

Career Opportunities of the UG Students: Role of College Librarian as a Career Counselor – Issue and Perspectives

Dilip Kumar Mondal

Librarian, S R Fatepuria College, Beldanga

ABSTRACT

A library in any Institution works as Resources or a Store House of Knowledge and Information Centre and it is also considered as the heart of any intuition or organization for such activities. And a librarian is the manager of that library. Besides, there have some more tasks which a librarian needs to be completed. For a college librarian, except the regular duties of the library and others, he may play an important role as career counselor for the students. It may be taken as a component of code of profession ethics for a librarian. Students of UG levels do not know properly about the importance of their degree, their skills, their eligibility, their responsibility for the coming future. So it is important to inform them, guide them and show them a suitable way for their future. Probably it is the only profession in an academic institution like college who has the proper information, availability of resources either documentary of human, co-relation between different departments of the institution, recent trends of subjects, opportunities for higher education and career choice and many other things. The present study tries to describe about the career opportunities, career counselling of the students who are studying in UG level or going to complete it. Besides is also tried to describe how a librarian of a college may take a role of career Counselor for his or her UG level students.

Keywords: Career Counselling, Career Opportunities, UG Students, Librarian as a Career Counselor, College Students Career, Graduation Career Opportunities.

INTRODUCTION

Career means part of a life which is concerned with the employment. Here Employment means not only a government job but also a job which is built his/her on self. It is a journey of individual which is gain something very special. Although this journey is not an easiest way, every step has a risk for fallout and here is the need an expert for command to move right way. Librarian is the most important guide for any ug student. As a librarian he/she in charge of all document /books each and every subject or department so if the student has a trouble for choosing a document or others types of problem related to student career, a librarian gives him a right decision for making a bright future. A librarian can have hired an expert if it is needed.

LITERATURE REVIEW

No-doubt career is one of the focused areas in each human life and the whole living society may they be parents, the relatives, friends, ideals or others also worry asked for that. Hence it is a very common but most important topic in more or less all aspect. Thereafter it is possible to get lots of work, research and opinion on it. Not only in India but it's the matter over the world. According to Melinda M. Gibbons and Marie F. Shoffner - "it is important to provide them with the information and support that will help to counteract inaccurate beliefs and that will serve to provide them with the knowledge that they are not able to get from their parents" (Melinda M. Gibbons and Marie F. Shoffner, 2004). In their study it shows that "The transition from school to work is one of the most critical steps in graduates' careers, as it can determine vocational outcomes and future career success. Yet, these newcomers to the labor market often take longer than regular job seekers to find a suitable job, are more likely to experience a job mismatch and to suffer from under employment." (Jessie Koen, Ute-Christine Klehe and Annelies E.M. Van Vianen, 2017). R. Nathan and L. Hill in their book has shown the importance of career counselling - "Whilst this is an understandable fear, effective career counselling can lead to a 'win-win' outcome: it not only gives people the tools to enable them to do the very bidding employers want, that is, be 'self-directed' in their career management, but also respects the rights of individuals to be autonomous"(Robert Nathan and Linda Hill, 2006). UG level students are in the starting point of their career. And it is probably the right time to show them a joyful path for their entire life.

METHODOLOGY

The present study is based on the conventional analysis of present scenario. Hence, the study tried to analysis the information already mentioned in different publication channels and documents. The choice of need is to expose the said topic which is very much relevant in the area UG student's future and for a librarian also who is associated with Library and Information Science and Service as well. The information seekers' or the users of the library, the parents, institutions, students and moreover the youth society may get profit and can enrich themselves by using such thing. Besides librarians or different career Counsellors may have get some ideas from this.

Objective of the study

It's a big question that why should it be studied? Or what is relevance of such type of work? As a response or in general it is very simple to say that career counselling is very much needed and helpful for the students and it boost the students to make their career. But the thing is not too simple as look like. However, the main objectives of the study are as follows-

1. To understand the necessity of career counselling and career opportunities.
2. To understand the importance of career counselling of the students at the college level.
3. Importance of career counselling for the college students at UG levels.
4. To understand the Scope of career for such students in different fields.
5. Use of resources available at the institution level.
6. Way to arrange different programs to skill development of the students.
7. To understand the role and initiatives may take by librarian to enhance career development and career counseling of the students.

