Why Librarians Still Need for the Academic Triumph in the Digital Age?

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Abstract: Librarian is a person who charges to assist the users of a library. For the human existence from ancient to modern era, research has developed in many ways. To preserve the results of the research, we were used so many tools and devices like stones, sculpture, copper plates, palm leaves, clay tablets and finally papers. Due to the technology development and information explosion in all the subjects of the universe of knowledge, handling the data shall become frenetic to the people. In that particular juncture, the use of department of library science and the role of librarians are became crucial. Most of the managements of the educational institutions are not interested to develop the libraries and degrading the librarian profession and libraries comparing with the subjects like computer science engineering/ IT. The governments are also ignoring the libraries particularly in the universities and research centres in the structure of recruitments, training and development of library professionals to meet the present day's needs and requirements of the users. This article covers the need and role of libraries and librarians in the academic success of the educational institutions with all the eligibilities in the digital age.

Key Words: Libraries, Academic Triumph, Digital age, Information Literacy, Cyberarian.

1. INTRODUCTION

Libraries have been a cornerstone of academic institutions for centuries, serving as a hub for information, research, and learning. With the rise of digital information and online resources, some may question the relevance of libraries and the role of librarians in education today. However, despite the ever-changing landscape of information technology, librarians remain an integral part of academic institutions, playing a vital role in supporting student and faculty success. In this article, we will explore why librarians are still important for academic triumph nowadays and examine the evolving role of libraries and librarians in supporting education in the digital age.

1.1 THE ROLE OF LIBRARIES IN EDUCATION

Libraries at their core have always been places for learning, discovery, and knowledge-sharing. In an academic setting, libraries are essential resources for students and faculty alike. They offer access to thousands of books, journals, and databases – all of which can help inform and enhance research and scholarship. However, while libraries may have a traditional image as quiet, book-filled spaces, they have evolved significantly in recent years. In this article, we'll explore the changing role of librarians in academic settings, the importance of information literacy in the digital age, and the value of personalized research assistance for students and faculty.

1.1.1 Purpose of Libraries in Academic Setting

Libraries are not just buildings filled with books; they exist to support and enhance academic success. This is achieved through the provision of resources such as books, journals, and databases, as well as through the creation of physical spaces for students to study, collaborate, and learn. Libraries also offer services such as research assistance, instructional programs, and technology support, all of which are designed to help students navigate the often complex world of academic research and scholarship.

1.2 Objectives of the Study:
1. To explain the role of the libraries in the academic success and research detonation
2. To describe the importance of the information literacy in the digital age
3. To discuss the role of librarian in the academic setting and success
4. To explain why libraries and librarians are still extremely important in the digital age.

2. EARLIER STUDY

Raju, K et. Al[1] (2021). Opined in their study In this digital age, academic librarians have the opportunity to transform their role from being mere gatekeepers

of information to meeting the challenges posed by the Internet, World Wide Web, and online access in the knowledge society. To do this, they need to acquire special skills in the latest IT developments to effectively browse, access, and retrieve information across global networks. They also need to be able to organize and manage information by building digital libraries, which will enable them to provide quality e-information services to the knowledge society. Additionally, library staff must be able to work collaboratively with faculty members to enhance the quality of teaching and research. Anupam Chanda[2] (2021) opined in their study "Importance of Digital Library in Academic Institutions" A digital library is essential for academic institutions to function properly. While there is a lot of information available on various digital platforms, not all of it is authentic. Digital libraries provide users with reliable information. There are different types of digital library platforms available, including commercial and open source options. D-Space is a popular open source software used by many higher education organizations. It is user-friendly and free to install and customize. This paper aims to review and analyse the importance of digital libraries in academic institutions, exploring their advantages and the challenges managers may face in using them. Sameer,P and Pateria, Rjive K[3](2019), Opined in their article "Role of libraries in higher education system in India in 21st Century," the current government efforts in higher education and libraries can help to promote the use of these initiatives for teaching, research, and extension activities in universities. Education and libraries are two sides of the same coin, and they rely on each other. Without libraries, education is incomplete, and without education, libraries are useless. Libraries are an essential part of education worldwide. In today's digital age, libraries have an even more significant role in managing information, ensuring access, and preserving resources. Digital resources have a direct impact on the productivity and efficiency of libraries, allowing them to provide 24-hour service. A library with high-quality resources can attract and retain talented faculty, bringing honour and prestige to the institution. Kumar Sudesh & Chandra Satish[4] (2019) explained in their study "Role of the library in academic institutions in India," The term "Library" comes from the Latin word "Libraria," which means "house of books" or a place where books are kept. Although there is no single definition that can fully describe what a library is, its purpose has always remained the same. Libraries house not only books but also spiritual, religious, inspirational, and ideological works that cater to the needs of their readers. Their primary function is to provide research support and resource linkage for students and faculty members of educational institutions. Libraries also offer current awareness services related to education, social and historical affairs. Therefore, libraries play a crucial role in inspiring people to pursue high ideals in life and instilling values in them. Bhagvanhai H.Chaudhari[5] (2018). Opined that, the role of libraries and librarians have undergone significant changes in today's technology-driven world. The ability to share resources should be utilized to benefit students and teaching faculty in the most effective way possible. However, one of the major obstacles in India is the lack of adequate infrastructure. While universities provide connectivity, it is important to consider how and to what extent it is being utilized. Although internet technology allows for access to necessary information and reading materials from outside the campus, it also requires proper maintenance and direction.

