

Attitude, Involvement, and Capability Towards Librarianship Among Librarians in BRLC

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Abstract: This study aimed to determine the attitude, involvement, and capability towards librarianship among librarians in the region. Specifically, it sought answers to the respondents' profile, its attitude towards librarianship, its level of involvement and the level of capability in librarianship. It probed the difference between the respondents' level of attitude and involvement and relationship between respondents' level of involvement and capability librarianship. Also, it probed the relationship between the respondents' level of attitude and involvement and relationship between respondents' level of involvement and capability librarianship. Lastly, based on the result of the study, what action plan can enhance or sustain the respondents' attitude, involvement, and capability. This study utilized descriptive-correlational research methods and was participated by seventy (70) member-librarians of the Bicol Region Librarians Council.

The findings revealed that the librarians of Bicol had a very positive attitude towards librarianship with an average weighted mean of 3.71. For the respondents' level of involvement, librarians had a very high level of involvement in librarianship with an average weighted mean of 3.57 and the librarians had a 'very high' level of capability in librarianship with an average weighted mean of 3.60. There was a significant difference in the respondents' level of involvement in librarianship when grouped according to educational attainment ($x^2 = 12.440$; $p = 0.002 < 0.05$). And there was a significant difference in the respondents' level of capability in librarianship when grouped according to length of service ($F = 3.101$; $p = 0.033 < 0.05$). In addition, there was a significant relationship between respondents' attitude and level of involvement in librarianship as shown by r value of 0.520 (moderate correlation) and the p -value of 0.000, which is less than the 0.01 level of significance. Also there was a significant relationship between respondents' level of involvement and level of capability in librarianship as shown by r value of 0.638 (moderate correlation) and the p -value of 0.000, which is less than the 0.01 level of significance.

The research study concluded that the more positive the attitude of the respondents toward librarianship, the higher their level of involvement in it. The higher the level of involvement in librarianship, the higher the level of capability in it. This further suggests that the more actively engaged someone is in the field of librarianship (involvement), the more skilled and knowledgeable they become (capability).

Keywords: Attitude, Involvement, Capability, Bicol, Librarians, Librarianship.

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I. INTRODUCTION

In order to promote knowledge diffusion, make information more accessible, and actively engage with communities, librarianship is essential. The attitudes, engagement, and skills of librarians are closely related to the efficiency of library services. This study aims to investigate these crucial qualities using the C.A.R.S. model, illuminating the ways in which the Credibility, Accuracy, Reasonableness, and Support of librarians contribute to the dynamic and changing environment in which they work. (Metzger & Jackson, 2022)

In a post by Pekoll (2019), Dr. Ranganathan argued that library organizations must accommodate growth in staff, the physical collection, and patron use. This involved allowing

for growth in the physical building, reading areas, shelving, and in space for the catalog. This statement emphasizes the dynamic character of libraries and places librarians in the role as guardians of this living institution. Customers' faith in librarians is mostly based on their perception of their legitimacy, which is reflected in their opinions about their work. Positive attitudes among librarians directly affect customer satisfaction, as stated by Smith and Jones (2018), providing a solid basis for efficient library services. Accurate information dissemination is at the core of librarianship, demanding an inherent commitment to precision and reliability.

The fact that librarians are involved in keeping up with emerging trends and industry best practices guarantees the accuracy of the information they offer. According to Johnson

et al. (2020), librarians play a critical role in extending the reach of the library and guaranteeing the accuracy of information customized to meet the requirements of a varied community. They emphasize the importance of librarians' involvement in community outreach activities.

Librarians need to be rational in their adaptation to change, use of new technology, and active participation in professional growth in the ever-changing environment of information. Taking a sensible strategy is essential to meeting the changing requirements of library patrons. The purpose of this study is to investigate the rationality of librarians by looking at how involved they are in different areas of librarianship, such as technology integration and collection development.

As information professionals, librarians are vital to their communities, serving as a source of information, offering advice, and creating a welcoming atmosphere for learning. Their assistance is dependent on their qualifications, which include information literacy, technical competence, and a dedication to continuous professional growth. (Ekpologo, 2023)

Although the research was done in a different area, Smith (2022)'s survey study on librarians' opinions about their work might not be immediately applicable to librarians in the Bicol Region. Martinez (2020) similarly underlined the need of librarian participation in faculty- led collaborative initiatives, but she did not particularly address the special possibilities and challenges that librarians in the Bicol Region confront. Despite various studies on the attitude, involvement and capability towards librarianship no study yet has been conducted in Bicol region on the attitude, involvement and capability among librarians.

Hence, this study will investigate the attitude, involvement and capability in librarianship among librarians in the region. This research would provide them with new insights and opportunities regarding the attitudes, involvement, and capabilities towards librarianship within the Bicol Region, both for current practitioners and future users. It also offers an understanding of the challenges faced in daily library operations across various aspects, providing valuable knowledge of the region's librarianship landscape. This understanding would equip them with insights into the attitudes, involvement, and capabilities pertinent to librarianship in the Bicol Region, thereby offering benefits in terms of informed decision-making and strategic planning for library development initiatives.

II. BACKGROUND OF THE STUDY

The varied and dynamic field of librarianship depends heavily on the aptitude, commitment, and mindset of its professionals. According to research, librarians who adopt a proactive and optimistic mindset greatly increase the efficacy of the services they provide (Johnson, 2018). According to Hodges and Preston (2020), a welcoming and supportive environment created by librarians has a significant impact on teachers' and students' experiences. Nevertheless, there is a

clear study vacuum concerning the Bicol Region, which calls for a more thorough investigation of the regional elements influencing librarians' viewpoints in this educational setting.

The significance of establishing inclusive and accessible library settings is emphasized by Pereira et al. (2021b), especially for marginalized communities like the deaf. With their visually captivating content, picture books are essential for helping deaf youngsters integrate and become literacy-ready. Poole (2020b) highlights the flexibility of librarians in assisting companies with their shift to digital platforms within the pandemic, underscoring the dynamic character of librarianship in reaction to new situations.

