

Proposed competency model for Sri Lankan librarians

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The field of Library and Information Science (LIS) scope has been critically evaluated in the new era. The librarians must now be agile, flexible and able to adjust to a changing world. LIS as a discipline influences other discipline like technology; marketing, electronic resources, etc. In the rapidly changing environment, library professionals should change their attitudes to face these challenges. Many LIS professional organizations and LIS professionals tried to present some guidelines to develop competencies for library professionals to do their tasks, because in the present decade, the university libraries have seen its advanced changes due to fast changing and growing information technology and communication. The special needs of library users is another challenge.

This study is to develop a competency model for Sri Lankan Librarians (SLLs) indicating the number of competencies in two main categories under personal and professional. This study was conducted by using both primary and secondary data; questionnaire and personnel discussions with University Librarians and resources persons who are attached to the LIS curricular in the National Institute of Library and Information Science (NILIS) of University of Colombo and Department of Library and Information Science in University of Kelaniya. Secondary data were gathered from books, articles, research reports etc.

This framework provides a common view of acquiring competencies in order to perform the SLLs' duties and responsibilities, matching requirements in a rapidly changing environment in a highly qualitative manner. There were nine core competencies identified with fifteen personal competencies and thirteen professional competencies. The results conclude that the SLLs' are able to fulfill the competencies which are highly essential in order to achieve and fulfill the targeted library user requirements with suitable responses to the modern environment.