

Создание библиотечных ресурсов в эпоху экономики знаний в Китае
Construction of Library Resources in Era of Knowledge-driven Economy at China
Створення бібліотечних ресурсів в епоху економіки знань в Китаї

Чэн Цзе-Цзин
Нанчаньский университет, Нанчань, Китай

Cheng JieJing
Nanchang University, Nanchang, China

Чен Цзе-Цзін
Нанчаньський університет, Нанчань, Китай

Доклад содежит результаты авторского исследования современной ситуации в области создания библиотечных ресурсов в Китае. Анализируются особенности формирования профессионального таланта у китайских библиотекарей; основные качества их адаптации в условиях развивающейся экономики знаний.

This paper contains outcomes of the author's research of the current situation of library resource construction at China. There are analyzed features of shaping of professional talent of the Chinese librarians; main qualities of their professional adaptation at the conditions of era of knowledge-driven economy.

Доповідь містить наслідки авторського дослідження сучасної ситуації в області створення бібліотечних ресурсів в Китаї. Аналізуються особливості формування професійного таланту у китайських бібліотекарів; головні якості їх професійної адаптації в умовах економіки знань, що розвивається.

Introduction

Following the development at full speed of science and technology, the mankind marches toward « knowledge economy «era in the 21st century. The kownledge economy means that the economy in the production, distribution and use of the knowledge and information is set up. In the era of knowledge-driven economy, the knowledge and information replaced the physical assets but become important economic development motive force. So library propagate as knowledge and one comprehensive carrier that knowledge utilize, there are very important positions in the era of knowledge-driven economy.

1. Talent in era of knowledge-driven economy view

The arrival of the era of knowledge-driven economy, has offered the opportunity for development of the library, have widenned the function of the library and put forward higher demand to the quality of the library person. This era, people will become the decisive factor, will only have a large number of high-quality talents, the development of the library could establish in an unassailable position[1]. How could train the library qualified personnel of more adaptation knowledge economies? Must establish correct talent's view at first! I think the talent in era of knowledge-driven economy view must include the following several respect:

1.1. A noble personal sentiment

Noble current information-intensive society of personal sentiment, the kownledge economy is developed rapidly, there must be noble personal sentiment in the library person, this is basic demand of the library person of the society. The level of the ideological and ethical standards of the library person, the impact on its job in the future is very obvious, there are good thought morals cultivating, good psychological quality and people skills, can there are result of getting twice the result with half the effort, noble personal sentiment and professional ethics conscientious and meticulous in work at the same time on the work, it is close connection, so a enterprising, sense of responsibility, library conscientious and meticulous in work person, must possess noble personal sentiment.

1.2. Cultural knowledge accomplishment of growing with each passing hour

The development of the library in era of knowledge-driven economy, must rely on high-level talent's team. The level of cultural knowledge accomplishment, has determined the working level of talent's team directly. In era of knowledge-driven economy, there is purchase of a large number of books periodical documents, catalogue, reading, circulating the work in the library: This needs to dispose certain amounts of talents receiving an education in speciality of the library to undertake the work; Meanwhile, because the technology of the computer, more and more extensive application in the field of library of the network technology, need to dispose talents with computer major of certain quantity in the library; The kownledge economy impels every aspect of the undertaking of the library to change deeply, exchange too and increase day by day to the outside, the persons who need the library understand the knowledge of foreign language. So, with the development of society, the library person will inevitably meet more and more jobs or questions in study, the library person only grows with each passing hour, according to the needs of

economic development of knowledge practically, study new knowledge constantly, improve one's own cultural knowledge, come to adapt to the development of the times.

1.3. Knows how to study

The illiterate in the 21st century is that those are not known the person without learning ability in other words of study, in our times, on one hand the total amount of knowledge doubles and redoubles, knowledge becomes very fragile again on the other hand, upgrade and accelerate. So, learn to study and prevent knowledge from being old and decayed, must become one of the main tasks of current study. The learning ability becomes new key competitiveness of the library, it is that era gives each library employee's new historical mission to improve the learning ability. This requires staff members of the library to grasp study method and skill, improve one's own quality through learning, it is unlikely to become persons who fall behind of the times.

