



Cultivation of High-Quality Librarians

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Abstract: The qualities of Librarians in colleges and universities are the key to the development of library modernization. Improving the qualities of librarians is the decisive factor that library adapts the requirements for the new period. This paper discussed on the current status of the low librarians' qualities, necessity and urgency for improving the qualities of librarians, qualities that the librarians should possess, and effective ways to improving the qualities of librarians, respectively.

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1. Introduction

With the rapid development of digital information and network technology, great changes takes place in university library service means and service mode. In this context, university librarians work center is transformed from the traditional maintenance of collection and management to the transmission, retrieval and management of the information out of library. In the process of the development of library, librarians are the main force. They serve for teaching, scientific research, and a lot of work done by them. The management level of library work and the level of quality depend on the integral quality of the librarians. At present, various colleges and universities attach importance to the construction of digital libraries, and put a lot of financial and material resources to construct the library's hardware resources. But we also see that some of the comprehensive quality of university library's management team is not ideal. Therefore, in order to adapt to the new situation and new requirements in the network information age, continuously improving the quality of librarians is a major problems faced to the library workers.

2. Status of the Quality of University Librarians

The librarian personal quality will directly affect the quality of own work, and the construction of library staff directly affect the work of the library. However, due to various reasons, the overall quality of our country many university library staff is not high in the current, and this mainly is reflected in the following aspects.

2.1. Learning atmosphere and competitive consciousness are not strong

Some librarians think that college libraries are served for teaching and scientific research, which is not paid attention and easily is buried. The floating work is implemented in university library, the working environment is single, the routine work, e.g., "borrowing and returning books", "caring for books and settling the frames", is monotonous, boring, and boring. It has no passion and sense of achievement. Librarian work is done for the wedding, and good doing is only for others, but it is tired of them. This is difficult to make the librarian to maintain long-term enthusiasm of work, and it affected the enthusiasm of their work to a large extent. At present, the library competition and incentive mechanism are not perfect enough, and evaluation methods are the different from the actual situation. Distribution system of library is not reasonable, mess and equalitarianism dampened the enthusiasm of some librarians. More or less doing and equalitarianism make the staff do not feel the pressure of work, lack of motivation to improve their comprehensive quality.

2.2. The personnel structure is irrational, and the business level of librarian is not high

Many staff of library is uneven, the older librarians are relatively excessive, the degree is not high, the personnel structure is not reasonable, comprehensive quality is low, the talents of information resources development and management are short, and it is difficult to adapt to the needs of the future development of library. The professional knowledge of many librarians was not updated in a timely manner, adult education is more, knowledge structure is single, computer skills is generally low, many librarians are not enough to master the knowledge of retrieval method and resource sharing,

which directly affect the librarians to fully utilize the source of information, and they do not timely find required data for the readers. In addition, the foreign language personnel is lack. At present, the foreign language level of librarians of university library in China is generally low, which greatly affects the effective use of cyber source. Both to understand the concept of library management and know computer skills and language of the compound talents with high quality is too small, this will seriously affect the development space of library.

2.3. Innovation needs to be improved

The functions of university library are to serve for scientific research and personnel training. In the face of the personalized needs of readers, librarians should play their own initiatives, actively serve for readers, and actuate pate in the service innovation. The further development of library resources, the construction of characteristic resources database, integration of online free resources, providing the reference service in many ways, and user's information quality education in various forms, these works are embodied innovation ability of librarian. In reality, although work of librarian in some universities has achieved the office automation, the level of service and innovation is not enough.

2.4. Information consciousness

At present, a large part of librarians' information consciousness is very weak in the university library of our country, it still remains in the traditional "library book" work flow, the librarians do not collect information resources deeply, do not have ability to deeply process information, can not act as information organization and communication, which greatly influenced the development of information and use of resources.

3. Necessity and Urgency of Improving the Quality of Librarians in University Library

3.1. Need for realizing service modernization of library

At present, many university libraries have basically realized the computer management in classification, cataloging, cataloging, and circulation. The inevitable trend of the future development of university library is the information, intelligence, network and socialization, the traditional manual reading and retrieval will be replaced by modern high-tech computer communication, and laser communication. Service means and efficiency will be greatly improved. The librarian's quality affects the service level of library modernization.

