Research Article

Human Resource Development of University Libraries: A Review Study of The University Libraries of the Bihar State

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I N F O

A B S T R A C T

According to the research, the library needs a thorough human resource development (HRD) plan that provides a variety of training and education opportunities and aligns with its mission and strategic goals. Regardless of geography or position, the research provides a flexible, inclusive, and approachable method for all library staff. In addition, it needs to promote professional growth, diversity, equality, and inclusion in library operations and services, as well as lifelong learning. It is advisable to conduct a needs assessment to ascertain the HR development needs of academic library workers. Make a comprehensive HRD strategy with seminars, webinars, conferences, mentorship programmes, and online courses based on this evaluation. The effectiveness of the HR development strategy should be evaluated, and chances for innovation and improvement should be suggested, using data and analytics. It's also advised to have a positive, encouraging work environment that values the contributions and well-being of library employees. The study comes to the conclusion that state university libraries in Bihar, India, require a thorough and well-thought-out HRD plan. Investing in HR development can help academic libraries attract and retain staff, enhance the quality of their services, and promote the academic and research missions of their respective institutions. It is common knowledge that human capital actively develops every aspect of society. Human resource efficiency affects all other resources. HRD seeks to create a psychologically supportive environment and to inspire professionals. Over time, it also reduces production costs in a lot of businesses and organisations. HRD encourages cooperation and lessens hostility between individuals, organisations, and corporate leadership.

Keywords: Academic Libraries, HRD, ICT, Digital Library, Development Strategy

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Introduction

The development of the country is entirely the responsibility of the management of its human resources (HR). This human resource will not be very useful to the nation if it is not managed well. Civilised humans are one of the main underlying problems preventing civilisation from progressing. The most obvious part of the considerable human resource development is training for professional staff in academic libraries and for new ICT concepts. Human resource development (HRD) has a significant role in the chrysalis of the library. Operations and management duties are combined in HRD. Any company's ability to succeed depends entirely on its ability to develop its human resources, as employee development is essential to the company's ability to grow. The success of the library depends critically on having competent staff, especially in ICT. The introduction of information communication technologies has brought about a new approach to data storage and transmission. Libraries may now provide a plethora of new services thanks to information and communication technologies. It facilitates the removal of barriers to communication like time and place. Libraries will become more and more effective as technology advances. Through a communication network like the internet, it enables data to be sent at any time from a library to anyone in the world.[1,2]

Digitalisation of libraries is another crucial aspect that is being adopted by almost all academic libraries. When library automation software is used, several steps are finished. ICT has transformed the services offered by academic libraries globally, but it has also made it necessary to develop the infrastructure and human resources that academic libraries and knowledge treasuries currently lack, as well as to fundamentally alter how staff members and patrons of libraries use ICT and HRD in the digital age. The University Grants Commission (UGC) and the Ministry of Human Resource Development (MHRD) have implemented several measures to improve and expand the services that libraries offer. These measures include starting syndicate-based subscriptions to online journals and databases through INFLIBNET and INDEST, as well as allocating sufficient funds for infrastructure upgrades. These actions were done to improve and expand the services that libraries provide. Research endeavours are positively impacted by the rise in demand for user-centred information services as a result of this. Consumers of computers and the internet are more technologically savvy than previous generations, and they have the fundamental computer skills required for their academic endeavours. They frequently interact with computers and the internet, which is the cause of this. Despite significant advancements in the field of information and communications technology application

development in libraries, most academic libraries still lack the full complement of ICT-based software that their patrons may require. The maintenance of professional performance among information staff members is crucial to meeting the needs of library users. To accomplish the necessary advancements in this field, people employed by academic libraries must possess a basic understanding of both computer science and technology.[3,4]

Role of Academic Libraries

Since the dawn of time, technological advancements have had a noticeable impact on the design, operation, and resources provided by academic libraries. These days, the library offers services outside of its actual location. Print publications have mostly been replaced by resources that are available online and through other digital platforms. There is far less interaction between users and librarians in the new setting. The frequency with which users use electronic information sources is rising. It is possible that the library serves solely as a channel for information. In not too distant a time, end users won't have to go through the library to access the source. In this situation, librarians' services need to be refocused to decrease research time while also expediting access. Users can get information without physically visiting the library. As a reprocessing centre, the future library will collect, process, and package information such that each package contains information that is properly catered to the recipients' needs.

