

Revision of Dr. S. R. Ranganathan's staff formula: A Case Study

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1. Introduction

The principles of determining the quantum of staff recommended by American Library Association (1947, P 7) is "The number of staff members in a library should be sufficient to provide consistently efficient service at all hours when the library is open to the readers, and to perform the duties involved in assembling, organizing and interpreting the materials required by the program of the library. The size of the staff for any given library or library system must be based upon the program of service adopted by the library, the population and size of the service area, the financial support, and more specifically, the number of departments, branches and other organized units, the amount of circulation and reference service, the plans of the library buildings, the hours of opening, and other factors".

2. Statement of the problem

In modern knowledge era new technology is introduced in the field of library science. The traditional libraries have only the print versions but today the hybrid libraries are well equipped with modern technology. The manpower is replaced by computers and networks. The readers are advanced and they need right information at the right time. Most of the readers use the library only for e books and e journals. Libraries are connected with consortiums. Reprographic service is provided by the libraries. Libraries are networked with intranets. RFID and Barcode technologies are also introduced in most of the libraries. Librametrics, Bibliometrics, Scientometrics, web metrics and library software's are also in this field. Researchers are more in all the fields. Based on the Ranganathan,s staff formula placements could be done. Therefore, it is a necessity to revise the formula restated by Dr. S. R. Ranganathan

3. Methodology

The investigator intended to visit all the Universities, Engineering colleges, Arts Colleges and Autonomous Colleges in tamilnadu and analyze the staff structure and nature of work. The possibility of work extraction also considered for analysis.

3.1. Practical Importance

- ❖ Over work load, working time could be reduced.
- ❖ Lack of human resource could be adjusted.
- ❖ Apt person for the apt post. Wastage of manpower could be saved.

1.2. National Importance

- ❖ UGC and other Govt. Bodies could implement the formula.
- ❖ Revision of staff formula could update the modern technology in libraries.
- ❖ Wastage of men and money could be rectified.

4. Overview of Literature

Dr. S. R. Ranganathan (1959) has recommended the following staff formula for estimating the number of various kinds of posts required to a library.

Formula for total professional staff

$$SB+ SC+ SL+ SM+ SP+ SR+ ST$$

Formula for non professional skilled staff

$$3 (A+ 20D) + 2 (G+ 3P) + 2W (H+6) [R/50] \}/3000.$$

$$B/30,000+ (S/100)$$

Formula for unskilled staff

$$SB/4 + SC/2 + SL+ SM/4 + SP/2 + SR/8 + A/20000+ D/500 + B/60000 + (S/100)/4 + v/30000$$

This staff formula has been restated by Dr. S. R. Ranganathan (1964) for different kinds of libraries with little changes.

The broad staff formula for calculating library personnel required for municipal public libraries in 1939.

The minimum standards in relation to library staff requirement laid down by ALA in 1956 but it was achieved in 1960.

The revised formula given by ALA standards for USA in 1966.

In England and wabs, the Roberts committee (1972) recommended a staff formula for the urban libraries.

The formula with minor changes recommended by the library committee of the UGC (1957) of which Dr. S. R. Ranganathan was the chairman.

Academic library system in the fourth plan period, Dr. S. R. Ranganathan (1965) put forwarded with minor changes.

An effort was taken to revise the formula through a seminar on “work flow in libraries” held under the Indian National Scientific Documentation Centre and UGC between 21-24.11.66 at New Delhi.

In UK, the Pary committee and Robbins committee on University Libraries (1967) had emphasized the necessity of development in the library personnel.

After analyzing all the related studies conducted by various agencies and experts, the investigator identified that the foresaid formulas are not applicable to the present day system. Due to the developments of ICT in the library field, the traditional libraries are changed to digital, automated, virtual, internet and intranet libraries.

Therefore, it is necessary to revise the staff formula for the library.

5. Research Questions

The investigator studied the conceptual framework and the specification of dimension in the formulation of new staff formula after answering certain specific questions. The questions and objectives are:

1. Periodicals are more when compared to 1960s. Number of persons in periodicals section is it enough for maintenance?
2. Computerization, automation, digitalization aspect is completely left in the staff formula. To do these ICT skilled staff needed more is it?
3. Reprography section is newly included in the libraries. To maintain this section, more personnel needed.
4. Availability of E-resources, E-book and E-journals are common in the present knowledge era. In the staff formula E-section is missing.
5. Circulation is done through computers not manual transaction.
6. Book purchasing is also done through online.
7. E-learning is encouraged in all the libraries. To look after the section separate staff should be appointed.
8. Catalogue preparation is not done in libraries due to the introduction of OPAC. No separate staff is needed.

6. Data collection

Data collected about

- ❖ No. of Volumes accessioned in a year. 320/6000 (SB)
- ❖ Annual budget allotment in Rupees. -Rs. 1,40,000/-
- ❖ No. of periodicals documented. Per year -504 SP=P/500
- ❖ No. of gate hours for a year. 1440/1500 (SL)
- ❖ No. of hours the library is kept open in a day. 8
- ❖ No. of periodicals currently subscribed. 42
- ❖ No. of online periodicals currently subscribed. Nil
- ❖ No. of readers per day. 120
- ❖ No. of seats for readers. 80
- ❖ No. of volumes in the library. 26,460

- ❖ No. of persons in book section. Nil
- ❖ No. of persons in circulation section. Nil (1500 gate Hours) SC
- ❖ No. of persons in periodicals section. Nil
- ❖ No. of persons in reference section. Nil
 - No. of persons in reference section uses per day -10 SR = (R/50) W/250
- ❖ No. of persons in technical section. 1
 - No. of persons in technical section to do documentation -320 books (ST=A+40/200)
- ❖ No. of persons in Bar-coding section. Nil
- ❖ No. of persons in the RFID implementations section. Nil.
- ❖ No. of persons in digitalization section. Nil
- ❖ No. of persons in network section. Nil
- ❖ No. of persons in the Reprographic section. Nil
- ❖ No. of persons in the interlibrary loan section. Nil (No such service)
- ❖ No. of persons in unskilled staff. 1
- ❖ No. of persons in supporting staff. Nil
- ❖ Shelving and repairing – Nil (3,000vol) SH

7. Conclusion

On the basis of data, functions, working time, usability, user needs, technology advancements the investigator designed the new staff formula for TDMNS College library if professional staff-SB+SC+SL+SM+SP+SR+ST+1+1+(1)+1+1+0+0.

The total staff required for the foresaid library is 5.but the college has only one professional staff and one unskilled staff. The management should take much interest to appoint more staffs to develop the library day today routine work and good service to the uses of the college.