

Self-Assessment of Professionals in Autonomous Engineering College Libraries of Andhra Pradesh

V.V. Lakshmi Ravi Kiran

Research Scholar
Rayalaseema University
Kurnool – 518007
e-mail: vvkravikiran@gmail.com

Abstract – *Libraries need professionally qualified staff to plan, direct and supervise various library operations, where professional performance is important. The present study has concentrated only on the library professionals working in autonomous engineering college libraries of Andhra Pradesh, India. This work examines the issues related to self-assess among the professionals. This paper tries to assess the library professionals, working in these libraries based on a survey method. The study is undertaken to survey the library professional's present status. The target population of the study consisted of librarians, assistant librarians, library assistants in these college libraries. Andhra Pradesh has total fifty autonomous engineering colleges up to academic year 2018-19 as per UGC (https://ugc.ac.in/subpage/Autonomous_Colleges.aspx)^[1], out of which, five are government autonomous engineering colleges, and the remaining 45 are under private management. These fifty autonomous engineering college libraries selected to my research study. At first gathered these librarian names, contact numbers and email ids. Open form questionnaire was mailed to all the private autonomous engineering librarians. The questionnaire related to professionals particulars among the college libraries. Primary data were received from five government colleges on the spot visit, eight private colleges on the appointment visit, fifteen private colleges sent by post, eighteen private colleges sent by e-mail and four private colleges not responded any way. Total 46 colleges were responded. The colleges response rate was 92 percent. This would help the library professionals to know for himself about his good or weak points.*

Key words: Self-Assessment, Library professionals, Autonomous engineering colleges

Introduction:

Self-assessment as a vital part of learning autonomy providing the opportunity for learners to assess their own progress and thus helping them to focus on their own learning. Self-Assessment enables to make own evaluation. The library professional require continuously updated knowledge and skills for effective performance. Continuing education is necessary for every professional. “The library professionals as the information providers/information facilitators should act as library managers to guide and educate the student community for self-sufficiency and independent learning and information literacy is one such potential tool that empowers the learners” ^[2]. Hence, it is important to assess the library professional's needs for continuing education and professional development. Here an attempt has made to assess the professionals among the autonomous engineering college libraries of Andhra Pradesh.

Eligibility and role of autonomous engineering colleges – an overview:

“The college should have at least 10 years of existence. The college must be accredited by either NAAC with minimum ‘A’ grade or NBA for at least three programmes with a minimum score of 675 individually or a corresponding grade/score from a UGC empanelled accreditation agency.”^[3] The college must permanently affiliate to concerned University.

Autonomy granted to the college is at the institutional level and is not partial, and shall cover the programmes at all levels such as U.G., P.G. and Ph.D. offered by the college. Research achievements of the faculty and adequacy infrastructure of library books and e-resources are the key criteria for granting autonomy to colleges. Autonomous colleges have anatomy to review existing courses/programmes and, restructure, redesign and prescribe its own courses/programmes of study and syllabus and to formulate new courses/programmes, modernize their curricula or make them globally competent, locally relevant and skill oriented to promote employability. Evolve methods of conduct of examinations, evaluation, credit system, grading system, results and issue mark sheets. The degree shall be awarded by the University with the name of the college on the degree certificate.

Need of the present study:

Library professionals can provide access different user services to the users. It is important for the development of the library and information system. As we know education in higher and technical level is no longer solely teacher oriented. A good library is a prime requirement of an engineering college in order to fulfil its objectives of dissemination and promotion of information. Its prime duty is to disseminate the information according to the diversified requirements of the users. The library professionals working in these colleges should pay importance to acquire appropriate and need based literature in libraries to meet the information needs of their users. The purpose of this study is to review current understanding of the role of self-assessment in continuing education, particularly in the library professionals, and to examine how this knowledge can assist in more effective continuing education. To investigate self-assessment practices within the library profession, highlighting professionals with regard to self-assessment.

