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COMPETENCIES, WORK ATTITUDES AND TRAITS OF LIBRARIANS IN THE 21st CENTURY OF SELECTED PRIVATE AND PUBLIC COLLEGES IN REGION 4A, PHILIPPINES

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ABSTRACT

Competencies are the techniques, skills knowledge and characteristics that can make a certain employee or person stand out over a regular employee with the same function or work category because of his performance. This study aimed to evaluate the competencies, work attitudes and traits of librarians in the 21st century and to determine how the professional and personal competencies of the respondent-librarians relate to their work attitude, factors affecting their work attitudes and traits. The researcher used the descriptive method utilizing the process of assessment and evaluation and randomly interviewed librarians from different private and public colleges and universities in Region 4A. Based on the findings there was a moderate correlation between professional competencies and traits of librarians, for personal competencies and traits of librarians, no significant relationship was found among education, service commitment, leadership, flexibility, and ethics.

KEYWORDS

competencies, work attitudes, traits, 21st century librarians.

INTRODUCTION

The 21st Century calls for empowerment of an individual. It is an important process that enables someone to take action and to control, to work and to make decision in autonomous ways. Librarians, similarly, to be empowered must be competent enough in their field. Our government has empowering initiatives for librarians through the creation of (R.A. 9246) "Modernizing the practice of Librarianship in the Philippines and repealing Republic Act 6966, Entitled: An Act regulating the Practice of Librarianship and Prescribing the Qualifications of Librarians. This is to transform the image of librarians from passive to active and smart personality due to the changing needs of the profession. Likewise, Article IV section 6 of CHED Memorandum Order (CMO No.8, series of 2005), the competency standards for the librarians in the Philippines can be measured in terms of the following core competencies: professional competencies and personal competencies. On the other hand, librarians, nowadays need to be technology oriented, thus one's behavior towards the IT world might affect his/her competency. Attitudes affect behaviour and must be considered in managing staff, especially during change and innovation (Spacey, Guilding, and Murray, 2004). Moreover, Janes (2002) reveals that reference librarians with digital reference experience tended to have more positive attitudes than those who had no experience. Training and experience with particular events, behaviour, or action affects the attitude of an individual toward them. Adequate training and knowledge of ICT are crucial in encouraging librarians to show a positive attitude toward it. The mentioned scenarios fall under career adaptability which is one of the librarians' work attitudes that this study shall focus on. Attitude has direct impact on job satisfaction. Organizational commitment on the other hand, focuses on their attitudes towards the entire organization, as mentioned by Tella (2007). The objective of this study is to describe the current competencies, work attitudes and traits of librarians in selected colleges and universities in Region 4A. It is said to believe and to accentuate that librarians in these area are

working in the provinces. Professionals working in those should be capable of adopting the new trends in the information technology and digitalization of documents and services. Because many libraries will eventually be transformed into digital libraries, and require professionals educated in this area. Region 4A is being situated a couple of kilometers away from Manila, the seat of modernization in the Philippines. Specifically, it sought answer to the following questions: 1. How do the respondent-librarians rate their professional and personal competencies?, 2. How do the respondent-librarians describe their work attitudes in terms of: career adaptability, job satisfaction and organizational commitment? 3. What are the perceived factors affecting the work attitudes of respondent-librarians along: salaries and benefits, work environment, management style and performance appraisal? 4. What are the traits of the respondent-librarians in the 21st century? 5. How do the professional and personal competencies of the respondent-librarians relate to their work attitude, factors affecting their work attitudes and traits? 6. How do the respondent-librarians see themselves in the 21st century.

The study was anchored to the theory of Azemikhah (2005) which summarizes the competency theory. The person/librarians competencies were analyzed in detailed to know the strength and weaknesses of the person/librarian with regards to the professional and personal competencies. The result will serve as their springboard on how they are going to change and the learner's level of competency and professionalism elevates to a higher level.

This process continues until the learner arrives at the point of transposition of competency and learning. "At the point of transposition, the learner is able to apply performance criteria to new problems or cases independently. The learner is now able to examine new cases, identify, and study new concepts, if any, and using his/her acquired skills is able to perform in accordance with the requirements of the unit of competency independently. At that point, the learner is deemed competent and the relationship of 'learning to competency' is transposed into 'competency to learning'

The study have enumerated all the traits of librarians in the 21st century and how do the professional and personal competencies of the respondent-librarians relate to their work attitude, factors affecting their work attitudes and their traits. Then it was evaluated in terms of how do the respondent-librarians see themselves in the 21st century. This was done through interviews in order to get their ideas, concepts, and perhaps philosophies towards the status of librarians in the present world.

