



**PROBLEM AND PERSPECTIVE OF HUMAN RESOURCE MANAGEMENT IN
SELECTED GOVT DEGREE COLLEGE LIBRARIES OF HIMACHAL
PRADESH(INDIA)-A REPORT**

. Singh Anup, Research Scholar, email-anupjasyal@gmail.com 9805666959

Affiliation- Lovely Professional University, Jalandhar-Phagwara, Punjab (India)144411,

. Dr Kumar Jatinder, e-mail- jatinder.24171@lpu.co.in

Affiliation- Lovely Professional University, Jalandhar-Phagwara, Punjab (India)144411,

ABSTRACT

The present study conducted on the library professionals shortage and educational qualifications problem faced in selected Govt. Degree College Libraries of Himachal Pradesh, India. It is a descriptive study based on the survey method and to serve this purpose random sampling was applied; consequently, 14 degree college libraries of Himachal Pradesh were selected for this study. For the collection of data, a questionnaire was prepared for Library professionals to judge the problem and perspective of human resource management in their concerning libraries. The Librarians of 14 degree colleges were the participants of the study. The major Findings of the study portray a clear and crystal picture of the status of library professionals in colleges. It is found that out of the 14 degree college libraries of Himachal Pradesh University Shimla, only 12 (85.7%) libraries had librarians, and the rest 2 (14.2%) libraries were without librarians. 8 (57.1%) of libraries had Assistant Librarians. 1 (7.1%) of Libraries had library assistants. 0 (0%) of libraries had restorer. 6 (42.9%) libraries had library attendants. 9 (64.3%) had library peon. So far it is concerned with library professionals' educational qualifications no any librarian was Ph.D./ UGC NET qualified librarian which is essential for the appointment as a college librarian as per UGC guidelines. only 11 (78.6%) librarians had P.G. degrees, and the rest 1 (7.1%) librarian had UG degrees. 7 (50.1%) of Assistant librarians had a P.G. degree. 1 (7.1%) of Assistant Librarians had a U.G degree. Only 1(7.1%) Library assistant had a U.G. degree. 0 (0%) of Library Assistants had a P.G. degree. Only 1(7.1%) Library Peon had a U.G. degree. The study will draw the attention of college administration, policy makers and state Government to fill the vacant post of library professionals to satisfy the users' information thrust.

Keywords: Libraries, College Library, Library professional, Automation, Professionals' Educational qualification.

1. INTRODUCTION

No resource in the world, even in this age of microchips and globalization, is more important than college library professionals. Library professionals stand as an inevitable library capital for achieving the academic objectives of the college. Library professionals are synonyms of the knowledge skills, creativity, talents, and aptitudes towards catering to the informational needs of users. The college administration is concerned with its dedicated employees, since every organization is made up of people, acquiring their services, developing their skills, motivating them to high levels of performance, and ensuring that they continue to maintain their commitment to the organization, which is the most essential part in achieving organizational objectives. Library professional management in college libraries has been defined as “those processes that are planned and implemented to establish an effective system of personnel capital and to foster all organizational goals.” (Elliot 1988). Precisely, the objectives of each organization are not same and depend upon the organization’s stage of development.

College librarians help students, faculty and staff with finding and recommending source materials as well as determining what type of materials they need. Librarians also instruct patrons on basic computer skills, educate them on policies and how to use library resources. Classes could also be taught on how to utilize new technology and information comprehension. Librarians must be knowledgeable about both print and electronic information sources and databases. College librarians must be able to quickly identify the needs of patrons and do so with precision. The staff, the documents and the users make up the fundamental trinity of a library. The success of a library largely depends upon the persons who are responsible for the effective use of a good collection of documents in the hands of the users. A library having good collections cannot render the best services to its users without efficient and trained personnel. Thus for the fulfillment of desired objectives of any library, sincere and organized personnel effort is essential. The basic aim of the library staff should be to place the right book in the hands of the right readers at the right time. They should ensure that no reader who requires help either in the choice of documents or in getting information from documents should go without it. No library can run without library professionals. The Library is a workshop for the entire college-students and teachers where library staffs are the conductors of this workshop. Out of the many components forming a

library system, professional staff forms the most important and valuable resource because the quality of a library is judged by the service it rendered not by some idle collection and efficient library service is the result of some effective library staff. Thus, if the supplier of the information commodity is passive, frustrated, disinterested and even non-existent, the information resource becomes meaningless. It is the library staff who can bring them together according to their tastes, interests and needs for each other thereby establishing harmonious relationship between them. Professional staff in academic libraries is expected to promote academic programmes of the institution and encourage the optimal use of library resources. So, the role of the College library professionals becomes much more crucial and important. It becomes the responsibility of college library professionals to educate students into library use. They have a significant role in the promotion of overall college education programme.