Review of literature:

“Self-assessment tools and tips in enhancing organizational performance go beyond measuring the impact of programs, products and services. The tools and techniques are flexible, and the model can be adapted to any type or size of organization. It is initiating a process of self-assessment, internal change. It will particularly appeal to academics and professionals in organizational development and evaluation.”^[4]

“Self-assessment is used for identifying gaps and to provide information for a decision on where the gaps in could be individual analysis. Self-assessment enables to make own evaluation. Effective self-assessment is greater than the sum of the parts from which it is composed and it is a skill that is assumed more than judged.”^[5]

“Self-assessment can be used for a variety of purposes, including appropriate placement, diagnosis and feedback to learners, program evaluation assessment of attitudes and socio-psychological differences, determining of course grade, and so forth”^[6]

“The assessment is part of planning process focusing on identifying and solving performance problems.”^[7] Many studies have identified that the capacity to self-assess is essential for safe and effective practice. Brown et al (1997:170) regard self-assessment as primarily tools for learning rather than tools of summative assessment.

Objectives of the study:

- The main objective of the study is to find out the library professionals staff strength among the autonomous engineering college libraries of Andhra Pradesh.
- To identify the library professionals staff gender, age group, qualification, designation, residing locality and experience among the autonomous engineering college libraries of Andhra Pradesh.
- To know the library professionals nature of job among the autonomous engineering college libraries of Andhra Pradesh.
- To identify the number of library professionals have membership in library associations among the autonomous engineering college libraries of Andhra Pradesh.

Analysis

The collected data has been interpreted analyses and presented in the tabular form

Table 1: Professional Staff Strength in Autonomous Engineering College Libraries

S.No	Name of the College	No.
1	Sree Vidyanikethan Engineering College, Sree Sainath Nagar, Tirupati	15
2	G.M.R. Institute of Technology, GMR Nagar, Rajam	8
3	Lakireddy Bali Reddy College of Engineering, Mylavaram	8
4	Velagapudi Ramakrishna Siddhartha Engineering College, Kanuru, Vijayawada	7
5	R.V.R. & J.C. College of Engineering, Chandramoulipuram, Guntur	7
6	Aditya Engineering College, Aditya Nagar, ADB Road, Surampalem	7
7	Sasi Institute of Technology & Engineering, Tadepalligudem	6
8	Andhra University College of Engineering, Andhra University, Waltair, Visakhapatnam	5
9	G.Pulla Reddy Engineering College, Nandyal Road, Kurnool	5
10	Rajeev Gandhi Memorial College of Engineering & Technology, Nandyal	5
11	Maharaj Vijayaram Gajapathi Raj College of Engineering, Chintalavalasa	5
12	Sri Vasavi Engineering College, Pedatadepalli, Tadepalligudem	5
13	Aditya Institute of Technology and Management, K. Ketturu, Tekkali	5
14	Anil Neerukonda Institute of Technology & Sciences, Bheemunipatnam, Visakhapatnam	5
15	Jawaharlal Nehru Technological University College of Engineering, Kakinada	4
16	Jawaharlal Nehru Technological University Anantapur College of Engineering	4
17	Bonam Venkata Chalamayya Engineering College, Odalarevu, Allavaram Mandal	4
18	Godavari Institute of Engineering & Technology, NH-16, Rajahmundry	4
19	Prasad V. Potluri Siddhartha Institute of Technology, Kanuru, Vijayawada	4
20	Sri Venkateswara College of Engineering & Technology, R. V. S. Nagar, Tirupathi Road	4
21	Pragati Engineering College, ADB Road, Surampalem	4
22	Siddharth Institute of Engineering & Technology, Narayanavaram Road, Puttur	4
23	Devineni Venkata Ramana & Dr.Hima Sekhar MIC College of Technology, Kanchikachrla	4
24	Annamacharya Institute of Technology and Sciences, Tallapaka Village, Rajampet	4

