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Collection Development Policies and Practices: A Survey of Public Libraries in Punjab, Pakistan

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Abstract: The status of collection development in public libraries depicts the poor condition in the following four aspects: books, periodicals, rare material and digital information resources. The library staff mostly used the traditional sources as a tool for collection development i.e. Suggestion box Catalogues, Bibliographies, Book sellers/ publishers lists, Reviews of books and Journals. The existing collection development policies were not comprehensive, did not cover necessary aspects concerning to collection development. The public libraries were facing many obstacles and challenges in proceeding collection development process i.e. shortage of staff, insufficient financial resources, lack of training opportunities for library staff to update their professional skills, non-provision of internet connection and digital equipment to use the latest information communication technology, lack of funds for libraries collection development, Indifferent and neglecting attitude of the higher authorities towards libraries were burning issues and challenges to maintain the international standards of collection development within the public libraries of Punjab, Pakistan.

Introduction

Public libraries promote education, obtain and disseminate information, raise awareness among the general public regardless of gender, race, age, creed or culture, and operate as democratic institutions. Public libraries, therefore act as a bridge between governments and citizens in promoting cultural and social norms and values (Hussain & Idress, 2021).

The public library is an institute established to fulfill the information needs of the general public supported by public funds with a broader mission than academic or special libraries. However, the collections are developed to reflect diversity effectively and efficiently (Taufiq, Rehman & Ashiq, 2020)

The development of collection in an appropriate way not only satisfies the current needs of library users but also fulfils their future

needs in a systematic way. A collection development plan or policy describes and addresses a library's short-term and long-term goals with respect to its collections, and addresses the demands, and expectations of its audience. (Parveen & Faqir, 2022).

Public libraries usually fulfill informational needs of the patrons through collection development for fulfilling the educational and recreational needs effectively and efficiently. Public library users are a broad community from children to old fellows and from illiterate to high qualified person, from the layman labourer to high designation holders, doctors, engineers, teachers, students, research scholars, special persons, women, prisoners, doctors, engineers, teachers, students, and all the persons eligible to get membership of the library (Mannan, 2010)

The main components of collection development include:

1. Policies of Collection Development
2. Needs of library members
3. Available resources
4. Treating the gifts
5. Policy of weeding out
6. Ordering
7. Valuating and verifying
8. Storing and entering

Statement of the Problem

Price (2022) pointed out that an unstable collection of information resources can never fulfill the information needs of scholars and researchers and a flaw in the collection usually occurs due to the neglecting attitude of the higher authorities towards libraries and information professionals, bias of information workers and shortage of professional staff in the libraries also play vital role for a weak collection.

Kamau and Elegwa (2022) highlighted that public libraries are of particular importance in the information management because of their uniqueness, objectives, scope of community, management, collection development, and the range of services they provide. They further uncovered that written collection development policy was found useful but personal interests of faculty can make it less effective. Moreover a non-comprehensive collection development policy not covering the issues of predetermined criteria for the process of selection having no care of the raising expectations and demands of the users can't solve the problems concerning to the financial constraints, resource sharing and weeding out issues.

A number of studies have been conducted to examine collection development and management practices while discussing the perspective of academic libraries. Public library collection development policies and practices have been debated internationally, but not even a single study has been conducted on the Pakistani scenario.

This study is therefore conducted to fill this gap by evaluating the current status of collection development policies and procedures in the public libraries of Punjab province of Pakistan

Research Objectives

This study aims to investigate the Collection Development policies and practices in Public Libraries of Punjab This study intended to achieve the following objectives.

1. To survey the current status of Collection Development and practices adopted by public libraries in Punjab
2. To investigate the current status of existing Collection Development policies.
3. To investigate the obstacles and challenges affecting collection development in public libraries of Punjab.
4. To find out which collection development resources are most commonly used in public libraries of Punjab

Research Questions

The research questions of the current study are mentioned as below:

1. What is the current status of collection development in the public libraries of Punjab?
2. What is the status of collection development policies being practiced in public libraries of Punjab?
3. Which type of collection development resources/ tools are mostly used in public libraries of Punjab?
4. What are the main obstacles and challenges affecting collection development process in public libraries of Punjab?

