



**TO STUDY THE STUDENTS CAREER PLANNING AND LEADERSHIP IN DEGREE COLLEGES AND LIBRARIES**

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**Abstract:**

*The concept of Career Planning and Leadership is centuries old, but it got momentum in the contemporary higher education environment owing to the impact of globalization and technological advancements. The UGC and State Higher Education Directorates have assigned importance to Career Planning and Leadership and established Career Planning and Leadership cell or centers in colleges and universities. However, its implementation is at a snail's pace. The authors opined that the Career Planning and Leadership is teamwork and librarians have to play a pivotal role. A model for Career Planning and Leadership in college libraries of India is also suggested.*

**Key words:** *Student's, Career Planning and Leadership, Indian College Libraries, Higher Education.*

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**Introduction:**

Career Planning and Leadership is not a new concept and its roots can be traced back to ancient times. However, career Planning and Leadership, in its present form, owes its origin to the US and other developed countries. Career Planning and Leadership encompass information, Planning and Leadership and counseling services assist in making educational, training and occupational choices. Career Planning and Leadership and counseling programs in higher educational institutions aim to provide assistance and advice to students to make them more and better informed in their future educational and career choices. It also helps the students to realize their strengths and weaknesses by instilling self-awareness, decision making skills, planning skills, personality development etc. At present there is a greater need to provide Career Planning and Leadership services in the college libraries. Many developed countries have well developed Career Planning and Leadership plans in their educational system from the school level. In India, such planning is not undertaken effectively. In higher education institutions, libraries are meeting mostly the career information needs of the students through informal and few formal means. Hence, there is a need to plan and organize this sector. Information and communication technology has influenced the way in which Career Planning and Leadership is provided to the graduates and other adults. They use software packages like SIGI3, SIGI PLUS, DISCOVER etc. to provide Career Planning and Leadership. These facilities are not in use in Indian higher educational institutions. Though Career Planning and Leadership is a century old concept, recently it has become an important issue worldwide,

in view of the changes in the economy brought about by globalization, privatization and the emergence of ICT. Information is at the core of Career Planning and Leadership and education; indeed, it tends to prevail over other Planning and Leadership function. In an academic institution, library is the focal point where staff and students are energized and empowered with knowledge. Libraries ought to extend their support in all spheres of knowledge and by providing career information in the library it will be helping the users to have an aim in their lives. A quality career service can help the students/graduates to find out their interests and abilities and to attain their dream job in the society.

#### **Literature Review:**

Leadership concepts and theories began appearing in the library literature in the late 1980s. By the 1990s a number of leadership development programs were being offered that were designed to develop librarian leadership skills. The programs had various objectives: to improve career development of early and midcareer librarians; to provide access to underrepresented minority groups in management; and to develop leadership skills. These programs, primarily multiday and residential in nature, employed a hybrid mix of training methods, including focus on leadership styles, self-discovery, and emphasis on skill-building. Despite the proliferation of these programs, evaluation research about them has primarily focused on self-reports from participants about their learning and their satisfaction with these programs. Systematic evaluation research, particularly utilizing a control group design or providing a longitudinal assessment, has not been widely conducted in the field.

#### **Objectives of the Study:**

1. To study the need of reforms in college libraries for career planning and its development.
2. To analyze the role of College Librarian in Career Planning and Leadership
3. To understand how the college libraries are important in career development of students

#### **Research Methodology:**

The study is based on secondary data which is collected through various books, articles and research papers published in different national, international journals, websites.

#### **Role of College Librarian in Career Planning and Leadership:**

To conduct Planning and Leadership job efficiently librarian should train himself. In this regard Wiley and Andrew opined that to efficiently perform this role in the Planning and Leadership program, the librarian should:

- a) Familiarize him with the services of the Planning and Leadership program.
- b) Secure and file unbound occupational and educational information
- c) Maintain an occupational shelf for bound materials.
- d) Make the library a laboratory for pupils seeking Planning and Leadership materials.
- e) Acquaint counselors and teachers with new Planning and Leadership materials reaching the library.
- f) Cooperate with administrators, counselors, and teachers in making the library a service point for knowledge acquisition and career development.

Unless the sixth duty is efficiently performed, the librarians cannot contribute their most valuable function.

Though college and university libraries play only a partial role in providing career information, they are generally an underused resource. Cooperation between college librarians and career development professionals can strengthen available career information and enhance access, make career development professionals better counselors, and extend relevant library services to their clientele. Collaboration between career services and libraries strengthens the quality of services for each entity and provides greater access to information for students. According to Fourie (2004), in order to carry on their role the librarians should focus more on affective skills and characteristics such as:

- Enthusiasm for lifelong learning and new roles.
- Willpower (because nothing will come easily)
- Assertiveness
- Creative thinking
- Self-confidence
- Innovativeness

Innovativeness is an important characteristic in internet use and shaping attitudes. Above statement explains that the information officer / librarian has a role to play in college Career Planning and Leadership service.

