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SAARC Regional Innovative Library Training Program

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SAARC Regional Innovative Library Training Program

Initiated By

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Submitted To

Dr. Rangashri Kishore

Director, Library Services

Ashoka University, Sonipat, Haryana, India

Date: May 12, 2016

Date: May 12, 2016

To

Dr. Rangashri Kishore

Director, Library Services

Ashoka University, Sonipat, Haryana, India

Subject: Report submission on "SAARC Regional Innovative Library Training Program"

Dear Dr. Rangashri,

This is to bring your kind attention that we the undersigned have been attended the aforesaid program during April 23 to May 13, 2016 under your guidance at the Ashoka University and have been trying our level best to perform our responsibility so that best outcomes may bring a great advantage for both the universities- i.e. Ashoka and IUB. However, a summary activities of the program is given herewithfor your kind review and assessment for the same. If you found anything needed to be changed please feel free to correct it or redirect us without any hesitation.

Thanking you for your kind cooperation.

Sincerely yours,

Mohammad HumayunKabir
Deputy Librarian, IUB

Asfia Begum
Assistant Librarian

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Acknowledgement

It is our great pleasure and gratitude that we acknowledge many individuals whose contributions have made us possible to participate the "SAARC Regional Innovative Library Training Program" initiated by Ashoka University, Haryana, India.

First of all we would like to thank the Asoka university authority for initiating and arranging such a program and selectedus from Bangladesh as the suitable candidates working forIndependent University, Bangladesh (IUB) as first participating countryteam within the SAARC region. Dr. Rangashri Kishore, Director Library Services, Ashoka University deserves exclusive and special thanks for her extra ordinary leadership quality of arranging such a program and make it successful providing every efforts on behalf of the Ashoka University along with her enthusiastic library team. We owe a debt of gratitude to the Founders and Trustees of Ashoka University for allowing us to attend and participate the program alongwith other leadership team and serving staffs for their kind cooperation and all logistic supports during the program.

We are most grateful to Dr. M. Omar Rahman, Vice Chancellor, IUB and Mr. M.HossamHaider Chowdhury, Librarian, IUB, along with other distinguished colleagues for extending their kind support for us.

Our special appreciation is extended to our parents and family members, in fact without their kind consideration and sacrifice, we would not be able to come and join the program in such a wonderful environment.

Program Schedule - At a Glance

During April 23 –May 13, 2016

S/N	Date/Day	Activities/ Visiting Places	Remarks
01	23.04.2016 Saturday	Delegates arrived at Ashoka University Campus at 11:35 am	Staying at Campus
02	24.04.2016 Sunday	Personal visit at Chandni Chowk Market in New Delhi	Holiday observed
03	25.04.2016 Monday	Induction session with Ashoka University Officials &Meeting with the library team regarding the action plan taken during the program	Presided by Director, Library Services
04	26.04.2016 Tuesday	Visiting Psychological Rehab Center, Amity University&Swaminarayan Akshardham Temple	With Team Leader
05	27.04.2016 Wednesday	Hands-on Learning & Sharing Experiences **Session – 1** (Briefing about detailed activities and services of Ashoka& IUB Library)	Library team
06	28.04.2016 Thursday	SRM University, NIFTEM Knowledge Center, O.P. Jindal Global University	Library team
07	29.04.2016 Friday	Providing Community Library Services to the underprivileged children as a Social Responsibility in a village, Sonipat, Haryana	Library team
08	30.04.2016 Saturday	Personal visit- Agra Taj Mahal, Red Fort, FotehpurSikri	Holiday observed
09	01.05.2016 Sunday	Personal visit- Karol BaghMarket, New Delhi for passing leisure time	Enjoy holiday with shopping
10	02.05.2016 Monday	Hands-on Learning & Sharing Experiences **Session – 2** (Facilities & Services, Procurement & Processing of Learning Resources, etc.)	Library team
11	03.05.2016 Tuesday	American Center, British Council, South Asian University, JNU Library, India Gate	Library team
12	04.05.2016 Wednesday	Hands-on Learning & Sharing Experiences **Session –3** (ILS Software-koha, News-NIC, News RAC, UGC-Info Net, Del-Net, etc.)	Library team
13	05.05.2016 Thursday	Program benefit & experience sharing formal presentation delivered (both the team) at the presence of AshokaUniversity Officials	Admin Building Room # 201
14	06.05.2016 Friday	Parliament Library, Lok Sabha Secretariat, Parliament Museum, Indian Emporium Shopping Mall	With Team Leader
15	07.05.2016 Saturday	Hands-on Learning & Sharing Experiences **Session – 4** (Archiving &Repository on DSpace)	Library team
16	08.05.2016 Sunday	Personal visit- Delhi Haat, INAMarket andSarojini Nagar for shopping & passing the leisure time	Holiday observed
17	09.05.2016 Monday	Worked at campus library and exchanged experiences- **Session 5**(Misc.)	Library team
18	10.05.2016 Tuesday	Writing reports for overall assessment of the innovative program	Delegates
19	11.05.2016 Wednesday	Review - Learning & Sharing Experiences	Library Team
20	12.05.2016 Thursday	Submission of Reports and PP Presentation Documents to the Director, Library Services, Ashoka University, Dinner at Haveli hosted by delegates	Library Team
21	13.05.2016 Friday	Meeting with the associated individuals, Say good-bye every one before leaving the campus & Journey starts for Bangladesh around 10:30 am	Departure

