Librarian: Analysis Factors of Career Development

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Abstract — The globalisation era of the ASEAN Economic Community has demanded changes from the Library of Airlangga University in every sector, not only in the management system but also in relation to competency in the librarian's career path. According to law number 24 2014 about the implementation of law number 43 2007, section 33 subsection 1 explains that librarians have the lowest academic qualifications. In law 38 section 1, it explains that librarians must have the capabilities of agility and skilfulness in the sector of the Library. The purpose of this research is to describe and analyse the career development factors for a librarian. The results of the research describe that a librarian's career can be identified from many analysis factors such as the motivation factor, human capital factor, and the functional position of the librarian factor.

Keywords: Career; Career Development; Librarian; Librarian Career; Career Factors

Introduction

Campus libraries are one of the technical units in a University with the main task of managing scientific information effectively and efficiently to support the implementation of *tri dharma* in university. In Law Number 20 2003 regarding the National Education System, in clause 55 it states that one of the requirements for organising a new university is that it must have a library. Most librarians have no background in relation to the library. They are in the library because they can't get another job, even though on average they have no other educational background than in the library field [1].

Based on the data about the level of education in librarians, those with a Bachelor's degree amounted to 1,537 people (50.61%) and those with a Master's degree amounted to 227 people (9.21%) out of the 3,037 librarians that exist in Indonesia. Based on the data, librarians should be considered as having competence in the library field [2]. Likewise, for the librarians and technical personnel in the library of

Airlangga University according to their level of education, those with a licensed Bachelor's degree totalled 32 people (43%), those with a Master's degree totalled 5 people (6%) and those with a certified Doctoral degree included1 person out of 74 librarians.

Date	Type of Training	Participants		Achievement Results
		Functional Librarian	Honorary Librarian	
January 28th, 2015	1. Creating good communication between librarians and readers 2. Information sharing : KPDI 7 (Indonesian Digital Library Conference 7)	√		Good
February 25th, 2015	1. Plagiarism using TURNITIN software 2. Sharing Informasi : Seminar Online Computer Library Center (OCLC) Seminar "The Importance of Union Catalog Among Libraries Towards The WorldCat" – Brawijaya University	√		Good
March 25th, 2015	1. Bibliotherapy : The future alternative role of librarian 2. Information sharing : Pleased librarian tips in work	√		Good
April 28th, 2015	"Story Telling" Workshop only for librarian	√		Good
June 17th, 2015	Communication With Heart	√		Good
August 21st, 2015	Freedom in literacy	√		Good
September 14th, 2015	The development of college's library in MEA era	√		Good
January 7th, 2016	RFID Training	√	√	Good
January 8th, 2016	Publication technique in international journals	√	√	Good
January 11th – 12th, 2016	Training of student centre integration system for Information Science and Library student - Faculty of Social and Political Sciences Airlangga University	√	√	Good
January 27th, 2016	EZ Proxy Socialization	√	√	Good
January 28th, 2016	Research assessment socialization for librarians and honorary officers 2016	√	√	Good
January 29th, 2016	Reference Manager : Microsoft Word and Endnote	√	√	Good
February 4th, 2016	Proposal research for study	√	√	Good
February 5th, 2016	Training of Trainer	√	√	Good
April 1st, 2016	Upload through Eprint	√	√	Good
April 4th, 2016	Familiar With Google Scholar			

Table 1: Research and Development Department of Airlangga University's Library 2016 : Human Resource Training Report of Librarian of Airlangga University 2015-2016

The effort to improve the table above shows that it is strongly influenced by the amount of education and training in the librarianship field. The future challenge for librarians is how to improve their career in the free market era, especially those related to products and service information [3]. Moreover, the condition of librarians in Indonesia, especially in Airlangga University's Library, is still quite worrying.

This condition can be seen from the lack of appreciation or reward for outstanding librarians, as well as the lack of institutional or governmental attention to librarian welfare benefits, especially librarians who work as non-civil servants. The librarian's work performance, especially civil servant librarians who occupy the librarian functional position, both for front office and back office, is still far from satisfactory [4].

The satisfaction of and qualified services available for a reader is still far from expectations. The decreasing performance as mentioned above is due to the low value of the librarian's activities as listed in the Functional Position of Librarian and The Credit Score, which is considered to be unsatisfactory for the librarian [5].