2. REVIEW OF LITERATURE

A systematic, explicit, and repeatable strategy for locating, assessing, and understanding the practitioners is a literature review. For a better understanding of the topic, what has already been done on it, how it has been investigated, and what the major issues are, we can state that a review of the literature is crucial. The following topics and trends connected to people capital execution were studied and downloaded by the researcher from a variety of reputable research journals, both national and worldwide, to support the current study:

Das, A. K. (2015)."Human Resources Management Issues in the Technical College Libraries of West Bengal: A Study" has surveyed technical college libraries. The investigation discovered that hiring procedures for professional library employees, as determined by the AICTE or UGC formula, were followed, but there were no restrictions for semiprofessionals or nonprofessional workers. The facilities available to library employees for their career growth and development were not up to par when compared to teachers, and just five colleges followed the AICTE or UGC rules for remuneration in the appointment of professional staffs. All engineering colleges implemented performance evaluation; it was really a formality. The majority of the time, the library staff's interactions with authorities, the section leader, and fellow employees were kind and cooperative. Management may effectively inspire employees by using motivation as a tool. In this study, employees are not motivated by their employers but rather by the management's strength and the humanity of the library staff. Information and communication technology has been accepted by over nineteen colleges, however there are no ICT-trained professionals present.

Mangi, L.D. & Gupta, S. (2014).The authors of the paper "Human resources activities in libraries and information centres in India: a study of some apex bodies" discuss three ways to handle HR-related issues: first, within the library; second, by the parent organization's central HR office; and third, by combining the two.

Kumar, D.& Shukla. (2013)."Human Resource Management in Degree College Libraries of Meerut District (UP): A Survey" is a survey done of college libraries. The survey discovered that 11 libraries (84.61%) lack professional human resources, 8 libraries (61.53%) lack ICT-literate employees, and 12 libraries (92.30%) lack effective HRD policy. The current analysis shows that there is a significant discrepancy between the projected and actual staffing levels in each library, which is to blame for the subpar services provided by the libraries.

Sadsaniya, H. P. (2012).Debated the Leaders of libraries must assess the nature of the HR tasks performed by their companies. Do they consider HR to have a strategic role? Or is the role transactional and task-focused, offering little assistance with governance and management of the library? If the complexity of the constantly evolving higher education HR world seems

Dessai, Sandesh; Satpute, B.B. & Fernandez, Carlos M. (2011). "Human Resource Management of College Libraries in the State of Goa" survey of college libraries. According to the survey, college librarians have master's degrees in library science in roughly (57%) of cases, M.Phil.s in 30% of cases, and Ph.D.s in 6.66% of cases. Only 10% of librarians are required to get a master's degree in the field. Nearly (3.33%) college librarians have professional experience above twenty-five years, and (16.6%),(20%),(16.6%),(23.33%),(20%) have experience levels of twenty-five to twenty-five years, respectively. The majority (63.33%) of college libraries lack sufficient staff. The majority of college librarians (63.33%) believe that there is not enough manpower. Due to a lack of staff, frustration, health issues, and declining enthusiasm in the work, nearly (53.33%) college librarians are under stress. Only 56.66% of college librarians report being satisfied with their jobs. Among college librarians, only (67%) are interested in continuing their study. About (26.66%) of the senior management/authorities do not comprehend the staff issue at the library. The majority (73.33%) of college libraries employ one librarian and one library assistant. The colleges don't have assistant librarians or library assistants. The available manpower, according to 63.33% of college librarians, is insufficient.

Kumar,D.& Siddiqui. (2010)."Status of Human Resource Management in Degree College Libraries of Allahabad City: A Survey" is a survey done on college libraries. According to the report, the college libraries in Allahabad City are not suitable. The survey reveals that manual rules are used to govern 6 (66.67%) of the libraries. The HRD policy is followed by almost all libraries. HRM was the source of the issue in the library. According to the survey, (77.78%) libraries lack qualified human resources, (66.67%) don't have HRD programmes, and (66.67%) don't have enough library security.(55.56%) struggle with inadequate I.C.T. and a personnel shortage of ICT-savvy individuals.3 (33.33%) experienced inappropriate HRD policies, as well as poorer social standing and dignity. The current analysis shows that there is a significant discrepancy between the projected and actual staffing levels in each library, which is to blame for the subpar services provided by the libraries.

