

The Nexus of Organizational Effectiveness and Renovated Academic Library Environment -A Research-Centric Approach

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Abstract: Academic libraries are counted as the "Heart of the Institution", which already have some predefined duties and responsibilities. Many educational institutions have recently modified their libraries using the latest technologies and equipment for better user support. The article highlights the contributions of academic institutions that renovated knowledge houses to institutional effectiveness. How library resources, services, and human assets being explored for the well-being of the parent organization? Have the users received the expected outcomes from the latest facilities offered by the information centres? Many components all together provide their endowment to the success and goal achievement of the parent organization. The current study investigates the changing patterns, attitudes, utilities, and effectiveness of advanced and renovated libraries' modified physical and digital functionalities about the institutions' empowerment, achievement, and path setting. The study results pointed out that these new ventures can promote the reputation, spirit, core values and mission of organizations and their in-house and exterior collaborators. Institutional effectiveness through library services and facilities can attract more staff and students to the institution and Accreditation bodies and government agencies furnish high ratings to these institutions.

KeyWords: Organizational Effectiveness, Knowledge Houses, Academic Libraries, Remodelled Facilities

Introduction

Academic libraries synergize Users and Information. They act both as self-reliant and dependent components of academic institutions. They offer services for the internal community and sometimes external information seekers. As a unit of the parent organization, the library always stands alone in fulfilling the organization's objectives, goals, products, services, etc. At the same time, each user's individual needs must be considered. Library administrators think effectively and act efficiently to coordinate organizational and individual needs. Organizational knowledge is inevitable to attain organizational effectiveness. Knowledge from different components of the organization collectively contributes towards organizational knowledge. The library produces and stores large volumes of organizational information. It is a prime component in the knowledge creation and dissemination. Knowledge management in libraries helps to organize and retrieve the knowledge and information for the organization's different actions, functions and products. Institution's research output indicates the degree of knowledge creation by the clientele utilizing the physical and digital knowledge reservoirs. Producing better output through knowledge management, specific procedures like organizational Communication, formation of teams, information sharing through communication channels, motivation for innovations and achievements, capacity-building programmes and promoting positive organizational culture are inevitable. As a prime organizational unit, libraries can create successful practices that create an effective work atmosphere and knowledge creation. Implicit values in the technology sector lead additional service facilities to the user community. This may generate positive outcomes in organizational culture and growth. Implementing change, redefining functions, developing shared values, etc., pointed towards a more flexible path to achieve organizational goals. Reaching organizational Effectiveness through Libraries can be a crucial activity based on the renovated facilities in academic libraries. (*Stakeholders Perceptions on University Library Effectiveness*, n.d.) It is a task that works as a catalyst or an indicator of an institution's achievements. This can be analyzed from the viewpoint of the user and the institution.

Change management and culture influence the working and output models. Organizational-level change is important for components like Libraries. In recent years; significant changes have been witnessed in users' approaches and attitudes towards using knowledge and information. A wide variety of knowledge is available from multiple channels. The organization should be sustainable in terms of internal and external changes. The actions and behaviours of persons attached to the organization and various organizational components should impact the overall functions and performance of the institution.

Libraries and organizational effectiveness positively influence in enhancing the organizational sense of belonging and information access skill development. Knowledge houses can produce far-reaching positive results and outputs. They can point towards upward growth and widening of the entire organization. Knowledge institutions should manage the usage of human capacities and

organizational information and communication technology. In order to provide efficient service, the latest technologies and physical facilities should be arranged. The renovated organizational components, especially modified libraries, focused on satisfying user information thirsts, highlighting the posture and benefaction to academicians and pedagogues, thereby achieving institutional goals. The modified services and facilities improve the interaction between the stakeholders and library staff, facilitating better communication and teamwork. All these efforts support to reach the pre-planned vision and mission of the organization.

