

# Professional Development of Library Personnel In Engineering Colleges Affiliated To Anna University, Tiruchirappalli: A Study

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## I. INTRODUCTION

Professionalism: Seney says “Professionalism is a priority backstage, creating comfortable workspace for artists and taint will ultimately make the experience more inviting. Professionalism includes a variety of personal qualities and behaviour that demonstrate commitment to effective performance in a given job. Commitment, confidence, responsibility and dependability, honesty & ethics and appearance & professional characteristics

**Appearance and Professional Presence** :A number of outward characteristics communicate professionalism to people with whom you interact in your job. Proper dress, hygiene and grooming are among basic qualities of professional appearance. Company executives typically exude professionalism with suits and ties, for instance. Poise, straight posture and a friendly smile help establish professional presence, as do a number of nonverbal gestures and mannerisms. Professionals make eye contact when communicating, maintain a relaxed and approachable stance, listen actively and stay calm under pressure. A leader especially needs to show poise and calm to workers during tough situations or when making high- pressure decisions.

**CONCEPTE: Professional growth with an on-going commitment to mastery of new skills in one’s specialty and knowledge of current developments in the profession. The dependent variables of professional development (identified for study) during employment by a person are improving his/her educational qualifications, attending training programmes, conferences, workshops, seminars or acquiring post -graduate/higher courses particularly important in profession, and that they have a professional knowledge to move higher cadre.**

## DEFINITION OF PROFESSIONAL DEVELOPMENT

Professional development helps build and maintain morale of staff members and is thought to attract higher quality staff to an organisation. The dictionary definition is that the advancement of skills or expertise to succeed in a

particular profession, especially through continued education. According to the New Shorter Oxford English Dictionary, the ‘profession’ and ‘development’ are defined as: Profession: A person engaged in a profession, especially one requiring advanced knowledge or training or a person highly skilled or competent in some activity or field. Development: the action or process of developing; evolution, growth, maturation, an instance of this; a gradual unfolding, a fuller working-out or a stage of advancement; an addition, an elaboration.

**Academic Library:** Libraries in the educational institutions are concerned with the teaching and learning process experienced by specific communities. An **academic library** is a **library** that is attached to a higher education institution which serves two complementary purposes to support the school's curriculum, and to support the research of the university faculty and students. It is unknown how many **academic libraries** there are internationally. An **academic** and research portal maintained by UNESCO links to 3,785 **libraries**.

**Definition:** A library which is an integral part of a college, university, or other post- secondary educational institution (higher education), administered to meet the needs of its students, faculty, and staff for scholarly information and research services is the academic library.

**ACADEMIC LIBRARY SERVICES:** When planning academic library services it is imperative to work clearly within the parameters of the objectives and mission of the parent institution. For example, the objectives of colleges and universities are to enhance the educational capabilities of students and undertake research in different subject fields to extend the boundaries of knowledge. The academic libraries therefore have to do planning of such services as would help the teachers, research scholars, and Post- graduate students to develop and increase skills in searching the required material/information from the vast library collection. The **Library services / facilities** include Circulation **Service**, Reference **Service**, Online reservation of books, Recommendation of **library** material, Current Awareness

**Service, Inter Library Loan Service, Photocopying / Printing Service, Orientation and Information Sessions, Selective Dissemination of Information, Audio and Video.** Libraries are generally small in organizational terms. Libraries generally take up limited space and employ few people. Great libraries with an annual budget over \$10 million are very rare. However, libraries are invariably "large" or, rather, complex in the terminology of systems theory wherein largeness refers not to the budget, the cubic footage, or other physical features but to the complexity of the interactions. Types of ACADEMIC LIBRARY SERVICES :Reference , Referral Service, Current Awareness Service (CAS), Selective Dissemination of Information (SDI) Service , Document Delivery Service (DDS), Reprography Services and etc.....