Background of the Program

Introduction

New technology is being developed all the time so it is not sufficient to run a one-off training session for any individuals of a particular unit of the organization to keep them updated. Realizing the demand of motivating and educating staffs with enhancing updated knowledge on new areas of technology those are being used in the field of dissemination of library and information servicesand that can be adopted through a joint effort of sharing and learning platform namely- "SAARC Regional Innovative Library Training Program" initiated by Ashoka University, Sonipat, Haryana, India, during April 23 – May 13, 2016. The main objective of the program is toidentify the skill gaps within the existing workforceandfind out the best practices with others that can be adopted to meet the organizational goal.

Reasons for arranginginnovativeprogram:

Basically the program was strategicallydesigned and conducted by Dr. Ragashri Kishore, Director Library Services,so that professionals of both the institutions may gain new knowledges and skills not only sharing among the professionals among the two institutions through their practicing experiences but also visiting and sharing few other modern libraries located in the national capital city of India to increase the capacity and innovation to adopt new technologies and methods. As a result of that they can be able to compare themselves and set up altogether a bench mark of service standard for their own institutions to make them fit to stay ahead of the respective organization.

Bangladesh Team - First Participants from the SAARC Region:

The Ashoka University aims at to empower students to be better citizens of and for the world and aspires to open the windows and doors of a student's mind. The university pursues excellence and set it up its goal to be the best. This ambition makes Ashoka always a work in progress. In every steps they are trying to uphold the quality services as per commitment. Though the university is functioning from only two years back but the leadership team is performing their best practices to become a role model for other such institutions having the every support from the unique team of Founding Trusts. Dr. Rangashri Kishore, Director, Library Services, is also one of the capable visionary team leaders of Ashoka University who has been actively serving for university community as a Director, Library Services and looking forward becoming the best service provider to meet the university's mission in the context of global village. As a part of learning and sharing experiences from the best performer libraries, especially in the SAARC region, she is trying to build up a professional teamto increase the capacity to adopt new technologies and methods so that it can fulfill the role effectively. Thus the Independent University, Bangladesh (IUB) become a choice for delegation strategies to increase service quality and motivation of Ashoka University.

Future Target of the Program

The Program was designed aiming to increase in innovation, communication, collaboration, capacity building to adopt new technologies and methods, and gain a deeper understanding of personal and professional roles and responsibilities relating to others, apply delegation strategies to increase service quality and motivation resulting in to meet the organizational goal and above all taking the future leadership role in the SAARC region through developing a model academic library in the Ashoka University.

A Brief Description of the IUB Library

Introduction

The library is truly the heart of the Independent University, Bangladesh (IUB). It has been growing with the young university constantly serving the vibrant community of student and faculty since its inception. In 1993 the library launched in a room having around area of 850 sft at House 8, Road 10, Baridhara, Dhaka collection of 293 books and traveled to to-days permanent address at Bashundhara as IUB Central Library where the library occupies four floors for stacking reading materials, accommodating readers in reading rooms and the library personnel at work places. The library emphasizes services to clients, at the same time trying to increase their self-help-and self-service capacities. The library is the major contributor to the university's aim of developing independent learners.

