

Inspirational Factors to the Judicial Library Professionals: Its Impact on the Gauhati High Court and its Outlying Benches

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Abstract: Motivation always plays an important role in every aspect of life. Specially, in the judicial library profession where professionals are have to work effectively and efficiently, the motivational factors become the backbone in many a time. This paper will try to figure out the various features of motivation and its driving factors among the judicial library professionals. In this regard the Judges' library of the Gauhati High Court and its outlying Benches are brought into the light for the study as a sample. This study will also try to have some findings on the topic.

Keywords: Motivation, Gauhati High Court, Judges' Library, Judicial Library Professionals, motivational factors.

I. INTRODUCTION

Library is an organization whose main motto is to disseminate the required information to its users. In a library, the professionals are the human resources who provide information services to the users through using the available library resources. How well the services are provided depends on how well the human resources are motivated and developed.

Motivation in the judicial libraries is as much important as in any other establishments. Motivation is the art of influencing people, a kind of encourage incentive whenever encourage a person to do work which is for the betterment of the society.

This paper tries to find out the status of motivation in developing the human resources in the judicial library system. This attempt begins with the need to define motivation, development of judicial library services and also to discuss the theories of motivation and literature of motivation as it pertain to library. In preparing this article, the Judges' libraries of the Gauhati High Court and all of its outlying Benches has been chosen as being the premier legal institution of the NE region of India. This paper also made an attempt to have certain findings and analysis as a result of conclusion.

II. HISTORY OF THE GAUHATI HIGH COURT

Article 214 of the Indian Constitution laid the provision to be a High Court for each State of the nation. The High Court is a Constitutional Court in terms of Article 215. It is a Court of records and has all the powers of original, appellate as well as revisional jurisdiction in both Civil and Criminal matters apart

from the power to answer references under certain statutes and also to punish for Contempt of itself and for the Courts Subordinate to it.

Every High Court consists of a Chief Justice and other Judges as the President of India deem it necessary from time to time.

The Gauhati High Court as of today emerged from the High Court of Assam. With effect from 5th of April, 1948, the High Court of Assam established from the then Province of Assam which initially had its sitting at Shillong but from 14th of August, 1948 shifted to Guwahati.

In the later on, the Assam High Court became the Gauhati High Court and also occupied a unique position of being a common High Court for the States of North East India, till 23.03.2013, the date of functioning of separate High Courts in the States of Meghalaya, Manipur and Tripura.

Apart from the Principal Seat at Guwahati, Assam the Gauhat High Court has its 3(three) outlying Benches, viz, Kohima Bench for the State of Nagaland (established on 01.12.1972), Aizawl Bench for the State of Mizoram (established on 05.07.90) and Itanagar Bench for the State of Arunachal Pradesh (established on 12.08.2000).

III. THE JUDGES' LIBRARY

It is the common criteria to have a Judges' library attached to the Court or to the Registry. The Judges' library is a grid of library collections which contains the significant legal literature to support the need of the Hon'ble Court and the Judges. In addition to the main library, the professionals are also have to maintain the workable collection of documents in the Benches/Court rooms as well as in the chambers of the Hon'ble Judges and their official bungalow. The library professionals have to keep a close watch over the different literature requirements of the Hon'ble Judges and the Court functionaries.

Presently, the Judges' Library of the Gauhati High Court and all of its outlying Benches are automated with the open source library management software i.e, 'Koha' through which database of the entire library collections has been created and maintained properly. Furthermore, under the guideline of the Hon'ble Supreme Court, an On-Line Integrated Library Cataloguing Project is taken up under which a website namely National Legal Information System (NLIS) is proposed to be created.