Literature Review

(Cameron & Quinn, 1999) In their 1999 article Cameron and Quinn highlighted the value of organizational culture for the progress of the entire institution. The competing Value Framework can be used to assess library culture. Libraries face many threats like lack of government funding, cutting library budgets, etc. Studying library culture is important to overcome these difficulties, enhance growth, and know the pros and cons. This may aid libraries in creating their action plans to compete in the unstable external and internal environment. It helps to uphold the institution's rich heritage and cultural beliefs. The library working environments and methods are volatile, changing from print document circulation to digital content creation and online search. The study investigates the relevance of four cultural types of Competing Value frameworks for knowledge houses. It is useful for preserving and following the organizational culture. Libraries, in their transition time, can operate as an Organizational Culture Assessment Instrument to point out the existing perceptions of parent organizations. Libraries can pinpoint great past and present leaders who visualize and implement organizational effectiveness measures.

There is a close relationship between organizational culture and knowledge management. The article explores different characteristics of organizational culture which has impact on knowledge management practices based on Denison's organizational culture model in IRB Malaysia (Yaacob et al., 2022). The study investigates how Adoptability is practiced by providing training and coaching to employees to accommodate the latest changes in the work spear. Human resource involvement is key to organizational success and is accessible through various facilities like libraries, digital platforms, etc. The organization's mission and vision are well explained to employees through meetings, sharing ideas, communication between groups, etc. The policies and core values are well-informed, and the entire organizational population follows them. The author pinpointed the importance of employee morale, sincerity and loyalty towards the organization as the prime element of its success.

Academic libraries are facing tremendous innovative changes after the pandemic period. Utilization and re-arrangement of library space need special attention. During the pandemic, the number of physical visits by students reduced due to restrictions from authorities. To overcome these constraint libraries, need to extend its service areas to social activities, cultural

programmes, etc. Libraries can provide gaming space, enabling students to master graphic Design, Media Studies, etc. Internal and external collaboration helps the libraries to achieve the organizational goals. (Meerovitch, n.d.)

Organizational Identification through Knowledge Houses

Organizational identification plays a crucial role in library administration. "Organizational identification refers to the sense of belonging and identification that librarians develop through their library's values, management objectives, and organizational culture." (Zhu et al., 2023) When libraries identify the organizational culture and values effectively, they are willing to contribute more to achieve the common goals. Emerging technology and innovations, diversity in organizational habits, etc., have created both a threat and a chance. The study of innovations in knowledge production and dissemination is increasingly important for the following reasons.

Globalization hinted that institutions and their various components could not work in isolation and adhere to the changing atmosphere. Globalization produces numerous competencies at the individual and global levels. Academic institutions opened their doors to national and international students and staff. Cultural diversity affects working patterns and the work environment.

Productivity and Quality Enhancement – It connects user demand with resource availability. Productivity is directly connected with the services and resources offered to clientele. High productivity results from renovated facilities and improved or newly added services.

Skill Enhancement of People – The organizational environment is constantly changing. The library environment is experiencing tremendous development due to technological and conceptual advancements. Skill advancement must be done for staff and clientele to ensure effectiveness.

Going Alone with Innovations – Organizations' rules, regulations, and working patterns are always in motion to suit the latest developments. Strategies should be planned and implemented to move along with the latest innovations and developments. Innovations, knowledge creation, and delivery attract research scholars and professionals closer to those organizations which easily satisfy their information demands.

Several management theories relate to the working of modern knowledge production. In the 1970s, system theory received profound popularity, which indicates that an organization is an open system that executes the input – Transformation – output process. Renovated libraries showcase this principle by input as users search items, find the correct information, and convert it to knowledge and innovations.

Path–The goal model leads to goal attainment and, ultimately, organizational effectiveness. Robert House, in 1971, developed this Leadership theory to describe how subordinates' Satisfaction and Performance shall be affected by the leaders. This theory can be explained from the viewpoint of library staff and its clientele. Three points can be taken into consideration.

Defining the Path: Staff should point out the clear way to get the correct information for clientele. Users may be confused with the various document

formats, inflation in information, etc. Users should be able to identify and locate the appropriate information for their enquiry.

Clear the Obstacles: Staff may remove the difficulties in reaching information and knowledge. Users may not be familiar with information search methods and the use of different search tools available in the library. Physical and digital obstacles should be removed to attain the expected output.

Encourage the clientele: Divergent processes and programs may introduce to motivate clientele and maximize resource utilization, thereby build a vigorous organizational culture, which makes it a learning organization.