Shanghi (2007) Competences refers to the range of skills which are satisfactorily performed, while competencies refer to the behavior adopted in competent performance. According to Dole, Hurych, and Liebsts's (2005) Competencies are skills and knowledge that can be learned and can be measured. If something cannot be learned it is not helpful and it cannot be measured and cannot be evaluated, likewise, not helpful to the process of training. This is similar to what was stated by (Osa,2003) competencies is also defines as "The combination of knowledge skills, and abilities which are relevant to a particular job position and which, when acquired, allow a person to perform a task or function at a high level of proficiency in improving these attributes plays a key role in defining what is competency and what is not.

"Competencies can include both personal and professional aspects – personal competencies may include skills, attitudes and values that underlie our work... professional competencies address the ways we apply our knowledge to our work" (Van Wert, 2004). According to the studies conducted by the following: Ramzan (2004), Lozaga (2012), Wanek (2006), Adekunle, Omoba and Tella.(2007) The all agree that Implementing information communication technology (ICT) in the library depends largely on librarians' attitudes toward it. This study was supported by Lozaga (2012) that, we all know the way librarians and staff do their jobs has changed greatly in the last few decades, due to the introduction of technology, into the library. This includes but not limited to computers in the library. That's why, libraries are increasingly searching for and employing librarians and staff with significant technology skill sets. PASLI (2011), the professional skills should be improved in delivering library services to the public, West (2005) our patrons/library users are not homogenous., MLA (2006) lifelong learning must be a cornerstone of every individual's professional development plan to achieve success individuals must assume greater personal responsibility for defining their on-going learning goals, increasing their competencies, and improving their professional performance. According to (CEAT, 2010) emerging technologies have made it imperative for librarians "to reinvent themselves to provide new library services to fully satisfy millennium clients and for libraries to continually evolve under their supervision." Librarians should be opened to the new challenges and sees new opportunities and should not be afraid of change in technology. The attitudes of librarians has something to do with the change or transformation of our modern technology wherein it affects somehow on the attitudes of the librarians on how to adopt these changes as mentioned by Gilmour (2003), " change happens, transformation is planned" it only mean that our competencies and attitudes should be open to the different changes to make us grow professionally to adopt changes particularly the information technology. Farkas (2006) it is an ability to easily learn new technologies. Santos (2010) mentioned that, Information literacy is the ability to recognize when information is needed, and how to locate, access, use and evaluate it (Callison, 2006). This ability is very essential nowadays due to "information explosion" where vast amount of information is becoming increasingly available across all formats for free. In addition to this, information literacy is also very important for it entails not only knowing how to use the computer but more importantly, knowing how to access information and analyze it. Choi and Rasmussen (2006) conducted a study to identify the knowledge and skills required by current practitioners in US libraries. Findings show that 35% of respondents job responsibility based on website related activities, 26% based on digital project initiatives, 21.7% related to maintain technical standards and practices and only 17.3% related to other activities. These results illustrate the importance of acquiring technological expertise to survive in this information society. In the study of Wanek (2006) showed that the employees working in a low-tech organization and who in addition had a departmental main work task of low-technical character had less positive computer attitudes than did employees working in either a high-tech organization or department, or both. The study of Tella, Ayeni and Popoola (2007) on Work Motivation, Job Satisfaction, and Organisational Commitment of Library Personnel in Academic and Research Libraries stated that, the management of people at work is an integral part of the management process. To understand the critical importance of people in the organization is to recognize that the human element and the organization are synonymous.

METHODOLOGY

The respondents of the study were the head or chief librarians of the selected private and public colleges and universities in region 4A. According to Calderon (2000), the size of the sample can be 20-30% of the total population through Random Sampling. There were 276 private colleges and universities in Region 4A , in which thirty (30%) percent or 82.8 (83) percent were taken as respondents of the study. A carefully selected sample of librarians was surveyed and a description of the population was inferred from what was found out the sample.

The instrument was checked and validated by the researcher's adviser and members of the defense panel. It was suggested that an additional items like traits of the respondent-librarians in the 21st century were added in the instrument/questionnaires as suggested by them during the validation process.

