

Research Article

Need of change in current scenario in library management System

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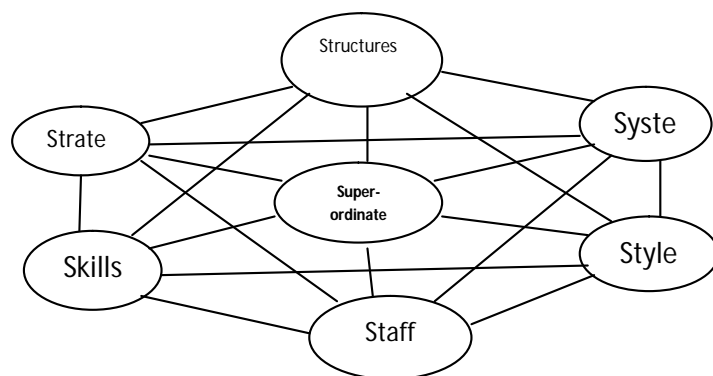
Abstract

Change management is a continuous process, to sustain in the equilibrium position; change management is the strategic tool for organizational development. The library being a service sector in an organization, it too faces both external and internal forces. With evolution and application of ICT in libraries, libraries have to adopt ICT for quality and value-added service to the user's community. Even though there is still a long way to go in this direction, once public libraries start making such efforts, they will become a crucial part of society and be able to lead Mumbai.

Keywords: external and internal forces, organizational development, change management, library, Change

Introduction:

the organisational sustainability and competitive advantage is the change management plan. According to McKinsey, a company's ability to manage change effectively depends on the intricate interplay of the seven S's, or strategy, structures, systems, personnel, style, shared values, skills, and superior goals. The following diagram illustrates this relationship:



People may alter an organisation. The motivation behind turning management's vision into reality is people. The progression of change occurs from the individual to the group, and finally to the organisational level.

