

Academic Performance Indicator System and Procurement, Organization, and Delivery of Knowledge and Information of College Librarians

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ABSTRACT-

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The main purpose of this research paper is to study impact of Academic Performance Indicator (API) system on procurement, organization and delivery of knowledge and information in the college libraries affiliated to the Sant Gadge Baba Amravati University, Maharashtra. So, survey is conducted for concern college librarians and response rate is 76.37%. The structured questionnaire is used as prime tool for data collection and data analyzed through statistical test and hypothesis tested. The result shows that there is impact of API system on procurement, organization and delivery of knowledge and information. It is found that, after implementation of API system the activities related to delivery of knowledge and information increased in the Arts, Commerce and Science college libraries affiliated to the Sant Gadge Baba Amravati University, Maharashtra.

Result shows that, budget is the big problem for most of the college librarians to conduct activities of procurement and organization of information. There is need to solve this issues with the help of other funding agencies such as CSIR, donation from society, and assists from NGOs. The research recommended that, the state government of Maharashtra takes serious action against recruitment of an employment and sanctioned vacant staff positions in the college libraries. This research paper is based on the Ph.D. data and the thesis is submitted to the Sant Gadge Baba Amravati University, Maharashtra.

Keywords: Academic Performance Indicator (API), Performance Indicator (PI), API System, Procurement, organization and Delivery of Knowledge and Information Professional Development, Continuing professional development, College librarians. Performance Based Assessment System (PBAS), Reference librarian, etc.

INTRODUCTION

Along with all the technological advancements, librarians' most basic performance and the activities are increased. The requirement of library users changes day by day. So there is need of advanced technology, due to this nature and functioning of the college library is changed. These rapid changes in technology and workplace roles threaten to make their skills obsolete unless they undertake constant Professional Development. This international collection presents a comprehensive overview of current continuing professional develop-

-ment theory and practice for those who manage and work in library and information services (Paul & Walton, 2006 p.11-17).

For the continuous development of college librarians and teachers in higher education UGC make changes in standardization, operation, and quality of education. In the year 2010 started API system for uniform and standardized procedure for placement system which is apply for all stakeholders. Regarding Career Advancement Scheme (CAS), UGC published draft in 2018 for seeking Feedback/Comments/Suggestions in the prescribed format from stakeholders for the maintenance of standards in higher education and revision of pay scales. In this CAS system, there are three categories on which academic performance will be rated first is, 'Procurement, organization, and delivery of knowledge and information through Library services', second is, 'Co-curricular extension and professional development related activities', and third is, 'research and academic contribution. The aim of this research paper is to measure awareness of college librarians towards API system and to review the problems faced by them in effective utilization of various activities. This paper examined the status of API system on various activities of college librarians in Sant Gadge Baba Amravati university region in Maharashtra state.

REVIEW OF LITERATURE

University Grants Commission (UGC, 2010) notifying that, "Regulations on Minimum Qualifications for Appointment of teachers and Academic staff in Universities and Colleges and Measures for the Maintenance of standards in Higher Education". Sarode, (2019) stated that, "the continuous learning is about the constant expansion of skills and skill-sets through learning and increasing knowledge" (p. 110-115). "Due to emergence of academic performance indicator system the numbers of career development activities are increased. The number of research publication of college librarian in regional, national and international journals was increased". (Bhongade & Sarode, 2020, pp. 69-77). Mujasrini et al., (2024) gives the importance of self-development and need

of API system, they state that, "to improve librarian performance, their self-development is non-negotiable. The self-development is essential to improve skills, knowledge, and competencies of the librarian so that they play a more effective role in improving library performance". According to Marguna and Sangiasseri (2020), "The impact of digital competencies (e-Skills) and found that, some librarians have digital competencies below the average standard. Digital competencies will improve with the help of various professional activities such as CEPs". (pp. 104-117).

Ramaiah and Moorthy (2002) reported, "The need and impact of continuing education programmes (CEP) for library and information science (LIS) professionals in India, particularly for college librarians" (pp. 24-31). Sarode and Nishane (2016) stated that, "the professional development is never ending process; it is continuous such as lifelong learning process" (pp. 198-202). Kannappanavar and Praveen Kumar (2011) evaluated, "the training programmes pertaining to Library and Information Science and their effectiveness as stated by library professionals in selected Agricultural Science Libraries in India" (pp. 18-22). According to Chan and Auster (2003), "professional librarians are motivated to maintain their professional competence but they should be encouraged to participate in updating activities" (pp. 265-286). According to Sarode and Raut (2016), "the professional development activities and skills of academic librarians have fulfilled a need for the continuing acquisition of update knowledge'. Performance of the teacher is assessed on the basis of a Performance Based Assessment System (PBAS) in which scores have been assigned to each sub dimension or Academic Performance Indicator (API)" (pp. 81-87).

OBJECTIVES OF THE STUDY

- To measure awareness of college librarians towards API system.
- To measure impact of academic performance indicator (API) system on procurement, organization and delivery of knowledge and information.

