

## **The Performance of Library Observers at the Sinjai Regency Library and Archives Service in Encouraging and Increasing Young Generation's Reading Interest**

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### **ABSTRACT**

The library as it exists and is developing, has now been used as a center for information, a source of knowledge, research, recreation, preservation of the nation's cultural treasures, as well as acting in other services. The purpose of this study was to determine how the performance of library observers at the Sinjai Regency Library and Archives Service in encouraging and increasing interest in reading for the younger generation. This study uses a qualitative descriptive type of research to provide a clear description and overall description of the performance of the Library Observer in encouraging and increasing the reading interest of the younger generation. Data collection techniques used are observation, interviews and documentation. The informants in this study were the Head of the Office of the Library and Archives of Sinjai Regency, Library Observer Management, and Library Visitors. Data analysis techniques used are data collection, data reduction, data presentation, and drawing conclusions. The results of data analysis show that the performance of Library Observers at the Library and Archives Service of Sinjai Regency in encouraging and increasing reading interest of the younger generation is less effective, because its contribution is less than optimal in carrying out its duties and functions.

**Keywords:** Libraries; library observers; reading interest.

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### **INTRODUCTION**

Observers are people who act as observers, interested and paying attention. Based on article 1 Undang-undang Perpustakaan Nomor 43 Tahun 2007 on the Library, is an institution that manages the collection of written works, printed works, and/or the works of colleagues in a professional manner with a standard system to meet the education, research, information preservation and recreation needs of the users. So, Library Observers are a group of observers who have a duty to meet the needs of the community in developing reading interest (Anwar et al., 2017; Flowerday et al., 2004; Nurdin et al., 2015)

The library is a work unit in the form of a container for deviating library collections, arranged systematically which can be used by the user as a source of information, especially in

public libraries (Ismail & Darwis, 2016; Saggaf et al., 2014). Which is a library in charge of collecting, storing, organizing and presenting library materials to the general public. Every individual or organization certainly has a goal to be achieved by setting targets or goals. The success of an individual or organization in achieving the target or goal is a performance (Sari et al., 2020; Yusriadi & Farida, 2019; Souisa et al., 2019).

Library Service is an activity to utilize the collection of library materials to users, namely circulation, reference, search, user education, borrowing between libraries (Ahmad & Abawajy, 2014; Reports et al., 2009). Meanwhile, the library service standard is the library's national standard relating to the minimum criteria for library services that are oriented to the interests of the user. Each library must be able to develop library services based on the National Library Standards.

The library as it exists and is developing, has now been used as a center for information, a source of knowledge, research, recreation, preservation of the nation's cultural treasures, as well as acting in other services. This has existed for a long time and continues to naturally progress towards significant improvements, although it is not optimal in all parties. According to, Suatminah (2001) explained that the library consists of four elements, namely collections, users, facilities and librarians. Of the four elements, the collection and library elements have a close relationship (Nyono, 2021). The library can function optimally if the potential in the library can be utilized optimally and efficiently by the users, especially the collections in the library. By reading, readers can increase their knowledge and insight, thus requiring librarians to renovate library management, provide quality books, improve quality services and library quality to stimulate interest in reading books. Because as time passes and technology becomes more sophisticated, interest in reading books among the public is certainly decreasing. For this reason, the quality of the library must be improved so that the younger generation still has an interest in reading books, especially in the library (Noah, 2020; Robertson, 2019).

In facing these challenges, as a reference center in the sense of being a source of knowledge used by users, especially those in Sinjai Regency, where Sinjai Regency has one Regional Library and Archives Service of Sinjai Regency, which of course has the vision of the Sinjai Regency Government in 2018-2023, namely realizing an independent, just and religious Sinjai community through improving the quality of superior and competitive human resources. In addition to having a vision, the Sinjai Regency Government Mission is related to the affairs of the Sinjai Regency Library and Archives Service, namely the archival affairs of the. Mission 1, Realizing effective, efficient, clean, professional, transparent and participatory governance. And as technology develops, interest in reading books among the public is decreasing, to face these challenges, in 2017 the Library and Archives Service in Sinjai Regency made a number of breakthroughs by creating new innovations, namely, forming a Library Observer Group which involved several relevant stakeholders ranging from library practitioners, academics, cultural experts. , entrepreneurs, students and community leaders. Government of Sinjai Regency Library and Archives Service, based on the decision of the Head of the Office of Library and Archives of Sinjai Regency N0. 21 of 2017 concerning the formation of the Sinjai Regency Library Observer Group that in order to increase the love of reading and public awareness of the development of library services that function as a vehicle for education, research, preservation and recreation, need to form a Library Observer Group. The purpose of forming the Library Observer Group is to assist the government in encouraging and increasing public interest in reading as well as providing input related to the program being implemented. This group was formed on Tuesday, May 2, 2017.

Based on the description above, the researcher is interested in conducting research with the title: "Performance of Library Observers at the Library and Archives Service of Sinjai Regency in Encouraging and Increasing Young Generation's Reading Interest".

