

Full Length Research

Professional Development and Academic Performance Indicator System: A Survey of College Librarians in Sant Gadge Baba Amravati University, Maharashtra

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Accepted 27 April 2022

The present research paper examines an impact of API (academic performance indicator) on the professional development (PD) of college librarians' in Sant Gadge Baba Amravati university region. For this research survey method is used. The questionnaire mailed to the 260 college librarians in university region and the response rate is 179 (68.84%). The API system and Performance based appraisal system has been applied in higher educational institutes in India since 2010. Academic performance indicator is quantitative approach to measure the quality of teaching and working of teachers and librarians, i.e. their proficiency level. It is an attempt to check the job status, security and levels of satisfaction of college librarians in Amravati university region.

KEYWORDS: Academic Performance, PBAS (Performance based appraisal system), API (Academic Performance Indicator), Appraisal System, Higher Educational Institutes, College Librarians, Information Technology (IT), Information Communication Technology (ICT) etc.

Cite This Article As: Sarode, R.D. (2022). Professional Development and Academic Performance Indicator System: A Survey of College Librarians in Sant Gadge Baba Amravati University, Maharashtra. *Inter. J. Acad. Lib. Info. Sci.* 10(3):113-120

INTRODUCTION

Change is the only one phenomenon that never changes, so we have to accept changes, challenges, and enjoy it. Some changes are also occurring in librarianship profession (Adomi and Nwalo, 2003). There is need to study organizational changes time to time. The performance of college librarians will assess on the basis of a Performance Based Assessment System (PBAS) in which scores have been assigned to each sub dimension or Academic Performance Indicator (API). There are number of changes occurs in this system hence, this changes are to be studied. "Service excellence is not necessarily achieved using traditional quality assurance processes but that it is more likely to be attained through strategic planning processes aligned with key performance indicators that provide accountability" (Holmes and Parsons, 2016). There is strong relation between Academic Performance Indicator (API) system and the Professional Development of college librarians. It is an attempt to find the status of college librarians in this regard. Most of the college librarians in university region face the problems in acquiring score or credits in it. There is need to enlighten facts and focus on performance indicator system. Previous study is conducted to examine an impact of API system on career development of college librarians in Amravati district. However, no study has been attempted to study and to examine an impact of Academic Performance Indicator (API) system on the Professional Development (PD) of college librarians in Sant Gadge Baba Amravati university region. Hence, this topic is selected for research.

OBJECTIVES OF THE STUDY

The basic purpose of the research study is to examine impact of Academic Performance Indicator (API) and its various parameters as opportunities for the professional development of college librarians in Sant Gadge Baba Amravati university region. For this following objectives are decided.

1. To measure impact of Academic Performance Indicator (API) on the Professional Development of college librarians' in university region.
2. To measure impact of API System and co-curricular, extension and professional development activities of college librarians' in university region.
3. To identify various activities for Professional Development (PD) conducted and participated by college librarians in university region.
4. To measure impact of API System on organizational changes in university region.
5. To suggest measures to improve the score of Academic Performance Indicator of college librarians.

REVIEW OF PAST STUDIES

While considering previous study on the related topics it is found that, the organization as well as the library professional is jointly responsible for striving towards professional development. In developing countries few case studies found examined services of university and college libraries, some of them adopted foreign models (e.g. Lakshmi, 2003; Hsieh et al., 2004; Tanner et al., 2010). Havener and Stolt (1994:35) report from their survey results that "a supportive organizational climate has a major positive impact on librarians' professional development activities". Access to funding and release time for research and professional development are also an integral element of faculty status conditions for academic librarians (Cary, 2001).

Ramaiah and Moorthy (2002) reported the need and impact of continuing education programmes (CEP) for library and information science (LIS) professionals in India, particularly for college librarians. The "push" factor for establishing an active professional development program is the institution's commitment to and emphasis on the quality and improvement of library services (Shaughnessy, 1992). The push factor for the individual librarian is the expectation and mandate that he or she both maintain expert knowledge of new products and services and at the same time participate in publishing and professional growth activities (Flatley and Weber, 2004). Kannappanavar and Praveen Kumar (2011) evaluated the training programmes pertaining to Library and Information science and their effectiveness. They stressed the importance of continuing education programmes to upgrade professional competencies and suggested that the government should provide more grants for library development in the state. According to Chan and Auster (2003) professional librarians are motivated to maintain their professional competence but they should be encouraged to participate in updating activities. The findings were based on studies conducted on professional development practices of reference librarians in Ontario. Their study recommended that libraries develop and implement policies that support formal and informal training. Adanu (2010) in a study of university libraries in Ghana opined that the work environment of professional librarians encouraged professional development leading to job advancement and updated skills. He also pointed out that continuing Professional Development (CPD) was a shared responsibility of the library and the individual. The survey carried out in Amravati district for college librarians to measure impact of API system on career development by Sarode and Bhongade in 2020. The result shows that, due to emergence of API system the numbers of career development activities are increased in Amravati District.