When it comes to material developed both inside and outside the organisation, electronic libraries will need to offer a broad range of auxiliary and supplemental services. Future electronic libraries will need significant funds for upkeep and repair as well as continuing support. Information will be more expensive than the one-time fee needed to buy papers in a traditional library.[5,6]

Need for Improvement in the Capabilities of Academic Libraries' Human Resources

Developing human resources is necessary to foster competencies:

- It is almost hard for a company to survive, much less make a difference in society, if its personnel don't have the right mindset, abilities, and approach.

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- Traditional approaches to human resource development are not obsolete; rather, they remain relevant and advantageous.[7]

Human programmers create the kind of organisational transformation that the concept of human resource development envisions.

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What can Academic Libraries do to Help with HRD?

The most often employed HRD mechanisms are:

Training and Development: The goal of training and development is for library professionals to advance or transfer information skills and methodologies.

Training: The purpose of this training is to improve the professional staff members' ICT-based knowledge, skills, and attitudes.

- Professional staff members in libraries will get orientation and refresher training.

- Technical instruction and expertise

- Leadership

- Training in Library Administration

On-going Training for Supervisors of Libraries

Development of Libraries and Organisations

Members of the university library use pre-made interventions grounded in concepts from behavioural science. Organisational growth is achieved by the implementation of both micro and macro improvements.

Professional Growth in Academic Libraries

Developing a career requires doing numerous processes.

- Career Planning- This helps library professionals create a practical career path by providing tasks, resources, and a list of talents and skills.

- Career Management- The activities that an organisation may take to assist in the professional development of library employees are the main topic of this section.[8]

- The professional staff of the library, which also comprises specialists in the domains of health, education, recreation, housing, and transportation, offers welfare services.

- Advise and criticism

- Changing jobs

- Cooperation

- Development of leadership

- Improvement of the job, among other things

A Librarian's Function in an ICT Environment

An adaptation of the librarian's role to the new environment has been made due to advancements in information and communication technologies. For example, future services provided by librarians will require the use of new methods for cataloguing and classifying materials, search engines for online resources that specialise in specific subject areas, and the interconnection of all relevant information from the universe. Processing and distributing information to users will be the librarian's primary duty in the new setting. Consequently, the librarian ought to be proficient in the following areas.[9]

A Review of the Works (Study)

The development of human resources (HR) in academic libraries is critical to the growth and prosperity of Bihar academic institutions. - Academic Institutions of Bihar HR development initiatives could include training options, professional development opportunities for library staff, and initiatives to draw and retain talented employees. Providing competitive salaries and benefits, cultivating a happy work environment, and providing opportunities for career advancement are a few ways to do this. Effective HR development can assist a library's mission to serve the academic community by boosting staff morale, raising service standards, and increasing worker satisfaction.

Evaluation of the Literature

There is a larger body of literature on human resource management in organisations that can be linked to the literature reviews for HR development found in Bihar's university libraries. In particular, HR development in academic libraries has drawn interest as a way to assist the expansion and prosperity of libraries as essential elements of higher education.

Numerous HR development initiatives, including training and professional development programmes, pay and benefits plans, and workplace culture, have been the subject of research in this field. Additionally, the effect of HR development on job satisfaction, morale, and retention rates among library staff has been investigated in this study.

Overall, the research background on HR development in academic libraries highlights the importance of effectively Ensuring the success of academic libraries and the institutions they serve requires the support and development of library professionals.[10]

The purpose of this is to set the scene for the launch of Islamic financial products. Furthermore, the study highlights the limitations, challenges, and problems that exist in the Islamic banking industry and provides a preliminary empirical assessment of the performance of Islamic banking and finance.

Darko-Ampem & Nfila (2002): Consortium literature is typically found in four locations. The information on the page states that the International Association of Library Consortia was established in 1997. Examples of modern advancements include the expansion of collections, the acquisition of electronic journals, the sharing of computer databases and integrated library systems, and the staff's professional development. What's been achieved is that

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resources that were previously unavailable to clients are now available to them, service standards have improved and customer convenience has increased. Because the consortium of libraries splits the expenditures, the cost of each individual item is less. This results in cost savings.[1]

In this study, estimates of the change in productivity in European banking between 1994 and 2000 are compared and contrasted using parametric and non-parametric approaches. Furthermore, the data suggest that technological advancements have been the primary driver of productivity growth (when detected), with no apparent "catch-up" by non-best-practise-following institutions.