One of the most important factors influencing professional practice and involvement is one's attitude towards librarianship. According to Smith (2018), corporate culture, job happiness, and the perceived social significance of the librarian profession all have an impact on the opinions of librarians. In spite of obstacles like worries about job stability, Force and Wiles (2020) emphasize the value of organizational trust and intrinsic motivation in creating good attitudes among librarians.

A broad range of abilities, from technical competency to information literacy understanding, are possessed by librarians. Rodriguez et al. (2023) highlight the dedication to professional development and flexibility of librarians in the face of changing technologies. But in order to pinpoint areas that require development, especially for librarians in the Bicol Region, focused analysis is necessary (Brown & Garcia, 2021).

Librarians are becoming more involved in fields like digital humanities and academic communication, taking their involvement in the profession beyond its traditional bounds. In order to include information literacy into academic programs, Martinez (2020) emphasizes the significance of faculty and librarian collaboration. In spite of obstacles like sustainability and defining their duties, librarians are still crucial to improving library services and assisting students with their academic work (Murphy et al., 2020c).

In general, studies on librarianship emphasize how attitude, involvement, and capability interact dynamically to influence the development and efficacy of the profession. Gaining insight into local environments and obstacles—like those encountered by librarians in the Bicol Region—is essential to creating focused interventions and research-backed remedies that improve library services and encourage scholarly endeavors (Fernandez, 2021; Gomez, 2019).

III. STATEMENT OF THE PROBLEM

This study aimed to determine the attitude, involvement and capability in librarianship among librarians in the region.

➤ *Specifically, this Study Sought Answers to the Following Sub-Problems:*

- What is the demographic profile of the respondents in terms of
 - ✓ Age;
 - ✓ Gender;
 - ✓ educational attainment; and
 - ✓ length of service?
- What is the respondent's attitude towards librarianship?
- What is the respondent's level of involvement in librarianship?
- What is the respondent's level of capability in librarianship?
- Is there a significant difference in the respondents'?
 - ✓ level of attitude towards librarianship,
 - ✓ level of involvement in librarianship,
 - ✓ level of capability in librarianship when grouped according to profile variables?
- Is there a significant relationship between the respondents'?
 - ✓ level of attitude and level of involvement in librarianship;
 - ✓ level of involvement and level of capability in librarianship?
- What action plan may be formulated based on the results of the study?

➤ *Review on Related Literatures Attitude of Librarians*

Research on librarian attitudes reveals that proactive and upbeat thinking greatly enhances the efficacy of library services (Johnson, 2018). In a larger sense, Hodges and Preston (2020) contend that a friendly and encouraging atmosphere for instructors and students is largely dependent on the attitude of librarians. Unfortunately, there is a dearth of research that is relevant to the Bicol Region, thus it is necessary to look into local characteristics that affect librarians' views in this particular educational environment.

Pereira et al. (2021b) finds that a school library does not, in general, present itself as an inclusive and accessible space, and as a result, it is not a part of the deaf community's life. Additionally, the way mediators treat deaf children does not enhance their sense of belonging or their ability to appropriate different literary texts. It comes to the conclusion that picture books, with their visually responsive language, help deaf children integrate into the world of reading and promote delight, pleasure, and education through literature.

Poole (2020b) argues that information specialists and librarians have utilized their expertise to support businesses in the private sector in going online and maintaining operations. How the epidemic will ultimately alter our routines, viewpoints, and actions is yet unknown.

Many implications for professional practice emerged from an examination of the information and attitudes that guided public librarians' contacts with clients who were

experiencing a crisis. These implications centered on examining and recognizing the ways in which attitudes are formed, changed, and revised via experience and training. A lack of information, "not knowing what to do," or a misunderstanding of what success meant were closely associated with many of the participant attitudes that were shown in the training-related outcomes. Uncertainty about how to connect with a patron and judging whether one was effective in helping a patron in crisis was linked to feelings of vulnerability, a desire to remain nonjudgmental, and a commitment to treating patrons equitably regardless of their circumstances (Williams and Ogden, 2020b).

The study reveals that the perception and frequency of use of electronic information resources among library and information science students at the University of Port Harcourt, Rivers State University, and Ignatius Ajuru University of Education are influenced by their attitude. Due to insufficient skills and non-utilization of electronic resources, this has led to subpar performance. Some of the resources are antiquated and out-of-date; others are unavailable because of students' failure to pay fees on time, which prevents them from using the resources; and still others are unavailable because they are not aware of them and cannot utilize them. Because of this, the library's usage policy needs to be completely reviewed, user training needs to be set up, access to information resources should be available to everyone, not just those who have paid for school, out-of-date books and materials need to be replaced, and the library needs to be modernized and furnished. (Chidaka Okachukwu Nyemezu, 2022)

➤ *Attitude Towards Librarianship*

Smith (2018) carried out a survey investigation to find out how librarians felt about their line of work. The results showed that opinions among librarians were highly impacted by corporate culture, work satisfaction, and the belief that librarianship had social importance. Similarly, intrinsic motivations, possibilities for professional growth, and organizational support were shown to be important elements influencing librarians' views regarding their work by Jones and Brown (2020).

Positive attitudes of their institutions are more common among responders who feel more trusted to carry out their duties. Furthermore, given that many respondents are enthusiastic about the profession of librarianship and all of its associated benefits and challenges, it appears that a large portion of the criticism is directed more toward the relative qualities of online learning than toward working at an FPCU. Yes, job stability, seclusion, and the perceived stigma of working in an FPCU could be intimidating, but many respondents felt that they had a level of freedom, independence, experimentation, and engagement that made their experience valuable. (Force & Wiles, 2020)

According to Gerber et al. (2020), the American Bar Association has worked to promote child welfare and the quality of parents through legal advocacy. Ebooks are one source of information for parents concerned about their children's educational progress. Latino children in the United

States who come from immigrant families get low-care and early childhood education services.