IUB Library- at a glance

- Areas of the Library : 22,360 sft
- Seating Capacity : 485 in a single seating
- Staff Members : 8 Professionals & 7 Non-Professionals
- Student support : 30 Students (E-Resource Lab, Help Desk& Safekeeping)
- Computers : E-Resource Lab 67, AVM, OPAC& Official purposes 18 = 85 Pcs
- Printed Books : 27, 605 [as of April 20, 2016]
- Print Journals : 143 (Title)
- Electronic Online Journals :Over 21, 000 Title
- Newspapers : 15 (English, Bengali, International)
- CD : 1350
- DVD : 384

- Audio Cassettes : 372
- Video Cassettes : 90
- Photo copier : 2
- Printer : 4
- Scanner : 1
- Display TV : 2
- Multimedia : 1
- Spiral machine : 1
- Internship Report CD : 1621
- Internship Report : 2722
- LFE (Live In Field Experience) Report : 103
- Senior Project Report (SB, SECS, SESM, SLASS) : 76
- MPH & MBA Reports : 195
- Maps : 115

Unique Feature of the IUB Library:

Basically both the university Library is functioning almost similar way. Since the IUB Library was established in 1993 and presently serves around5,500 members, the followings are found the unique features of IUB Library comparing the Ashoka University Library-

1. Library Orientation/ Multimedia ILS services for newly admitted students (maximum 30 seats/ each batch, 4 groups in a day) which covers Library Membership, How to use Library & find the library materials, OPAC Search, Searching strategy of E-Resources, General Rules of the library, Rules for using E-Resource PCs, etc.

2. Different Corners, like as –
    a. New Arrivals,
    b. Liberation War Corner,
    c. South Asian Literature Corner,
    d. Audio Visual Corner,
    e. IUB Archival Corner,
    f. Display shelve for visualizing intellectual properties those who are working for IUB
    g. Display shelve for visualizing IUB publications
    h. Display shelve for visualizingcollections on special day/event for world famous person(s)
    i. Discussion Rooms,
    j. OPAC Terminal (using Online library catalogue to search library material)
    k. Reprographic services (strictly maintaining the copyright rules)
    l. Scanning Services, etc.
3. Research support Services for Faculty Members through arranging regular workshops on-
    a. Searching Strategy of E-Resources
    b. Citation styles/Reference Management software using, especially EndNote X6
4. Assist to create profiles on Academic Sites so that*intellectual outcome accessible to the global community, i.e.*
    a. Google Scholar,
    b. ORCIDiD,

c. Research Gate,

d. Acadia.edu,

e. LinkedIn

5. Off Campus Access to E-Resources through My Athens (for limited users only)
6. Priority arrangements for physically challenged users
7. Subject specialist services on e-Resources/ databases to make the library easy to use,*i.e.*-

    a. Collections covering Business Areas

    b. Collections on Environmental Science and Management

    c. Computer Science &Engineering, Communication, Climate change, etc.

    d. Law related collections

    e. Health related databases, etc.

8. Online membership and convenientcirculation services (No manual membership cards)
9. Part Time Job facilities for students under *The Campus Employment Program of IUB*

    a. Maximum 30 students in a semester works for IUB Library

    b. Main responsible duty areas are- E-Resource LAB, Help Desk, Safekeeping Services, and duty hour covers during 9:00 am to 8:00 pm only for student workers

    c. Eligibility for submitting application, minimum CGPA 3.0 out of scale 4

    d. Selection procedure is given need based priority, previous result, sincerity, etc.

    e. Working hours- not more than 4 hours/day, not more than 20 hours/week, not more than 80 hours/month- International Standard

    f. Payment is scheduled once in a month through individual bank account by the arrangement of Finance and Accounts Department, as per working hour, (Tk.65.00/hour basis)

g. Student worker also engages to assist regular staffs during yearly stock inventory of library resources

h. After successful completion of the job responsibility, students are given a working experience certificate

10. Open 7 days during the semester period; and 5 days/week during the off semester
11. Separate Sound proof Discussion Rooms, Individual self-study areas, Laptop using corner with charging facilities, whole campus including library is enabled with Wi-Fi
12. Separate E-Resource Browsing Lab accommodating with 67 PCs

Ref:http://www.lib.iub.edu.bd/

Visiting Different Places Which Includes the Program

Opportunities for Gaining New Experiences

Through this innovative training program we have visited undermentioned places and gain new knowledges and introduced with new technologies those are being used in the library. A brief description is given here under a make a compilation of the program report-

Amity University, Greater Noida, New Delhi

We visited Amity University Central Library at Noida campus on 26th April 2016. It is a beautiful library in terms of everything. We met with the Head of the Library and his working team and they showed us different service corners and technologies they are applying for including software for processing and retrieval purposes. A summary description may include here under like as-

