



**National Level
Librarian Development Program (LDP)**

On

**A One-Day Workshop on Essential Skill Enhancement for the LIS
Professionals**

-A Report

**By Prof. (Dr.) Mrs. Meenal Oak, Program Coordinator
LDP, MES IMCC, Pune**

**Organized by MES Institute of Management & Career Courses
In association with MANLIBNET, India
17th December 2022**

-Convener

Prof. Dr. Santosh Deshpande, Director, MES IMCC, Pune, India

Background

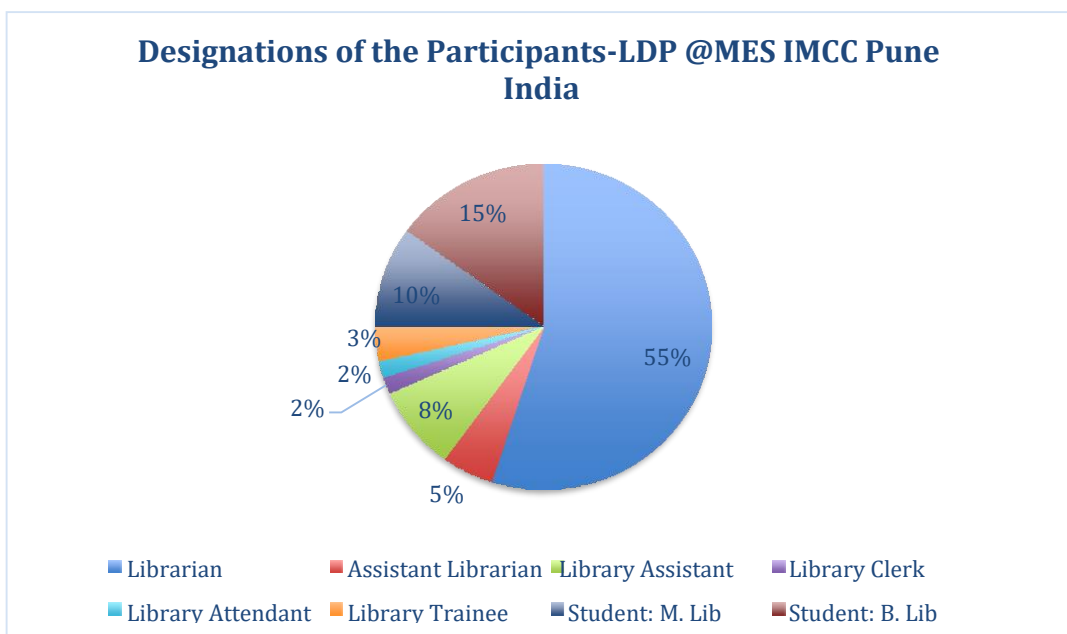
ICT has impacted human life as well as the education sector. The world has become a virtual village. The impact is tremendously witnessed in libraries and information centers, especially in the nature of library services. In the present scenario, library science professionals should move according to the pace and upgrade the skills required to provide information according to the user's demands. The remote access world demands the need for more skills. An enhancement in academic skills and soft skills is an essential part of personality development. The skills required to fit in at the workplace, include your personality, emotional intelligence, attitude, flexibility, motivation, and manners.

MES IMCC in association with MANLIBNET, India organized a one-day workshop- LDP on skill enhancement (17th December 2022), this was the 3rd MANLIBNET LDP organized by the MES IMCC, Pune India. The basic objectives of the LDP were to guide the LIS professionals to become efficient communicators through activity-based sessions to understand various issues faced by the professionals during the interview process through conducting panel Interviews, to enlighten the library professionals about presentation skills, and to give opportunity to interact with experts in the LIS field.

The LDP was focused on conducting the sessions to work on select skills such as Interviews, Presentations, and communication which are the crux of the placement at varied places such as the corporate world, Universities, colleges, etc..The program was based on conducting activity-based sessions on communication, Interview & presentation skills including Mock interviews and activity-based communication exercises.

Response

60 LIS professionals attended the LDP workshop; the total distribution is elaborated below as per the designation; after a gap of 3 years of pandemic and post-pandemic, this was the first LDP of the MANLIBNET, India. The program got an overwhelming response as per the expectation; the professionals registered from Mumbai, Pune, Ahmednagar, Nasik, Narayangaon, and Baramati.