According to Paredes et al. (2020), family home care workers convey their duties, responsibilities, and help to early childhood clients using language from the family. Mothers are also taught how to care for their children by caregivers. A child's first information source is their mother's parenting. Mothers have a responsibility to comprehend their children's egocentric views, encourage all facets of their growth, and nurture, educate, expand, and develop the values of their children's personalities (Thomas et al., 2019). Parenting is, in this view, a thorough form of early childhood stimulation.

Among the difficulties mentioned are the disastrous results of the detrimental effects of the workplace, culture, and stylistic criteria, such as concept, attitude, and obstacles from the professional world. The overwhelming influence of team policies and procedures, taking advantage of the weaker members, a lack of understanding and justification for the collaboration, members' resistance to change, a lack of socialization, the size of the group, incorrect membership, and discarding of ideas are some of the factors that ultimately lead some members to decide to leave the team. The study suggests that different stakeholders in LIS education and training collaborate across disciplines, within institutions, and across institutions (Enakrire et al., 2020b).

It is evident that retraining and training librarians employed in university libraries in the South-South region of Nigeria will result in a number of positive outcomes, including the development of a positive attitude toward work among librarians, timely and effective service delivery, error-free information services for library users, user satisfaction with services and resources, and easy access to library resources (Omosekejimi et al., 2019b).

Therefore, it is fair to deduce from the data that was collected that the students' attitudes toward the subject and, in fact, toward the project activity and its digitization, changed for the better during the special course. We have repeated the author's tests (just as they were at the start of the experimental study) in order to evaluate the changes in the knowledge-content knowledge content component of the project competence. By comparing the experimental group's and control group's responses at the end of the trial, more was learned about the conceptual- categorical apparatus and conceptual-conceptual terminological in the context of project activity and management. As the investigation revealed after the formative experiment's conclusion, compared to the control group, there were 19.5% fewer low-level knowledge responses in the experimental group and 11.1% fewer responses with an average level of knowledge. There were no responses from the control group that demonstrated a high degree of understanding. Concurrently, there is a noteworthy rise in the proportion of highly knowledgeable respondents in the experimental group (previous survey: 0%, final survey: 30.6%), indicating the efficacy of developing the cognitive-content aspect of future librarians' project competency (Pryima et al., 2019b).

According to Lundstrom et al. (2021b), the key to these kinds of circumstances is their erratic nature. If a teaching schedule that is only occasionally possible due to a liaison model or other framework, the assistance needed to help that person become a better teacher or effectively manage the anxiety that results will probably not be worth the expense. Why invest hours in support and training scenarios for an infrequent occurrence? But in actuality, it's possible that the infrequent teaching opportunity is significantly affecting that person's attitude toward the organizational structures that force them to teach, their perception of their profession, and their home/life balance.

The results of the current study indicate that librarians in northeastern Nigeria are starting to understand the concept of embedded librarianship. Upon physical examination of actual practices, however, slow compliance is evident, which stems from the libraries' inability to specify their objectives. In spite of this, the librarians view integrated librarianship favorably and to a great degree. Further investigation is necessary to explore the variables related to embedded librarianship. This will highlight the primary barriers that Nigerian academic librarians facing embedded librarianship must overcome, as well as the factors that support it (Madu & Dawha, 2019b).

➤ *Involvement of Librarians*

Meeting the changing demands of users and improving library services have been found to be significantly aided by librarians' involvement in the academic community (Borgman, 2019). Martinez's (2020) studies highlight how crucial it is for librarians to work with faculty members on joint endeavors to include information literacy skills into the curriculum. Comprehending the degree and kind of librarian participation in the Bicol Region is crucial in customizing tactics that suit the local academic milieu.

Research on language-related topics develops optimally. By taking care of their kids, talking to them, volunteering, learning at home, making decisions, and collaborating with other families and communities, parents have encouraged language development. Cognitive growth occurs when a child can construct an object. Mothers need to encourage their kids to create things both offline and online. Piaget's theories of assimilation, accommodation, schema, and equilibrium serve as its foundation. Children may discriminate objects in this equilibrium process based on their functions and use motor skills that have ideally evolved (Webster et al., 2019).

It is not advisable to set expectations for librarians' time on task because the average librarian participating on systematic review teams has little prior experience and because times can vary greatly depending on assigned roles, duties, years of experience, and complexity of research question. This could be the reason why library managers find it challenging to plan ahead and assign staff time to systematic review initiatives, as well as why they have differing expectations regarding librarians' participation in these reviews. Librarian supervisors and library directors who plan to have staff members provide systematic review

services should endeavor to gain a thorough understanding of the procedures involved in conducting and evaluating systematic reviews, even though it might not be feasible to establish clear guidelines for the amount of time librarians should spend on these tasks to more accurately calculate time commitments (Bullers et al., 2018).

The results of this study indicate that one of the most beneficial services is library instruction. In addition, research and instruction librarians attended the Library Instruction Tennessee 2021 Conference and are looking to improve one-shot information literacy services by offering information literacy workshops instead of hybrid instruction services. University of Memphis librarians and staff are developing hybrid instruction services to support online faculty and students on the main campus and with students at the Lambuth campus in Jackson, TN. Electronic resources (including Kanopy) and interlibrary loans were also highly ranked on the most helpful results. The Resource Delivery/Interlibrary Loan Department is testing the Article Galaxy Scholar, which provides immediate purchase-on-demand (POD) access to research articles, even though many instructors do not want any modifications made to these services not affordable, interesting, or useful enough to be included in the University Libraries' collection. In addition, UL will shortly grant University of Memphis personnel, faculty, and students access to open educational resources (OER). Finally, the Institutional Review Board (IRB) has approved a follow-up research to improve the embedded librarianship service, raising the bar for online teachers who make use of the service. Embedded librarians will participate more actively in the course design process and communicate more with online educators. The online course will also include embedded instructional resources. The COVID-19 Pandemic and the Rapid Shift to an Exclusively Online Format 113 (such as research guides, videos, library tutorials, etc.). The Research and Instructional Department will have a channel thanks to this study to improve communication between University of Memphis librarians and online academics, as well as the embedded librarianship service (McClure, 2023b).

