIS professionals in use of ultra modern Information Technology and its solicitation in their respective libraries. Other purposes are:

- To acquaint the participants about new and emerging information technologies.
- To describe the methods and techniques to assess the precise requirement of the users and having complete access to the web and e-resources.
- To emphasize upon the elementary of library administration and management and other technologies like equable score and information services.
- To determine the equipment and technologies for bringing out the documentation services.
- To illustrate the application and use of internet, intranet and online databases available in library.
- To explicate the application of multimedia, RFID system, bar coding system, and electronic publishing in libraries.
- To conferment live demo of library automation software and library application software.
- To describe issues related to consortia, library networking and copyright.
- To preservation, conservation and digitization of printed and non printed material.
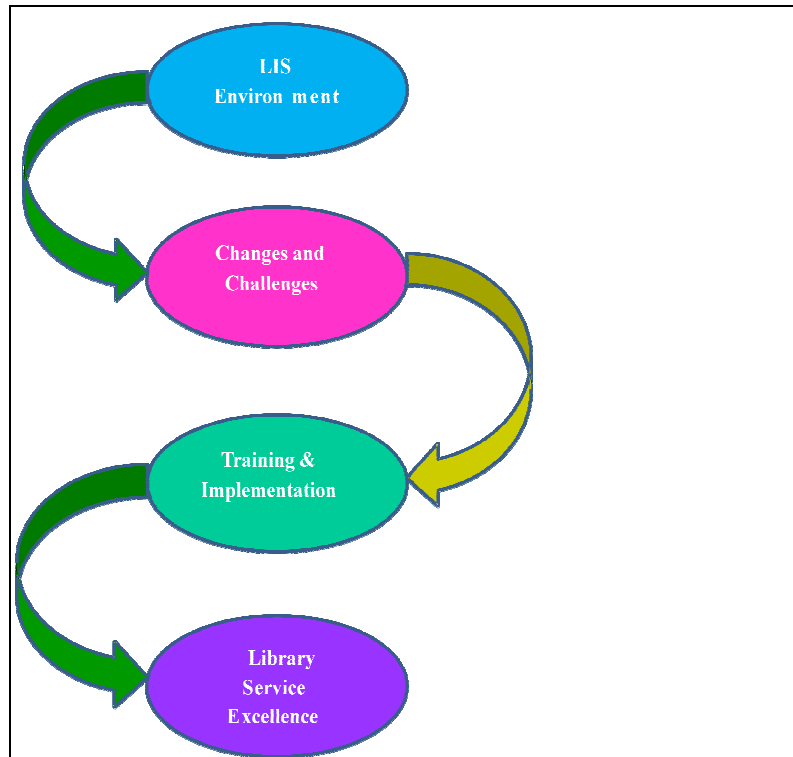
2.1. Role of Training

Figure 1

3. Training Providers
 (selected organizations in India)
Few selected organizations are mentioned below those are promoting and enhancing LIS professionals in India through various training programs:

3.1. Bengal Library Association (BLA), Kolkata
Bengal Library Conference is a forum of the library users and workers where any person having interest in library services can participate.1st conference organized by BLA in 1925, 20th Dec.

3.2. Tata Energy Research Institute (TERI), New Delhi
TERI is an independent, non-profit making research organization for LIS professionals. It has organized International Conferences on Digital Libraries in 2004, 2006 and 2008.

3.3. Indian Institute of Technology (IITs)
There are seven IITs in India. They organized many kind of National Seminars, Workshop and Training IIT, Kharagpur had conducted a three day National Workshop on Information Management in Digital Libraries and IIT Madras a National Workshop on LIS Teachers and the Digital Future.

3.4. National Informatics Centre (NIC), New Delhi
NIC conducts various Training courses for LIS professionals (beginners and experts) to orient and enhance their knowledge about the various Biomedical Information Retrieval Programmes and also organized workshop on E-publishing and digitization.

3.5. Tata Institute of Social Science (TISS), Mumbai
TISS is organizing four day International Conference on Empowering Knowledge for All: Role of Library and Information Centers.