Sr. No	Designation	Total
1	Librarian	33
2	Assistant Librarian	3
3	Library Assistant	5
4	Library Clerk	1
5	Library Attendant	1
6	Library Trainee	2
7	Students	6
8	Students	9
	Total	60

The Organizer

About MES IMCC

IMCC is a premier Management Institute (included under Section 2(f)/12(B) of UGC Act 1956) recognized by Savitribai Phule Pune University & Approved by AICTE New Delhi to conduct MBA & MCA programs, accredited by NBA New Delhi, India. IMCC also runs University affiliated PGDBM & DTL programs and a recognized Ph.D. Research Center under the Faculty of Management, Savitribai Phule Pune University; has 37 years of standing & it is well-known for its conducive educational atmosphere.

About MES IMCC Library and Information Resource Center

MES IMCC's library and information resource center - one of the best libraries in the Pune regional Academic Institutions as regards the services and ICT application. The Library of MES IMCC, Pune was established in the year 1983, focused on the use of continuous assessment through the *LibQual+ application & the embedded Librarianship approach*; providing easy and quick access through the hybrid collection through the focused print and e-collection through the documents such as University Question Papers, Syllabi, and Summer Projects through the *IEEE Xplore, N-list, ProQuest, World e-Book Database & the Digital Institutional Repository*. The library is fully computerized through the *MES koha Project* using *Koha open library software* [Kohaonlinecatalog\(informindia.co.in\)](http://Kohaonlinecatalog(informindia.co.in)) and focused on the conduction of a database awareness program using google classroom, using social networking aspects such as blogs and WhatsApp for effective communication with users.

The library team has taken an instrumental role in administrating & coordinating the distance learning unit of MES IMCC's IGNOU SC 16142.

Currently, the center has 1270 learners and runs MBA, BCA, BTS, MTTTM, BLIS, MLIS, PGDLAN, CLIS, CBS, and CIT on the campus.

The lead role through the initiation of the outreach autonomous programs of MES under the library science domain such as SET/NET Workshop to guide the LIS budding students in India (18% Success result) and professionals in order to crack the examinations and PGDLIMAN one-year postgraduate diploma in Digital Library Automation and Networking a unique program for the effective ICT Applications in the current scenario. The qualified librarians are registered for the PGDLIMAN in order to get more practical-oriented knowledge about the ICT applications in the libraries.

About MANLIBNET

The primary objective of MANLIBNET is to provide a common forum for professionals; and to develop understanding and cooperation, particularly among management and business libraries and librarians. Management Libraries Network (MANLIBNET) is a movement for sharing of resources and information among libraries by fostering a spirit of cooperation and weaving them together in a networking arrangement. MANLIBNET has initiated Librarian Development Programmes, i.e. LDPs for librarians the and information Professional community. MANLIBNET strongly believes that such LDPswouldhelpLISprofessionalstosharpentheirtechnicalandmanagerialskills.

Objectives of the LDP:

- To guide the LIS professionals to become efficient communicators through activity-based sessions.
- To understand various issues faced by the professionals during the interview process through conducting panel Interviews.
- To enlighten the library professionals about presentation skills.
- To give an opportunity to interact with experts in the LIS field.

Resource Persons

The LDP resource persons were invited to focus on the international national and state-level base to get the real picture of the profession. The resource included from the educational and the corporate world such as Drexel University, Philadelphia, USA, MANUU, Hyderabad, SPPU, Pune, MIT WPU, MUKTA, Sarvajanic University, and TCS, Pune India; the sessions conducted by the resource persons on various topics of skill enhancement are as follows:

The special activity-based MOCK Interview session and the Panel discussion were also organized to give additional benefit to the participants.

Resource Persons	Topics
Dr. Sushil Nirbhavne Asst. Prof. MIT, WPU, Pune	"Art of Listening, Public Speaking & Conversing"
Dr. M. G. Sree kumar President, MANLIBNET & Director Libraries, Jio University, Mumbai, India.	Libraries, Discovery and the Catalogue: Scale Work flow and Attention
Dr. Akhtar Parvez Librarian, MANUU, Hyderabad	The Checklist: Do we need it in Libraries?
Mr. Kishor Ingale Branch Head, TCS, Pune	Preparing for the Presentation & Interview: a consistent skill enhancement
Prof. (Dr.) Mrs. Meenal Oak	Skill Enhancement: a need of the hour for Library Professionals

The program sessions were hosted by Prof.(Dr.) Mrs. Meenal Oak, Program Coordinator.