Significance of the Study

Public libraries play a significant role in increasing the literacy rate throughout the country. They are a prominent source of self-education. The literature concerning to collection development in Pakistan is relatively scarce while in the developed countries of the world, a large

number of literature exists on collection development in public libraries. There is an urgent need for conducting studies on collection development in the libraries as general and especially in the environment of public libraries in Pakistan to keep up with the current changing scenario.

Collection management refers to perform all the managerial activities to build, maintain and utilize the library collections, storage, selection, and classification, displaying, marketing and providing facilities to maximize the use of Collections (Filson, 2018).

The public libraries are social institutions that serve the society, render information services to all the persons living in a region irrespective to their religion, race, age, designation, and qualification level by collecting, maintaining, displaying and disseminating the required information to all the community (Hussain & Idress, 2021).

Van der Veer (2022) pointed out that without an effective collection development predefined program with selection and de-selection criteria mentioning clearly, a library can never render services properly.

Literature Review

The review of literature on collection development policies and practices practiced by public libraries covers a brief overview on different studies held on the perspective of the collection development. The literature has been synthesized according to the research objectives of the current study.

The collection development program is in acute need to meet the raising expectations of the users. The effective strategy for developing the collection has been taken place as a pillar of good professional practices. Collections development policies give librarians and users direction on how organizations select informative material to address the information needs of their clientele (Kate, Keghtor & Terkimbi, 2022).

Rao and Raju (2022) defined the six important elements of collection development: policies, assessment, selection, acquisition, accessioning and weeding.

The situation of public libraries in Pakistan is disappointing. Collection development process faces many challenges, including lack of infrastructure and modern facilities, old buildings, lack of funding, and lack of professional staff and resource sharing activities (Ullah, Khusro & Ullah, 2022).

Adequate funding is essential for public libraries to fulfill their mission. Without adequate long-term funding, it is impossible to develop library collection properly and render services efficiently (Gilmore, Duong & Travis, 2022).

The predetermined plan assures that management of the library would adhere (stick) to the criteria to achieve the objectives of the organization by promoting through collection development policies (Rao & Raju, 2022).

It is perceived that collection building process done with mutual co-operation and understanding of the teachers and library staff brings good results. (Lehner-Quam, 2022).

Reyes and Devlin (2021) commented that information resources have taken curve from paper to digital and virtual media and there is no imagine of collection development without selecting and acquiring electronic material in the library for the information seekers.

The excellent services and good reputation of library depends upon adopting an effective program for the development of collection. The process of developing the collection revolves around three main factors i.e. needs of library members, space/building capacity, available funds. Selecting the collection after assessing the information needs of regular users and potential users of the library keeping in view the available space and financial resources leads to better development of collection and ensures better provision of services to the library patrons. It is further suggested in the study that librarians

should keep themselves aware of the new published material as well as about the information resources that are still in pipe and their publication is expected in near future. (Rafi, Ahmad & Jian, 2021).

The public library legislation consists of mostly in developing countries on the establishment, provision of facilities in the libraries, determine library mandates, responsibility to run the library and the most important part is the financial support on regular basis (Binquan, 2021).

Rashid, et. al. (2021) investigated the problems faced by the public libraries in Pakistan, They raised the issues concerning to collection development and management in public libraries, they pointed out the lack of ICT training, non-provision of latest equipment and financial problems to meet the needs of the public library users.

In order to develop the periodical collection to serve properly in the public libraries, (Timakum, Kim & Song, 2020) stated that a standardized selection of periodical collection development and management positively affect the provision services in various sized and types of libraries.

Among the various organizations and libraries responsible to disseminate the information, public libraries enjoy a distinguished status due to their vast range and diverse variety of community to serve and a multi-level of needs. Their mission is to meet the educational, recreational, and personal intellectual growth of the users (Taufiq, Rehman & Ashiq, 2020).