Libraries and Organizational Effectiveness

Organizational Effectiveness and Learning Organizations: In recent years, industries have changed from an industrial to an information-age economy. Modern libraries tried accommodating this change by adopting the latest technologies and service models. The outcome of this change leads to the production of a vast quantity of knowledge and information. Organizations have placed more importance on quality enhancement and knowledge creation, which accelerating the modernization of knowledge activities. Reengineering the products and procedures of organizations intended to achieve total quality in working patterns and end products is reflected in libraries' success graphs. Organizations achieve their goals and success through various components and collaborative actions of different organs. Academic libraries play a vital role in bringing perfection to the success stories of organizations. Goal Model indicates the Achievement of Goals. The multiple constituency model deals with satisfying different groups, and the open system model indicates the annexe of resources. A learning organization can be defined as a place where every individual tries themselves and towards organizational progress by expanding their knowledge and this pilot to accomplish pre-planned objectives. (Tripathy, n.d.) Learning organizational atmosphere escalates thinking capacity, system thinking and personal skill mastery. It produces favourable conditions for effective team building, fresh mental models, collective vision, etc. The conversion from a normal organization to a Learning organization accelerates growth and development. The effectiveness of organizational components primarily relies on Organizational support, organizational culture and the leadership nature of the organization. Staff empowerment, motivation, and creativity are all pushed towards effectiveness and success. Positive organizational culture has an influence on the victory and goal achievement of organizational components.

Influence of Organizational Culture on Information Houses

Organizational culture can be credited as a tool for resource mobilization, employee desirability to the institutions. Organizational culture study is important because outstanding remodelling occurs in entire organizations' service field areas, especially in a library environment. (Kaarst-Brown et al., 2004) An institution's culture is built on its history, eminent leaders, the organizational behaviour of people attached to it, customs, traditions, etc. Even

though academic libraries pass through tremendous changes in all areas, diagnosing, adopting, and implementing new action plans helps them to compete with new demands and needs of the user community without losing their cultural heritage, moral beliefs, and strategic importance. Organizational culture developed through technical advancement, corporate tactics and information growth. It had a long-term influence on organizational performance and effectiveness. Organizational culture may impact individuals who are connected with its working sphere (Cameron & Quinn, 1999).

The execution of total quality measures for organizational effectiveness is strongly tied to remodelled organizational change strategies. Many assume that organizational culture is an important asset for an organization's continuous survival and growth in a competitive environment. It is a place where Organizational culture is deeply associated with knowledge management, updates potential, information technology adoption, etc. (Schein, n.d.) Information-related institutions' organizational cultural aspects are directed towards the expanded affiliation with organizational effectiveness. Organizational culture is an important strategic tool to attract staff and customers and to produce glowing remarks from accreditation agencies. Library as a knowledge-related structure has immense significance in studying the organizational culture and functions.

Research on organizational culture is important in the case of library administration. The new-generation academic libraries' working areas and horizons have expanded because of users' diversified needs, advanced teaching methods, renovated curricula, redefined research techniques, etc. Organizational culture is deeply associated with management policies, past circumstances, current strategy, etc. Many methods are available to know the organizational culture. Through the "Balanced Scorecard" introduced by Kaplan and Norton, instructional culture can verify. It strongly believes in performance and lays stress on major indicators like transformation and Imagination, learning, financial and operational calculations, client contentment, etc. (Kaarst-Brown et al., 2004).

Libraries are non-profit organizations. The advent of information technology helps libraries to convert into a cooperative culture based on traditional values. The work ethics of libraries indicate the importance of service quality, adaptability to a dynamic environment, readiness to study new techniques, politeness and respect towards users, regular quality improvements, etc. Growth in IT facilities, digital library resources, and the introduction of the World Wide Web are positive factors behind the change in user attitude towards information gathering and organizational culture.