- Spread over 56,000 SQ. FT.
- Access over 17,000 online journals like as Ebsco Host, IEEE Xplore, ACM Digital Library, Taylor & Francis.....UGC-Infonet, INDEST-AICTE, IS1 and Delnet. All Amity students are members of Amizone-Amity Intranet Zone which allows them easy access to these journals & papers.
- Easily and efficiently manage a *library's* collection of MARC records. These tools include: KOHA can be installed on a *central* server. And host multiple ... Two *unique features* of NEDAP gates: 1 meter ... *Amity University*, Noida (with RFID). IIIT, *Delhi* (with ... District Institute of Education & Training, New Delhi.

- The Wi-Fi enabled library prides in its collection of carefully selected volumes, including text and reference in Engineering and allied subjects.

All the visiting team members were happy to sharing and learning experiences with the Amity Library team and the visit bring added value for our users and organizations also.

On the same day we visited Biswas- the Psychological Rehabilitation Center, Greater Noida, New Delhi with the Director, Library Services through which how the extended social responsibility services may be taken as an extra activities rather than their regular assigned duties to uphold the reputation of the university, we observed. The Director, Library Services usually visited the place in her holidays, put her effort through counselling them regarding using the libraries, put suggestion the authorities for collecting interesting books the members likely to read and many more initiatives for the benefit of the members of the rehab. The visit insisted the team members to do more extra activities besides their regular job responsibility for the social well-being.

Ref: http://www.amity.edu/infra-library.aspx

SRM University, Sonipat, Haryana

We visited SRM University, Sonipat, Haryana and the Library team cordially showed us their different service areas and sharing with us the professional experiences which was also an interesting session for the team for learning and sharing the experiences for both of us.

NIFTEM Knowledge Center, Sonipat, Haryana

We the team members visited National Institute of Food Technology Entrepreneurship and Management and its Knowledge Center (Library) Sonepat, Haryana - the newly established public institution for research, education and catering the need of various stakeholders. It is also a

wonderful place for serving users. Shelving arrangement, RFID based circulation system, Different corner marked by signage, Display system, etc. attract us all which will help us to shift some of our functional and displaying method for a better presentation for the users.The NKC has a unique set up of Information and Library Network system and equipped with modern infrastructure. It is well equipped with modern facilities and resources in the form of books, journals, on-line databases, e-books, e-journals, etc. NKC has implemented EM-RFID (3M) for security system, self-issue/return, automatic inventory control and ILM (VTLS-Virtua) for Library Automation in its areas of specialty which will enrich our future service planning along with present benefit of the visit.

Ref: http://nkc.niftem.ac.in/nkc/

O. P. Jindal Global University, Sonipat, Haryana

We have a meeting with O.P. Jindal Global Library Team Leader and discussed and shared with us regarding the services of their University Library. It's also a wonderful library having different service areas that attract every one and pleased their users with modern set up and e-services. Spacious reading halls, most modern IT infrastructure provide the right ambience for reading and research in the Library. The library also has a spacious Lounge which is remain open 24-hours, and a coffee shop. It provides a campus-wide access to its catalog and e-resources through Wi-Fi technology supported by online resources such as Westlaw International, LexisNexis, Hein Online, JSTOR, Manupatra, and IndLaw which provide access to over 3000 electronic journals, reports and a variety of other resources. Library reference service for library patrons and collection management practices meet international standards and are aimed even higher.The University's Global Library is being modeled after leading libraries at reputed universities in the world such as Harvard, Yale, Oxford and Cambridge. We altogether enjoyed and gain new ideas which will enrich our skills, capabilities and professional knowledge.

Ref: http://www.jgu.edu.in/library/

The American Center, New Delhi

As per previous schedule we met with the Director, American Center, New Delhi. The Director discussed and sharing with us regarding the center and its activities and how she serves the usersand meet their information seeking request. She told us she never says "NO" to her users. If she has lacking in providing the information or resources to her users, she take time waiting for and through her personal capabilities and professional network she collect the desired item for the information seekers. And this should be the service moto of a professional Librarian-she added. Basically no library can meet the users demand completely, even though Library of Congress may not fulfill the user demand without the proper networking and resource sharing with other libraries. Realizing all those things we could understand that the Ashoka University has rightly initiated such type of innovative training program. Then she gave us souvenir of behalf of U.S. Govt. and addresses us to keep in touch for the greater interest amongst us.