3. LIBRARIANS IN ACADEMIC SETTINGS

3.1 Bookshelf to Information Specialist-The Changing Role of Librarians

In the past, librarians were often perceived as custodians of the physical books and materials within a library. However, as the world has become more digital and information has become more abundant, the role of librarians has evolved significantly. Today, librarians are seen as information specialists who help students and faculty navigate the vast sea of information available to them. They teach information literacy skills, help with research and citation, and offer guidance on how to locate and evaluate sources. Now a days librarian become as specialists in the subject of library and information science, knowledge management, content management, Information communication technology related subjects like IoT, AI/ML, Data Science and Data Engineering

3.2 Staying Relevant: How Librarians Adapt to Technology and New Learning Styles

Technology has transformed the way we access and share information, and librarians have had to adapt to keep pace with these changes. Today's librarians are skilled in the use of technology, from managing

databases to creating online tutorials for students. They also work hard to stay up-to-date on the latest educational trends and learning styles, recognizing that what worked in the past may not be effective in a modern academic setting. As a result, many librarians are experimenting with new instructional methods, such as makerspaces, to ensure they remain relevant and valuable partners in the academic journey.

4. THE IMPORTANCE OF INFORMATION LITERACY IN THE DIGITAL AGE

4.1 Information Literacy
According to UNESCO (2023), "Information Literacy empowers people in all walks of life to seek, evaluate, use and create information effectively to achieve their personal, social, occupational and educational goal."

According to CILIP UK "Information literacy is the ability to think critically and make balanced judgements about any information we find and use. It empowers us as citizens to develop informed views and to engage fully with society."

4.2 Importance of Information Literacy:
Information literacy is the ability to locate, evaluate, and use information effectively and ethically. In today's digital age, we are inundated with information from a multitude of sources. Being information literate is critical to academic success, as it enables students to identify the most relevant sources for their research, evaluate the quality of those sources, and use them appropriately in their work. Information is available at our fingertips, and we are constantly bombarded with vast amounts of data from various sources. With this increase in data availability, it is essential to have information literacy skills to effectively navigate and evaluate the information we encounter in our daily lives. Information literacy is the ability to identify access, analyse, and use information effectively, which is crucial for both personal and professional development. The digital age can be a breeding ground for misinformation and fake news, which can be detrimental to individuals and society as a whole. As such, information literacy empowers individuals to make informed decisions and opinions based on credible sources. This ensures that individuals do not fall prey to false information and propaganda, which can lead to grave consequences like public health crises and social unrest. Information literacy is also

essential for academic and professional development. Researchers and professionals require relevant and reliable information to make informed decisions, create new knowledge, and drive innovation. Information literacy skills enable students to evaluate the credibility of resources while conducting research, writing papers, and completing assignments. Similarly, professionals need to gather and analyze data to succeed in their careers. Information literacy skills equip them with the critical thinking skills required to identify and evaluate the data and use it to inform their decisions.