Career counseling and Utilities in College

Career counseling is a type of advice-giving and support provided by career counselors to their clients, to help the clients manage their journey through life, learning and work changes (Wikipedia, 2017). It is very much true that career seeking behavior among the UG students, their skills and educational qualifications are differs from the contemporary job vacancy. But it is also true that not now but later they may develop or prepare themselves for the right one.

Gender perspectives with career counselling

It is very much true that the service quality of the students is depends on the commitment area, willingness to their work and the satisfaction derived from the work. As Job satisfaction not only contributes to increase in productivity and energy level but also plays an important role to promote the acceptability of the institution. No doubt, nowadays there is no discrimination between genders but it is also important whether the job is suitable for the both men and women or only for men or women. It also depend the quality of the job and duty hours also. Hence, it is also need to keep in mind when counselling that job pattern should be suitable for the gender wise. Because of job satisfaction is so important for the institution or organization. Here

Career counseling as future step

Students have a lot of decisions to make while they are studying in college. These range from which courses to take up apart from their core subjects, to deciding which internships would benefit their career. But it's a very tough job for an undergraduate student to take decision. Career Counseling, career opportunities and the related area is very vast. Even they do not know about their ability and their skills. Hence, there is a highly provability to choose a wrong way. That way shall kill their valuable time and career also. Career development is more than just deciding on a major and what type of job want to get an UG student when he/she become graduate. It really is a lifelong process, meaning that throughout of life you will change, situations will change, and will continually have to make career and life decisions. The goal of Career Counseling is to not only help an UG student but also make the decisions need to make now, but to give the knowledge and skills need to make future career and life decisions also.

Career counselor- a component of professional ethics of a Librarian

LIS professionals have some professional code of ethics. According to International Federation of Library Association and Institutions (IFLA) the librarians and others information workers shall have some code of professional ethics. These are Access to information, Responsibilities towards individuals and society, information resources privacy, secrecy and transparency,towards institute, profession, colleagues and clients etc. (IFLA, 2012) Professional values form the basis for the principles that are included in a code of ethics. Professional values for librarian include the importance of education and technical competency, user satisfied, data validity and accuracy, truthfulness, compassion, and dedication to providing quality services in professional roles. Decision-making criteria for work decisions can include technological feasibility, reasonable cost, legality, available personnel expertise, standards of care, and organizational goals. The ethical decision is what should be done (the best action),

given the competing interests, obligations, and values of others involved in making the decision. This criterion requires the professional to consider values that are beyond the personal and to take into account the values and perspectives of others who are involved. Here the 'clients' are none but the users of the library or the students of the institution. And as we know that in a degree college the main users are students of the college. Hence, here librarian can play a vital role as a career counselor or a guide for his or her students to show them or motivate them for their future brightness. It may be taken as a part of code of professional ethics toward society and towards the library users. Here career counselling falls under a component of code of professional ethics and the job is done by a librarian.

Area of Initiatives/ role of Librarian

College librarians serve a critical role in educating undergraduate students about information literacy, which is extensively documented in the research literature and build a career. A key focus for librarians is on the understanding and need of the student to develop attractive, flexible and accessible spaces that engage students and provide opportunities for meaningful learning experiences. Learning spaces are being designed and adapted to meet the changing needs of learners.

A vast area of work has to be completed by a college librarian. A College librarian is not responsible only for library management, acquisition, processing, conservation, documentation, keeping record, preparing reports nor providing any book, periodical, document, text of any document, a reference, any web address to his/ her users, but he or she is also engaged with other administrative and academic work of the institution. Different types of users come to him for their different need of knowledge and information. Librarian has to provide them such things within his availability of resources. But when he has to deal with the students, then a librarian becomes more serious. Besides, a separate commitment is built automatically and a never ending bond also formed with them. A librarian, no-doubt always prays for their bright future ahead and he did his best for such. Hence, a librarian may also play a vital role as a key person for the career counselling or career opportunities for the UG students' of the institution. The main area of a librarian role for said work may show using a diagram as follows –

