Re-thinking Professionally On Teamwork in the Library

Dr. Kailash D.Tandel
I/c University Librarian
University Library
Navsari Agricultural University, Navsari, Gujarat
E-Mail-kailashagrilib@nau.in

Ms. Meena S. Suryavanshi
Librarian, St. Xavier's Institute of Education, Mumbai
E-Mail-meena161969@gmail.com

Introduction:

There is growing research supporting the existence of burnout among academic librarians. Many suggestions to prevent, or remedy, this condition of librarians, some of them addressed specifically to help the academic librarians, have been considered and appear promising. Preferred solutions are targeted at both the individual level, and at a level deemed more effective by most researchers, the organizational level, which includes the broadest level, that of society itself. Very little, however, has been done to measure the effectiveness of these remedies in preventing, improving, or eliminating the problem of burnout in these professionals.

In practice lack of the quantitative & qualified staff and affordability of the automation instruments is the obstruction in the automation of library. In Library& Information Centers, Librarians allot group work, one of the most important problem of librarians face, is staff's resistance to change. Such resistance may take a number of forms—chronic quarrels, persistent reduction in services, absenteeism, sullen hostility, or slowdown work, unhealthy student affairs, recalcitrant attitude etc. Therefore, we chose this topic for research paper, so that better understandings of using Cooperative Techniques in work can be developed. We observed:

Causes of Resistance to Change:

a) Already gained interests of some organized groups in the institution-
b) Bureaucratic inertia-
c) Different evaluation and perception-
d) Economic factors-
e) Fear of unknown-
f) Image, prestige and reputation-
g) Implications on personal plans-
h) Increasing the control of the staff-
i) Increasing workload-
j) Job's security-
k) Limited resources-

l)   Members' habits-

m)   Mistrust to initiators of change-

n)   Misunderstanding the process-

o)   Peer pressure-

p)   Previous experience-

q)   Reallocation of resources-

r)   Selective information processing-

s)   Short time to perform the change process-

t)   Skepticism about the need for change-

u)   Threat of comfort-

v) Threat of power on an individual level-
t) Skepticism about the need for change-
u) Threat of comfort-
v) Threat of power on an individual level-
w) Threat of power on an organizational level-
x) Threat to interpersonal relations-
y) Too much dependence on others-
z) Uninformed employees-
aa) Weakness of the proposed changes -

Secrets of Team Work:

a) **Allow members to step up-**

b) **Balance between talent & individual skill in teamwork-**

c) **Build a routine-**

d) **Create clear timelines and check on progress-**

e) **Define the roles for each member-**

f) **Divide roles based on individual staff member-**

g) **Encourage brainstorming-**

h) **Encourage team activity away from work-**

(i) **Establish a mentoring program-**

(j) **Focus on positive feedback-**

k)   Nurture curiosity-

l)   Open door policy-

m) Outline the expectations-

n)   Provide on-going training-

o)   Reward results-

p)   Set challenges to the team-

q)   Set up a social contract-

Skills required for Teamwork:

a) Ability to Lead-
b) Commitment-
c) Confidence-
d) Effective Communication-
e) Professional Expertise-
f) Perceptive of Team Needs-
g) Problem Solving-
h) Relationship Building-
i) Time Management-
j) Trustworthiness-

Conclusion:

There is a significant relationship between having adequate knowledge on staff, improper work / life balance, poor rewards system and interest of staff in student affairs profession, good remunerations and sound conditions of service for student affairs personnel. Bridging the obvious wide disparity between the teaching and non-teaching staff in term of placement, promotion and recognition, and use the standard of the topmost in academic, which the institution under study is trying to catch up with, in dealing with this category of staff--taking this step will encourage student affairs personnel to develop interest in student affairs professionalism. This study equally suggests proper training on a regular basis. Personnel in this category should be encouraged to join professional bodies to enhance their work performance.

Work is good, but if work cannot be managed with other family issue, the purpose of engaging in work related activities could be defeated. Thus this paper helps us to understand how the difficulty of indiscipline and lack of obedience can be overcome during group work. Both the cognitive and the psychomotor level of group work can be attained through the teamwork. Lastly the management of the institution under study, should restrict the enforcement of rules and regulations to the staff. This is necessary because, it will stop students from seeing staff as their enemies-persons, who persecute them for violating the rules and regulations of the university.