

Talking about the Conflict and Coordination of Interests in Library Work

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Abstract. Conflict of interest is a common social phenomenon in the real life of human society and an inevitable fact of human survival and development. Everyone will be involved in the conflict of interest and conflict of interest in some way in the process of survival. Library is an organism in social growth, and inevitably there is a conflict of interest. It is normal to avoid and solve contradictions. How to deal with the conflicts of interest in various activities of the library and solve them correctly or even resolve them in the future is a problem that every library administrator must face. This paper analyses the causes and manifestations of the conflicts of interest, and puts forward some measures to solve the conflicts of interest in libraries, to better promote the healthy development of the cause of libraries.

Keywords: Library Conflict of Interest Coordination.

1. Concepts, Causes and Manifestations of Conflicts of Interest

1.1 Definition of Conflict of Interest

Conflict of interest is a common social phenomenon in the real life of human society. As Marx said, "Everything people strive for is related to their interests." People's material interests (economic interests) are the most profound source and motivation of all social activities. Whether one knows, wants or likes it or not, it is impossible for a person to be totally outside the conflicts of interests and interests of contemporary human society. In his life, work, study and entertainment, he will encounter conflicts of interests everywhere in the national government, the army, schools, companies, group organizations and many other departments. Wherever there is group life, there is a conflict of interest. Conflict of interest is an unavoidable fact of human survival and development. Everyone will be involved in conflict of interest and conflict of interest in some way in the process of survival.

1.2 Reasons for Conflict of Interests

There are many reasons for the formation of conflicts of interest, but they mainly include the following two aspects: 1. unreasonable distribution. The unreasonable distribution of interests will inevitably result in some people encroaching on the interests of others, and conflicts of interests can not be avoided. Needs are not met. Needs are human's common sense. Marx said, "Without needs, there will be no production." Of course, there is a need for legitimate and improper distinction. No matter what kind of needs can not be met, conflicts of interest may arise.

1.3 Forms of Conflict of Interest

The interests of human society include a variety of specific interests, and their conflicts are also diverse, such as the contradiction between material interests and spiritual interests, the contradiction between immediate interests and long-term interests, the contradiction between economic interests and political interests, etc. From a vertical perspective, there are also contradictions among the interests of individuals, collectives and the state, and from a horizontal perspective, it is shown as the contradiction between individuals and individuals. The contradiction of interests between the collective and the collective, and between the state and the state.

2. Cause Analysis and External Performance of Interest Conflict in Libraries

Contemporary China is in a period of comprehensive transformation of social structure. During this period, a series of new changes have taken place in people's concept of interests, behavior of interests and the relationship of interests among people. People's ideological and moral concepts have undergone drastic turbulence, the coexistence and conflict of various values, and the trend of increasing utility and pragmatism of value orientation has emerged. As a public welfare undertaking, the library is a subsystem of the social system, and inevitably there is a conflict of interest.

2.1 The Current Situation of Libraries is Difficult to Meet People's Legitimate Needs.

Under the conditions of socialist market economy, it is an inalienable right for people to meet their legitimate needs. It is legitimate for people to attach importance to their legitimate interests and legitimate rights, and to realize the simultaneous action of righteousness and interests. Library is a cultural and educational institution and an important position for the construction of socialist spiritual civilization. It not only requires librarians to speak of dedication, but also provides librarians with conditions to meet their legitimate needs. At present, the situation of libraries is not optimistic, which is embodied in the following aspects: 1. The social image of libraries is not high and their status is low. In people's impression, the work of libraries is a simple work, without skills, and need not be asked by many universities. Therefore, in people's minds, the image and social status of librarians are not high. 2. There is a big gap between library work and professional expectations. It is difficult to achieve the ideal goal. Whether a job is satisfactory or not depends not only on the high salary and ease of work, but also on the opportunity to show talents and make people feel promising. Compared with other professions, the library work in our country is not only low salary, but also lack of opportunities, and it is very difficult to make achievements, which makes a considerable number of people doubt the future prospects, lose confidence in the development of the library cause, and thus lose interest in the library profession.

2.2 Unreasonable Distribution of Interests in Libraries

Man is a person of society. The object of interest created by people through labor must be allocated by society in order to be enjoyed by people finally. It can be said that the most direct link of the relationship between people's interests is the distribution of interests. The development of market economy induces people to focus on the satisfaction of material interests spontaneously. People's economic consciousness awakening and pursuing high-quality life are people's common psychological needs. People are trying to get fair treatment from society. The fairness of remuneration is closely related to people's satisfaction. When librarians are brought into the social environment, compared with other professions, their obvious feelings are low income, poor welfare, fewer opportunities for promotion, and a huge gap between their remuneration and the labor costs they pay. The lack of controllable allocation funds and internal competition incentive mechanism in libraries have resulted in the same situation of doing more and doing less, and doing better and doing better, so that some of the backbones can not be compensated for the benefits they deserve, and the psychological imbalance resulting from their comparison leads to loss. Faced with the helplessness of the current situation, the inability to change will inevitably affect their enthusiasm, initiative and creativity, and form psychology. A state in which expectations conflict with real interests.

