Development of Human Resources in Library Adibuana Surabaya

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Abstract: Development of human resources that exist within an organization of the library is the most important thing to do. Librarians can capture the knowledge base library that would have the expertise to advance the library institutions they manage. As an engine within an organization is certainly the human resources required to have expertise in need, to avoid mistakes and errors that will be detrimental to the libraries managed. This study aims to describe the condition of human resource development in the college library. This study used a qualitative approach with interviews and direct observation.

1 INTRODUCTION

Human resources are a very important factor for improving the quality of products and services (Opatha, 2009). No exception in the world of libraries is essentially an agency that provides information services that are needed by the user or the access library (Harisanty, Shafira and Isbandy, 2020). HR is the establishment of an initial foundation for the organization's management system to achieve high quality in library management efforts (Suhariono *et al.*, 2022).

As the times institute libraries are required to follow the progress of technology in view of the public who need the information and the more easily the information search process itself, the library school, college, or official has the human resources in the majority have no basis in the library world (Srimulyo *et al.*, 2020), but the position in the structure organization for the management of the library (Romadhona *et al.*, 2022). This is likely to cause problems for the progress of the library, especially in the modern era such as this and as librarians are required to master the development of technology, if the basic elementary librarian is not inherent in a librarian, this will certainly be able to inhibit the progress of the library institution (Hernoko *et al.*, 2022).

Development of human resources seems to be necessary to address the challenges of change in its time (Romadhona, 2020). The development and progress of technology in this era makes the library has an obligation to be able to adapt to these advances, the library and its organization system should be able to keep up and know what is needed in the present, so that the role of the library will remain the same as it should be. The purpose of this study is to describe the development of human resources in the library Adibuana Surabaya.

2 MANUSCRIPT PREPARATION

According to Desler (2008: 5) human resource management is the process of acquiring, training, evaluating, and compensating employees, pay attention to their employment relationship, health, security, and justice issues (Dessler, 2008).

According Sofyandi (2008: 6) Human Resource Management is defined as a strategy or effort in implementing management functions and operational functions of human resources aimed at increasing contribution of productive human resources organization toward the achievement of organizational goals more effectively and efficient (Sofyandi, 2008).

According Sitohang (2007: 1) Human Resource Management is the process of planning, organizing, directing, and controlling of the procurement selection, test screening, training, placement, remuneration, development, integration, maintenance, and termination, or retired human resources of the organization (Sihotang, 2007).

3 RESEARCH METHOD

This study uses descriptive qualitative research methods (Elliott and Timulak, 2005), to describe the condition of the human resources in the university library Adibuana Surabaya. Data collection techniques with interviews and direct observation in the library for one month. Informants in this study was the leader and also the librarian. Results of interviews and observation and then reduced in accordance with the required data in this study. The data is then already in if analyzed with theory and existing research results to be deduced.

4 RESULTS AND DISCUSSION

4.1 Human Resources Planning Library

Libraries in the modern era such as this requires a very SDM can participate in all areas / library context. Not only can participate, it is also needed personnel who can improve technically and think ahead for library development. HR planning itself should have a manpower recruitment-related criterion that inevitably will participate in the development of the modern era library (Subagyono, Chumaida and Romadhona, 2022). Planning that will be applied in this modern era of innovation. which should contain not glued to the last era. Many HR planning context itself that must be changed (Romadhona, 2020). Related to human resources planning are already listed in the Library,

HR Planning emphasizes how the initial steps of organizing activities. Likewise, the existence of plans for the process of recruitment and development of available human resources can be implemented according to library needs (Sudiarta, Suhartika and Haryanti, 2016).

Similarly, many human resource planning is to cover all aspects of labour criteria for later implemented for the good service to the visitors / readers to be more interest in the community who are interested to the world of information library. Not only to attract the public interest began to decrease, but there are other purposes such as: avid reader, skilled in learning, etc.

The results of my research and my colleagues as follows:

Human Resources Planning Adibuana Surabaya private library is a library is not directly open a vacancy that can meet the required criteria, because the system of recruitment which opened into a single campus and a lot of labour that do not meet the criteria (not field). The place where our libraries have ways Following internship coaching program as a librarian. Typically, the direct labour be included into the coaching program 1-2 times. But many workers who are in the field, and we have asked that our library system where the internship does not fix education levels. Most workers still do not have a college degree, will be asked to open college to earn a degree.