Table-1: Demographic Information of Respondents

Description	Option	Measured Frequency	%
Gender	Male	137	75.70
	Female	44	24.30
	Transgender	0	0
	Total	181	100%
Location of Institute	Urban	36	19.89
	Semi Urban	93	51.38
	Rural	52	28.73
Qualification	MLISc.	53	29.28
	MLISc. SET/NET	28	15.47
	MLISC. Ph. D.	64	35.36
	MLISc. M. Phil.	36	19.89
Experience	0-10 yrs	84	46.40
	11-20 yrs	56	30.94
	21-30 yrs	28	15.48
	Over 30 yrs	13	07.18

- To review the problems faced by college librarians in effective utilization of procurement, organization and delivery of knowledge and information activities in their libraries.

SCOPE AND LIMITATION OF THE STUDY

The scope of the present research study is related to the Arts, Commerce and Science College Libraries affiliated to the Sant Gadge Baba Amravati University, Maharashtra. There are total 398 colleges affiliated to the university up to March 2023, out of which 237 colleges having Arts, Commerce and Science subjects.

METHODOLOGY

The study is based on comprehensive review of related literature. However, by keeping in the view the various advantages and disadvantages of the survey methodology, a combination of questionnaire, observation and semi-structured interviews were adopted for data collection. For the quantitative part of the investigation, data were pre-coded, but for the qualitative part, coding was done after data has been collected. Relationships between variables were studied in an attempt to find solutions from the collected data. Out of the mailed 237 questionnaire 181 questionnaire were received, therefore N=181. Hence the response rate is

Table-2: Awareness of College Librarians towards API System

Description	Option	Measured Frequency	%
Awareness of College Librarians towards API System	Not at all	4	2.20
	Very little	6	3.32
	Some what	23	12.70
	Much	36	19.88
	Very Much	112	61.87

Table-3: Impact of API System on Procurement, Organization and Delivery of Knowledge and Information

Activities	Not at all	Very little	Some what	Much	Very much
Assist in preparation of various reports in colleges	09 (4.98)	10 (5.53)	23 (12.07)	112 (61.85)	27 (14.94)
Assistance given in updating college website	11 (6.07)	16 (8.84)	26 (14.36)	74 (40.89)	54 (29.83)
Assistance given to the colleges for preparing reports, manuals and related documents	14 (7.73)	20 (11.04)	17 (9.40)	56 (30.94)	74 (40.89)
Building and extending institutional library facilities to outsiders through external membership norms	12 (6.63)	17 (9.39)	22 (12.15)	94 (51.94)	36 (19.89)
Developed library management tools	07 (3.84)	97 (53.62)	16 (8.86)	37 (20.43)	24 (13.25)
Development, organization and management of e-resources regularly	10 (5.52)	12 (6.63)	14 (7.74)	109 (60.62)	36 (19.89)
Digitization of existing library reading material done and make available for library users	06 (3.31)	6 (3.31)	05 (2.77)	98 (54.14)	66 (36.47)
Electronic delivery of information started	09 (4.98)	12 (6.63)	12 (6.63)	89 (49.17)	59 (32.59)
Extending library facilities on holidays	04 (2.20)	21 (11.62)	24 (13.25)	67 (37.01)	65 (35.91)
ICT application used for up-gradation of library services	09 (4.98)	12 (6.63)	16 (8.84)	118 (65.19)	26 (14.36)

Literature retrieval services to researchers increased	09 (4.99)	12 (6.63)	11 (6.07)	78 (43.09)	71 (39.22)
Organization of library resources done	04 (2.20)	06 (3.31)	05 (2.78)	111 (61.32)	55 (30.39)
Prepared institutional newsletters/magazines	05 (2.77)	09 (4.98)	07 (3.87)	96 (53.03)	64 35.35
Prepared library user manual	07 (3.87)	14 (7.74)	06 (3.31)	102 (56.35)	52 (28.73)
Serial subscription system developed	12 (6.62)	13 (7.18)	17 (9.39)	98 (54.14)	41 (22.63)
User awareness, instruction programmes and in-house trainings given to the users	05 (2.77)	06 (3.31)	06 (3.31)	107 (59.11)	57 (31.50)

76.37%. The overall response is good while considering survey research. Hence, the received survey data is analyzed and processed for the purpose of interpretation.

ANALYSIS AND INTERPRETATION OF DATA

Demographic Information

The demographic information of the respondents is collected according to gender, location of their working institute, qualification, and working experience in the librarianship profession given in the Table-1.

From the Table-1 it is revealed that, Out of 181 respondents, male are 137 (75.70%), and the female are 44 (24.30%). The 36 (19.89%) institute are situated in urban area, 93 (51.38%) are in semi-urban; while 52 (28.73%) institutes are in rural area. Majority of the college librarians i.e. 64 (35.36%) having M.L.I.Sc., Ph. D. degree, 36 (19.89%) has M.L.I.Sc., M. Phil. qualification. While 28 (15.47%) M.L.I.Sc., SET/SLET/NET and 53 (29.28%) have only M.L.I.Sc. degree. 84 (46.40%) respondents have working experience below than 10 years while 56 (30.94%) having below than 20 years of experience of college librarianship.