Casalo and Associates (2007): The purpose of this study is to look at the elements that customers value most when deciding whether or not to trust an online banking service. These elements include the site's credibility, usability, security and privacy perceptions, and usability. Furthermore, it suggests that customers' level of commitment is positively impacted by trust. Structural modelling will be used to compare the hypotheses following the validation of the measurement scales.[3]

Using data from India, they create hypotheses regarding how different bank ownership types—foreign, state-owned, and private local banks—affect banking relationships. For one kind of state-owned bank only, however, the predictions of detrimental effects on multiple banking and the number of relationships hold, since state-owned banks often serve as the secondary link for the businesses they are mandated to serve (small and obscure enterprises, for example).

A Group led by Ioannidis (2008): This study uses the stochastic frontier methodology to give global statistics on the effect of the supervisory and regulatory environment on bank efficiency. Their data collection includes a total of 2,853 observations from 615 publicly traded commercial banks that operated in 74 different countries between 2000 and 2004. They examine the effects of laws pertaining to limitations on bank operations and the three Basel II pillars on the cost and profit efficiency of banks, in addition to taking into account the unique features of each nation. Their study's findings demonstrate how improving market discipline through legislation, incentives, and increased government supervision all contribute to cost and profit effectiveness. Restrictions on increased capital requirements have a favourable effect on cost-effectiveness but a negative effect on profit effectiveness. They find the reverse effect when it comes to bank activity limits: more restrictions have a negative effect on cost efficiency but a positive one on profit efficiency. This is due to the fact that more stringent restrictions make it more difficult for banks to carry out their regular business operations.[5]

Studies of banking competitiveness and competitive conduct within and between nations often employ only one of the few available indicators. To achieve more consistency, they try to distinguish the pricing power of banks from the other, less important factors that are reflected in competition indicators. Despite some increase in cross-country consistency, they aim to distinguish the pricing power of banks from other, less important impacts that are reflected in competition measurements. The key conclusion is that, despite some increase in cross-country consistency, their measure of bank pricing power suggests that competition in the European banking sector may very well be stronger than that suggested by standard measures and research. This is true even with a minor increase in cross-country consistency.

McGuire and Associates (2009): The present study examines the progressive build-up of stresses on bank balance sheets, which prompted the implementation of a coordinated regulatory response. They recreated the worldwide consolidated balance sheets of the biggest national banking systems using the BIS's collection of data on international banking. The study begins by demonstrating why a nation's "national balance sheet," a measure derived from population density, would not be a reliable indicator of the risks that that nation's national banking system—or its citizens—are facing. The combined balance sheets of the various banking systems are thus the main focus, and it demonstrates how the increase in US dollar assets held by European and Japanese banks (since 2000) has resulted in a structural requirement for US dollar funding. The destabilisation of the interbank and swap markets led to a dollar shortage, which was brought on by these constraints.[8]

This study uses a panel of 15,888 observations to evaluate the interest margin in the major European banking sectors (Germany, France, the United Kingdom, Italy, and Spain) from 1993 to 2000. The research looks at the important factors that affect this margin and how they affect the interest margin. The methodology used in the original study by Ho and Saunders (1981) and its subsequent extensions served as the foundation for their work, which has been improved to explicitly take the operational costs of banks into account. Reductions in interest rate risk, credit risk, and operating expenses have offset this benefit. This is because the negative consequences of this effect have been countered by a drop in interest rate risk.

In Bangladesh and India, the number of non-formal education (NFE) programmes available to adults and children between the ages of 8 and 45 who have dropped out of school. In order to ensure that the curriculum meets the requirements of the primary curriculum, assess the general competency of NFE and how it differs from primary education, improve

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teacher preparation and qualification for effective lesson delivery, and develop plans to take children and adults through the formal equivalent of grades III through VIII or higher, these steps are taken. These programmes provide chances to make money while learning, which is crucial for growth and survival. In Bangladesh and India, a single national social mobilisation strategy is carried out through literacy and non-formal education programmes. A coordinated approach to the implementation of continuing, informal, and formal education is required by this strategy. This initiative aims to increase awareness of the value of education and turn schools into hubs of community resources. The goal of this comparative study was to promote more international cooperation in the delivery of non-formal education programmes in the indicated field. By sharing their experiences and giving the necessary opportunities, they are able to assist the individuals in their target group in developing their golden attributes.

