

# A Discussion on Construct Based on the Disciplinary System of Library Management in Institute

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## ABSTRACT

The production of discipline for academic research in an academic organizational structure and operating mechanism, the system of scientific research the most basic academic organizations. The basic logic of the disciplinary system for the construction of library organizational structure to guide the reform and innovation: that is the subject service oriented library business organization built on the subject, "user" on the basis of library services, management and academic research focused on the platform of the discipline of organization, in order to enhance the books Museum of the knowledge quality of service.

**Keywords:** Libraries, subject service, disciplinary system, and the organization constructed

## I. INTRODUCTION

First, the problem

Organizational structure, the form or framework of the division of work within the organization. Reality, our internal library organizational structure and division of functions is a continuation of the traditional library service model developed, usually the management of the bureaucracy, which modes the essential characteristics of the high degree of diversion of the reservoir, borrow, read, etc., between departments, books, borrow a strict division of labour between this model leads to the library in operation, their functions gradually weakening of or absence, cannot complete the mission and mandate to carry high-quality knowledge services in the Modern Library.

Is the core cells of the academic disciplines, the basic organizational structure of the scientific research of library services, management, scientific research and other functions are achieved through the discipline of knowledge as a carrier. Subjects produced as a construct, based on scientific research and academic structure and operation mechanism, is the basic organizational system of knowledge production, knowledge, and academic organizations, such as this organizational system and its operating mechanism of knowledge services for the mission of the library is equally valid and applicable. Therefore, the library should be subjects of knowledge, service-oriented transformation. learn from the discipline of knowledge organization system, constitute the subject of library organizational structure, integration of literature and human resources, reorganization of work processes to the three elements of subject, task

and practice platform, set up to provide a high service quality objectives disciplinary service organizational platform, information resources and librarian subject knowledge gathered in the same discipline platform. Make the subject librarian, attributable to their counterparts in disciplines organizational platform, and gradually form a deep-rooted disciplines targeted Knowledge Services team.

Second, the effectiveness of the organization of university library science

Library deepen knowledge services based on discipline-based organization system innovation, compared with the traditional library organizational system, its performance has the following advantages and features:

(A) Disciplinary system to fully reflect and safeguard the organizational characteristics of library knowledge services on the organizational characteristics of the Library, the industry is different opinions, but few people notice the disciplines of library organization. Library has the organizational characteristics of condensation Library organizational structure and operational mechanism, and the characteristics of such an organization is only through a certain organizational structure and operating mechanism can be guaranteed. library organizational structure, the grassroots business organization is the focal point of the library organizational structure, the discipline system due to the characteristics and organizational characteristics of the Library itself has a high degree of consistency and discipline system of grass-roots business organization and management mechanisms, both to reflect the knowledge of modern library organization and service characteristics, to protect the library core competitiveness continue to improve.

(B) the disciplinary system of the aggregate resources of the properties of the intellectual discipline, the same discipline and information resources to a high degree of match, and allows the library to the formation of high efficiency and low consumption mode of operation to achieve the responsiveness of

the library services, in order to effectively improve the performance of Knowledge. Discipline system able to integrate library resources on this platform in the discipline organization, and effective coordination of the various forces, and establish an agility to quickly meet the user common and individual needs of the organization, the implementation of "one-stop" service information.

Three disciplines system library is transformed into a learning organization, knowledge sharing interaction, enhance the capability of independent innovation. Disciplinary system through the construction of business process reengineering and grassroots organizations, the library business activities the foundation of modern information processing across the boundaries of the functional departments, to re-identify the value of the work of each business, business optimization and consolidation, reconstruction of the grass-roots business organization structure, and literature collection, processing, sorting and to provide an organic, open system, give full play to information technology, specialization and knowledge-based functions, expand the content and means of information services, human resources and information resources within the organization truly shared and reasonable allocation.

Construction of library science organizations strategy  
An integration of library resources, the deconstruction of the traditional organizational structure, organization and institutionalization of library science

Disciplinary organization formed, is subject to, conducive to the exchange of knowledge, bringing together, sharing principle to construct a new discipline organization. This organization based on the service orientation based knowledge service team, each knowledge services team from the direction of person in charge and members of the, subject organizations have a clear academic direction and research areas in each direction, the chief subject librarian and a relatively stable knowledge services team when a direction to a certain level and then can

be derivative of a new interdisciplinary research and service orientation, and so on ad infinitum, and rolling development, library knowledge services will increasingly lush, the level will be improved.