The knowledge Management concept introduced innovations in the knowledge and information sphere and the exchange of knowledge between different mediums. (Chidambaranathan & Swarooprani, 2015) It points out the quality enhancement in primary services and minute aspects of organizational administration. The recent year's organizational change implementations include

Total Quality Management and Revamping activities, which are more relevant in the case of renovated libraries

Library as a System Component

“The Library will be the cornerstone of the campus and the community, inspiring innovation, scholarship, and creativity, celebrating achievement, and providing award-winning service”. (Witt, n.d.). Library as a system follows the practice of escalating the service quality and attracting more customers, especially research aspirants. The research works witnessed a remarkable hike, directly connected to organizational effectiveness. The system and subsystem performance enhancement relies on Revamping initiatives that are intended to remodel the process and strategy for better output. The interrelated and interdependent components of an organization together formulate various policies and principles to reach maximum effectiveness and triumph. The major components of an organization, like Tasks, People, Structure, Technology and Environment, are equally valid in the case of a library as a system. The task mentions the library's goals as a component, which includes a group of employees using workforce and technology within a specific structure to execute plans for the satisfaction of clientele and organization effectiveness. Every successful task leads to the potency of its performed duties. People refer both employees and customers. The information processing and dissemination produces intellectual output directly connected with the organization's standards and quality. Using the modern facilities offered by renovated libraries, the research output of institutions increased, and as a result, the institution obtained elevated scores in the evaluation process. The structure indicates a framework for performing various tasks for the institution and its customers. It includes the working models, rules, regulations, etc. All modified components in new libraries yield high outcomes in the academic and intellectual fields. Technology greatly affects the change and the growth of the external and internal environment. The renovated knowledge houses increasingly utilize the merits of technology for user service, and satisfied users indicate a successful organization

Environment designates the external and internal habitat of the organization. Many elements constitute the environment, like society, legal aspects, government policies, beliefs, values, attitudes, intentions, capacities, etc. Library as a service organization may consider the interest of internal environment components like workers' capacities, management support, institution's policies and rules, perceptions of the users, etc. (Hanges et al., 2006). The external environment constitutes the changing information needs, advanced preservation methods, subscription and sharing policies, Etc. Transition is a continuous process of changes as per the environment's demands which enhances the capacity of learners to accommodate new ideas in an organized learning atmosphere.

Modified Libraries Role in Enhancement of Research, Publication and Organizational Effectiveness

Renovated Libraries are crucial in fostering research excellence by providing comprehensive access to various electronic resources, such as databases, e-books, and full-text journals. To support researchers and the academic community, libraries offer advanced tools like Turnitin and iThenticate for plagiarism detection and writing aids such as Grammarly and QuillBot. By integrating these tools, libraries create a robust "*Research Resources Combo*" that streamlines the research process, enhances the quality of publications, and supports scholars in producing credible and impactful academic work. This holistic approach maximizes library resource utilization and reinforces the library's role as an essential partner in academic success and institutional effectiveness. As electronic resources become more popular, renovated libraries focus on curating, managing, and providing access to high-quality digital materials. They offer research guides, help with topic selection, and facilitate access to electronic journals and databases. (Jantz, 2012) Libraries also support researchers by helping them select appropriate journals for publication, providing information on journal submission requirements, and offering resources for improving writing skills.

Objectives

- Measure the Impact of modified libraries as strategic tools and resources for Institutions' success and effectiveness.
- Assess the influence of redefined facilities and services on Knowledge Creation, Research and Innovation, which leads to Organizational effectiveness.
- Analyzing the real transformation rate in user satisfaction through renovated library facilities is pinned on organizational success.

Research Methodology

The study used both primary and secondary data. Primary data collection was conducted using a survey using a structured questionnaire. The sample population consists of 176 students from different colleges with modified libraries, among 176 students, 136 postgraduates, and 40 research scholars. The researcher adopted many methods for data collection, such as sending it through e-mail, student WhatsApp groups, personal visits to college libraries, etc. The respondents' college librarians helped distribute the questionnaire to library users. 250 questionnaires were distributed, 221 were received back, and 176 completed questionnaires were selected for analysis to reach conclusions. A 5-point Likert Scale was used for Quantitative Analysis to understand the level of agreement and opinion regarding various aspects of organizational effectiveness and user satisfaction with upgraded library facilities. Data analysis was done through SPSS. Simple percentages, Mean, Co-relation, etc., are calculated to reach the research output.

