THE URGENCY OF PROFESSIONALISM IN LIBRARY MANAGEMENT AT PRIMARY SCHOOL

Sovia Nur Khasanah[1], Nur Amalia[2]

[1,2] Universitas Muhammadiyah Surakarta, Surakarta, Indonesia
na185@ums.ac.id

ARTICLE INFO	ABSTRACT
	This study's objective is to explore the role of school library management in enhancing students' academic performance and to identify the barriers to effective library management. It adopts a qualitative research approach, utilizing a case study design. Data was collected through interviews, observations, and document analysis. Data analysis involved three main stages: data reduction, presentation, and drawing conclusions. The findings reveal a lack of professional library management at elementary school Demakan 02 due to the absence of qualified librarians, which has led to the library operating in an ad-hoc manner.
	ABSTRAK Penelitian ini bertujuan untuk mengetahui bagaimana pengelolaan perpustakaan sekolah dalam memfasilitasi siswa sebagai wahana meningkatkan prestasi siswa dan menganalisis faktor penghambat dalam pengelolaan perpustakaan. Penelitian ini menggunakan metode penelitian kualitatif, dengan desain studi kasus. Pengumpulan data dilakukan dengan menggunakan wawancara, observasi dan dokumentasi. Teknik analisis dilakukan melalui tiga tahapan yaitu reduksi data, penyajian data dan penarikan kesimpulan. Hasil penelitian menunjukkan bahwa belum ada pengelolaan secara profesional pada perpustakan SD Negeri Demakan 02 dikarenakan tidak adanya tenaga pustakawan yang membantu dalam pengelolaan perpustakaan sehingga perpustakaan hanya berjalan seadanya.

Introduction

One of the abilities that students must have in the modern era is literacy skills. Literacy skills enable someone to understand, analyze, and process the information they receive. The focus of literacy is creating a reading culture. Reading requires the ability to comprehend and comprehend text. Reading provides a lot of knowledge and insight (Saputri & Nisa, 2022)

Students' reading and writing abilities are highly demanded in today's scientific progress. This is done to ensure that students have good knowledge and insight to compete and adapt to current developments. The ability to read is very important and is one of the determining factors for a person's success. Along with the development of science, every student must improve their reading and writing skills. This is because almost all access to information and knowledge is always related to reading ability.

Minister of Education and Culture Regulation number 23 of 2015 was issued by the Indonesian government to increase interest in reading in schools, which begins after learning begins. An example of an activity in it is "The activity of reading books outside of lessons (non-lessons) is carried out before the lesson starts for 15 minutes." This activity aims to foster students' interest in reading, which will help them gain and increase other knowledge well (Habibah, 2019)

One of the roles that libraries have is to be a means of implementing literacy movements in schools. The library provides reading books to support the School Literacy Movement. This further strengthens that the existence of libraries is important in the world of education. Wahyuni (2018) states that in libraries the development and use of empowering reading can be carried out as part of the learning process. The provision of textbooks in schools that have been determined by the school means that students do not develop their knowledge apart from the books distributed by the school, so that the knowledge that students have only reaches what they have learned in class.

The library is one form of facility available at the school. According to the Library Law Chapter I article 1, a library is an institution that collects printed and recorded knowledge and manages it in a special way to fulfill the intellectual needs of its users through various means of knowledge interaction.

The existence of a library can support quality improvement by increasing student knowledge if it can be used effectively. Libraries not only serve as a pleasant and refreshing place to spend time, but also play an important role as a bridge to mastery of knowledge. Libraries make an important contribution to widening perspectives to the world of science

(Sumarni, 2018). However, not many schools can utilize libraries as learning centers. Libraries are still very synonymous with rooms that are only used as a place to store books and are often considered boring for some people, yet library can be a source of information that can increase knowledge.

Quoting from (Kompas, 19/08/23) based on Education Statistics data for 2019-2020, not all schools have libraries, especially at the elementary school level which is the basis for reading literacy skills. Of the total number of 149,435 public and private schools, there are only 109,051 library units. Then 13,927 libraries were in poor condition, the rest experienced light, moderate and heavy damage. This means that the condition of many school libraries is not good, and many schools do not even have libraries.

In Article 23 Paragraph 1 of Republic of Indonesia Law no. 43 of 2007 concerning libraries states that libraries in schools are very important as a source of student learning. "Every school/madrasah maintains a library that meets national library standards by taking into account the National Education Standards" (Ramdani et al., 2023). Based on this law, it is clear that school libraries must meet standards. For example, school libraries must have a sufficient quota of textbooks that have been determined and must expand additional collections that can support the educational curriculum. Even if it is related to today's times, libraries should develop services based on technology to suit current developments.