During the entire program, a total 8 virtual sessions were **conducted as follows:**

LDP Minute-to-Minute Program

Time Schedule	Name of the Resource Person	Topic
9.00 am to 9.30 am Registration & Breakfast & Tea		
09.30 am to 11.00 am	Dr. Sushil Nirbhavne	"Art of Listening, Public Speaking & Conversing"
11.00 am to 11.30 am	Inaugural	Chief Guest Dr. Anil Kulkarni Chancellors Nominee, BOM YCMOU & Former Principal, H V Desai College, Pune, India
11.30am to 12.15 pm	Dr. M. G. Sreekumar	Libraries, Discovery and the Catalogue: Scale Workflow and Attention
12.15 pm to 01.00 pm	Dr. Akhtar Parvez	The Check list: Do we need it in Libraries?
01.00 pm to 01.30 pm	Lunch	
01.30 pm to 02.15 pm	Mr. Kishor Ingale	Preparing for the Presentation & Interview: a consistent skill enhancement
02.15 pm to 02.45 pm	Prof. (Dr.) Mrs. Meenal Oak	Skill Enhancement: a need of the hour for Library Professionals
02.45 pm to 03.45 pm	Chairperson- Dr. Akhtar Parvez	Interview Conduction- Panel of Experts Dr. Meeta Rathod Dr. Subhash Athavale Mr. Kishor Ingale Dr. Vandana Shelar Mr. Dnyaneshwar Jadhav
03.45 pm to 04.00 pm	Tea Break	
04.00 pm to 05.00 pm	Chairperson- Dr. M. G. Sreekumar	Panel Discussion Library Profession: challenges & Opportunities Members Dr. Akhtar Parvez Dr. Meeta Rathod Dr. Subhash Athvale Mr. Jay Bhatt Mr. Kishor Ingale Prof.(Dr.) Mrs. Meenal Oak Dr. Shubhada Nagarkar
05.00 pm to 06.00 pm	Valedictory Function	Chief Guest: Adv. Dhananjay Khurjekar, GB Member, MES Pune India

Inaugural

The program was inaugurated by Hon. Prof (Dr.) Anil Kulkarni, Chancellor's nominee YCMOU- Dr. Kulkarni is a stalwart in Commerce and an administrator actively engaged in administrative academic activities.

Addressing the occasion, Dr. Kulkarni mentioned the importance of communication not only for the LIS professionals but also as an essential element for all the academic fraternity and related professions. The emphasis was on proper study and understanding of the subject before delivering in front of the audience and communication is the base he added. Dr. Kulkarni appreciated the efforts taken by Prof. Dr. Meenal Oak for organizing the workshop for librarians who are teachers by the act.

Prof (Dr.) Santosh Deshpande, Director of IMCC, welcomed the participants and underlined the crucial role of communication and interviews in the professional life of the academic fraternity. Dr. Deshpande appreciated the support of MANLIBNET India in organizing the LDPs and highlighted the initiation of IMCC and Prof. (Dr.) Meenal Oak organizing various a variety of knowledge-based, skill-based workshops and seminars for library professionals and also effective coordination in administrating MES IMCC's IGNOU Study Center. This tradition of IMCC is well known in the state of Maharashtra as well as at national and global levels. Dr. Deshpande briefed about the programs and the facilities offered to the students. We at IMCC provide the best infrastructure which helps in the overall development of students. Dr. Deshpande emphasized infrastructure in the library and reading environment at IMCC along with the virtual access facilities of varied information resources which ultimately helps in nation-building.

Dr. M G Sreekumar, President, of MANLIBNET India highlighted the focus of MANLIBNET India in his presidential address and also stressed the need for hard skills and soft skills for the LIS professionals. Dr. Sreekumar gave his valuable suggestions in his keynote address to the LIS professionals which have created an impact on aspiring participants.