Results & Discussions

Table 1: Measure the Impact of Modified Libraries as strategic tool and resource for Institutions Success and Effectiveness :

Statement	Scale	Frequency	%	Mean	Std. Deviation
Is Linking of Organizational Goal with Library Strategic Planning happening in your institution's library?	Always	77	43.8	3.88	1.332
	Some Times	56	31.8		
	Neutral	02	1.1		
	Rarely	27	15.3		
	Never	14	8.0		
Do you think that Rejuvenated functions leads to Organizational Efficiency and Productivity.	Always	81	46.6	4.09	1.185
	Some Times	65	36.9		
	Neutral	02	1.1		
	Rarely	17	9.1		
	Never	11	6.2		
Is Your institution's Library conducting developmental and Training Programmes to achieve Organizational Goals?	Always	87	49.4	3.91	1.330
	Some Times	40	22.7		
	Neutral	04	2.3		
	Rarely	37	21.0		
	Never	08	4.5		
Library as a Learning Organization, is	Always	92	52.3		
	Some	56	31.8		

renewal happening with Organizational Renewal?	Times			4.18	1.127
	Neutral	02	1.1		
	Rarely	20	11.4		
	Never	06	3.4		
Is your Library conducting out come evaluation of information services and products through Feed back activity?	Always	94	53.4	3.76	1.669
	Some Times	52	29.5		
	Neutral	0	00		
	Rarely	18	10.2		
Can you identify the reflections of Organizational transformations in library operational model?	Always	97	55.1	4.41	.831
	Some Times	68	38.6		
	Neutral	0	00		
	Rarely	09	5.1		
Is Effects of Work Remodelling visible in modified libraries ?	Always	77	43.8	4.36	.671
	Some Times	92	52.3		
	Neutral	01	.6		
	Rarely	06	3.4		
Are you getting Skill Development Trainings from library?	Always	53	30.1	3.77	1.213
	Some Times	77	43.8		
	Neutral	10	5.7		
	Rarely	24	13.6		
Do your library equipped with Organizational System Redesign?	Always	84	47.7	3.86	1.333
	Some Times	38	21.6		
	Neutral	07	4.0		
	Rarely	40	22.7		
Do your library activities help in team Building and Leadership development process?	Always	40	22.7	3.35	1.305
	Some Times	54	31.2		
	Neutral	22	12.5		
	Rarely	44	25.0		
Do your library focused on Process Development and Problem Clear Up tools?	Always	50	28.4	3.47	1.422
	Some Times	63	35.8		
	Neutral	08	4.5		
	Rarely	30	17.0		
Do your library formulate up to date, appropriate and	Always	66	37.6		
	Some Times	49	27.8		

profitable information services which move along with strategic goals of the organization?	Neutral	03	1.7	3.58	1.464
	Rarely	37	21.0		
	Never	21	11.9		
Is Your institution's Leadership style, organizational culture & employee's commitment helps you to achieve new innovations .	Always	82	46.6	4.11	1.095
	Some Times	64	36.4		
	Neutral	00	00		
	Rarely	28	15.9		
	Never	02	1.1		
Do you think that your library following Succession Planning Effectively?	Always	60	34.1	3.58	1.479
	Some Times	62	35.2		
	Neutral	04	2.3		
	Rarely	20	11.4		
	Never	30	17.0		

Scale : Always - 5, Some Times - 4, Neutral - 3, Rarely - 2, Never - 1

Influence of Modified Libraries as a strategic tool and resource for Institutions Success and Effectiveness :

Institutions' success and effectiveness greatly rely upon various factors that may directly or indirectly influence the final output. In order to understand the users' perceptions of the library's influence on institutional effectiveness, 14 questions were asked of the students, which touched on the different work fields of libraries. The analysis exhibited specific questions that received highly positive reactions from the respondents. These reactions show that organizational re-modelling is closely knit with successful library functions. Work re-modelling is visible in multiple areas like physical space, digital facilities, accessibility of resources, modern furniture and equipment, green initiatives, etc. Most respondents agreed that Rejuvenated Library functions lead to Organizational Efficiency and Productivity. The study shows positive signs towards the statement that the Library, as a Learning Organization, is undergoing Organizational Renewal. Users wholeheartedly identify the reflections of Organizational transformations in the Library operational model. Respondents showed a positive attitude towards the statement that the institution's leadership style, organizational culture, and employee commitment help them achieve innovations.