Matseliso, & Chadzingwa. (2010)."Human resource management in Southern African libraries" is the topic of a study. According to the survey, the involvement of library managers in each of the HRM core activities—workforce recruiting, HRD, employment relations, health and safety, performance assessment, and compensation—varies. Some librarians work in tandem with HR personnel while others manage HRM issues independently. Others are distant from HRM, which is unfortunate for libraries. Recommendations include closer collaboration between librarians and HR specialists, as well as additional training, education, and HRM advocacy.

Weerasuriya, W.A. (2008).The author of the paper "Problems encountered in managing the human resources in University Libraries in Sri Lanka" makes the suggestion that the ULSL adopt a strong HRM policy in order to address the HRM issues. A staff training and development policy, various best fit (qualitative) and greater number (quantitative) training and development programmes, appropriate motivational procedures and programmes, and the development of competencies among library professionals are additional recommendations.

Tadasad & Maheswarappa. (2001)."Human Resources in the College Libraries of Karnataka State" survey of 571 college libraries. According to the report, more than 85% of college libraries are managed by full-time employees. In the field of library and information science, more than 40% of the professionals are graduates, and more than one third are post-graduates. Almost 25% of professionals have fewer than five years of experience.A unified sum is paid to 165 professionals. Only 308 people are paid under the current pay scales. Males make up the vast bulk of the professionals running the libraries. The majority of

professionals—2/3—do not belong to any professional organisations. The staffing in 80 college libraries is unprofessional. 141 do not have support employees, and 371 do not have semi-professionals.

Singh. (1998).The author of the title "An assessment and evaluation of human resource management issues in the academic libraries of Lucknow study" has conducted a survey of 19 academic libraries to determine the human concerns surrounding human resource management in these libraries. The current state of experts involved, as well as their suggestions for enhancing library services to better meet customer demands, are also covered. According to survey findings, people who work in libraries are not happy with their jobs, workplace environments, or chances for advancement. We explore suggestions for enhancing library services as well as methods for putting these suggestions into practise. The importance of excellent HRM in achieving the best performance from employees for successful LIC management has been emphasised.

3. STATEMENT OF THE PROBLEM

Given that libraries at Himachal Pradesh's government colleges are particularly important for developing human resources in the modern world's complex workplace. Government college libraries must prepare for the challenges posed by ever-growing information volumes, collection development initiatives in an electronic environment, increased user demands, and complicated and varied user requirements. It only becomes a reality when university administration hires new librarians and redesigns programmes and services to better suit clients' changing requirements, abilities, and objectives. administration of LICs. An in-depth study of different categories of library professionals employed in Govt. College libraries, their present status, promotional avenues, better service condition, training and development. In H.P. State due to the existing Govt. policy, Libraries are facing acute shortage of staff. Due to this reason we felt to conduct a research study of the current status of library professionals in College Libraries of Himachal Pradesh. The Study provides current status of college library professionals as well as educational qualification of library professionals as per the set UGC recruitment norms. There is no staff formula applied in govt. college libraries of Himachal Pradesh. There are almost 2000 students studying in each 128 govt. Degree colleges affiliated to Himachal Pradesh University Shimla.

4. SIGNIFICANCE OF THE STUDY

Dedicated library professionals ensures the smooth operation of the library for both customers and staff. Smooth functioning requires skilled professionals, thus it's important to educate them. Acquisition, technical processing, circulation, cataloging, serials management, online public access cataloging, etc. are all the routine activities library professionals need to perform in a experienced professional way. At present time users are more demanding and sophisticated and flow of unauthenticated information in today's internet world increase the need of library professionals to be more skilled and smart enough to provide the right information to the right user at right time.

