



**National Conference
On
“Human Resource Development in Library Services in India”
9 March 2013
New Delhi, India**



Organized by

Society for Library Professionals (SLP)



Institute of Economic Growth

in association with



SLA Asian Chapter



**Institute of Economic Growth
University of Delhi Enclave,
Delhi-110 007, India
<http://www.slp.org.in>**

Background

Libraries as non-profit organisations need to create value for their institution's stakeholders. The concept of 'value creation' is used rather than 'return on investment' as libraries do not in general generate income in accounting terms and cannot demonstrate return in dollars on the investment made by their parent organisations. According to Kaplan and Norton who created the BSC in the early 90s, the learning and growth perspective "describes the organization's intangible assets and their role in strategy". Therefore, it is important to look at the value of intangible assets, in particular the human resource capital in order to understand their contribution to strategy in the process of exploring human resource development in libraries.

The intangible assets in libraries include services, particularly innovative services, level of integration into the organisation, human resource capability, level of success in collaboration and partnership with targeted customer communities, usage of the collections, (print and electronic) and how responsive and proactive the staff and the services are to the needs of the customers. Stakeholders of libraries which include customers (students, staff, teachers, parents, general public), the senior staff of the organisation, such as vice-chancellors, deans, principals, governing bodies, community groups and so on have different expectations regarding the value they expect the libraries should create for the organisation. Furthermore, different stakeholder groups have different expectations which may contradict each other from time to time. The concept of value is a function of expectations which is a relative concept and changes over time. The challenge for libraries in recent years has been managing the shift from being *internally focused, production driven towards becoming value-driven organisations*.

Libraries need to find not only new ways of adding value but also new ways of demonstrating it to their stakeholder communities. Staff development and staff training are parts of the bigger concept of human resource development (HRD). Training is just one possible way to organise and implement learning processes in organisations and not always the most effective one. HRD encompasses the broad set of activities that improve the performance of the individual and teams, hence the organization.

About SLP

The Society for Library Professionals (SLP) was established on 3 January 2008 under the Societies Registration Act 1860. The role of this Society is to achieve a high standard of Librarianship in India. This will be achieved by: -the development of strong linkages among libraries and information centers across the globe; promotion of the library and information science professions in India by fostering collaboration with national and

international agencies; and for intellectual development and education exchange of its members.

Glimpses of Institute of Economic Growth

The Institute of Economic Growth (IEG) is an autonomous, multidisciplinary centre for advanced research and training. Widely recognized as a Centre of excellence, it is one of India's premier academic institutions in the fields of economic and social development. Established in 1958, its faculty of about 30 social scientists (economists, demographers and sociologists) and a large body of supporting research staff focus on emerging and often cutting-edge areas of social and policy concern. Many past and current faculty members are internationally renowned and award-winning scholars. Several former faculty members have served as members of the Planning Commission or on the Prime Minister's Panel of Economic Advisors. Prime Minister Manmohan Singh has had a long association with the Institute, initially as Chairman of the Board (1972-1982) and since 1992 as President of the IEG Society.

IEG Library

The IEG library contains a specialised collection of books and documents in the social sciences with an emphasis on development and planning. It has micro-documents, serials and official publications published by research organisations, corporate bodies, international organisations and their allied agencies, universities and the Central and the State government, departments and their research and evaluation cells. At present the library has approximately 1,40,460 books, and 3000 statistical serials on the social sciences in India and other countries.

About SLA Asian Chapter

The Special Libraries Association (SLA) with its headquarter at USA, is a non-profit global organization for information professionals and their strategic partners. SLA was founded in 1909 in the State of New York and is now the international association representing the interests of thousands of information professionals in over eighty countries worldwide. The SLA Asian chapter covers a large geographical area consisting of 22 countries. For further detail: <http://www.sla.org>

Conference Objectives

The principal objective of this event is to provide a platform for the exchange of knowledge and skills relevant to Information professionals. This conference will offer an opportunity to put forward innovative plans, debate classic ideas, and promote closer cooperation among colleagues.

Audience: Who should attend?

This major event expects global participation by information scientists and professionals involved in library research, information resource management, technology application, and other related disciplines in the field of library and information studies. Some of the broad categories of participants are as follows:

- ❑ Library and information science professionals
- ❑ Information technology professionals
- ❑ Knowledge workers
- ❑ Policy makers
- ❑ Educationalists and academics
- ❑ E-learning communities
- ❑ Content and knowledge managers
- ❑ Library Managers
- ❑ Library Consultants/ Corporate Professionals

Thematic areas

The conference will discuss all facets of libraries especially Human Resource Development in Libraries. Some of the select thematic areas are:

- Core competency development
- Training and development
- Innovation and creative skills
- Soft-skills development
- Course structure Vs. competency development
- Motivation and incentive mechanisms
- Manpower planning
- Recruitment and selection methodologies

Program Structure

The conference program will include plenary sessions, invited speakers, product presentations, panel discussions and an exhibition.

Tentative programme:

09.30 am- 10.15 am	Registration
10.15 am- 10.45 am	Inaugural
10.45 am- 11.15 am	High Tea
11.15 am- 01.00 pm	Technical session
01.00 pm- 02.00 pm	Lunch
02.00 pm- 04.00 pm	Panel Discussion
04.00 pm	Closing Remarks

(In Panel discussion we will invite University Librarians who may be discussed about the vacant position of University Librarians and senior positions. They may also discuss about the retirement age to 65 years (at par with faculty) for Assistant Librarians/ College Librarians/ Deputy Librarians, University Librarians and different senior positions in Ministries. We may send the recommendations of the conference to the UGC and Government of India)

Registration Fee

	Amount
Indian Delegates	Rs. 400
Students, SLA members, retired professionals	Rs. 300

Payment Details: The payment should be sent through local cheque/ demand draft to be made in favour of "Society for Library professionals" and payable New Delhi. The filled-in registration forms and the payment should be sent to the Conference Secretariat.