**REVIEW OF LITERATURE (some Example For Review):** Jennifer Horton (2019) Identify who is working with library makerspaces, what methods of training they have used, what training methods they prefer, and what topics they would like to see included in professional development and continuing education. The survey results found a varied array of job title of individuals working with library makerspaces. It also identified the preferred training methods, as well as the varied topics requested for professional development, showing a large need for a makerspace training in library staff.

Marsha-Gay Robinson (2019) indicates that special librarians in Jamaica were engaged in both formal and informal CPD activities. They were motivated by factors such as keeping up to date with changes in librarianship and personal satisfaction.

### Research Methodology

The chapter deals with the methodology in the research that has been adopted for the study. The chapter includes the significance of the study, the scope, objectives, sampling techniques, data collection method, tools adopted and conclusion with the chaptalization of the study.

### Significance of the study:

1. Library professionals are the heart of any academic institutions. Hence the study aims to learn the academic and professional credentials of engineering college librarians.
2. It is important to access the library professionals needs of continuing education and professional development in the changing electronic environment of engineering college librarians.

**Scope of the study:** The scope of the study is to survey the professional development of the librarians working in

engineering college in Trichy, affiliated to Anna University, Chennai.

### Objectives:

- To study the level of involvement in professional
- To study the job involvement in various sections
- To study the contribution towards institutions
- To know the job mobility
- To study the CEP and carrier development programmes attended by the librarians.

### Hypothesis:

- **There is a significant relationship between the Gender and Skills of the respondents.**
- There is a significant relationship between the Gender and knowledge of the respondents.
- There is a significant relationship between the Designation and Skills of the respondents.
- There is a significant relationship between the Knowledge and Knowledge of the respondents.
- There is a significant relationship between the Gender and Job Satisfaction and Career Mobility of the respondents.

**Sample:** The sample selected for the study is Library Professionals working in engineering collage affiliated to Anna University in Trichy

### Data Collection Method:

Survey method was used in this study and Structure Questionnaire was framed. A simple random sampling method was used in this study.

Tools: SPSS was used to analyses the data.

**Chapterization:** 1 Introduction Chapter , 2. Review of Literature, 3. Research Methodology, 4. Engineering collages: An Overview, 5. Analysis and Interpretation, 6. Findings, Suggestions and Conclusion.

**COLLEGE PROFILES :** Following are engineering college chosen's by researchers for the study:

J.J. College of Engineering and Technology, Trichy  
Government College of Engineering, Trichy  
Oxford College Engineering, Trichy  
Jayaram College of Engineering, Trichy  
SRM Engineering College, Trichy  
M.A.M. College of Engineering and Technology, Trichy  
Anna university, Trichy  
K.Ramakrishnan College of Technology, Trichy

### ANALYSIS AND INTERPRETATION :Frequency Distribution of Gender

The above table shows the frequency of gender of the respondents. Nearly 71.4% of respondents are male and 28% are female respondents.

### Frequency Distribution of Age Group

The above table shows the frequency of Age Group of the respondents. Nearly 57.1% of respondents are 25 to 35 years And 28.6% of respondents are 36 to 45 years, 10.7% of respondents are below 25 years, 3.6% of respondents are 45 to 55 years.

### Frequency Distribution of Basic Qualification:

The above table shows the frequency of Basic Qualification of the respondents. Nearly 60.7% of the respondents are arts and science and 39.3% of the respondents are science.

### Frequency Distribution of Professional Qualification:

The above table shows the frequency of Professional Qualification of the respondents. Nearly 71.4% of respondents are MLISc M, Phil & PhD and 28.6% of respondents are BLISc & MLISc

### Frequency Distribution of Technical Qualification

The above table shows the frequency of Technical Qualification of the respondents. Nearly 71.4% are Any other certificate courses in computer science And 28.6% of respondents are PGDCA.