Basu and More Individuals (2012): They suggest that the meaningful coordination of distributive justice with identity-based demands in response to Nancy Fraser's social justice paradigm has limits. This is true not only because of the nature of the claims themselves; but also because demands for redistribution are undermined by rival political factions' battles for supremacy and legitimacy. The author of this essay identifies three elements—the reservation system, cultural nationalism, and state development ideology—that have aided in the less politicised form of the movement for Bihar's independence from Eastern India.[10]

Venkatesh et al. (2013): They have suggested that the state should take action to strengthen the correlation between the overall quality of education and the level obtained in order to support the sector's growth. Having the right amount of governmental involvement at the systemic level, requiring certification within a specific time frame, and, on the other side, having higher education institutions committed to quality are some ways to achieve this. Better accountability systems and increased funding for public institutions are required, even as the nature and standard of regulations governing commercial institutions should be made simpler. [11]

This study uses Abbott's (1988) concept of professions as an organising principle to investigate how professional specialisations have influenced the development of academic librarianship. An assortment of disjointed studies, drawing from job postings, questionnaires, and individual case studies, has been assembled to provide a distinct perspective on the development of the field. The fundamental jurisdiction of the profession has proven to be durable in the face of attempts to undermine it. Open access and data management, as well as recent ventures into education,

have been some of the responses to this need. When previous specialisations are compared with those that will emerge in the future, it becomes clear what advantages and disadvantages fixed positions and overly broad claims have.

Kumar (2015): An investigation was conducted into the libraries of seven different Indian Institutes of Management (IIM), namely IIM-Ahmadabad, IIM-Bombay, IIM-Calcutta, IIM-Indore, IIM-Kozhikode, IIM-Lucknow, and IIM-Shillong. The results of that enquiry served as the foundation for this report. In-depth discussions are held regarding the relative status of the resources, the setup of information technology, including the software used to automate library tasks, and the availability of remote access to the library. Because it relies less on local resources, the library is growing in popularity as a physical location. Furthermore, it looks at the various information products and services libraries offer to their clients in an effort to become centres of learning for their clients.[12,13]

The introduction to the dissertation's overall structure is provided in the first chapter of the work. It was useful in comprehending the rationale behind the research project and the main objectives that the investigator hopes to achieve by employing a range of research instruments to respond to pre-established questions. The concept of corporate social responsibility, or CSR, is contentious and open to many interpretations. Before drawing firm conclusions regarding the selected topic, more research is necessary.

Puterbaugh and Rodgers (2017): An overview of the design, execution, and eventual relocation of the Eastern University Library's digital badge for information literacy is given in this case study. Information literacy instruction was unofficially included in the first-year undergraduate writing curriculum through the use of "one-shot" presentations in the form of seminars prior to the establishment of a certification system. The library formalised its training plan by creating a digital badge for information literacy, which was inspired by the certification standards. Since we had a tight budget, we chose to use inexpensive choices for our distribution channels. They were LearnDash, WordPress, and Credly. After receiving user feedback (from instructors as well as students), the library reevaluated the programme and included the badge in the university's learning management system (LMS).[14]

In order to identify the important areas and generate research questions, the goal of this review is to provide a thorough and comprehensive framework regarding the state of research in the field of education of children with disabilities or disabilities (CwD/ CwDs) from 2000 to 2017. [15]

The era that succeeded the global flagship effort Education

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for All (EFA), which approached the problem of individuals with disabilities from a rights-based perspective, has significantly expanded the scope of research and expanded research approaches. Researchers' top priorities now include academic achievement, the role of important individuals in development, and promoting learning through the creation of material resources. Other well-liked options include encouraging learning via a range of techniques and comprehending the connection between psychosocial elements in development and learning, but the analysis also reveals that the research still seems to view disability as a deficiency, and the need to change the emphasis to a capacity approach by emphasising the individual's abilities and dignity. This is due to the fact that the research appears to still view disability as a deficiency. Though this is becoming increasingly prevalent, there is a lack of research that adopts a critical perspective and has the potential to be both transformative and educational. To close the gap left by the paucity of prior research, empirical studies on the proactive tactics that students with disabilities (SwD) employ to maximise their potential in the academic, social, and personal spheres must be conducted in the future.[16-20]