1.4. Sturdy styles of work and working attitude of bearing hardships and work hard

Sturdy style of work and working attitude first outstanding library qualified personnel in a specific field that bear hardships and work hard, must have outstanding morality and unselfish spirit of utter devotion under any circumstance. The morality of the library person reflects concretely, lie in this spirit of serving reader wholeheartedly that « first of reader, service is above everything else». So, the library person should review oneself frequently,,Train and establish the sweet ladder, immerse oneself quietly in hard work, disregarding the gain and loss, lofty thought taking readers' need as own duty. At work, earnest Kenya, willingly, do a good job of every one sturdy. If does not possess these, it is qualified talents in a knowledge economy that far from[2].

2. Current situation of talent's resource construction of library of our country

2.1. The horizontal state of a library of team's knowledge makes people worried

Show according to the sample investigation: «The staff members of the academic credentials above undergraduate of the university only account for 1 of the total number of person in the public library.8%, only accounting for 20% of the academic credentials of junior college, the following academic credentials of junior college but up to 49%. «The target of the sample investigation is these conditions large better halls of libraries, Shenzhen libraries libraries of the Capital Library, Shanghai, Tianjin, as regards national public hall, the situation will inevitably be a little more serious. This investigation is a situation several years ago, it is estimated that the situation will change somewhat in recent years, but analyse from the horizontal structure of knowledge, like Kobe's example of the unity and coherence in writing considering the professional structure, professional proportion of the books information,etc., the situation will allow of no optimist. At the same time some computer professional personnel or other hot qualified personnel in a specific field, regard library as a piece of springboard, the brain drain phenomenon is very serious. This kind of state makes people worried.

2.2. A phenomenon of pursuing the well educated, high professional title generally simply exist

A lot of libraries in our country, always like declaring to the outside: Academic certificates at or above the junior college level, intermediate above proportion accounted for among the whole total amount, worker of hall, personnel of professional title, but have no people to use to cry in the real work, form talents in theory, in fact it is not talents' strange phenomenon. In addition, affected by wind of talent's high consumption in the society, the administrators of a lot of libraries have produced the psychology unrealistically compare blindly, stipulate strictly, not generally all that the academic certificates at or above the junior college level personnel do not want in entering the standard, some even graduate student, this kind of talent's accurate only academic theory that enter can no doubt play a role in optimizing staff and workers ranks, improving whole quality, but while the concrete work is implemented, often it is very difficult to play a role in should have ing.. In addition, for a long time, the diploma and academic credentials are keys hunting for a job, the professional title weighs a person's scale of actual ability to work and academic level. Somebody thinks the diploma, ability can be equivalent to, so long as obtain the diploma, the professional title can be had too, ability seems high too. According to the investigation, one's total knowledge amount probably has 70%-90% to get while study at working stage and job. Library workers have a lot of favorable conditions in this respect, a lot of people exactly grow into the inter-disciplinary talent in practice, really shoulder the summer beams of the library. So piece pursue well educated simply, high professional title have for fear of talent development[3].

2.3. It is serious that talent resources waste the situation

With the development of society, scientific progress, the content of intelligence of the library increases, the work with strong academic nature will increase, will require well educated personnel to increase accordingly, it is but not well educated talents who is the more, the higher the work quality of the library, service level are. It need library it is the high, in, it is elementary staff member of level should last talent resource distribution of proportion not certain each. If in one library, everybody large and autochthonal, manager very difficult to is it work at the post of level in different knowledge all kinds of to arrange well educated personnel these, let the specialized graduate student of a library do circulation, read the work, may dampen its enthusiasm, causing the wasting greatly of resources, the instability of running off for personnel, team buries the hidden danger. Equally, one only has elemen-

tary personnel with well educated duty who are impossible work of consultation of document which is competent at the undergraduate. But library circle the talent situation that resources waste in our country at present take place when being. So, the library must consider meticulously while carrying on talent's development of resources, can accomplish the need of work of full foot, can also improve the academic service level constantly, is it bring into full play each one's ability to make, waste talent resources.

2.4. Do not pay attention to the cultivation again of library personnel

Real in the era of knowledge-driven economy, knowledge is as a kind of unique factor of production, will decide the whole society, without knowledge being unable to participate in social life, people must study new knowledge in order to survive constantly, fixing the pattern all one's life with a kind of job, it is virgin to already become yesterday, people must do many kinds of skills to store, dealing with the structural unemployment appearing at any time, studying becomes the first in people's life to need, under this kind of situation, life-long education becomes a kind of inevitable choice, pay attention to the cultivation of library personnel, it is the strategic investment of a kind of talent resources of the library, the development influence on the library will be far-reaching. But because of various reasons, the library especially some medium and small-scale libraries, because of the limitations of funds, generally ignore this kind of strategic investment. Train the library person again, should cause the attention of the industry.