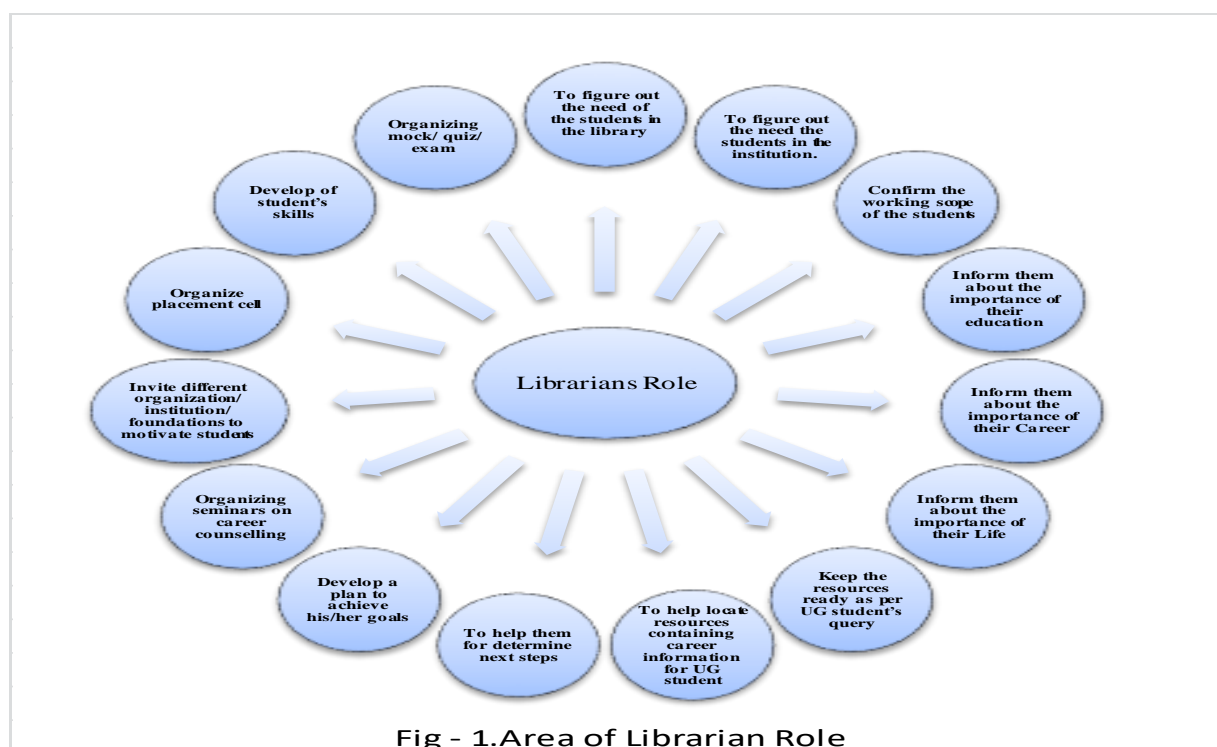


Fig - 1. Area of Librarian Role

The above figure shows the area where a librarian can take the responsibilities for career counselling and career opportunities as well for the UG students of the institution. It is true that, lots of difficulties have to be overcome by him, but at the end of the day he will be the happiest man when the students follow him, ask him their problems, ask for advice and consider him as a friend philosopher and guide. It's a long range initiative and as results the students of any institution may get a right direction of life. And a ever bonding relation will be formed with them.

