# INOVATION AND MANAGEMENT CHANGE FOR LIS IN AGE OF INFORMATION TECHNOLOGY

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**ABSTRACT:**

Rapid change in technology particularly the origin of information communication Technology (ICT) and social, political, economical, change require an appropriate managerial change in libraries and information centers to survive the LISC in twenty first century. In this context, managerial change towards structure, technology, task, people, library policies, objectives and function of information system and process of managerial change in LISC are discussed and it is concluded that 'Change Management' is the only feasible solution to overcome all the difficulties and problem created in ever changing environment for the overall development and process of LIS in the ICT era.

**Key words:** Change Management, Structural change, Technology Change, Change in library policy, process of Managerial change.

## Impact of Digital Library:

The origin of ICT (Information and Communication Technology) has changed the performance and service pattern of every institution and organization, library is not excluded from it. Impact of ICT has transformed the 'Traditional Library' in to 'Automated Library' 'Digital Library' and 'Virtual Library' is also the gift of ICT. Many Libraries have been serving as hybrid libraries. A library digital is and organized collection of electronics resources. Digital library is a very complex and dynamics entity. It has brought phenomenon change in the information collection, preservation and dissemination scene of the world. It is a complex entity because it is completely based on ICT Systems and the concept is to recent origin. Its main aim is to provide ready access to the required information at a right time to the right user with right information.

## Change in Library and Info. Centre:

Due to fast-placed technological change and new skill requirement, information professional are increasingly required to renew their skills and practice in order to gain an awareness of technological advances. As a result, the professional itself exists in a state of flux alongside these emerging technologies, with traditional roles being increasingly subsumed by new skills and working environments, and therefore, job descriptions.

## Certain active roles are necessary for change management to:

- Establish the quality goals of the library.
- Provided the resources to their library.

## The Structure related changes in Libraries and Information Centers:

- Change in the work design.
- Change in the number of operation level to perform various activities, routing work of library staff.
- Change in the plans, program, policies and procedures to and improving integration among various sections.

## Changes for Technological Advancement:

The technology refers to the sun total of human knowledge providing ways to do the things in a better way with the help of techniques. It may include inventions and techniques affecting the ways of doing things. Thus, technology related changes may include:

- Use of new mechanism and equipments for developing new services or modifying existing services: many new mechanism and equipments, e.g. computer, server, bar coding equipments, RFID tools are necessary for developing new services or modifying existing manual services. So the awareness and tool is very essential.

- The procedure of doing things which may result in change of work process: the method and procedures of doing new tasks should be changed in context of old library system. So that the work process in not disrupted.

**Changes in Library Policies:**

Changes in the objectives and functions of the library and information system by the planning body would directly impact the existing plans and policies of the library. Accordingly, change in plans and policies become essential. The developmental plans and policies should be in conformity with the objectives and functions of library and information system as well as the institution in services.

**Changes in objectives and Functions of Information System:**

The information system in the changed environment shall aim at:

- Ensuring maximum use of all available resources: Top management should ensure maximum use of all available resources (print and non print) through cost effective solutions.
- Promotion and development of all units in the library: In the automated library, to cater the service to the users in a right way, it is very essential to develop all units in a proper way.
- Better communication of ideas to achieve the objectives in an ever new idea to all levels of management is essential to achieve the objectives in constantly changing environment of library work and services.

**Management Change Process in Libraries and Information Centers**

The various steps involved in a planned change are:

- Identifying need for change: In the changing scenario of library, it is very essential to identity every need of users for effective planning and execution.

- Elements to be changed: It is very natural that the elements in traditional library and automated library are different. So top level management should foster awareness about the relevant elements to every unit.

- Feedback: This is very important aspect of every organization/institution. Without feedback system, an organization/institution cannot assess their customer needs and information seeking behavior as well as their satisfaction level. (Prasad,2005)

    Above steps in a planned change can be applied for managing the changes in libraries and information centers.

**Accessing Change Forces:**

Various internal and external forces enable us to bring change. To manage the change effectively, it becomes necessary to ensure the co-operation of the people to create an environment is which change will be accepted by all.

**Action for Change Management:**

A distinguished social psychologist, Kurt Lewin, developed what he called 'Action Research' which happens to be more motivational approach and more evolutionary one. According to him since most change efforts flounder because carefully expected plans are ignored or sabotaged this first step is critical.

**CONCLUSION:**

Change Management is the only feasible solution to overcome all the difficulties and problems created in ever changing environment for the overall development and progress. The libraries of today are moving from traditional system to digital library and further to Virtual Library. Accordingly libraries have to adapt to drastic changes to create their own identity to satisfy their users. Change management in libraries and

information centers in ICT environment is the way of converting the existing system into virtual libraries.

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