

The New Organization Culture: a path to professionalism & a new paradigm shift for University Libraries in Sri Lanka

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Abstract

The aim of this study was to develop a model to transform the existing traditional Human Resource Management (HRM) model to a more dynamic HRM set up. A dynamic HRM set up is essentially required to suite to the changing needs of socio-economic, political and technological environments of the University Libraries in Sri Lanka (ULSL) with the aim of providing an efficient and an effective library and information service.

Objectives of the study were to identify the basic HRM policies, to explore favorable HRM strategies, to develop new directions in the mindsets of the university library professionals, to formulate qualities and a norm system for the library professionals, to suggest a new organizational culture for the ULSL and to develop a model to achieve these objectives.

The method used for this study was the descriptive research. Survey technique was used in order to collect data. The population of the study was the professional staff working in ULSL. Primary data was collected circulating two structured questionnaires among the Librarians and Senior Assistant Librarians (SALs) and Assistant Librarians (ALs).

80% of Librarians and 92 % of SALs and ALs stated that well trained, qualified and dedicated library staff is the main factor for providing an efficient and effective library and information service. Among library policies staff training and development which 90% Librarians marked as very important. The other important policies are recruitment and selection marked by 80%, Motivation marked by 80%, strategic planning by 70%. New HRM strategies marked by the Librarians are the teamwork which scored 90%.

The second important strategies are the Appropriate Information Technology (AIT) and the succession planning which both score 60%.

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