25	G. Pullaiah College of Engineering and Technology, Pasupula (V), Nandikotkur Road	4
26	Jawaharlal Nehru Technological University Anantapur College of Engineering, Pulivendula	3
27	NBKR Institute of Science and Technology, Vidhyanagar, Nellore	3
28	Sagi Rama Krishnam Raju Engineering College, Chinaamiram, Bhimavaram	3
29	K.S.R.M. College of Engineering, Yerramasalli Village, C.K. Dinne Mandal, Kadapa	3
30	Gayatri Vidya Parishad College of Engineering, Maduravada, Visakhapatnam	3
31	Sreenivasa Institute of Technology and Management Studies, Murukambattu Post	3
32	QIS College of Engineering & Technology, Vengamukkapalem (V) Pondur Road, Ongole	3
33	Raghu Engineering College, Dakamarri, Bheemunipatnam (Mandal), Visakhapatnam	3
34	Audisankara College of Engineering and Technology NH – 5, Bypass Road, Gudur	3
35	Swarnandhra College of Engineering & Technology, Seetharampuram, Narsapur	3
36	Vignan's Institute of Information Technology, Duvvada, Visakhapatnam	3
37	Chadalawada Ramanamma Engineering College, Tirupati	3
38	Raghu Institute of Technology, Dakamarri (V), Bheemunipatnam (M), Visakhapatnam	3
39	NRI Institute of Technology, Pothavarappadu (Village), Agiripalli (Mandal), Vijayawada	3
40	PACE Institute of Technology & Sciences, NH-16, Near Valluramma Temple, Ongole	3
41	Sri Venkateswara University College of Engineering, S. V. University Campus, Tirupati	2
42	Bapatla Engineering College, G.B.C. Road, Bapatla	2
43	Narasaraopeta Engineering College, Kotappakonda Road, Yellamanda Post, Narasaraopeta	2
44	Amrita Sai Institute of Science and Technology, Paritala (P), Kanchikacherla (Mandal)	2
45	Siddhartha Institute of Science and Technology, Narayanavaram Road, Puttur	2
46	Shri Vishnu Engineering College for Women, Vishnupur, Bhimavaram	1
		193

Table 1 show that Shri Vishnu Engineering College for Women library functioning with only 1 library professional staff. 5 libraries are functioning with 2 professional staff. 15 libraries are functioning with 3 professional staff. 11 libraries are functioning with 5 professional staff. There is one library functioning with 6 professional staff. 3 libraries are functioning with 7 professional staff. 2 libraries are functioning with 8 professional staff. Highest 15 professionals in Sree Vidyanikethan Engineering College is working in the library. These college library professionals who had completed Ph.D., pursuing Ph.D., M. Phil. Degree holders and senior experienced staff had shown interest in filling the questionnaire. Many college assistant librarians, library assistants and junior inexperienced library professionals are refused to fill the questionnaire. Out of 193 library professionals 77(40%) are responded under the study.

Table 2: Gender-wise of Library Professionals

S. No.	Gender	No.	%
1.	Male	65	85%
2.	Female	12	15%
Total		77	100%

Table 2 gender-wise analysis shows that out of 77(100%) library professionals in autonomous engineering colleges of Andhra Pradesh 65(85%) male professionals and 12(15%) female professionals are involved in the study.

Table 3: Age group of Library Professionals

S. No.	Age Group	No.	%
1.	Below 30	2	3%
2.	Between 30- 40	20	26%
3.	Between 41 - 50	39	51%
4.	Above 50	16	20%
Total		77	100%

Table 3 shows that most of the library professional respondents fall in the age group between 41 to 50 years (51%) at the time of survey. Below 30 years of age 2(3%) of the respondents fall and 20(26%) of the respondents fall in the middle age group between 30 to 40 years. The remaining 16(20%) of the respondents are fall in above 50 years of age.

Table 4: Library Professionals Qualification

S. No.	Qualification	No.	%
1.	Ph.D.	12	16%
2.	Pursuing Ph.D.	5	6%
3.	M.Phil.	5	6%
4.	M.L.I.Sc.	49	64%
5.	B.L.I.Sc.	5	6%
6.	C.L.I.Sc.	1	2%
Total		77	100%

Table 4 reveals the qualifications of library professionals under study. It was found that 12(16%) of the professionals have Ph.D. qualification, 5(6%) are pursuing Ph.D. and 5(6%) have M.Phil. qualification. Maximum 49(64%) professionals have M.L.I.Sc. qualification, 5(6%) have B.L.I.Sc. qualification and 1(2%) have C.L.I.Sc. basic qualification.

