

COMPETENCE OF LIBRARY MANAGERS IN PUBLIC AND PRIVATE
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ABSTRACT

This study aimed to determine the level of competence of the library managers. Specifically, the objectives of the study sought to determine and ascertain (a) personal characteristics of the subjects in terms of age, educational attainment, administrative experience, and trainings and seminars attended (b) level of competence of library managers as rated by their subordinates (c) level of administrative support received by the library managers (d) the difference of the library managers' self rating and their subordinates rating (e) the library managers' level of competence per area as rated by their subordinates (f) the library managers' level of competence in relation to their personal characteristics (g) the level of administrative support received by the library managers in relation to their personal characteristics (h) the library managers' level of competence in relation to their level of administrative support received. This is a descriptive relational study that used one shot survey design. The subjects were 30 library managers and 86 librarians and library staff with the total of 116 respondents from public and private colleges and universities in Iloilo during academic year 2009-2010.

A modified questionnaire adopted from Top Management team Competencies for Public Libraries by Suzzanne Mahmoodi and Geraldine King. Part II which measured the level of administrative support received by the libraries was determined according to the constructed questionnaire adopted from the AACUP handbook, ACSCU-AAI and PAASCU guidelines. The data gathered were computer processed through SPSS 11.5 version. Frequency distribution and measure of central tendency were used for descriptive analysis while Gamma was used to test the relationship of variables. The following findings were revealed in this study. Library managers in private and public colleges and universities in Iloilo covered by the study were mostly ages above 35 (63.3 percent), while ages 35 and below constituted only 36.7 percent of the subjects. One half of the library managers were MLS/MLIS or with units in MLS/MLIS (50 percent) and 43.3 percent were baccalaureate degree holder while 6.7 percent were Doctorate degree holder or with units in Doctorate degree. Two thirds of the library managers have 15 years and below administrative experience (66.7 percent), while those who have 16 years and above administrative experience constituted one third of the subjects (33.3 percent).

Nearly two thirds of the library managers in private and public colleges and universities have 4 and more trainings/ seminars attended (63.3 percent) for the last three years (2007-2009) while a little more than one third have 1-3 trainings/seminars attended (36.7 percent). Nearly three fourths (74.4 percent) of the subordinates claimed that on the area of leadership abilities their library managers are highly competent, while 23.3 percent of them responded that their managers have moderate competence and only 2.3 percent stated that their managers have low competence.

“Higher- self rating” obtained less than half (43.33 percent), while a “higher - subordinates rating” obtained less than one fourth (13.33 percent) because there are some managers who don’t have their subordinates and “no subordinates” obtained 43.33 percent. More than three-fourths (80 percent) of the library managers rated their selves as highly competent and not even one-fourth (20 percent) rated their selves as moderately competent. Further, no manager rated their selves with a low competence level. Nearly half (46.7 percent) of the subjects were rated as highly competent by their subordinates, while 10 percent were rated as moderately competent by their subordinates and there were 43.3 percent library managers who don’t have subordinates.

There is no significant relationship between the Library Managers Personal Characteristics such as age, educational attainment, administrative experience and trainings and seminars attended and their Level of Competence. There is no significant relationship between the Library Managers Personal Characteristics such as age, educational attainment, administrative experience and trainings and seminars attended and their Level of Administrative Support. There is significant relationship between library manager’s personal characteristics in terms of age, administrative experience and their level of administrative support received. There is significant relationship between the library managers’ level of administrative support received and their level of professional and personal competencies.

Based on the findings of this study, positive reinforcement is enhanced when a person is pleased and satisfied with his performance. This feeling of achievement further propels the individual to work harder and better, thus resulting to a more competent and able workers. This finding goes to prove that as a worker becomes content and happy

with every sense of fulfillment he gets whenever he does his functions well, he becomes all the more motivated to do well in many other related functions.

Further it is recommended that administration should never cease to support the library managers and the library itself so that the library would be run by competent library managers.

Summary of Findings, Conclusions and Recommendations

This study was conducted to determine the level of competence of the library managers in Public and Private Universities and Colleges in Iloilo and the level of administrative support they received. The study further determined the differences between self and subordinates' rating of the library managers. Finally, the study also examined the relationship between the personal characteristics of the library managers and their level of competence.

The following hypotheses were tested. There is no significant relationship between personal characteristics, age, educational attainment, administrative experience and trainings and seminars attended and their level of competence and administrative support. The library managers' level of administrative support is not significantly related to their level of competence.