Many respondents think the Linking of Organizational Goals with Library Strategic Planning is happening in their institution's Library. However, some students still think that it rarely happens. Developmental and training programmes produced positive effects for the majority of respondents.

Questions related to organizational system design received mixed responses, as some respondents believed that, occasionally, it happened. Taking helps to

improve the working environment, and it supports the sound effects of information services and sources.

Table 2: Assess the influence of redefined facilities and services on Knowledge creation, research and Innovation which leads to Organizational effectiveness:

Statement	Scale	Frequency	%	Mean	Std. Deviation
Your satisfaction level on your Library's conversion itself as a Learning Resource Centre to meet your Information Needs.	Highly Satisfied	86	48.9	4.01	1.294
	Satisfied	53	30.1		
	Neutral	02	1.1		
	Dissatisfied	22	12.5		
	Highly Dissatisfied	13	7.4		
Are you satisfied with the information technology related products and services for knowledge & innovation creation	Highly Satisfied	65	37.5	3.82	1.272
	Satisfied	64	36.4		
	Neutral	07	4.0		
	Dissatisfied	28	15.3		
	Highly Dissatisfied	12	6.8		
Are you satisfied with the Electronic Resources available in the library?	Highly Satisfied	77	43.8	3.72	1.507
	Satisfied	49	27.8		
	Neutral	02	1.1		
	Dissatisfied	20	11.4		
	Highly Dissatisfied	28	15.9		
Are you satisfied with Electronic Resource support for Remote Users?	Highly Satisfied	88	50.0	4.01	1.320
	Satisfied	51	29.0		
	Neutral	02	1.1		
	Dissatisfied	20	11.4		
	Highly Dissatisfied	15	8.5		
Are your library consistently enhancing information sources as per altering information needs?	Always	76	43.2	4.11	1.105
	Some Times	76	43.2		
	Neutral	02	1.1		
	Rarely	12	6.8		
	Never	10	5.7		
Do the library staff critically analysis, evaluate and filter the information sources as per your	Always	84	47.7	4.18	1.091
	Some Times	70	39.8		
	Neutral	01	.6		
	Rarely	12	6.8		
	Never	09	5.1		

information demands?					
Are you getting hands on training for using different library resources?	Always	88	50.0	4.40	.757
	Some Times	79	44.9		
	Neutral	02	1.1		
	Rarely	05	2.8		
	Never	02	1.1		
Are you getting support from Library on Research Tool Awareness, Journal Publication , Database Search etc?	Always	85	48.3	4.35	.801
	Some Times	79	44.9		
	Neutral	03	1.7		
	Rarely	07	4.0		
	Never	02	1.1		
Are you satisfied with Library orientation on Information Literacy, Plagiarism Detection Tools & Research Skill Development ?	Always	81	46.0	4.24	.987
	Some Times	79	44.9		
	Neutral	03	1.7		
	Rarely	04	2.3		
	Never	09	5.1		

Scale : Highly Satisfied - 5, Satisfied - 4, Neutral - 3, Dissatisfied - 2, Highly Dissatisfied - 1. Always - 5, Some Times - 4, Neutral - 3, Rarely - 2, Never - 1

The Impact of redefined facilities and services on Knowledge creation, research and Innovation which leads to Organizational effectiveness:

The main intension behind every new application and development is the advancement and quality in service and output. To understand clientele's experience on libraries the redefined facilities and services on Knowledge creation, research and Innovation, the researcher asked 9 questions. The interpretation of these questions reveals a positive inclination towards the modified physical and virtual environments. Users think that library transformation from routine library activities to a real Learning Resource Centre successfully happened. Remote availability of library's Electronic resources seemed to be a gift for researchers and other users by saving their physical visiting time and around the clock obtain ability. Information needs of clientele differ from person to person depending up on the purpose, interest, personal needs, learning, study etc. To achieve high results in information search, updations of information resources is crucial, which is efficiently happening in renovated libraries. Satisfaction level through the information resources for various motives seems to be high in the modified libraries.