The role of scholarly communication librarians (SCLs) is to help scholars learn about the progress of research being done by other researchers. In the realm of libraries, scholarly communication is nothing new because scientific publishing has existed since the study was done. The goal of this study was to determine how SCL might affect librarian responsibilities in the context of period 4.0, which comprises the three primary responsibilities of librarians: developing librarianship systems, managing libraries, providing services, and drafting laws (Suhardini et al., 2022b).

According to Gross et al. (2022b), explains that not participating in professional bodies like the ACRL and/or the ACRL Community and Junior College Libraries Section (CJCLS) is another explanation offered for not adopting the Framework. One respondent stated that the Framework is not being used "for no particular reason," and another reason cited for not using it in ILI was the pandemic shutdown.

➤ *Involvement in Librarianship*

The variables impacting librarians' participation in professional development activities were examined by Johnson and Brown (2020). Their research brought to light the significance of personal incentives, institutional support, and availability of chances for career progression in influencing librarians' involvement with personal development plans. Furthermore, Harper and Thompson (2021) investigated the relationship between attitude, involvement, and capability in librarianship using qualitative study. The dynamic interaction between these characteristics was highlighted by their findings, highlighting the necessity of a comprehensive approach to comprehending the professional identity and practice of librarians.

In order for librarians to be included in strategy planning, connected to pertinent campus groups, and supported in tenure and promotion when applicable, non-librarian professors and administrators must view librarians as educational partners. Additionally, they must provide feedback to library and information science departments who are creating curricula for the upcoming class of students. Each of these factors has bearing on the profession, the local library environment, and the practice of librarianship by an individual. A person needs to consider how they come across in reference interactions or while making a presentation to college administration. It is imperative for a library to establish its brand on campus, encompassing the perception of its librarians. Professional associations need to speak out in favor of laws and programs that advance the field of emerging challenges (Fagan et al., 2019.)

Sustainability and role definition have been the main sources of challenges in the UNIV 201 partnership. These issues are mostly related to the course's multi-sectional structure. Our team's capacity to incorporate experiential and unique course programming has been made possible by our roles as teaching partners, content providers, assessors, and student mentors. The concepts of the IL threshold that the librarian team can work with will be established by more purposeful course material production with a deliberate foundation in IBL. There will be more opportunities for beneficial collaboration in the future, and studies in the future may examine the influence of librarians on IBL programming quantitatively (Murphy et al., 2020c).

Nonetheless, a lot of 3D printing teaching strategies place more emphasis on the creation of items than on student participation as producers. Additionally, while library makerspaces provide 3D printing facilities, it's not always possible to involve students in using their creations in real-world situations. Our goal was to find out if trainees in biology labs, from undergraduate students to postdoctoral associates, could be encouraged to use 3D printing. We combined two educational courses to create an IT makerspace at the San Diego State University Library with two separate tasks to construct objects for the research lab (Wong-Welch & Cripps, 2023b).

Involvement in digital humanities (DH) among libraries and librarians has increased in recent years. It's uncertain,

therefore, if today's library and information studies (LIS) curricula adequately prepare students for this kind of employment. The course options of Canadian LIS programs accredited by ALA were examined in this study. Although LIS programs approved by the ALA in Canada provide courses related to DH, the quantity and variety of these courses differ significantly throughout the various schools. While a lot of programs are offering the technical skills needed for DH librarianship, most are still lacking in cooperation and project management training (Isuster & Langille, 2023b).

➤ *Capability of Librarians*

Librarians possess a variety of talents, including technical proficiency, knowledge of information literacy, and flexibility in response to emerging technologies (Rodriguez et al., 2023). Studies by Brown and Garcia (2021) demonstrate how important it is for librarians to continue their professional development in order to improve their skills. Still, there is a lack of research on the particular skills that librarians in the Bicol Region possess, which calls for a targeted analysis to pinpoint areas that require assistance and development.

Although the study's purpose was to shed light on a specific group of librarians' research capacities, academic librarians in general may find value in the study's findings as many of them, whether or not they are on the tenure track, conduct research. The data indicates that time—both for reading research articles and for doing research—as well as confidence in particular processes in the research process appear to be the main obstacles facing librarians (Kennedy & Brancolini, 2018).

The impact of the industrial era 4.0 influential in various fields of work are no exception librarians. Librarian is someone who has the ability and expertise librarianship the librarians in charge to prepare themselves to face the era that is the way to equip themselves with information technology and analytical capabilities of the library so that airport users effective (Hayani et al., 2021b).

The necessity for race-based data standards in healthcare, the power of information services to influence or engage in authorship and publication to remedy gaps, and the possibility of eliminating systemic racism in collecting policies are among the opportunities that have been recognized. The results are synthesized using a framework of CRT tenets, which highlights the applicability and usefulness of CRT as a tool for pursuing fairness in scholarship, education, and information practice (O'Driscoll & Bawden, 2022b).

➤ *Capability in Librarianship*

A comparison research was carried out by Chen and Lee (2019) to evaluate the information literacy abilities of librarians. Their study revealed areas where librarians may enhance their critical assessment, information retrieval, and ethical information usage. The study's identification of these areas helped to shed light on prospective topics for

professional development programs meant to improve librarians' skills.

According to Terentiev S. (2023), the capabilities of information and communication technologies have enabled realising a digital breakthrough in librarianship, expanding its boundaries and technical capabilities to provide services to a large number of users. Society needs further expansion of library opportunities, as remote access, augmented reality, and a significant number of social networks emerge, which requires a complex system of resource management, filling the electronic library collection, indexing sources, and informing users on the web.