A library's management, organization, services, providing every users' his/her information resources, saving the time of users and users' satisfaction are significantly influenced by its library staff. . However, in today's age of information explosion, traditional technologies created over a long period of time have been shown to be insufficient. This is a result of a deeper understanding of the value of information for socioeconomic advancement. In today's information-based world, traditional approaches to successfully managing libraries are seen as obstacles. Because of this, libraries need discerning library professionals to deal with previously unheard-of advances in information libraries if they are to maintain high standards of service. This study help the library administrators, policy makers and Govt. agencies to understand the problem and perspective of human resource management in Govt. Degree college libraries of Himachal pradesh and can effort to find solutions; consequently the users can be served with an intelligent professional way.

5. SCOPE AND LIMITATION OF STUDY

The purpose of this research is to investigate the Problem and perspective of human resource management in selected Govt. degree college libraries affiliated to Himachal Pradesh University Shimla. It is not possible to include all the Govt. degree college libraries in the study. The study is limited to 14 Govt. degree colleges affiliated Himachal Pradesh University Shimla.

6. OBJECTIVES OF THE STUDY

The main objectives of the present study are as follow:-

1. To find out the current status of library professionals in the selected, Government degree College Libraries of Himachal Pradesh.

2. To identify the educational qualification of library professionals as par with the set norms of UGC.

7. METHODOLOGY

In order to make an intensive study, the scope of the topic has been limited to only 14 Govt. Degree College Libraries of Himachal Pradesh.

7.1 Tool for Data Collection

Survey methods were used in this study, with selfadministered and hand delivered questionnaire distributed to the college library. Surveys were used to collect data from their human resources management issues endeavors. As the study population was scattered and, the survey method was adopted for collecting research data keeping in view of the objectives of the study.

7.2 .Statistical Inference In the present study

The responses received from 14 college libraries were codified and data was feed to the computer using Microsoft Excel sheets. Techniques like frequency distribution and simple percentage have been used to analyze the data.

8. DATA ANALYSIS AND INTERPRETATION

The collected data were analyzed and tabulated by using simple percentage technique.

Table 8.1: List of degree colleges of himachal pradesh included in the study

S. NO	Name of Degree College	Year of Establishment	NAAC Grade	Students	Faculties	Total
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1	Vallabh Govt. College, Mandi, Distt. Mandi	1948	A	6300	150	6450
2	Govt. College of Teacher Education Dharamshala, Distt. Kangra	1956	B	136	12	148
3	Govt. College Chamba, Distt. Chamba	1958	B+	3000	114	3114
4	NSCBM Govt. College, Hamirpur, Distt. Hamirpur	1964	B++	4500	70	4570
5	Govt. College Una, Distt. Una	1968	B	5000	96	5096
6	Govt. College Sanjauli, Shimla	1969	B+	3200	102	3302
7	Rajkiya Kanya Mahavidyalaya Shimla, Distt. Shimla	1971	B+	3500	100	3600
8	Govt. College, Nalagarh, Distt. Solan	1973	B++	750	35	785
9	Govt. College, Arki, Distt. Solan	1994	B	1100	50	1150
10	Govt. College, Ghumarwin, Distt. Bilaspur	1994	B	2932	75	3007
11	Govt. College, Joginder Nagar, Distt. Mandi	1994	B	2500	50	2550
12	Govt. College, Palampur, Distt. Kangra	1994	B+	4100	55	4155
13	Govt. College, Dharampur, Distt. Mandi	2005	B	505	30	535
14	Govt. College, Naura, Distt. Kangra	2005	C	485	29	514
Total				38008	968	38976

Table 8.1 shows all 14 Government Degree Colleges of Himachal Pradesh included in the study.

8.2: Distribution of respondents according to gender of Librarians/In charges (n=14)

Table: 8.2 Gender (Librarians/In charges) (n=14)

