

Analysis on the Construction of Learning Library Organization and Management Model in the New Period Based on Institutional Knowledge Base

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Abstract: With the advent of the information age, all walks of life are facing unprecedented competition. The traditional management mode has become more and more unsuitable to the environment. Learning organization theory is a new management concept and model. To establish a learning organization, libraries need to adapt to the changes of the environment and seek their own survival and development. Improve the quality of information services, and stabilize the needs of the staff. Building a learning organization is a brand-new subject of library work in the new century, which requires library leaders and members to change their ideas fundamentally. Traditional organizational models and management concepts have become less and less adaptable to changes in the environment. In order to adapt to the era of constant development and change, every organization must constantly learn and make progress. Constructing the learning organization mode of modern libraries is an important premise and foundation for practicing learning social thoughts and improving library efficiency. It is also an inevitable choice for libraries to adapt to the development of the situation and respond to new challenges.

1. Introduction

The idea of learning library comes from learning organization, which is the application of learning organization theory in library. The so-called learning organization is an organization with good organizational learning function [1]. With the acceleration of the information revolution and the knowledge economy era, all walks of life are facing unprecedented competition and challenges. Learning organization is an organization that can effectively carry out collective learning and improve its ability to collect, manage and use knowledge, and then achieve success [2]. The traditional organizational model and management concept are more and more unsuitable to the changes of the environment. In order to adapt to the changing times, everyone and every organization must constantly learn and make progress [3]. Learning is increasingly moving towards the life of the entire society and individuals. The theory of lifelong education and socialization of learning reflects the connotation of learning organizations. Many well-known companies have adopted the theory put forward by Shengji to form a learning organization. After the theory and thoughts of learning organizations were introduced into China, some colleges and universities in China put forward the idea of creating a learning-oriented college [4]. The successful examples of the foreign library community provide a useful reference for the establishment of a learning library in China.

As a library that spreads the position of advanced culture and cultural construction, we should seize the opportunity. Strive to build itself into a learning organization and build a learning library [5]. The characteristics of the library providing document information for the reader to learn determine the necessity of establishing a learning organization in a modern library [6]. The mode of operation of the learning organization should at least include establishing a strong learning atmosphere by establishing the concepts and beliefs of learning. In the context of knowledge economy and social networking, learning has become a need for survival and development [7]. Modern libraries are characterized by networking and automation. It is not only a collection-centered knowledge storage place, but also a reader-centered information dissemination Plaza [8]. The survival, development and management of libraries are faced with many opportunities and challenges. In order to adapt to the changing environment and survive and

develop, the library must be constructed into a learning organization [9]. Constructing the learning organization model of modern libraries is an important prerequisite and basis for practicing the social thought of learning and improving the efficiency of libraries. It is also an inevitable choice for libraries to adapt to the development of the situation and meet new challenges.

2. Necessity of Building Learning Library

Learning library is a brand-new library management mode, not the content and essence of Library services. Learning organization theory is a brand-new management theory, which applies to all levels of social organizations and introduces it into libraries. Library is an industry that contains a lot of information, knowledge and its carriers. It is necessary to rely on learning organizations to constantly learn new knowledge, collect new information and develop information sources. Learning organization theory is a new scientific management theory. The purpose of introducing this theory into libraries is to improve the management of libraries. The purpose of establishing a brand-new management mode to meet the requirements of the times is to give full play to the functions of the library and serve the readers. With the development of society, the requirements of information in all walks of life show some new features. Such as information needs to be differentiated and personalized. Covering a wider range and more professional depth. The traditional concept of library service makes library librarians lack innovation consciousness and competition consciousness. In the context of globalization, networking, and digitization. Library activities will enter a dynamic operating mechanism that uses demand as a means of regulation. Its collection structure, service content and form should be changed as the needs of readers change.

