

Coping with Change in Academic Library: the Case of the University of Dar es Salaam Library, Tanzania

By

Nyerembe, M. P.

Abstract

This article examines the re-organization of the University of Dar es Salaam library. It argues that re-organization was not motivated by a performance crisis per se, it did originate from among other things, the need to automate the manual system to meet the need of the changing organizational role and a growing clientele. The decision was taken by top library management. The wisdom inherent in the library staff was less recognized and appreciated. Argues also that reorganization ought to have taken in the first place change in the organizational structure. A user oriented and a team approach was required. One radical area which could determine the organization and delivery of services is partnership that is, promoting higher level of cooperation and collaboration both internally and externally. It concludes that the library must become a learning, listening, and an acting organization.

Keywords:

Academic Library; University of Dar es Salaam Library; Tanzania