In the study by Давыдова et al. (2021b), the authors emphasized that the systematic approach to selecting essential competences for the program was applied. The experience of developing the program for Ph.D. candidates in this subject area with the focus on cooperation with the applicants and their future employers, individual capabilities, their scientific and educational potential, and self-motivation, is discussed. The need for the quality management system based on monitoring and continuing review of the content and structure of educational programs, is substantiated.

➤ *Regional Context and Challenges*

Librarians in the Bicol Region face particular difficulties because of the region's varied higher education environment. Librarians' attitudes, engagement, and capacities may be impacted by a lack of funding, infrastructure limitations, and the requirement to serve a diverse student body (Fernandez, 2021). Comprehending these particular regional quirks is essential to developing focused interventions and assistance mechanisms that tackle the unique obstacles encountered by librarians in the Bicol Region.

➤ *Importance of Research in the Bicol Region*

Gomez (2019) emphasizes how crucial it is to use research particular to a certain location in order to shape educational practices and policy. The creation of evidence-based solutions that might enhance the role of libraries in supporting academic activities is impeded by the dearth of localized research on the attitudes, engagement, and competencies of librarians in the Bicol Region.

➤ *Synthesis of Reviewed Literature*

The varied and dynamic field of librarianship depends heavily on the aptitude, commitment, and mindset of its professionals. According to research, librarians who adopt a proactive and optimistic mindset greatly increase the efficacy of the services they provide (Johnson, 2018). According to Hodges and Preston (2020), a welcoming and supportive environment created by librarians has a significant impact on teachers' and students' experiences. Nevertheless, there is a clear study vacuum concerning the Bicol Region, which calls for a more thorough investigation of the regional elements influencing librarians' viewpoints in this educational setting.

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(2021b), especially for marginalized communities like the deaf. With their visually captivating content, picture books are essential for helping deaf youngsters integrate and become literacy-ready. Poole (2020b) highlights the flexibility of librarians in assisting companies with their shift to digital platforms within the pandemic, underscoring the dynamic character of librarianship in reaction to new situations.

One of the most important factors influencing professional practice and involvement is one's attitude towards librarianship. According to Smith (2018), corporate culture, job happiness, and the perceived social significance of the librarian profession all have an impact on the opinions of librarians. In spite of obstacles like worries about job stability, Force and Wiles (2020) emphasize the value of organizational trust and intrinsic motivation in creating good attitudes among librarians.

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IV. METHODOLOGY

This study employed the descriptive-correlational research design. Descriptive-correlational research design investigates the magnitude and direction of relationships among the variables in a particular population (Cristobal & Cruz- Cristobal, 2013). According to McBurney and White (2009), descriptive-correlational research design is utilized to present static depictions of situations while also establishing the relationship between distinct variables. The study design would also allow the researcher to track changes in the participants' behaviors or attitudes over time to see how these changes affect the outcomes or probable future trends (Monsen & Horn, 2007).

It probes the significant relationship between the respondents' profile and its attitude towards librarianship, the level of involvement and capability in librarianship among librarians in the Bicol Region.

The primary sources of data included the member-librarians of Bicol Region Library Council (BRLC). Only the

empirical data generate from them were statistically treated and analyzed.

The population of this study was composed of 250 member librarians of the Bicol Regional Librarians Council in different provinces and libraries in the Bicol Region. Using the Raosoft calculator with a 10% margin of error and 95% confidence level, a sample size of 70 respondents was taken. Actual selection of the respondents was be done using simple random sampling. The study was conducted during school year 2023-2024.

A self-made questionnaire was utilized to acquire the necessary primary data. The questionnaire was divided into four (4) parts. The first part focuses on the respondents' profile, the second part was on attitude towards librarianship, then the third part was on the level of involvement in librarianship and the third part dealt on the level of capability in librarianship.

Prior to the distribution of the questionnaires, a letter was sent to the school administrators to obtain consent to administer the questionnaire for the study. The distribution of questionnaires for respondents was done using Google form requesting them to answer the questionnaire and ensuring the confidentiality of their answers. The questionnaires were administered by the researcher to librarians working in Bicol Region online. The accomplished questionnaires were immediately retrieved by the researcher. All gathered data were tabulated and encoded using the Excel software.

Furthermore, content validity was determined using Cronbach's Alpha Coefficient. For attitude: 0.796 (good reliability index), for involvement: 0.832 (acceptable reliability index) and for capability: 0.922 (excellent reliability index).

V. RESULTS AND DISCUSSION

➤ *Demographic Profile of the Respondents*

As seen in the table, out of the 70 respondents, 25 or 35.7 percent were aged 25-34; 21 or 30.00 percent belonged to 35-44 age bracket; 11 or 15.7 percent were 55 years of age and above; 8 or 11.4 percent were 45 to 54 years old, and 5 or 7.1 percent were under 25 years of age. As to gender, 65 or 92.9 percent were female and 5 or 7.10 percent were male.

As to educational attainment, 41 or 58.60 percent of the respondents had master's degree; 28 or 40.00 percent had bachelor's degree; and 1 or 1.40 percent had a doctorate degree. As to length of service, 32 or 45.70 percent of the respondents had been in service for more than 10 years; 19 or 27.20 percent for 1 to 5 years; 15 or 21.40 percent for 6 to 10 years; and 4 or 5.70 percent had been in service for less than a year.

A typical member-librarian of the Bicol Regional Librarians Council is 25 to 34 years old, female, has a master's degree, and has been in service for more than 10 years.

Table 1 Respondents' Demographic Profile

Profile	Frequency	Percentage
Age	Under 25	7.1
	25-34	35.7
	35-44	30
	45-54	11.4
	55 and above	15.7
Gender	Male	7.1
	Female	92.9
Educational attainment	Bachelor's degree	40
	Master's degree	58.6
	Doctorate degree	1.4
Length of service (in years)	Less than 1	5.7
	1-5	27.1
	6-10	21.4
	More than 10	45.7
Total number of respondents: 70		

➤ *Respondents' Attitude Towards Librarianship*

To sum up, the respondents had a "very positive" attitude towards librarianship with an average weighted mean of 3.71. This means that the librarians saw the field in a highly enthusiastic and optimistic light. Someone with a very

positive attitude towards librarianship is likely to be a highly motivated and effective librarian. They would also be a great advocate for libraries, promoting their value to the community.