Information literacy is critical in promoting lifelong learning and personal growth. People must continuously develop their knowledge and skills to adapt to a rapidly changing world and stay relevant in their personal and professional lives. Information literacy skills enable individuals to identify, access, and use credible sources of information and knowledge, enriching their intellectual capacity and broadening their horizons. Information literacy is a vital skill in the digital age and critical for personal, academic, and professional success. The ability to navigate, analyse, and use information effectively ensures that individuals are informed citizens, make informed decisions, and are well-equipped to succeed in their personal and professional endeavours. As such, efforts must be made to promote and enhance information literacy skills among individuals in the digital age.

5. LIBRARIES -RESEARCH ASSISTANCE FOR STUDENTS AND FACULTY:

5.1 The Library as a Resource for Research and Scholarship:
The library is an invaluable resource for students and faculty engaged in research. It provides access to a wealth of materials, from books to journals to databases, which can help inform and enhance scholarship. However, finding the right sources can be challenging, and that's where the value of personalized research assistance comes in.

5.2 The Role of the Librarian in Providing Personalized Research Assistance:
Librarians play a critical role in providing personalized research assistance to students and faculty. They can help students identify relevant sources, locate hard-to-find information, and provide guidance on citation and research methods. Librarians also work closely with faculty, partnering

on research projects and providing expertise on information resources and tools. By working collaboratively, librarians and faculty can help students achieve greater success and make the most of the academic resources available to them.

5.3 Building a Sense of Community and Collaboration through Library Programs and Services:

Libraries have always been more than just repositories of books. They are places where people can come together to learn, collaborate, and form a sense of community. Today's libraries are no exception. In fact, they are more important than ever in fostering meaningful connections within academic communities.

5.3.1 Creating a Sense of Community in the Library: Programs and Services

Libraries are social spaces that facilitate learning and collaboration while building a sense of community amongst students, faculty, and staff. Library programs and services such as book clubs, writing workshops, and study groups provide opportunities for individuals to interact with each other and build relationships. These programs also create spaces for individuals to learn and grow together, forming bonds that extend beyond the library's walls.

5.3.2 Collaborating with Faculty: The Library's Role in Supporting Curriculum:

Libraries are integral to the academic experience, and librarians play a crucial role in supporting faculty and students. One of the library's most important functions is to collaborate with faculty to support the curriculum. Librarians can help faculty identify appropriate resources and provide instruction on how to use them effectively. They can also develop customized research guides that provide students with a roadmap for accessing the materials they need to succeed academically.

5.3.3 The Role of Libraries in Supporting Open Access and Scholarly Communication:

Libraries are also essential to the world of scholarly communication and open access. As knowledge is increasingly digitized, libraries have become essential to ensuring equal access to educational resources. They also help researchers share their work and make it available to a wider audience.

5.3.4 Why Open Access Matters: The Benefits and Challenges of Open Scholarship:

Open access refers to the free and unrestricted availability of scholarly research. Open access allows researchers to share their work with a greater audience while providing greater access to information for students and researchers. The challenge of open access is finding a sustainable model that supports open scholarship while also supporting the financial needs of publishers and researchers.

5.3.5 The Library's Role in Supporting Open Access and Scholarly Communication:

Libraries play a significant role in supporting open access and scholarly communication. They can help researchers navigate the complexities of copyright and licensing agreements. They also provide support for open access publishing through institutional repositories and offer a wide range of resources and tools that help researchers share their work with a broader community.

6. THE ENDURING ROLES OF LIBRARIANS IN ACADEMIC TRIUMPH:

Libraries and librarians are more essential than ever in today's academic landscape. They play a critical role in building a sense of community, supporting curriculum, and facilitating open access and scholarly communication. As the information landscape continues to evolve, librarians' expertise will be increasingly important in helping individual scholars and academic communities navigate these changes.

To Collection Development: Librarians are responsible for selecting, acquiring, and managing library resources such as books, journals, electronic databases, and multimedia materials. They consider the needs of their patrons and ensure that the collection meets the diverse information requirements.

Reference Services: Librarians provide assistance and guidance to library users in finding relevant information. They help users navigate the library's resources, conduct research, and answer questions. Librarians may also teach patrons how to effectively use search tools and databases.