3.6. National Institute of Science Communication and Information Resources (NISCAIR), New Delhi
 It has been conducting regular course on Associate-ship in Information Science which is equivalent to MLIS. The other courses are:
- Library Automation and Resource Sharing.
- WINISIS.
- Recent Trends in Library and Information Science
- Patent Drafting.

3.7. Defense Scientific Information & Documentation Centre (DESIDOC), New Delhi
It has organized following short term courses to build the capacity of LIS professionals in the concerned areas:
- Accessing information and Data commutation;
- Total Quality Management in Libraries;
- Multimedia and Digital Library;
- Library Automation and Services;
- Digital Library and Institutional Repository;

4. Training Methodology
The following methods are being used for training :
i. Need-based
ii. Participatory
iii. Practical Exercises
iv. Management tools
v. Case Studies
vi. Group Work and Group Discussion
vii. Presentation
viii. Lectures
ix. Field visit/demonstration
x. Hands on training

5. Participant Profile
The middle level Librarians, Assistant Librarians, Documentation Officers, Information Scientists and the persons handling information services and working in a library or documentation center are the targeted participants

6. List of some Orientation Courses

Sl. No.	Organization	Name of the course	Original Schedule
1	Bengal Library Association, Kolkata	46th Conference on "Development and Expansion of Library Service in Present Situation	10th -12th March,2002
2	UGC Academic Staff College ,Mizoram University	Refresher in Library Science	1)21st-11th Dec.,2012 2) 29th-18th April,2013
3	UGC Academic Staff College, Mizoram University	10th Orientation Course	1)20th -17th Dec., 2012 2) 1st-28th March, 2013
4	UGC Academic Staff College, Mizoram University	Five Days Workshop on Computer Application for College & University librarian	1. 6th-10th August, 2012. 2) 26th- 30th March, 2013
5	Jadavpur University ,Kolkata	Refresher Courses and Orientation Programmes	18th August –7th September,2009
6	Jadavpur University, Kolkata	Refresher Courses	2005-06 , 2006-07 ,2007-08
7	Jadavpur University, Salt Lake Campus, Kolkata	Refresher Courses and Orientation Programmes of UGC – Academic Staff College,	22nd August-11th September, 2012
8	North Bengal University	National Seminar on " Changing Paradigm of Library Services"	15th March, 2013, 10 a.m.

Table 1

7. Evaluation and Feedback
The response of the course is a diligent capsule for the trainers, which include the remarks of the trainees to develop the course content and minimize the shortcomings.

8. Limitations of Training
There are five main areas of limitation:
   i. Training cannot resolve problems of imperfect organizations; impoverished organizational structure in effect makes blocks to lesson and tends to preclusion the translation of gathered knowledge and skills in to developed performance.
   ii. Training cannot raise the learning potential of persons where training may improve further use of the available area of receptivity.

iii.   Training cannot overthrow the psychological fact that forgetting is quicker and easier than learning the amend is repetition.
iv.   Ultimately training cannot prepare anybody to learn anything. Training can only gives the means of learning to turn up.

And for that, who are the potential learners if they do not want to learn then the maximum chances is that, they will not learn.

9. Conclusion

The training courses develop the responsiveness, effectiveness and visibility of LIS professional's according to the users. That kind of training gives new skills, develop creative ideas and instills employees assurance and it is brought back to the work place. In this paper try to find out participants skills,

But there are many problems in private organizations like private colleges, private schools, and other private sector's libraries. In private sector's librarians or any kind of library stuff cannot have any opportunities to join training programs or seminars. But if LIS professionals get the opportunities to join these kinds of training programs and seminars then they could be motivated, and it would be a great success for them to carry forward their future. By this training programme every organization could be benefited also.

10. References

i.   National Institute of Health and Family Welfare.(2007). Introductory Documents- Training Course on IT Application in Libraries and Information Management. 2007.
ii.   Chowdhury D.P. (1994). Handbook of training methodology and management. Inter-India Publications, New Delhi.
iii.   Lynton RP and Pareek U. (2007). Training for organizational transformation. Sage publication, New Delhi.
iv.   Bishop S & Taylor D.(2004). Training for Change: A sources book of activities. Viva books Pvt. Ltd, New Delhi.
v.   Wilson B. Training Technology Programme. Parthenon Publishing. USA