Analysis of Effective Ways of Library Management Innovation

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Abstract—**The continuous development of information technology has made huge impact on the management of library. The management of the library must keep up with the pace of development of the new era, so as to give full play to its own function. As a place for learners to improve their cultural quality and learn in their spare time, the innovation of library management is a response to not only the need of talent development, but also the need of social progress. In the social transformation, library is a very important information dissemination front. However, against the background of rapid development of network information, how to carry out effective innovation of library management is particularly important. This article begins with the significance of library management innovation, enumerates the problems encountered in library innovation one by one, and then proposes an effective way for the library management innovation.**

Keywords—library; management innovation; effective approach

I. INTRODUCTION

On the one hand, the library is an important place for the dissemination of knowledge culture, and on the other hand, it is an academic institution for teaching and research. It plays a very important role in daily life. No matter it is reference book for students' extracurricular study or teachers' teaching research, they can be found in libraries. Secondly, in today's highly developed information age, although a lot of knowledge is available on the Internet, some professional documents are usually charged for, while a large amount of money can be saved in the library. Moreover, there are some treasured books, which have no electronic version, which can only be seen in the library. So how to innovate the management of the library plays a very important role.

II. THE REASON OF LIBRARY MANAGEMENT INNOVATION

A. Ensuring the Basic Functions of Library Management to Meet Social Needs

Nowadays, the rapid development of information technology is of great significance to the innovation of library management. First of all, the innovation of library management can make the library truly used by people, and make full use of the knowledge resources used by the library, so that more learners can find the knowledge they want quickly and conveniently. Furthermore, the innovation of library management, after the advance of science and technology, is of great significance to its own development.

Under the information technology, the library not only allows learners to acquire knowledge quickly, but also provides them with a comfortable reading environment. Today, with the development of information technology, the collection of books managed by the library can be organized systematically, and some rare and unfrequented books with great significance can be protected to avoid damage in the storage process. Traditional book arrangement mode is easy to lead to a book waste. The shelves of books in the library occupy too many places, which leads to a limited space for people to study and read in the library, resulting in no good reading environment. However, after innovation of management, the books are reorganized, and there is enough space to provide a good reading environment for learners.

The information record of the book borrower is also the daily work of the library management work, but in the traditional management, the registration is made, or the corresponding deposit is made according to the price of the book. Given the rapidly developed information, such way has fallen behind. The innovation of library management in lending can enhance its own appeal on the one hand, and it can alleviate its own work on the other hand, allowing its managers more time to deal with other problems encountered

in library management. Therefore, the innovation of library management can ensure the basic functions of library management and meet social needs.

B. Promoting the Development of Scientific Research, and Making the Information Library Inevitable

Library is an important base for scholars and experts to provide knowledge resources. Although it does not have the facilities for scientific research and experiment, it provides theoretical resources for schools and scientific research institutions. Of course, the most important thing is the research atmosphere of the library itself, which inevitably enlightens researchers. Another important reason is that with the advent of the era of Internet, people are allowed to make research on some issues through simple and quick online communication. Therefore, the publication of some papers, research results and journals has changed from the original paper version into a series of digital information products such as electronic books and journals, making the search and research on them all need to be carried out through computers. What's more, it poses new requirements on library management, and its managers must master the information computing management to implement their own responsibilities. Informatization has become the inevitable development of libraries.

III. PROBLEMS ENCOUNTERED IN LIBRARY MANAGEMENT INNOVATION

A. The Concept of Library Administrators Is Backward

The first problem encountered in library management innovation is the backward thinking of librarians. They have a limited understanding of information technology, follow the traditional management methods, and turn a deaf ear to the advocated management innovation. They even think that this innovation will seriously affect the work, which leads to loopholes in library management, causing great trouble to those who come to study here. What's worse, the leadership paid little attention to the management of the library. As a result, managers have a poor working attitude, lack the enthusiasm for work, and avoid innovation without taking the initiative.

B. Backward Library Management Services

There is another important problem in library management innovation, which is library management service. Under the traditional management service, the management of the library is closed to the outside world. Apart from the regular purchase of a batch of knowledge resources, there is no contact with the outside world. When it comes to management innovation, it is not easy to transform the previously closed service. Secondly, in the context of highly developed modern information technology, the sharing of free resources on the network platform has an impact on the status of the library. The library should play its role in the first place, changing from passive to active, attracting students, teachers and scholars to learn about the new changes of the library. However, due to various reasons, the library has not improved its service attitude at the present

stage, which makes the innovation of library management service extremely difficult.