2.5 Libraries of team's brain drain situation are serious

The library develops talent's resource latent energy method old, the means is single, benefit is low, talent's unfair sense is strengthened, the cohesiveness of the library is weakened, the brain drain is a common fault of the library at present. Roughly there are four pieces of flow direction in the brain drain, first, talents job-hop, change one's profession, flow horizontally; Second, from flowing into abroad at home; Third, from the backward areas, developed area of flow direction of poor benefits or profitable hall; Fourth, move vertically in this system, under the new form of the knowledge economy, it is the question that the library needs pondering deeply how to attract retaining staff[4].

2.6. Talent resource appraise system store the defect in

The library needs certain talent resources to support, but assess the rationality that the library uses talent resources, can't see the total amount and proportion of well educated personnel only, and should have such comprehensive appraisal of a lot of respects as all discipline academic credentials, hierarchical structure and working adaptability of intelligence and skill personnel, etc. from the library. At present, it is influenced in the society that many libraries recruit talents and receive, pursue simply well educatedly, have ignored the level that the library works, has not considered talents' proportion of structure, not suring, and the long-term dialectical relation, causing much-needed talents can not come in in talents' tapping recently, do not need personnel not to go out, restrain building of contingent and cause from developing.

In addition, inside for system to assess in library, mostly it is since Germany been, can, the hardworking, achievement respect of several pieces if going on, test and assess coming. comment it to the public consultation from individual by oneself, led to authorize finally, the whole course is mostly the affirmation to the work, seldom appraise from personal ability and innovative respect of work, often to involve the study of the following work, seldom studies and thinkings, pertinence is not strong. This kind of system to assess is not very suitable for the development that the knowledge economy put the library, how use personal ability of knowledge, solve in the course of whole the job everybody competence and work innovative of practical problem carry on reasonable appraisal, enable the system to assess inside the library to really play a positive role to talents' cultivation and growth of the library, and then push forward the advance of whole vocational work of the library.

3. Main measure of talent's building of contingent of the library in era of knowledge-driven economy

3.1 Strengthen the building of contingent of the library, optimize the structure of team, improve the personnel distribution system of the library.

It is an open world in era of knowledge-driven economy, the library works and stands especially in the information forward position. So resource, talent of library, is it must establish the open idea too to build, jump out the close system that traditional talents manage and develop, change the phenomenon that talents manage and develop undue concentration, open up the new channel of finding talents constantly. Meanwhile, improve the personnel distribution system of the library, promote talent's enthusiasm in the work of the library. Adopting and setting up, implementing effective incentive mechanism, there are the following several points mainly,

- A person who encourages the library participates in the management by
- Development plans of personal job of persons who care about the library. The
- Persons who promote the library participate in competing for posts.
- Mechanism that 4 efforts pioneer and invent.

3.2 Sets up sound library personnel training plan

The arrival of the era of knowledge-driven economy, technology of the computer, network technology, extensive application in the library circle of electronic technology, it is not a management on the traditional mode again that the library has worked yet, the means that it depends on Hi-Tech more goes on. The library person must improve one's own cultural dynamics constantly, could meet the need of job development of modern library, a kind of indispensable growth means that study has already become the stage of everyone's life, it is the constant lasting course of all one's life « from cradle to grave », it has already no longer been the patents of a few people to study new knowledge, there is a right of study in all library persons, while encouraging individuals to study actively, should strengthen the work of training of the library too, let more libraries person join to and study the ranks of new knowledge, new skill. It is an important task in talent's resource construction of the library to set up sound library personnel training plan on this basis.

For various reasons, the training of the library must often be less than approving of, the staff are forced, accept training passively mostly, the result is to do a thankless task. Famous study type enterprises --The method of the Huaihe River automobile Co., Ltd. of river (JAC) is worth our drawing lessons from: JAC think it trains to be most heavy welfare in staff, to to it rewards to be to offer one free learning opportunity of going out at most staff. For provide such a chance for everybody, take way banked up with earth to compete, especially training and training outside the border, graduate student of this grade. The trainee registers by oneself, then carry on the examination, examine the performance at the same time, choose and confirm personnel finally. No matter the money arranges the people, promote the growth of young staff greatly, let old staff feel certain pressure and crisis awareness at the same time. Talents' way of this kind of cultivation, is worth popularizing on the library circle.