Accommodation

Accommodation can be arranged for the participants in the Institutional Guest Houses with usual amenities on first come first serve basis. Room rent and other charges are to be paid by the participants.

Climate

The climate of New Delhi in the month of March is pleasant ranging from 15 to 30 degrees Celsius. The day time temperature will be moderate and evenings will be pleasant.

Eminent Speakers and Panelists.



Prof. J K Mitra

Professor-in-charge of S.P. Jain Centre of Advanced Management Research of FMS, South Campus University of Delhi



Mr. Sudhir Arora

University Librarian, Indira Gandhi National Open University, New Delhi



Dr. Ramesh C Gaur

University Librarian, Jawahar Lal Nehru University, New Delhi



Dr. Ghayas Mukhdumi

University Librarian, Jamia Milia Islamia, New Delhi



Mr. Subhash Deshmukh

University Librarian, GGS IP University, New Delhi



Prof. Uma Kanjilal

Professor of Library and Information Science, School of Social Sciences, IGNOU, New Delhi



Usha Mujoo-Munshi

Librarian, Indian Institute of Public Administration I.P. Estate, Ring Road, New Delhi



Dr. Harish Chandra

Librarian, Indian Institute of Technology (IIT), Chennai



Dr. P R Goswami

Director, NASSDOC, ICSSR, New Delhi



Dr. Debal C Kar

University Librarian, Ambedkar University, Delhi



Dr. Shantanu Ganguly

Fellow and Area Convenor Knowledge Management Division The Energy and Research Institute (TERI), New Delhi

Organizing committee

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Professor Manoj Panda, Director, Institute of Economic Growth, Delhi

Conference Chair

Dr. P R Goswami, Director, NASSDOC, ICSSR, Delhi

Conference Co-chair

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P K Jain PhD, Librarian, Institute of Economic Growth, Delhi

Program Co-ordinator

S Ganguly PhD, Librarian, TERI, New Delhi

Web Master

Parveen Babbar, Assistant Librarian, Indira Gandhi National Open University, Delhi

Members

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Salek Chand, Librarian, Election Commission, Delhi

Siva Chidambaram, PhD, Librarian, National Institute of Public Finance & Policy, Delhi

S S Dhaka PhD, Director, Ministry of External Affairs Library, Delhi

S C Jindal PhD, Deputy Librarian, Central Science Library, University of Delhi, Delhi

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Sangeeta Kaul, PhD, Network Manager, DELNET, Delhi

Sanjay Kataria PhD, Librarian, Banasthali Vidyapeeth, Banasthali, Rajasthan

Geeta Paliwal, University College of Medical Sciences (UCMS), University of Delhi

Sushil Kumar Sen PhD, APO, IEG, Delhi

Sneh Lata Sharma, Senior Manager - Information Resource Centre, Delhi, Tata Consultancy Services, Gurgaon, Haryana

K P Singh, Chief Librarian, AIIMS, Delhi

M P Singh PhD, Associate Professor, Department of LIS, Babasaheb Bhimrao Ambedkar University, Lucknow, UP

J P Srivastava PhD, Dy. Librarian, IIT Delhi

Lata Suresh, Librarian, Indian Institute of Corporate Affairs(MCA), IMT, Manesar, Haryana.

J Sridevi PhD, Dy. Librarian, Bundelkhand University, Jhanshi, UP.

Sanjeev Kumar Verma, Sr. Lecturer, Department of Lib. & Inf. Science, Meera Bai Polytechnic, Delhi

N K Wadhwa, Principal Scientist & Head, Knowledge Resource Centre, NPL (CSIR), Delhi

National Programme Committee

Jagdish Arora PhD, Director, INFLIBNET, Ahmedabad

S K Arora, University Librarian, Indira Gandhi National Open University, Delhi

R K Chadha Ph.D, Jt. Secretary, Parliament Library, Delhi

Harish Chandra PhD, Librarian, Indian Institute of Technology, Chennai

Subhash Deshmukh, University Librarian, I P University, Delhi

S M Dhawan PhD, Former Scientist, National Physics Laboratory, Delhi (Coordinator)

Ramesh C Gaur PhD, University Librarian, Jawaharlal Nehru University(JNU), New Delhi.

Medha Joshi, PhD, Head, Dept of Lib Scs Tata Memorial Hospital, Mumbai

Uma Kanjilal PhD, Department of Library and Information Science, IGNOU, Delhi

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Jagtar Singh PhD, Dean & Professor, Department of Library and Information Science, Punjabi University, Patiala, Punjab

Prof. S P Singh, Professor, Department of Library and Information Science, University of Delhi, Delhi

P Visakhi PhD, Librarian, Indian Institute of Science Education and Research (IISER), Mohali, Punjab

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Conference Secretariat

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REGISTRATION FORM

Title (Prof./Dr/Mr/Ms) _____

Name _____

Designation _____

Organization _____

Address _____

City and country _____

Postal code _____

Fax _____

Telephone _____

E-mail _____

Signature _____

- Registration fee is non-refundable.
- Registration fee does not include accommodation.
- Registration will be confirmed only if the form is duly completed and payment received in full.

Payment detail

I enclose a demand draft / local cheque no. _____

For Rs _____ payable at _____
_____ in favour of "**Society for Library Professionals**" payable at New Delhi, India.

Please return the completed form to

Dr. P.K.Jain

Organising Secretary

**Librarian, Institute of Economic Growth
University of Delhi Enclave
Delhi- 110007. India**

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