### Frequency Distribution of Designation:

The above table shows the frequency of Designation of the respondents. Nearly 35.7% of respondents are Assistant librarian, 32.1% of respondents are librarian, 28.6% of respondents are Library Assistant, And 3.6% of respondents are Deputy librarian.

### Frequency Distribution of Experience

The above table shows the frequency of Experience of the respondents. Nearly 60.7% of respondents are 6 to 15 years, 32.1% of respondents are below 5 years, And 7.1% of respondents are 16 to 30 years

### Frequency Distribution of Type of Management

The above table shows the frequency of Type of Management of the respondents. Nearly 89.3% of respondents are Self financing, 10.7% of respondents are Government.

### Frequency Distribution of Library Working hours

The above table shows the frequency of Library working hours of the respondents. Nearly 53.6% of respondents are 8 hours, And 46.4% of respondents are 10 hours.

### Frequency Distribution of Marital Status:

The above table shows the frequency of Marital status of the respondents. Nearly 67.9% of respondents are Married, And 32.1% of respondents are Single.

### Frequency Distribution of Location:

The above table shows the frequency of Location of the respondents. Nearly 50.0% of respondents are Rural, 39.3% of respondents are Semiurban, And 10.7% of respondents are Urban.

### Frequency Distribution of Knowledge

S.no	Knowledge	Very Good	Good	Average	Poor	Very poor
1	Professional Knowledge for Library Management	9	19	-	-	-
2	Knowledge of Management Techniques	11	17	-	-	-
3	Knowledge of Library Trends and issues and applies it to professional practice	11	17	-	-	-
4	Knowledge of data maintenance and searching	12	15	1	-	-
5	Knowledge of software packages	7	18	3	-	-
6	Knowledge of Research Methodology	8	18	2	-	-

The above table shows the knowledge of Library professionals 19% respondents says that they have good knowledge on software packages and knowledge on research methodology 12% respondents says that they are very good in Knowledge of data maintenance and searching, and only 3% respondents have Average knowledge on software packages.

### Frequency Distribution of skills

S.no	Skills	Very Good	Good	Average	Poor	Very poor
1	Technical Skills	14	14	-	-	-
2	Skills & Effective Communication	11	14	3	-	-
3	Planning and Evaluation Skill	14	13	1	-	-
4	ICT Skills	4	22	2	-	-
5	Conducting User Education Programme	10	16	2	-	-
6	Presentation Skills	14	11	3	-	-
7	Interpersonal Skills	7	17	4	-	-
8	Competency Skills	10	16	2	-	-

The above table show the skills of librarian. 22% respondents says that they have good ICT skills.14% respondents says that they are very good in technical skills, planning and evaluation skill and presentation skills , and only 4% respondents have average interpersonal skills.

frequency Distribution of Members of any professional association of respondents

The above table shows the frequency of Members of any professional association of respondents. Nearly 57.1% of the respondents have no members of any professional association, and 42.9% of the respondents have members of any professional association..

### Frequency Distribution of Professional association in which you have a membership

S no	Professional association in which you have membership	Frequency	Percent
1	IASLIC	1	3.6
2	SALSIS	9	32.1
3	Others	2	7.1
4	No	16	57.1
5	Total	28	100.0

The above table shows the frequency of Professional Association in which you have membership of respondents. Nearly 57.1% of respondents have No Professional Association in which you have a membership, 32.1% of respondents have SALSIS, 7.1% of respondents of others have professional association in which they the have a membership and 3.6% of respondents have IASLIC.