3.3. Perfects library talent resources and appraises the system

Traditional talent resources of library are appraised in the system, the outmoded notion of arranging in order of seniority is still deep-rooted, restricting the appraisal system of talent resources seriously. The era of knowledge-driven economy, the principle that the library must insist on disclosing, equality, competition, select the superior, examine and choose the talent in practice. Some concrete standards of defining talents choose in the library, disclose in time, in the way that choose, compete for posts publicly, choose out outstanding talents who really have both ability and political integrity, with outstanding actual achievement, is it is it select talent, choose talent is it cite to kiss only, only inclination of choosing the right person which I spend right away to based on personal stake to prevent conscientiously; For individual could, assert should watch function and the colony function not individual after actual achievement, neither remember the actual achievement of the colony on the personal head completely, can't regard really belonging to the personal actual achievement as the achievement of the colony either, prevent everybody eats from the same big pot; Meanwhile, should give consideration to subjective efforts and influence of the factor of the objective environment, it is the hard-working or because of objective cause, whose name is the getting more difficult to make more by effect not obvious for the moment with the too mediocre to have as difference come, avoid stifling real talents; Meanwhile, should note serious realistic achievement and long-term foundation combine together, can consider at present, can pay attention to being long-term, it is eager for quick success to avoid.

At present, more feasible method is: Adopt reasonable post competition principle, is it « post a sentry » for « set up people with people so as to hillock » « to become, thus guarantee to bring into full play each one's ability, make the best possible use of talent.

3.4. Perfect competition mechanism, develop talent's latent energy.

Competition consciousness, competitive environment are an important condition of encouraging talents to strive to make progress. Only carrying on the fast development, talents' latent energy could be fully released, talent's intelligence will just be developed fast, talent's value will just be fully realized; Only through talent competition, when and is chosen in the free choice, in haggling each other of talent's benefit, could create a kind of vigorous situation, make outstanding talents show one's talent constantly. competition mechanism should include talent turn into mechanism, job development mechanism, select the superior and eliminate the inferior mechanism, interests urge mechanism, compete for posts mechanism, competition mechanism, etc. at the hillock[6].

Through the competition and encouragement, release all staff member's potential energy of the library out, achieve the purpose to improve working efficiency and service quality. With the constant development of the knowledge economy, the constant enhancement of competition consciousness, the resource management of talents of the library must introduce competition mechanism too, reach and find talents, the purpose to increase the benefit further. Through competition, every job of library can develop constantly.

3.5 Sets up the studying type group;

The library is in the era of knowledge-driven economy as the academic organization of a service, facing more and more new problems in the work of the library, these questions are numerous and complicated and complicated, if depend on solving alone, then energy is very limited. The shortcoming that the past library studies the management mode is because of the heavy individual light group, strength is scattered, the interpersonal one unites and cooperates and is desalinized, it is difficult to form the powerful study group and management group, therefore disadvantageous that the great achievement and long-term development improves level, happens in the library.

Set up the study type group of the library, study while especially putting emphasis on feedbacking from the work, study from reviewing, study from sharing, enable everybody to open the heart wide and exchange one's own idea in the heart freely, support and inspire each other in exploring, thus make more high-level common understanding, make the IQ of the group higher than the personal IQ, jointly tackle key problems to the knotty problem appearing in the work, promote the development of undertaking of the library.

3.6. Strengthens talents' information resources management level in era of knowledge-driven economy;

In the era of knowledge-driven economy, the knowledge, information are resources, it is the wealth even more. So, people's self-awakening and realizing that strengthens greatly to the information demand. Want to strengthen the information resources management level of the era of knowledge-driven economy as « information navigator »'s library person, there must be strong information consciousness: Master who should there should be the information system at first consciousness, find information, catch information, look on as the builders and organizers of the good information system; Secondly there should be information dissemination and utilize consciousness, make information produce the greatest benefit in propagating and utilizing; And then less important to have information develop and share consciousness, make library person place oneself in the midst of the great environment of the social information system consciously. Not merely provide service for the whole society as a member in the information system, still there should be certain information processing ability, including information analysis judgement, information gathering ability, information obtain ability, information processing ability, information dissemination ability and message innovation ability mainly. Persons who only possess above-mentioned ability, the library ability is in voluminous information, distinguish out valuable information, reject the dross among them, thus deal with and propagate information in time, accurately.

Summary

The arrival of the era of knowledge-driven economy, bring the new challenge and opportunity for the undertaking of the library, build and bring a brand-new, wide world for library talent resources at the same time, more and more knowledgeable people will throw oneself into the undertaking of the library with the mighty torrent in this era too, open brighter future for the cause of the library.

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