According to Sulistianti (Sulistianti et al., 2022), libraries play an important role in the quality of children's interest in reading. Interest in reading is the ability to encourage children to be interested in, and happy with, reading activities. This can encourage them to carry out reading activities at their own pace (Hendrayanti, 2018). Apart from that, the family and school environment must support and encourage children to develop an interest in reading (Bimantara & Amalia, 2023). We all need to realize that reading is a basic knowledge that everyone must have. As said by Akbar (Akbar, 2020) reading is the source of gaining knowledge. Through reading, someone can gain extensive knowledge. According to the statement from (Mesiono et al., 2017), developing a reading habit is not easy. Hard efforts are needed through school library management and cooperation from various parties.

The school library is so important that it must be managed as well as possible because if the library is managed well it can make the process of teaching and learning activities a success and make it easier for teachers to improve the quality of education. With the condition of the existing library, coupled with management that is not running well, it is difficult to increase children's interest in reading

Many schools experience problems in managing libraries. However, considering the importance of the existence of a library for supporting children's knowledge, attention needs to be paid to finding the source of the problem and making the best solution so that the library can run as it should.

Because various obstacles are still found in library management, this research focuses the problem formulation on the condition of library management at SD Negeri Demakan 02.

Research Method

This study employs qualitative research because this study aims toidentify and describe aspects that form the context of research on library management as a way to improve student achievement. Qualitative research finds and narrates narratively the activities carried out and the impact of these activities (Anggito, A., & Setiawan, 2018). This research aims to find out how the library is managed at SD Negeri Demakan 02 (Public Elementary School) and the inhibiting factors it has.

To achieve the objectives of this research, a case study design was used. In this approach, scientific studies are carried out comprehensively, in-depth, and regarding an event, program, or activity, either at the individual, group of people, institution, or organizational level to gain a deep understanding of the event (Mudjia, 2017).

The subjects of this research were the principal and teachers of SD Negeri Demakan 02 (Demakan 02 Elementary Public School). The object of this research was the library of SD Negeri Demakan 02 as a means of improving student achievement. Time and place of research carried out at SD Negeri Demakan 02 in February - June 2023.

In this research, primary data will be obtained through interviews with the data collection techniques used, namely interviews, observation, and documentation studies.

1. Observation

   Observation is the process of observing human and physical activities continuously from a natural activity focus to produce information (Hasanah, 2016). In this study, direct observations were carried out at the library of SD Negeri Demakan 02, to observe the conditions and activities carried out in the library.

2. Interview

Interviews were conducted directly. The structured interview guide is information collected from initial observations carried out before the research. In this research, researchers conducted

interviews with the principal and teachers at SD Negeri Demakan 02.
3. Documentation

Documentation studies are the collection of research data in the form of records of events that have occurred. In this research, researchers conducted a document study related to library management in the SD Negeri Demakan 02 library.

The analysis technique is carried out through three stages, namely data reduction, data presentation, and conclusion.

Findings

After analyzing the data, there are three main findings in the research regarding the library management process at SD Negeri Demakan 02. The first finding relates to the condition of the library building which is good but not functioning as it should. SD Negeri Demakan 02 has a fairly large library room measuring 6x7 meters. The library building is also relatively sturdy and only has a few cracks on the walls. Apart from that, there is a diverse collection of new books worth reading for children. However, the library contains many unused tables and chairs, as well as storage space for sports equipment and learning media. This makes the library unable to function properly. There are no activities that can be done because it only functions like a school warehouse.

The second finding relates to obstacles in library management. As a result of interviews with school principals and teachers, it is known that school library management is not running optimally due to the absence of librarians in the library's organizational structure. Previously there was a librarian on duty but not long afterward decided to resign for some reason. Library staff are very important for the running of library programs. Librarians have a considerable impact on libraries. At SD Negeri Demakan 02, the role of the library in the educational process has not been maximized because it is not used to support the curriculum. The current shortage of librarians is due to the school having difficulty finding librarians and there is no allocation of funds specifically used for library management. This is because at SD Negeri Demakan 02 several honorary and extracurricular teachers use teachers from outside so that other interests and basic needs are prioritized.

Apart from that, teacher awareness regarding the importance of literacy culture is also relatively low. Even if the library cannot function properly, teachers can facilitate children by carrying out the Joint Literacy Movement (GLS) 15 minutes before lessons start to increase students' knowledge. This movement should be done in each class. Even though several classes

have reading corners, their implementation has not been fully utilized. The reading corner only functions as a display in the classroom. It is not uncommon for the books neatly arranged in the reading corner to be covered in dust.