### Frequency Distribution of Administration, Management and Organization

S.no	AMO	Very Good	Good	Average	Poor	Very poor
1	Functioning of the Library Advisory Committee	9	18	1	-	-
2	Ability on Planning,Organizing and controlling Activities	6	21	1	-	-
3	Authoritative towards library management	4	23	1	-	-
4	Leadership Ability	10	17	1	-	-
5	Coordination with Staff Management and Organization	10	17	1	-	-
6	Involment in Job & Professional Activities	6	22	-	-	-
7	Encouragement from Authorities for Professional Growth	7	20	1	-	-

The above table show the Administration, Management and Organization.23% respondents say that they have good Authoritative towards library management and 10% respondents says that they are very good in Leadership Ability and Coordination with Staff, Management and Organaization,,and only 1% respondents have Functioning of the Library Advisory Committee, Ability on Planning,Organizing and controlling Activities, Authoritative towards library management, Leadership Ability, Involment in

Job and Professional Activities, Encouragement from Authorities for Professional Growth.Staff, Management and Organaization,

### Frequency Distribution of Attitude

S.no	ATTITUDE	Very Good	Good	Average	Poor	Verypoor
1	Professional Attitude with consistent sensitivity to user needs	8	18	2	-	-
2	Attitude towards users	8	18	2	-	-
3	Attitude towards Colleagues	8	18	2	-	-
4	Attitude toward Organization	7	17	4	-	-
5	Attitude towards job	9	18	1	-	-

The above table show the Attitude. 18% of the respondents says that they are good in Professional Attitude with consistent sensitivity to user needs, Attitude towards users, Attitudes towards Colleagues, Attitude towards job. And 9% respondents says that they are very good in Attitude towards job.and only 4% respondents have Attitude towards Organaization.

### Frequency Distribution of Involvement

S.no	Involvement	VeryGood	Good	Average	Poor	Verypoor
1	Involvement in ProfessionalActivities	11	17	-	-	-
2	Involvement in ProfessionalAssociations	8	17	3	-	-
3	Involvement in Continuing Education Programmes	12	14	2	-	-
4	Involvement in job	7	18	3	-	-
5	Involvement in ResearchActivities	9	11	8	-	-

The above table show the Involvement of librarians.18% of the respondents says that they are good in Involvement in job,12% of the respondents says that they are very good in Involvement in continuing Eduational programs (CEP), and only 8% of the respondents are average in Involvement in Research Activitie.

### Frequency Distribution of Interest

S.no	Interest	VeryGood	Good	Average	Poor	Verypoor
1	Interest in self development training	11	14	2	1	-
2	Interest Curriculum Development	6	20	1	1	-
3	Interest in use of IT	8	16	4	-	-
4	Interest in Innovative Practices	7	18	3	-	-
5	Interest in writing and publishing	11	11	4	2	-
6	Interest in Job	7	17	4	-	-

The above table show the Interest in Library 20% of the respondents says that they are good in Interest in curriculum Development,11% of the respondents says that they are very good in Interest in Self Development Training and Interest in writing and publishing, and 2% of the respondents are Interest in Writing and Publishing.

**Frequency Distribution of Value, Talent, Efficiency And Ability**

S.no	Value, Talent, Efficiency And Ability	Very Good	Good	Average	Poor	Very poor
1	Talents in Library and information service	10	17	1	-	-
2	Ability to Organize Plan and Control the Library	5	21	2	-	-
3	Social, Political and Theoretical values	7	18	3	-	-
4	Efficiency in Planning and Evaluation Process	6	19	3	-	-
5	Problem Solving and Decision Making Abilities	11	16	1	-	-

The above table show the Value, Talent, Efficiency And Ability. 21% of the respondents say that they are good in Ability to Organize, Plan and Control the Library, 11% of the respondents say that they are very good in Problem Solving and Decetion Making Abilities and 3% of the respondents are average in Social, Political and Theoretical values and Efficiency in Planning and Evaluation Process.

