Continuing Education Programme for Information Professionals in the Digital Environment

Kishor Chandra Satpathy, PhD
MODERNISATION OF LIBRARIES:
A CHALLENGE IN DIGITAL ERA

Edited by:

☐ Sunil Kumar Satpathy
Sr. Librarian
C.V. Raman College of Engineering
Bhubaneswar

☐ Chandrakant Swain
Librarian
Regional College of Management
Bhubaneswar

☐ Bijayalaxmi Rautaray
Sr. Librarian
KIIT University, Bhubaneswar

Mahamaya
MAHAMAYA PUBLISHING HOUSE
NEW DELHI (INDIA)

ISBN: 978-93-86283-047-0
CONTENTS

Preface vii
List of Contributors xi

1. Digital library in an academic setup: Issues and concerns
   Dr. S.K. Satpathy and C.K. Swain 1

2. Data integration in digital libraries: Issues and concern
   Dr. B.P. Panda 17

3. Creation of digital library using open Source software:
   A comparative study of GSDL, Dspace and E-Print
   R.K. Bhoi and Dr. S.K. Satpathy 28

4. Digital preservation: Strategies and copyright issues
   Dr. S. Haridasan 47

5. The emerging role of librarians as Knowledge Manager in the digital age
   K. Rajasekharan 69

6. Digital information literacy of the Faculty members
   of Sambalpur University: Survey
   B. Maharana and C. Mishra 81

7. Continuing education programme for information professionals in digital environment
   K.C. Satpathy 96

8. Collection building of e-resources in libraries with
   particular reference to e-journals: Problems & prospects
   Dr. S.K. Satpathy and Dr. B. Rautaray 104

9. Standards for cataloguing e-resources
   Dr. N.S. Harinarayana 120
10. Information networking among the Agricultural Research Libraries in Bangladesh  
   *Dr. Md. H. Uddin and Md. K Alam*  
   147

11. Collaborative networked library system and services: An overview  
   *Y. Srinivas Rao, Dr. B.K. Choudhury and M. Ishwar Bhat*  
   165

12. A study of homepages of major library consortium in India  
   *S.R. Lihitkar*  
   177

13. Open access repository to enhance research standards in India  
   *Dr. R. Ambuja*  
   210

14. Open access journals: Indian scenario  
   *Dr. M.A. Hirwade and Dr. A.W. Hirwade*  
   219

15. Digital Right Management-A Technological measure for copyright protection and its possible impacts on libraries  
   *S.K. Choudhuri*  
   232

   *S. Sripryia*  
   259

17. Application of RFID technology in libraries  
   *Dr. R. Parameswaran*  
   268

18. Induction-of RFID in Library & Information Centers: A State of the art technology  
   *S. Ganguly and M.K. Singh*  
   279

19. RFID System in libraries: An overview  
   *S. Powdval*  
   303

20. Distributed Database Management System in Libraries  
   *C.K. Swain and Dr. B. Rautaray*  
   309

21. Advances in Communication Technology: An Overview  
   *Dr. R. Varghese*  
   322
CHAPTER 7

CONTINUING EDUCATION PROGRAMME FOR INFORMATION PROFESSIONALS IN DIGITAL ENVIRONMENT

Kishor Chandra Satpathy

ABSTRACT
Continuing education is of great importance in almost all rapidly changing professions. Continuing education is a process by which library personnel (single, in groups or in institutional settings) purposefully seek to improve themselves of their profession by enhancing their knowledge, attitude and skills. Continuing Education Programme allows library and information specialists the opportunity to grow with the profession. The article gives an overview of the Continuing Education Programme (CEP) and enumerates its scope & need. The article also gives the current status of CEP in India & highlights the impediments of Continuing Education Programme for information professionals. It also stresses the role of CEPs for professionals in the Digital Collection & E-Collection Management.

1. INTRODUCTION
Continuing Education is essential part of Human Resource Development (HRD). In technologically advanced countries
employees are regularly sent for training in upcoming areas to update their knowledge and skills so that they can be more useful to the employer. Tutorial courses organized by Professional Societies, Industry Associations, Universities, and R&D institutions are regular features. Almost all major international conferences are invariably appended with pre-conference workshops and tutorials. Such a concept of Continuing Education for information professionals has yet to pick up in full swing in India.

Library and Information Centres exist to support the learning and research needs of their parent institutions. These are the dominant agencies for the dissemination of information. Their aim is to provide services or products acceptable to the customers or users to their fullest satisfaction. For sustaining the library services and librarianship, there is need to provide the library professionals with adequate training in view of the rapid developments in the fields of Science and Technology specifically rapid developments in ICTs.

In order to assist practicing librarians and information specialists to maintain competence in a changing society and to keep educators aware of issues and trends in practice, the Continuing Education Programme (CEP) is essential.

2. CONCEPT AND SCOPE:

UNESCO (1982) defined continuing education as “Activities which help people improve their abilities skills and competencies, professional as well as vocational, thus facilitating entry into specialized areas and/or allow personal development and satisfaction.”

This is an excellent definition, which is quite “broad-based”. It includes those learners who wish to improve their skills and knowledge in their trade or profession. This could be for advancement in the job or to keep abreast of change.
Continuing education thus helps the working professionals to keep them abreast of modern developments and increase their professional competence. Continuing education promotes a learning society and is in turn promoted by it. Each is both an input to and an output of the other as shown fig.1

![Diagam: Interdependence of Professionals and Society](image)

**Fig 1: Interdependence of Professionals and Society**

Education and training are life long processes. Professional competence has to be sharpened through perusing professional journals; attending conferences, discussing with colleagues and constant practical touch. The National Education Policy 1986 formulated by the Govt. of India has emphasized among many, other things, need for updating knowledge and teaching skills in the teachers and librarians. This resulted in establishing 45 Academic staff colleges at various universities in the country.