By adopting a grounded theory approach to develop Vroom's expectation theory and applying it to the context of academic libraries, this study aims to increase our understanding of the factors that motivate individuals to use academic libraries. The grounded theory approach was used in the gathering of data, analysis, and theory formulation. The method used to compile this data was known as theoretical sampling. Professor and student interviews at public and private Indian educational institutions were conducted and recorded until theoretical saturation was attained. The interviews were analysed using open coding, axial coding, and selective coding. These methods were used to find and incorporate Vroom's theory's components into a theoretical framework.

Murthy and Associates (2020): The second part of the paper is divided into ten sections and examines research conducted in India after 2000. These are the following sections: teaching-learning process; learning achievement; community involvement; infrastructure, resources, and grants; retention and dropout; teachers' dispositions; teachers' training; availability of teachers; teaching resources, including textual materials and ICT; policies and their implementation; and policies and their implementation. A synopsis of the study patterns, a list of research gaps, and suggestions for additional research are provided in each section. It also offers a thorough explanation of an empirical analysis of more than 400 investigations that were conducted in order to provide various degrees, along with research articles or reports. The review's conclusions are suggested to guide future research, which should prioritise qualitative research techniques and in-depth examination of a range of subjects.[21-24]

Research Gaps

The research gaps in HR development in academic libraries in state Universities of Bihar can include:

- Lack of Empirical Research: There might not be enough empirical study on the difficulties and demands of HR development that academic libraries at Bihar's state universities must deal with.

- Limited Attention to Regional Context: Research on HR development in academic libraries might not include the particular difficulties and environment that state universities of Bihar's libraries encounter.

- Inadequate Attention to Library Staff Needs: It's possible that research hasn't given enough thought to the issues and requirements of library employees, such as career development, work satisfaction, and training.

- Insufficient Library Culture Consideration: It's possible that research hasn't completely taken into account how organisational structure and library culture affect HR development activities.

- Insufficient Knowledge of the Impact of Technology: Research may not adequately take into account the influence of technology on HR development in academic libraries, particularly how it might help or impede HR development activities.

By filling in these research gaps, state universities in Bihar can enhance their academic libraries' comprehension of HR development and formulate more successful HR development plans.

Research Methodology

Methodology of Research

Research design is the framework or approach that a researcher uses to guide their investigation. It outlines the procedures for gathering, analysing, and interpreting data in order to provide an answer to the hypothesis or research question.

A mixed-methods design, which combines quantitative and qualitative research methods, might be used for a study on HR development in an academic library in the context of Bihar Academic. This method can handle many research questions and objectives while providing a thorough comprehension of the research problem.

The quantitative part of the study could involve staff members at academic libraries in Bihar Academic being surveyed. The survey may be used to collect information on a variety of HR development initiatives, such as hiring,

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performance management, training and development, and employee engagement. Additionally, demographic data about the workers, like age, gender, education level, and length of employment, may be gathered through the poll. The information gathered might be analysed using descriptive statistics, regression analysis, correlation analysis, and other statistical approaches to look at the relationships between HR policies and employee outcomes including commitment, work satisfaction, and retention.

The study's qualitative component may involve conducting in-depth interviews with significant players, such as HR managers, librarians, and support staff in academic libraries in Bihar Academic. These stakeholders' perspectives, experiences, and opinions about HR development processes, the opportunities and challenges they face, and their recommendations for improving HR practices could all be covered in the interviews. The material gathered could be assessed using content analysis, thematic analysis, and other qualitative research methods to identify themes, patterns, and connections among the data.

Combining quantitative and qualitative data can strengthen and balance each other's shortcomings while offering a deep and complex knowledge of the study question. While qualitative data can offer in-depth insights into the opinions and experiences of stakeholders, quantitative data can offer a broad overview of HR practices and employee outcomes. The study can provide a more solid and trustworthy image of HR development in academic libraries in Bihar Academic by combining the results from the two data sources.