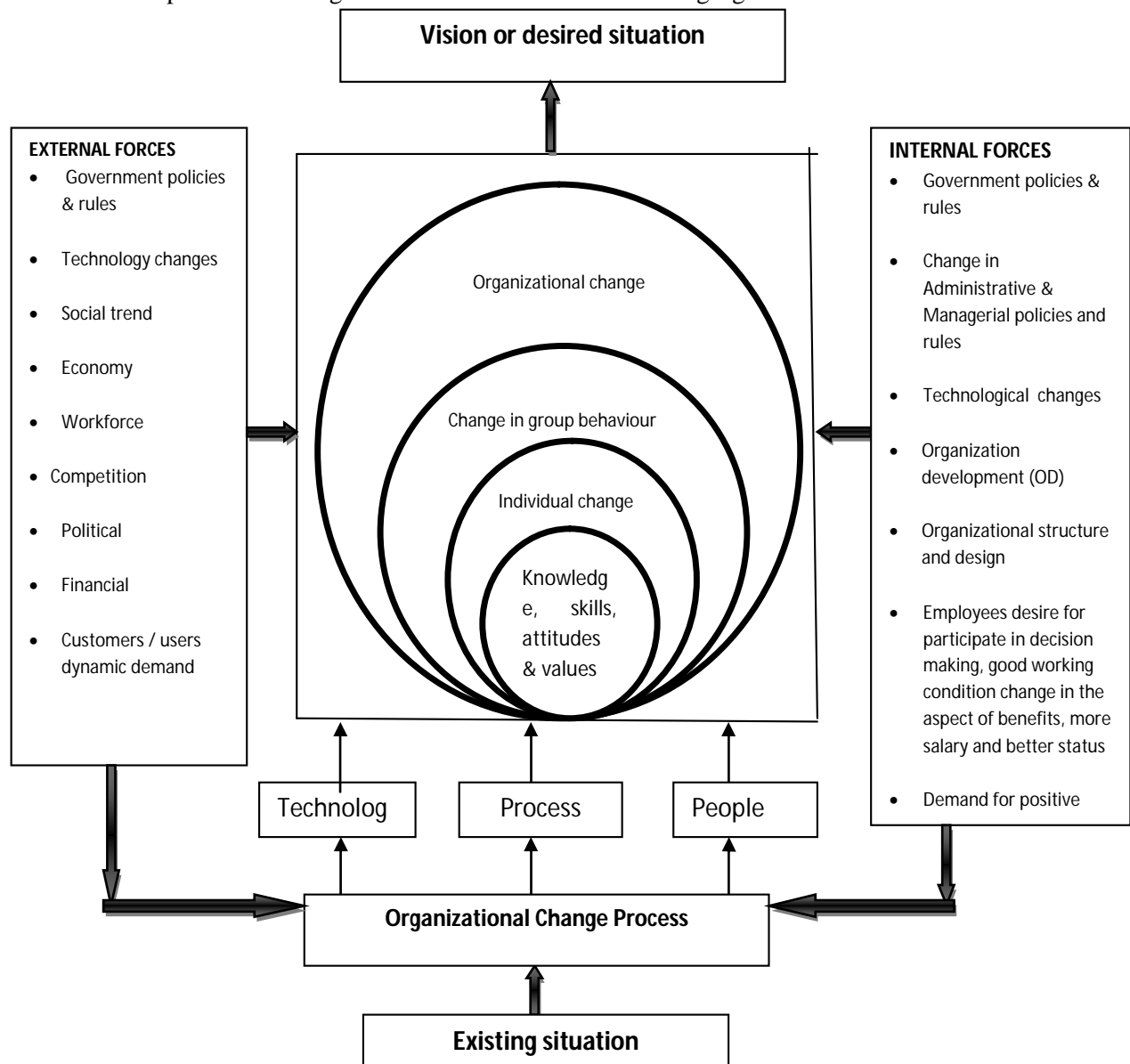
1. CHANGE PROCESS

➤ Change is the process of bringing all factors (including technology, structure, system, human resources, culture, and process) to the intended state (or vision), in accordance with the strategy. The 5W & 1H formula

can be used to evaluate and analyse change.

- Why: Why change is necessary for organization
- What: What factors to be changed- technology & equipment, man, and money etc.
- Where: Where to change
- When: When to change
- Who: Responsible management or change agent
- How: How much needs to change

The needs and process of change can be described as the following figure:



Kurl Lewin claimed that three steps are necessary for change to be successful in an

organisation: unfreezing, intervening (moving), and refreezing. The following figure illustrates the three steps:

- **Unfreezing**

- 1. Identify the need for change
- 2. Increasing the driving force to change
- 3. Reducing the resisting forces to change

- **Moving**

- 1. Individual components
- 2. Group components
- 3. Task components
- 4. Structural components
- 5. Technology components

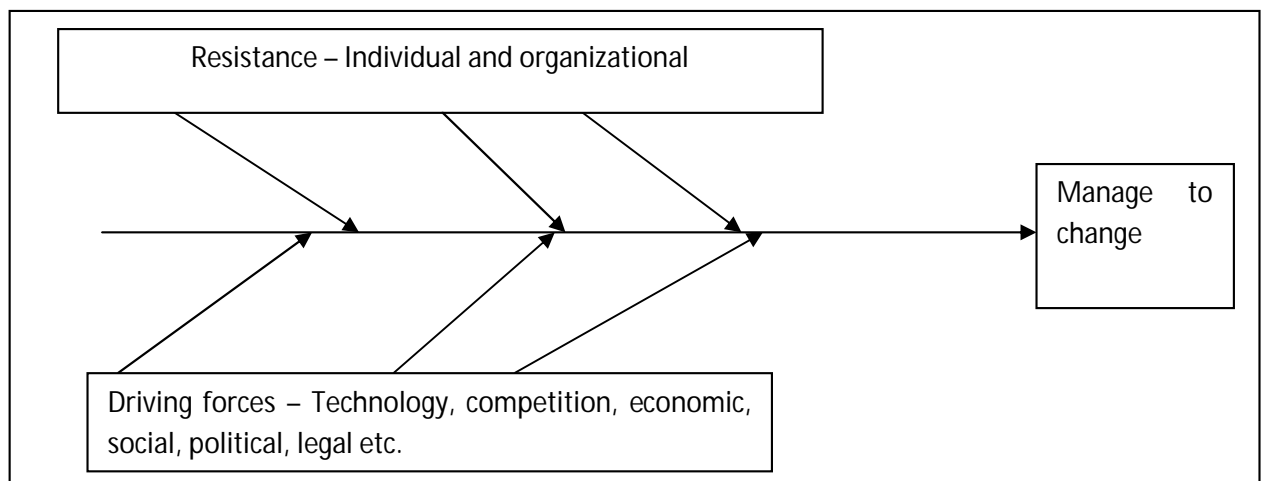
- **Refreezing**

- 1. Reinforcing the newly learned behaviour

- 2. Finding "fits" between organizational componets
- 3. Maintaining "fits' between organizational componets

. **Unfreezing:** Every object remains in a state of rest or uniform motion in a straight line until and until an external force is applied, according to the first law of motion. The organisation is dealing with a similar scenario. The following steps are involved in defrosting.