Levenson (2019) discussed that policies, assessment, selection, acquisition, evaluation, weeding and infrastructure for resource sharing and duplication avoidance are the crucial components for the collection development process.

Bashir, Soroya and Khanum (2018) commented that allocating the sufficient budget for the public libraries to strengthen the weaker

and needed areas of existing collection ensures satisfaction of the users and library staff.

Ansari and Munshi (2018) investigated into public library use, budget allocation, and collection development in West Bengal and stated that material in every format and in multi-languages was made available in the public library for the use of library patrons. They further disclosed that situation of funds allocation and releasing was poor and could not met the raising needs of the library services in the modern digital environment.

Nosheen, Malik and Ameen (2018) explained that the demands of the library community are not at the line of the interests of the bureaucracy and political nobles. The situation of public libraries is getting worse day by day in Pakistan.

Research Design

Research design is structure of the research project based on strategies to explore the answers concerning to research questions. It covers the whole process of conducting the research activities. Mostly the research designs are consisted of the three types of methodologies regarding application, quantitative, qualitative and mixed method. The decision to adopt the type of methodology, method for collecting data from population and methods to analyze the collected data depend upon the objectives, questions or hypotheses of the research project (Kothari, 2004).

Disman, Ali and Barliana (2017) stated that research methodology is adopted to find the solutions of the facets and attributes of the research problems. The two types of research methodologies are frequently being used, the quantitative and qualitative. The quantitative research in social sciences is applied to test some theory, hypotheses mostly using survey method to collect data with closed ended questionnaire and its data is measured, evaluated and analyzed through numeric values using descriptive and inferential statistical tests while the qualitative research is applied mostly to explore the hidden

facts in the background of some event or phenomena. Muijs (2010) stated that in quantitative research the scope of population is usually large and mostly survey method is used for data collection from a dispersed population.

Research Methodology

The current research study is based on quantitative research. The data were collected regarding current status of collections existing within the public libraries of Punjab and also existing policies concerning the development of library collections. Therefore, quantitative research design was selected for this research study as Disman, Ali and Barliana (2017) suggested that quantitative research approach is suitable for such type of research studies.

Population of the Study: Population comprised of all the public libraries under local government within the province of Punjab, Pakistan.

Sampling Technique: The data are collected from the librarians working in all the public libraries of Punjab are consulted. Sampling technique is used if whole the population is not in accessible range but in case of the current study the population is in accessible range so whole the population was consulted to collect data.

Survey Instrument: The questionnaire is used as survey instrument. The self-devised research instrument is further divided into the following four portions:

1. Questions concerning to demographic characteristics
2. Questions based on the existing status of collection in Public libraries.
3. Questions based on using the tools for collection development.
4. Questions based on satisfaction with the collection development policy.
5. Questions concerning to the hurdles faced during collection development.

Data Analysis

Demographic Information

The demographic information includes gender, age, education level, and professional experience. The description of above mentioned demographics is explained briefly as below which are analyzed by applying descriptive statistical tests through SPSS.

Age of Respondents

The finding of the study revealed that a total of 46 respondents participated in the study. The respondents having age up to 30 years old were n=10 i.e. 21.7%, the respondents having age 31-40 years old were n=24 i.e. 52.2%, and the respondents having age 41-50 years old were n=3 i.e. 6.5% of the total respondents while the number of senior age fellows above the age 50 years were 9 (19.6 %). The results discovered that the largest group of respondents was between the age from 31-40 years.