Cataloguing and Classification: Librarians organize and classify materials using standardized systems such as Dewey decimal classification or Library of Congress Classification. They create accurate

bibliographic records, assign subject headings, and ensure that items can be easily located by users.

Information Literacy Instruction: Librarians teach users how to evaluate and effectively use information. They develop and deliver instructional programs, workshops, and tutorials to enhance patrons' research skills, critical thinking, and digital literacy.

User Services: Librarians assist patrons with various library services, including circulation, interlibrary loan, reserves, and resource sharing. They manage library accounts, help with technology-related issues, and ensure a positive user experience.

Outreach and Programming: Librarians engage with their communities by organizing events, programs, and workshops that promote literacy, lifelong learning, and cultural enrichment. They collaborate with other institutions, conduct presentations, and participate in community outreach initiatives.

Administration and Management: Librarians oversee library operations, budgets, and staff. They plan and coordinate services, set policies, and make strategic decisions to enhance library resources, technology, and facilities.

These are just a few examples of the roles librarians often fulfil. Keep in mind that specific roles can vary depending on the type of library (e.g., academic, public, special) and the librarian's specialization or area of expertise.

6.1 LIBRARIANS AS CARETAKERS:

Librarians play an important role in our society as caretakers of knowledge. They are responsible for not only preserving and organizing books and other materials in their library, but also for ensuring that they are accessible to anyone who seeks to learn. The librarian's job is not just to perform technical tasks such as cataloguing and shelving, but also to actively engage with patrons and help them in finding information. Furthermore, they must continually adapt to new technologies and changing user needs so that the library remains relevant and useful to all. Being a caretaker means not only being responsible for physical collections, but also for the emotional well-being of the library and its users. A librarian's job is not just about managing books, but also about creating a safe, welcoming, and inclusive space for everyone. They must be sensitive to the needs of diverse patrons and provide resources and

programs that cater to them. They must also protect intellectual freedom and ensure that everyone's right to access information is respected. In this way, librarians are not just gatekeepers of knowledge, but also advocates for it. Caretaker means passing on knowledge and skills to future generations. Librarians must be willing to mentor and train others who share their passion for the profession. This means being able to articulate the values, principles, and best practices of librarianship and instilling these in the next generation. It also means encouraging creativity and innovation so that the library can continue to evolve and serve its users in new and exciting ways. Ultimately, librarians are not only caretakers of knowledge, but also of the institution and its legacy.

6.2 LIBRARIANS AS TEACHERS:

Librarians are assuming new roles and responsibilities beyond their traditional work of maintaining and organizing book collections, and they are proving to be highly effective teachers. They provide necessary academic support to students and help them acquire the necessary research and communication skills to succeed in their education and careers. With the increasing proliferation of digital information, librarians are helping students navigate through a maze of resources to find and evaluate the information needed to answer their questions and complete their research papers. In addition to helping students access and evaluate information, librarians also provide guidance on how to use various research tools and technology. They help students learn how to navigate databases and online catalogues, as well as how to properly cite sources. These librarians are also helping students learn how to use social media effectively to share and access information. By adopting these new roles and enhancing their skills, librarians are serving as valuable teachers and collaborators with faculty to help students achieve their academic goals. At the same time, librarians remain an essential resource for scholars engaged in both scholarly and disciplinary research.

6.3 LIBRARIAN AS COLLABRATORS/ COMMUNITY BUILDERS:

As librarians, we play an important role in collaborating with diverse groups of people in our communities. We work with students, faculty, researchers, and other professionals to enhance academic works and promote information literacy. By working alongside other experts in different

fields, we can create new and innovative projects that can lead to meaningful changes in our respective fields. We act as information guides, helping others navigate vast volumes of data and refine their research skills. Additionally, our training in accessing technology and resources helps us provide quality reference and access services while creating a more inclusive environment for all. In essence, the librarian's role as a collaborator is the key to the success of creating a comprehensive library, one that reflects the community it serves, and one that serves that community's needs effectively.

6.4 LIBRARIANS AS RESEARCHERS:

Librarian as researchers possesses a unique set of skills that enable them to conduct effective and thorough research. They are trained in information retrieval and management, and are skilled in the use of various research tools and technologies. As such, they play an important role in advancing knowledge and disseminating information to the wider community. Their research often focuses on topics related to library and information science, including information literacy, collection development, and digital preservation. By contributing to the scholarly discourse on these and other subjects, librarian researchers help to shape the future of their profession and make a significant impact on the wider world of academia.