Inaugural-LDP 2022 @ MES 's IMCC, Pune India



Inaugural of the IMCC Library's Annual Newsletter- InfoLibManager

Keynote address and the program sessions

Dr. M.G. Sreekumar, President of MANLIBNET India delivered a speech on “Libraries, Discovery and the Catalogue: Scale Workflow and Attention”; he focused on the improvement of technical skills and focused on the effective utilization of technological tools for improving the library service performance. Dr. Sreekumar discussed a case study of Jio University, Mumbai, and guided the participants in the use of open-source library software.



Keynote Address by the President, MANLIBNET India

Dr. Akhtar Parvez conducted a session on “The Checklist: Do we need it in Libraries?”; a session with the practical approach including the effective application of the checklists in libraries. The session was focused on the management skills of the LIS professionals. He showed how to use simple management tools like a checklist for process improvisation in the Libraries & Information Centers.



Session on The Checklist: Do we need it in Libraries? By Dr. Akhtar Parvez, University Librarian MANUU & General Secretary MANLIBNET India

MOCK Interviews

The activity-based session -2 was conducted after lunch with MOCK interviews of the participants; this was a unique activity and opportunity for participants to interact with the experts in the LIS field. The participants were interviewed by the panel of experts under the chairmanship of Dr. Akhtar Parvez.

MOCK Interviews for the positions of University Librarian, College Librarian, and corporate librarian were conducted to maximize the participants' benefit. Panelists gave valuable suggestions and guided the candidates in understanding the areas of improvement for their better professional careers.



Pictorial memories of the MOCK Interviews

Mr. Kishor Ingale and Prof (Dr)Mrs. Meenal Oak conducted the sessions on “Preparing for the Presentation & Interview: a consistent skill enhancement” and “Skill Enhancement: a need of the hour for Library Professionals” respectively.

Mr. Kishor highlighted the basics of the Interviews and the presentations, while Prof. Meenal covered the essence of skill enhancement in the current scenario, the type of skills and LIS profession, and the skill-based outreach programs conducted by the host organization for the LIS professionals.



Prof.(Dr.) Mrs. Meenal Oak while guiding the audience regarding the Skill Enhancement as a need of the hour for Library Professionals



Mr. Kishor Ingle during the session conduction on-Preparing for the Presentation & Interview: a consistent skill enhancement

Afternoon session – MOCK Interviews conducted by the panel of subject experts were appreciated by the participants; the skill enhancement needs were found through this exercise through the formal and informal interviews.

Panel Discussion

The crux of LDP lies in the action-based tutorials conducted through MOC interviews as well as the panel discussion on the topic “Library Profession: Challenges & Opportunities”, which started @ 4.30 pm and extended an hour due to the interactive discussions and the observations and conclusions made by the panel members

The panel member included were as follows:

– Chairperson

Dr. M. G. Sreekumar, President, MANLIBNET, India

– Panel member

Mr. Jay Bhatt, Drexel, University, Philadelphia, Engineering, Librarian, USA

– Panel member

Dr. Meeta Rathod

National LDP Coordinator & Treasurer MANLIBNET, India

–Panel member

Dr. Akhatr Parvez,

University Librarian, Maulana Azad National Urdu University, Hyderabad.

– Panel member

Mr. Kishor Ingle, Branch Head, IRC, TCS, Pune, India

–Panel member

Dr. Subhash Athavale, Librarian, CHM College & General

Secretary MUCTA Ulhasnagar, Maharashtra, India

–Panel member

Prof(Dr.) Mrs. Meenal Oak, LDP Coordinator

–Panel member

Dr. Shubhada Nagarkar

Associate Professor, Department of Library and Information Science, Savitribai Phule Pune University.