## METHOD

This research is a type of qualitative descriptive research. The location of this research is in the Office of the Library and Archives of Sinjai Regency. The data collection techniques used in this study were observation, interviews, and documentation. The informants in this study were the head of the Sinjai Regency Library and Archives Service, the Sinjai Regency Library Observer group administrator, and the Sinjai Regency Library and Archives Service Visitor. Data analysis techniques in this study are data collection, data reduction, data display (data presentation), and conclusion or verification (Miles et al., 2014).

## RESULTS AND DISCUSSION

### Results

Research focus about the performance of library observers, of course, the author must describe the group of library observers. To find out more about the Library Observer Group, it can be described through interviews conducted with the Head of the Library Service who explained that the Library Observer group was a group formed or implemented starting on May 2, 2017 and at that time it was located in the meeting room of the Library and Archives Service Office of Sinjai Regency which led directly by the Head of Service (Reformer) and accompanied by the Secretary of the Library and Archives of Sinjai Regency. The meeting was attended by community leaders, religious leaders, educators, youth leaders, humanists, academics, entrepreneurs, the press and NGOs as well as students, youth and society. He added that the purpose of the formation of the Library Observer group itself was to assist the library in carrying out activities related to increasing public interest in reading including encouraging the community to be involved in various activities and providing facilities and input to the Library Service regarding the implementation of activities in the context of implementing interest in reading and the recruitment process for the Library Observer Group, that is, at first we hold a meeting and in that meeting we determine who will be elected as chairman and secretary, after that the chairman and secretary will arrange the porcelains that are determined through their respective fields . And the Library Observer has been regulated in a Regional Regulation.

### 1. Quality

The Head of the Library Service explained that the quality of the Library Observer working group is quite good because the people who serve in the structure of the Library Observer Group are those who have experience and high educational background, are of high quality, and are able to realize and increase reading interest among educators, lecturers, and staff. library. In addition, one of the administrators of the Library Observer Group or the Chair of the Observer Group, added that there were several steps taken by the Chair of the Library Observer Group in order to encourage and increase public interest in reading, namely the first step in coordination with the Sinjai Regency Library and Archives Service, which related to efforts to increase interest in reading, second, also socialize to the public about the importance of reading interest. Because the estuary is the task of this observer, about how to encourage and increase people's interest in reading. This was also added by one of the administrators of the Library Observer Group who explained that in measuring the quality of a person's work, there are several indicators that need

to be assessed, and as an observer committee, they will always carry out their duties well in increasing reading interest.

Based on the results of an interview with one of the library visitors who explained that the quality of the Observer Group was good, it could be seen from the suggestions given regarding the holding of a Reading Garden that could attract visitors to visit the library, especially students who prefer to read and work outdoors.

To find out more about how the quality of Library Observers, especially regarding the work program, can be explained through an interview with the Chair of the Observer Group, who explained that specifically there is no Observer work program but follows the program implemented by the Sinjai Regency Library and Archives Service, namely, socialization of interest development read in the Districts of South Sinjai and West Sinjai; the creation of a reading garden in the reading park and the construction of a reading cafe (May 6-14 2017). road show for the development of reading interest and culture (15 November 2018); Talk Show safari national movement reading seminar (27 February 2019); English judges at the junior and senior high school levels in Sinjai Regency (August 17, 2019) and Library quiz competition (September 27-30, 2019), by the head of the Observer; technical guidance for library management personnel in 2019 (December 19-20, 2019); Training on Yard Land Utilization and online marketing (12 August 2020). So, it can be concluded that the work programs that have been followed so far are 7 activities.

## **2. Quantity**

To find out more clearly about the quantity of Library Observer Performance, it can be explained based on the results of interviews with the Head of the Library Service who explained that the Library Observer Group administrator was able to provide input and suggestions regarding what follow-up was being done, but in quantity it could be said that it was not optimal because some administrators were there. who are not active in carrying out their duties. This was added by one of the visitors who explained that this Library Observation Group was not visible or not published so that the number of its membership was not known.

## **3. Punctuality**

Timeliness can be measured from the level of activity completed at the beginning of the stated time, from the point of view of coordinating with the output results as well as maximizing the time available for other activities. Timeliness, which is meant in this study is the level of activity of the library observer group completed at the beginning of the stated time, in increasing the reading interest of the younger generation. To find out more clearly about the timing of the Library Observer Performance, it can be explained through an interview with the Head of the Library Service who explained that there is no time limit for the Library Observer Group management, but the Observer Group is always there if there is something that needs to be addressed, he will give advice or proposal to the library. This was added by the Head of the Observer group, who explained that there was no time limit for the observer group, but that the administrator was always there to observe the library and provide input to increase interest in reading.