6.5 LIBRARIANS AS POLICY MAKERS:

Librarians have long been recognized as curators of information, but their role as policy makers is often overlooked. As libraries continue to evolve and adapt to the changing needs of their patrons, librarians must ensure that their policies reflect the values and priorities of their communities. This includes decisions about collection development, access to technology and resources, and programming. In order to be effective policy makers, librarians must be well-informed about the issues facing their community and be willing to engage in critical dialogue with stakeholders. This requires a deep understanding of the principles of intellectual freedom, equitable access, and social justice, and a commitment to applying them in all aspects of library service. Ultimately, the librarian as policy maker has the power to shape the way that communities access and engage with information, and to promote the values of democracy and civic engagement.

6.6 LIBRARIANS AS IMAGE BUILDERS:

The role of a librarian in today's educational society is far beyond just shelving books and maintaining silence in a library. They have become the critical advocates of not only the educational institutions but also society at large. A librarian acts as an image builder for the institution they serve by providing access to vast knowledge, information, and resources. They are also a vital resource for the public, defending the freedom to read and promoting freedom of expression. The librarian as an image builder encourages the growth of a positive outlook for the library and educational institution by providing exceptional customer service, being respectful to every individual they encounter, and facilitating access to information that is relevant and useful. They assist in supporting a culture that promotes learning, diversity, and understanding. Ultimately, the librarian is an essential ally in maintaining a positive image for education and the community as a whole.

6.7 LIBRARIANS AS CYBERARIANS:

In today's digital age, librarians are no longer just gatekeepers of books and physical materials, but have taken on the responsibility of being "cyberarians". As technology continues to rapidly evolve, librarians must also adapt and become proficient in digital literacy skills, such as navigating databases, managing online collections, and assisting patrons with technology-related questions. Cyberarians also play a crucial role in promoting digital literacy and information literacy, helping patrons to critically evaluate the vast amount of information available online. Overall, the role of the librarian has expanded beyond the physical walls of the library, as they now navigate the vast digital landscape to meet the needs of their patrons.

6.8 LIBRARIANS AS BANKING EXPERTS:

The role of a librarian has evolved over the years, and one of the most important aspects of their job is the help and guidance they provide for patrons on topics not necessarily related to books and literature. With the advancements in technology and the widespread use of the internet, libraries have now become a vital resource for those in need of financial guidance as well. Librarians are equipped with a plethora of knowledge and tools that make them an ideal resource for individuals seeking advice on banking and finance-related questions. Librarians today are able to provide patrons with much-needed guidance on banking-related topics such as how to open a new bank account, how to apply for loans,

how to start and manage a business, and how to manage personal finances effectively. They are able to do so by utilizing the vast amount of resources available to them. Libraries carry a wide range of books, journals, and articles on banking and finance, providing patrons with a wealth of knowledge on the subject. Additionally, many libraries offer online databases and resources that allow patrons to access articles, podcasts, and webinars on various financial topics at any time. The role of the librarian as a banking expert is an important one, and it is a role that will continue to evolve as the financial landscape changes.

7. WHY LIBRARIES AND LIBRARIANS ARE STILL EXTREMELY IMPORTANT IN THE DIGITAL AGE?

Libraries and librarians continue to be extremely important in our communities, despite the rise of digital resources and the internet. For many, libraries remain a vital resource for accessing books, research materials, and other resources that are either too expensive or not easily available online. From academic research to leisurely reading, libraries offer a diverse range of materials that empower people with knowledge and enrich their lives. In the digital age, librarians play crucial roles in managing and providing access to information in digital formats. Here are some key roles that librarians fulfil in the digital stage

Digital Resource Management: Librarians are responsible for acquiring, organizing, and maintaining digital resources such as e-books, online databases, digital archives, and multimedia materials. They ensure that these resources are easily accessible to library users and implement systems for efficient storage and retrieval.

Information Retrieval and Search Support: Librarians help users navigate the vast amount of digital information available. They assist in conducting effective online searches, teach advanced search techniques, and guide users in evaluating the credibility and reliability of digital sources.

