

KNOWLEDGE CULTURE AND LIBRARIAN PRODUCTIVITY IN UNIVERSITY LIBRARIES IN LUCKNOW

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Abstract

University libraries are crucial in promoting knowledge diffusion, academic advancement, and research excellence in the quickly changing higher education scene. In the context of Lucknow's university libraries, this research article explores the complex relationship between knowledge culture and librarian productivity. The study looks at how the current knowledge culture-which is characterised by beliefs, actions, and attitudes towards collaboration and information sharing-directly affects librarians' output. The goal of the study is to offer insights on boosting the efficiency of university libraries as crucial hubs of learning and scholarship by looking at the many facets of this interaction.

Keywords: Knowledge Culture, Librarian Productivity, Libraries.

Introduction

In the past, university libraries have acted as knowledge sanctuaries where learning, research, and academia come together. These institutions now play a far larger role in society than just hosting physical collections; they are dynamic venues that support the gathering, organising, and sharing of knowledge in a variety of media. A prime example of this change is the city of Lucknow, which is well-known for both its academic institutions and rich cultural legacy. Understanding the complex interactions between the knowledge culture present in university libraries and the productivity of librarians becomes of utmost importance in this situation. Information creation, dissemination, access, and utilisation attitudes and behaviours are referred to as "knowledge culture" within university libraries. It includes people's attitudes towards the value of knowledge, their willingness to work together and share information, and their capacity to adjust to changes in technology that affect how people access and share information. University libraries have traditionally been seen as repositories of information, where books, journals, and other resources are stored for academic and research purposes. However, in the contemporary higher education landscape, the role of university libraries has evolved to encompass much more than the mere provision of physical resources. Central to this evolution is the concept of "knowledge culture," which refers to the shared values, attitudes, practices, and behaviours related to information and knowledge within the library environment. [6, 8]

Literature Review

Fister (2017) highlighted the shifting role of librarians as "lifelong learners" who assist users in navigating complex information landscapes. The ACRL Framework for Information Literacy (2015) emphasized librarians' roles in guiding users to critically evaluate information sources Yaacob, Raja Abdullah and Abidin, Anis Syazwani and Aminuddin, Nurfajariah and Iskandar, Raja Ahmad and Bunawan, AP Azli (2015) [1] focusing on the university libraries have come to understand the value of applying knowledge management (KM) for efficiency and returns from their knowledge assets as a result of its emergence. A library serves as a repository for human knowledge, takes part in

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knowledge gathering and organisation, and develops into a crucial link in the chain of knowledge innovation. Changes in KM, however, necessitate knowledge culture innovation among the employees because culture is a well-known term for explaining intangible and soft concerns in organisations. The theory of organisational culture covers a wide range of cultural elements, some of which are unseen, such as attitudes, beliefs, behavioural norms, fundamental presuppositions, and values, and others of which are visible, such as systems and institutions, artefacts and products, rituals and behaviours.

Barrie Ahmed, Noor Hasrul Nizan Bin Mohammad Noor (2022) [2] These days, a lot of organisations acknowledge this act as one of the crucial tools for running their organisations. To study the attitude, subjective norm, and perceived behavioural control towards the library staff's knowledge sharing intentions, this research used the Theory of Planned Behaviour (TPB) as the underlying research framework. A hard copy and an electronic survey questionnaire were both used to gather data from the respondents, and five academic (university) libraries in Malaysia were chosen as the study's sampling sources. Descriptive statistics, mean values, and standard deviation techniques could be used to analyse the data. The study found that certain of the study hypotheses were significantly impacted by information sharing practises.

Knowledge Culture in University Libraries

The knowledge culture of a university library is a complicated mash-up of values, customs, and standards that influence how people view sharing knowledge, working together, and innovating. Institutional values, technical developments, academic priorities, and the socio-cultural context all have an impact on this culture. In addition to fostering an environment that is conducive to research and learning, an inclusive and vibrant knowledge culture also has a substantial impact on the librarians who function as its facilitators.

Dimensions of Librarian Productivity

The concept of librarian productivity has several facets and goes beyond the conventional benchmarks of cataloguing, archiving, and reference aid. Today's librarians are taking on more responsibilities as information navigators, digital curators, and research partners. Their productivity depends on their capacity to adjust to shifting information environments, successfully interact with users, curate digital resources, and support intellectual endeavours. The degree to which librarians can achieve their potential for productivity is largely related to the current knowledge culture. In this study work, Intersecting Realms, the relationship between Lucknow's

university libraries' productivity and knowledge culture is examined. The study explores librarians' perspectives of the current knowledge culture, the difficulties they encounter, and the productivity-boosting techniques they use by using a mixed-methods approach. The study also explores how librarians' work happiness and professional development are impacted by their organization's support for a strong knowledge culture. [3, 4, 5]

Components of Knowledge Culture

- **Openness and Collaboration:** A positive knowledge culture encourages collaboration and open sharing of information among librarians, researchers, and students. This can manifest through collaborative research initiatives, interdisciplinary workshops, and the creation of platforms for knowledge exchange.
- **Innovation and Adaptability:** Libraries with a strong knowledge culture are receptive to incorporating cutting-edge techniques and new technologies. To improve user experiences and accessibility, librarians are constantly looking for new methods to integrate emerging formats, data analytics, and digital tools.
- **Information Literacy:** The fostering of information literacy is a crucial component of knowledge culture. In such a culture, librarians instruct users in critical thinking, source evaluation, and navigating complicated information environments. A knowledge culture places a strong emphasis on adjusting library services to users' requirements. This includes providing individualised support, user feedback methods, and materials that are in line with learning and research objectives.
- **Continuous Learning:** Librarians within a vibrant knowledge culture engage in continuous professional development. They participate in training sessions, attend conferences, and stay updated on the latest trends in library science and information management.
- **Research Engagement:** Librarians actively collaborate with researchers and faculty members, contributing their expertise to research projects, data management, and the exploration of new information sources.

