CORRELATION OF LIBRARIAN COMPETENCE AND DIGITAL-BASED LIBRARY MANAGEMENT

Hary Priatna Sanusi[1]*, Neng Gustini[2], Syifa Ayu Santika Chaniago[3]
[123] Universitas Islam Negeri Sunan Gunung Djati Bandung, Indonesia,
* *corresponding author*: [1]haaypriatna@uinsgd.ac.id

ABSTRACT*:*
The library's progress is very dependent on the quality of human resources. This article aims to describe the competence of librarians at Islamic religious universities throughout the city of Bandung, digital-based library management at Islamic religious universities throughout the city of Bandung, and the relationship between the competence of librarians and digital-based libraries management at Islamic Religious Colleges in the City of Bandung. The method used in this study is a descriptive correlational method using a quantitative approach. This study used a saturated sampling method were all 31 samples. From the results of the study, it was concluded that: (a) The competence of librarians is included in the excellent category because it is in the interval range of 2.60 – 3.39 with a value of 3.34 (enough category); (b) Digital-based library management is included in the good category because it is in the interval range of 2.60 – 3.39 with a value of 3.25 (enough category); and (c) The relationship between librarian competence and digital-based library management has a relationship of 0.796, with the coefficient value falling into the 0.06 - 0.799 category, which means that there is a strong relationship. In addition to the professional competence of librarians, to realize digital library management, they need technological literacy. The implementation of a digital library can be a means of supporting the progress of the quality of graduates in the global era.

ABSTRAK:

Maju mundurnya perpustakaan sangat bergantung pada kualitas sumber daya manusia pada perpustakaan. Artikel ini bertujuan untuk mendeskripsikan: (a) Kompetensi pustakawan pada Perguruan Tinggi Keagamaan Islam Se-Kota Bandung, (b) Manajemen perpustakaan berbasis digital pada Perguruan Tinggi Keagamaan Islam Se-Kota Bandung, dan (c) Hubungan kompetensi pustakawan dengan manajemen perpustakaan berbasis digital pada Perguruan Tinggi Keagamaan Islam Se-Kota Bandung. Metode yang digunakan dalam penelitian ini ialah metode deskriptif korelasional dengan menggunakan pendekatan kuantitatif. Penelitian ini menggunakan metode sampling jenuh dengan 31 sampel. Dari hasil penelitian disimpulkan bahwa: (a) Kompetensi pustakawan termasuk kategori cukup, karena berada pada rentang interval 2,60 – 3,39 dengan nilai 3,34 (kategori cukup); (b) Manajemen perpustakaan berbasis digital termasuk pada kategori cukup, karena berada pada rentang interval 2,60 – 3,39 dengan nilai 3,25 (kategori cukup); dan (c) Hubungan kompetensi pustakawan dengan manajemen perpustakaan berbasis digital terdapat hubungan sebesar 0,796, dengan nilai koefisien masuk kepada kategori 0,06 – 0,799 yang artinya terdapat hubungan yang kuat. Selain kompetensi profesional pada pustakawan, guna mewujudkan pengelolaan perpustakaan digital, mereka perlu memiliki literasi teknologi. Penyelenggaraan perpustakaan digital dapat menjadi sarana pendukung kemajuan mutu lulusan di era global.

Kata Kunci: *Kompetensi, Manajemen, Pustakawan, Perpustakaan Digital*

INTRODUCTION

In Islamic history, the library occupies an important position. Its existence is difficult to separate from the development and progress of science and Islamic civilization. Without libraries, science and society would not progress or run very slowly (Saepuddin, 2016: 28). The library collected and stored a lot of information, knowledge, history, and thoughts from time to time. Sources of information and expertise are studied, researched, and developed by users who will later find discoveries.

The dynamics of the library continue to experience innovation and have also penetrated all aspects of people's lives. Today, the world has entered a digital era where all activities in life have been made easier by technology. The digital age provides new challenges, especially for information providers, namely how to quickly, accurately, and globally distribute information. As information providers, Libraries inevitably have to rethink the correct form to answer this challenge. One of them is to create a digital library or digital library.