2.3 Adverse Consequences of Conflict of Interest

If the conflict of interests exists for a long time and can not be solved, it will bring a series of adverse consequences, even serious consequences: a. It is difficult for libraries to attract and retain talents. Under the impact of the market economy, people's ideas and values have changed, and the choice of profession tends to pursue material interests. For a long time, libraries have been pursuing material interests because of the above conditions. It can be said that the existence of the situation does not have the advantage of attracting talents. At present, many excellent Librarians in libraries are dissatisfied with the lower social status of libraries, the worse welfare benefits and the working

environment where it is difficult to display their personal talents. It is an indisputable fact that library's talent resources are seriously drained. Many college students are allocated to libraries after graduation. After working for a period of time, they go far through other ways, such as examining and researching, examining civil servants, and investigating and leaving. B. The library team lacks cohesion and centripetal force. Because it can not attract and retain talents, it eventually becomes a place for personnel departments to place surplus personnel in other units. In addition, the library work is dull, repetitive and complicated, lacking communication and communication with each other. They are in charge of their own stalls, working in this position, thinking that another position is more leisurely and mutual.

Suspicion, in the year-end summary or assessment, each said how hard and tired his position. In all kinds of award evaluation and merit evaluation activities, it can be imagined that such a group will naturally have no cohesion and centripetal force to speak of. It is impossible to establish a good image of society, and will inevitably enter a vicious circle. Since conflict of interest is a common phenomenon in society and inevitable, the answer is "No". Any contradiction has its solution, and the conflict of interest must have its weapon to resolve - interest coordination. The so-called interest coordination refers to the process of conscious and conscious adjustment and ordering of people's interest concepts, behaviors and relationships in order to achieve a certain goal of coordination.

3. Measures to Coordinate Interests

The goal of interest coordination in libraries includes the personal development goal of librarians, creating a good working environment for librarians, helping or guiding them to become self-managers, working creatively in their specific positions, and realizing librarians' self-development while promoting the development of libraries.

3.1 Self-perfection, Establishing a Good Social Image and Gradually Improving the Social Status of Librarians

With the advent of the era of knowledge economy, people's knowledge and demand for information are extraordinary, which provides rare opportunities and conditions for librarians to show their skills. Therefore, libraries should take the opportunity to develop new information services, turn the social needs into the driving force for their own development, timely serve their own fine products to the society, serve the public, so that people really feel that the existence of libraries is an indispensable place in their lives. With the improvement of the social image of libraries, their social and economic benefits will be improved, and naturally, the social status of librarians will be improved.

3.2 Apply the Management Thought of "People-Oriented" to Provide Librarians with Reasonable Development Space.

The so-called "people-oriented" management idea is people-centered management, that is, the core issue of management is people. First of all, the humanistic management mode is guided by humanism, emphasizes personal development, pays attention to the potential of employees, and provides satisfactory and challenging work for employees. Secondly, management should be a person, so as to establish the concept of "talent first". B. create an incentive and innovation mechanism for the whole staff; C. make rational use of talents; D. meet the physical and social needs of the managed; E. create opportunities for the managed to realize their self-worth. Finally, management depends on people, which is the basic means and the most basic guarantee to realize the humanistic management thought.

3.3 Strengthen the Education of Professional Ethics

Professional ethics is the ethical principle of professional behavior and the norm of library leaders should weigh the advantages and disadvantages, guide all librarians to adhere to the correct moral value orientation in the library, exert the cohesion of morality, optimize the public opinion environment, form good moral customs, improve the mechanism of suppressing evil and promoting

good, make clear rewards and punishments, set up moral models, learn moral models, and correctly handle the relationship between individuals and others. Department, the relationship between individual and collective, the relationship between contribution and acquisition, the relationship between life and money, establish the spirit of collectivism of caring for people, loving collective, solidarity and cooperation, and oppose money worship, hedonism and individualism.

4. Conclusion

Institution is the guarantee of doing well in various undertakings, and nothing can be done without rules and regulations. In particular, the establishment and improvement of an effective assessment system is an important measure to strengthen the management of libraries and optimize the team. Practice has proved that the assessment work is a policy-oriented work. It is necessary to strengthen the organization and leadership of the assessment work, strictly follow the rules of the system, ensure the openness, fairness and fairness of the assessment work, and strictly carry out strict assessment in accordance with the content, standards and procedures of the assessment. It can accurately, comprehensively and objectively reflect the overall situation of each staff member in the performance of their duties and duties, and evaluate them according to relevant procedures. At the same time, it can link the results of the assessment with rewards for diligence and punishment for laziness and material benefits, promotion and training so as to play the role and benefit of the assessment.

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