Table 1

Age of respondents

Age	Frequency	Percent
Up to 30 years	10	21.7
31-40 years old	24	52.2
41-50 years old	3	6.5
Above 50 years old	9	19.6
Total	46	100.0

Gender of respondents

The results regarding the factor of gender disclosed that number of the male respondents was n=44 i.e. 95.7% whereas n=2 i.e. 4.3% were females. The findings showed that a large number of respondents who participated in the study were male

Table 2

Gender of respondents

Gender	Frequency	Percent
Female	2	4.3
Male	44	95.7
Total	46	100.0

Qualification of Respondents

The qualification of the respondents indicate that there were three groups of library professionals n=28, i.e. 60.9% respondents were Certificate in Librarianship + B.A and n=15, i.e. 32.6% of the respondents had MLIS/BS-LIS (4 years) degree. However, only n=3, i.e. 6.5% respondents were M. Phil /MS-LIS/IM degree holder. The results depict that a large number of respondents had Certificate in Librarianship + B.A as their qualification.

Table 3

Qualification of respondents

Experience	Frequency	Percent
Certificate in Librarianship + B.A	28	60.9
MLIS/BS-LIS(4 years)	15	32.6
M. Phil /MS-LIS/ IM	3	6.5
Total	46	100.0

Professional Experience of Respondents

The study revealed that a total of n=12, i.e. 26.1% had experience up to 5 years, n=7, i.e. 15.2% were having 6-10 years of experience, and n=27, i.e. 58.7% respondents were having experience above than 10 years. . The findings showed that majority of the respondents had professional experience above than 10 years.

Table 4

Professional Experience of Respondents

Experience	Frequency	Percent
Up to 5 years	12	26.1
6-10 years	7	15.2
Above 10	27	58.7
Total	46	100.0

Status of Book Collection

The results executed in table 5 indicate that all the respondent libraries possessed book collection. The libraries having strength of book collection up to 10,000 were (16) 34.78 % and libraries having collection between 11,000 to 50,000 were (24) 52.17 % while the libraries with

book collection above than 50,000 were (06) 13.05%. The largest group 52.17 % contained collection between 11,000 to 50,000 books The second group more than 1/3 of respondent libraries had collection less than 10,000 only while the libraries holding book collection above than 50 thousand was the smallest group of 13 % of the total respondents.

Table 5

Existing Status of Collection (1): Books

Range	Frequency	Percentage
No	00	0 %
Up to 10000	16	34.78 %
Between 11,000 to 50,000	24	52.17 %
Above 50,000	06	13.05 %
Total	46	100 %

Status of Serials/Newspapers

The results executed in table 6 indicated that all the respondent libraries were acquiring serials and newspapers . 33 libraries (71.73 %) were obtaining serials and newspapers up to ten and the number of responding libraries subscribing serials and newspapers between 11 and 20 was only 13 (28.27 %) of the whole while the number of libraries acquiring serials and newspapers more than 20 was nil. The status of collection development concerning to serials and newspapers is poor as no respondent library was acquiring more than 20 serials for the use of whole library community.

Table 6

Existing Status of Collection (2): Serials/Newspapers

Range	Frequency	Percentage
No	00	0 %
Up to 10	33	71.73 %
Up to 11-20	13	28.27 %
Above 20	00	0 %
Total	46	100 %

Status of Manuscripts/ Rare material

The results executed in table 7 indicated that 39(84.79 %) respondent libraries had no collection of manuscripts and rare material and 05 libraries (10.86 %) of the whole respondents were holding manuscripts and rare material less than 50 while 02 (08.70 %) respondent libraries possessed the collection of manuscripts and rare material between 51 and 100 but the results disclosed that no respondent library held the collection of manuscripts and rare material more than 100. The status of collection development concerning to the manuscripts and rare material is poor as 84.79 % of respondent libraries held no collection of manuscripts and rare material while only 4.35% of the whole respondent public libraries possessed the collection of manuscripts and rare material between 51 and 100 for the use of library community.

Table 7

Existing Status of Collection (3): Manuscripts/ Rare material

Range	Frequency	Percentage
No	39	84.79 %
Between 1- 49	05	10.86 %
Between 50 and 100	02	4.35 %
Above 100	00	0 %
Total	46	100 %

Status of Digital Material

The results executed in table 8 indicated that 42 (91.30 %) respondent libraries had no collection of digital material and 04 libraries (8.69 %) of the whole respondent libraries were holding digital material less than 100 while no respondent library held the collection of digital material more than 100 for the use of whole library community.