Gender	Frequency	Percent
Male	7	50.0%
Female	7	50.0%

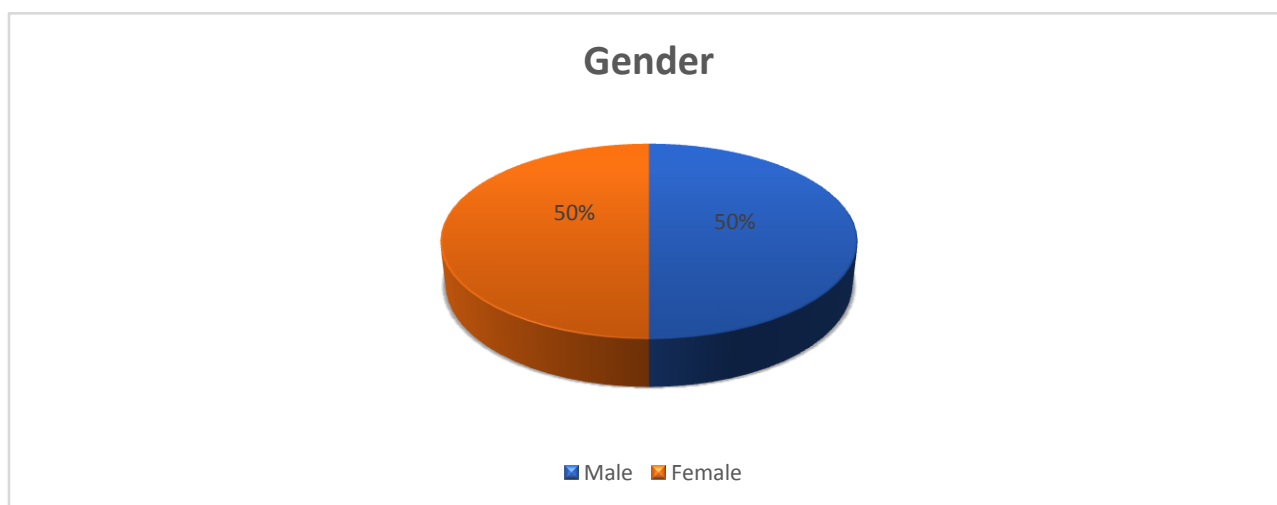


Figure: 8.2: Gender (Librarians/In charges) (n=14)

As shown in Table and figure 8.2, half of faculty (50%) were male and remaining half were female.

8.3: Designation of College Librarians

Table: 8.3 Designation of College Librarians

Designation	Frequency (No. of libraries)	Percent
Librarian	9	64.3%
Assistant Librarian	5	35.7%

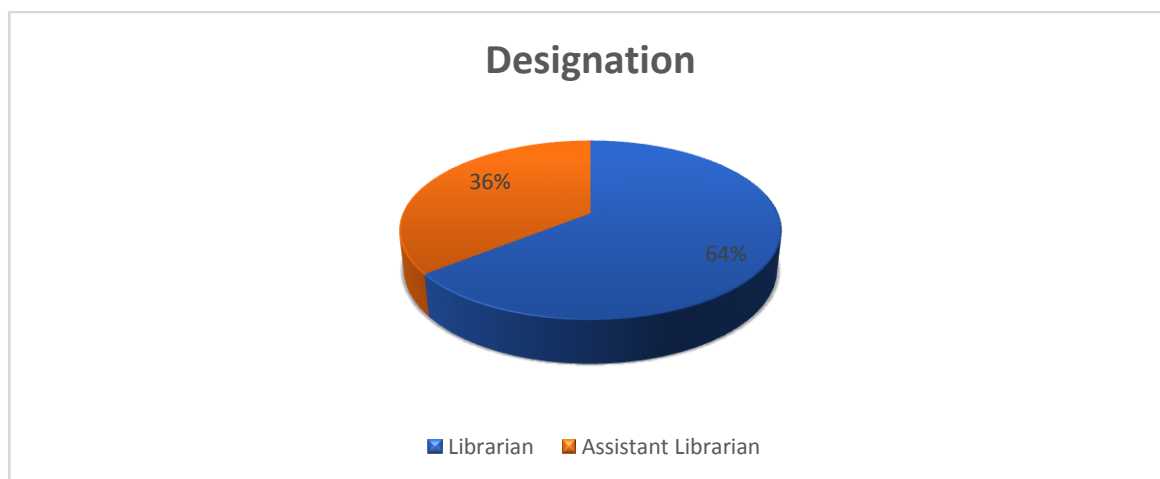


Figure: 8.3 Designation of College Librarians

Table and figure 8.3 show the designation wise distribution of library professionals. Majority of (64.3%) library professionals were librarian and 35.7% were assistant librarian.