Digital libraries are the same as conventional libraries. The difference lies in the collection. Standard libraries use print-based supplies, while digital libraries use computer-based work procedures and digital resources. The primary purpose of building a digital library is to provide access to all users, with the orientation of how to deliver and disseminate information quickly, accurately, and reliably. In addition, Arianto said that the primary purpose of digital libraries is to add collections, expand services, manage assets, save space, expand access, store or archive, make searching easier, save costs, and improve image and preservation. (A'Yan, 2019: 7). Hanany et al. (2020) explained that the UIN Sunan Gunung Djati Bandung library has been trying to play a role by creating online remote services for the academic community, especially regarding learning. However, in practice, the digital library does not yet have adequate electronic collections to be accessed by users. Even in its implementation, the digital-based library at UIN Sunan Gunung Djati Bandung experienced several obstacles. The library system was still not supported the server often encountered problems. In addition, in managing collections of digital library materials, librarians often experience difficulties, namely in managing scientific works of the academic community of UIN Sunan Gunung Djati Bandung. Those were initially in the form of print collections, which were converted into a digital format, which was then uploaded to the digital library. Due to the limited ability and knowledge of human resources in UIN Sunan Gunung Djati Bandung library, the process takes quite a long time.

Management can manage human resources, infrastructure, and information technology. This concept does not only extend to the availability of extensive digital collections but also to the users who can access the collections provided entirely and comfortably. Therefore, in its application, digital-based libraries require good management.

In libraries, management is the process of managing libraries based on management principles and theories. Library management manages and optimizes human resources (librarians) to achieve library goals based on library organizational principles and ideas (Anwar et al., 2019). Iskandar explained that management in the library could be discussed by carrying out activities to organize, direct, guide, control, and influence staff or librarians to work, create and perform librarianship tasks to achieve library goals (Hermawan et al., 2020).

Several other factors can determine the success of a library, such as the quality of human resources, funds, and facilities (infrastructure). However, the quality of human resources is a significant factor. They can develop other elements in the quality of human resources in the library that can support its implementation (Saleh, 2004). The library is no longer just a place or a physical aspect but an entire librarian-driven activity. As a result, the library's progress no longer depends on the size of the building and collections owned but relies on the quality of human resources or library staff (Azmar, 2015: 225). The digital era demands that librarians become professionals in direct contact with the digital world. The current role of the librarian is not only as a librarian but also as an information provider who can identify, organize and package information so that it can be electronically accessed and related to digital information sources.

Nadhifah's research (2019) showed that the competence of librarians gets the highest score in the category agreeing with the indicator, namely librarians can operate computers and other technologies in the library by 95%. It means that librarians are competent and not technologically stuttered. In addition, this study also shows a correlation between librarians' competence and the quality of digital library services, with a value of 0.831. It shows that the competence of librarians is very influential (83.1%) on the quality of digital library services. The library can achieve the goals set if there are Human Resources competencies that can assist in using digital services.

Not all who work in the library can be considered a librarian. A librarian must have librarianship competence which is an essential factor that librarians must have in carrying out their work. In Law Number 43 of 2007, article 1 section 8 concerning Libraries, it is explained that a librarian has librarianship competence obtained through librarianship education and training and has the main task of managing libraries and serving users (Pamungkas, et al., 2015: 739).

In general, librarians' role. Librarians who work at Islamic library institutions are said to be Islamic librarians. According to Ramadhani (2017), Islamic librarianship is a librarian who shows aspects of Islamic teachings related to theories, principles in library science, and the actions a librarian takes following Islamic teachings.

Law Number 13 of 2003 concerning Manpower explains that competence is each individual's workability, including knowledge, skills, and work attitudes following established standards. Meanwhile, according to Damayanti, competence can be interpreted as a person's ability to succeed in carrying out tasks that include knowledge, skills, attitudes, and behavior (Damayani, 2011: 20).

The Indonesian National Work Competency Standards explain that the competency standards for librarians are 1) General Competencies, which are the first level competencies that every librarian two must possess) Core Competencies are definite functional competencies and must be mastered by every librarian in carrying out their duties, 3) Special Competencies are specific. (Wicaksono & Ariyanti, 2020: 115)

As for the Government Regulation of the Republic of Indonesia Number 24 of 2014 concerning the Implementation of Law Number 43 of 2007 concerning Libraries article 34, it is stated that librarians must have professional competence, covering aspects of knowledge, skills, and work attitudes; and Personal Competencies, competencies that cover aspects of personality and aspects of social interaction (Indonesia, 2014: 18)

Before this research, a study also discussed the competence of librarians and digital library management, namely research conducted by Muhammad Arif (2019) entitled The Influence of Librarians' Ability on Web-Based Library Services. The results showed a positive and significant relationship between librarians' ability and library services, with a value of 0.421. The coefficient of determination concluded that the relationship between the value of the librarian's ability to provide library services was 17. other variables determined the rest variables. In addition, Nadhifah's research (2019) shows a correlation between librarians' competence and the quality of digital library services, with a value of 0.831. It shows that the competence of librarians is very influential (83.1%) on the quality of digital library services. The library can achieve the goals set if there are Human Resources competencies that can assist in using digital services.