Table 8

Existing Status of Collection (4): Digital Material

Range	Frequency	Percentage
No	42	91.30 %
Up to 100	04	08.69 %
Up to 1000	00	0 %
Above 1000	00	0 %
Total	46	100 %

Existing Collection Status

The results executed in table 9 indicated that existing status of collection in all the respondent libraries was very poor in each format i.e. only 13.5 % respondent public libraries had book collection above than 50,000 and 34.78 % of the respondent libraries possessed collection less than 10,000 books. Regarding the collection status concerning to periodicals and serials a percentage of 71.73 % of the respondent libraries subscribed less than ten serials and there was no respondent public library subscribing more than 20 periodicals. The results disclosed that status of the collection in the public libraries concerning to manuscripts and rare material was also very poor, 84.79 % of the respondent libraries had no collection of manuscripts and rare material. There was no archival section in the libraries to preserve inactive records for the potential use in future and only 4.35 % of the respondent libraries had collection less than 1000 items of rare material. The results uncovered that status of the collection of digital material was a question mark to the governing bodies releasing budget, managing provision if equipment used for digital material and arranging training programs to select acquire and use digital material as there were 91.30 % respondent public libraries having no digital information resource at all, while 8.70% of the respondent public libraries possessed less than 100 number of digital collection only.

Table 9*Existing Collection Status*

Collection format	Frequency of libraries			
Books	No 00(0%)	Up to 10 k 16(34.78)	11k – 50 k 24(52.17%)	Above 50 k 06(13.05%)
Periodicals/Serials	No 00(0%)	Up to 10 33(71.73%)	11 – 20 13(28.27%)	Above 20 00(0%)
Rare material	No 39(84.79)	1 – 49 05(10.86)	50 –100 02(4.35%)	Above 100 00(0%)
Digital material	No 42(91.30%)	Up to 100 04(8.69%)	Up to 1000 00(0%)	Above 1000 00(0%)

Tools Used for Selection

The results executed in table 10 indicated that 43 (93.48 %) respondent libraries used only traditional sources i.e. Suggestion box Catalogues, Bibliographies, Book sellers/publishers lists, Reviews of books and Journals as collection development tools for selecting and acquiring information resources while only 6.52 % of the whole respondent libraries use electronic resources also along with traditional resources to fulfill the information needs of library users. This situation is alarming and uncovers the illiteracy of library staff to use electronic resources and reveals an acute need for training to meet the increasing information needs of library patrons in the age of information communication technology.

Table 10*Tools used for selection*

Format	Frequency	Percentage
Traditional sources i.e. Suggestion box Catalogues, Bibliographies, Book sellers/ publishers lists, Reviews of books and Journals	43	93.48 %
E-Resources/E- Databases	3	6.52 %

Satisfaction with collection development policy

The results executed in table 11 indicated that all the libraries followed a collection development policy it was not comprehensive and could not cover all the necessary elements related to collection development as 38 (82.60%) respondents demonstrated the there was no guidance for accepting donations and gifts of information resources for the library and 06 (13.04 %) of the whole respondents stated that guidance concerning to accept the donations and gifts of information resources are given in the collection development policy. The results declared that a large majority of the respondents was dissatisfied with the collection development policy concerning to guidance bout the donations. The respondents were also dissatisfied with the collection development policy regarding allocation of funds for library collection development on regular base clearly and sufficiently as 27 (58.69 %) showed dissatisfaction and 11 (23.91 %) stated that collection development policy in their library guides and determines clearly about the funding process. Regarding the responsibility and authority to select and acquire the information resources for the use in library, majority of the respondents 31 (67.39 %) declared that collection development policy clearly mention that Library committee is responsible to manage all the process of collection development. In response to the question regarding guidance about giving preference to some areas of subjects to fulfill the mission of the library, majority of the

respondents 39 (84.79%) declared that collection development policy clearly guides about the

preferences of library regarding collection development.