Methods

The researchers used qualitative methods, as the research study intends to understand the phenomenon about the research study's subject experience holistically and descriptively in the form of words and language in a specific context by utilising various scientific methods [6]. The research location is Airlangga University's Library. The sampling technique used was purposive sampling, in which the sample determination technique gave certain consideration to characteristic features like the personality of the informants as the key subject [7]. The informants of this research are 20 librarians determined through a focused group discussion to dig through the information and data.

The data collection techniques used in this research were the interview technique, observation technique, documentation technique, literature study, and a focused group discussion. The data processing techniques used were: (1) Reading and annotating data; (2) Categorising the data; (3) Splitting and slicing; (4) Linking and connecting; (5) Corroborating evidence; (6) Producing something to look for. The data analysis techniques used involved reducing the data, presenting the data, summarising the data, and testing the credibility of the data to see if they complement each other.

Results and Discussion
Career Development Aims, Influencing Factors, and Characteristics

Career development is an ongoing process for an individual through a series of levels in which each level has an unique characteristic to do with either the main subject or a given task [8]. Meanwhile, career development is a set of individual improvement capabilities process that they achieved in order to achieve a desirable career which aimed at adjusting between the needs and goals of employees with career opportunities which available in companies nowadays and in the future [9].

The career development goals aim to: (1) Reducing turn over and staffing costs; (2) Running an analysis on all employees; (3) Show the employee welfare relationship; (4) Reduce potential managerial obsolescence; (5) Helping employees to realise their talents and abilities; (6) Proving their social responsibility; (7) Helping in relation to both the individual's and the company's goals and achievements; (8) Strengthen the relationship between employees and companies; (9) Help to strengthen the implementation of corporate programs; (10) To invigorate the long distance point of view [10]. The following are:

"...by improving the competencies that I have, I will make It easier for me to do the job obviously and improve my career....." (Informant 1).

"... *I was working and developing librarianship in the university environment that has had a better impact for the academic community for 22 years…..*" (Informant 15).

"*Promotion is not related to career, but It is an activity that must be done. With an educated of librarian, the way of promotion is more preciseless to the target. Study and career two different things.......*" (Informant 17).

The affected factors of employee career development are: (1) Work Achievement; (2) Opportunity to grow; (3) Loyalty to the organisation; (4) Mentors and sponsors; (5) Support from bosses and colleagues [11]. There are four characteristics of career effectiveness criteria that always appear, which are: (1) Salary and position achievement; (2) Career attitude; (3) Career adaptability; (4) Career identity [12].

Role, Function, and Librarian Standard Competency

A librarian is a person who carries out library-based activities by providing services to the community in accordance with the task of the principal institution based on the knowledge, documentation and information that they have through education [13]. A referral librarian has four functions which are still used as the core information services as follows: (1) The first function is to instruct users in how to use the libraries; (2) The second function is to answer a library user's requests or questions; (3) The third function of a librarian is to help the users' choose information sources; (4) The forth function of librarians is to be able to promote the libraries to its user's community [14]. The following are:

"....I needs to improve my career have to increase my knowledge and improve the service for users....." (Informant 2).

"... *the trainings I followed were very useful when I applied to our library....*" (Informant 12).

The competence of librarians include: (1) Research methodology knowledge; (2) General knowledge about information resources; (3) Profound knowledge about a specific subject; (4) Understand about technical services including cataloguing and procurement; (5) Knowledge of one or more online search systems; (6) Teaching ability; (7) Expertise in management; (8) Speaking skills; (9) Consultancy skills; (10) Sensitivity; (11) Dynamism in groups [15].

SWOT Analysis of Librarian Career Development

There are weaknesses that are still prominent, especially in the management of a

librarian's career development in the Airlangga University's Library. The process of recruitment places more emphasis on bureaucratic aspects rather than the suitability of their educational background and ability, and eventually their career development is not based on the needs of the organisation. The career development does not consider the needs of each individual within the unit of the Airlangga University's Library department.

There are several opportunities that can be used as a foothold in policy-making to do with librarian career development, where opportunities can be developed including cooperation with institutions to improve the qualifications of the workforce based on educational background and certification [4]. The following are:

"*... focus on improving career not only to gift or profit or benefit but more to self-awareness. In principle, increase career librarian level is not only because something but also to desire theirselves to give best...."* (Informant 3).

"*This formal education is the basic for developing operational activities in the library.....*" (Informant 11).

"*I studied Master program study was not to pursue a career but to deeping my knowledge because my basic education is not from library education.....*" (Informant 10).

