Annexure I

Table no. 1: Staff Data

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University Library
Total no. of staff	21	30	6	7	4
professionals	8	9	4	2	3
Semi-professionals	7	12	0	0	0
Non-professionals	6	9	2	5	1

Annexure II

Table no. 2: Capacity Building Programs Undertaken

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University library
Conference	✓	✓	✓		
Seminar/workshop	✓	✓	✓		✓
Spending time to the libraries of developed countries			✓		
Library school course					

On- the- job training/ onsite training	✓	✓	✓	✓	✓
Classroom lecture method			✓	✓	
Consultant and special training			✓		
In service training	✓	✓	✓		✓
Short term courses of NISCAIRE or INFLBNET etc.		✓	✓		
Refresher Course		✓	✓		
Others					

Annexure III

Table no.3: Capacity Building Programs Benefited the Library

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University Library
Increasing staff efficiency	✓	✓	✓	✓	✓
Improved Productivity	✓	✓	✓		✓
Motivation of staffs	✓	✓	✓		✓
Increased Staff Skills	✓	✓	✓	✓	✓
Increased-cooperation	✓				✓

among the staffs					
Reduced cost of operation	✓	✓	✓		✓
No Impact					
Other		Better user service			

Annexure IV

Table no.4: Perceived Staff Capacity Building Program of the Library

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University Library
Adequate	✓	✓	✓		
In adequate					
Should be improved	✓			✓	✓

Annexure V

Table no.5: Level of Commitment of Management to Staff Capacity Building

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University Library
Regular training	✓		✓		
Funds are made available for training	✓	✓			

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University
Training allowance are paid for staff undergoing training	✓		✓		
Permissions are given to staff to attend training	✓	✓		✓	
Trainees are encouraged to knowledge acquired					✓
Staffs are given permission to take part time/full time course	✓				
Study leaves are approved for qualified staff	✓	✓	✓		
Management is not committed to any					✓
Staffs are sent to oversee for training					
Others					

Annexure VI

Table no.6: Opinion on how to Promote Capacity Building

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University

Organizing regular training program	✓	✓	✓	✓	
Funds should be made available			✓		
Proper training need assessment before training	✓				
Right training techniques should be employed	✓	✓	✓	✓	✓
Trainee should be encouraged to apply knowledge gained			✓		✓
Outstanding performance should be adequately rewarded	✓	✓		✓	✓
Others					

Annexure VII

Table no.7: Barriers in the Area of Training Programs

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University Library
Lack of training programs at a convenient time		✓			

Lack of permission from higher authority					
Less number of training programs organized in your locality	✓	✓		✓	
Lack of funding from the employers					
Lack of time for attending training				✓	✓
Communication backwardness					
Lack of willingness to attend		✓			
Training is expensive					
Training is not compulsory for promotion					
Others					

Annexure VIII

Table no.8: Contribution of LIS Professional in Publications is a way to Judge the Quality of Capacity Development in the Library

	Tezpur University Central Library	Assam University Central Library	Assam Don Bosco University Library	Kaziranga University Library	Royal Global University
YES		✓			✓
NO			✓		