To be organize the internal structure of the integration, we must first consider the integration of organizational structure basis and related factors. First, the environmental factors. profound changes in modern society, the environment, is the library organizational structure changes play a role in promoting the one hand, the contemporary society environment of information technology, networking, better educated and had a profound impact on the library functions, on the other hand, information technology throughout the whole process of the library activities, its role is increasingly highlight the talent factor in a knowledge-based services, individuals involved in the activities is a prerequisite for the library organizational structure changes. The next era is the era of knowledge economy, knowledge will become the primary productive force, and the first resource in the library restructuring, become the most important and active factor. Three factors of the technical functions and technical functions is an important condition of the library organizational structure changes. Technical functions in the library science organization is to promote the process of the organization and delivery of subject knowledge and information to users as the main use of modern information technology, network technology continues to improve the library's traditional technologies and operating procedures to improve service efficiency.

To achieve the goal of library science organizations formed by integrating: expertise team to become a grass-roots organization of academic library services, the middle is a large discipline organization department or room, the top-level library, formed a library - - department (room) - the professional knowledge services team of the two bodies' three management models. The main task of the subject knowledge services completed by the chief subject

librarian and knowledge services team, department room according to a number of one discipline or discipline group the formation of its management function is responsible for the appointment and evaluation of the chief subject librarian. In this way, the top-level management of the library can be freed from excessive process management, according to the needs of users, make the macro strategic research and guidance to develop Ministries Room objectives and implementation of the assessment, provide necessary material and human resources and the necessary technical and logistical support services for the ministries.

Improve the disciplinary functions of the organization to fulfil the mission of the Library Knowledge Service Subject organization's human resources strategy goal is to build an environment conducive to knowledge services and academic innovation, communities of practice in order to improve the disciplinary organization of wisdom, thus to enhance the knowledge of the subject service organizations innovation capability and its main functions are: commitment to literature information collection development and service delivery task, commitment to academic research tasks, the declaration of the various research projects, organizing academic exchange activities. Its operating mechanism is the implementation of the chief subject librarian responsible for the system to create the chief subjects and subject librarians between subject librarians and readers, exchange, cooperation and shared environment.

**Expertise team tasks are:**

An information portal based on the professional disciplines of knowledge navigation and clustering services. Library in accordance with established standards and quality requirements on the collection of information and network information of a particular subject area selection, classification and indexing, to establish the set of information tools information portal service in one of the professional disciplines, discipline-specific user services.

Reference Services Subject Librarian and experts in the field-based knowledge library in the digital environment to network as a platform to provide users with real-time or non-real-time, independent of time and space constraints of the knowledge Reference Services. To library information resources, expertise, consulting services, and the organic integration of the network platform, a transparent knowledge networks and expertise to provide users with services.

3, thematic knowledge for specific research projects and tasks integration services for the tasks of the research projects, for specific research groups, joint library information services personnel, intelligence analysts, professional researchers a wide range of forces to the operation of the project modalities of the information resources of special collection and intelligence, the development of multi-level feature information products, knowledge and build personalized knowledge service portal, to provide a set of information resources to gather, process, organization, integration and application as one of the full service .

4, the development of knowledge products based on multi-service knowledge product development are divided into two types of knowledge of recombinant products and knowledge value-added products. Knowledge recombinant products that will be scattered in different explicit knowledge certain associated knowledge extracted through the organization and processing, the formation of new knowledge products and knowledge value-added products is the use of data mining, knowledge discovery and other means to add value to all kinds of information processing, in-depth analysis and reveal its contents, with the help of expert resources, the use of professional intelligence analysis methods and means, academic development of forecasting, trend analysis, the formation of a knowledge value-added products in the long run, only to develop a knowledge-value-added products in order to better meet the information requirements of the user's

knowledge, in order to better reflect the level of the University Library Knowledge Service.

## II. CONCLUSION

Library internal organization of system innovation, discipline of the organization and the establishment of, not to apply the system of discipline in the academic institutes, but to reflect the library's own cultural identity and the main logic. Central issue is the standardization of the system, which kinds of norms to be effective in the actions of individuals and organizations combine to assume the obligations of the organization. Basic levels of operation of the system specification is the library within the organizational structure and operating mechanism. In this paper the so-called disciplinary management system is a way to reflect the library culture characteristics and the main logic of the grass-roots business organization system. Of course, as an institutional innovation, in practice continue to accumulate, reform, enrich and improve the implementation process, requires the establishment of ancillary mechanisms, in order to achieve the expectations of the discipline system purpose.

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