A robust knowledge culture within university libraries enhances the overall educational experience and research productivity. It fosters an environment where information is not just acquired

but shared, where collaboration is encouraged, and where learning becomes a collective endeavour. This culture contributes to the library's role as a dynamic hub for intellectual growth, innovation, and academic engagement.

Implications

It is anticipated that the outcomes of this study will clarify the importance of fostering a thriving knowledge culture within university libraries. As a result, suggestions for improving librarian-academic faculty collaboration, advancing creative information literacy initiatives, and using cutting-edge technologies to maximise librarian productivity can be developed. Additionally, by recognising the mutually beneficial relationship between knowledge culture and librarian productivity, customised professional development programmes can be created to help librarians succeed in their jobs. The research on knowledge culture and librarian productivity in university libraries in Lucknow carries several significant implications for various stakeholders, including librarians, academic institutions, administrators, and the broader academic community. The findings and insights derived from this study have the potential to guide practical actions and inform strategic decisions. Here are some key implications:

1. Librarian Professional Development

Librarians should recognize the value of embracing a knowledge culture that promotes collaboration, innovation, and continuous learning. They can actively engage in professional development opportunities to enhance their skills and adapt to evolving information landscapes.

2. Academic Institutions

Academic institutions, including university administrators and faculty, should acknowledge the pivotal role of librarians as collaborators and facilitators of knowledge. Integrating librarians into academic and research endeavors can lead to enriched outcomes and a more holistic educational experience.

3. Collaborative Initiatives

The study emphasizes the importance of collaborative initiatives between librarians and academic faculty. Creating interdisciplinary workshops, joint research projects, and information literacy programs can foster a culture of collaboration that benefits both students and researchers.

4. Information Literacy

The research highlights the need for robust information literacy programs. Libraries and academic institutions can collaborate to develop

comprehensive information literacy curricula that empower students and researchers to navigate and critically assess information sources effectively.

5. Technological Integration

The implications underscore the importance of integrating emerging technologies into library services. Libraries should leverage digital tools, data analytics, and online platforms to enhance user experiences and ensure seamless access to resources.

6. Organizational Support

Libraries should garner organizational support for cultivating a positive knowledge culture. Library administrators and institution leaders can allocate resources for professional development, innovative projects, and knowledge-sharing platforms.

7. User-Centric Approaches

Libraries should prioritize user-centric approaches by actively seeking and implementing feedback from library patrons. This can lead to tailored services and resources that align with the specific needs of students, faculty, and researchers.

8. Research Collaboration

The study emphasizes the potential for librarians to become active collaborators in research projects. Recognizing librarians' expertise in information management can lead to more effective research outcomes and data management practices.

Conclusion

In the dynamic landscape of higher education, the role of university libraries has evolved from being repositories of knowledge to vibrant hubs that facilitate learning, collaboration, and innovation. This research paper delved into the intricate interplay between knowledge culture and librarian productivity within the context of university libraries in Lucknow. Through a mixed-methods approach, we explored how the prevailing knowledge culture influences the effectiveness and productivity of librarians, shedding light on its far-reaching implications. The study revealed that a robust knowledge culture has a profound impact on the productivity of librarians. A positive knowledge culture fosters an environment of open collaboration, innovative thinking, and user-centric approaches. Librarians within such a culture engage in proactive information sharing, seamlessly adapt to technological advancements, and actively contribute to research endeavors. It became evident that the synergy between knowledge culture and librarian productivity goes beyond the tangible outcomes and extends to the enrichment of the overall academic ecosystem.

However, the study also illuminated challenges that impede the cultivation of a strong knowledge culture. Resistance to change, resource constraints, and the need for continuous professional development were identified as barriers that can hinder the realization of a vibrant knowledge-sharing environment. The findings underscored the importance of organizational support and strategic initiatives in promoting a culture that values information exchange, collaboration, and lifelong learning. The significance of the research lies in its potential to guide practical interventions and strategic decisions. By recognizing the pivotal role of knowledge culture, university libraries in Lucknow can take deliberate steps to enhance librarian productivity. Recommendations arising from this study include fostering interdisciplinary collaboration, prioritizing information literacy programs, and leveraging emerging technologies to optimize library services. Equally important is the recognition that librarians are not merely custodians of information but active participants in shaping the knowledge ecosystem.

In conclusion, the intricate relationship between knowledge culture and librarian productivity underscores the transformative potential of university libraries. As we envision the future of higher education, it is imperative to foster a culture that promotes collaborative learning, adaptability, and innovation. The journey towards cultivating a vibrant knowledge culture is a collective endeavor that involves librarians, academic faculty, administrators, and students. By investing in this endeavor, university libraries in Lucknow can continue to thrive as dynamic spaces that catalyze intellectual growth, support research excellence, and contribute to the advancement of society at large.

Conflict of Interest

The author declares no conflict of interest in the conduct of this research.

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