Table 2 Respondents' Attitude towards Librarianship

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. They find work as a librarian to be personally fulfilling and meaningful	3.79	(Strongly Agree) Very Positive	4
2. They believe librarianship is a valuable and respected profession.	3.93	(Strongly Agree) Very Positive	2
3. They are confident in its ability to meet the information needs of my patrons.	3.71	(Strongly Agree) Very Positive	6
4. They feel challenged and stimulated by the constant changes and innovations in the library field.	3.70	(Strongly Agree) Very Positive	7
5. They would recommend librarianship as a career path to others	3.83	(Strongly Agree) Very Positive	3
6. They feel adequately supported by the library administration in its professional development	3.44	(Strongly Agree) Very Positive	10
7. They believe that librarians play a crucial role in promoting information literacy and critical thinking skills.	3.94	(Strongly Agree) Very Positive	1
8. The public perception of librarianship accurately reflects the diverse responsibilities and expertise of the profession.	3.54	(Strongly Agree) Very Positive	8
9. They are concerned about the future of librarianship in the digital age.	3.46	(Strongly Agree) Very Positive	9
10. They are satisfied with the career choice as a librarian.	3.77	(Strongly Agree) Very Positive	5
Average	3.71	(Strongly Agree) Very Positive	

➤ *Respondents' Level of Involvement in Librarianship*

To sum up, the respondents had a "very high" level of involvement in librarianship with an average weighted mean of 3.57. It means that the librarians were deeply engaged in

the field beyond their daily duties. A very high level of involvement goes beyond simply performing daily tasks well. It is about actively shaping the future of the profession and making a lasting impact.

Table 3 Level of Involvement of the Respondents in Librarianship

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. They actively participate in professional development opportunities related to librarianship.	3.61	(Strongly Agree) Very High	4
2. They regularly attend conferences, workshops, or webinars related to library science.	3.31	(Strongly Agree) Very High	9
3. They are involved in professional organizations or associations for librarians.	3.53	(Strongly Agree) Very High	7
4. They contribute to the field by volunteering my time or expertise to library-related initiatives.	3.30	(Strongly Agree) Very High	10
5. They stay up-to-date on current trends and issues impacting libraries and librarianship.	3.51	(Strongly Agree) Very High	8
6. They regularly share knowledge and resources with colleagues within the library field.	3.59	(Strongly Agree) Very High	6
7. They advocate for the importance of libraries and librarians to the public and policymakers.	3.60	(Strongly Agree) Very High	5
8. They feel a sense of responsibility to contribute to the advancement of the library profession.	3.76	(Strongly Agree) Very High	2
9. They believe involvement in librarianship makes a difference in the communities I serve.	3.77	(Strongly Agree) Very High	1
10. They feel fulfilled and professionally satisfied by my role in contributing to the field of librarianship.	3.71	(Strongly Agree) Very High	3
Average	3.57	(Strongly Agree) Very High	

➤ *Respondents' Level of Capability in Librarianship*

To sum up, the respondents had a “very high” level of capability in librarianship with an average weighted mean of 3.60. It implies that the librarians possessed exceptional skills and knowledge in various aspects of the field. Librarians with

a very high level of capability are likely to be leaders in the profession, inspiring colleagues and continuously improving library services. They may also be involved in research or professional development activities to contribute to the advancement of librarianship.

Table 4 Respondents' Level of Capability in Librarianship

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. They are confident in the ability to find information on a variety of topics using various information resources.	3.71	(Strongly Agree) Very High	1
2. They are comfortable using library databases, cataloging software, and other relevant technology tools.	3.54	(Strongly Agree) Very High	7.5
3. They possess strong communication skills, allowing me to effectively explain information and research strategies to patrons.	3.54	(Strongly Agree) Very High	7.5
4. They are confident in the ability to create engaging programs and events to serve the needs of the library community.	3.50	(Strongly Agree) Very High	9.5
5. They are comfortable staying up-to-date with the latest trends and technologies in the field of librarianship.	3.60	(Strongly Agree) Very High	5
6. They feel confident in the ability to critically evaluate information sources and assess their credibility.	3.50	(Strongly Agree) Very High	9.5
7. They are comfortable working independently and managing time effectively to complete various library tasks.	3.70	(Strongly Agree) Very High	2.5
8. They are comfortable collaborating with colleagues and other professionals to achieve shared goals.	3.67	(Strongly Agree) Very High	4
9. They believe they possess the necessary skills to effectively advocate for the library and its services within the community	3.56	(Strongly Agree) Very High	6

10. They feel confident in the ability to adapt to new situations and challenges that may arise in the library environment.	3.70	(Strongly Agree) Very High	2.5
Average	3.60	(Strongly Agree) Very High	

➤ *Difference in the Respondents' Attitude Towards Librarianship when Grouped According to Profile Variables*

As reflected in the table, there was no significant difference in the respondents' attitude towards librarianship when grouped according to age ($F=1.333$, $p=0.267>0.05$),

gender ($t=-1.107$; $p=.272>0.05$), educational attainment ($\chi^2=3.181$; $p=.204>0.05$), and length of service ($F=0.468$; $p=.705>0.05$). This means that regardless of the profile variables, the respondents had similar attitude towards librarianship, which was very positive.

Table 5 Difference in the Respondents' Attitude Towards Librarianship when Grouped According to Profile Variables

Profile	Test statistic	p-value	Interpretation
Age	(F-test) $F=1.333$	0.267	Not Significant
Gender	(t-test) $t=-1.107$	0.272	Not Significant
Educational attainment	(Kruskal-Wallis test) $\chi^2=3.181$	0.204	Not Significant
Length of service	$F=0.468$	0.705	Not Significant
Significance level @ 0.05			

➤ *Difference in the Respondents' Level of Involvement in Librarianship when Grouped According to Profile Variables*

As indicated in the table, there was no significant difference in the respondents' level of involvement in librarianship to age ($F=2.449$, $p=0.055>0.05$), gender ($t=0.324$, $p=0.747>0.05$), and length of service ($F=0.1611$, $p=0.195>0.05$). This means that regardless of age, gender, and years in service, the respondents' level of involvement in librarianship was the same, which was very high.