The Program started with the background of the topic and the objective of choosing the theme given by Prof. Dr. Mrs. Meenal Oak Coordinator LDP MANLIBNET India. Dr. M G Sreekumar President of MANLIBNET India gave his valuable opening remarks by mentioning the need for discussion of such topics on the platforms for the benefit of the LIS fraternity and also indicated his concern about the importance of soft skills for the LIS professionals; after the introduction of the chairperson and panel members, the chairperson invited the panel members to contribute by expressing their thoughts on the topic. Dr. Akhtar Parvez mentioned the importance of Library Resources and also communication as a medium for the better utilization of the same; Dr. Meeta Rathod highlighted the need for continuously upgrading the skills to remain sustainable. Mr. Jay Bhatt mentioned the global-level scenario about the profession and also stressed the need to remain relevant in the changing scenario, he further discussed the service-related issues in front of the professionals at the global level and also the issues in research process such as paper retraction, plagiarism and the need for the LIS

professionals to focus more effectively on the research support services; whereas Dr. Subhash Athavale stressed the importance of the status of the librarian which is provided by University Act 1994 and Maharashtra Public University Act 2016. Dr. Athavale stressed on need of increasing awareness of LIS professionals towards Act, Statutes, Ordinance etc. LIS professionals can get opportunities with the status of a teacher he added. Dr. Shubhada Nagarkar underlined the role of LIS Schools and mentioned the decreasing ratio of the students towards the LIS profession; Prof. (Dr.) Mrs. Meenal Oak highlighted the requirement of teamwork for attracting the students towards the LIS stream, also mentioned the importance of the status of the Librarian in the same, and discussed the scenario of LIS programs with respect to distance learning and the conventional educational systems. Mr. Kishor Ingle mentioned in bullet points, the need for the technology in the LICs and also to remain consistently upgraded for effective information delivery. The panel discussion concluded with the remarks of Dr. Sreekumar on the note of focused interactive efforts for the betterment of the profession is the need of the hour.

Valedictory function:

The function was marked by the overwhelming feedback given by the participants. The participants mentioned the usefulness of the sessions, also specifically appreciate the activity-based sessions, and mentioned the need to conduct the need for activity-based sessions in the future.

In the valedictory speech, Dr. Deshpande appreciated the support of LIS professionals from the state and national as well as from the global level to the MES IMCC's library science activities conducted by the organization from time to time and also thank once again the MANLIBNET support given by the authorities. He further mentioned that the satisfaction of participants is a crucial element in the successful conduction of the

program.

In the closing remarks, Dr. M G Sreekumar, President MANLIBNET, appreciated the efforts of Prof(Dr.) Mrs. Meenal Oak in the organization, selection of need-based theme & appropriate resource persons which shall be helpful for the professionals and also the candidates in the budding zone; Dr. Sreekumar highlighted the single-handed effort in carrying out the herculean task of connecting professionals with IMCC and LIS professionals who have gathered from different district and taluka places of Maharashtra State.

LDP Feedback

The LDP was organized by MES's IMCC in association with MANLIBNET India. The LDP got an overwhelming response from the 60 participants and was conducted in an offline mode. The participants gave substantial positive feedback through the formal and informal interactions, and expressed their satisfaction regarding the productive sessions conducted by the experts, and mentioned the increased knowledge base by attending the same.

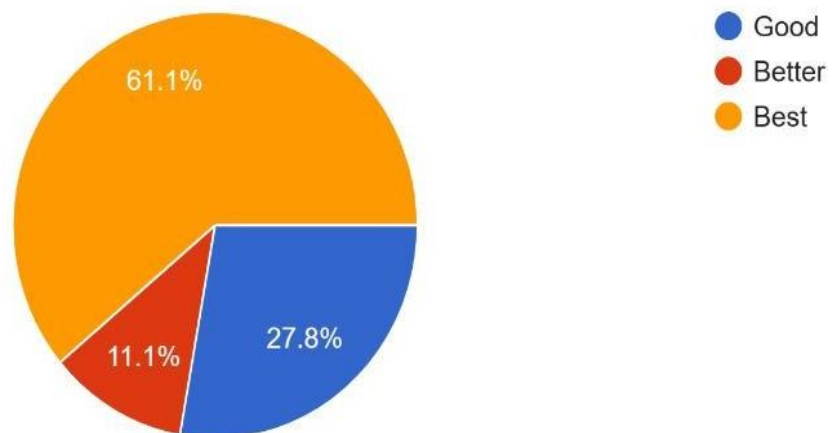
Prof. (Dr.) Mrs. Meenal Oak hosted the program sessions and thank MANLIBNET team members, the guests, and all the participants for supporting the program with wholehearted participation. In the end, she thanked the MES & the Director, IMCC, and the staff of IMCC for their consistent support.