**Frequency Distribution of Manpower Development**

S.no	Manpower Development	Very Good	Good	Average	Poor	Very poor
1	Opportunity to update your Knowledge, Talents and other activities	8	19	1	-	-
2	Recognition from users	7	19	2	-	-
3	Responsibility in job	8	19	1	-	-
4	Vision and orientation to the future	9	15	3	1	-
5	Motivation in job	7	18	3	-	-
6	Facilities for developing individual Competencies	7	19	2	-	-

The above table show the Manpower Development. 20% of the respondents says that they are good in Difficulty/problems/limitations to perform your duties, 9% of the respondents says that they are very good in Vision and orientation to the Future, 3% of the respondents are average in Motivation in Jobs, Vision and orientations to the future, Difficulty/problems/limitations to perform your duties And 1% of the respondents are poor in Vision and orientation to the future.

**Frequency Distribution of Continuing Educational Programme**

S.no	CEP	Very Good	Good	Average	Poor	Very poor
1	Updating of knowledge or basic education	9	16	3	-	-
2	Acquiring of new Skills through CEP	8	14	6	-	-
3	Attending and participating in Conferences	6	17	4	1	-
4	Arranging Conferences Seminars Workshops in your Library	6	17	4	1	-
5	Ability to improve Professional Skills through CEP	7	16	5	-	-

The above table show the Continuing Educational Programme 17% of the respondents says they are good in Attending and Participating in conferences, Arranging Conferences/ Seminars Workshops in your Library, 9% of the respondents says that they are very good in Updating of Knowledge or Basic Education, 6% of the respondents are average in Acquiring of New Skills through CEP, And 1% of the respondents are poor in Attending and Participating in

conferences, Arranging Conferences/ Seminars/ Workshops in your Library.

**Frequency Distribution of Job Satisfaction and Career Mobility**

S.no	Job Satisfaction & Career Mobility	Very Good	Good	Average	Poor	Very poor
1	Working Job Satisfaction	8	17	3	-	-
2	Opportunities to enhance your Qualification	12	15	1	-	-
3	Opportunities for CEP	4	18	5	1	-
4	Opportunities to take part in Seminars Workshops Conferences	5	20	1	2	-
5	Idea for Carrier Mobility	5	19	4	-	-

The above table shows the Job Satisfaction and Career Mobility. 20% of the respondents say that they are good in Opportunities to take part in seminars/workshops/conferences, 12% of the respondents say that they are very good Working/Job satisfaction, 5% of the respondents says that they are Average in Opportunities for CEP, And 2% of the respondents are poor in Opportunities to take part in seminars/workshops/conferences.

**Analysis between Gender and knowledge :**

S.no	Skills	Gender		Result SIG/NOT SIG
		Male(%)	Female(%)	
1	Technical Skills	2	1	$\chi^2=0.917$ DF=9 P>0.05 Not Significant
2	Skills in Effective Communication	4	0	
3	Planning and Evaluation Skill	4	2	
4	ICT Skills	3	1	
5	Conducting User Education Programme	2	1	
6	Presentation Skills	1	1	
7	Interpersonal Skills	2	2	
8	Competency Skills	2	0	

The above table shows the result of chi-square test for Gender and Skills of the respondents. The result clearly says that there is no significant relationship between the Gender and Skills of the respondents. Hence the created hypothesis is rejected, and it become null hypothesis.

**Analysis between Gender and knowledge:**

The above table shows the result of chi-square test for Gender and knowledge of the respondents. The result clearly says that there is significant relationship between the Gender and knowledge of the respondents. Hence the created hypothesis is Accepted, and it become Alternative hypothesis.

S.no	Knowledge	Gender		Result SIG/NOT SIG
		Male(%)	Female(%)	
1	Professional Knowledge for Library Management	1	1	$\chi^2=0.382$ DF =7 P<0.05 Significant
2	Knowledge of Management Techniques	6	1	
3	Knowledge of Library Trends and issues and applies it to professional practice	2	1	
4	Knowledge of data maintenance & searching	4	2	
5	Knowledge of software packages	3	2	
6	Knowledge of Research Methodology	4	1	

**Analysis between Designation and skills:** The above table shows the result of chi-square test for Designation and Skills of the respondents. The result clearly says that there is significant relationship between the Designation and Skills of the respondents. Hence the created hypothesis is Accepted, and it become Alternative hypothesis.