The third finding in the form of a solution that was obtained was that the Demakan 02 Public Elementary School library was revitalized by the Teaching Campus team with a new book arrangement and design. The interview results showed that the coloring method was chosen for grouping books because the method of coding books with numbers was difficult for students to understand. In addition, because it does not require a librarian, this method is more child-friendly so that students can work alone and easily rearrange the books they read or borrow on the shelves according to their type. However, this program did not run and was not continued when the Team from Kampus Mengajar finished serving at the school, and as a result, the library was no longer functioning, as evidenced by the fact that the system for borrowing books or activities that referred to literacy other than class hours was not working.

The school library is only used for religious learning activities. Because students adhere to various religions, learning activities for students who are at certain times are moved to the library. Apart from that, it is also used as a place to develop for students who will take part in competitions such as quizzes. This also only lasted for approximately 2 weeks to prepare for the competition. After completing the competition, there are no more coaching activities and other activities that refer to maximum use of the library, especially activities that support literacy for students as a whole, even though the library was founded to increase visitors' knowledge and educate the nation to create an educated society.

Discussion

A good school library that meets standards certainly has good management. According to Rokan in (Nasuka et al., 2021), Library management is a process for maximizing the contribution of human, material, and budget resources to achieve library goals. The implementation of library management must of course be based on management principles and theories.

The management process certainly cannot be separated from the management function itself. The management function is an important component that is attached as a reference in the management process to achieve certain goals (Rodin et al., 2021). To achieve the expected goals, it is necessary to use management functions which are an important component of the

management process. Terry classifies management functions into several aspects, namely planning, organizing, staffing, directing, and controlling.(Apriyani et al., 2021)

According to Daft in Rusniati & Haq (2014), planning is the act of determining organizational goals and what is needed to achieve them. Structured and continuous program planning is needed to achieve the desired goals to realize effective library benefits for students. In planning, an analysis of the necessary needs required for the running of the library is required.

The planning carried out at the SD Negeri Demakan 02 Library has not been implemented. This is proven by the absence of goals, strategies, policies, steps, and funds needed for library management. Planning to manage a library is difficult due to limited funds. Likewise, research conducted by Badrudin (Arifin, 2022) shows that the ideal school library is still hampered by insufficient human resources, a lack of facilities and infrastructure, and limited funds.

The next important thing related to libraries is organization, for examples, what is the management of the library, the book borrowing system, and service to students, as well as everything that can attract enthusiastic students to be able to use the library as a vehicle for increasing sources of knowledge? The book collection in the library also has a big influence on the interests and knowledge gained by students. The SD Negeri Demakan 02 library has an abundant collection of books. However, the organization did not go well. This causes a buildup of books in various parts of the library.

The SD Negeri Demakan 02 library has benches or chairs to be used as a reading room. However, students rarely borrow or read books so they are in bad condition and full of dust. Additionally, the books were not packaged or labeled. Books are not arranged by category, and there are no written regulations governing how to borrow or read books in the library. This is due to the absence of any organization, so students rarely visit it and are less useful as a learning resource.

Staffing is also part of library management because it is related to Human Resources (HR) managers. In this case, it is necessary to select staff or librarians with appropriate knowledge and skills. The actual management of human resources (HR) is very important to improve the performance of an organization, in this case, SD Negeri Demakan 02. Management of Human Resources (HR) will have a big impact on the quality of an organization. Considering that there is no Human Resources (HR) to manage the library, there is a void in the library structure. This vacancy is a factor in the failure of library management apart from limited funds to assist library management.

The presence of a librarian is proof of the implementation of library duties. If there is no librarian, then the library will not function properly. To become a professional librarian, one must have certain knowledge and skills. Standards that must be known in libraries include collection standards, facilities and infrastructure standards, service standards, library staff standards, implementation standards, and management standards. (Senjaya & Susinta, 2022).

In the school library management process, direction is also needed in carrying out library management. This is done by the school principal to encourage his staff to work optimally so that the desired goals can be achieved together. In its implementation, direction by the school principal has not been implemented. The last thing that is needed is controlling the programs that have been implemented in the library. According to the Ministry of Education and Culture (Sasongko et al., 2017) a process is carried out to ensure that the program that has been implemented is successful. Apart from that, if it is related to library evaluation, it can mean an assessment of the extent to which the library's goals and mission have been achieved, including planning for collection procurement, procurement, processing, and services to library visitors. This activity can be carried out by school principals and teachers to work together to complement each other and provide input needed to improve the quality of services in the library.