By looking at the strengths, weaknesses, opportunities and threats in relation to a librarian's career development, the strategic steps that need to be improved for the management of librarians includes: (1) Preparation of an educational curriculum and training for librarians; (2) Implementation of education and training for librarians; (3) Determination of a librarian's standard competence; (4) Compile guidelines for the formation of librarian positions; (5) Development of information systems for the librarian position; (6) Facilitate the preparation and stipulation of professional ethics for librarians [16].

Librarian Career Development Factors

Career development is the process of enhancing the individuals' working capabilities in order for them to achieve their desired career [17]. A librarian's career development can be achieved by doing many different things, for example, by getting a promotion, doing an assessment, doing scientific research and bettering the resources. The following are:

"*Career are strategic and political position and there is also a term of position, while a career associated with formal education will have an impact on the group......*" (Informant 9).

"*... in principle, all the training is not in vain because all back to each person to process It into something useful and can be developed*". (Informant 13)

Related to the development of th librarian career, in this study we have compiled many factors as follows: (1) Motivation affects the career development of librarians; (2) Human capital affects the career development of librarians; (3) The functional position of the librarian affects the career development of librarians. The following are:

"*...I feel so lacking in the field of librarianship so from that, I continue to learn new things to develop my knowledge about librarianship......*" (Informant 4).

"*Libraries are growing rapidly in here and many new things needs to be learned....*" (Informant 5).

"*.....from my working experiences, I become know everything....*" (Informant 16).

Based on the results from the analysis of the focus group discussion, the statement that can be drawn on the most was that functional position has an effect on career development. Career development for librarians has stages, and these stages are passed in the form of functional positions which are assessed by achievements and work competence. The results of the analysis focused on the motivation factors, human capital factors, and librarian functional factors. The following are:

"*... flattery is not a guarantee to improve careers......*" (Informant 6).

"*.....a gift or reward will come by Itself if I do well….*" (Informant 7).

"*......career is not due to flattery and appreciation gained because of competence.....*" (Informant 8).

Motivation Factor Analysis

The motivation can be from within a person known by the term 'internal motivation' or 'intrinsic motivation'. It can also be sourced from outside the person which is known by the term 'external motivation' [18]. Librarians at the Airlangga University's Library mobilise their abilities in the form of expertise and time skills to organise various activities which become their responsibility. They need to fulfil their duties, in order to achieve the organisation's targets which have been specified (pre-determined).

Human Capital Factor Analysis

Meanwhile, some things are believed to be able to develop a career in terms of human capital. Among others, this includes: (1) Experience; (2) Education; (3) Training [19]. Human capital is developed in the form of competence such as skills (skills), knowledge (knowledge) and attitude (attitude) which are needed in order to accomplish the job well. Librarians at Airlangga University's Library have often effectuated librarian training since the change in leadership of Airlangga University's Library Chief. Less than 60% of the librarians at Airlangga University's Library have never received any training in librarianship.

The majority of librarians recognise the importance of training for their career development. The following are:

"*.......to improve the professional quality. In addition to formal education, there is also non-formal education. Guidance through non-formal education is an effort to improve the quality of librarians together, and can be done through training and development, upgrading, symposium, workshops, courses, on the job training, comparative studies and etc.......*" (Informant 14).

"*I develop many services and create convenience for promotion of users are meaning for libraries accepted in the user's hearts and increase the knowledge of researching......*" (Informant 18).

Librarian Functional Factors Analysis

The functional position of the librarian consists of an expert level librarian and a skilled level librarian. Librarians at Airlangga University's Library develop their career through organising information and utilising library collections or other sources of information at their workplaces (library), processing information and library collections to facilitate the library users, library promotion, documentation and information. This is in accordance with the Decree from the Minister of Administrative Reform No. 132/KEP/M.PAN/12/2002 which consists of Skilled Librarians and Expert Level Librarians [20]. The followings are:

"*The effectiveness career development of librarians do not mean to be an easy way to be taken even undertaken....*" (Informant 19).

"*The functional position of the librarian has been setting forth in the Act ......*" (Informant 20)

Conclusion

Based on the results of the data analysis through focus group discussion related to the analysis of career development factors for librarians at Airlangga University's Library, there is the conclusion that the career of a librarian from employment side is not only seen as something like utilising someone, but it is more like an effort in dealing with employment issues in relation to the service of information needs with various factors such as motivation, human capital, and functional position.

Professionalism in librarian career development is a form of combining ability with responsibility, and having a supportive capacity in enhancing social relationships and personal relationships by librarians. This is where a cycle adapts in this changing information era through planning, adjustment, stabilisation, development, and related evaluations for the librarian's career path.

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