4.2 Human Resource Development Library

Human resource management of the library is a way to increase the existing potential and certainly beyond the capacity of a standard, namely the procurement, processing, service. There is one thing that should be improved by the librarian that individual motivation in performing existing tasks (Sunyowati *et al.*, 2022). Due to worry about if there is no motivation for yourself, as a result obtained is dormant job / no maximum. And it will have an impact on library efforts to increase public interest to prefer it to the library. There is one more thing that should be improved, namely: skills in one area, for example: Packaging to increase public interest / students.

Human resources in an organization occupies a strategic position in determining the success of the organization itself. Achievement of the objectives as determined by the shape of the success of human resources in the context of the competence and quality (Suwarno, 2016).

In terms of human resource development library is required potential for very mature in order to increase productivity in all context's library. One way to increase the productivity of labour is the work Following training. As can be seen from some of the famous library. Many of those who do recruitment but gained even none are qualified in their field. Therefore, the path to be taken so that the workforce can improve work productivity is Following competency training. This method is proven to improve work skills.

Many universities in Indonesia crave want to be one of the World Class University, as a proof of quality and reputable. During this time, the college less attention to the governance of the library and its aspects. libraries have more quality time to be directed to be able to support the college in the level of the World Class University (Suwarno, 2016).

In the development of human resources of the library, of course a lot of obstacles that exist, especially when the workers are not willing to develop a broader mind. Of course, it would hamper the development of library resources. Because, basically, one of the main things is the development intention. If the labour force there is no intention, then there will never be a significant development or the appearance of half-and-half and not the maximum.

In the private library Adibuana Surabaya has no special techniques in developing tablespoons, but when I was an intern there, there are workers who do not have a library background but strongly tipped know about coaching, management of collections ranging from classification, cataloguing, and also service at the library. From the results of the observation interview it was found that they could be because there was knowledge given by their seniors, or librarians who knew about the library. In addition, they are also training on librarianship. In Adibuana library, knowledge sharing has been carried out among employees whose benefit has not been conceptualized.

During the observation in the library many skilful way that library materials are processed looks interesting, from what we were taught draw got a lesson that person's potential not only learned when he went to school, but he can get when he was working. Adibuana development library is not planned and structured, more than that if there is no funding, training and employees are included. In the development of human resources in the library Adibuana Surabaya, need strategies and methods are appropriate and correct that human resource development is not misplaced or target, that would be useful to improve the quality of the library, and of course, also as expected. Strategies that can be taken to enable the development of human resources could produce results as expected. The competence of human resources is a very important thing in an organization.

Thus, the success of human resource development should be realized libraries managed to compete towards a higher level. Tablespoons needed must have the intention beforehand to later if there is a change of era, those who have been prepared to be able to work more optimally. In building a library that has the quality, there should be a community must organize the library itself. Does not escape from the things that we have discussed above; it should be optimized is its human resources. Development of human resources that the library must have innovation then people who have read the public interest is not diminished. Many innovations can be done when the innovation is in the public interest. As an organization that is expected to meet the information needs of the community, the library must have a compatible human resources and continue to diligently perform a variety of related innovations to achieve satisfactory quality and the access of the library who are hungry for knowledge and information.

5 CONCLUSIONS

The success of an organization can be seen from the ability of human resources situated therein. If an organization has a goal to be realized, the human resources function as an engine is required to have the ability to move in the field. In many cases, for example in some libraries in Indonesia, there are many diversions of resources does not play a role as appropriate. This is indicated by the large number of human resources to manage the library but do not have competence in the field of library and librarianship. Most librarians do not have the basic knowledge that must be taken in order to obtain a condition as a librarian, which should have a library must have the appropriate human resources to manage and can promote the library. It has happened so long and have been entrenched in the library scene in Indonesia.

In the process of development of human resources and staff work placement assignments librarians who have competence in the field of library needs to be reemphasized and should be of concern to serve as the basis to build a library that fit the needs of Indonesian society in the present. By doing so, the librarian who had already forged the basic science and library science can easily see the gap, shortcomings, has innovated creative and library development strategy that they manage.

There is no doubt that if there is no background as a librarian, anyone can manage the library with capital development or several teaching processes, the disadvantage is that they will become a librarian at a minimum of new innovations but return to the library regarding behaviour as information service providers and are expected to meet people's information needs.

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