The process of directing and controlling the library management at SD Negeri Demakan 02 cannot be implemented. This is because all library management processes are not implemented as they should. Ideally, in the process of directing and controlling, all structural library organizations control each other and provide input for improving the library, but if the management process and activities in the library do not run as in SD Negeri Demakan 02, then directing and controlling it can not be done either. Teachers' awareness of the importance of library management has not yet emerged, so this also hampers the management process.

Teachers' lack of awareness certainly has an impact on the library revitalization program at SD Negeri Demakan 02 which was carried out by the campus teaching team. The school should be able to continue the program that has been created by assisting the program being created. In reality, the program's sustainability is unclear. Literacy activities should be able to continue to be carried out without a librarian if the teacher's role is active in managing the program that has been created. This can be done again through borrowing simulations and joint literacy activities. As was done by (Anggraeni et al., 2021) where a simulation was given to find out the procedure for borrowing and returning library materials to students and told the

teacher to become a library user and serve the librarian in reading. This aims to ensure that the function of the school library can run ideally.

It would be a shame if the library could not be utilized to its full potential. If we dig, the functions of the library are many. According to Darmanto, there are several types of library functions, namely: administrative, research, informative, educational, recreational, and cultural (Berlian et al., 2023). However, the fact that researchers found at SD Negeri Demakan 02 where the library was only used during religious class hours was also due to limited space in the school so they could only use the library space.

It is crucial to overcome the problem of vacancies in librarians and reactivate libraries. In the current era of knowledge and information, everyone must have literacy skills. Students can improve their reading skills, enhance their research skills, and increase their understanding and creativity through an effective, well-managed library. Therefore, it is very important to optimize libraries to support better education through effective library management.

Conclusion

The management and use of the library at SD Negeri Demakan 02 have not been effective and productive. This is because there is no library management in place yet. A factor that becomes an obstacle in management includes no budget allocated for library management and empty librarian positions so that the library cannot be managed properly. This means that students cannot experience the function of the library.

Based on the research results, researchers suggest that it is necessary to concern on the impact of library management. The principal of SD Demakan 02 and his staff in terms of school library management are advised to pay special attention to this matter: 1) immediately fill the vacancies of librarians, 2) carry out school library management well, 3) have more integration and planning for the School Literacy Movement (GLS) as an effort to increase students' insight through literacy activities with the integration of the library's role can run effectively and productively.

References

Akbar, A. (2020). Minat Literasi Mahasiswa. *NATURALISTIC : Jurnal Kajian Penelitian Pendidikan Dan Pembelajaran*, *4*(2(b)), 93–96. https://doi.org/10.35568/naturalistic.v4i2b.768

Anggito, A., & Setiawan, J. (2018). *Metodologi penelitian kualitatif*. CV Jejak (Jejak

Publisher).

Anggraeni, D. B., Widyastuti, W., Rahmawati, F. P., & Aditama, M. G. (2021). Pengembangan Sistem Klasifikasi Kepustakaan dengan Dewey Decimal Classification (DDC). *Buletin KKN Pendidikan*, *3*(2), 152–160. https://doi.org/10.23917/bkkndik.v3i2.15734

Apriyani, D., Harapan, E., & Hotman. (2021). (Jurnal Manajemen, KepemSurya Pratama, A., Toyo, R., & Sumarni, S. (2019). Analisis Pengelolaan Perpustakaan Sekolah (Studi Kasus Pada Perpustakaan Smk Negeri 2 Surakarta). Indonesian Journal Of Civil Engineering Education, 4(2), 82–92. https://doi.org/10. *Jurnal Manajemen, Kepemimpinan, Dan Supervisi Pendidikan*, *6*(1), 1–147.

Arifin, M. H. (2022). *Analisis Pengelolaan Manajemen Perpustakaan Dalam Meningkatkan Gerakan Literasi Sekolah (Studi Pada SMK Swasta Akreditasi A di Kota Pekanbaru).* *08*(September), 2191–2206.

Berlian, Hamdan Pratama, Nur Damayanti, Maulana Zulkarnaen, D. R. (2023). VISA : Journal of Visions and Ideas Sekitar VISA : Journal of Visions and Ideas. *VISA: Journal of Visions and Ideas*, *3*(3), 464–474.