Library resources not alone provide satisfactory outputs. Staff service creates a positive atmosphere for fulfilment information and organizational effectiveness. The study provides a satisfactory approach of library staff in innovation and

creation of information resources which pointed towards the achievement of organizational goals. Practical use of information resources should be given to the users for attaining effective results in information search and there by institutional growth. Libraries renovation resulted in the introduction of new library resources, which may not be familiar to the users. Efficient usage of resources needs proper training in handling them. Hands on training given to clientele appeared to be useful and motivating. Large segments of library users are interested in research and publication. For the above-mentioned purpose library support is very essential. Modified library facilities supported the Research and publication activities and effective database search. Library orientation is usual practice in all libraries. Renovated libraries successfully providing orientation on Information Literacy, Plagiarism Detection Tools & Research Skill Development etc. users are benefited to great extent.

Majority of the modified library services are utilized by the clientele with much satisfaction level, still there feels some hassle related to information technology coupled services, products etc.

Table 3: To analysis the rate of real transformation in user satisfaction through renovated library facilities which are pinned with organizational success :

Statement	Scale	Frequency	%	Mean	Std. Deviation
Satisfaction regarding Re design of library facilities & functions ?	Highly Satisfied	92	52.3	4.41	.810
	Satisfied	77	43.8		
	Neutral	00	1.1		
	Dissatisfied	05	2.8		
	Highly Dissatisfied	02	1.1		
Availability of Latest Reference materials in Digital medium.	Highly Satisfied	85	47.2	3.54	1.727
	Satisfied	32	19.9		
	Neutral	02	1.1		
	Dissatisfied	07	3.4		
	Highly Dissatisfied	50	28.4		
Library management competency & staff professionalism .	Highly Satisfied	54	30.7	3.41	1.505
	Satisfied	56	31.8		
	Neutral	05	2.8		
	Dissatisfied	30	17.0		
	Highly Dissatisfied	31	17.6		
Staff supports for library material usage especially digital	Highly Satisfied	77	44.3		
	Satisfied	65	36.8		

materials.	Neutral	0	00	4.00	1.235
	Dissatisfied	22	12.6		
	Highly Dissatisfied	12	6.3		
Advanced and remodelled physical & space arrangements in library	Highly Satisfied	64	36.4	3.38	1.606
	Satisfied	42	23.9		
	Neutral	03	1.7		
	Dissatisfied	30	17.0		
	Highly Dissatisfied	37	21.0		
Disabled people friendly library arrangements.	Highly Satisfied	42	23.9	3.01	1.580
	Satisfied	47	26.7		
	Neutral	08	1.7		
	Dissatisfied	38	21.6		
	Highly Dissatisfied	41	26.1		
Green library concept & refreshment facilities .	Highly Satisfied	77	43.8	4.32	.786
	Satisfied	89	50.6		
	Neutral	02	1.1		
	Dissatisfied	05	2.8		
	Highly Dissatisfied	03	1.7		
Library orientation on Web based tools and Resources & Reference management Softwares? .	Highly Satisfied	75	42.6	4.10	1.120
	Satisfied	76	43.2		
	Neutral	04	1.7		
	Dissatisfied	11	6.2		
	Highly Dissatisfied	10	6.2		
Users Involvement in Decision Making on Budget flexibility on advanced subject areas? .	Highly Satisfied	58	33.0	3.55	1.481
	Satisfied	62	35.2		
	Neutral	04	2.3		
	Dissatisfied	22	12.5		
	Highly Dissatisfied	30	17.0		
Teaching provisions in library.	Highly Satisfied	57	32.4	3.51	1.450
	Satisfied	57	32.4		
	Neutral	05	2.8		
	Dissatisfied	33	18.8		
	Highly Dissatisfied	24	13.6		
Your library's functions help to	Highly Satisfied	79	44.9		

develop Inter Personal & Group qualities?	Satisfied	74	42.0	4.15	1.085
	Neutral	02	1.1		
	Dissatisfied	12	6.8		
	Highly Dissatisfied	09	1.1		
Satisfaction level on Coaching , Guidance and Counseling from Library?	Highly Satisfied	58	33.0	3.59	1.459
	Satisfied	66	37.5		
	Neutral	03	1.7		
	Dissatisfied	20	11.4		
	Highly Dissatisfied	29	16.5		