RESEARCH METHODOLOGY AND SAMPLING

The research study is mainly based on the primary data collected from the college librarians' who were working in the region of Sant Gadge Baba Amravati University. The university jurisdiction is spread over five districts namely Amravati, Akola, Buldhana, Yavatmal and Washim. The librarians working in Arts, Commerce and Science colleges from these five districts were selected. The survey conducted and the questionnaires were mailed via e-mail and also Google Form's link sends to concern peoples. Overall 260 questionnaires were distributed out of 179 college librarians were filled and submitted questionnaire, so the response rate is 68.84%. Data from the completed surveys is classified and arranged in table form manually. Demographics were calculated using frequency and descriptive analysis and presented. For analysis chi-square test is applied and results are drawn.

RESULT

Profile of Respondents

The Table-1 shows that, 179 college librarians responded to the questionnaires out of 260 hence the response rate is 68.84%. According to gender only 19% (N=34) college librarians were female. Out of total female respondents only one had more than 5 years' working experience, 13 had more than 10 years' and 20 had more than 15 years' working experience respectively. 56.42% college librarians' had more than 15 years' working experience in college library, 40.22% had more than 10 years' and 3.36% had more than 5 years' experience as a college librarian.

Experience in Year	Respondents (N=179)			Total Respondents % (N)
	Male	Female	Transgender	
> 15	81	20	0	56.42% (101)
>10	59	13	0	40.22% (72)
>5	5	1	0	3.36% (6)
Total	81% (145)	19% (34)	0	100% (179)

Source: Computed from the Survey Data

Procurement, Organization, and Delivery of Knowledge and Information

There are many methods to conduct and evaluate self appraisal out of them API is one of them. It is a process of self-evaluation to determine the level of self-efficiency. The minimum API score required for librarians is depending on categories, levels of promotion. The API score required for assistant librarian in university and college librarian is different. The self-assessment score is based on verifiable criteria and is finalized by the screening/selection committee. The first category is procurement, organization and delivery of knowledge and information. In this category various activities carried out and done by the college librarians.

To measure the impact of API system on professional development of college librarians' all library activities are evaluated and measured. The activities are distributed in three main category and the results from survey shown in the Table-2, Table-3 and Table-4.

Activity	NA	VL	SW	MH	VM	χ^2 Value
Assistance given in updating college website	47	36	11	15	70	7.25
Assistance given to the colleges for preparing reports, manuals and related documents	37	46	13	15	68	4.95
Building and extending college library facilities to outsiders through external membership norms	38	40	16	15	70	4.02
Developed library management tools	30	48	12	22	67	6.28
Development, organization and management of e-resources and institutional repository in the college	41	42	11	15	70	6.33
Extending library facilities on holidays and in examination periods	30	46	14	34	55	8.26
ICT application used for up-gradation of traditional library services	38	40	16	15	70	4.02
Literature retrieval services for research scholars increased	36	39	16	38	50	8.05
Organization and management of library resources done effectively with the help of ICT tools.	38	45	11	15	70	4.21
User awareness, instruction programmes and in-house trainings given to the users and staffs	36	39	38	12	54	7.63
Average χ^2 Value =6.10						

Source: Computed from the Survey Data

d. f. = (2-1) (5-1) = 4 $\chi^2_{0.05}$ at 4 d. f. = 9.49

(*NA: Not at All, VL: Very Little, SW: Some What, MH: Much, VM: Very Much)

The Table-2 shows that, the total calculated value of χ^2 ($\alpha=0.05$, d. f. = 4) is 7.25, 4.95, 4.02, 6.28, 6.33, 8.26, 4.02, 8.05, 4.21 and 7.63 respectively and average value of χ^2 is 6.10 which is less than the critical value ($\alpha=0.05$, d. f. = 4) 9.49, hence the null hypothesis was not rejected. The college librarians in Sant Gadge Baba Amravati university region take interest in library routine work. They give assistance in uploading the library data on college library website and update the website regularly also assistance given to the colleges for preparing reports, manuals and related documents. The college librarians well organized e-resources and developed institutional repository in the college. They used ICT application for up-gradation of traditional library services into modern library services. It is also found that, most of the college librarians conduct user awareness, instruction programmes and in-house trainings for their library users. Hence, it is cleared that, the number of activities are increased due to impact of API system.

Co-curricular, Extension and Professional Development Activities of College Librarians¹.