Digital Literacy Instruction: Librarians play a crucial role in promoting digital literacy skills among library users. They offer workshops, training sessions, and one-on-one guidance to help individuals develop digital skills, including navigating online platforms, understanding privacy and security, and critically evaluating information found on the internet.

Information Organization and Metadata: Librarians employ metadata standards and cataloguing systems to organize and describe digital resources effectively. They assign metadata elements and keywords, ensuring that digital materials can be easily discovered and accessed through search interfaces and discovery systems.

Digital Preservation and Archiving: Librarians work to preserve digital resources for long-term access and prevent data loss. They implement strategies for digital preservation, including migration to new formats, data backup, and adherence to digital preservation standards. They also collaborate with archivists to ensure the preservation of valuable digital materials.

Open Access and Open Educational Resources: Librarians advocate for open access to information and support the use of open educational resources (OER). They assist in identifying and promoting freely available digital resources that can be used for teaching, learning, and research, thereby reducing barriers to information access.

Data Management: Librarians support researchers and institutions in managing research data effectively. They provide guidance on data management plans, data organization, data sharing, and data preservation, ensuring compliance with data management requirements and fostering reproducibility and transparency in research.

Digital Collaboration and Partnerships: Librarians actively collaborate with other institutions, organizations, and professionals to enhance digital services and resources. They participate in digital initiatives, consortia, and collaborative projects that aim to improve access to information, digitize collections, and promote knowledge sharing.

7.1 Not everything is available in internet is authentic:
Everything available in the internet is not authentic. Librarians are the key persons to know that the information which is available in the internet is authentic or not. As purveyors of information, librarians understand the importance of data authentication. It is their responsibility to ensure that the information they provide their patrons with is reliable and accurate. They employ various

strategies to authenticate sources, including evaluating the credibility of publishers and authors, checking for peer review, confirming publication dates, and assessing the quality of primary sources. Librarians also engage in ongoing training to remain familiar with emerging trends and technologies related to data authentication. In addition, they encourage patrons to become informed consumers of information by teaching them how to evaluate sources critically and develop their own research skills. Their dedication to data authentication ensures that libraries remain trusted resources for reliable and valuable information.

7.2 Digital libraries are not the internet:
Digital libraries are not synonymous with the internet. While the internet has facilitated the growth and accessibility of digital libraries, it does not accurately represent their entirety. Digital libraries span beyond a simple online search; they include carefully curated collections of digitized books, documents, manuscripts, images, videos, and other cultural artefacts that have been organized for easy retrieval and analysis. These curated collections often involve collaboration between institutions such as universities, archives, and museums to make rare or hard-to-access materials available to researchers worldwide. Digital libraries prioritize accuracy and preservation of historical resources over rapid dissemination in contrast to the internet's mass dissemination prioritization. Digital libraries offer advanced searching capabilities that enable users to find specific items from millions of books or documents quickly. While digital libraries utilize the internet as a tool for access, their value transcends it through selective curation of specialized materials and prioritization of historical accuracy over speed. For all this functional procedure librarians must have their role to play in this virtual age to provide accurate services to the users.

7.3 Libraries are not just books:
Libraries are not merely spaces to house books; they are curated hubs that provide a wealth of knowledge and resources for communities. In addition to literature, libraries offer an array of programs and services, such as computer access, story times, lectures, and team building activities. Libraries enable individuals to learn new skills through workshops or events hosted by experts in various fields. Libraries also serve as information centres, offering guidance on academic research or career

growth through databases or reference materials. Modern libraries have evolved into community centres fostering life-long learning rather than just being book providers and have become essential elements of societies worldwide.

7.4 Even technology handles, libraries still need human staff:
Even though computers are super smart, libraries still need people to help out. We can't just rely on machines to do everything! Human staff is important because they can answer questions, recommend books, and help you find what you're looking for. And above, they're friendly and can make the library experience even better.