C. Lack of Professional Management Talents in Library Management

Professional jobs are meant to be done by professionals. Neither school libraries nor libraries under other institutions have invested large amounts of money in library management because of the lack of attention from the leadership. Schools may let teachers and students take part-time jobs to manage, while other organizations will not spend much money to recruit professional managers because of cost and other factors. Without the support of professional talents, their management work lacks technical content and is prone to mistakes. In the library management innovation, the management staff do not have a clear understanding of the library management work, and then the innovation is undoubtedly more difficult.

D. Library Management Innovation Lacks Budget Funds

Whether it is the library of the school or the library of other institutions, it needs a lot of financial support to manage it. Innovation in the information technology is bound to be linked with the information equipment, and the replacement of information equipment needs a lot of money and policy support. In addition, most of the time, the leadership does not pay enough attention to library management. The lack of immediate economic or other feedback after the investment also leads to their misunderstanding of the management innovation of the library, resulting in no budget funds to support the management innovation.

E. The Library Management Mechanism Is Backward

In the innovation of library management, the lag of library management mechanism has always been a problem that we have to pay attention to. The pace of management innovation is slow because of its existing antiquated management system. The traditional library management mechanism involves salary payment, rewards and punishments, post responsibilities and so on. Innovation needs a whole set of new systems to make the library management mechanism to complete the innovation, only a certain aspect of the management of innovation is not feasible. It's a must to be clear about the overall situation and investigate its own actual situation before making innovation system.

IV. THE EFFECTIVE WAY OF LIBRARY MANAGEMENT INNOVATION

A. Changing Concepts and Attaching Importance to Management Innovation

Given today's knowledge payment, library is the repository of knowledge resources. Its managers should adapt to the development of the times, change their own ideas, accept the innovative development of information technology in library management, and organically integrate

innovation into their own management work. Library management personnel should look for opportunities to let senior leaders have a correct understanding of library management work, pay attention to this work, and put it on the agenda, put forward the importance of management innovation in weekly or monthly meetings, so that other leaders have a clear understanding of this work. To some extent, it's possible to set up some reward and punishment measures to encourage library management innovation and accelerate the implementation of management innovation.

B. Innovation on Management Service

The innovation of library management service is also an effective way to implement library management. Library management service should abandon the closed mode in its traditional service and face the society, schools and scientific research institutions with an open and shared attitude. After the introduction of information technology, the service work of library is not limited to offline. Scientific and reasonable service mechanism online is also needed. In this era of sharing economy, in addition to serving the staff in the library, libraries also need to contact and communicate with other libraries outside, or even serve them. This requires library managers to have an open mind and be able to accept the innovations in the management of these services.

C. Enhancing the Innovation Ability of Library Management Personnel

First of all, the innovation of library management needs a group of managers with professional management skills, standard quality and advanced innovation consciousness. Because of the existence of public welfare service in library management, the moral quality of library management staff must be qualified. Secondly, the management personnel must have the ability to operate the information equipment, that is to say, to be able to operate the information equipment used in the process of management. Innovation under the premise of talent conditions will achieve twice the result with half the effort. Of course, library managers should be trained to be innovative and store the seeds of innovation in their subconscious mind. Training should also be followed by simple tests and evaluations to give managers a clearer picture of themselves.

D. Increasing Capital Investment in Library Management

Against the background of digital information development, it is necessary to increase the investment of library management funds so that its managers can purchase advanced information management equipment and improve the automation of library management with the use of advanced equipment. Then the innovation of library management will naturally follow. Library managers should use these funds reasonably and purchase information equipment to facilitate the management work, instead of totally replacing people by machine. The managers should establish the correct attitude that these devices are for work, so that they will not lose themselves in management while innovating.

E. Improving the Innovation Mechanism of Library Management

Improving the innovative mechanism of library management is an important way to realize library management. Due to the integrity of library management system, it cannot be innovated one by one, so library management personnel should start from their own reality, combined with information equipment, to formulate a more perfect management mechanism to deal with the problems encountered in library management. The distribution system in this mechanism should not only reflect scientific and reasonable, but also reflect fairness and justice to protect the self-interests of management personnel. Of course, a supervisory system should also be set up to supervise the work of managers, which not only improves the quality of service of managers, but also enhances their work efficiency. The implementation of the reward and punishment system can fully mobilize the enthusiasm of managers. The implementation of the above measures is of great significance to promoting the innovation of library management.

V. CONCLUSION

To sum up, with the advancement of the information age, library management should also change the concept and move towards the road of innovation. Only by paying attention to the management innovation, improving the management service, enhancing the innovation ability of library management personnel, increasing the capital investment of library management, and perfecting the innovation mechanism of library management, can the innovation of library management be completed.

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