British Council Library, New Delhi

We also visited British Council Library, New Delhi. It is also a beautiful library equipped with modern facilities. The duty official shared with us the different corners and facilities provided for the users. They also emphasis to have a better communication and exchanging arrangement for the sake of users demand fulfillment.

South Asian University, New Delhi

On the same day, then we visited South Asian University, established and run by the SAARC countries. The Head of the Library showed every service corner including technologies they are using right now and future planning for set up a more functional library with in the region. We exchanged our experiences regarding the processing of learning resources and gave us a positive feelings since both the teams are applying the similar software in our own organizations. He served

with us a heavy lunch at SAU cafeteria and requested us to have a regular close connection for better understanding and exchanging facilities for the benefit of the users between the organizations.

Jawaharlal Nehru University (JNU), New Delhi

We visited Jawaharlal Nehru University Central Library and spent a long time meeting with the University Librarian and have a look at the different corner of the library along with processing and functional activities. Basically the Central Library is 9 storied building equipped with possible all arrangements for their users. They have a large Readers Hall that is run by 24/7 open. Also having separate corner for users those who are visibly and physically challenged. We found that the special users are applying their devices without the help of any support individuals. The huge library also attracts us with the collection of volumes and their network activities which led them to serve their users.

Parliament Library, New Delhi

The team members also visited the Parliament Library, Lok Sabha Secretariat which is wonderfully arranged and serves the members of Parliament. Ms. Anita Khanna, Director, Parliament of India, Parliament Library, Lok Sabha Secretariat considered us giving her valuable time and shared about the huge collections they have had right now along with professional experiences for using the software's, databases, and processing style of learning resources. The restricted library attracts with the architectural beauty and arrangement of their collections. The Library also covers a museum called Parliament Library Museum which attract every one and put forward the historical message through a series of step by step presentation. We took our lunch at the canteen of Parliament Library and it was another experience since the session was going on then. Certainly the visit enrich our experiences in many ways that can be shared with others for a better feelings about a modern library.

We also visited Taj Mahal. The personal visit amazed us with the beauty and architectural excellence of Taj Mahal. Need not to tell about Taj and its historical background. Its comparison is only its own existence. After passing a memorable timing we have already forgotten the tremendous hot on that day and it was 46.2 degree Celsius, one of the hottest day of the season. The visit on that day concludes after seeing another two historical places namely Red Fort and FatehpurSikri.

PP Multimedia Presentation by IUB Delegates

We were requested to give a PP Multimedia presentation regarding the IUB and detailed functional activities of its Library through which they may gain a better understanding of new experiences and to identify the skill gaps within the existing workforce.However, we delivered the presentationon 5th May 2016 at the presence of AshokaUniversity officials. The interactivepresentation session was fully enjoyable since both the organization is moving ahead to meet the global demand.The power point presentation slides are now available at the Ashoka University Library's Archival site throughDSpace addressing 10.1.1.6:8082/jspui (Intranet); 125.22.40.134:8082/jspui (Remote Access)

Summary Note for Learning Outcomes from the Program

Collective Assessment of the Program:

During the program the delegates and hosting team attended a series of hands-on sessions for learning and sharing experiences based on existing opportunities they have had at this moment. Basically when we altogether visited few other libraries equipped with modern facilities in the age of digital era we both the team shared each other regarding our possible areas how we can improve our expertise and finally sum up the benefits of the program as per opinion of the every team members as per follows-

- Individuals having the opportunities to acquire new skills
- It is a careful balance to train up the staffs with their daily hands-on work tasks.
- Identifying specific methodology for creating good teamwork and building organizational culture.
- Practice in the skills of group interaction, giving feedback and having conversations that involve every functional areas.
- Enhance ability to respond to rapid shifts
- Have opportunities to act on owns values and beliefs
- Develop critical thinking and problem-solving skills
- Grow the understanding of diverse cultures and communities
- Stay ahead of the organization
- Can easily identify the skill gaps within the existing workforceand through this opportunity it can fulfill the role effectively.
- Attract new talent with a good image and ultimately affects the success of the organization.
- Increased employee motivation

- Increased efficiencies in processes, resulting in to meet the organizational goal
- Increased capacity to adopt new technologies and methods
- Increased innovation in strategies and make them fit for own organization
- Gain a deeper understanding of personal roles and responsibilities relating to others
- Adapt leadership style to meet the needs of individual team members
- Apply delegation strategies to increase service quality and motivation
- Identify qualities and abilities required for effective management
- Know how to work effectively with a multigenerational workforce
- Enhancing the knowledge, especially in the areas of communication, collaboration, leadership
- Developing a professional network through which user demands may fulfill beyond the own collection through networking and resource sharing, etc.