3.2. To meet the needs of different levels for readers

The readers of university library service have different levels, types of their required information are in many aspects, and the needs for

the service content are also in a wide range. Their questions have not only a strong professional, but also a certain breadth and depth. As the information navigator, librarians must have strong information retrieval skill and some related knowledge, which requires the librarian to gradually become a knowledgeable person, transform from the past single type knowledge to a modern composite type, have a qualitative leap in the overall structure of knowledge, and meet multi-level needs for readers.

3.3. Need of library and librarian's development

With the advent of the information era, great changes have taken place in the service ways of library and collection mode, the competition between libraries transforms from the library number and size of the building to the comprehensive utilization of information and service quality. University library should try their best to exert its functions, provide high quality services for readers, and do the relevant work well, this requires the librarian to possess not only specialized knowledge library, but also relevant discipline knowledge. The librarian is the internal force of library development, and it plays the role play a decisive role in the survival and development of the library. The era of knowledge economy, the rapid development of science and technology, and accelerating of knowledge update speed, make the prior knowledge of staff not to meet the development needs of the modern library work. In front of emerging new technologies, new business, and new jobs in digital library, the vast majority of librarians gradually feel their own lack of knowledge, and deeply understand the extreme importance to continue learning.

4. The Librarian should Have the Qualities? (Tan, 2012; Zhao, 2007)

4.1. Ideological quality

The librarians of university library are the information disseminators, they should know the party's fundamental policy, laws and regulations, and guide the different levels of readers with the correct theory. At the same time, the librarians should have the strong political acumen, and establish a correct outlook on life and values. Putting one's heart and soul into service for readers is the central task of the ideological and political quality in the library, and it is the indispensable preconditions for librarians to play their own advantages and promote the librarianship forward. Implementing the process of service work for the readers, it is to keep faithful and true to the library cause, care for readers in the times, work in a strong sense of responsibility, regard the readers as masters, silently dedicate, and joy to act as human ladder. The librarians of university libraries should constantly study Marxism-Leninism, Thought

of Zedong Mao and theory of Xiaoping Deng, practice the "Three Represents" important thought, and thoroughly implement the scientific outlook on development. They should love and dedicate, pioneer and enterprise, work hard, and put their hearts and souls into services for readers.

4.2. Occupation moral quality and professionalism

Dedication is the core of the occupation morals, and librarians should do the dedication, and work in the precision, and establish a good sense of service. As a librarian, he or she should have a high degree of political responsibility and a strong sense of professionalism, noble occupation fashion and rich emotion to serve the cause of library management. They should establish the service consciousness of "reader first, service first", and put their hearts and souls into service for the readers with the spirit of dedication. The librarian has higher business quality, he or she will provide excellent service for readers. Librarians have higher ideological and political qualities, and this can provide a powerful guarantee for the reader service. In addition, the library should be the humanistic spirit as the basic guiding ideology of their work, and make it become the library core value pursuit and the orientation of most fundamental occupation moral (Sun, 2010).

4.3. The quality of knowledge

The quality of knowledge includes information professional knowledge, reasonable knowledge structure, the ability of information processing, computer knowledge, knowledge of a foreign language. Firstly, it is the information professional knowledge. With the rapid development of society, the new branches and the new theory emerges in library science, which requires the librarian to continue to add and update the knowledge. The librarian should have the capacities of acquisition to document information, processing, and transmission, he or she should also have the ability to accurately and rapidly weave literature in the second times, meet the needs of readers, and provide good guidance for readers. Secondly, the librarian should be with reasonable knowledge structure. Librarians can not only act as a "librarian", but should be proficient in book resources organizer and information navigator, and they should be the multifunctional type information professionals. The librarians should have a system of library and information knowledge and relative knowledge, master the intersection of disciplines, and gradually extend their professional knowledge level. So, they improve the capacities of information collection, collation, evaluation and providing information service. Thirdly, it is the ability of information processing. This is the necessary skill for librarians to do their work in the network world, do users and

builders of information resources. So, it can fully play the energy and efficiency of library information resources. Fourthly, it is the knowledge of computer. Librarians should follow the pace of the times, and gradually master the various new technologies, such as computer, remote communication, database technology etc.. The technology of the computer has been widely used in the library, such as retrieval of literatures and information resources, document delivery, and library automation management. Only the mastery of these new technologies, librarians can improve work efficiency and service level (Zhang, 2007).