Table-3: Co-curricular, Extension and Professional Development Activities of College Librarians¹						
Activity	NA	VL	SW	MH	VM	χ^2 Value
Contribution to corporate life and management of the library units increased	30	46	14	34	55	8.26
E-library training courses organized and participated	26	45	41	12	55	9.44
Internet Chat Session/Talks/Lectures/Orientation	41	34	32	12	60	9.51
Membership of professional associations at regional, national and international level	45	31	15	35	53	6.98
Organization and participation in webinars, seminars, workshops, conferences, and symposia, etc.	38	38	12	38	53	8.72
Organization of cultural exchange and library service programmes	35	41	15	35	53	9.65
Short term programmes	49	20	44	11	55	4.51
Student related co-curricular, extension and field based activities	36	39	16	38	50	8.05
Average χ^2 Value = 8.14						

Source: Computed from the Survey Data d. f. = (2-1) (5-1) = 4 $\chi^2_{0.05}$ at 4 d. f. = 9.49

(*NA: Not at All, VL: Very Little, SW: Some What, MH: Much, VM: Very Much)

The Table-3 shows, the total calculated value of χ^2 ($\alpha=0.05$, d. f. = 4) is 8.26, 9.44, 9.51, 6.98, 8.72, 9.65, 4.51, and 8.05 respectively and average value of χ^2 is 8.14 which is less than the critical value ($\alpha=0.05$, d. f. = 4) 9.49, hence the null hypothesis was not rejected. The college librarians in university region actively participated in co-curricular, extension and Professional Development activities.

They organized and participated in various e-library training programmes also organized internet chat session for students and for other library professionals. The number of membership increased in international, national and regional professional associations and institutions. They organized and participated in professional development activities such as webinars, seminars, conferences, workshops, symposia, short term courses or programmes, and various lecture series. It is found that, for increasing annual performance and quality of library services most of the college librarians were actively takes part in such events. To get the maximum score in the API system most of the college librarians in university region were organized cultural exchange programmes, library service programmes and very few college librarians organized adult education programmes. Hence it is stated that, the number of participation and organization of various programmes increased due to API system.

Research and Academic Contributions of College Librarians'

Activity	NA	VL	SW	MH	VM	χ^2 Value
Chapters contributed to edited knowledge based volumes published by international/ Indian/national level publishers	25	44	33	51	26	5.19
Guided M. Phil. and Ph. D. degree students	44	25	38	17	55	2.97
Invited lectures/resource persons in workshop, conference, symposia, etc.	45	24	38	27	45	6.84
Number of research publication in journals, periodicals and conference proceedings increased	54	15	38	25	47	7.68
Publication of text/reference books increased	30	44	28	51	26	6.35
Registration and award of patents increased	47	22	44	11	55	1.57
Sponsored/ consultancy projects completed	41	34	32	12	60	9.51
Subjects books by national level publishers/state and central government publications	41	33	28	51	26	8.05
Average χ^2 Value =6.02						

Source: Computed from the Survey Data d. f. = (2-1) (5-1) = 4 $\chi_{0.05}^2$ at 4 d. f. = 9.49

(*NA: Not at All, VL: Very Little, SW: Some What, MH: Much, VM: Very Much)

The Table-4 it shows that, the total calculated value of χ^2 ($\alpha=0.05$, d. f. = 4) is 5.19, 2.97, 6.84, 7.68, 6.35, 1.57, 9.51 and 8.05 respectively and average value of χ^2 is 6.02 which is less than the critical value ($\alpha=0.05$, d. f. = 4) 9.49, hence the null hypothesis were not rejected. The most of the college librarians in Amravati university region guided M. Phil. and Ph. D. degree students and they are invited for guest lecture or resource persons in workshop, conference, and symposia.

It was also seen that, the research and academic contribution of college librarians' is increased and their number of research publication in national, international and regional journals, periodicals and conference proceedings were increased very much. The publication of books (text and reference) was also increased. Some librarians are engaged in publication of chapters in edited knowledge based volumes or reference books for LIS education.

API System Related Various Problems faced by College Librarians

The various problems regarding API system were identified. These problems are related to the skills, knowledge, finance, manpower and time factors. The nature of problems changes geographically, system wise, college wise and person to person. The Table-5 shows the API system related problems faced by college librarians in university region.

