

Librarian as Change Agents: A life of Wisnu, Dewi, and Ayu

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Abstract. The Librarian profession is less familiar in Indonesia and is considered a bookkeeper. Whereas, a tendency and potential for a new generation of young people to become librarians. Librarians can act as teachers, information consultants, knowledge managers, and subject specialists. Librarians have several roles that can be developed, not only for institutions but also for society. The aim of the study is to reveal the meaning of the librarian's role as a change agent according to Wisnu's, Dewi's, and Ayu's life and their contribution as a librarian. The study used a qualitative approach with a life history analysis. The selected informants have strong optimism, such as the achievements in their fields, the monumental works, and their impact on society. Data were collected through in-depth interviews, observation, and documentation. The findings can be used as a guide for librarians to act and contribute to society, through their role as change agents.

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1 Introduction

Librarians are less familiar in Indonesia (Wahyuni, 2018), and considered as the bookkeeper. Furthermore, there is also a tendency and potential for the younger generation to become librarians (Fitriani, 2019). Librarians are civil servants who give full duties, responsibilities, and authority to carry out library management and services in a standardized system to meet users' educational, research, preservation, information, and recreation needs (Peraturan Menteri Pendayagunaan Aparatur Negara dan Reformasi Birokrasi Republik Indonesia Nomor 55 Tahun 2022 Tentang Jabatan Fungsional Pustakawan). The professionalism of librarians can be seen from their characteristics, namely upholding the librarian ethics code, having knowledge and expertise, being independent, collaborating and cooperating, and forward-oriented (Mustika, 2017).

Librarians can act as teachers (Vassilakaki & Moniarou-Papaconstantinou, 2015), influencer (Pramudyo & Laksmi, 2021), hoax antidote (Nashihuddin, 2017), and giving a thought (Pramudyo & Laksmi, 2021). Librarians have several roles not only for institutions but also for society. Librarian's role in the community is referred to as an agent of change.

Change agents are individuals who influence user innovation decisions in the direction deemed desired by the change agent. Change agents are agents or people who drive change in people's lives (Wahyuni, 2018). Rogers suggested the characteristics of change agents, namely: hemophilia, empathy, involvement, closeness, ability, openness, synergy, and the organizational structure in which the agent works (Rogers, 2003).

Librarians as change agents are librarians who have innovation in increasing the value of information and its resources continuously, proactively, and creatively (Syahril, 2019). Librarians as change agents not only carry out their responsibilities and routines as librarians but also have an obligation to contribute their society. Librarians have to enhance transformation in society through ideas and innovation based on their knowledge, expertise, and experience.

The aim of study is to reveal meaning of librarian roles as change agents based on Wisnu's, Dewi's, and Ayu's lives and their contributions. This study used a qualitative approach with life history analysis. Life history as a technique to reveal the meaning behind the person life experiences (Campbell, 1999). The selected person reflect: being successful in their field, having monumental works, having an impact on

society, and being recognized by society (Shodiq, 2014). The collecting data was carried out through in-depth interviews and document analysis.

2 Result and Discussion

2.1 Wisnu's, Dewi's, and Ayu's life as Librarians

Wisnu, Dewi, and Ayu are the three librarian figures who chose to tell their lives as librarians. They actively contribute to society, science, and their profession.

Having a penchant for reading books, Wisnu has chosen to continue his study in Library Science major at the University of Indonesia. He worked at the Daniel S Lev Law Library, which made him more critical of librarianship organizations. Legal documentation is important, not just as evidence but as a record of legal developments. His environment makes Wisnu active in organizing. He encouraged librarians not to be inferior to other professions and mobilized the younger generation to be actively involved in it.

Choosing a career as a librarian is Dewi's wish as a graduate of library science. She was just the school librarian but her life changed when she continued on magister at UIN Sunan Kalijaga Yogyakarta. Getting studies, sharing knowledge, learning together, and meeting professional friends makes him more confident. She realized, her role was more than a bookkeeper. She shows that being a librarian at the Muhammadiyah University of Magelang, being active in organizations, and participating in scientific forums.

Initially, Ayu wanted to become a lecturer. She realized her dream through her role as a librarian at Muhammadiyah University of Yogyakarta. Not just a librarian, but also teaches, conducts research, and contributes to society. She is active in conducting research related to library promotion media, information behavior, and mass media.

2.2 Strategy of change

2.2.1 *Giving a teach*

The librarian's role as a teacher can be seen from the actions taken by Wisnu, Dewi, and Ayu. Wisnu teaches a legal documentation course at the University of Indonesia. Meanwhile, Dewi and Ayu teach research methodology courses at Universitas Terbuka. Giving a teach provides valuable experience for librarians in interacting with students from various backgrounds and regions. Teaching requires a different approach due to

students being spread all over Indonesia. They also try to find ways to make students more involved and enthusiastic in learning. In addition, they also provide information literacy training for users.

Educating the younger generation and providing literacy for the community is an important thing that librarians need to do. The approach that can be taken is based on an equal position, openness, closeness, and mutual trust.

2.2.2 Giving a thought

The librarian expresses their ideas through the writing they make. Wisnu, Dewi, and Ayu actively contributed their thoughts through scientific writing. Dewi succeeded in raising her name and institution at the International Federation of Library Associations (IFLA) conference in Kuala Lumpur in 2018. Meanwhile, Ayu became a representative for the 2022 Congress of Southeast Asian Librarians (CONSAL). Wisnu often writes book chapters and is an editor and reviewer of national books in his field.

They use their master's educational background and experience as a librarian to conduct writing. This credibility allows the results of his research to be useful input for science and society.

2.2.3 Mobilizing the community

To move the community, Wisnu, Dewi, and Ayu are actively involved in organizing in the scientific and professional fields. Wisnu is actively involved in giving his thoughts on the Forum of Indonesian Special Libraries (FPKI), Association of Library and Information Science Graduate (ISIPII), DKI Jakarta Scout Movement, Hipprada, Gugus Depan 05-205, and the Ruang Pustaka community as the supervisory board, chairman and member. Meanwhile, Dewi contributed to the Forum of Muhammadiyah Aisyiyah Higher Education Library (FPPTMA), ISIPII, Indonesian Higher Education Library Forum (FPPTI), and the Indonesian Librarian Association (IPI). Ayu also contributed to initiating FPPTMA and is active in IPI.

Librarians utilize their knowledge and experience to build relationships and networks between institutions. As a caretaker, he is hemophilic, empathetic, open, and always maintains good and trusting relationships (Fatma & Laksmi, 2019).

2.3 Analysis librarian role as a change agent

The librarian's role as change agents is reflected in their actions to contribute to society. This can be seen from the activities carried out by Wisnu, Dewi, and Ayu. Librarians not only do technical work, confined within their institutions but are also required to build networks. Librarians can act as librarians as teachers, thinkers, and community mobilizers.

As teachers, Wisnu, Dewi, and Ayu carry out teaching activities and provide literacy training. They share their knowledge with the younger generation and the community. As thinkers, they make work that is presented in international scientific forums. As community movers, they actively network and organize within the scientific sphere and outside the fields.

3 Conclusion

The librarian is not just a bookkeeper, but also plays an important role as a change agent. The three librarians have different educational backgrounds and experiences, but all of them have high enthusiasm and dedication to librarianship and community information literacy. As an initiator, they lead the library in a progressive direction, to become a dynamic information center, capable of providing equitable and innovative access to information. They have proven that their role as change agents is to create a librarianship environment that is more advanced and has an impact on society. Their contributions can be an inspiration for us to keep innovating to achieve better goals in the world of libraries.

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