The primary responsibility for a librarian is to manage his library in proper way. This work shall not be disturbed in any way. Because the library services for its users is very much important. But when he is doing something as a counselor for the UG students of his institution he might arrange this task as following-

Librarians may draw a strategic plan for higher education for those UG students who have a good merit or scores in entire educational records. He may have an idea as follows –

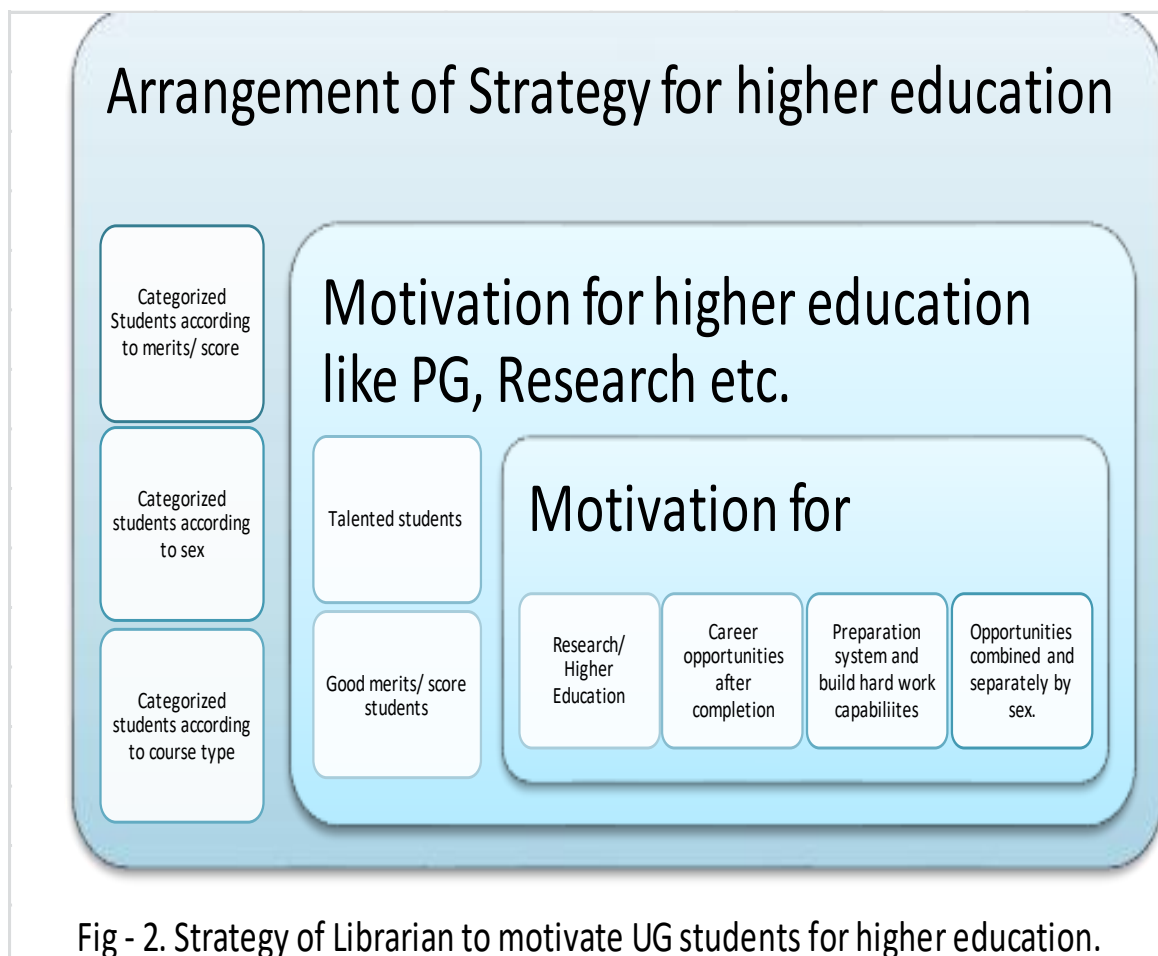


Fig - 2. Strategy of Librarian to motivate UG students for higher education.

Besides he also have to think for the students those academic records are not so strong. Basically these categories students leave their study and get engaged with family traditional profession like cultivation, small business etc. But in case of girls students', their parents are naturally wish to arrange their marriage and done likely.