DATA GATHERING PROCEDURE

After finalizing the questionnaires, the researcher prepared a letter addressed to the different School Administrator/Chief Librarians to secure permission of conducting a survey on their respective school. The researcher also conducted interviews with the different librarians. Out of 83 respondent-librarians, only 51 had been interviewed by the researcher since the others were not available at the moment for they were attending to the library users. The statistical tools used in answering statement of the problem numbers one (1) to four (4) was Weighted Mean, while statement of the problem number five (5) used Multiple Linear Regression and statement of the problem number six (6) used unstructured interview.

RESULTS

TABLE 1: RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND WORK ATTITUDES OF THE RESPONDENT-LIBRARIANS

Professional Competencies	Work Attitude		Multiple r	df	F	Sig	Interpretation
		P. Value/Interpretation					
Customer Service	Career Adaptability	0.8722 Not Significant	0.3168 Low Correlation	3	2.9369	0.03834	Significant
	Job Satisfaction	0.3922 Not Significant					
	Organizational Commitment	0.0318 Significant					
Assessment	Career Adaptability	0.0380 Significant	0.3833 Low Correlation	3	4.5343	0.0055	Significant
	Job Satisfaction	0.04010 Not Significant					
	Organizational Commitment	0.0293 Significant					
Knowledge and Information	Career Adaptability	0.2984 Not Significant	0.4473 Moderate Correlation	3	6.5863	0.00049	Significant
	Job Satisfaction	0.9788 Not Significant					
	Organizational Commitment	0.00042 Significant					
Resource Management	Career Adaptability	0.2188 Not Significant	0.2344 Low Correlation	3	1.5305	0.2131	Not Significant
	Job Satisfaction	0.8783 Not Significant					
	Organizational Commitment	0.2209 Not Significant					
Technical skills	Career Adaptability	0.0099 Significant	0.3084 Low Correlation	3	2.7681	0.0471	Significant
	Job Satisfaction	0.1927 Not Significant					
	Organizational Commitment	0.4349 Not Significant					
Advocacy	Career Adaptability	0.0359 Significant	0.3306 Low Correlation	3	3.2304	0.0268	Significant
	Job Satisfaction	0.9017 Not Significant					
	Organizational Commitment	0.3256 Not Significant					
Collaboration	Career Adaptability	0.5980 Not Significant	0.2880 Low Correlation	3	2.3815	0.0757	Not Significant
	Job Satisfaction	0.8929 Not Significant					
	Organizational Commitment	0.0314 Significant					
Administration	Career Adaptability	0.0213 Significant	0.3054 Low Correlation	3	2.7079	0.0507	Significant
	Job Satisfaction	0.0926 Not Significant					
	Organizational Commitment	0.1300 Not Significant					

*Significance at .05 level of significance

Based on the results as shown in Table 1 there was low correlation between professional competencies and work attitudes of the respondent-librarians in terms of Customer service with Multiple r 0.3868 and significant value of (0.03834), Assessment with Multiple r 0.3833 and Significant value of (0.0055), Technical skills with multiple r 0.3084 and Significant value of (0.0471), Advocacy with Multiple r 0.3306 and Significant value of (0.0268), Administration with Multiple r 0.3054 and Significant F value of (0.0507), while moderate correlation was found in Knowledge and information with Multiple r 0.4473 and Significant value of (0.00049), all the indicators were significant since the level of significant is lesser than 0.05.

