

Humanistic Management in Library Management

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ABSTRACT. *Under the guidance of scientific development concept, strengthening the humanistic management of modern libraries is of great significance to the modernization of libraries. This paper mainly discusses the principles of humanistic management in modern libraries, the reasons for the absence of humanistic management in libraries and the countermeasures.*

Keywords: *Library management; Reader service; Humanization*

1. Introduction

General Secretary Hu Jintao pointed out that the overall situation of economic and social development should be guided by the scientific outlook on development. People-oriented is the core of scientific development concept. This core is embodied in Library management, that is, human-based management. The so-called human-based management is to manage according to human nature, through effective methods, develop the advantages of human nature, inhibit the weaknesses of human nature, provide an environment that can give full play to human potential, wisdom and creativity, and enable people to realize their own value while creating social wealth and realizing organizational benefits. For libraries, human-based management refers to the management of people (including readers and staff) as the main object of management and the most important resources. It is a mode of management around people's behavior and needs. In this management mode, people are the core of all management work and are in the leading position. That is to say, in management, we should fully consider the needs of readers, the quality level, working ability and various needs of Library staff, and use various incentives to fully mobilize people's enthusiasm and tap their potential. Develop human resources

in an all-round way, so as to enhance the vitality of the library^[1].

2. Principles to be followed in the humanistic management of Libraries

2.1 Humanistic principle

In the management thought, hold high the banner of humanism, carry forward the humanistic spirit, and make clear that the core of library management is the concept of human management. On the one hand, we should always adhere to the guiding ideology of "reader first" and "reader first" and take meeting readers' needs as the highest goal of management; on the other hand, we should establish the consciousness of "librarian first" and "librarian first", and take training and cultivating first-class librarian team as the central task of management, so as to embody the management of "first-class team is the basis of first-class service". Rationale.

2.2 Emotional principle

Emotional person is an important way and method of humanistic management. Implementing emotional principle in library management is to give humanistic care to readers and librarians so that readers and librarians can feel the warmth and comfort of the world. In dealing with readers, we should set up the concept of "library is the reader's library", set up the professional ideal of serving readers wholeheartedly, care for readers, respect readers, understand readers, facilitate readers, help readers and serve readers. In dealing with librarians, we should care about them, take good care of them and help them. More communication, less avoidance, more encouragement, less criticism, more care and less criticism should be done, so as to convince people with affection and gather people with affection.

2.3 Harmony Principle

It is to create a relaxed and harmonious interpersonal relationship and working environment. Whether interpersonal relationship is harmonious or not has a great impact on management. Harmonious interpersonal relationship will make you feel

comfortable when you are in the situation, help to form cohesion, and the management work can be carried out smoothly. On the contrary, it will lead to alienation and contradiction, which will affect the management work. Therefore, in the management of libraries, we should pay attention to information transmission, mutual communication and mutual trust, so as to form a harmonious interpersonal relationship. A good working environment should be a free and open, beautiful and harmonious environment with reasonable layout. In this environment, people can manage themselves, give full play to their potential, and better achieve management objectives.

2.4 Incentive principle

The incentive principle in library management is embodied in stimulating the enthusiasm and creativity of librarians. The key to the implementation of incentive principle in library management is to try to meet the material and spiritual needs of librarians. Marx said, "Everything people strive for is related to their interests" (Volume 1, page 82, Complete Works of Marx and Engels). Everyone has the need of tending to benefit and realizing benefit. In this sense, interest is demand, and realizing the goal of interest is the greatest motive force for people to make progress. There are many ways of motivation, such as goal motivation, achievement motivation, material motivation, spiritual motivation, interest motivation, emotional motivation and so on^[2].

3. Reasons for the absence of humanistic management in current libraries

3.1 Bound by traditional management thought

Under the control of traditional thinking mode, the library mainly emphasizes the expansion of internal scale. Libraries often regard the growth of collection, the expansion of Library buildings, the strengthening of cadres, the renewal and introduction of automation technology and equipment as the strategic goal of self-improvement and the basic condition of measuring the development of libraries, rather than considering how to attract readers and study their needs, and seldom investigate, understand and study the current situation and future trends of readers.

At the same time, in order to strengthen the management of each link, a large number of rules and regulations restricting readers have been formulated, requiring readers to obey the management, but little consideration has been given to how to facilitate readers and actively provide diversified services for readers. This is a book-centered management idea, not a people-centered one. Under this management mode, although the internal work of the library is orderly, the service link is very weak, which increases the difficulty for readers to use the library, thus violating the original intention and purpose of establishing the library.

