



### **Benchmarking for measurement and improvement- an imperative for libraries**

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The essence of benchmarking is - moving from where you are to where you want to be. As industries face the challenges of globalization, competition emphasis has been placed on performance evaluation in reduction of inefficiency.

Until recently benchmarking had been confined to international corporation, but interest is now extending to public sector and service industries. Within education sector, libraries have been early and enthusiastic adopters of benchmarking.

Libraries it was long argued, were simply a sum of their collection- print and later electronic. Later the changes in technology, learning and society have impacted library services; leading in turn to the need for new roles, skill and approaches to library human resources management and development. In tandem with these changes there exists great possibility for conversion of ordinary things into extraordinary achievement. This structured proactive change effort - by benchmarking - can be designed and well implemented when it is closely associated with goals of organizations

If quality initiatives are to succeed, all Library and Information Science (LIS) professionals need to understand the rationale behind this activity of benchmarking as well as acquire and apply the necessary knowledge and skills.

**Keywords:** Benchmarking, Library services, Evaluation, Development