#### **The Status of Career Planning and Leadership in College Libraries of India:**

After Independence several commissions, committees have been established for the improvement of higher education in the country. The Indian Education Commission recommended to combine Student Advice Bureau and Information and Planning and Leadership Bureau may be combined to form information and employment center which should function directly under the supervision of the Dean of Student's Affairs. The functions of the bureau were clearly defined as:

- Creation of awareness among students
- Dissemination of information
- Planning and Leadership for foreign students
- Holding orientation courses
- Publishing etc.

Majority of Universities responded to this recommendation. The National Education Policy brought in a new system of education with increased importance to Planning and Leadership services at various levels.

#### **Suggestions for Career Planning and Leadership Programs in College Libraries of India:**

Some suggestions have been made here for management, faculty and librarian, whose coordinated efforts will lead to effective performance of Career Planning and Leadership programs.

#### **Role of Management:**

As career information is a public good, government need to make sure that it should be freely available to all college students, for reasons of both efficiency and equity.

- Government and UGC have to support the college libraries to get adequate staff and see that they are qualified to hold the positions, so that libraries can provide qualitative services to its clientele.

- From the UGC grant a fixed percentage have to be kept aside for the collection building in career information and also to acquire the necessary infrastructure.
- The State Higher Education Councils / Directorates have to focus on the establishment of Career Planning and Leadership cell in higher educational institutions and make sure that they are functioning in the desired manner.
- It is the duty of the university to make sure that there is a well-equipped and spacious library in colleges affiliated to the university and see that they are catering to the needs, especially the career information requirements of the student community.
- College management must make the librarian part of the Career Planning and Leadership cell as its secretary or convener, which will make him/her to take active part in the Career Planning and Leadership activity of the college. The librarian can call for meetings; organize Career Planning and Leadership programs in collaboration with the faculty.
- It is necessary to include at least one teaching staff from each subject field in the Career Planning and Leadership cell.

#### **Role of Librarian:**

- Librarians have to take up the task of providing information literacy to students, so that they will be able to search, retrieve, evaluate and make use of right information at the right time, for a right purpose. The librarian has to take up the additional workload of Career Planning and Leadership with commitment besides the regular routines.
- Even though libraries face financial crunch it is the social responsibility of the librarian to create awareness about the importance of career information services in the libraries. He/She has to strive to get financial support from the management and other sources of endowment and to acquire necessary tools.
- The librarians have to develop a separate Career Planning and Leadership collection with print and electronic sources. They should also make use of the Internet to download career-related information sources.
- He has to be abreast of the current issues and be knowledgeable with career information sources. This preparation will help him to perform well in delivering the career information.
- The librarian has to work in collaboration with other members of the Career Planning and Leadership cell and faculty in general. He can arrange for invited lectures, organize seminars and discussion groups. Further with the help of multimedia packages he can organize various seminars for career information.
- The librarian can gather career data from print, audio/ visual, electronic and web-based sources and maintain special files/folders for easy access by students.
- Librarian ought to introduce a variety of career information services that may include information literacy, career information, career counseling, etc.

#### **Role of Faculty:**

- Faculty should show interest in the overall development of the students. They should understand the



students' interest and aptitude and help them to channelize their energy in a productive manner.

- Faculty should make themselves available to listen to the problems of students and try to help them in setting a goal and reaching a career of their interest.
- They have to coordinate the Career Planning and Leadership activities with librarian and see to their effective execution.

#### **Development of E-Learning Package for Career Information:**

- The e-learning package can be of digital video and audio, images, text and other related materials. The data related to guidelines to be followed during the preparation for competitive examinations; model examination papers and related details; the print, e- resources and web resources available for general studies specific subject areas; a selected full-text digitized periodical articles etc. Audio and video interactive lectures by experts in the field should be included in the package.
- The multimedia package, thus developed will be linked to the website of the colleges that can be retrieved by the users. It could be used online or offline.

#### **Conclusion:**

Information is at the core of Career Planning and Leadership and education; indeed, it tends to prevail over other Planning and Leadership function. From the point of view of the user, information should lead to improved knowledge about the self, about the job market, about education and training opportunities. Libraries have to make a point to extend their services to meet the particular career needs of specific groups. At present most of the academic libraries are providing career information informally, but only a few are interested in providing proper Planning and Leadership to the students in the selection of careers.

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