

# Good discussions essay example

[Business](#), [Management](#)



## Discussion

### Question six

- Library Journal uses a LJ index, which is a tool for measuring the output of the library per capita use in order to determine the star libraries. This evaluation method has faced a lot of criticism from different quarters as opponents disagree with its credibility in determining the best libraries in the country (Library Journal, 2014). The LJ conducts its assessment through the use of self-reported data that comes from library patrons. However, this method may have many flaws in its endeavor to know library users have benefited from the programs, services, or collections that are rendered by a particular university. LIS professionals may manipulate their data in order to boost their ranking in the star libraries competition. One of the professional ethics that LIS professionals should possess is philosophical values that portray truth, wisdom, and neutrality. It is not acceptable for these professionals to give untrue information to any party they serve. However, some managers have violated these values by manipulating data in order to achieve their selfish ends. For example, some library managers have provided false information in regards to the spending of the library, services and programs they offer among other things in order to boost their rankings in the LJ competition.

In the modern information centers and libraries, the concept of participative management is unavoidable, and managers must embrace them.

Traditionally, hierarchical structure that ensured all managerial decisions were made from the top. Top managers used to give employees commands they were expected to execute in order to achieve library's objectives

(Moran, Stueart & Morner, 2012). However, for effective service delivery there is a need for libraries to change from the traditional authoritarian leadership and embrace participatory leadership style. This new type of leadership allows employees to give their inputs in regards to the decisions that are made by the whole organization. Many organizations have also their administrative structures in order to allow employees to participate in the crucial decisions that affect the output of information centers and libraries.

### **Question seven**

- In order to cut 10% of the New York library budget, I will employ a gradual process that will ensure minimal disruption in terms services that it offers to the community. The first step will be digitization process that will ensure it reduces significantly the amount of funds it spends per month in printing work. With appropriate security policies for information protection, the library may start buying online books since they are cheaper compared to the printed ones. Secondly, digitization will also reduce the number of staffs that are working in each department, and hence reduce the salary budget (Linn, 2007). Thirdly, the library may introduce some extra services such as publishing that will be charged a small fee in order to support its operations.

- Just like other public organizations, measuring and evaluating performances of public libraries and information centers is necessary. Through the use of performance indicators, public libraries are able to develop actions and decisions that guide their service delivery to the public (Bowlby, 2011). The method use input indicators and output indicators that help the organization measure whether it has met the expected outcomes or

not. The outcome will measure whether the expected goal was met or not and hence help the organization to make decisions for improvement.

## **References**

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