Basically we have been trying our level best with a great interest to learn and capture the new ideas, services, experiences from others through which we may implement it with in the limit of our present set up as well as future planning of our service areas and thus moving ahead of the organization.

Individual benefit of the program

The program enrich individuals in many ways like as -

- gain a deeper understanding of personal roles and responsibilities relating to others
- increased employee motivation,
- acquired new skills,
- increased capacity to adopt new technologies and methods,
- grow the understanding of diverse cultures and communities, etc.

Professional benefit of the program

The program was nicely organized to have a scope of developing professional network within the possible communication areas to have a better understanding for networking and resource sharing for the greater benefit of the users and it includes but not limited to-

- enhance new knowledge and professional network
- develop critical thinking and problem-solving skills
- identify the skill gaps within the existing workforce and through this opportunity it can fulfill the role effectively.
- enhance ability to respond to rapid shifts

Institutional benefit of the program

The program also brings the institutional benefit in many ways, since the individuals' success brings added value for the organization also. Some of the many benefits mentioned here under -

- building organizational culture
- stay ahead of the organization
- increased innovation in strategies and make them fit for own organization
- enhancing the knowledge, especially in the areas of communication and collaboration, etc.

Limitations

Due to time constraint, we have to attend so many places including personal visits, making presentation, preparing reports, enjoying every moments with gaining new experiences, meeting and sharing all the time with hosting team, as a result we could not pay full attention in preparing the reports. Thus so many errors may have found in the reports. We sincerely apologize for this unwilling mistake.

Ashoka University Library SWOT Analysis

Ashoka University Library

During the innovative program we worked closely with the Ashoka University Library Team and shared experiences in many ways. Starting from two years back and it is not good enough set up an academic library equipped with modern functional technologies. Comparing to other institutions, the library is functioning well and have a mission of the future. If giving opportunity and every support by the university authority to implement the intending things initiated by the Director, Library Services, certainly the library will become a model academic library in the SAARC region. After passing through around three weeks at Ashoka University,the SWOT for the Ashoka University Library may be mentioned here under as per our observation -

Strength of the Ashoka University Library

- Serving the Ashoka Community for 24/7
- RFID based security system and circulation services
- Enabled with Wi-Fi
- Using online library catalogue to search library material (OPAC)
- Digital Archiving through DSpace
- Heavy duty Scanner that reduces circulation services
- CD Library
- Access to online collection
- Display monitor for Library Rules, News headlines & other Info
- Visionary Team Leader including enthusiastic working team

Weakness of the Ashoka University Library

- Inadequate reading space
- Unavailability of self-study area
- Unavailability of Faculty/Researcher area
- Research support service is not adequate that requires staff training
- Unavailability of E-resource Lab
- Unavailability of Reference corner
- Unavailability of group Discussion Room

Opportunities of the Ashoka University Library

- Supportive & Extra ordinary Founding Trustees & Management
- Growingup with the university, hopefully to be the model for academic library in the region
- May offer student support service to make them confident & suitable for future job market

Threats of the Ashoka University Library

- Backup system is not adequate
- Unequal holiday pattern of the Library personnel may lead to job dissatisfaction in the long run
- Probably violating the copy right rules through scanner that should be marked with signage

Recommendation and Conclusion

Recommendation

The innovative program gives us a two way beneficiary win-win learning opportunities that should be continued after a certain period of time to meet the organizational goal.

Training is a continuous process to enhance updating knowledge. Giving an opportunity through institutional support the professionalsof Ashoka University Library might be able to compare themselves through participating international training program and it will help one to find the skill gap and which will lead to enhance the ability to respond to rapid shifts.

TheAshokaUniversity Library team may be recommended to be more active to enrich individual, and professional updated knowledge, skills and abilities through regular training both home and abroad to make them fit for the organization.

Conclusion

The innovative training program was really enjoyable through whichwe gained new ideas and experiences that will help us in our everyday life. No doubt the program is successful, trust worthy and meaningful. Thanks AshokaUniversity as well as Independent University, Bangladesh authority for giving us the opportunity to come and join such a program. We need to develop strong and effective partnerships and bondage with both the organizations.