Here a librarian may also take initiatives for them. Lots of area are there to taken them as a profession for future or some part time job also available in the society that also be suitable for them. The highest Administrative post of India is organized and recruited by UPSC examination. For state Civil Service Examination is also there. A librarian can motivate them to prepare themselves for such examinations. Besides lots of prestigious scope for a profession is there and they prepare themselves for such examinations like Defense, Para military, security, law and order, rail, banking, NOGs, office, health, organizations, institutions, hotels, restaurants, UDC, LDC etc. He also can suggest or referred them for a good coaching. Besides some ad-hoc post also creates sometimes in different sectors where can engaged parallel with their family profession with such job as a part time source of income. It is not compulsory that everyone have to be selected for a Govt. job. There are so many scope in non-governmental area, NGOs, private health centres, construction, import-export etc. and these positions are also very prestigious and have a good enough remuneration. The area of such job may show as follows –

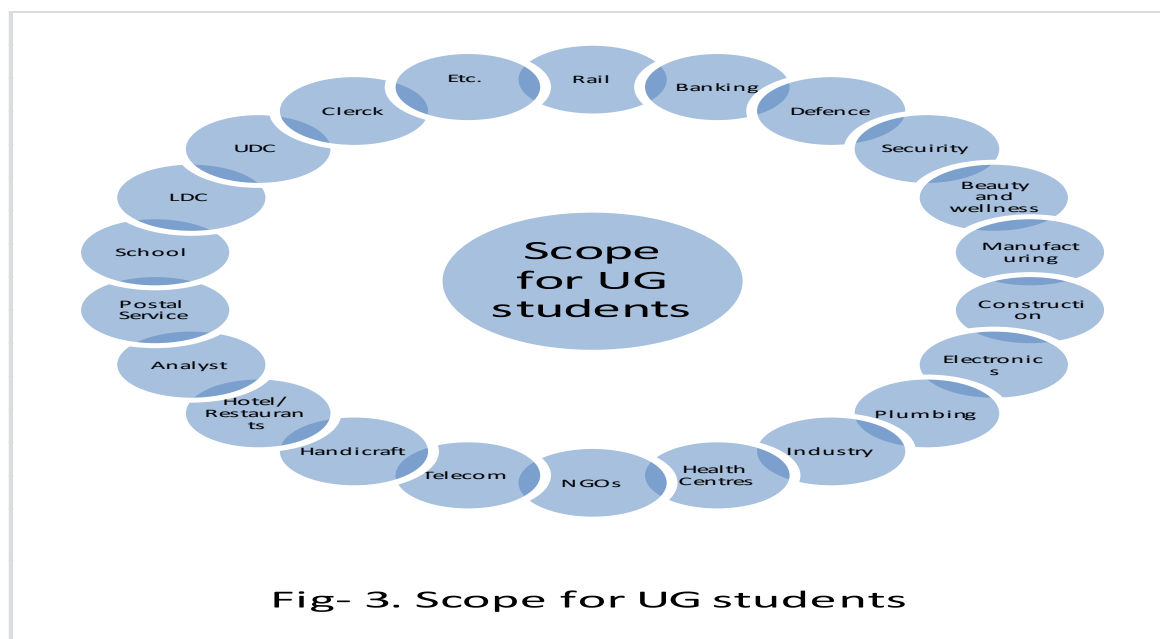


Fig- 3. Scope for UG students

Besides they also may complete some professional courses or degrees like B.ed., DI.Ed. etc. by which they can appear in school service examinations or school recruitments.

Arrangement for availability of career related documents

This is exactly a librarian can organized from his end. Each and every librarian of any academic institution has a freedom to acquisition documents on his choices. Here he/she can purchase/ subscribe such documents like books, journals, periodicals, magazines, weekly employment newspapers etc for the students. Such documents shall be arranged for easy access. Students will be highly benefitted getting such career related information, besides; they will be motivated by using those. Here a librarian shall be aware on selection. He should select different documents on different scope of career, by which students may select or be interested according to their choice or their ability.

Gather students for information

It is not so difficult imitative at the age of ICT, where Library 4.0 in the door steps. He can use different tools and platforms of Library 3.0 or web 3.0 for such work. In simple way a librarian can create groups using WhatsApp or Telegram, Facebook etc and post there career related information in the comprehensive level of the students. He may share ebooks, ejournals, databases, notifications, study materials, content of any related matter. Besides he also can share different OER, urls, blogs link, achievements etc with the students using such platforms.