Digital libraries are not only a matter of machine tools and software but also problems for humans who use digital libraries. The human aspect has a more vital role over machines and software. Therefore, when building a digital

library, humans should consider the elements of norms, habits, language, and knowledge (Mardianto & Sayekti, 2019: 29). Every library has the right to implement and develop information and communication technology to the needs of its users. But libraries and librarians have the right to establish by having special abilities related to information technology and improving their abilities (Safitri, 2017: 65).

From the literature review that the author describes, this research is different from previous research. This research focuses on librarians' competence and digital-based library management. The competencies of the librarian under study are general competence, core competence, and exceptional competence. Meanwhile, digital-based library management includes the procurement of digital library materials, processing of collections of digital library materials, digital library services, and socialization of digital libraries.

METHODS

This study uses a quantitative approach to test theories by examining the relationship between variables. The descriptive correlation method uses statistical correlation to describe and measure the degree of relationship (relation) between two or more variables or a series of scores. This variable is measured with research instruments to analyze data consisting of numbers based on statistical procedures.

The research sample is librarians at 2 Islamic Religious Colleges in Bandung City (as shown in table 1) who have implemented digital-based libraries. The researchers used the saturated sample method in sampling. Therefore, the number of samples according to the population is 31 respondents.

Table 1. List of Samples

Item	College	Number of Librarians	Samples
1	State Islamic University Sunan Gunung Djati Bandung	26	26
2	Bandung Islamic Business Management College of Economics	5	5
	Total		31

Data collection techniques in this study used a questionnaire which is a list containing a series of questions regarding a problem or field to be studied (Narbuko, 2010). In this case, the author uses a closed questionnaire that requires short answers using multiple-choice techniques, or there are already answer choices. The researcher used the Likert scale in the research questionnaire. After the data is collected, the next step is to analyze the data. The data analysis section consists of instrument tests (readability, validity, and reliability), partial indicator analysis tests, prerequisite tests (normality and linearity), and correlation tests (correlation coefficients and coefficients of determination).

FINDINGS

Before distributing the instrument, there has a respondents' readability test. The readability test provided the research instrument with a questionnaire for the respondents that do not sample. The goal is for researchers to know about items respondents do not understand. In the readability test, the researcher asked ten respondents for help examining the grammar of the research instrument. The instrument has 38 items, and the respondents can understand all things.

The SPSS 25 program assisted the validity test. The validity test results of the two variables showed that the research instrument used was valid because all counts for the X and Y variables were more significant than rtable = with a significance level of 5% (31) = 0.355. So overall, the statement items are used in this study. In addition, the statement item, which is the instrument of this research, was reliable. The results of the reliability test can be seen in table 2.

Table 2. Reliability Test Results for Variables X and Y

Reliability Statistics		
	Cronbach's Alpha	N of Items
Variabel X	.745	22
Variabel Y	.732	18

Variable X is declared reliable because the test results with an alpha value of 0.745 > rtable 0.355. And the Y variable is declared trustworthy because the test results with an alpha value are 0.732 > rtable 0.355.

Based on the partial analysis of indicators, the overall average value of the X variable is 3.34. Meanwhile, the overall average value of the Y variable is 3.25. Both values are included in the good category because they are in the range of 2.60 – 3.39. So it can be concluded that the competence of librarians and digital-based library management at Islamic religious universities in Bandung is considered sufficient.

The results of the interpretation of the X variable, namely the librarian's competence, can be seen in table 3.

Table 3. Interpretation Results of Variable X

Indicator	Mean	Category
General Competence	3,38	Enough
Core Competence	3,41	High
Special Competence	3,23	Enough
Overall Average Score	**3,34**	**Enough**

The interpretation of the Y variable, namely Digital-Based Library Management, can be seen in table 4.