Table 11

Satisfaction with collection development policy

Facets	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Covers donations policy	26	12	2	5	1
Covers allocation of funds	08	19	7	6	5
Covers allocating the responsibilities	4	3	8	10	21
Provides Guidance to preferred areas	00	2	5	32	7

Obstacles and challenges

The results executed in table 12 (indicated that majority of the respondents 31(67.39 %) were agreed that there was shortage of staff in the library and it was a main hurdle to develop the library collection efficiently. A large majority 40 (86.96 %) of the respondents pointed out that insufficient financial resources was a great hurdle to develop the library collection according to the raising information needs of the library users. Regarding the training opportunities for library staff 28 (60.87 %) respondents demonstrated that there were not sufficient opportunities for participating in the professional training programs for the library staff to update the professional skills while a small group 13 (28.26 %) was satisfied with the

available training opportunities. Regarding the obstacle of provision of internet connection and digital equipment to use the latest information communication technology, majority 35 (76.08 %) were agreed that equipment to use new technology were not available in the libraries due to lack of funds and it was also a great hurdle to adopt new technology in the process of collection development. In response to the question of indifferent and un-appropriate attitude of higher authorities towards libraries, the majority 26 (56.52 %) of the respondents confirmed the issue that attitude of higher authorities towards libraries was not fair and was also an eminent issue to implement the collection development policy and run the procedure of collection development efficiently.

Table 12

Obstacles and challenges

Obstacles	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Shortage of sufficient staff	2	5	8	21	10
Shortage of sufficient funds	-	-	6	32	8
Shortage of training opportunities	7	6	5	15	13
Unavailability of digital equipment/ internet	1	1	9	29	6
Higher authorities indifferent attitude	5	8	7	19	7

Discussions

The main purpose to conduct this study was to explore the status of collection development policies and practices of public libraries of

Punjab. The study adopted quantitative research method and survey method was used to collect data from entire population followed by census-based technique. The population was comprised of all the public libraries in Punjab province.

The study was based on quantitative type of research methodology in which mostly questionnaire is used as an instrument to collect data from the desired population. The questionnaire used in this study was based on five portions i.e.

1. demographic portion
2. Statements concerning to the current status on collection development
3. Statements concerning to the traditional and electronic tools used for collection development.
4. Statements concerning to the satisfaction with collection development policy
5. Statements concerning to the challenges and hurdles faced during the collection development process.

Regarding book collection, the largest group 52.17 % contained collection between 11,000 to 50,000 books. The second group more than 1/3 of respondent libraries had collection less than 10,000 only while the libraries holding book collection above than 50 thousand was the smallest group of 13% of the total respondents. It reveals that book collection status is not satisfactory and more funds should be allocated to the public libraries to develop a rich book collection as public library users are in a vast and variety of range i.e. men, women, children, students, teachers, engineers, doctors, politicians etc,

Regarding the status of serials and newspapers collection, the largest group 71.73 % provide less than ten periodicals to their library users while only 28.7% respondent libraries manage to provide periodicals between 11 and 20 periodicals to the users. The largest group 71.73 % of respondent public libraries was subscribing less than 10 serials and newspapers which are not sufficient as the mission of the public library is to provide awareness and latest information and knowledge to all the members of the society and serials/Newspapers are primary sources to get first hand latest information.

Regarding manuscripts and rare material 84.79 % respondent libraries held no collection of

manuscripts or rare material while only 4.35% of the whole respondent public libraries possessed the collection of manuscripts and rare material between 51 and 100 for the use of library community. The libraries should not weed out all the inactive records but after assessing some rare collection should preserve in the archives section for potential future use also and this activity is an integral part of collection development.

It was unfolded regarding the status of digital material as the results displayed in table 8 indicated that the largest group 42 (91.30 %) of the respondent libraries had no collection of digital material and 04 libraries (8.69 %) of the whole respondent libraries were holding digital material less than 100 while no respondent library held the collection of digital material more than 100 for the use of whole library community. It addresses the unavailability of equipment used in ICT technology, training of information communication technology and lack of funds to purchase the digital material.