3.2 Lack of perfect personnel management mechanism

Under the condition of market economy, the phenomenon of talent competition and talent flow is becoming more and more common. Many university libraries have lost a large number of doctoral and master students, and undergraduates are looking for another way. The post setting of libraries is unreasonable. Many highly educated staff engage in physical-based work (such as the circulation department), while information consultation, acquisition and editing, technology and other mental-based departments crowded into some low-educated people, resulting in improper personnel arrangement and unreasonable allocation of human resources. The library always emphasizes the dedication of the staff, but the welfare treatment and status can not be improved. In this kind of "Qingshui Yamen", the value of Library talents deviates from their contributions, and it is difficult for people's subjective initiative and intelligence to play their due role.

3.3 There is a shortage of high-quality managerial personnel and the quality of the whole staff needs to be improved.

At present, Chinese libraries are not only rare managers with degrees in business administration or public administration, but also many people lack the basic qualities of professional librarians, which will make it difficult for them to shoulder the responsibility of knowledge management. At the same time, the overall quality of the staff is low, the knowledge structure is unreasonable, and the lack of high-quality and comprehensive talents results in a serious lack of innovation ability^[3].

4. Measures to Deal with the Lack of Humanistic Management in Library

4.1 Absorbing and Seeking Outstanding Human Resources

First of all, we should do a good job of entering the People's Customs, check the working conditions and qualifications of librarians, and completely eliminate the abnormal phenomenon of "want or not, want or not". Secondly, the recruited personnel should know not only library and information knowledge, but also computer and foreign languages. They should increase the recruitment of undergraduate computer and Undergraduate Electronic Education personnel, and introduce a number of young and middle-aged academic leaders or leaders with high academic qualifications or professional titles. In addition, libraries should constantly improve their self-image and efficiency, rely on their own attraction to attract talents, and create an atmosphere for rational development and utilization of human resources in libraries^[4].

4.2 Give Full Play to the Advantage of Human Resources

In the library's business work, we should give full play to the role of every staff member, let all staff members care about the development of the library and participate in the decision-making of the library. We should create an environment in which people can make the best use of their talents, and establish a management model that is compatible with the market competition mechanism and able to enter, exit and go up and down. At the same time, the leaders and directors of libraries can not carry out the lifelong system. They are implemented as well as all staff and workers, and they set up posts on demand. Equal competition. Select the best job. Strict assessment system. We must resolutely eliminate this and set up posts according to people. Take care of your job. The whole library applies each kind of human resources according to their aptitude. Timely selection and appointment to suitable positions^[5].

4.3 Establishing complete training system

Libraries should analyze and master each person's professional knowledge and

skills and aspects of future training according to their personal plans. Organize training personnel according to the priorities of business work. And form an optimized human resource structure^[6].

4.4 Developing various incentive mechanisms

The incentive measures of humanistic management are important means to mobilize librarians'enthusiasm. Specific ways can be adopted as follows: 1) motivation mechanism, which aims to form a strong motivation for librarians' inner pursuit. Mainly includes interest incentive mechanism, salary "bonus" various promotion (and spiritual incentive mechanism, honor "reward" praise "sense of achievement" trust and sense of respect; 2) pressure mechanism, including competitive pressure and goal responsibility pressure. Competitive embassies in libraries often face challenges. There is a sense of crisis. It is this sense of crisis and pressure. It will give librarians a motivation to strive for success. In the management of the "salary" Award for the appointment of Library posts. Give full play to the competitive mechanism of survival of the fittest; 3) restraint mechanism, including the formulation of library system norms and professional ethics norms. The former is the compulsory execution of Librarians in libraries. The latter is the self-restraint and professional ethics restraint of librarians; 4) guarantee mechanism, under the macro-control of the competent government departments. Under the guarantee of library law and library rules and regulations. Establishing library industry associations and special library associations to exercise industry management functions; 5) environmental impact mechanism. Creating good interpersonal relationships and working natural environment will not only promote the improvement of library service efficiency and quality, but also promote the improvement of librarians and readers'civilization^[7].

Managers should formulate annual training plans to ensure the effective implementation of training. And keep abreast of the training situation at any time, solicit the opinions of all the librarians participating in the training, listen to their feelings, understand their learning needs, and investigate the training effect, so as to serve as a reference for the next training. After training, librarians have developed themselves and become more active and creative in their work^[8].

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