Build a learning library to meet the needs of the development of the times. With the development of modern information technology, libraries are gradually developing in the direction of digitalization and networking. The library is a systems engineering that requires systematic thinking to increase its efficiency. Learning organizations are built on the basis of system dynamics, capable of cultivating the ability of individuals and organizations to think systematically and to deal with dynamic and complex problems. After the theory of learning organization was put forward, it immediately caused a sensation in the world, and first introduced enterprise management, which produced obvious effects. With the development of society and the acceleration of knowledge updating. People must constantly recharge and improve themselves. The library should be transformed into a continuous learning organization, and every librarian should be actively trained to learn and innovate. Only in this way can the overall organization of the library be more flexible and adaptable.

In order to meet the requirements of the era of knowledge economy, we should be more competitive in the knowledge economy. It is necessary to establish a learning organization and train the thinking ability of systematic thinking in continuous learning and training. Make individuals and organizations better able to deal with this dynamic and complex problem. From the standpoint of educational norms, both traditional education and school learning organizations have the basic attributes of formal education. The common learning organization model can be described as a "catalytic reaction", as shown in Figure 1.

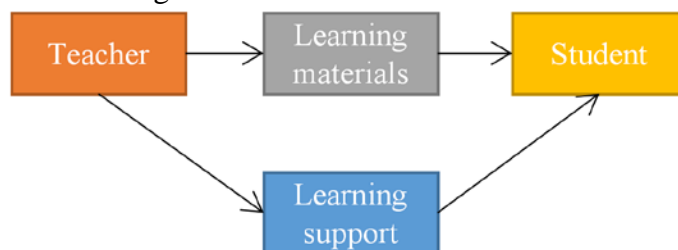


Fig. 1 Catalytic reaction mode of learning tissue

In terms of human-based management, only a learning organization can meet the needs of self-realization of its members. Only a learning organization can make the best integration of learning and work. Every librarian should be clear about this goal and let the outside world know it.

Then, under the guidance of such a goal, it puts forward more specific goals and links them with organizational learning. The development of science and technology has brought about a large amount of production of scientific and technological knowledge and a huge demand for scientific and technological information. The development of new technology has changed the management means and service mode of traditional libraries. Regardless of the type of library, serving the reader is the eternal theme of the library, and some specific goals can be set around the reader service [10]. The staff in the library must have developed, open, strategic, diverse, innovative ideas and perspectives. It must be liberated from the past mindset, in order to always be in an active position in the management of the library. In this sense, learning organizations have become one of the most basic and necessary factors within the library.

3. The Needs of the Development Trend of Library Services

The library learning organization consists of multiple organic departments. The library no longer sets up a fixed set of functions as it did before. Instead, multiple flexible, organic departments are needed to complete the business. With the development of modern information technology, libraries have gradually developed into digital and networked. But the future development model of libraries is a mixture of digital libraries and traditional libraries. The development of computer and network technologies has enabled libraries to provide services more efficiently and has greatly expanded the library's service space. At the same time, it also changed the living environment of the library and spawned a large number of information service providers. Library and school education share the same attributes but have essential differences. To create a good learning atmosphere, so that the concept of learning deeply rooted in the hearts of the people. Every librarian should realize that learning is the need of survival and learning in work. Work in learning and connect individual learning with team goals. Learning should be regarded as the basic function of an organization, so that organizational learning can be carried out automatically and exert its effectiveness. It is also necessary to incorporate learning into the organizational structure to form a sound and effective learning mechanism.

One of the characteristics of modern education is to emphasize lifelong education. With the development of society, knowledge updating is accelerating. Strengthening team learning in libraries can refine higher group intelligence than individuals. Organizations can be motivated to be creative while generating coordinated action. Organizations adapt to the changes of internal and external environment and achieve survival and development, which need to be accomplished through continuous change and innovation. If change is first and foremost the need to maintain the survival of the organization, innovation is for the better development of the organization. In the process of building a learning library, it is necessary to establish a set of effective scientific incentives. Encourage people from different research fields to learn from each other and broaden the knowledge of members. Enable them to think in a comprehensive, multi-angle, multi-level way. Librarians also need lifelong education.