Table 5: Professionals Staff with Designation

S. No.	Designation of Library Professionals	No.	%
1	Associate Professor	2	3%
2	Assistant Professor	4	5%
3	Chief Librarian	1	2%
4	Librarian & Head	1	2%
5	In-Charge Librarian	1	2%
6	Librarian	25	32%
7	Assistant Librarian	20	25%
8	Senior Library Assistant	6	7%
9	Library Assistant Grade - I	1	2%
10	Junior Library Assistant Grade - II	1	2%
11	Junior Library Assistant	1	2%
12	Library Assistant	11	14%
13	Record Assistant	1	2%
Total		77	100%

Table 5 shows the details of designation of library professional staff among the autonomous engineering college libraries. A total 77(100%) numbers of professional staff are responded in the different libraries, where 25(32%) librarians, 20(25%) assistant librarians, 11(14%) library assistants, 6(7%) senior library assistants, 4(5%) assistant professors, 2(3%) associate

professors, 1(2%) chief librarian, 1(2%) librarian and head, 1(2%) in-charge librarian, 1(2%) library assistant grade – I, 1(2%) junior library assistant grade - II, 1(2%) junior library assistant and 1(2%) record assistant.

Table 6: Nature of Job Type

S. No.	Job Type	No.	%
1.	Permanent	49	64%
2.	Temporary	28	36%
Total		77	100%

From the table 6 it is clear that among all the respondents 28(36%) library professionals have temporary jobs and 49(64%) library professionals have permanent jobs.

Table 7: Experience of Library Professionals

S. No.	Experience	No.	%
1.	Below 10	13	17%
2.	Between 10 - 20	47	61%
3.	Between 21 - 30	15	19%
4.	Above 30	2	3%
Total		77	100%

Table 7 presents the overall experience of the library professionals. Out of 77 professionals 47(61%) have experience ranging 10 – 20 years and 15(19%) professionals have 21 – 30 years of experience. A few 2(3%) have above 30 years and 13(17%) have below 10 years of experience.

Table 8: Origin and Background of Library Professionals

S. No.	Locality	No.	%
1.	Urban	24	31%
2.	Rural	53	69%
3.	Total	77	100%

Table 8 presents 24(31%) professionals are from urban background and 53(69%) are from rural background. Rural or urban background of the professional employees becomes significant when we analyse the performance and behavioural aspects of the employees in the Indian context.

Table 9: Membership in Library Professional Associations

S. No.	Library professional association membership	No.	%
1.	Yes	20	26%
2.	No	57	74%
3.	Total	77	100%

Library professional associations have a major role in supporting and raising awareness in professional development at the local or region or state or national level. It provides opportunities to gain practical skill through active participation in professional activities. Library professional membership in local, regional, state and national associations was analyzed as a part of the assessment of their professional activities. From the table 9 it was found that 20(26%) of the library professional respondents have membership in library professional associations and 57(74%) respondents have no membership in any of the library professional associations.

Table 10: Membership in Library Professional Associations

S. No.	Name of the Association	No.	%
1.	Andhra Pradesh Library Association (APLA)	7	35
2.	Indian Library Association (ILA)	3	15
3.	Godavari Library Association (GLA)	2	10
4.	Rayalaseema Library Association (RLA)	1	5
5.	Society for the Advancement of Library and Information Science (SALIS)	1	5
6.	APLA & ILA	3	15
7.	APLA & SALIS	1	5
8.	Indian Association of Special Libraries and Information Centres (IASLIC) & ILA	1	5
9.	(Madras Library Association (MALA) & SALIS	1	5
Total		20	100%

From the table 10 it was found that 6 (30%) respondents of the library professionals have membership in two library associations. 14(70%) respondents of the library professionals have membership in one library association.

Table 11: Workshops/Training Programmes and Conferences Attended

S. No.	Workshops/Training Programmes Attended	No.	%	Conferences Attended	No.	%
1.	Yes	55	71%	Yes	39	50%
2.	No	22	29%	No	38	50%
		77	100%		77	100%

Table 11 represent 55(71%) library professionals are attended the workshops or training programmes for knowing new concept in their professional development. 22(29%) professionals are not attended any workshops or training programmes. It also represents 39(50%) professionals are attended conferences for discuss issues and ideas relating to a specific topic. 38(50%) professionals are not attended conferences.

