

ABSTRACT

Library and Knowledge Center (LKC) functions as education, information, research, recreation, and deposit facilities. Furthermore, LKC also serves as a knowledge center. To perform these functions LKC should have competent librarians. Librarians can work competently if they have technical competence related to tasks associated to their jobs.

Object of this research was the librarian, especially related to operational activities. The research problem was librarian competencies for performance improvements have not been formulated, therefore the research objective was to determine the advantages and disadvantages of librarians performance appraisal today, to find out the kind of work librarians do, to get specific technical competence based on work identification, and to apply technical competence in performing librarian tasks.

Research method used was descriptive method of analyzing the task or activity for library operation. Data analysis were based on Bloom's Taxonomy by using guidelines from the National Board of Professional Certification, and referred to the Federal Librarian Competencies from the Federal Library and Information Center Committee.

Technical competence librarians are formulated to improve the performance of librarians, including collection management competency, processing collections competency, circulation services competency, reference services competency, and content management competency. The technical competences are needed to support the library operation as library and knowledge center, so it can meet Binus 20/20 vision.

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