8.4: Educational qualification of College Librarians

Table: 8.4 Educational qualification of College Librarians

Qualification	Frequency (No. of Libraries)	Percent
Post graduate	13	92.9%
Other	1	7.1%

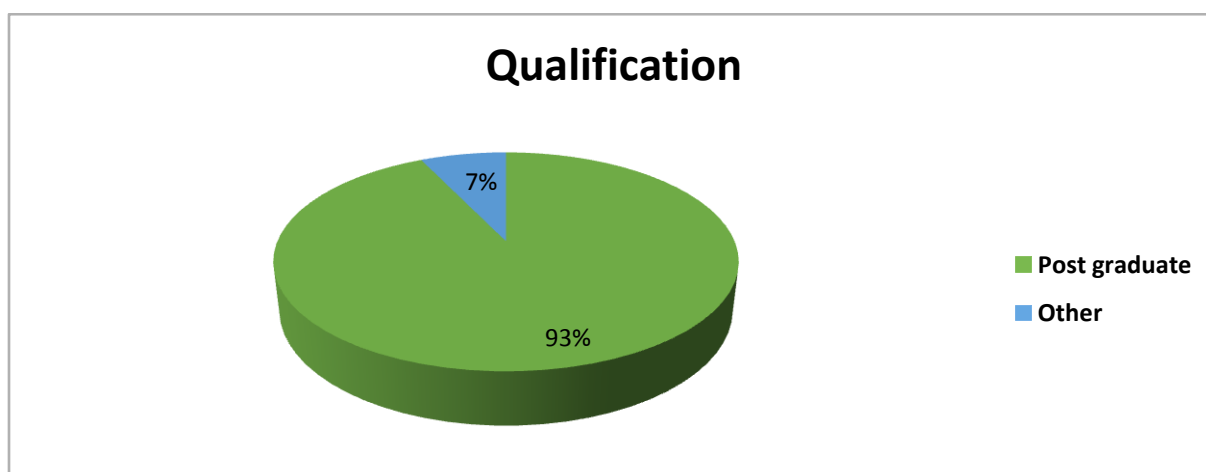


Figure: 8.4 Educational Qualification of College Librarians

Table and figure 8.4 reveal the qualification of library professionals. Maximum of (92.9%) faculty were post-graduate, whereas 7.1% faculty did other courses.

8.5: Experience of College Librarians

Table: 8.5 Experience of College Librarians

Experience in Years	Frequency (No. of libraries)	Percent
6-10 years	1	7.1%
11-15 years	3	21.4%
16-20 years	1	7.1%
Above 20 years	9	64.3%
Total	14	100%

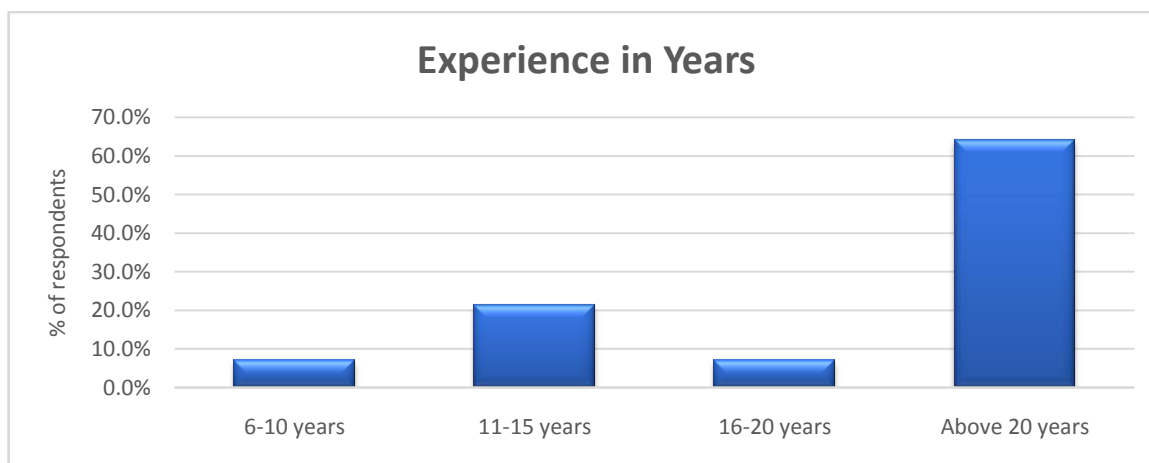


Figure: 8.5 Experience of College Librarians

As shown in Table and figure 5.1.4, most of (64.3%) the library professionals had more than 20 years' experience, followed by 21.4% had 11-15 years and 7.1% had 6-10 years. Only 7.1% library professionals had 16-20 years.