2.1 RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND FACTORS AFFECTING THE RESPONDENTS WORK ATTITUDES

TABLE 2: RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND FACTORS AFFECTING THEIR WORK ATTITUDES

Professional Competencies	Factors Affecting their Work Attitudes		Multiplier	df	F	Sig	Interpretation
		P. Value/Interpretation					
Customer Service	Salaries ad Benefits Work Environment Management Style Performance Appraisal	0.7060 Not Significant 0.0914 Not Significant 0.7142 Not Significant 0.4935 Not Significant	0.2960 Low Correlation	4	1.8724	0.1236	Not Significant
Assessment	Salaries and Benefits Work Environment Management Style Performance Appraisal	0.5648 Not Significant 0.6125 Not Significant 0.1814 Not Significant 0.0496 Significant	0.3365 Low Correlation	4	2.4897	0.0499	Significant
Knowledge and Information	Salaries and Benefits Work Environment Management style Performance Appraisal	0.9168 Not Significant 0.0036 Significant 0.1829 Not Significant 0.6855 Not Significant	0.3630 Low Correlation	4	2.9596	0.0248	Significant
Resource Management	Salaries and Benefits Work Environment Management Style Performance Appraisal	0.9626 Not Significant 0.0155 Significant 0.5905 Not Significant 0.8999 Not Significant	0.2743 Low Correlation	4	1.5868	0.1861	Not Significant
Advocacy	Salaries and Benefits Work Environment Management Style Performance Appraisal	0.6203 Not Significant 0.0198 Significant 0.9868 Not Significant 0.3784 Not Significant	0.3558 Low Correlation	4	2.8262	0.0303	Significant
Collaboration	Salaries and Benefits Work Environment Management Style Performance Appraisal	0.7893 Not Significant 0.0147 Significant 0.8818 Not Significant 0.0396 Significant	0.4229 Moderate Correlation	4	4.2461	0.0037	Significant
Administration	Salaries and Benefits Work Environment Management Style Performance Appraisal	0.5598 Not Significant 0.5300 Not Significant 0.8198 Not significant 0.0309 Significant	0.3204 Low Correlation	4	2.2313	0.0732	Not Significant

*Significance at .05 level of significance

Based on the results as shown in Table 2 there was significant relationship between professional competencies and factors affecting their work attitudes in terms of Assessment with Multiple r 0.3365 Low correlation and Significant F value (0.0499), Knowledge and Information with Multiple r 0.3630 Low correlation and Significant F value (0.0248), Advocacy with Multiple r 0.3558 Low correlation and Significant F value (0.0303), However, Collaboration with Multiple r 0.4229 has Moderate correlation and Significant F value (0.0037) and also significant.

2.2. RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND TRAITS OF THE RESPONDENT-LIBRARIANS

TABLE 3: RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND TRAITS OF THE RESPONDENT- LIBRARIANS

	Traits	P. Value/Interpretation	Multiplier	df	F	Sig	Interpretation
Professional Competencies	Customer Service	0.0169 Significant	0.5528 Moderate Correlation	3	4.7146	0.0002	Significant
	Assessment	0.0258 Significant					
	Knowledge and Information	0.7906 Not Significant					
	Resource Management	0.2922 Not Significant					
	Technical Skills	0.8391 Not Significant					
	Advocacy	0.9896 Not Significant					
	Collaboration	0.4898 Not Significant					
	Administration	0.0000 Significant					

*Significance at .05 level of significance

As shown professional competencies and traits of librarians there was a significant relationship along Customer service (0.0168), Assessment (0.0258) and Administration (0.0000) since the p-values are less than level of significance of 0.05. The results also show that as a whole a moderate correlation existed as revealed by a multiple r-value of 0.5528 and Significant value of 0.0002 which is less than 0.05 significance level.

2.3 RELATIONSHIP BETWEEN PERSONAL COMPETENCIES AND WORK ATTITUDES

TABLE 4: RELATIONSHIP BETWEEN PERSONAL COMPETENCIES AND WORK ATTITUDES OF THE RESPONDENT- LIBRARIANS

Personal Competencies	Traits	P. Value/Interpretation	Multiple r	df	F	Sig	Interpretation
Career Adaptability	Education	0.5567 Not Significant	0.3910 Low Correlation	7	1.9331	0.0760	Not Significant
	Service Commitment	0.1474 Not Significant					
	Flexibility	0.8376 Not Significant					
	Leadership	0.8991 Not Significant					
	Ethics	0.9259 Not Significant					
	Communication	0.3624 Not Significant					
	Self-motivation	0.2943 Not significant					
Job Satisfaction	Education	0.6365 Not Significant	0.4126 Moderate Correlation	7	2.1979	0.0437	Significant
	Service Commitment	0.6015 Not Significant					
	Flexibility	0.0005 Significant					
	Leadership	0.1997 Not Significant					
	Ethics	0.5637 Not Significant					
	Communication	0.4716 Not Significant					
	Self-motivation	0.7571 Not Significant					
Organizational Commitment	Education	0.3749 Not Significant	0.5368 Moderate Correlation	7	4.3368	0.0004	Significant
	Service Commitment	0.0290 Significant					
	Flexibility	0.5106 Not significant					
	Leadership	0.5769 Not Significant					
	Ethics	0.3499 Not significant					
	Communication	0.0025 Significant					
	Self-motivation	0.1220 Not Significant					

*Significance at .05 level of significance

Based on the findings there was a moderate correlation on personal competencies and work attitudes in terms of Job satisfaction with Multiple r 0.4126 and Significant value 0.0437, Organizational commitment with Multiple r 0.5368 and Significant value of 0.0004 the two indicators were related and significant.