However, there was a significant difference in the respondents' level of involvement in librarianship when grouped according to educational attainment ($\chi^2=12.440$; $p=0.002<0.05$). This means that the librarian with a doctoral degree ($\chi_{DD}=3.80$) had a higher level of involvement in librarianship than those with either a master's degree ($\chi_{MD}=3.69$) or a bachelor's degree ($\chi_{BD}=3.39$). Further, the librarians with a master's degree ($\chi_{MD}=3.69$) had a higher level of involvement in librarianship than those with a bachelor's degree ($\chi_{BD}=3.39$).

Table 6 Difference in the Respondents' Level of Involvement in Librarianship when Grouped According to Profile Variables

Profile	Test statistic	p-value	Interpretation
Age	(F-test) $F=2.449$	0.055	Not Significant
Gender	(t-test) $t=-0.324$	0.747	Not Significant
Educational attainment	(Kruskal-Wallis test) $\chi_{BD}=3.39$ $\chi_{MD}=3.69$ $\chi_{DD}=3.80$ $\chi^2=12.440$	0.002*	Significant
Length service	$F=0.1611$	0.195	Not Significant
*Significant @ 0.05			

➤ *Difference in the Respondents' Level of Capability in Librarianship when Grouped According to Profile Variables*

As gleaned from the table, there was no significant difference in the respondents' level of capability in librarianship when grouped according to age ($F=0.658$, $p=0.624>0.05$), gender ($t=0.208$; $p=.836>0.05$), and educational attainment ($\chi^2=2.926$; $p=.232>0.05$). This means that regardless of the profile variables, the respondents had similar level of capability in librarianship, which was very high.

However, there was a significant difference in the respondents' level of capability in librarianship when grouped according to length of service ($F=3.101$; $p=0.033<0.05$). This means that the librarians who had been in service for 1-5 years ($X_2=3.68$) had a higher level of capability in librarianship than the rest of the groups. Librarians who had been in service for more than 10 years ($X_4=3.66$) had a higher level of capability than those who had been in service for 6-10 years ($X_3=3.52$) and less than 1 year ($X_1=3.08$). Librarians who had been in service for 6 to 10 years ($X_3=3.52$) had a higher level of capability than those who had been in service for less than a year ($X_1=3.08$).

Table 7 Difference in the Respondents' Level of Capability in Librarianship when Grouped According to Profile Variables

Profile	Test statistic	p-value	Interpretation
Age	(F-test) $F=0.658$	0.624	Not Significant

Gender	(t-test) $t=0.208$	0.836	Not Significant
Educational attainment	(Kruskal-Wallis test) $\chi^2=2.926$	0.232	Not Significant
Length of service	X1=3.08 X2=3.68 X3=3.52 X4=3.66 F=3.101	0.033*	Significant (Between 1&2, 1&4)
*Significant @ 0.05			

➤ *Relationship Between the Respondents' Level of Attitude and Level of Involvement in Librarianship?*

As shown in the table, there was a significant relationship respondents' attitude and level of involvement in librarianship as shown by r value of 0.520 (moderate correlation) and the p-value of 0.000, which less than the 0.01 level of significance. This means that the more positive the attitude of the respondents toward librarianship, the higher

their level of involvement in it.

When librarians find their work fulfilling, interesting, and valuable, they tend to go beyond just the basic job duties. They might take on additional projects, participate in professional librarian organizations, and constantly seek ways to improve library services (e.g., new programs, technology integration).

Table 8 Significant Relationship Between the Respondents' Attitude and Level of Involvement in Librarianship

	Pearson r value	p-value	Interpretation
The Respondents' Attitude and Level of Involvement in Librarianship	0.520 Moderate correlation	0.000**	Significant
**Significant @ 0.01			

➤ *Relationship Between the Respondents' Level of Involvement and Level of Capability in Librarianship*

As reflected in the table, there was a significant relationship respondents' level of involvement and level of capability in librarianship as shown by r value of 0.638 (moderate correlation) and the p-value of 0.000, which less

than the 0.01 level of significance. This means that the higher the level of involvement in librarianship, the higher the level of capability in it. This further suggests that the more actively engaged a librarian is in the field of librarianship (involvement), the more skilled and knowledgeable librarians become (capability).

Table 9 Significant Relationship Between the Respondents' Level of Involvement and Level of Capability in Librarianship

	Pearson r value	p-value	Interpretation
The Respondents' level of involvement and Level of capability in Librarianship	0.638 Moderate correlation	0.000**	Significant
**Significant @ 0.01			

VI. SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATIONS

This study, which used the descriptive-correlational research design, employed 70 member- librarians of Bicol Region Library Council (BRLC). It tested the null hypotheses that a) there is no significant difference in the respondents' level of attitude towards librarianship when grouped according to profile variables; b) there is no significant difference in the respondents' level of involvement in librarianship when grouped according to profile variables; c) there is no significant difference in the respondents' level of capability in librarianship when grouped according to profile variables; d) there is no significant relationship between the respondents' level of attitude and level of involvement in librarianship; and e) there is no significant relationship between the respondents' level of involvement and level of capability in librarianship.

➤ *Summary of Findings*

Out of the 70 librarian-respondents, 25 or 35.7 percent were aged 25-34; 65 or 92.9 percent were female; 41 or 58.60 percent of the respondents had master's degree; 32 or 45.70 percent of the respondents had been in service for more than 10 years. The librarians had a "very positive" attitude towards librarianship with an average weighted mean of 3.71. They also had a "very high" level of involvement in librarianship with an average weighted mean of 3.57.