8.6: Availability of library staff

Table: 8.6 Availability of library staff

Availability of Library Staff	Yes		No	
	Frequency	Percent	Frequency	Percent
Librarian	12	85.7%	2	14.3%
Assistant Librarian	8	57.1%	6	42.9%
Library Assistant	1	7.1%	13	92.9%
Restorer	0	0.0%	14	100.0%
Library Attendant	6	42.9%	8	57.1%

Peon	9	64.3%	5	35.7%
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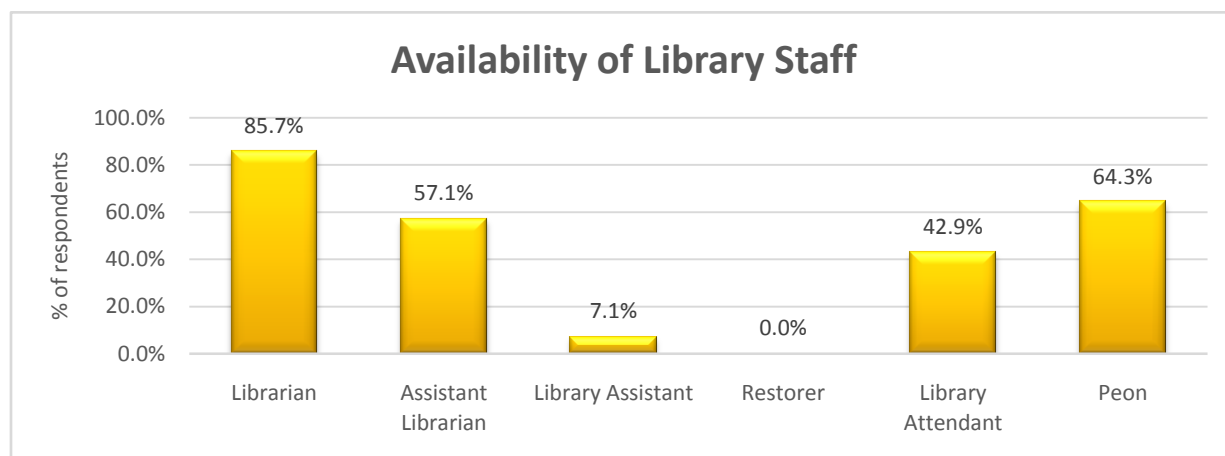


Figure: 8.6 Availability of library staff

Table and figure 8.6 show the availability of library staff in 14 selected state college's library. From the above table, it can be concluding that 85.7% colleges have librarian and 57.1% colleges have assistant librarian. Only 7.1% of colleges have library assistant and 42.9% colleges have library attendant. Most of (64.3%) of colleges have peon in library. But no library have restorer in library.

8.7: Educational qualification of library staff

Table: 8.7 Educational qualification of library staff

	Up to graduation		Post graduate		Vacant	
	Frequency	Percent	Frequency	Percent	Frequency	Percent
Librarian	1	7.1%	11	78.6%	2	14.3%
Assistant Librarian	1	7.1%	7	50.0%	6	42.9%
Library Assistant	1	7.1%	0	0.0%	12	85.7%
Restorer	0	0.0%	0	0.0%	14	100%
Library Attendant	2	14.3%	1	7.1%	7	50.0%
Peon	1	7.1%	0	0.0%	4	28.6%