A modified version of the questionnaire by Mahmoodi and King was used. Data obtained were processed and analyzed using the Statistical Package for social sciences (SPSS) 11.5 Version Statistical Software. Data were analyzed using both descriptive and inferential statistics particularly frequency distributions, means, cross tabulations and appropriate measures of relationship between personal characteristics and level of

competence and administrative support and the level of support and the level of competence of the library managers.

Major Findings of the Study

The following findings were revealed in this study.

1. Library managers in private and public colleges and universities in Iloilo covered by the study were mostly ages above 35 (63.3 percent), while ages 35 and below constituted only 36.7 percent of the subjects.

2. One half of the library managers were MLS/MLIS or with units in MLS/MLIS (50 percent) and 43.3 percent were baccalaureate degree holders while 6.7 percent were Doctorate degree holders or with units in Doctorate degree.

3. Two thirds of the library managers have 15 years and below administrative experience (66.7 percent), while those who have 16 years and above administrative experience constituted one third of the subjects (33.3 percent).

4. Nearly two thirds of the library managers in private and public colleges and universities have 4 and more trainings/ seminars attended (63.3 percent) for the last three years (2007-2009) while a little more than one third have 1-3 trainings/seminars attended (36.7 percent).

5. Nearly three fourths (74.4 percent) of the subordinates claimed that on the area of leadership abilities their library managers are highly competent, while 23.3 percent of them responded that their managers have moderate competence and only 2.3 percent stated that their managers have low competence.

6. "Higher- self rating" obtained less than half (40 percent), while a "higher - subordinates rating" obtained less than one fourth (16.67 percent) because there are some

managers who don't have their subordinates and "no subordinates" obtained 43.33 percent.

7. More than three-fourths (80 percent) of the library managers rated their selves as highly competent and not even one-fourth (20 percent) rated their selves as moderately competent. Furthermore, no manager rated their selves with a low competence level.

8. Nearly half (46.7 percent) of the subjects were rated as highly competent by their subordinates, while 10 percent were rated as moderately competent by their subordinates and there were 43.3 percent library managers who don't have subordinates.

9. There is no significant relationship between the Library Managers Personal Characteristics such as age, educational attainment, administrative experience and trainings and seminars attended and their Level of Competence.

10. There is no significant relationship between the Library Managers Personal Characteristics such as age, educational attainment, administrative experience and trainings and seminars attended and their Level of Administrative Support.

Conclusions

This study yielded a positive and significant correlation between the library managers' level of competence and the administrative support they received.

Library managers' competence was enhanced by the degree or support they received from the administration. They tended to function to the most of that they could when ample assistance and encouragement were afforded to them. Indeed, the administrations' sustenance to the library programs and projects goes a long way in realizing the objectives of libraries which is to provide access to reading materials and multi-media equipment essential to facilitate effective learning, among others.

Predominantly, administrative support sets out the extent to which libraries can have an effective and efficient delivery system in as much as library managers are highly dependent upon such banking to be able to carry out their functions well

Furthermore, the study found that majority of the library managers had very high level of competence. This may be explained by Harter's theory of achievement motivation based on a person's feelings of personal competence which states that motivation increases when a person successfully masters a task. This encourages a person to master more tasks (<http://www.answers.com/topic/harter-competence-motivation-theory> ret 03-01-01).

True enough, positive reinforcement is enhanced when a person is pleased and satisfied with his performance. This feeling of achievement further propels the individual to work harder and better, thus resulting to a more competent and able workers.

In the study, the library managers were highly competent in all four areas, namely leadership abilities and attitudes, administrative abilities, interpersonal abilities and personal traits. This finding goes to prove that as a worker becomes content and happy with every sense of fulfillment he gets whenever he does his functions well, he becomes all the more motivated to do well in many other related functions.

Recommendations

1. Administration should never cease to support the library managers and the library itself so that the library would be ran by competent library managers.
2. Library managers should establish and maintain quality leadership to their subordinates to indirectly train future library managers.

3. College and University administrators should recognize the need for educational development of the librarians through Continuing Professional Education (CPE) to further enhance the librarians' knowledge, skills and abilities in the current trend in the practice of the profession.

4. Library managers should be competent, committed and enthusiastic leader capable of dealing, within as well as outside the library and proactive in implementing innovation where it is deemed appropriate.

5. Library managers should maintain their competencies in leadership abilities, administrative abilities, interpersonal abilities, and personal traits because this would result to positive outlook on their work.

6. Administrator should be willing to extend full support in all library programs to improve library resources and services to meet the information needs of the library users.

7. Library directors/managers should be proactive and assertive to actively compete for funding with deans and others who sit on the academic council. The department of CHED and other accrediting agencies required that the school should allocate 5-10 percent total operating expenditures for the library.

8. A similar study shall be conducted to other types of libraries for findings to be correlated the result to this investigation.