



**Issues And Challenges Ahead Professional Management College Libraries
And Library Professionals**

Mr. Prashant Kalloli¹ & Mr. Shrishail K Sarade²

¹Librarian Bhogawati Mahavidyalaya, Bhogawati

²Librarian, CIMDR, Sangli

Corresponding Author – Mr. Prashant Kalloli

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Abstract:

This paper explores the multifaceted challenges faced by management college libraries and their professionals in the current academic and technological landscape. It highlights issues related to professional development, career progression, service delivery, digital transformation, and leadership, providing insights into the evolving role of library professionals in management education. Professional management college libraries occupy a unique position in the academic ecosystem, serving specialized communities with distinct information needs in business education, research, and professional development. These libraries face unprecedented challenges that differ significantly from general academic libraries, requiring specialized solutions tailored to the dynamic nature of management education and the evolving expectations of MBA, MCA, BBA and BCA students, faculty, and corporate partnerships.

Keywords: *Management College Libraries, Library Professionals, Challenges, Services, Roles.*

Financial and Resource Challenges:

Budget Constraints and Specialized Resource Costs:

Professional management college libraries face severe financial pressures that are amplified by the high costs of specialized business resources. Business databases like (J-gate, ProQuest, EBSCOhost, JSTOR, Scopus), case study collections, and market research reports command premium pricing, often requiring annual subscriptions that consume disproportionate portions of library budgets. The negotiation fatigue experienced by librarians dealing with vendor mergers and acquisitions has created additional complexity in managing collection costs and licensing terms. These financial constraints directly impact the quality of management education. Outdated case studies and limited access to current market data significantly diminish

learning experiences for MBA students who require real-time business intelligence for their coursework. The inability to maintain comprehensive collections of specialized business resources creates gaps that affect program quality and accreditation standards.

Collection Development Complexities:

Management college institutes are highly dependent on student's fees, if the intake capacity of the quota is full the budget allocation formed and as per the AICTE and affiliated university norms for procuring the print books and print journals, (E-Books, E-Journals, E-Databases) for the academic year. Management institute libraries must balance print and digital resources while navigating increasingly complex licensing agreements for business databases. The consolidation among vendors raises budgetary uncertainties and limits negotiating power, forcing libraries to

make difficult decisions about resource allocation. Rural and smaller management institutions face particular challenges in accessing premium business databases due to cost constraints.

The challenge extends beyond simple acquisition to strategic collection development. Libraries must prioritize resources that directly support curriculum needs while maintaining comprehensive coverage of business disciplines. The inability to develop balanced collections affects research quality and limits faculty and student access to current business literature and data.

Technology Infrastructure and Digital Transformation Issues:

Digital Infrastructure Inadequacies:

Management institute libraries require healthy technology infrastructure to support business intelligence tools, data analytics software, and collaborative learning platforms essential to modern management education. However, many institutions struggle with inadequate IT infrastructure, poor connectivity, and insufficient technical support. The integration of multiple systems and platforms strains resources and requires specialized technical expertise that many libraries lack.

The digital divide is particularly pronounced in management education, where students expect seamless access to sophisticated analytical tools and real-time market data. Libraries that cannot provide reliable technology infrastructure face declining usage and student dissatisfaction, undermining their role in supporting management education.

Electronic Resource Management Challenges:

Professional management institute libraries face unique challenges in managing expensive business databases and electronic resources without adequate systems support. Many institutions lack Electronic Resource Management Systems (ERMS), forcing librarians to manage complex licensing agreements and usage tracking manually. This inefficiency reduces the return on investment for expensive business databases and complicates budget planning.

The complexity of business database licensing creates additional management burdens. Libraries must navigate different access models, user authentication systems, and usage restrictions while ensuring seamless access for authorized users. Single sign-on implementation challenges and vendor compatibility issues create technical barriers that frustrate users and increase support demands.

Workforce Development and Professional Competency Challenges:

Specialized Training Needs:

Library professionals in management colleges require specialized knowledge of business databases, financial information systems, Open source softwares for building Institutional Repositories and market research tools that differ significantly from traditional library resources. However, many professionals lack adequate training in these specialized areas, limiting their ability to provide effective support for management education and research.

The rapid evolution of business intelligence tools and data analytics platforms The rapid evolution of business intelligence tools and data analytics platforms requires continuous professional

development that many institutions cannot adequately support. Librarians must develop competencies in areas such as financial data analysis, market research methodologies, and business information evaluation while maintaining traditional library skills. many institutions cannot adequately support. Librarians must develop competencies in areas such as financial data analysis, market research methodologies, and business information evaluation while maintaining traditional library skills.

Information Literacy for Management Education:

Management students require specialized information literacy skills that go beyond traditional academic research techniques. MBA programs emphasize case-based learning, quantitative analysis, and real-world business problem solving that demands different approaches to information evaluation and utilization. However, many library professionals lack the business knowledge necessary to provide effective instruction in these areas.

The integration of information literacy instruction into management curricula requires close collaboration with faculty and understanding of business education pedagogies. Libraries that cannot effectively support specialized information literacy needs fail to contribute meaningfully to student learning outcomes and program objectives.

Changing User Expectations and Behavior Patterns:

MBA/MCA Students Expectations:

MBA students represent a distinct user population with high expectations for personalized, immediate access to business information. These students, often working professionals, expect 24/7 access to resources,

self-service options, and mobile-optimized interfaces that mirror commercial business applications. Traditional library service models designed for undergraduate students often fail to meet these sophisticated expectations.