Table 12: Papers Publication by Library Professionals

S. No.	Papers Published	No.	%
1.	Yes	14	18%
2.	No	63	82%
Total		77	100%

Table 12 represents 14(18%) library professionals are published research papers and 63(82%) are not published any papers. This shows that papers published by professionals are very low.

Table 13: Scale of Pay

S. No.	Scale of pay	No.	%
1.	AICTE scale	14	18%
2.	State scale	19	25%
3.	Consolidated pay	42	54%
4.	Contract pay	2	3%
Total		77	100%

Table 13 shows that 14(18%) library professionals are receiving AICTE pay scales and 19(25%) are receiving state government scales. Maximum 42(54%) library professionals are receiving consolidated pays and 2(3%) are receiving contract pay. This shows that maximum autonomous engineering college managements are not giving AICTE or UGC pay scales.

Major findings:

The study was found that majority of autonomous engineering college libraries facing major problem of insufficient professional qualified library staff. The variation of professional qualified library staff, designations, nature of job, scale of pay are very high from college to college. Majority of library professionals are not satisfied towards salary packages. The study also found that the private autonomous engineering college libraries have freedom in giving designations to their library professionals. Out of 77 library professionals working in 46 colleges have 13 types of designations. The attendance of library professionals in workshops and conferences is very low. Memberships in professional associations are very less.

Conclusion:

Autonomous engineering college libraries are the most important place for getting the required literature and information by the scientists, research scholars, students etc. Higher education authorities UGC, AICTE and universities authority should take necessary initiative for the setup of the libraries and library professionals. The authorities need to review designations of library professionals in libraries. The organizations of autonomous engineering colleges have to pay scales to the library professionals. The authorities should also be allowed to attend relevant professional association meetings, workshops and conferences on deputation. This will possible with proper library professional staff strength in the libraries. Higher education authorities fixed students and staffs ration to the colleges, like this must fix colleges and minimum library professionals staff ratio. Membership in professional associations illustrate in career development. Library professionals continuously update their skills through self-assessment. Uniform library services and facility should be maintained in the colleges. The libraries should try to provide more and more library services to their users. Professionally qualified library professionals are having more knowledge, skills and competencies in the changing information world. Vacant posts of libraries need to be filled up and new posts should be created as per requirement.

References:

1. UGC status list of approved autonomous colleges
https://www.ugc.ac.in/oldpdf/colleges/autonomous_colleges-list.pdf
2. Choudhury, B.K. and Bipin Bihari Sethi 2009. "Computer Literacy of Library Professionals in the University Libraries of Orissa: An Analytical Study". IASLIC Bulletin, 54(1):15-30.
Retrieved from https://egranthalaya.nic.in/Articles/thanuskodi12_131-143.pdf
3. UGC guidelines for autonomous colleges
https://www.ugc.ac.in/pdfnews/2239254_FinalRevisedGuidelinesAutonomousColleges19-01-2018.pdf

4. Charles Lusthaus, Marie-Helene Adrien, Gary Anderson, and Fred Carden (1999). Enhancing organizational performance: A toolbox for self-assessment. International Development Research Centre, Canada,. <https://www.idrc.ca/en/book/enhancing-organizational-performance-toolbox-self-assessment>
5. Redwood, C (2010). The missing link: self-assessment and continuing professional development, Australian dental journal, 55: 15-19.
<https://core.ac.uk/download/pdf/12782116.pdf>
6. Henning, G. (1987). A guide to language testing: Development, evaluation, research. Rowley, MA: Newbury House. Retrieved from <https://journals.cdrs.columbia.edu/wp-content/uploads/sites/12/2015/05/3.3-Saito-2003.pdf>
7. Jeannette Swist, CMC, SPHR. Conducting a Training needs assessment. Retrieved from <https://docplayer.net/29986567-Conducting-a-training-needs-assessment-by-jeannette-swist-cmc-sphr.html>