S.no	Skills	Designation				Result SIG/NOT SIG
		Librarian	Deputy Librarian	Assistant Librarian	Library Assistant	
1	Technical Skills	1	0	1	1	$\chi^2=0.421$ DF=27 P<0.05 Significant
2	Skills in Effective Communication	2	0	1	0	
3	Planning Evaluation Skill	1	1	1	3	
4	ICT Skills	0	0	1	3	
5	Conducting User Education	1	0	2	0	
6	Presentation Skills	2	0	1	0	
7	Interpersonal Skills	1	0	3	0	
8	Competency Skills	1	0	0	1	

**Analysis between Designation and skills:** The above table shows the result of chi-square test for Designation and Knowledge of the respondents. The result clearly says that there is no significant relationship between the Knowledge and Knowledge of the respondents. Hence the created hypothesis is rejected, and it become null hypothesis.

S.no	Knowledge	Designation				Result SIG/NOTSIG
		Librarian	Deputy Librarian	Assistant Librarian	Library Assistant	
1	Professional Knowledge for Library Management	1	0	1	0	$\chi^2=0.954$ DF=21 P>0.05 Not Significant
2	Knowledge of Management Techniques	1	1	4	3	
3	Knowledge of Library Trends and issues& applies it to professional practice	1	0	1	1	
4	Knowledge of data maintenance and searching	4	0	1	2	
5	Knowledge of software packages	1	0	1	1	
6	Knowledge of Research Methodology	1	0	2	1	

**Analysis between Job Satisfaction and Career Mobility:** The above table shows the result of chi-square test for Gender and Job Satisfaction and Career Mobility of the respondents. The result clearly says that there is significant relationship between the Gender and Job

**Satisfaction and Career Mobility of the respondents. Hence the created hypothesis is Accepted, and it become Alternative hypothesis.**

S.no	Job Satisfaction and Career Mobility	Gender		Result SIG/NOT SIG
		Male(%)	Female(%)	
1	Working JobSatisfaction	4	2	$\chi^2=0.440$ DF=8 P<0.05 Significant
2	Opportunities-enhance your Qualification	4	1	
3	Opportunities for CEP	3	2	
4	Opportunities to take part in Seminars Workshops Conferences	4	1	
5	Idea for CarrierMobility	5	2	

## II. FINDINGS

Majority 71.4% of respondents are male.,Nearly 57.1% of respondents belong to 25 to 35 age groups.,Nearly 60.7% of the respondents are arts and science college, Majority 71.4% of respondents are MLISc, M,Phil & PhD scholars. ,Majority 71.4% are Any other certificate courses in computer science. ,Nearly 35.7% of respondents are Assistant librarian,32.1% of response are librarian,28.6% of response are Library Assistant, And 3.6% of response are Deputy librarian. ,Nearly 60.7%of respondents belong to 6 to 15years experience. ,Majority 89.3% of respondents are Self financing colleges. ,Nearly 53.6% of response are 8 hours open for library. ,Nearly 67.9% of response are Married persion ,Nearly 50.0% of response are Rural family. ,Nearly 19% respondents says that they have good knowledge on software packages and knowledge on research methodology 12% respondents says that they are very good in Knowledge of data maintenance and searching,and only 3% respondents have Average knowledge on software pakages. ,Nearly 22% respondents says that they have good ICT skills . 14% respondents says that they are very good in technical skills, planning and evaluation skill and presentation skills , and only 4% respondents have average interpersonal skills ,57.1% of the respondents have no members of any professional association. ,Nearly 57.1% of respondents have No Professional Association in which you have a membership. ,Majority 23% respondents says that they have good Authoritative towards library management and 10% respondents says that they are very good in Leadership Ability and Coordination with Staff, Management and Organaization,,and only 1% respondents have Functioning of the Library Advisory Committee, Ability on Planning,Organizing and controlling Activities, Authoritative towards library management, Leadership Ability, Involment in Job and Professional Activities,Encouragement from Authorities for Professional Growth. Staff, Management and Organaization, ,Majority 18% of the respondents says that they are good in Professonal Attitude with consistent sensitivity to user needs, Attitude towards users, Attitudes

