Skill requirements of LIS professionals in the new e-world

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ABSTRACT

In today's competitive environment no one can sustain himself in the market without adequate skill set. Many skills are required from LIS professionals to handle their work environment. Government is also making policies for the skill development at various levels. Therefore, this paper discusses about different skills required for library professionals to equip them for doing their job effectively and to manage the change. This further highlights the policies of government of India on skill development.

Keywords: Competency Skills, Library Professionals, Information Technology, Technical Skills, Presentation Skills, Soft Skills

Introduction

The prosperity of human has based on his/her skills and they have used those skills in their life and their working field. But in the current Scenario, the youth has required more skills to sustain their self in this competitive era. In today's globalization era, Skill building is the valuable thing to increase the efficacy and quality of people for improving the productivity and economic growth (Morgan, 1986). Skill is considered as the most important factor for the overall growth of any country. We are living in a changing society where various social, economic and political changes happen within a minute. Most of the changes are the result of the new and emerging technologies in every extent of modern society. Current Developments are greatly affecting job market requirement. These all the changes are required the new skill set.
Government is also taking initiative for skill development. Our Prime Minister, Narender Modi also taking an initiative for skill development. He starts many types of project and schemes. There are many schemes which are undertaken by government which is given below:-

- National Skill Development Corporation (2008)
- First National Skill Policy on Skill Development(2009)
- National Skill Qualification Framework(2013)
- National Skill Development Agency (NSDA) Established(2013)
- Ministry of Skill Development and Entrepreneurship established(2014)
- National Policy on Skill Developments entrepreneurship(2015)
- National skill development policy mission (2015)
- Pradhan Mantri Kaushal Vikas Yojana (2015)

- UDAAN (10th july 2015)
- STAR(Feb 2015)
- Polytechnic Schemes

Need of skills in modern Libraries

Skill is the ability to doing a particular job. Without a particular set of skills, we can't stay in a job for long period of time. LIS Professionals are required various types of skills for the changing environment, but the skill needs depend on the role of the parent organization. Since the dawn of the new century libraries are facing many problems. There are many problems which are given below (Singh & Pinki, 2009).

- Transition from print to electric media.
- New Form of work Organization such as end-user Computing
- Requirement of users is changed.
- To improve the earlier image of library.
- To adopt the new technology skill is required.

Various types of skills are essential for providing better services. Some of them are given below:

1. **Core Skill: -** It is one of the important skill that will have equip a person of the main capabilities needed to perform his role effectively, whether in the home, in the workplace, or in society.

2. **Managerial Skill: -** Managerial Skill is the ability to take decisions and to lead subordinates within an organization. Three main types of managerial skill are Technical Skill, Human Skill And conceptual Skill.

3. **Soft Skill: -** Soft Skill is personnel attributes that enhanced an individual interaction, Job Performance and career prospects.

Table1. Types of Skills

Core Skills	Managerial Skill	Soft Skill
• Technical Skill	• Human Skill	• Communication Skill
• Customer Skill	• Conceptual Skill	• Listening Skill
• Presentation Skill	• Time Management Skill	• Interpersonal Skill
• Customer Skill	• Team working Skill	• Public Relation
• Evaluation and Assessment Skill	• Leading Skill	• Customer Service
• Managerial Skill	• Planning Skill	• Team Work
• Knowledge of Policies, Procedure	• Organization Skill	• Negotiating Skill
• Knowledge of Information Services and Sources.	• Controlling Skill	• Writing Skills
	• Decision Skill	• Project Management Skill
	• Resources Management.	• Presentation Skill
		• Teaching Skill.

Conclusion:

In this new era library, professionals should definitely teach student and employer how to sell library services and how to adopt new technology. But all this work only was done by different types of skills. Some of the library science department offers classes on practical knowledge about new technology these are so important. Technology is come and go. Now Library professionals should be ready for facing new technology. They must be learned new skills according to needs, which is essential for a professional for a stay in their job. Now there is a need for learned core skills to the librarians and these skills not limited to IT related knowledge. But also related to all round knowledge of skills like core skills, managerial Skill, Technical Skill, Professional Skill etc.

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