Bimantara, F. R., & Amalia, N. (2023). Kolaborasi Antara Orang Tua Dan Guru Dalam Menumbuhkan Literasi Membaca Melalui Program Majalah Dinding S D Negeri 1 Celep. *Kwangsan: Jurnal Teknologi Pendidikan*, *11*(1), 328. https://doi.org/10.31800/jtp.kw.v11n1.p328--341

Habibah, M. (2019). Pengembangan Budaya Literasi Agama di SMA Negeri 2 Kediri. *Indonesian Journal of Islamic Education Studies (IJIES)*, *2*(2), 203–215. https://doi.org/10.33367/ijies.v2i2.1110

Hasanah, H. (2016). Teknik-teknik observasi. *Jurnal At-Taqaddum, 8*, 21–46.

Hendrayanti, A. (2018). Peningkatan Minat Baca Dan Kemampuan Membaca Peserta Didik Kelas Rendah Melalui Penggunaan Reading Corner. *Jurnal Penelitian Pendidikan*, *17*(3), 235–248.

Mesiono, Arsyad Junaidi, Nasution Sakholid, Susanti Eka, & Daulay Hamidah Sholihatul. (2017). PENGARUH LITERASI MEMBACA DAN MENULIS TERHADAP KEMAMPUAN PEMECAHAN MASALAH MATEMATIS MAHASISWA PENDIDIKAN. *Tarbiyah*, *24*(Juli-Desember 2017), 351–370. http://jurnaltarbiyah.uinsu.ac.id/index.php/tarbiyah/article/view/229/217

Mudjia, R. (2017). *Studi Kasus dalam Penelitian Kualitatif : Konsep dan Prosedurnya.* 1–5.

Nasuka, M., Islam, U., & Ulama, N. (2021). *MANAJEMEN PERPUSTAKAAN DALAM PENINGKATAN LIBRARY MANAGEMENT ON IMPROVING THE QUALITY OF*. *09*(01), 24–39.

Ramdani, A., Dewi, D. S., Islam, M. P., Nurrohmah, N., Islam, M. P., Syaripah, I. M., Islam, M. P., & Perpustakaan, S. N. (2023). *Kurangnya Eksistensi Perpustakaan Sekolah Sebagai Penunjang Proses Kegiatan Belajar Mengajar : Studi Kasus Di Mas Ypk*. *2*(2), 170–179.

Rodin, R., Retnowati, D. A., & Sasmita, Y. P. (2021). Manajemen Perpustakaan Sekolah (Studi pada Perpustakaan Ceria SMA N 1 Rejang Lebong). *THE LIGHT : Journal of Librarianship and Information Science*, *1*(1), 1–11. https://doi.org/10.20414/light.v1i1.4352

Rusniati, & Haq, A. (2014). Perencanaan Strategis dalam Perspektif Organisasi. *Intekna*, *14*(2), 102–209. https://ejurnal.poliban.ac.id/index.php/intekna/article/view/178

Saputri, R., & Nisa, F. (2022). *Jenius : Journal of Education Policy and Elementary Education Issues Upaya Meningkatkan Minat Baca Siswa Melalui Kelas Literasi di*. *2*(2), 108–116.

Sasongko, R. N., Map, P., Unib, F., Juarsa, O., Map, P., Unib, F., Perpustakaan, P., & Sinaga, M. (2017). *Manajemen perpustakaan sekolah*. 282–286. https://media.neliti.com/media/publications/270809-manajemen-perpustakaan-sekolah-18dfeb19.pdf

Senjaya, R., & Susinta, A. (2022). *Manajemen Perpustakaan Digital di Era Global pada Perpustakaan Kampus Institut Pemerintahan Dalam Negeri*. *13*(2), 56–66. https://doi.org/10.20885/unilib.Vol13.iss2.art1

Sulistianti, P., Ripai, A., & Salim, N. (2022). Pengaruh Pengelolaan Perpustakaan Sekolah Terhadap Minat Baca Siswa. *Journal JIEM of Islamic Education Management*, *10*(1), 1–52. https://www.jurnal.syekhnurjati.ac.id/index.php/jiem/article/view/11127

Sumarni, S. Y. (2018). MANAJEMEN PERPUSTAKAAN DALAM MENINGKATKAN MINAT BACA MAHASISWA PERPUSTAKAAN IAIN BENGKULU. *Journal System IAIN Bengkulu*. https://doi.org/10.29300/NZ.V3I3.1938

Wahyuni, S. (2018). Upaya Peningkatan Minat Baca Siswa Studi Kasus Pada Perpustakaan STMIK AKAKOM Yogyakarta. *Jurnal IPI (Ikatan Pustakawan Indonesia)*, *3*(1), 11–19.