towards Colleagues, Attitude towards job. And 9% respondents says that they are very good in Attitude towards job. and only 4% respondents have Attitude towards Organizaition.. ,Majority 18% of the respondents says that they are good in Involvement in job,12% of the respondents says that they are very good in Involvement in continuing Eduational programs (CEP), and only 8% of the respondents are average in Involvement in Research Activitie. .Majority 20% of the respondents says that they are good in Interest in curriculum Development,11% of the respondents says that they are very good in Interest in Self Development Training and Interest in writing and publishing, and 2% of the respondents are Interest in Writing and Publishing.Majority 21% of the respondents say that they are good in Ability to Organize, Plan and Control the Library,11% of the respondents say that they are very good in Problem Solving and Decetion Making Abilities and 3% of the respondents are average in Social, Political and Theoretical values and Efficiency in Planning and Evaluation Process. ,Majority 20% of the respondents says that they are good in Difficulty/problems/limitations to perform your duties,9% of the respondents says that they are very good in Vision and orientation to the Future,3% of the respondents are average in Motivation in Jobs, Vision and orientations to the future, Difficulty/problems/limitations to perform your duties and 1% of the respondents are poor in Vision and orientation to the future. Majority 17% of the respondents says they are good in Attending and Participating in conferences, Arranging Conferences/ Seminars Workshops in your Library,9% of the respondents says that they are very good in Updating of Knowledge or Basic Education,6% of the respondents are average in Acquiring of New Skills through CEP, And 1% of the respondents are poor in Attending and Participating in conferences, Arranging Conferences/ Seminars/ Workshops in your Library. ,Majority 20% of the respondents say that they are good in Opportunities to take part in seminars workshops conferences,12% of the respondents say that they are very good Working Job satisfaction, 5% of the respondents says that they are Average in Opportunities for CEP, And 2% of the respondents are poor in Opportunities to take part in seminars/workshops/conferences.

### HYPOTHESIS RESULT

- There is no significant relationship between the Gender and Skills of the respondents.
- There is A significant relationship between the Gender and knowledge of the respondents.
- There is A significant relationship between the Designation and Skills of the respondents.

- There is no significant relationship between the Knowledge and Knowledge of the respondents.
- There is A significant relationship between the Gender and Job Satisfaction and Career Mobility of the respondents

### III. CONCLUSION

From the analysis of professional developmental activities like enrolment in higher education, publication pattern, membership in professional associations and participation in continuing education programmes, it is evident that some of the personal characteristics like age, qualification, experience ,category etc influence library professionals in their professional activities. The experienced professionals have pursued higher degrees in the course of their career. Majority of the library professionals have a positive approach to continuing education programmes and that they participate in these programmes to get trained in the latest technologies and acquire new skills. Analysis of the opinion about continuing education programmes prove that participation in such programmes has helped to update their skills to some extent. In the changing electronic environment, higher qualification especially in information technology related areas is to be made mandatory for serving the IT perceptive academic community. A continuous programme of professional development must be compulsory for all library professionals. The training programmes and orientation programmes to develop skills of library professionals are to be organized by the institution in a regular manner and equal opportunities are to be provided to all library professionals irrespective of experience/category to participate in workshops/seminars etc conducted by various other institutions and library associations. In addition to the basicqualification and requirements for a career in library and information science, library professionals on their part, have to continuously update their skills to maintain and support user centred applications and face the challenges of ever increasing demands for wide-ranging IT oriented services from the academic community.

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