7.5 Everybody cannot afford books and other library resources:
Access to books and other library resources is a critical element in promoting literacy, learning, and personal development. Not everyone has the financial means to purchase these educational materials. In particular, low-income individuals may face significant barriers accessing essential reading materials due to budget constraints. To address this issue, librarians play vital role in providing free access to books and other resources for their patrons. Even with these public resources available, there are still limitations in accessibility for some communities due to inequalities in funding or geographic location. As professionals entrusted with the promotion of knowledge sharing and enrichment, librarians need to be aware of these disparities and work towards ensuring that everyone can access the resources they need for lifelong learning and growth.

7.6 Ignorance of libraries is one of the barriers of cultural evolutional:
The ignorance of libraries is often considered a sign of cultural evolution, as the world moves towards digitalization and remote access. However, this perspective overlooks the crucial role that libraries play in promoting literacy and education, especially for marginalized communities. Libraries provide vital resources such as books, internet access, educational programming and more, which helps to bridge the digital divide. Moreover, they serve as communal spaces that promote understanding through the sharing of diverse perspectives and experiences. Eliminating libraries may reduce public spending but could lead to significant long-term costs with regards to social mobility and intellectual

development. Cultural evolution should not mean sacrificing foundational institutions that have played an essential role in shaping our society's intellectual landscape; instead, we must strive to strengthen them for future generations' benefit.

7.7 Libraries are stable even the web is transient:
Libraries are like a tower of strength, they stay put even when the internet is always changing. You can always count on a library to have the same books and resources, while websites can come and go. It's like having a reliable friend who is always there for you, no matter what. So, if you need information that you can trust, head to the library.

7.8 Librarian play key role in Evaluation/Matrices and Ranking and accreditations:
The National Assessment and Accreditation Council (NAAC) and the National Board of Accreditation (NBA) and NIRF are highly regarded institutions in India that assess and rank universities and colleges. The ranking process involves evaluating various parameters, including the quality of infrastructure, faculty, teaching methodologies, curriculum, research, and library facilities. Therefore, librarians play a vital role in the ranking process conducted by NAAC and NBA. One of the critical areas that NAAC and NBA emphasize during ranking is the availability and accessibility of the library resources. The librarians are responsible for developing and maintaining a robust collection of books, journals, and other online resources necessary to support the academic and research activities of students and faculty. Additionally, librarians must ensure that the library has a conductive environment and offer services such as reference, bibliographic instruction, and document delivery services to meet the needs of the users.

The role of librarians extends beyond providing adequate resources and services in the library. They contribute to the overall quality of education and research by collaborating with teachers and researchers to formulate policies, provision of institutional repositories, open access publications, and data management. Such initiatives promote research and scholarly communication, which is essential in the ranking of institutions. In conclusion, the role of librarians in NAAC and NBA ranking process is crucial and underscores the importance of the library in supporting quality education and research in institutions.

7.9 Human Resources utilization:
Librarians play a crucial role in ensuring that library resources are accessible to the public and utilized effectively. One of the key aspects of their work is human resources utilization, which involves managing and developing personnel within the library. Librarians need to hire, train, and retain qualified personnel who can efficiently assist users with their research needs, maintain a comprehensive collection of materials, and provide a high level of customer service. Librarians must be knowledgeable about workforce analytics and employee engagement strategies to ensure that staff members are working at optimal levels and that the library remains a desirable place to work. Librarians must also lead by example in promoting wellbeing among employees by offering support programs such as mental health services or work-life balance initiatives. Effective human resource utilization is essential for ensuring that libraries remain relevant in today's society by providing essential services to their communities while maintaining a productive and happy workforce.

8. CONCLUSION

Libraries and librarians are vital to academic victory. Through their programs and services, they support social and academic connections, facilitate research and scholarship, and promote open access and scholarly communication. With their knowledge and expertise, librarians help students, faculty, and staff to achieve their academic goals and contribute to the advancement of knowledge in their fields. The importance of libraries and librarians in education cannot be overstated. From providing resources and research assistance to fostering a sense of community and collaboration, librarians play a crucial role in supporting academic success. As we continue to navigate the challenges and opportunities of the digital age, it is clear that the role of librarians will continue to evolve and adapt. However, their enduring significance in education remains unchanged. This study can direct the managements of educational institutions and governments to give importance to the libraries and librarian professions at any cost. Even the institutions may run a single course, the amenities like libraries, laboratories, physical education division are very much essential to spectacle the image of the institution towards the public.

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