4.4. Information quality

"Information quality" of people is the sum of the basic quality of all aspects of recognition, processing, utilization, innovation, knowledge management, ability and the sentiment. The information knowledge constitutes the basis of information literacy, the information ability constitute the core of information literacy, and information sentiment is an important impetus to the formation of information quality. The main content of information quality education includes the education of information consciousness, the information moral education and information ability education. Strengthening the education of librarian's information consciousness and moral, it can make the staff have high information moral, agile information consciousness, and establish the correct information values and health information consciousness in front of the network and information resources. Information ability refers to people capacities of acquisition, potential analysis, and using information, and it has the ability of strong identification and evaluation, skilled application of information, and processing actual problem in the library. The information quality of librarian is related to the future and utilization of library. Only the information quality of librarians is fully cultivated, and they can better serve the readers (Zhang, 2011; Huang, 2008).

4.5. Skill quality

The learned knowledge is transformed into corresponding skills, and it realizes the value. If the librarian is qualified for the job, this mainly is reflected through his or her skills of library. In the information explosion era, the skills of librarians can't stay in circulation, retrieval and consulting services to things, and they should explore new clients and services, create new interaction, and actively use the advanced means to provide new ways to serve the economic construction and social development. Therefore, librarians should improve the three important skills. One is to make full use of the computer to operate and manage library and information resources, give full play to capture

information, screen information, and interpret information, provide specialized services of electronic and paper combination for readers. Two is to collect, analyze, sort, store information resources, and develop new books according to the demand of common readers. Three is to strengthen the communication between the teachers and students and off-campus users, and provide more information consulting service according to the needs of users.

4.6. Innovation quality

Librarians in contemporary university library must have the spirit of pioneering and dedication of innovation. They should be diligent thinking, bold innovation, and the courage to open up in their work, gradually explore the new theory, new mechanism, and new field, and become useful talents of acquiring new technical, creative thinking, and advancing with the times. University library should train the innovative quality of librarians from four aspects of innovative knowledge, innovative personality, creative intelligence, and creative thinking. With advanced knowledge of science and technology, the keen innovation thinking ability, and challenge of dynamic and diversified modern society, the librarians should strive to construct libraries of colleges and universities into the real "fountain" of knowledge.

5. Effective Ways to Improve the Quality of University Librarians

5.1. Leaders should strengthen the construction of librarian quality

In the face of many new situations and new problems under the current development of library, improving the quality of librarians needs the attention of leaders. Library leaders at all levels should attach importance to the construction of library staff, strengthen management to the library staff, increase investment, and regular evaluate. Departments should organize the activities of experience exchange and evaluation, and this exerts on the invisible pressure to the librarian through the external force. In order to ensure the construction plan of librarian quality into practice, one should effectively establish learning education and examination system, urge everyone to enhance learning, and improve learning efficiency. On the other hand, it should establish and perfect the incentive mechanism of talent training, hook the librarians using learning, evaluation, every librarian qualification, and professional title, and this will mobilize the consciousness and enthusiasm of librarians in learning.

5.2. Strengthening the ideological and political education

The library is a main area of education, and it bears the responsibility for the material civilization and spiritual civilization, which requires the librarians to possess noble ideological and political quality, love the library cause, firmly establish to put one's heart and soul into the purpose of service for readers, and abide by "the occupation ethics of China library ". In peacetime work, the librarians should learn and understand the course, use the excellent character as the role model, fan out from point to area, firmly establish the sense of vocation, love awareness, industry awareness and occupation standard consciousness, carry out a wide range of honesty, impartiality, and high quality service for reader. They should be armed with advanced theory, have the general situation consciousness, and form a library staff with quick thinking, excellent of political and ideological level.