Awareness of College Librarians towards API System

From the Table-2 it is cleared that, 112 (61.87%) college librarians were very much aware about the API system, while 36 (19.88%), 23 (12.70%), and 6 (3.32%) college librarians were much, somewhat, and very little aware about API system and its latest amendments.

Impact of API System on Procurement, Organization and Delivery of Knowledge and Information

From the Table-3 it is cleared that, there insignificant impact of API system on procurement, organization and delivery of knowledge and information. The college librarians give assistance to various activities in colleges for the overall development.

Electronic delivery of information was started by most of the college librarians. To get scored in API system library facilities extended on holidays. They digitized existing library reading material and make it available for library users. For the optimum utilization of library resources user awareness, instruction programmes were conducted and in-house training was given to the library users regularly.

Table-4: Problems faced by college librarians in effective utilization of procurement, organization and delivery of knowledge and information activities in their libraries.

Problems	Not at all	Very little	Some what	Much	Very much
Inadequate budget to conduct activities of procurement and organization of information	7 (3.87)	13 (7.18)	18 (9.95)	99 (54.70)	44 (24.30)
Lack of adequate physical facilities	6 (3.32)	13 (7.18)	17 (9.39)	92 (50.83)	53 (29.28)
Lack of ICT and advance technology	94 (51.94)	32 (17.68)	44 (24.31)	7 (3.87)	4 (2.20)
Lack of planning by library/library committee	12 (6.62)	77 (42.54)	81 (44.76)	6 (3.31)	5 (2.77)
Less number of supportive staff	9 (4.98)	9 (4.98)	34 (18.78)	110 (60.77)	19 (10.49)
Unavailability of expertise/trainers	14 (7.74)	19 (10.49)	18 (9.95)	92 (50.83)	38 (20.99)

Problems faced by college librarians in effective utilization of procurement, organization and delivery of knowledge and information activities in their libraries.

The Table-4 shows that, budget is the big problems for most of the college librarians to conduct activities of procurement and organization of information, 50.83% college librarians faced the problem of physical facilities, while 60.77% college librarians faced the problem of supportive staff at much level. It is recommended that, the state government of Maharashtra takes serious action against recruitment of an employment and sanctioned vacant staff positions in the college libraries. It takes long period to process, so college management can fill up the post on the temporary or contract basis, or complete outstanding work through hiring services.

Justification of Hypothesis

H₀: - There is no significant impact of academic performance indicator (API) system on procurement, organization and delivery of knowledge and information.

H_a: - There is a significant impact of academic performance indicator (API) system on procurement, organization and delivery of knowledge and information.

As per Table-5 (Model Summary), The value of R Square is 0.047 which measures how well the variables count Academic Performance Indicator (API) factors performed in explaining the variation in dependent variables (Procurement, Organization and Delivery of Knowledge and Information), The Value of Adjusted R-square is 0.041 which is preferred for reporting regression results when multiplied by hundred percentage the value of adju-

Table-5: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.216 ^a	.047	.041	1.60884	2.171
a. Predictors: (Constant), academic performance indicator (API)					
b. Dependent Variable: procurement, organization and delivery of knowledge and information.					

Table-6: Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.631	.879		9.820	.000
	academic performance indicator (API)	.229	.077	.216	2.962	.003
a. Dependent Variable: procurement, organization and delivery of knowledge and information.						

adjusted R-square will be 04.1% this percentage shows that 04.1% of the variation is due to the number of times the independent variable affects the dependable factors, the remaining of 95.9% is due to the other predictors that are not included in models and which are not controllable.

Also, the value of Durbin Watson is 2.171 which show the excellent positive autocorrelation between both variables.

From Table-6 (Co-efficient), the Constant is 8.631. The unstandardized coefficient of the predictor frequency of Academic Performance Indicator (API) is 0.229, which indicates that for each Academic Performance Indicator (API), its role in Procurement, Organization and Delivery of Knowledge and Information increases by 0.229 (i.e., 22.9%) keeping the level of other predictors in the model constant. Here the significance value is 0.000 which is less than our significance i.e., 0.05

(0.000<0.05) therefore, we reject the null hypothesis. Thus, there is a significant impact of academic performance indicator (API) system on procurement, organization and delivery of knowledge and information. Therefore, the fitted regression model is Impact of Academic Performance Indicator (API) = 8.631+0.229 (Procurement, Organization and Delivery of Knowledge and Information).

FINDINGS AND CONCLUSION

From the findings of the research study it is concluded that, most of the college librarians are more aware about the API system. It was found that, there is a significant impact of academic performance indicator (API) system on procurement, organization and delivery of knowledge and information. Hence, it is concluded that, after implementation of API system the activities related to delivery of knowledge and information increased. For the placement of college librarians, API score is essential and to get scored

most of the college librarians start number of library facilities and the library services extended on holidays also.

The college librarians give assistance to various activities in colleges for the overall development. They digitized existing library reading material and make it available for library users. For the optimum utilization of library resources user awareness and instruction programmes were conducted and also in-house training was given to the library users regularly. It was seen that API system plays an important role in professional development of college librarians in Sant Gadge Baba Amravati University region of Maharashtra state.

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