Some encouraging arrangements also can motivate them. For that librarian may organized quiz competitions and distribution of prizes and certificates for them. He may organize seminar, workshop and conferences on career counselling and career opportunities. He may invite different resource persons those who are really devoted for such activities or some positioned personalities like BDO, SDO, SP, Manager of different organization, HM, Director of offices etc as a resource person. No doubt their delivered speeches shall motivate them. Besides, some success students also have to be invited to share his/ her journey with the present and describe the difficulties of the way and enjoyment of success. Librarian shall have to invite the other colleagues of the institution to motivate the students and inspire them for hard work.

Finding the right career, and field of study can be difficult to a students or parents or for a teacher. But once you have a list of skills you will need to work on a development plan. Much like you would create a plan for something good or valuable one. Target shall be big like where you want to reach. And accordingly you have to pieces into parts that journey. In at time of entire journey to reach things should always be considered are resources, ability enhance, help of surroundings.

Motivate for skill development

Nowadays, every private sectors, non-governmental organizations and industries (small and large) are asking for a large number of employees for their production or management. The important thing is that they looking for skilled aspirants. A skill is nothing but a term that encompasses the knowledge, competencies and abilities to perform operational tasks. In that case a librarian may help them or motivate them to develop their skill or acquire skill form any skill development centre. Here computer literacy is must but not enough. Learning and become expert on

different software may help them to search jobs. Librarians may show them the reputed organizations where different skill development courses are offered and placement facilities also there.

LIMITATION

Some limitations will be there either from personal, profession workload or institutional aspect or inadequacy of different resources and even proper communication error. Nevertheless, a library should not stop to go ahead as much as possible. It is not possible that, each and every students shall be succeed to achieve their goal, but their learning, their knowledge, their skills, their thoughts of ideas and conceptual framework shall not fall in vain. These are definitely be useful in some points in life.

CONCLUSION

It is anonymously said that librarianship is great profession. The statement is very true indeed. As because there are lots of things a librarian can think and can make that thing real. Not only for own but for the students, the institution and for the society as well. There are so many stakeholders for an academic institution, but everything is students centric, as they are the heart among all stakeholders. But only education is not enough for thire entire future. They have to be shown a way for a successful future. For that career counselling of them and inform them about career opportunities is also very much important. And here a librarian may play a vital role. There are so many causes discussed earlier. Career is also frequently understood to relate to the working aspects of an individual's life. It is true that a librarian may not offer any job but could help to build a bright future ahead. For that a librarian has to be devoted. His zeal, invincible desire, working mindset, love, passion, stimulation, work competency, efficiency, helping hands of colleagues-society-institution, love and affection for the students shall act as stimulant. We can end this with a quote from great leader Nelson Mandela's 1994 inaugural speech—"Our deepest fear is not that we are inadequate. Our deepest fear is that we are powerful beyond measure. It is our light, not our darkness, that most frightens us. We ask ourselves, who am I to be brilliant, gorgeous, talented, and fabulous?"

WORKS CITED

- [1]. IFLA, I. F. (2012, Aug). IFLA. Retrieved from <https://repository.ifla.org/handle/123456789/1850>
- [2]. Jessie Koen, Ute-Christine Klehe and Annelies E.M. Van Vianen. (2017). Training career adaptability to facilitate a successful school-to-work transition. *Journal of Vocational Behavior*, 81(3), 395-408.
- [3]. Melinda M. Gibbons and Marie F. Shoffner. (2004, October). Prospective First-Generation College Students; Meeting Their Needs Through Social Cognitive Career Theory. *Professional School Counselling*, 8(1), 91-97. Retrieved from <https://www.jstore.org/stable/42732419>
- [4]. Robert Nathan and Linda Hill. (2006). *Career Counselling* (2nd. ed.). SAGE Publications Ltd. doi:<https://doi.org/10.4135/9781446212301>
- [5]. S R Fatepuria College. (2017, January 9). Retrieved from <http://srfatepuriacollege.in/index.aspx>
- [6]. Wikipedia. (2017, January). Retrieved from https://en.wikipedia.org/https://en.wikipedia.org/wiki/Career_counseling