Table 4. Interpretation Results of Y Variable

Indicator	Mean	Kategori
Procurement of Digital Library Material Collection	3,38	Enough
Processing of Digital Library Material Collection	3,04	Enough
Digital Library Service	3,23	Enough
Digital Library Socialization	3,34	Enough
Overall Average Score	**3,25**	**Enough**

Next, perform the Kolmogorov Smirnov normality test using the SPSS 25 application. It is known that variable X is the competence of librarians, and variable Y is digital-based library management with a significance value of

0.200 > 0.05. Therefore, it can be concluded that the residual value is usually distributed. The calculation results can be seen in table 5.

Table 5. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardiz ed Residual
N		31
Normal Parameters[a,b]	Mean	.0000000
	Std. Deviation	3.13868959
Most Extreme Differences	Absolute	.103
	Positive	.075
	Negative	-.103
Test Statistic		.103
Asymp. Sig. (2-tailed)		.200[c,d]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		
d. This is a lower bound of the true significance.		

This linearity test aims to analyze whether the competence of librarians with digital-based library management follows a straight line or not by using the *deviation from the linearity* method through the SPSS 25 program. The results of the linearity test are as follows:

Table 6. Linearity Test Results

ANOVA Table							
			Sum of Squares	Df	Mean Square	F	Sig.
Y * X	Between Groups	(Combined)	656.011	16	41.001	3.835	.008
		Linearity	510.136	1	510.136	47.719	.000
		Deviation from Linearity	145.875	15	9.725	.910	.573
	Within Groups		149.667	14	10.690		
	Total		**805.677**	**30**			

Based on table 4.11, it can be seen that the significance value is 0.573. Therefore, it can be concluded that the relationship between librarian competence and digital-based library management is linear, judging from the significance value of 0.573 > 0.05. In addition, the results of the linearity test of the X and Y variables can be seen in the following graph:
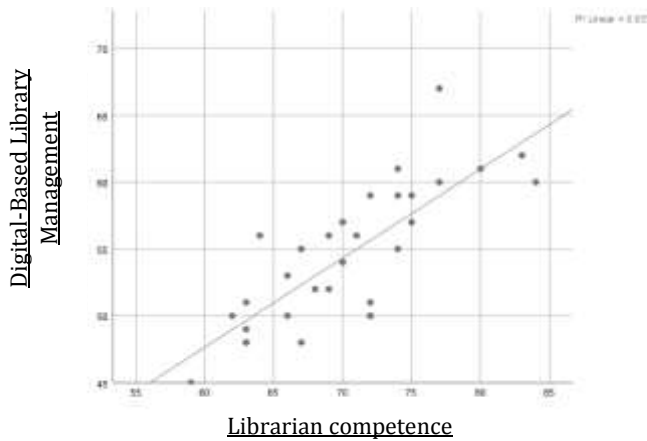

Figure 1. Linearity Test Graph of X and Y Variables

The scatter plot graph shows that the data plot points form a straight line pattern from the bottom left to the top right. It offers a linear and positive relationship between librarian competence (X) and digital-based library management (Y). This positive relationship means that if the competence of librarians increases, then digital-based library management will also increase.

The next step in the research is to answer the problem formulation of how significant the relationship between librarian competence and digital-based library management in Islamic Religious Colleges in Bandung is. Therefore, a correlation test was carried out using the SPSS 25 program, namely the Pearson correlation test, which stated the correlation coefficient. The results of the correlation test are as follows:

Table 7. Correlation Coefficient Test Results

Correlations		Librarian Competence	Digital-Based Library Management
Librarian Competence	Pearson Correlation	1	.796**
	Sig. (2-tailed)		.000
	N	31	31
Digital-Based Library Management	Pearson Correlation	.796**	1
	Sig. (2-tailed)	.000	
	N	31	31
**. Correlation is significant at the 0.01 level (2-tailed).			

Based on the correlation coefficient test results in the table above, there is a correlation or relationship between the competence of librarians and digital-based library management with a significance value of 0.000 and a correlation coefficient value of 0.796. The relationship between the two variables is in the Strong level because it is in the 0.06-0.7999 = Strong category. So it can be concluded that the relationship between the competence of librarians and digital-based library management in Islamic Religious Universities in the City of Bandung has a strong relationship. Based on the results of the above calculations, it can be concluded that Ha: is accepted. That is, there is a significant and direct (positive) relationship between the competence of librarians and digital-based library management.