Result

The practice of selecting a sample for research purposes from a larger population is known as sampling methodology. The sampling strategy used should yield a representative sample that accurately reflects the total population and is suitable for the study question or hypothesis

The research design and the demographic of interest will determine the sampling strategy for the study on HR development in an academic library in the prospects of Bihar Academic. In this instance, all staff members working in Bihar Academic's academic libraries would constitute the population of interest, and both quantitative and qualitative data collection techniques are used in the research design. As a result, it is possible to combine purposive and probabilistic sampling methods.

First, the probability sampling technique can be used to select a representative sample of employees from the population. A simple random selection method can be used to pick a randomly chosen member of the academic library staff at Bihar Academic. The selection of a suitable sample size calculation method can take into consideration the size of the population, the needed level of precision,

and the degree of confidence.

Second, key informants for the qualitative data-collecting approach might be chosen using the purposive sampling strategy. This approach selects volunteers according to their experience, knowledge, or connection to the research questions. Key informants in this instance may be HR managers, academic librarians, and support personnel at Bihar Academic Libraries. Criteria including their job title, experience, and participation in HR development initiatives might be used to do the sampling.

Using both random and purposive sampling procedures, the study may ensure that significant informants are included in the qualitative data collection while also producing a sample that is representative of the population.

Combining these sample strategies can improve the data's generalisability and offer a thorough grasp of HR development strategies used in Bihar Academic libraries.[23]

The selection of the sampling technique will be influenced by the research topic or hypothesis, the characteristics of the population under investigation, and the resources available to the investigator. Before selecting the method that would yield the most representative sample for their study, researchers should carefully consider the advantages and disadvantages of each.

Study Variables and How They are Measured

Variables are traits or qualities that can differ between people or units and are employed in studies to provide answers to research questions. The research topic and design determine the variables being studied and how they are measured. Independent and dependent variables are two common categories into which variables can be separated.

The variables that the researcher alters or controls and that are thought to have an impact on the dependent variable are known as independent variables. Dependant variables are those on which an influence of the independent variable is hypothesised and that are either measured, observed, or both.

Variables can be measured quantitatively or qualitatively. While qualitative variables are measured using non-numerical values like categories or descriptive phrases, quantitative variables are measured using numerical values and statistical analysis.

To investigate the relationship between exercise and weight loss, for example, exercise would be the independent variable, and weight reduction would be the dependent variable. Exercise can be quantified by counting the minutes or hours spent working out each week, and weight reduction can be quantified by counting the pounds or kilograms lost. As an alternative, weight loss could be classified into three

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categories: "no weight loss," "moderate weight loss," and "significant weight loss".

Examining how a novel teaching strategy affects student performance is another example. Student success would be the dependent variable, and the new teaching strategy would be the independent variable. Both qualitative and quantitative measures of student performance can be used, such as grades or test scores, and terms like "high performance," "average performance," or "low performance".

In general, the variables under investigation and their methods of measurement are influenced by the research topic and technique. Researchers must carefully select and measure the variables to ensure that they are relevant to the study topic and that the measurement is valid and reliable.

Human Resources in Academic Libraries

Because it handles the majority of the problems that the campus HR office handles, the academic library serves as a microcosm of the entire institution. Even though the issues aren't as serious as some of the others, they're still quite important because they significantly affect how the library runs and whether it can accomplish its goal. A broad set of employees from across the university will be allocated to work in the library, depending on the size and structure of the campus. Librarians frequently have adjunct professorships or other academic positions. Administrative employees are free from the Fair Labour Standards Act (FLSA), but clerical, support, and paraprofessional employees are also not covered by the FLSA. Part-time employment might be either temporary or permanent, students or not, and some student employees might be qualified for financial aid like work study. Students who work part-time jobs could be qualified for financial aid.

The sharing of facilities between teaching and service faculty may present an additional problem if the university offers a degree in library science. Each will have its own requirements for the verification of various qualifications, as well as unique standards for tenure or permanent appointments, promotion, and retention. Alternatively, it's possible that service librarians are professional or administrative staff members without tenure and those only teaching librarians hold the position of professor. Some instructional librarians may have no administrative ties to the library at all, even though their academic department may be housed there. Human resources specialists in university libraries face a variety of difficulties in circumstances like these.