2.4 RELATIONSHIP BETWEEN PERSONAL COMPETENCIES AND THE FACTORS AFFECTING WORK ATTITUDES

TABLE 5: RELATIONSHIP BETWEEN PERSONAL COMPETENCIES AND FACTORS AFFECTING WORK ATTITUDES OF THE RESPONDENT- LIBRARIANS

Personal Competencies	Factors Affecting Work Attitudes		Multiple r	df	F	Sig	Interpretation
		P. Value/Interpretation					
Salaries and Benefits	Education	0.00069 Significant	0.3995 Moderate Correlation	7	2.0347	0.0616	Not Significant
	Service Commitment	0.9944 Not Significant					
	Flexibility	0.9387 Not Significant					
	Leadership	0.9609 Not Significant					
	Ethics	0.4683 Not Significant					
	Communication	0.1239 Not Significant					
	Self-motivation	0.8568 Not Significant					
Work Environment	Education	0.0304 Significant	0.5082 Moderate Correlation	7	3.7318	0.0016	Significant
	Service Commitment	0.0486 Significant					
	Flexibility	0.6620 Not Significant					
	Leadership	0.6430 Not Significant					
	Ethics	0.4495 Not Significant					
	Communication	0.0455 Significant					
	Self-motivation	0.4074 Not significant					
Management Style	Education	0.6404 Not Significant	0.3609 Low Correlation	7	1.6048	0.1471	Not Significant
	Service Commitment	0.5493 Not Significant					
	Flexibility	0.0079 Significant					
	Leadership	0.3729 Not Significant					
	Ethics	0.4632 Not significant					
	Communication	0.2774 Not significant					
	Self-motivation	0.8570 Not Significant					
Performance Appraisal	Education	0.8222 Not Significant	0.4558 Moderate Correlation	7	2.8099	0.0118	Significant
	Service Commitment	0.0145 Significant					
	Flexibility	0.4890 Not Significant					
	Leadership	0.4689 Not Significant					
	Ethics	0.8179 Not significant					
	Communication	0.0118 Significant					
	Self-motivation	0.9148 Not Significant					

*Significance at .05 level of significance

Based on the results there was a moderate correlation between personal competencies and factors affecting work attitudes in terms of work environment as revealed by Multiple r value of 0.5082 and significant value of 0.0016 . Performance appraisal with Multiple r 0.4558 and significant value of 0.0118. both indicators were related and significant.

2.5 RELATIONSHIP BETWEEN PERSONAL COMPETENCIES AND TRAITS OF LIBRARIANS

TABLE 6: RELATIONSHIP BETWEEN PROFESSIONAL COMPETENCIES AND TRAITS OF THE RESPONDENT- LIBRARIANS

	Traits		Multiple r	df	F	Sig	Interpretation
		P. Value/Interpretation					
Personal Competencies	Education	0.3974 Not Significant	0.5813 Moderate Correlation	7	5.4679	0.00004	Significant
	Service Commitment	0.9781 Not Significant		75			
	Flexibility	0.9197 Not Significant		82			
	Leadership	0.2168 Not Significant					
	Ethics	0.6586 Not Significant					
	Communication	0.0262 Significant					
	Self-motivation	0.0075 Significant					

Based on the findings there was a significant relationship and moderate correlation between professional competencies and traits of librarians as revealed by a multiple r value of 0.5813 and Significant value of 0.00004 which was less at 0.05 significance level.

The respondent-librarians in the 21st century.

Based on the interview, with the respondent-librarians majority of them answered that , librarians should be expert in using computer to adopt the constant change in the information technology. The others had varied answers like, they should be smart, active in the participation and membership to professional organization.