The last step is calculating the contribution of variable X to variable Y using the SPSS 25 application. The results are as follows:

Table 8. Coefficient of Determination Test Results

Model Summary				
Model	**R**	**R Square**	**Adjusted R Square**	**Std. Error of the Estimate**
1	.796ᵃ	.633	.621	3.192
a. Predictors: (Constant), Librarian Competence				
b. Dependent Variable: Digital-Based Library Management				

The table above shows that the coefficient of determination (R Square) is 0.633. It means that the contribution of the librarian's competence variable to digital-based library management at Islamic Religious Colleges in Bandung is 63.3%.

DISCUSSION

Competence is an important thing that every individual, including librarians, must-own in their work. Individuals who work in libraries cannot be said to be librarians if they do not have librarianship competencies obtained through education or training. The competence of librarians can be seen from librarians' knowledge of managing information, interpersonal skills, and professional attitudes shown in library management. (Pamungkas et al., 2015: 739).

From the results of statistical testing, the librarian's competence variable is included in the excellent category because it is in the interval range from 2.60 to 3.39, with an average value of 3.34. It shows librarians have good knowledge, skills, and professional attitudes in managing libraries. Librarians at the library of Islamic Religious Colleges in the City of Bandung have high scores in core competencies which are functional competencies that librarians must master. This competence includes library management, from procuring library materials, processing collections of library materials, library services, and library socialization. In addition, librarians can operate basic computers, prepare work plans and make work reports well. These competencies are general competencies that librarians must possess. If the general competence has been mastered, it will be easier for librarians to carry out their duties.

However, librarians at the library of Islamic Religious Colleges in the City of Bandung do not yet have particular good competencies. There are still many librarians who have not been able to create secondary literature and study library materials. It can be seen through the results of the calculation of the partial analysis of unique competencies in the following table:

Table 9. The Reality of Librarian Special Competencies

Aspect	Indicator	Mean	Category
Special Competence	There is a Layout Design and Library Furniture according to the library budget	3,13	Enough
	There is an improvement in library materials with the correct method	3,35	Enough
	There is secondary literature writing skill in the librarian	3,06	Enough
	There is a Complex Information Tracing capability in the librarian	3,32	Enough
	The librarian conducts a library study	3,19	Enough
	Librarians make scientific papers	3,29	Enough
	TOTAL	**3,23**	**Enough**

Seeing this, improving the competence of librarians must always be done, considering that the librarian's task from time to time is not easy. If the librarian is not competent, he will not be ready to face all the challenges and changes. Of course, this will have an impact on library management.

It is in line with the results of a study by Siti Suryanti (2016) entitled The Impact of Changes in Library Management with ISO 9001: 2008 Standards on the Readiness of Librarians at the Syiah Kuala University Library. Her research shows that librarians are ready to face change in personality and motivation but are not fully prepared for incompetence. This unpreparedness impacts changes in library management, where the librarian's competence will affect the programs and duties of librarians in providing services to users.

The existence of digital libraries in educational institutions is a transformation of learning resources. The ease of using digital information in education is beneficial, but it is also expected. Digital-based library management is aimed at the availability of extensive digital collections. Good library management will build the accessibility of digital displays that can provide convenience for users to obtain digital information fully, complete, easy, fast, and accountable. (Hartono, 2017).

The results of statistical testing and digital-based library management variables are included in the good category because they are in the range of 2.60 – 3.39, with an average value of 3.25. It is based on the average value of

digital-based library management indicators, namely procurement of digital library material collections, processing of digital library collections, digital library services, and digital library socialization.

The Libraries of Islamic Religious Colleges in the City of Bandung procure a collection of digital library materials according to users' needs and are guided by the Written Regulations. In addition, the provision of library services has also been made digitally. However, the processing of digital displays is often tricky, as seen by the many librarians who agree that scanning and uploading digital collections take a long time. Even so, digital-based library services still have to be improved. It is because users regarding digital library services still give many complaints.

One of the main elements to see whether a library is good or bad is the quality of its services. Users who are satisfied with the services provided by the library will provide a positive image of the library. On the other hand, users who are dissatisfied with the library's services will have a negative impression of the library (AD, 2020: 56). Therefore, the library's quality of service is the main elements that must be considered.