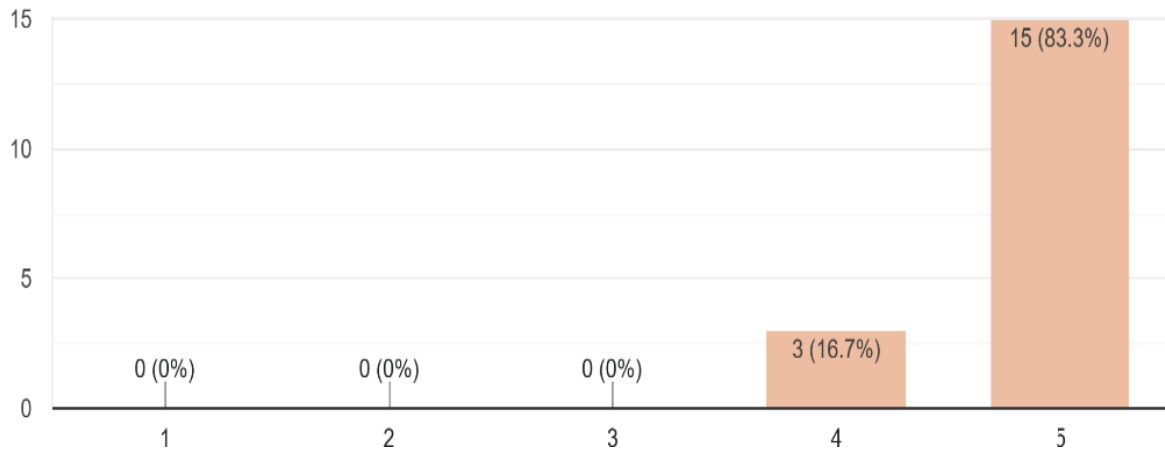
Participants feedback

An analysis of the formal online questionnaire is as follows

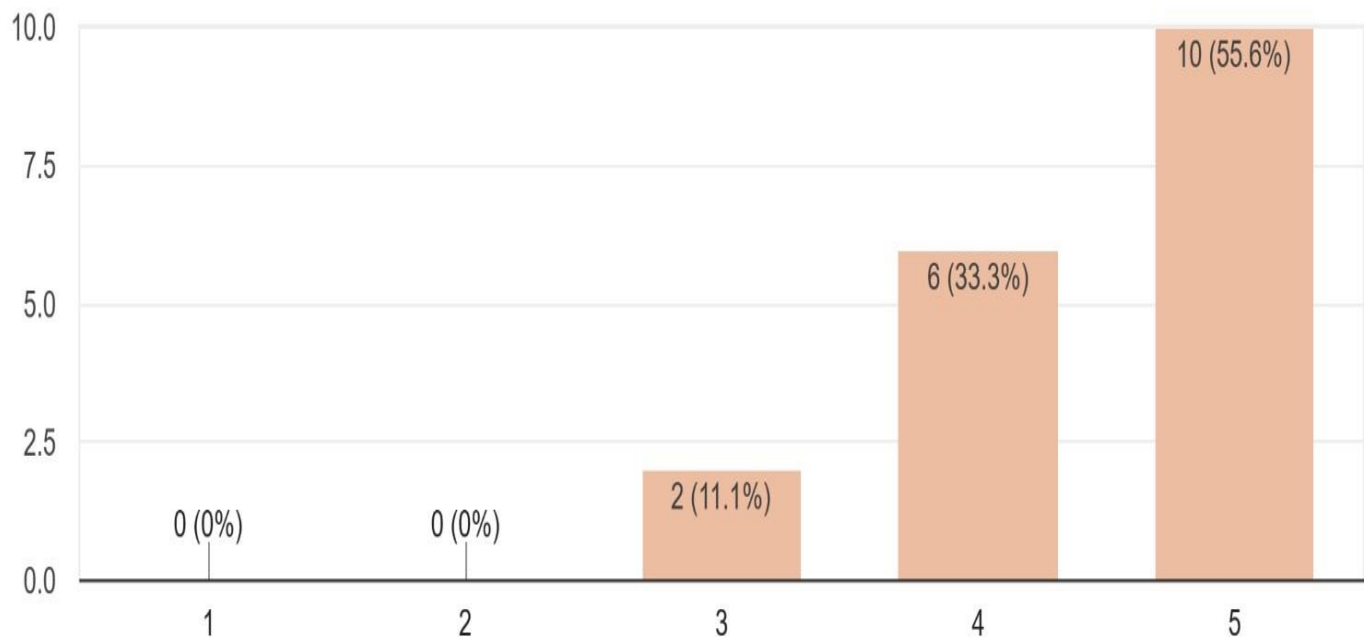
Coordination of the Program



How satisfied were you with the event?