DISCUSSION

The Relationship between Professional Competencies and Work Attitudes of the Respondent-librarian. There was significant relationship between professional competencies and work attitudes of the respondent-librarians in terms of customer service, assessment, knowledge and information, technical skills, advocacy and administration and their work attitudes. The higher their professional competencies, the more positive their work attitude towards work.

Relationship between Professional Competencies and Factors affecting the Respondents Work Attitudes Based on the results there was a significant relationship between professional competencies and factors affecting their work attitudes in terms of assessment, knowledge and information, and advocacy were all low correlation and significant, while collaboration was also significant but with moderate correlation. The results mean that having better assessment service may lead to factors affecting their work attitudes especially performance appraisal. it can be generalized that a competent librarian equipped with enough knowledge and information regarding their profession may affect his/her work environment, with regard to advocacy, Librarians can render work professionally at any point in time and at any working environment and collaboration among the librarians is important in having positive work attitude.

Relationship between Professional Competencies and Traits of the Respondent-Librarians. Based on the results the professional competencies and traits of librarians along customer service, assessment and administration were related. It implies that, the librarians emphasized that customer service, assessment and administration are strong predictors of traits of the librarians.

Relationship between Personal Competencies and Work Attitudes. of the Respondent Librarians. Based on the results the personal competencies and work attitudes of the respondent-librarians in terms job satisfaction and organizational commitment were moderately correlated and found to be significant , whether a librarian is satisfied or not in his or her job does not necessarily mean that he or she is personally competent. Commitment to their work as librarian attributes to their work performance. This implies that having better personal competencies may not lead to positive work attitudes.

Relationship between Personal Competencies and the Factors affecting Work Attitudes. Based on the results there was moderate correlation between personal competencies and factors affecting work attitudes in term of work environment and performance appraisal have moderate correlation and was found significant. . The librarians' positive attitude in their working environment depends on their educational attainment, service commitment, and communication skills. Librarians who are committed to their job, have appropriate educational attainment and communicatively competent show positive work attitude. A positive work environment improves on employee attitude.

Relationship between Personal Competencies and Traits of Librarians. Based on the findings there was a moderate correlation between professional competencies and traits of librarians, the results in communication and self- motivation showed significant relationship. The results imply that librarians who are good in communication, can express themselves well, and are self- motivated and have positive attitude.

The respondent-librarians in the 21st century. Based on the interview majority of the respondent-librarians gave their ideas of the librarians in the 21st century, they should be an expert in using computer to adopt the constant change in the information technology. Librarians should be professionally and personally smart and active so they can be updated in the latest trends and issues in librarianship.

CONCLUSION

Based on the aforementioned summary of findings, the following conclusions are drawn:

The librarians' ethics and service commitment always determine the librarians' personal competency. The librarians perceived that the indicators sometimes affect their professional competencies. Professionalism played a vital role in the librarians work environment. They can perform their work well and can easily get along with other colleague in the work place as well as to their superiors. Whatever the management style of their superior will not matter for they are flexible enough to get along with.

The librarian's priority is to give service to customers, as they have shows approachability that will creates an environment of mutual respect and trust and can develop modern characteristic, and they are committed to life-long learning for their professional growth and development. The professional competencies has moderate correlation to traits of the librarians. Most of the librarians are particular with the present status, what they only aim at the present is to be a licensed professional librarians, and aside from that their traits in pursuing their career to the higher level sometimes was not their top most priority. Librarians should be updated in the use of modern technology and other library software to cope up with the recent development in information technology through the support of the administration.

FUTURE DIRECTIONS

Librarians should be given more motivation to uplift their self esteem. This can be done through sending them to seminars, forum and conferences to enhance their knowledge and expertise with the work as well as to develop self confidence and professional growth and development. Personality development should be given also priority in the curriculum to upgrade the professional and personal competencies of the librarians. Encouragement on the part of the superior to let them pursue Masteral Degree aside from being contented of being a licensed librarian. Significant effort is required to increase awareness of new technology

and transferable skills in communication, management, leadership, training, and teamwork among librarians. They should also be given an ample opportunities to grow professionally by attending seminars, conferences and forums to enhance their competencies and provide constant updates on the new trends on their profession. More emphasis should be placed on improving librarians attitudes towards technology. Library schools should exert more effort in developing the students professional and personal competencies in teaching to produce competent professional librarians with well-rounded personality, good work attitudes and traits. Future researchers may conduct study similar to this one considering other variables not mentioned in the study.

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