



Knowledge and skills competencies for humanities librarians supporting postgraduate students

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Overview

- Introduction and Background
- Research Question
- Theoretical Framework
- Design and Methods
- Research Findings
- Recommendations
- Concluding Remarks



Introduction and Background

- Trend of increasing postgraduate enrolment numbers at HEI in SA (South Africa, Department of Higher Education and Training, 2012: x)
- Pressure on resources and services at academic libraries such as SUN, UCT and UWC
- Commitment to:
 - high quality higher education standards
 - creating a new generation of postgraduates, researchers and academics
 - research and development in South Africa



Research Question

What are the necessary knowledge and skills that humanities librarians require in order for them to effectively provide support to postgraduate students in the current digital age?



Theoretical Framework

- Core Competency Theory (Selznick 1957)
- “Collective learning across the corporation” (Prahalad and Hamel, 1990: 4)
- Knowledge and skills that provide an organisation with a competitive advantage in a particular environment
- “Individual level core competencies” or “organizational level core competencies” (Hafeez, Zhang and Malak, 2002: 28; Lahti, 1999: 61)



Design and Methods

- Qualitative approach
- Constructivist paradigm
- Multiple case study research design
- Purposive sampling
- Semi-structured interviews and focus group discussions
- Data analysis



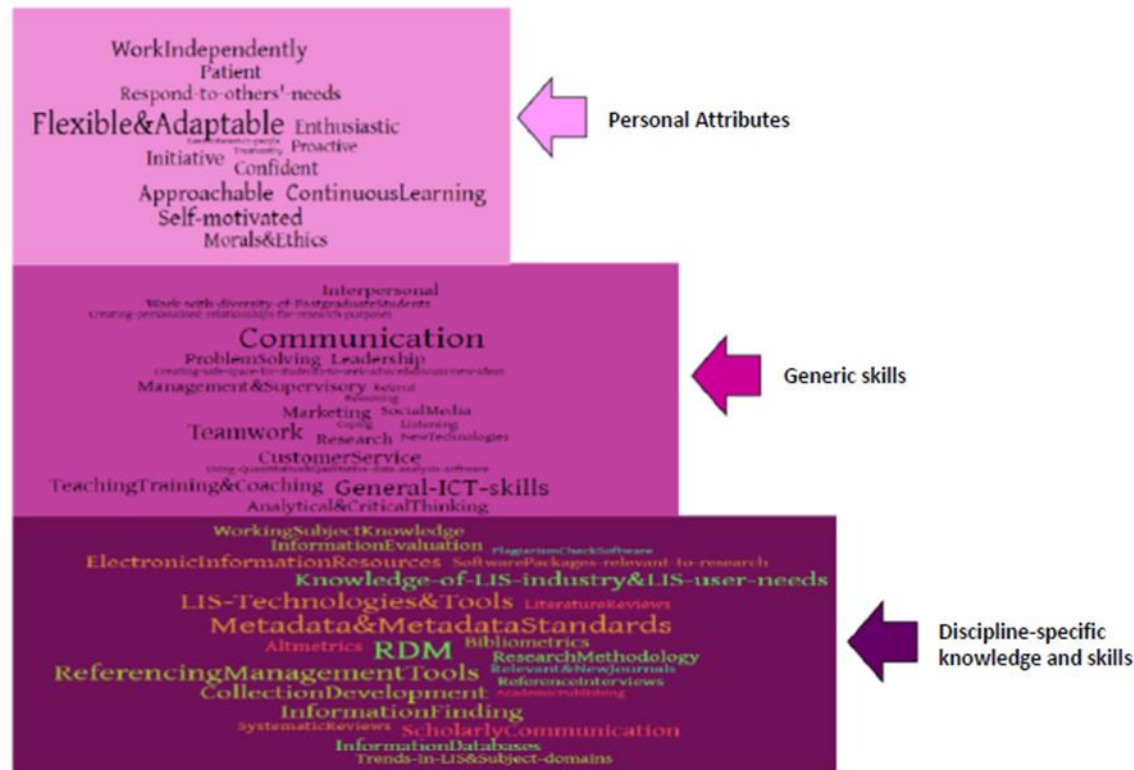
Research Findings

- A combination of discipline-specific knowledge and skills, generic skills and personal attributes are required
- Main discipline-specific knowledge and skills
- Most dominant generic skills
- Personal attributes required
- New trends



Recommendations

Knowledge and skills framework for humanities librarians supporting postgraduate students





Concluding Remarks

- Contribution to theory and research
 - African based study
 - Growing body of literature

- Contribution to practice
 - The Competency Framework



References

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Thank you! Enkosi! Dankie!