3. **CONTINUOUS EDUCATION PROGRAMME IN LIS:**

Since library is a growing organism, its growth has to be sustained. Also, learning is a life long process, so the information professionals need to acquaint themselves with changing scenario in the fields of information and technology. There is an urgent need for the professionals to know the new techniques required to run the library in the new digital environment. There arises the need for their continuous professional development. They need to work like a team in order to provide quality-based services to the end users.
Continuous professional development includes staff development, training and personal development at all levels.

Sue Lacey Bryant uses the term Personal, Professional and Development in the following context:

- **PERSONAL**: Relating primarily to the needs of the individual rather than those of the employing organization, and concerned with deliberate self development, which although, self-directed, cannot be accomplished alone;

- **PROFESSIONAL**: Concerned with the specialized knowledge and skill, and those attitudes, standards and values which together contribute to competence in the conduct of our vocation;

- **DEVELOPMENT**: Reflecting a dynamic continuous process of growth and achievement, in which a willingness to change is inherent.

Self-knowledge is the most challenging aspect of personnel development. It is a personal responsibility.

### 4. NEED FOR CONTINUING EDUCATION PROGRAMME IN DIGITAL ENVIRONMENT

Need for continuing education has been felt in almost all professions including library & information science, because of new developments being taking place rapidly in every profession. There are various reasons, which demand library & information professionals to pursue continuing education.

- Library & information professionals need skills and techniques for acquiring, processing and dissemination of information.

- New developments in computer technology:

- Developments in communication technology: e.g. internet, digital library through which information can be accessed and retrieved while sitting anywhere in the world.
Handling of new information tools: union catalogues, indexes, abstracts, thesaurus, e-journals, e-resources etc. which are now available in printed as well as machine readable form.

To provide the required information with minimum efforts and in minimum time i.e. to say maintaining information economy.

Job satisfaction and professional growth.

To enable the information professionals at all levels to keep themselves up to date with changes in procedures. They should understand new producers and be able to put them in practice.

It also enables the staffs to consider their long-term goals and to plan how to achieve them.

A high quality continuing education programme can enable an institution to develop its own staff, so that they are well equipped to take advantage of internal opportunities for promotion.

5. CURRENT STATUS OF CEP FOR INFORMATION PROFESSIONALS

Continuous Professional Development involves participation in short courses. International organizations such IFLA, UNESCO, LA, CLLIP, OCLC etc are contributing to a great extent in continuing education programme by organizing seminars, workshops, refresher courses, summer schools etc at their own and also in collaboration. They offer a wide range of courses, which meet most of the development, needs of the profession.

In India too, some organizations like INSDOC (NISCAIR)-New Delhi, DESIDOC-New Delhi, NIC-New Delhi, NISIET-Hyderabad, DRTC-Bangalore, NCSI-Bangalore, IITS, IIMS, NITs & Associations like ILA, IASLIC, IATLIS, SIS, MALA etc and university departments of library and Information Sciences, various other organizations related to library services and Institutions which have the necessary infrastructure for supporting continuing
education programme are trying their best in this direction, by providing training of latest information technology and by organizing conferences, seminars, workshops, etc.

Few other organizations like UGC, CSIR, AICTE, ISTE, INFLIBNET, DELNET, INDEST, Vidyanidhi have done remarkable job in organizing CEPs for the information professionals.

The limitations of most of these programmes are:

- They are of short duration
- Generally infrequent
- Claim comparatively high fees
- Working professionals find it difficult to get sponsorship from their institution
- They involve traveling to distant destinations, which hampers those in regular work, etc.
- Lack of adequate infrastructure to support all the participants
- Less practical & more theoretical
- There is no follow up for these CEPs

Although, we have achieved a lot in providing CEPs for professionals but this is not compatible with the other developed countries like USA & UK.

6. IMPEDIMENTS FOR CONTINUING EDUCATION PROGRAMMES:

The following factors given below are generally responsible for library and information professionals for not participating in the continuing education programmes.

- Lack of motivation for acquiring further knowledge.
- Ignorance about continuing education programmes and their utility.
- Financial reasons
Psychological complex for joining formal courses with juniors.
Unfavorable & negative attitude of authorities
Duration, timing and dates of courses
Feeling of jealousy among coordinate and subordinate colleagues.

6. CONCLUSION

At the pace with which new technologies are emerging and explosion of knowledge is taking place, we are left with no alternative but to prepare ourselves to meet the challenges of changing needs. The strategies utilizing different modes of communication available have to be adopted and retraining to our work force. In a developing country like ours, it is of paramount importance to have well planned continuing education programmes for our serving manpower so that we are not bogged down in this competitive world. Let us hope that continuing education programmes properly planned and implemented will usher in a new era in the history of this country—an era of increasing productivity, sustained growth, progress and prosperity.

Training is essential to make sure that everyone is equipped to perform their particular tasks and responsibilities to the highest standards. A well-managed continuing education programme will encourage staff to develop abilities beyond their immediate needs. It will also help the profession to achieve the desired respectability, which has so far been missing. The CEP in the digital environment is need of the hour.

REFERENCES

1. Bryant, Sue Lacey, Personal Professional Development & the Solo Librarian, Library Association, UK,1.
2. IFLANET: Guidelines for Professional Library/Information Educational Programs-2000


5. Sharma, Sanjay; Ashok Kumar & Sharma, S K, Continuous Professional Development (CPD) and Total Quality Management (TQM) for Sustainable Librarianship. ILA Bulletin, 34(3-4) 1999, Pp-64-65