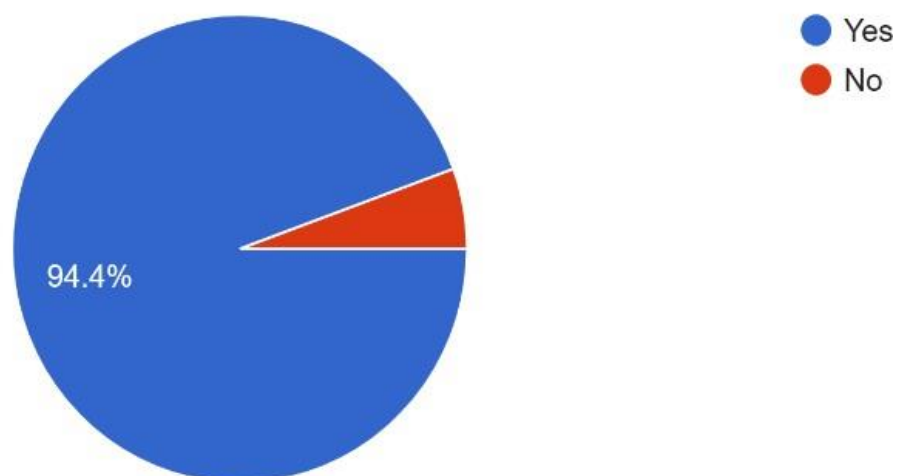


How relevant and helpful do you find it for your job?

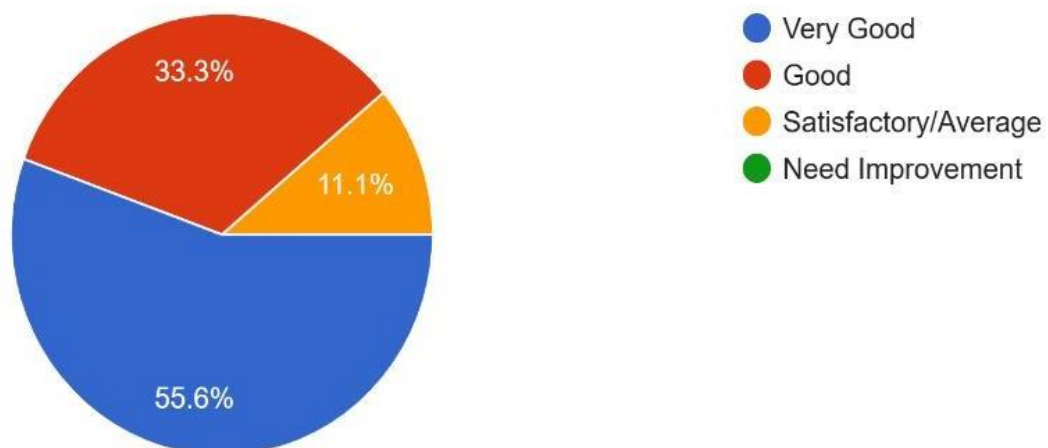


Panel Discussion Feedback

Did you like the Panel Discussion ?



Kindly Rate the Panel discussion in your opinion?

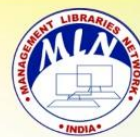


Few more memories.....





**A One Day National Level Workshop
Librarian Development Programme
(LDP)**



On

**“Essential Skill Enhancement for the LIS Professionals”
December 17th 2022**



Organized By

**Maharashtra Education Society's
Institute of Management and Career Courses(IMCC)**

In Association With

**MANLIBNET
(Management Libraries Network)**

Venue : MES's IMCC Seminar Hall, 2nd Floor

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