5.3. Improving the moral quality and establishing the self-discipline mechanism

The connotation of library occupation moral is that the workers cherish and actively use the library and information resources; dedicate to serve for readers; solidify the colleagues and show consideration for the overall situation; and sincerely cooperate and fair compete to the external. The process of library information management is the process of librarians' logic analysis, discarding the dross and selecting the essential. Librarians have certain guiding role and responsibility, and choose readers' information orientation. Occupation ethics of librarians are related to their work efficiency and credibility of information. Grasping the correct ideological and political ideas can make librarians apperceive the social and political situation, judge right or wrong, do their best to infection and guide the readers. Librarians' quality mainly depends on the work attitude of librarian personal, the key is to see whether the librarians have a strong dedication, and the heart is always thinking about reader requirements. The moral can compensate for the lack of ability. On the contrary, if the capability is strong but moral is not high, the librarians' ability is also not fully play. Practice has proved that self-discipline effect of a person is very strong if he or she is with good moral accomplishment. It's more effective than the outward force.

5.4. Improving the mechanism of management

①Incentive mechanism can improve the working enthusiasm. The library should implement the principle of distribution according to work, take the comprehensive quality evaluation system of incentives, put the proper premium on the diligent librarian, and stimulate other librarians also to make progress. ②It is the constraint mechanism. The library should develop the learning plan and learning

goals, supply the time for the librarian to study, and use the corresponding regulations to restrict the librarian conscious learning. ③It is the competition mechanism. The library carries out personnel system is not perfect now, competitive and incentive mechanism can not be put in place. Library should produce a set of feasible and powerful system, establish the incentive mechanism. According to the job characteristics and requirements, the library should formulate the corresponding evaluation content and standard. Let the librarians have a sense of crisis, build the atmosphere that a person can go up or down. ④It is to implement the job rotation system. There is close connection between the acquisition, cataloging, circulation, reading, and consulting work in library, so it is necessary to implement the job rotation system in the library, and train versatile talents. In this way, the librarians not only are familiar with all the business process of the library, master professional service skills, understand, communicate and coordinate between librarians, but also promote their mutual learning and exchange of experience. This will strengthen the unity and cohesion of the staff.

5.5. Strengthening the continuing education, carrying through the lifelong learning, and strengthening the scientific research work

Strengthening the continuing education is an effective way to improve the quality of university librarians. The continuous education of the librarians mainly is that the librarian or other professional education should accept the education of computer technology foreign language, and culture. Librarians should determine the corresponding learning plan according to their own needs. Relying on the advantage conditions of library, the librarians should achieve the purpose of self-improvement and self-improvement. They should give full play to their professional knowledge and skills, such as English and computer. The professionals who major in library and information can learn other knowledge. The library should make the librarians have objective and targeted training through various ways and means according to the actual situation, and meet the requirements of the times (Wang, 2010). In addition, the librarian should take some time to devote themselves to scientific research work. Research is helpful to the librarian re-understand and experience library service, and this finally can improve their service level for readers.

5.6. Strengthening the information consciousness

As a provider of information and mentor of searching information, librarians need to strengthen information consciousness, and provide better information service for the readers. (1) The network library has the function of information processing,

but it does not have the function of error correction, so the librarians must guarantee the absolute right when they input original data; (2) The librarian should pay attention to the collection of information in peacetime, observantly capture the valuable and the latest information, accurately predict and judge them, act as a good brainman for readers; (3)The librarian should screen and identify the suitable information, resist the harmful information, prevent information polluted and destructed, cultivate and establish the correct information morality.

6. Discussions

In conclusion, it puts forward higher requirements on the comprehensive quality of university librarians in the information and economy era. As the most dynamic persons and mainstay in the work of library, librarian must overcome various difficulties, add in a timely manner and update knowledge structure of knowledge and professional skills, improve the quality of their own, constantly innovate and improve competition consciousness, meet the needs of the development of the library, become a high-quality personnel management of university library in the new period, and this can be done with the times.

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