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The form in which the legal authority is published and the way in which it has been used has dictated the dimensions of the profession from the start. In different positions of the Judges' library, a numbers of LIS professionals with other legal qualifications have been posted. The hierarchy of the LIS professional staff in the Judges' Library of the Gauhati High Court and its outlying Benches are-

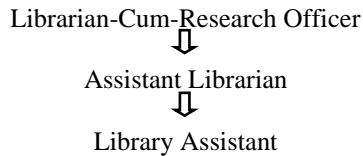


Fig. 1 Hierarchy of LIS Professional staffs in the Judges' Library

Table. 1 Collection of the Judges' Libraries

Judges' Library at	Books, Periodicals, etc.	Databases	Nos. of annual subscribe journals
Guwahati	200000(Appx)	6	28
Kohima Bench	15000	3	11
Aizawal Bench	14324	2	9
Itanagar Bench	11258	3	15

IV. IMPORTANCE OF MOTIVATION IN THE JUDICIAL LIBRARY SERVICES

The importance of motivation in the judicial library services cannot be over overlooked. It is the basic duty of the judicial library professionals to understand the needs and motives of the user. By a proper understanding of these, the judicial library professionals can easily tackle the problems and may able to provide a congenial dissemination situation.

A newly appointed library staff normally comes to the library with some inherent motives. But, as time passed he/she comes into contact with various events, circumstances and persons as a result of which various new motives appears. Therefore, the library professional should handle these motives appropriately so that the information dissemination system/environment must provide healthy channels for the realization of needs and motives.

Motives mainly perform three functions in the field of library services. They are-

- A. Motives provide incentives and stimulates for human behaviour.
- B. Motives determine or select the particular course of action of the users and the staff.
- C. Motives direct the behavior of the users as well as the library staff in specific direction for the fulfilment of specific objective.

V. NEED OF MOTIVATION AND ITS FACTORS IN THE JUDICIAL LIBRARIANSHIP

The judicial library professional should be enthusiastic with new ideas, zeal and have urge for growth. The spirit of satisfied attitude and inertia on the part of library professional is suicidal both for the rise of individuals as well as for the betterment of the institution served by them. The degree of the urgency about the required information makes the difference of judicial library profession from rest of the others. These is

the reason for which a judicial library professional has to be a very alert professional and must also to develop his/her own tools and expertise to provided the desire information at an instant. And in this regard motivation plays the key role. There are some factors which plays a vital role in motivating the staff. Some of them are-

Monetary benefits

Finance is always being the most important factor for motivation in any organization. If the monetary benefit of a organization is high than the workers are motivated and perform their job very effectively.

Status of the job

Status or the position of the job is an important factor for motivation. The professionals of any library are very much aware about their position. If the right professional is placed in the right position then he/she will satisfied in the assigned job and tried to perform effectively.

Organizational background

Being a member of a general working community, the employees often experience the pseudo-leadership behavior from people in key position. So, the work background of the particular organization is very important for the development of work environment and efficiency of particular employee.

Co-operation from the authority

If the authority does not co-operate the employee then it will dissatisfied the worker. So authority should be co-operate for fulfill the desire and also to praise and recognized the achievements of its professionals.

V. METHODOLOGY

This study is conducted mainly on the basis of the primary data, collected from the library professionals working in the Judges' Library of the Hon'ble Gauhati High Court and all of its outlying Benches. In this connection, a questionnaire was prepared and circulated to LIS professional for collecting the data. Beside this, various websites and reference books

relating to the Gauhati High Court were being used in the study. Furthermore, the personal interview is also initiated to analyzing the data.

Analysis of the primary data

There are 4 (four) Judges' libraries within the jurisdiction of the Gauhati High Court, under which a total 12 members of the library professionals are presently working

Table. 2 Qualifications of the judicial library professionals

Judges' Library at	Total Nos. of Professionals	Nos. of participant	MLISc	BLISc	LLB	Others
Guwahati	3	2	2	NIL	1	NIL
Kohima Bench	4	2	1	1	2	NIL
Aizawal Bench	3	3	3	NIL	1	1
Itanagar Bench	2	2	1	1	2	1

The table itself reflects that the LIS professionals in the Judges libraries also possess a good number of organizational related professional degree. Apart from them almost all the library professionals bears the various stages of LIS degree which itself reflects their efficiency in the work place.

