2.35 Problems encountered in managing the human resources in University Libraries in Sri Lanka

W.A. Weerasuriya[1]

Department of Library and Information Sciences, University of Kelaniya, Sri Lanka.

ABSTRACT

This study is based on a research carried out on the Human Resource Management (HRM) in University Libraries in Sri Lanka (ULSL). It explores the problems encountered by the librarians in managing their human resources in ULSL. The objectives of the study are to identify the major problems of HRM, to gain a best picture about these problems, to rank these problems on the order of priority influence to lower influence for libraries, to study what are the additional HRM problems indicated by the librarians and to explore the possible alternative solutions for these problems.

The method used for this study was the descriptive research method. Survey technique was used in order to collect data. The population of the study was the librarians in ULSL. Primary data was collected circulating a structured questionnaire among the librarians and they were asked to rank the ten major HRM problems defined by the researcher. The other HRM problems stated by the university librarians are the *p*olicy of the Government,. lack of personal interest of library professionals, lack of professional mutual cooperation and individual interests, lack of opportunities to motivate and reward dedicated officers and lack of opportunities to share experiences with other colleagues especially in overseas libraries. To resolve these HRM problems, a suggestion is made to introduce sound HRM policy for the ULSL. Other suggestions are the introduction of staff training and development policy along with different types of best fit (qualitative) and higher number (quantitative) of training and development programmes, proper motivational procedures and programmes, and the development of competencies among library professionals. Within this context, the concerned stakeholders will have to design and implement the library policies and programmes in the future.

Key words: Human resource management; University libraries; Competencies; Staff training and development; Motivation