In digital library management, the role of librarian competence is significant. It is because the librarian controls the system running in the library. The quality of human resources will significantly determine the success of a library. The librarian himself will largely determine the forward or backward of a library. According to Labovitz, a library is a librarian. The library is no longer just a place or a physical aspect but an entire librarian-driven activity. The library's progress no longer depends on the size of the building and collections owned but relies on the quality of human resources or library staff. (Azmar, 2015: 225)

The results of statistical tests showed that the competence of librarians has a significant relationship to digital-based library management with a significance value of 0.000. Therefore 0.000 < 0.05, there is a correlation or relationship between the competence of librarians and digital-based library management. The result of the calculation of the correlation coefficient analysis obtained is 0.796. This value is intense because it is in the 0.06-0.799 category. That is, the competence of librarians with digital-based library management has a strong relationship. The librarian's competence with digital

library management is positive by looking at the Pearson correlation number, 0.796, without seeing the figure's negative sign (-). So, the two variables are in the same direction and mean that the higher the competence of the librarian, the higher the digital-based library management. Then, the coefficient of determination (R square) is 0.633. It means that the contribution of the librarian's competence variable to digital-based library management is 63.3%.

These findings support Dian Hapsari's theory which states that libraries must be able to keep up with the demands of the times. Therefore, libraries should have adequate human resources. As one of the main components of the library, librarians are required to have and improve the various competencies they have so that the library can continue to exist. Creativity, ideas, and all the efforts made by a librarian are determining factors for the success of a library (Hapsari, 2015). In this way, the libraries of Islamic Religious Colleges throughout the city of Bandung always try to improve and update the skills and abilities of librarians.

Libraries have long been one of the primary sources used by instructors and learners to search for and obtain learning resources (Mei-Yu Wang & Ming-Fiu Hwang, 2004). They are fundamental in every educational system (Rocekel Omenyo, 2016). The library's benefits provide learning resources and help students who cannot afford books. The library's success as a supporter of education is also supported by professional library management. Kebermanfaatan perpustakaan tidak hanya menyediakan sumber belajar (Lisa Irwit Santi, 2015). Thus, the school library should be the center of teaching materials as a significant source in fostering and developing the students' interest in learning to improve the quality of education.

CONCLUSION

The competence of librarians in the Libraries of Islamic Religious Colleges in the City of Bandung is considered quite good. It is in the interval range from 2.60 to 3.39, with an average value of 3.34. Digital-based library management at the Islamic Religious College Libraries throughout Bandung is good. It is in the interval range of 2.60 - 3.39, with an average value of 3.25.

The competence of librarians has a significant relationship with digital-based library management at Islamic Religious Colleges in Bandung City, with a

significance value of 0.000. Based on the calculation results of the correlation coefficient analysis obtained is 0.796. This value is substantial because it is in the 0.06 – 0.799 category. The relationship between the librarian's competence variable and digital-based library management is positive by looking at the Pearson correlation number, 0.796, not seeing a negative sign (-) on that number. The two variables are in the same direction and mean that the higher the competence of the librarian, the higher the digital-based library management. And the coefficient of determination (R square) of 0.633 means that the contribution of the librarian's competence variable to digital-based library management at Islamic Religious Colleges in Bandung is 63.3%.

REFERENCES

A'Yan, S. (2019). *Evaluasi Karakteristik Perpustakaan Digital Pada Perpustakaan Digital UNIMED*. Universitas Sumatera Utara Medan.

AD, S. (2020). Layanan Perpustakaan Di Masa Pandemi. *Buletin Perpustakaan Universitas Islam Indonesia*, *3*(2), 53–63.

Anwar, S., Maskur, S., & Jailani, M. (2019). *Manajemen Perpustakaan* (S. Kamariah (ed.); I). Thesis. UIN Sunan Ampel Surabaya. (http://digilib.uinsby.ac.id/48380/2/Elok%20Puji%20Lestari_D93217 092.pdf)

Arif, M. (2019). *Pengaruh Kemampuan Pustakawan Terhadap Pelayanan Perpustakaan Berbasis Web (Studi Aplikasi Android Di Perpustakaan Badan Pusat Statistik Propinsi Jambi)*. Thesis. UIN Sulthan Thaha Saifuddin. (http://repository.uinjambi.ac.id/1927/).

Azmar, N. J. (2015). Peran Pustakawan Dalam Meningkatkan Kualitas Layanan Di Perpustakaan. *Iqra': Jurnal Perpustakaan Dan Informasi*, *9*(2), 223–234.