Job satisfaction

From the collected questionnaire, on the point of job satisfaction, majority of the professionals reactions are as follows-

Table. 3 Status of job satisfaction

Category	
Fully Satisfy	2
To some extent	7
Not at all	NIL

It seems that almost 22% of the total professionals are fully satisfied with their present job whereas 78% of the professionals are satisfied to certain extent and no one is unsatisfied with their current status of the job.

Factors of motivation in the judges' library

Being a cluster of special and reference library, the Judges' libraries of the Gauhati High Court and its outlying Benches, the professionals are have to be very much effective in nature. They have to update and upgrade themselves spontaneously. So, the developments of these professional staff are very much important. Therefore, it should always try to motivate the professionals for the betterment of their services. The main motivational factors mainly found in the survey are-

Out of the total 12, feedback of the questionnaire received from 9 numbers of the Library professionals and they are brought under the preview of this study. By this survey it is found that-

All the library staff engaged in the Hon'ble Judges' Library of the Gauhati High Court are professionally qualified. Among them 6 are having the degree of LLB and 7 have the MLISc degree.

The following Tables shows the qualification of the library professionals-

Table. 4 Factors of motivation to the judicial library professionals

Factor	Yes	No	To some extent
Monetary benefits	7	NIL	2
Status of Job	4	1	4
Scope for career development/Promotion	5	1	3
Responsibility of the job	5	1	3
Discipline/Status of the organization	4	NIL	5

The figures in the table reflects that 78% of the professionals agreed that monetary benefits is the basic of their motivation factor, and nobody disagree the same, whereas 22% said that it effect to some extent only.

On the other hand, 44% agreed that status of the job is important for them, 12% disagree with that and 44% opinion was it effect only to some extent. Similarly, 56% observes that for career development motivation is essential, while 11% disagree the said and 33% stated that it is essential to some extent. 56% of the respondents agreed that responsibility of the job is one of the motivating factor, 11% disagree whereas 33% responds to some extent only. In the last, 44% observe that discipline or the status of the organization is one of the key point of motivation, whereas nobody disagree to this and 56% sates to some extent only.

VI. PROMOTIONAL PROSPECTS

7. Internet Resources

The Judges' Library is centrally controlled by the rule and regulation as set by the Hon'ble Gauhati High Court and the promotional norms also come within the same umbrella. The promotional criterias are govern by the "Gauhati High Court Services Rules,1967".

VII. FINDINGS

After going through the data and also by analyzing the same the study may brought to the following findings-

1. The Judges' libraries are the essential part of the Hon'ble Gauhati High Court and all of its outlying Benches.
2. The Judges' libraries are having a good number of working collections both in print and database form.
3. All the library professionals are qualified and among them many have efficiency in the legal field possessing law degree in their hand.
4. Majority of the professionals are satisfied to some extent with their present job and status.
5. The Library staffs are mostly inspired by their colleague and authority.
6. Majority of the professionals agree that they are satisfied with the relation with the authority and also admitted that the authority do justice with them.
7. Majority of the professionals bear a good repo with their colleagues and always have professionally assist each other.

VII. CONCLUSION

From the vast collection of the legal information, disseminating the right information in the least possible time becomes the main task and challenge of the present day judicial libraries as well as for the library professionals. Traditional service conforms to; it is a service that fits to the user's purpose. But, users need is not universal and static phenomena. Users needs keep changing from user to user and from one user also it changes with time.

Motivation in the judicial library services is the need of the hour. It must be implemented to get maximum performance and efficiency from the library professional for providing high quality of services to the users. In a judicial library with motivation, the employees have to do the same job as they were doing previously, but the way will be different. It is not a destination, but a continuous journey. Creating a service oriented environment in the judicial library is the primary concern in motivation.

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