- Recognizing the driving force
- Increasing the driving force
 - Managing the resisting force



7.1. Change Management in Technological Front:

We had to write projects and contact several funding bodies in order to face the problems of the financial crunch and technology issues, and some of the projects that assisted us in change management are listed below:

S. N.	Role/Project Description/ Amount	Period
1	Library Up-gradation Project under Centre of Excellence Scheme - Funded by MHRD, Govt. of India (131 Lakhs)	1997/99
2	“Virtual Classroom for Quality Improvement of the Technical Professionals & Teaching Faculty”Sanctioned by MHRD, Govt. of India (10 lakhs)	2004/06
3	“Development of a Digital Library”Sanctioned by MHRD, Govt. of India. (10 lakhs)	2005/06
4	“Up gradation of the Library”Sanctioned by MHRD, Govt. of India under TEQIP, World Bank Project(47 lakhs)	2006/07
5	“Electronic Resource Management” Sanctioned by NIT Silchar (2.6 lakhs)	2010/11

- The following milestones could be accomplished by central library as a result of the projects mentioned above being implemented successfully:

Following are the few examples of initiatives taken by Institute:

Sl. No.	Organization	Period	Details of Training
1.	University of Illinois, USA	9.12.2013-13.12.2013	Higher Education Management Program
2.	University of Illinois, USA	29.05.2014-24.06.2014	International Library Associates Program “Imagine, Question, Connect: A Professional Development Program for Library Leaders and Innovators” http://www.library.illinois.edu/mortenson/activities/OldPrograms.html

Professional Training by library staff at National level for three years

Sl. No.	Organization	Period	Details of Training
1	IIT, Kharagpur	13.06.2016-18.06.2016	Open Source Software for Library Management (OSSLM 2016)
2	Mizoram Univ, Aizawl	21.06.2016-23.06.2016	National Workshop-cum-Training Programme on “Koha”
3	CSIR-NISCAIR	14.03.2016-18.03.2016	TEQIP, NIPU, New Delhi sponsored program on E-Learning.
4	CSIR-NISCAIR	08.02.2016-12.02.2016	Design and Development of Digital Libraries using DSpace
5	JNU, New Delhi	04.11.2015-06.11.2015	18 th International Symposium on Electronic Theses and Dissertations (ETD 2015)
6	IIM, Shillong	25.03.2014-27.03.2014	National Workshop cum Training Programme on “Management of Libraries and Information Centers in Digital Era”
7	NIT Warangal	12.07.2013-13.07.2013	National Workshop on “Promoting Excellence in Research among NITs through E-Journals”

Professional Training by staff at Institute level for three years

Sl. No.	Organization	Period	Details of Training
1	NIT Silchar	30.03.2016-01.04.2016	Installation of KOHA Open Source Software in Library and training to staff
2	NIT Silchar	03.11.2016	Workshop-cum training on Anti-Plagiarism Software
3	NIT Silchar	09.03.2015 & 27.11.2016	Workshop-cum training on Anti-Plagiarism Software

Customer support department
Many LMS vendors are uncooperative and unhelpful once you buy their product. It is

crucial to think about whether the sales and customer support staff are hospitable, knowledgeable, willing to answer your questions promptly, and friendly. Are they

prepared to go above and above to give you the tools you need to thoroughly understand the system?

Integration of compatibility with the digital
Is the library management system compatible with the school's current operating systems, allowing for simple data transfer? Please provide a link to the school's website. Does it make it easier for you to access popular e-book sites? How simple is it to catalogue? Does the programme work with RFID technology?

Flexibility

Is it possible to buy a base package and then, when needed, add other parts or upgrades? Do you have any "extras" that you would like to buy after fully configuring the library management system? The system supports updates and extensions, right?

Customization

Is it possible to change the library management system's appearance, features, templates, and catalogue? Can it be tailored to the library's requirements, or do you have to adhere to pre-established formats?

Training

Your library personnel should be able to receive training from your LMS provider so they can use the programme effectively and reap the most benefits. Additionally, the LMS supplier must be ready to meet any potential future training requirements.

Cloud-Based LMS (Access from any device any time)

Through a web browser that is connected to the internet, a cloud-based library management system makes it possible to access the library system from any location. When new releases are released, a cloud solution eliminates the need to worry about internal IT support, hardware, or other resources needed to upgrade the library system. It is a cost-effective Library Management system for libraries to make the

switch to a pay-per-use model from owning and running IT solutions.

CONCLUSION

Any civilization that is progressive must expect change. There are internal and external factors at work in every organisation. Change management is a continual process that is used as a strategic tool for organisational development in order to maintain equilibrium. Being a service sector of an organisation, the library also deals with both internal and external factors. Libraries must adopt ICT in order to provide a high-quality, value-added service to the user community as a result of ICT's evolution and implementation in libraries. As a result, the Library must implement a change management strategy to survive and grow. It gives the library a competitive edge.

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