It is imperative to establish a learning library, fully tap the library's collection resources, and provide good services for lifelong education. Establishing a learning organization is an inevitable choice for traditional libraries to seize opportunities, avoid threats, and meet challenges under new technological conditions. Personalized learning can adapt and satisfy different learning needs of different learners, and can improve the learning quality and efficiency of learners. After each parameter adjustment, the data flow quickly reaches a steady state. The initial rotation is too large and may result in excessive data flow. Perform three sets of data tests and statistical results, as shown in Figure 2.

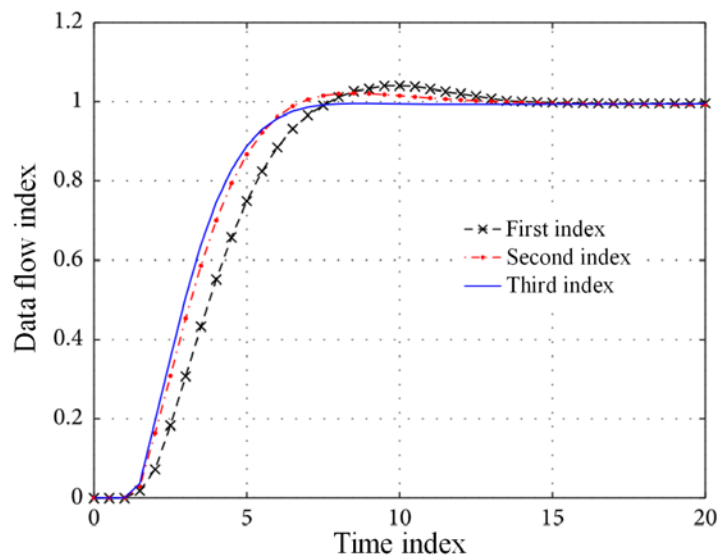


Fig. 2 Data impact over time

The library serves the readers as the vocation of each librarian. Here, every reader can enjoy multi-angle, all-round and meticulous service. In the process of learning, employees should be evaluated objectively and fairly, and mental or material rewards and punishments should be given regularly. Through these measures to create a learning atmosphere, to achieve good learning results. The goal is the direction, the goal is the banner, the goal is the motivation, and it is necessary to clearly state that the development direction of the library is to build a learning library. The readers of the library can control the time and control the characteristics of learning. It also provides independent space for members of society to read, think, research, communicate and cultivate their personality according to their needs at different stages of development. Learning organizations must rely on advanced learning tools and scientific learning methods if they want to emphasize learning methods and cultivate learning ability. The goal of learning organization work is to achieve a higher level of consensus. This consensus is not a downward aggregation consensus, but an upward development consensus. Libraries should become highly intelligent and efficient work-learning organizations in the network era.

4. Conclusion

The organizational structure of learning libraries should be reduced as much as possible. It also establishes a decentralized and flat organizational structure with decision-making power down-shifting. Librarians in particular need physical and mental relaxation. Too much burden and too much pressure will only make them physically and mentally exhausted, there will be no creative inspiration, let alone contribute to the organization. According to the theory of learning organization, learning should be prevented from becoming mere formality. Furthermore, it enriches the individual and promotes the development of learning-oriented libraries. According to the concept of learning organization, the organizational structure of libraries should not be a rigid and unchangeable model. Instead, we must constantly adjust the specific model of the organizational structure according to changes in conditions. From the perspective of the relationship between members and organizations, creating a learning organization is a process of improving the mutual loyalty between members and organizations. Building a learning organization is a new topic in the library work in the new century. It needs to be continuously explored, improved and innovated in practice. It is necessary to fundamentally change ideas and forge ahead. Actively create a learning organization with full enthusiasm, and make the library business continue to develop.

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