

Main Factors to Restrain the Development of Library and Their Countermeasures

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Abstract

From many aspects such as the resource construction, the talent group, and the mechanism and system, main factors to restrain the development of college library are analyzed, and corresponding countermeasures are proposed in this article.

Keywords: College library, Development, Restriction factors, Countermeasures

College library is the literature information center of the college, and it is the academic institution serving for teaching and scientific research, and the important base of the college informationization and social informationization. The work of college library is the organic part of the college teaching and scientific research. The construction and development of college library should get with the construction and development of the college, and its level is the important sign of the total level of the college. In the day that colleges develop quickly, the development of library must suit for the development of college. By deeply studying the Scientific Outlook on Development and combining with the actuality of library, the main factors to restrain the development of the library and relative countermeasures are analyzed in this article, which is very important for the development of the library and the practice of the Scientific Outlook on Development.

1. Restriction Factors

1.1 Factors in Resource Construction

1.1.1 Deficient funds, price rising of books and periodicals, less information, less quantity of literatures and information resources, all could not satisfy readers' demands (Shao, 2000, P.40-42 & Liu, 2006, P.57-58)

Because of well-known causes, paper resources and electric resources rise in price, and though colleges increase the expenditure to the library, but the growth of the literature purchasing charge cannot hold a candle to the increase amount of books and database, so many good information resources could not be purchased because of deficient charge, and some databases can only be purchased partly, and the purchasing amount of literature is deficient. In addition, since China joined in WTO, foreign periodicals have not been copied, and the original editions are too expensive, so to expand the order of electric foreign periodicals has been the first countermeasure that the college should consider. And in recent years, the subject and specialty in the college increase continually, which have bring pressures for the construction of literature resources, and the amount of literature information resource has not completely satisfy the demand of the teaching and research.

1.1.2 The development degree of the existing real holding and virtual holding is not enough

Because of the amount and quality of employees, some deep-level service works could be developed well, such as the construction of the special database, the development of the free network information resources, and the deep-level development of the existing purchased database. Deficient long-term cooperation mechanism, low-level repeated construction of literature resources, weak sharing consciousness of resource, readers' ideas giving priority to the entity holding of their own library, and weak drumbeating of inter-lending and literature transfer among libraries all directly or indirectly show that readers could not sufficiently use the virtual holdings of library.

1.1.3 Software and hardware establishments of network could not satisfy the development demand of library

With the continual development of digital library, the electron, networking, and digitalization services need corresponding software and hardware establishments, and the existing storage space, management software platform, wireless network covering area, and network security establishments about electric resources are badly in need of improvement, and with the building of the Wenjing School Library, to realize the uniform management three school

libraries including Ya'an School Library, Wenjiang School Library, and Doujiangyan School Library, the existing software and hardware establishments could not satisfy the demands obviously.

1.1.4 Infrastructures should be further improved

Library is the palace suiting for study, and especially in the middle term and final exam of each semester, the self-study seats in the library will be very nervous, and though many seats are added at this time, but readers' demand still could not be satisfied, and some readers would even study at the side of the bookshelves.

1.2 Factors in Talent Group

1.2.1 Less quantity of employees

Comparing with other colleges, the employee amount of the library is fewer, and for two libraries in new school and old school, the employees could basically ensure the basic operation of various departments, and the works in some departments could not be developed deeply. At the same time, because the school is located in Ya'an, and it is one of 211 colleges, and the admittance of the college is higher, it is still very hard to invite high-level professional talents with relative specialty.

1.2.2 The qualities of employees are irregular, and the total level is lower than the level of teachers (Zhang, 2006, P.100-102 & Wang, 2008, P.130-131 & 134)

In the age of network, librarians need undertake more roles such as the manager of information materials, information analyzer and organizer, information provider and spreader, information utilization navigator, and information knowledge educator. But in many college libraries, the human resource allocation all lack in high qualification, comparing with the admittance of the teacher group. In addition, college libraries universally lack in the effective planning of human resource, and libraries often could only passively accept employees. Therefore, comparing with the teaching and scientific research group, the real truth is that the librarian group is universally on the lower level. But with the quick development of modern library career, especially with the quick development of the computer technology, the network communication technology, and the information technology, the structure of library human resource obviously lack in high-level, high-professional, and high-talented employees, which is more obvious in the day of the network information times, and many deep-level and individualized services could not be developed. But to evaluate the service quality of one library is always related with the service depth, width, and level of the library, so it is the important factor to restrain the development of library.

1.2.3 Librarians' occupational reputation is not higher, and their competitive and creative consciousnesses are weak

Employees in the library should keep strict office hours, with long working time. Librarians have paid large numerous of time, energy, even health for the work. However, the indirection and fuzziness are easy to make people think that library is only a place to hold, borrow, and return books, and the affiliation of teaching and scientific research, and the college only put the library as the place to arrange for surplus employees. Librarians' social reputation is totally lower in the public, and the work is not in popular demand, and the library becomes the "disadvantaged groups" in colleges, and the policies of the college incline to teachers, and whether for salary, premium and professional title, or for further study, librarians could be competed with teachers. Their payments in time and energy are hard to be respected and cognized, and this imbalance would largely weaken their work enthusiasm, and make them to lack in sense of belonging and pride to the industry, and lack in energy and vitality, competitive consciousness, and self-realization. Because of the limitation of some librarians' conditions and the relative regulations of the college, they would feel hopeless in the title promotion and post, so they would lack in aspirant dynamic and innovational desire, and their lifelong study consciousness is not intensive, which is also one of assignable causes to restrain the development of library. Without excellent librarians, even if the library has excellent service concept and complete service system, it could not provide excellent service to readers.