The demand for personalized services creates challenges for libraries with limited technology resources and staffing. MBA, MCA and BBA, BCA students expect recommendation systems, customized alerts, and targeted content delivery that require advanced technological capabilities and user behavior analytics. Libraries unable to meet these expectations face declining usage and relevance in the management education process.

Faculty Research Support Needs:

Management faculty requires specialized research support that differs from traditional academic disciplines. Business research often involves proprietary databases, industry reports, and real-time market data that require different access models and support strategies. Faculty also need assistance with research data management, grant applications, and publication strategies specific to business research.

The increasing emphasis on evidence-based management and data-driven decision making requires libraries to provide sophisticated analytical support and training. Libraries that cannot offer these specialized services fail to support faculty research productivity and may be marginalized in the research process.

Space Planning and Facility Challenges:

Collaborative Learning Space Requirements:

As per the AICTE norms, management education emphasizes collaborative learning, case discussions, and

team-based projects that require flexible, technology-enabled spaces. Traditional library designs focused on individual study and book storage do not support the collaborative learning pedagogies central to MBA and MCA programs. Libraries must redesign spaces to accommodate group work, presentation capabilities, and technology integration while maintaining quiet study areas.

The conversion of traditional library space to collaborative learning environments requires significant capital investment and careful planning to balance diverse user needs. Libraries face pressure to demonstrate space utilization and justify renovations in competitive budget environments. Failure to adapt spaces to support collaborative learning limits the library's contribution to management education effectiveness.

Technology-Integrated Environments:

Management institute libraries require sophisticated technology integration to support business education needs. This includes presentation systems, video conferencing capabilities, financial data terminals, and collaborative software platforms. The cost and complexity of maintaining this technology infrastructure challenges libraries with limited IT support and resources.

Space planning must consider the rapid evolution of educational technology and the need for flexibility in adapting to new tools and methods. Libraries that cannot provide adequate technology-integrated spaces struggle to remain relevant in modern management education environments.

Assessment and Performance Measurement Difficulties:

Measuring Impact on Learning Outcomes:

Professional management college libraries face unique challenges in demonstrating their impact on student

learning outcomes and program effectiveness. Unlike general academic libraries, management college libraries must show direct connections to specialized learning objectives related to business decision-making, analytical skills, and professional competencies.

The development of appropriate assessment tools for management library services requires understanding of business education goals and pedagogical approaches. Many libraries lack the expertise and resources to conduct meaningful assessment that demonstrates value to business school administration. This inability to show measurable impact threatens library funding and support in competitive academic environments.

Accreditation and Quality Standards:

Professional management programs face rigorous accreditation requirements from bodies such as NBA, AICTE and NAAC that include specific expectations for library resources and services. Libraries must demonstrate their contribution to program learning outcomes and quality standards while navigating complex accreditation criteria.

The pressure to meet international accreditation standards requires libraries to benchmark against global peers and maintain high-quality collections and services. Libraries that cannot demonstrate compliance with accreditation requirements may risk losing program accreditation status and damaging institutional reputation.

Research Support Service Inadequacies:

Faculty Research Assistance:

Management faculty research encompasses diverse areas including quantitative analysis, market research, organizational behavior studies, and policy

analysis that require specialized information support. However, many management college libraries lack the expertise and resources to provide adequate research assistance for these diverse needs.

Data management support is particularly critical in management research, where faculty work with proprietary datasets, survey data, and statistical analysis. Libraries that cannot provide comprehensive research data management services fail to support faculty research productivity and compliance with funding agency requirements.

Publication and Dissemination Support:

Management faculty face unique publication challenges including the balance between academic and practitioner publications, open access policies, and intellectual property issues related to case studies and proprietary research. Libraries must provide guidance on journal selection, publication ethics, and copyright management specific to business research.

The increasing emphasis on research impact and visibility requires libraries to support faculty in promoting their work through institutional repositories, social media, and academic networks. Libraries without comprehensive publication support services cannot effectively contribute to faculty research success and institutional reputation.

Strategic Responses and Future Directions:

Consortium and Collaborative Approaches:

Management college libraries can address resource constraints through strategic partnerships and consortium arrangements that provide shared access to expensive business databases and specialized resources. However, developing effective collaborations

requires coordination across diverse institutional types and negotiating complex shared governance arrangements.

Successful collaboration requires alignment of collection development priorities, shared technology infrastructure, and coordinated professional development programs. Libraries must balance institutional autonomy with collective benefits while managing complex vendor relationships and licensing agreements

Conclusion:

Professional management college libraries face a complex array of challenges that require specialized solutions and strategic approaches. The high costs of business resources, technology infrastructure requirements, and specialized user needs create unique pressures that differ significantly from general academic libraries. Success requires understanding of management education contexts, investment in professional development, and adoption of evidence-based practices that demonstrate library value.

The future effectiveness of management college libraries depends on their ability to adapt traditional library models to support the specific needs of business education. This includes developing collaborative spaces, providing specialized research support, and integrating advanced technologies that enhance the user experience. Libraries that successfully navigate these challenges will position themselves as essential partners in management education and research, while those that fail to adapt risk marginalization and reduced support.

The transformation of management college libraries requires sustained commitment from institutional leadership,

professional development for library staff, and strategic partnerships that leverage collective resources and expertise. By addressing these challenges proactively, management college libraries can continue to serve as vital centers of learning and research in the dynamic field of management education.

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