

THE ROLE OF KNOWLEDGE MANAGEMENT AS DEVELOPING LIBRARIAN COMPETENCIES

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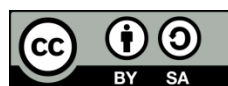
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ABSTRACT

(Objectives) This study aims to determine the role of knowledge management in improving the competence of a librarian. (Method) This study uses the research method used, namely literature study with the scope of the keywords Knowledge Management; Librarian Competence; Libraries; Librarian. (Findings) Knowledge Management has an influence in developing the competence of a librarian. With knowledge management will create a good work culture for an organization. In knowledge management there is a process, namely knowledge sharing where it can exchange information from members of the organization so that librarians can improve their abilities both through discussion, work experience, and existing information sources in meeting their information needs.

Keywords: Knowledge management, Librarian Skill, Library, Librarian.



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1. INTRODUCTION

Nowadays, the development of information is very rapid, resulting in an information explosion. This can also make it difficult for someone to find information that is relevant to their needs because of the large amount of information available. One source of information that can be utilized is the library. In ancient times, libraries were known as "places where books are stored" and most of the users who visited the library only read for the sake of their assignments and research. However, at this time this paradigm needs to be changed where libraries are not just places to store books. According to (Sungadi, 2017) a library

is a room or building in which there are book services, where information and knowledge can be obtained. However, at this time, the library paradigm must change to become a space wherever it is that is comfortable for users who access information, knowledge and documents cheaply, quickly and accurately.

To deal with this in the current information era, libraries are required to be speedy and accurate in presenting information considering the rapid pace of information which makes changes increasingly rapid and dynamic. Knowledge Management is one way to answer these challenges related to information management.

According to (Purnamawati, D. S & Prayitno, 2018) Knowledge management is an organization of knowledge owned by individuals in an organization. Libraries manage and organize knowledge to make it easier for users to receive information. In this case, librarians have a very important role, so librarians are required to have the ability to manage knowledge and the ability to serve readers.

In previous research (Rhoni Rodin, 2013) a library is required to compete to maintain its quality, where one form of effort is to carry out or apply Knowledge Management so that existing knowledge, both tacit and explicit, can be maintained on an ongoing basis. Various efforts can be made to implement knowledge management in libraries, namely book review, sharing and digitalization activities.

In this research, there is a problem formulation which is the basis for fulfilling the information needs of this research activity, including: (1) What is the role of KM in increasing the competence of a librarian; (2) What forms/implementation strategies are considered effective in increasing librarian competence.

This research aims to determine the role of knowledge management on the competence of a librarian. This aims to improve the quality of a library so that it becomes even better in line with current developments in various aspects of life, including aspects of technology and information.

2. RESEARCH METHOD

In writing scientific papers, the author uses the library study method to search for data. According to Sugiyono (2016), literature study is related to theoretical studies and other references related to the values, culture and norms that develop in the social situation being studied. This literature study is very important in conducting research, because with this literature study data is obtained from scientific research that is relevant to the problem to be researched. In writing this mini paper, the author conducted a literature study of various reference sources such as journals, articles, books and other sources relevant to the search keywords, namely: "knowledge management"; "library"; "librarian"; "librarian competence" which which is expected to provide answers related to the problem formulation raised in the writing of this mini paper.

3. RESULT AND DISCUSSION

According to Bergerson (in Nurpratama, 2018), Knowledge Management is a systematic or structured approach to managing intellectual assets and other information so as to provide a competitive advantage for the organization.

Table 1. Research Related to Knowledge Management and Competency Development of Librarians

Penulis	Judul Penelitian	Tahun	Hasil Penelitian
Eko Retno Wulandari; Risa Nurisani	Model Knowledge Management di Perpustakaan Universitas Padjadjaran	2020	Hasil penelitian diperoleh model usulan proses Knowledge Management di Perpustakaan Universitas Padjadjaran yaitu knowledge creation (penciptaan pengetahuan), knowledge acquisition (akuisisi pengetahuan), knowledge storage (penyimpanan pengetahuan) knowledge sharing (berbagi pengetahuan), dan knowledge application (aplikasi pengetahuan). Kata
Widuri, Noorika Retno	Implementasi Knowledge Sharing (Berbagi Pengetahuan) di Kalangan Pustakawan	2018	Dalam knowledge managemet dapat diterapkan teknologi untuk memudahkan seseorang dalam memanfaatkannya. Kemudian dalam pengimplementasian proses knowledge sharing, hal yang pertama dilakukan yaitu pengadvokasian oleh seorang pimpinan dimana hal tersebut dapat memberikan motivasi pada seorang pustakawan berkesempatan untuk saling berbagi pengetahuan yang dimana apabila dilakukan dengan kesempatan yang sama dan termotivasi. Dengan begitu, peningkatan kompetensi pustakawan pada organisasi, membantu mengembangkan profesinya dan menjadi pustakawan yang pembelajar sepanjang hayat.

As an organization operating in the information sector, libraries must provide strong leadership in knowledge management. Libraries must improve their knowledge management in all key areas of library services. To cope with the explosion of knowledge and information, libraries need to develop their resources, including access services and forms such as changing from print to electronic and digital collections.

The essence of Knowledge Management is knowledge sharing or sharing knowledge within an organization. The existence of knowledge sharing in an organization can create broad and equal opportunities for its members to learn and improve their abilities or competencies independently, which in the library sector is for a librarian. In research conducted (Armilia, 2020) entitled "The Effect of Knowledge Sharing on the Performance of Librarians at the University of Riau" it was stated that this knowledge sharing activity can provide many benefits to libraries and librarians, in terms of improving the performance of librarians and library technical staff.

The existence of knowledge sharing activities can provide benefits to the competence of a librarian. The following are indicators of the success of knowledge sharing activities according to (Armilia, 2020), including: (1) Teamwork or teamwork in solving a problem. This collaboration indirectly trains a librarian in socializing his thoughts and discussions with colleagues and can also create a good organizational culture. (2) Learning by doing, meaning that by sharing this knowledge, a librarian will continue to learn and always increase his or her knowledge based on experiences resulting from discussions and practical activities or observing fellow librarians. With this, the abilities of a librarian will also increase. (3) There is a sense of competition between agencies. This can increase the spirit of good competition for librarians, resulting in someone competing to be the best and have the quality in providing services by implementing knowledge sharing activities. (4) The speed and slowness of receiving and conveying knowledge can be an obstacle and driver of the knowledge sharing process in the library. 5. The librarian's own sense of motivation to serve existing users who need information.

4. CONCLUSION

From the results of the discussion in the previous section, it can be concluded that knowledge management has a role in fulfilling the information needs of a librarian. In knowledge management there is a process, namely knowledge sharing, where in this process a librarian can improve his competence through discussions, work experience, and utilizing various repositories or sources of information to fulfill his information needs.

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