## **4. Independence**

Independence can be measured from the level of an employee who will later be able to carry out his work duties. what is meant in this research is the level of performance of the observer

group in carrying out their duties both in terms of funding and policies, in order to increase the reading interest of the younger generation. To find out more clearly about the independence of the Library Observer Performance, the Head of the Library Service can explain that the independence of the Observer Group is quite good, because suggestions and input given to the Library will be immediately followed up for the sake of increasing interest in reading among the younger generation.

This was added by The head of the Observer group, who explained that the independence of the Observer Management was going well, was seen from the coordination with the Head of the Sinjai Regency Library and Archives Service, to jointly think about how the service or quality of library services and how archive management could be well organized.

## 5. Work Commitment

Work commitment can be measured by: the degree to which employees have a commitment to work with the agency and work responsibilities to the office. what is meant in this research is a level where library employees/observers have a commitment to work with the Sinjai Regency Library and Archives Service. To find out more clearly about the independence of the Library Observer Performance, the Head of the Library Service explained that the work commitment between the Sinjai Regency Library and Archives Service and the Library Observer Group was determined by a Decree (SK), which contained the duties of the Library Observer Group itself. However, during this period, in carrying out its duties it was less than optimal due to several obstacles, one of which was in terms of the budget and circumstances (Covid 19).

This was added by the Chair of the Observer Group, who explained that there are 2 (two) work commitments for Library Observers, namely, the first refers to the development and approach of the library, the second refers to the results, including leveled area, referring to the Vision and Mission of the Regent of Sinjai and the Work Program of the Office of the Library and Archives of the Regency of Sinjai.

## Discussion

The library is a work unit in the form of a container for storing library collections, arranged systematically which can be used by the user as a source of information, especially in public libraries. Which is a library in charge of collecting, storing, organizing and presenting library materials to the general public. Based on the decision of the Head of the Sinjai Regency Library and Archives Service Number 21 of 2017 regarding the formation of the Sinjai Regency Library Observer Group that in order to increase the love of reading and public awareness of the development of library services that function as a vehicle for education, research, preservation and recreation, it is necessary to form a Library Observer Group. According to (Robbins, 1996) there are 5 indicators of employee performance, especially Librarians. The quality of the work of library observers is good, judging by the qualifications of the team that has a good educational background. So that it can increase people's interest in reading. Apart from the quality aspect, there is also the working system of the Library Observer Group, which is explained by the Chair of the Observer Group who explains that the first work system is coordinating, the second is collegial, meaning that all Observer Groups work together to realize the vision and mission of the Regent of Sinjai, especially in The Office of the Library and Archives of Sinjai Regency in terms of increasing public interest in reading. Then, as for the output from the performance of the Observer Group, which was explained by the Head of the Library Service who explained that the results of the work of the Observer Group could be seen from several library activities that did not have a budget but could be implemented. Among them, the construction of reading gardens, reading cafes, free coffee drinking, and free IT. All this advice from Librarians. Like a mobile

library. In addition, there were assistance from several reading chairs from the community, books, all of which were the performance of the Library Observer.

The quantity of performance of library observers is good even though there are some administrators who are not active due to many other activities. In addition, because the work team was not published, the public did not know about the number and who were the members of the Library Observer Team.

Meanwhile, the timing of the Library Observer team has been good. They have carried out their duties according to their respective duties. Apart from the time set for the Library Observer Group, the Discipline of the Library Observer Group, and to find out more clearly about the discipline of the Library Observer Performance can be explained by the Head of the Library Service who explains that the discipline of the Library Observer Group is maximum. Because the Observer Group is always present when they have free time and in attending meetings.

In terms of independence, the team has provided suggestions and input to the head of the library based on problems that occur in the field. And the last performance indicator is the work commitment where the team has carried out its obligations based on the SK (Certificate) that has been accepted with full responsibility.

## CONCLUSION

The quality of the Library Observer Group is quite good because the administrators are experienced people and have a high educational background. And have the soul of the library. In addition, there are several steps taken by the administrators of the Library Observer Group in order to encourage and increase public interest in reading.

The number of library observer groups is large, but they are not published, and their contribution is less than optimal in terms of their functions and duties.

There is no time limit for the Library Observer Group, but the Library Observer Group is always there to observe the Library and Archives Service of Sinjai Regency, because the people in the management of the Observer Group have a librarian spirit.

The independence or performance of the Observer Group is less than optimal, because during their management they are more focused on library services. Although the suggestions and inputs are still in coordination with the Head of the Library and Archives Service of Sinjai Regency.

The work commitment of the Observer Group, namely the Office of the Library and Archives of Sinjai Regency and the Observation Group of the Library, is determined by a Decree (SK), which includes the duties of the Library Observer Group itself. However, during this period, in carrying out its duties it was not optimal due to several obstacles, one of which was in terms of the budget and circumstances (Covid 19). And there are 2 (two) work commitments for Library Observers, namely, the first refers to the development and approach of the library, the second refers to the results, including at the regional level, referring to the Vision and Mission of the Regent of Sinjai and the Work Program of the Library and Archives Service of Sinjai Regency.

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