Also, librarians had a "very high" level of capability in librarianship with an average weighted mean of 3.60. And there was no significant difference in the respondents' attitude towards librarianship when grouped according to age ($F=1.333$, $p=0.267>0.05$), gender ($t=-1.107$; $p=.272>0.05$), educational attainment ($\chi^2=3.181$; $p=.204>0.05$), and length of service ($F=0.468$; $p=.705>0.05$).

There was also no significant difference in the respondents' level of involvement in librarianship to age ($F=2.449$, $p=0.055>0.05$), gender ($t=0.324$, $p=0.747>0.05$), and length of service ($F=0.1611$, $p=0.195>0.05$). However, there was a significant difference in the respondents' level of involvement in librarianship when grouped according to educational attainment ($\chi^2=12.440$; $p=0.002<0.05$). And there was no significant difference in the respondents' level of capability in librarianship when grouped according to age ($F=0.658$, $p=0.624>0.05$), gender ($t=0.208$; $p=.836>0.05$), and educational attainment ($\chi^2=2.926$; $p=.232>0.05$). However, there was a significant difference in the respondents' level of capability in librarianship when grouped according to length of service ($F=3.101$; $p=0.033<0.05$). There was a significant relationship respondents' attitude and level of involvement in librarianship as shown by r value of 0.520 (moderate correlation) and the p -value of 0.000, which less than the 0.01 level of significance.

But there was a significant relationship respondents' level of involvement and level of capability in librarianship as shown by r value of 0.638 (moderate correlation) and the p -value of 0.000, which less than the 0.01 level of significance.

➤ *Conclusions*

A typical member-librarian of the Bicol Regional Librarians Council is 25 to 34 years old, female, has a master's degree, and has been in service for more than 10 years. Most librarians see the field of librarianship in a highly enthusiastic and optimistic light. Someone with a very positive attitude towards librarianship is likely to be a highly motivated and effective librarian. Librarians are deeply engaged in the field beyond their daily duties. A very high level of involvement goes beyond simply performing daily tasks well. It is about actively shaping the future of the profession and making a lasting impact. Librarians also possess exceptional skills and knowledge in various aspects of the field. Librarians with a very high level of capability are likely to be leaders in the profession, inspiring colleagues and continuously improving library services. Regardless of the profile variables, the respondents have similar attitude towards librarianship, which was very positive.

Also, regardless of age, gender, and years in service, the respondents' level of involvement in librarianship is the same, which was very high. However, the librarian with a doctoral degree has a higher level of involvement in librarianship than those with either a master's degree or a bachelor's degree. Further, the librarians with a master's degree have a higher level of involvement in librarianship than those with a bachelor's degree. Regardless of the profile variables, the respondents had similar level of capability in librarianship, which was very high. However, the librarians who have been in service for 1-5 years have a higher level of capability in librarianship than the rest of the groups. Those who have been in service for more than 10 years have a higher level of capability than those who had been in service for 6-10 years and less than 1 year. Those who have been in service for 6 to 10 years have a higher level of capability than those who had been in service for less than a year.

The more positive the attitude of the respondents toward librarianship, the higher their level of involvement in it. The higher the level of involvement in librarianship, the higher the level of capability in it. This further suggests that the more actively engaged someone is in the field of librarianship (involvement), the more skilled and knowledgeable they become (capability).

➤ *Recommendations*

Libraries in the Bicol region may tailor their training support and resources to meet the varied requirements of aspiring librarians in all areas of the library profession. Institutions would be well-advised to invest in enrolling librarians to pursue advanced studies, particularly those from librarians with less than a year of service and those aged under 25 years old. Furthermore, recognising the unbalanced gender distribution which is unfavorable to the male population highlights the significance of inclusivity in survey participation, promoting an increase in marketing the profession which could be attractive to the male demographic.

They can also create focused enhancement programs with an emphasis on developing the diverse responsibilities and expertise and topics on emphasis on information literacy, community service, and technology innovation. It's critical to maintain and strengthen this support system, building on the idea that librarians perceive their library administration to be sufficiently supportive of their professional development.

Librarians in Bicol may join professional associations, subscribe to industry newsletters, and follow pertinent blogs to make sure they're up to date on the latest developments and challenges in libraries and librarianship. Look into ways to lend time and expertise to library-related projects as a volunteer to help the field grow and serve the community. During these events, networking with experts and peers might yield insightful information and opportunities for collaboration.

Librarians may also attend training workshops to improve their familiarity and skills with cataloging software, library databases, and related technology tools. Attend seminars that emphasize attentive listening skills, and effective communication approaches to improve communication skills, take part in role-playing games or peer mentoring programs. To utilize self-assurance in developing captivating events and activities for the library community by working with colleagues and getting input from users to make sure it aligns with their needs and interests. Through surveys, neighborhood gatherings, and innovative brainstorming sessions, stay up to date on the latest trends and community preferences. Sustaining and enhancing self-assurance in scrutinizing information sources and determining their reliability by consistently honing information literacy abilities.

Bicol Libraries may sustain activities and programs which result in a positive attitude of librarians towards librarianship. Encourage librarians to take up graduate studies to increase their involvement and capability in librarianship.

Regularly updating librarians on new concepts and providing straightforward support channels will contribute to preserving and advancing the favorable trend toward librarianship and establish a strong foundation for utilizing local libraries as essential academic resources.

Bicol librarians may encourage each other in partaking additional projects focused on maintaining fulfilling, interesting, and valuable work environment, librarians should set up workshops to enhance skills towards librarianship collaborations and trends in library services and extend the workplace vicinity and offer chances of sharing in the LIS academic community. Efficient access to contemporary trends and practices can be achieved by taking proactive measures to improve professional literacy.

The Bicol Region Librarians Council may implement, monitor and evaluate the results of implementation of the proposed action plan to help increase the current demographic of professionals, librarianship involvement activities, and capability among librarians to imprint perceptions of librarians and its role in their respective communities and localities.

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