1.2.4 Traditional service concepts restrain the service innovation of library to some extents

In the modern information society, libraries' orientation has turned from original knowledge storage and management to knowledge service, and corresponding service concept and mode would change largely. But because of many causes, though some libraries realize that they should adapt the development of the society, and they need liberating their ideas and change their concepts, but they still have not deeply change their ideas, even not the action, and the traditional service concepts still exist in their ideas. For the concept of "people oriented, reader first, and service first", some libraries still stay on the surface. The library service is not the problem only with the promise, and it includes concrete and complex contents. With the quick development of information technology, and people's high demands including quick, exact, new, complete, and saving for the information demand, traditional service concept is one of main factors to restrain the service innovation of library.

1.3 Factors in Mechanism and System

With the development of the university, three libraries in Ya'an School, Wenjiang School, and Doujiangyan School should be managed and operated uniformly, and new management mode and operation mechanism needs to be explored, and corresponding system and mechanism need to be established and perfected. But the development of these works should be first based on the total orientation of three schools. According to the total deployment of the school, library should take the theory of the Scientific Outlook on Development as the guidance, and continually explore the management mode and running mechanism in the new situation, and the literature resource construction and the talent group construction need forward-looking thinking and overall situation consciousness. Based on the perfection of the existing regulations and systems, relative policies of the school should be properly adjusted to encourage employees' work enthusiasm and provide larger development space, and arouse their innovational consciousness. The school should establish and perfect the employment mechanism and the encouragement mechanism, and fully drive librarians' work enthusiasm and innovational consciousness, and try to introduce required and high-level talents for the library.

2. Countermeasures

In the activity to deeply study and carry out the Scientific Outlook on Development, librarians should seriously analyze the main factors to restrain the development of the library. Combining with the practice of the library, following countermeasures should be used for references.

First, in the employees including CPC members and general public, the library should deeply study and carry out the Scientific Outlook on Development, and fixedly establish and carry out the library concept of "people oriented, reader first, and service first", and confirm the core of satisfying readers' demand as the service quality standard, and provide convenient, intuition and quick service based on existing establishments. At the same time, the library should change the position to consider readers' demand, and provide deeper and wider service, and comprehensively enhance the service quality of the library, so more people would understand, enter, use, and identify the library. According to the problems from the readers, the library added 11 carrels and 44 self-study seats in the new hall, and further considered the countermeasures according to the investigation result. For the wireless network, the library begun to open the internet with certain condition, i.e. opening the wireless internet in May and Nov of each year when students are busy in the thesis writing.

Second, the library should constitute the scientific and reasonable resource construction plan suiting for the schooling characteristic of the university, including the entity resource and virtual network resource, and scientifically manage and maintain these resources. The library should strengthen the drumbeating degree of the importance of digital library to seek the support from the university, including the outlay investment and the construction of digital library. Universities could unite to purchase the digital resources such as the Vip Chinese Periodical Database, and libraries could undertake the outlay together, and each library could use the limited capitals in the demand most needed. The library should strengthen the depth development degree of existing resources, especially the construction of special database, and deep-level management of existing database, and the digitalization of paper resources, to provide deep-level and individualized services for readers. At the same time, the library could organically integrate the entity holdings and virtual holdings, and strengthen the cooperation among libraries to realize the resource co-construction and sharing, fully utilize the virtual network holdings, and expand the construction and utilization of virtual holdings. The library should deeply explore the multi-school library literature information resource management mode, and reasonably allocate the literature resources of all schools.

Third, the library should strengthen the talent group construction, establish the study-type library, and continually enhance librarians' comprehensive quality and the total quality of the library. Human resource is the most important factor in the library work, and aiming at the practice of the employee structure, on the one hand, the library should actively strive for the support from superior department in charge and reasonably introduce talents, and on the other hand, based on the existing system, the library should establish and perfect the management mechanism and employment system which could encourage employees' enthusiasm (including the competition mechanism, the double-way post selection, the work shift, and the different salaries in different posts), and transfer all active factors which could be transferred to largely exert each librarian's activity. The library should fixed establish the people-oriented concept, respect librarians, and emphasize their demands. Combining with the practice of the library, the people-oriented service should be put into the concrete works. Through various effective modes (such as investigation, short-term training, taking lectures, self-studying, and further study), the library could strengthen librarians' quality, optimize their knowledge structure, and strengthen the construction of the talent group. The library should gradually establish the study-type library, and continually enhance librarians' self-comprehensive quality, and make them work in study and study in work. Each work should be regarded as a study chance, and

librarians should study new skills and methods in works, and promote the growth of their professional knowledge. Study should be regarded as a necessary work every day, and the lifelong study habit should be cultivated for every one. Librarians should integrate work with study, and taste the essential of the lifelong study. At the same time, the library should create more and better advantages such as title evaluation and post promotion for employees to encouragement their potential for lifelong study. The library should strengthen the drumbeating to obtain the attention of the superior leader in charge, and enhance the treatment and social state from policies, and strive for fair treatment in salary, premium, title evaluation, and further studying to encourage librarians' sense of reputation, and accordingly librarians' work satisfaction could be enhanced, and they would serve for teachers and students better.

Finally, the library should strengthen the system innovation, further perfect the system and mechanism, and establish and implement the effective employment mechanism which could encourage all employees to be creative and willing contributors in their posts.

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