Damayani, N. A. (2011). Kompetensi dan Sertifikasi Pustakawan: Ditinjau dari Kesiapan Dunia Pendidikan Ilmu Perpustakaan. *Jurnal Media Pustakawan*, *18*(3 & 4), 19–22.

Hanany, L. N. H., Robi'in, Sudirman, E., & Wardianah, Y. (2020). Pelayanan Perpustakaan di Masa Pandemi Covid-19. *Paper. Pusat Perpustakaan UIN Sunan Gunung Djati Bandung*. (http://digilib.uinsgd.ac.id/33687/)

Hapsari, D. (2015). Tantangan dan Kompetensi Pustakawan di Era Digital. *Jurnal Pustaka Ilmiah*, *1*(1), 55–60.

Hartono. (2017). Strategi Pengembangan Perpustakaan Digital Dalam Membangun Aksebilitas Informasi : Sebuah Kajian Teoritis pada Perpustakaan Perguruan Tinggi Islam di Indonesia. *UNILIB : Jurnal Perpustakaan*, *8*(1), 75–91.

Hermawan, A. H., Hidayat, W., & Fajari, I. (2020). Manajemen Perpustakaan Dalam Meningkatkan Minat Baca Peserta Didik. *Jurnal Isema : Islamic Educational Management*, *5*(1), 113–126.

Indonesia, P. R. (2014). *Peraturan Pemerintah Republik Indonesia Nomor 24 tahun 2014 tentang Pelaksanaan Undang-undang Nomor 43 tahun 2007 tentang Perpustakaan*. Pemerintah Republik Indonesia.

Mardianto, & Sayekti, R. (2019). *Perpustakaan Digital (Mengukur Penerimaan Inovasi Teknologi)* (I). Medan: Perdana Publishing.

Nadhifah, K. (2019). Kompetensi Pustakawan : Program Strategi Peningkatan Kualitas Pustakawan di Perpustakaan Universitas Jember. Proceedings of the National Conference on Digital Ecology: Library Reflections and Trends. (https://repository.unej.ac.id/handle/123456789/100329).

Narbuko, C. (2010). *Metodologi Penelitian*. Jakarta: Bumi Aksara.

Pamungkas, L. D., Setyowati, E., & Hermintatik. (2015). Pengaruh Kompetensi Pustakawan Terhadap Prestasi Kerja (Studi Pada Perpustakaan Universitas Brawijaya). *Jurnal Administrasi Publik (JAP)*, *3*(5), 739–744.

Ramadhani, W. (2017). Pustakawan Islam dalam menghadapi era MEA. *Iqra': Jurnal Perpustakaan Dan Informasi*, *11*(01), 77–87.

Saepuddin, D. (2016). Perpustakaan Dalam Sejarah Islam : Riwayat Tradisi Pemeliharaan Khazanah Intelektual Islam. *Buletin Al-Turas*, *22*(1), 25–44.

Safitri, T. H. (2017). Pustakawan Profesional di Era Digital. *Jurnal Kepustakawanan Dan Masyarakat Membaca*, *33*(2), 59–66.

Saleh, A. R. (2004). *Dasar-Dasar Manajemen Perpustakaan*. Paper. UPT Perpustakaan Institut Pertanian Bogor. (https://repository.ipb.ac.id/jspui/bitstream/123456789/27223/1/A bdul%20Rahman%20Saleh%20%2817%29_dasar-dasar_manajemen_perp.PDF)

Suryanti, S. (2016). *Dampak Perubahan Manajemen Perpustakaan Berstandar ISO 9001 : 2008 Terhadap Kesiapan Pustakawan di Perpustakaan Universitas Syiah Kuala*. Thesis. UIN Ar-Raniry Darussalam-Banda Aceh.

Wicaksono, M. F., & Ariyanti, N. N. (2020). Pengaruh Kompetensi Pustakawan Pelatihan terhadap Kinerja. *LIBRARIA: Jurnal Perpustakaan*, *7*(1), 109–126.

Wang, Mei-Yu. & Ming-Fiu Hwang. (2004). The e-learning library: only a warehouse of learning resources?. *The electronic library journal*, 22(5), 408-415.

Santi, L. I. (2014). The Maximal Role of library as educational media for students. *Qudus International Journal of Islamic Studies*, 2(1), 26-46.

Omenyo, R. (2016). The Role of The School Library in Teaching And Learning: A Case Study Of A Basic Public School In Accra, Ghana. *Dissertation*. University of Cape Town Library And Information Studies Centre.