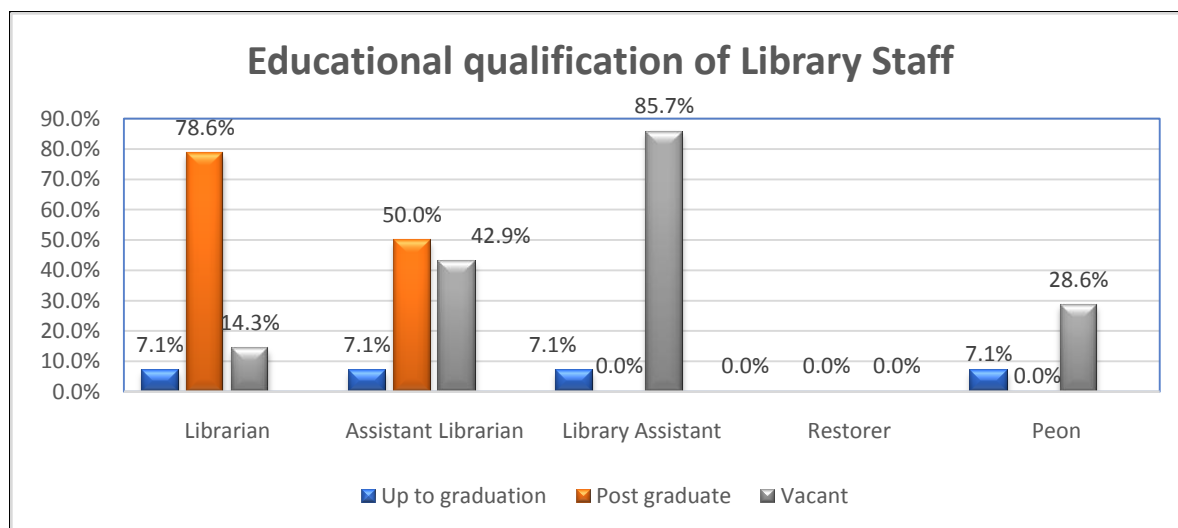


Figure: 8.7 Educational qualification of library staff

Table and figure 5.1.14 interpret that majority of (78.6%) librarian and (50%) assistant librarian, were post graduate. However, most of colleges (85.7%) have vacant post for library assistant and restorer. Only two colleges have library assistant, one of them is under graduate and other have no professional degree. Two colleges out of 14, have library attendant who were undergraduate. While 64.3% of peons have no professional degree.

9. Findings

1. It is found that out of 14 college libraries only 9 college libraries have Librarian; but in 5 college libraries the post of librarian is vacant.
2. No Librarian is UGC NET qualified and Ph.D holder, consequently, Not fulfilling the recruitment criteria of UGC.
3. Table and figure 8.6 show the availability of library staff in 14 selected Govt. college's library. It can be concluding that 85.7% colleges have librarian and 57.1% colleges have assistant librarian. Only 7.1% of colleges have library assistant and 42.9% colleges have library attendant. Most of (64.3%) of colleges have peon in library. But no library have restorer in library.
4. Table and figure 8.7 interpret that majority of (78.6%) librarian and (50%) assistant librarian, were post graduate. However, most of colleges (85.7%) have vacant post for library assistant and restorer. Only two colleges have library assistant, one of them is under graduate and other have no professional degree. Two colleges out of 14, have library attendant who were undergraduate. While 64.3% of peons have no professional degree.

10. Discussion

The immediate study has been managed in all the 14 Govt. Degree colleges of Himachal Pradesh University Shimla. All the 14 degree college librarians/library in-charges responded, i.e., response rate is 100%. As a result, the analysis of the data that was obtained is going to be centred on the replies from these 14 different state college libraries. The proportion of people who responded to the questionnaire in its entirety is determined, and the replies to each individual item in the questionnaire are counted and tallied. Tables, graphs, and pie diagrams have been created to display the results of the calculation. The conclusions that are produced on the basis of the analysis and interpretation of the data are believed to be crucial in knowing the problem and perspective of human resource management in Govt. Degree college libraries of Himachal Pradesh.

11. Further Research

The present study would like to suggest the following topics for further study. Study related to problem and perception of HRM in all Professional and non-professional college libraries in Himachal Pradesh. A Comparative study of problem and perception of HRM in medical college libraries of Himachal Pradesh. A study of library problem and perception of HRM in public libraries of Himachal Pradesh. problem and perception of HRM in polytechnical colleges of Himachal Pradesh: A comparative study.

11.Conclusions

The problem of Library professionals in Govt. Degree College Libraries of Himachal Pradesh is on par with that of its counterparts in the rest of India. Skilled, experienced, ICT expert Library professionals are a stern in college libraries to provide safe, efficient services to their patrons. Library professionals must continually improve their knowledge and abilities in order to satisfy the expanding needs of library patrons.

Dedicated and full library staff will make the teachers and students improve their academic performances by providing them the current and nascent information and approach to global information. Vacant post of library professionals need to be filled in the earliest. So far it is concerned with educational qualification of college library professionals, It need to follow the UGC guidelines Therefore, efforts should be made to enable the aforementioned college libraries to keep up with the emergency modifications. The libraries should prepare themselves to face the challenges of emerging technologies and should follow the problem

and constrains of human resource management as soon as possible and provide their user community with ICT and networked based services. The parent bodies of these state colleges should have a positive attitude towards the development of their libraries throughout, filling up the vacant posts, arrange for staff training, provide adequate and efficient staff to their libraries.

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