While there are other administrative units on campus that house a mix of faculty, exempt and non-exempt workers, part-timers, permanent workers, temporary workers, student workers, and non-student workers, the academic library is one of the few locations where they interact in a variety of ways, and none of these other offices have a mix of workers that visitors could confuse for one another. However, there is typically no discernible difference between the librarian, the paraprofessional, or even the student employee working at any service point in the library when a consumer arrives. Employees are hired, processed, and supervised in several ways according to the institution's regulations and procedures, even though they all work at the same service desk. Apart from the diversity of its staff, there are problems when a firm is open for extended time every day, particularly on the weekends. Many libraries open their doors for twenty-four hours a day, seven days a week, in the weeks leading up to final exams. Not only does an employee's schedule depend on how many hours they must work, but their shifts, overtime pay, and remuneration are all determined by this number.

The human resources officer of a library is responsible for several different tasks. All will probably provide at least some of the popular options, though. The HR officer of the library is responsible for creating, implementing, coordinating, and overseeing all HR policies and procedures. This person oversees hourly assistants, professional and classified staff, and academic librarians. The HR officer is in charge of overseeing every facet of human resources, including hiring and classifying personnel, paying salaries, providing staff development and training, and maintaining communication with them. Here is a list of specific roles and responsibilities that may be found in each of the HR departments:

Recruitment: Organising the hiring, selection, and appointment of academic librarians and professional staff as well as recruiting students, hourly assistants, and classified employees.

Employment/ Compensation: Monitor the library's salary budgets in coordination with the administrative/ financial management. Ensure that hourly wages and annual compensation are fair to the market.

Administrator of the Post: Manage the job classification and analysis process; plan the performance management procedure, which includes staff and librarian assessments. Oversee and organise the academic librarian's advancement, tenure, and retention. Respecting university and library policies, equal opportunity, other federal and state laws, and affirmative action are all necessary.

Training/ Staff Development: Create and oversee thorough programmes for staff orientation and training in libraries, including needs assessments, curriculum creation, and evaluation. Training programmes may cover safety and security topics as well as operations related to library security (e.g., emergency plans and procedures).[25]

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Conclusion

University libraries need to make investments in their human resources in order to raise the standard of their research and instruction. In Bihar, which is home to a significant number of higher education institutions, there is a growing need for competent and knowledgeable library staff. Consequently, funding HR development initiatives that offer library employees education, training, and career development opportunities can enhance their proficiency, output, and job satisfaction. Guaranteeing the availability of pertinent and current information resources and services can also help the academic community. Furthermore, fostering a culture of creativity and never-ending education can improve the working environment and aid in the general expansion of the local academic community. The study found that a thorough HR development strategy with a range of training and educational opportunities that are in line with the mission and strategic goals of the library is required. According to the study, a plan of this kind ought to be adaptable, inclusive, and available to all library employees, irrespective of their positions or duties. In all areas of library operations and services, it ought to promote diversity, equity, and inclusion. Additionally, it needs to foster a culture of lifelong learning and career advancement. To do this, it is suggested that a needs analysis be conducted to ascertain the current and future HR development requirements of the academic library staff. A thorough HR development strategy should be created using the results of this assessment. It should contain a range of training and educational opportunities, including conferences, webinars, workshops, mentoring programmes, and online courses. Data and analytics should be utilised to assess programme impact and pinpoint opportunities for innovation and improvement to guarantee the efficacy of the HR development plan. Furthermore, it is recommended that an environment of positivity and support be established, one that recognises the contributions and overall well-being of library employees. Overall, the study indicates that the success of academic libraries in Bihar, India, depends on a thorough and deliberate approach to HR development. Academic libraries may support their institutions' academic and research missions, recruit and retain outstanding personnel, and improve the quality of their services by investing in HR development.

The fact that human capital actively and significantly contributes to the development of all facets of society is widely known and accepted. The development of all other resources depends critically on how well human resources are used. HRD aims to develop a setting and atmosphere that is psychologically friendly in addition to motivating professionals and employees. In the long run, it also lowers production costs for a range of companies and organisations, which is a gain unto itself. HRD fosters a sense of camaraderie and lessens tensions between workers and management in companies as well as between people and professional groups in society. It is anticipated that the study will offer all the essential instructions for academics, students, and personnel managers in libraries who are interested in library staff management. The research will lead to the provision of these recommendations. It will also provide a foundation for future research on staff development and its relationship to libraries, as well as a guide for future investigations into the field of library personnel management. Furthermore, it will function as a framework for upcoming research in the field of library personnel management.

Conflict of Interest: None

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