

A Study on the Factors for Motivation of University Librarians of Sri Lanka in Continuing their Professional Education

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The present electronic environment has demanded a change of skills for library and information science professionals such as technical skills, IT skills, and managerial skills etc., Continuing Professional Education (CPE) is a lifelong process to develop and maintain knowledge, skills, values, ethics and attitudes relevant to professionals to achieve professional goals and to succeed in their respective careers. CPE is an important platform for professionals in terms of updating of professional knowledge and improvement of professional competence of their working lives.

Objectives of this study were to identify motivational factors for the CPE, to decide on the librarians' needs and performance of CPE, different methods to motivate librarians towards CPE. The research methodology used in this study is survey method. Questionnaires, observations and interviews were used as principle techniques. The research methods are used for obtaining qualitative and quantitative data for the analysis. Data were presented using charts, tables, graphs etc. The sample taken for this study consists of 100 personnel. Also 54 professionals filled the questionnaires and returned for the purpose of this study. Samples of hundred professionals from 15 prominent, reputed and recognized universities have been selected.

It was revealed that the female library professionals outnumber the males in the university libraries. They are engaged in research and publication activities. But there is no strong relationship between work experience and research and publications. Professionals are highly motivated to the need of updating of knowledge and skills, to widen experience and practical knowledge in the practice of librarianship, better service to others, new and creative ideas, ability to study effectively. They require CPE programs for ICT, information literacy and awareness of new library trends.

A program in CPE should be provided for all library professionals according to their interests and involvement. Establishment of an association for CPE and performance reviews are suggested to develop high standards in CPE at university libraries.

Keywords: CPE, Motivation factors, University academics, Librarians, University libraries, Human resource management