In response to the question on the use of tools for selection and acquisition of information resources, the results in table 9 indicated that 43 (93.48 %) respondent libraries used only traditional sources i.e. Suggestion box Catalogues, Bibliographies, Book sellers/publishers lists, Reviews of books and Journals as collection development tools for selecting and acquiring information resources while only 6.52 % of the whole respondent libraries use electronic resources also along with traditional resources to fulfill the information needs of library users. This situation is alarming and uncovers the unfamiliarity, illiteracy of library staff to use electronic resources and reveals an acute need for training to meet the increasing information needs of library patrons in the era of information communication technology. The library Professionals who are unable to use digital and online databases to assess, select the required information resources collection, can never meet the new challenges of international standards of collection development.

In response to the question on satisfaction with collection development policy, the results executed in table 10 indicated that all the libraries followed a collection development policy but majority of the library staff pointed out that policies were not comprehensive and could not cover all the necessary elements related to collection development. A large majority of the respondents was dissatisfied with various facets of the collection development policy as 38 (82.60%) respondents demonstrated that there was no guidance for accepting donations and gifts of information resources for the library. An ambiguity in the policy of allocating funds for library collection development was also reported as 27 (58.69 %) respondents showed dissatisfaction by this facet of funds allocation.

In response to the question on clarifying the responsibility and authority to select and acquire the information resources use in library, majority of the respondents 31 (67.39 %) declared that collection development policy clearly mentioned that Library committee is responsible to manage all the process of collection development. In response to the question regarding guidance about giving preference to some areas of subjects to fulfill the mission of the library, majority of the respondents 39 (84.79%) declared that collection development policy clearly guides about the preferences of library regarding collection development.

Regarding the challenges and obstacles facing by the library professionals in this age of ICT which has brought a great revolution in all the fields generally but the field of information services has been affected particularly more than others and information professionals are facing obstacles and challenge to correspond with information needs of library users. The results executed in table 11 indicated that majority of the respondents 31(67.39 %) were agreed that there was shortage of staff in the library and it was a main hurdle to develop the library collection efficiently. A large group of 40 (86.96 %) of the respondents pointed out that insufficient

financial resources was a great hurdle in developing the library collection according to the raising information needs of the library users. The majority of the respondents was not satisfied with the training opportunities for library staff as 28 (60.87 %) respondents demonstrated that there were not sufficient opportunities for participating in the professional training programs for the library staff to update the professional skills while a small group 13 (28.26 %) was satisfied with the available training opportunities. In another question concerning to the obstacle provision of internet connection and digital equipment to use the latest information communication technology, majority 35 (76.08 %) were agreed that sufficient number of equipment to use new technology were not available in the libraries and it was due to lack of funds for libraries. In response to the question of indifferent and un-appropriate attitude of higher authorities towards libraries, the majority 26 (56.52 %) of the respondents confirmed the issue that attitude of higher authorities towards libraries was not fair and was also an eminent issue to implement the collection development policy and operate the procedure of collection development efficiently.

Conclusions

The following conclusions are drawn from the executed results corresponding to the objectives and questions of the current research study.

1. What is the current status of collection development in the public libraries of Punjab?

The study concluded that overall, the condition of the libraries regarding collection development in the province of Punjab Pakistan was very poor. Book collection was available in each library but the strength of the collection was inadequate and demanded funds and a systematic procedure to operate the function of acquisition and weeding out. The status of serials and newspapers collection was also insufficient. The status of manuscripts and rare material was an ignoring section and there was need to preserve it as

archival collection for the use of potential users. The status of digital collection of information resources was very poor 91.30 % of the respondent libraries did not maintain the collection of any digital information resources.