Various Problems	NA	VL	SW	MH	VM
Inadequate budget to run and conduct various PD activities in colleges	44 (24.58%)	25 (13.97%)	38 (21.23%)	17 (9.49%)	55 (30.73%)
Inadequate IT and ICT infrastructure	30 (16.75%)	44 (24.58%)	28 (15.64%)	51 (28.50%)	26 (14.53%)
Lack of co-operation of higher management	54 (30.17%)	15 (8.37%)	38 (21.23%)	25 (13.97%)	47 (26.26%)
Lack of knowledge of implementation of API system/score calculation	41 (22.92%)	34 (18.99%)	32 (17.87%)	12 (6.70%)	60 (33.52%)
Less number of supportive staff and administrative staff in library	45 (25.15%)	31 (17.31%)	15 (8.37%)	35 (19.55%)	53 (29.62%)

Table 5 continuation

Less physical facilities to improve research and academic contribution	38 (21.23%)	38 (21.23%)	12 (6.69%)	38 (21.23%)	53 (29.62%)
Less time to participation in PD activities	30 (16.76%)	44 (24.59%)	28 (15.64%)	51 (38.49%)	26 (14.52%)
Unavailability of expertise/trainers for conduction training programmes in colleges	36 (20.12%)	39 (21.78%)	16 (8.93%)	38 (21.23%)	50 (27.94%)

Source: Computed from the Survey Data

(*NA: Not at All, VL: Very Little, SW: Some What, MH: Much, VM: Very Much)

The Table-5 shows that, out of 179 respondents 24.58% were not at all faced the budget problems to run and conduct various professional development activities in their colleges, while very few i.e. 9.49% college librarians were faced the financial problems. Availability of Information Technology and ICT infrastructure is the major problems for those college libraries which are located in village areas or few colleges in talukas place. 26.26% college librarians were faced problems of co-operation of higher management. It is cleared that, all these problems are strongly related to the annual performance of the college librarians, if the problems is in less number then they scored high score in API system. Hence, budget, planning, supportive staff, cooperation from higher authority and availability of expertise/trainers is the most important factors in the context of performance indicators of college librarians in Amravati university region.

Impact of API on Organizational Changes

The Table-6 shows the impact of API system on organizational changes. The various changes are listed out and given in the table. It is good sign for all the college librarians' in university region that their job skills, work condition and quality of work changes due to increasing participation in professional development activities.

Table-6: Impact of API on Organizational Changes				
Problems	Yes	Some	No	Don't Know
Improvement in work culture and work condition	101 (56.42%)	57 (31.85%)	12 (6.70%)	9 (5.03%)
Increased job skills	66 (36.87%)	73 (40.78%)	25 (13.97%)	15 (8.38%)
Increased significance of tasks	83 (46.37%)	75 (41.90%)	11 (6.14%)	10 (5.59%)
Interest created in handling of difficult task	75 (41.90%)	98 (54.75%)	36 (20.11%)	16 (8.94%)
Job security increased	75 (41.90%)	56 (31.28%)	29 (16.21%)	19 (10.61%)
Job status increased	66 (36.88%)	73 (40.78%)	22 (12.29%)	18 (10.05%)
Level of job satisfaction increased	102 (56.98%)	56 (31.29%)	9 (5.03%)	12 (6.70%)
Longer hours of work and more time spend in college library	99 (55.31%)	55 (30.73%)	15 (8.38%)	10 (5.59%)
Remuneration improved	45 (25.14%)	57 (31.85%)	41 (22.90%)	36 (20.11%)
Re-structured the work, divisions and operations	99 (55.31%)	45 (25.14%)	30 (16.76%)	5 (2.79%)

Source: Computed from the Survey Data

The Table-6 shows that, out of 179 respondents 101 (56.42%) were gives positive response that work culture and work condition is improved while 12 (6.70%) college librarians gives negative response. According to the 73 (40.78%) respondents' job skills increased, 83 (46.37%) respondents gives opinion that significance of tasks increased. Job satisfaction and status is increased with the parentage of 56.98% and 41.90% of overall college librarians in university

region. 55.31% college librarians restructured their work, divisions and operations to get maximum score in API system. It is cleared that, there is strong impact of API system on organizational changes. The API system is correlated with the placement of college librarians' so the remuneration is changed they placed on the higher level of salary. Hence it is cleared that, due to API system organizational changes occurs in the college libraries in Amravati university region.

CONCLUSION

Performance measurement is the process of quantifying the efficiency and effectiveness of action (Tangen, 2004). It is the continuous process to measured impact of API system on the professional development. From the survey result it is found that, the numbers of organization and participation in professional development activities are increased in this region. The most of the college librarians were participated in webinars, seminar, conferences and workshops to get maximum score in API system. The large number of colleges engaged in organizing such events and college librarians were participating in it for improvement of API score.

Performance measurement is the process of quantifying the efficiency and effectiveness of action (Tangen, 2004), where measurement is the process of quantification and action correlates with performance (Neely et al., 1995).
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The publication of research papers, articles in peer reviewed journals are increased at regional, national and international level. In the API system there are certain pre-decided activities which have been assigned certain points. To get these points at maximum level the college librarians engaged in research and development activity and work hard and sincerely. It is surprisingly noticed that, for the improvement of API score, the college librarians engaged in research work. They apply university to open more number of research centers for Ph. D. courses. The number of Ph. D. research centers and students in the subject library and information science are increased in university region.

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