Scale : Highly Satisfied - 5, Satisfied - 4, Neutral - 3, Dissatisfied - 2, Highly Dissatisfied - 1

User satisfaction through renovated library facilities, which pointed towards organizational success:

The research intended to know the transformational rate in a renovated environment. Does the redesign produce real output? Twelve questions were asked to evaluate impact, effectiveness, satisfaction, performance, etc. General opinion regarding the re-modelling was satisfactory. Re-modelling applies to many components of the Library and its service. Questions were asked to understand the different aspects of the user approach in depth. Library staff's role in achieving better output in information search is crucial, especially in digital resource search. The survey results indicate the positive attitude of library staff in guiding and assisting the digital resource operation and accessibility. The renovated Library's design and construction are pinned together with environmental aspects and greenery, which leads to much happiness in time spent on information activities. Refreshment facilities helped the users to continue their working hours in the Library with enthusiasm. Library orientation on web tools helped to achieve productivity, search capabilities, cloud backup, cloud syncing, etc. Library users' interpersonal and group qualities developed through the re-modelled facilities. It offered a quality study zone. Community programs and events of the Library supported the leadership qualities, social accountability etc, of the users.

The question about the Availability of the Latest Reference materials in Digital mediums received mixed responses as many users cannot access the resources because of weak internet connection, computer and authentication problems, etc. Questions affiliated with library staff competency received support as well as opposed. Some users expressed their discontent about the professional user approach of staff members in the changed library environment. Most respondents welcomed the library space arrangement, but certain users expected some modifications. Disabled people's facilities were the most criticized in the survey. Even though the modified libraries provide special arrangements for disabled persons, there is more to set in this field. The library budget is the prime tool in the decision-making process. The clientele participation in budget

preparation, allocation of financial resources on advanced subject areas, and thereby touch on Library and institutional goals got a mixed opinion, so more user participation in the budget. Modified libraries have facilities for taking classes in the libraries. Respondents showed interest in improving the facilities for in-house library lectures. Survey results indicate some degree of dissatisfaction with Coaching, Guidance and Counselling from the Library.

Conclusion

As user expectations are diverse and organizational needs are dynamic, the library as a strategic tool should be equipped to accommodate the new horizons of development and growth. The study reveals the importance of library renovations in physical and cognitive spheres. New information works; activities and information delivery services are linked with organizational effectiveness. Understanding organizational needs closely knit with patron needs leads to a thriving, full organizational culture. The library's victory is calculated through the effective integration and achievement of organizational goals, which rely mainly on flexibility, continuity, and stability. Cunningham's "Rational Goal Model" explains the effectiveness of attaining well-defined goals and objectives.

The study reveals that the renovated library services pointed towards productivity and achievement, and this helped the organization attain its pre-defined goals and motivation towards the next step of productive expansion. Cameron's measurements of the Organization's Effectiveness are intimately associated with library functions and duties. He identified certain facets of organizational effectiveness like students' academic fulfilment and progress, personal and professional growth of the organizational community, the potential to access information resources, system frankness, community support and relationship, organizational wellbeing etc, as academic libraries' prime ethics and goals. The study provides a clear picture that Library efficiency is a powerful metric for analyzing efficiency and successfulness of organizational objectiveness. Organizational effectiveness is multi-dimensional; library performance is key to achieving it.

Better resource management and glorifying library services to its clientele must lead to better output. "Academic libraries have been innovating for years; however, there is room for innovation wherever there are challenges. It is not just about new ideas, services or technology. To succeed over time, libraries must also have good change management practices and a supportive culture".(Pellack, n.d.). The modified libraries enhanced efficiency, problem-solving capacity, individual growth, productivity, learning and education, creativity, decision-making, Research capacity, educational and organizational knowledge environment, etc. Improved knowledge management leads to reduced redundancy and operational costs, among others.

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