2. What is the status of collection development policies being practiced in public libraries of Punjab?

Majority of the library staff pointed out that collection development policies were in raw form and were not so comprehensive to cover all the necessary elements related to collection development. A large majority of the respondents was dissatisfied with various facets of the collection development policy as no guidance for accepting donations and gifts of information resources for the library. An ambiguity in the policy of allocating funds for library collection development was also reported as (58.69 %) respondents showed dissatisfaction for none implementation of funding policy, however majority of the respondents was agreed that guidance regarding authority to supervise the collection development process and principles to prefer some specific aspects are provided in the collection development policy.

3. Which type of collection development resources/ tools are mostly used in public libraries of Punjab?

The majority of the respondents (93.48 %) uncovered that their libraries used only traditional sources i.e. Suggestion box Catalogues, Bibliographies, Book sellers/ publishers lists, Reviews of books and Journals as collection development tools for selecting and acquiring information resources while only 6.52 % of the whole respondent libraries use electronic resources also along with traditional resources to fulfill the information needs of library users. This situation is alarming and reveals an acute need for training the library staff to meet the increasing information needs of library patrons. The library Professionals who are unable to use digital and online databases to

assess, select the required information resources collection, can never meet the new challenges of international standards of collection development.

4. What are the main obstacles and challenges affecting collection development process in public libraries of Punjab?

Regarding the challenges and obstacles facing by the library professionals in this age of ICT which has brought a great revolution in all the fields generally but the field of information services has been affected particularly more than others and information professionals are facing obstacles and challenge to correspond with information needs of library users. The results executed in table 11 indicated following obstacles and challenges positively, shortage of staff in the library, insufficient financial resources, majority of the respondents was not satisfied with the training opportunities for library staff to update their professional skills, provision of internet connection and digital equipment to use the latest information communication technology, majority 35 (76.08 %) were agreed that sufficient number of equipment to use new technology were not available in the libraries and it was due to lack of funds for libraries. majority of the respondents confirmed the issue that attitude of higher authorities towards libraries was not fair and was also an eminent issue to implement the collection development policy and operate the procedure of collection development efficiently.

Recommendations

Following recommendations are suggested to uplift the current situation of public libraries for the betterment of public.

1. There is a need to hire qualified professional staff so that better library services could be provided to the general public.
2. The existing status of library collection is very poor and a rich collection of information resources in ach format, books, serials, newspapers, rare archival and

digital/virtual collection should be developed as public library users are in a vast and variety of range i.e. men, women, children, students, teachers, engineers, doctors, politicians etc,

3. The existence and implementation of a written comprehensive collection development policy covering all the necessary issues concerning to collection development should be ensured in all the public libraries of Punjab.
4. The library Professionals should be provided training to use digital and online databases to assess, select the required information resources to enable them meet the new challenges of international standards of collection development.
5. New recruitments of competent and qualified staff should be made to overcome the shortage of staff in the library.
6. Sufficient funds should be provided for proper development of library collection as it was observed that insufficient financial resources were causing to create many hurdles and obstacles i.e. training for staff, acquiring equipment to use latest information communication technology etc
7. The higher authorities should fulfill the needs of the library on urgent and preferred base as in the present study majority of the respondents confirmed the issue that attitude of higher authorities towards libraries was not fair.
8. The library budget should be increased to develop the collection development in the public interest.
9. The librarians should collaborate with each for resource sharing in the public libraries.
10. The government should provide basic facilities in order to facilitate the users.
11. The libraries should conduct seminars to provide the sense of harmony among the community.

Suggestions

The following research topics for future research studies can be considered.

1. The present study has covered the public libraries of Punjab while there is a vast scope to expand the geographical areas up to other provinces of Pakistan and the scope of libraries can also be expanded up to other kinds of libraries i.e. academic and special libraries etc.
2. The present study is carried out on collection development practices and policies by using quantitative research method. This can be done by using other research methods such as qualitative research methods and mixed methods approach. ; a further investigation can be conducted on other Divisions.
3. The population of this study is professionals working in public libraries it can be extended to para-professional staff and library users.
4. This study can be replicated after five years.

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