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The Dynamic Capabilities of Social Media: Contribute to Librarian Efficiency

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Abstract: Social media play a vital role in libraries today. This study aims to explore the capabilities have in social media and its effect on librarians' efficiency. This article briefly explains the dynamic capabilities of social media that contribute to librarian efficiency. Four capabilities have been identified from the literature review: (i) information processing capability, (ii) relationship capability, (iii) service innovation capability, and (iv) tools capability. Each of the capabilities has its criteria and characteristics. All the capabilities support the libraries to fulfill their user's needs. The dynamic capabilities of social media contributed to librarians' efficiency in many aspects such as literacy skills, reference, and user services. This article also shared the experience of academic libraries in Western Uttar Pradesh, New Zealand, Ghana, Sri Lanka, and Malaysia in using social media for librarians' efficiency. This study will contribute to the effectiveness and efficiencies of the librarians in organizing the libraries.

Keywords: social media, capabilities, libraries, librarian

1. Introduction

Social media has been discussed in many disciplines, such as in business [1,2,3,4,5,6], education [7,8,9,4,10], and library [8,12,13,14,15,16,17]. Social media brought the capability to the areas. The capabilities such as innovation, tools, information processing, and relationship. An article study by Wahyuningrum, Bustari, and Rahmawati [18] noted that the skills of librarians are badly needed with the advancement of information technology and the wealth of information on various social media and other facilities that can support school activities. The study found that most of the respondents (77.70%) had a good ability to find/collect information to complete the library inventory, 89.96% of the respondents were rated as very capable of library information use/use, 79.73% of them had a good ability to evaluate information and 81.62% of the respondents had a good ability to communicate the

information received. The respondents were school librarians and conducted descriptive-qualitative research.

Social media offers users, managers, and developers new capabilities to act and interact in difficult or impossible ways in previous online or offline settings [19]. They also enable ongoing collaborative learning either online or offline. However, these novel capabilities require researchers to adapt to social media settings or develop new ones [19]. Laaksonen and Peltoniemi [20] contended that dynamic capabilities are specific and identifiable processes such as product development, strategic decision-making, and alliance. As a result, [21] noted that dynamic capabilities as having an impact on operational capabilities, which has a significant impact on performance. Librarians in the social media environment need to be aware of this emerging technology, understand the social paradigm and information contexts emerging within Web 2.0, and play an

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active role in facilitating online resources available through social media [22]. The most popular social media platforms are Facebook and Twitter [23] due to their ability to syndicate and share news. According to a study by Amuda, and Adeyinka [24], social media use by library staff includes Facebook, Twitter, Blog, YouTube, LinkedIn, Delicious, MySpace, and Flickr.

Social media is used by libraries to provide a mix of user service, news, and updates, content/collection promotion, disseminating the institution's research, providing educational tools and resources, and building relationships inside and outside the institution [25]. The use of social media channels is wide-ranging, but their use is still limitedly differentiated. Facebook and Twitter are still dominant, but visual channels like YouTube are quickly increasing. It is clear that the sophistication of the social networking tools used and the frequency of updates are important factors for a strong online presence, but many agree that it is more the quality and type of content published, the goals and objectives defined plans, as well as alignment, are the needs and expectations of library users that lead to successful engagement [25]. AlAwadhi and Al-Daihani [11] found that academic librarians have a positive perception of social media use. Social media is now seen as an essential way for users to identify and address information needs, interact with users to recognize information needs, and meet these requirements [11]. As a result, academic libraries start incorporating social media to encourage sharing of information and bring services closer to their users [26].

Public libraries around the world have reacted quickly to the pandemic Covid19 by transforming existing services and implementing new ones to remain in touch with their communities. To inform changes in operations and to promote their library services that included e-Reading, streaming media, virtual programming, virtual storytelling, and online knitting groups, they have used a wide range of social media [27,28,29].

2. Dynamic Capabilities In Social Media

2.1. Information Processing Capability

Information Processing Capability (IPC) is one of the dynamic capabilities in social media. In contrast, the ability of an organization to combine and mobilize resources in a way that enables it to gain competitive advantages is referred to as capability [20,30,31,32]. Chuang [33] determined IPC as a social-information processing capability that enables companies to fast process data and insights to provide network partners [34] with excellent sources of resources, which has also been defined by [33] as a functional skill within the company. To create successful innovation within an organization, large retailers are developing new capabilities [35].

A lot of literature relates information processing capability with the Internet of Things (IoT) [36,37,38]. To

enable companies to respond quickly and rapidly to market changes, a study by Chuang [33] examined the use of emerging social media. With the rise of social media platforms, companies will be able to benefit from a much larger pool of outside knowledge and ideas without relying on collaboration [39].

2.2. Relationship Capability

The second capability identified was relationship capability. It is often related to customer relationship management [40,41,42,43,44,45]. The intrinsic function of social media as a forum for users to communicate and interact with one another is more directly influencing brand cultures than traditional higher response rates and stronger customer loyalty [42]. The effect of information technology use, customer orientation, organizational capacity, and knowledge management on Customer Relationship Management is described by Soltani, Zareie, Milani, and Navimipour [46]. CRM is well-known in marketing. The advantages of using social media include improving user trust [47], and increasing customer satisfaction and responsiveness [48], according to the other side of marketing management. With the help of social media, businesses are increasingly using it to reach customers with their products and brands [49].

Soltani, Zareie, Milani, and Navimipour [50] mentioned that information technology use influenced customer relationship management (CRM) between the company and the customer. Because of the technological and social changes that are taking place as a result of developments in social networking applications like Facebook and Twitter, it is necessary to provide libraries with customer relationship management approaches and quality relationships [40].

2.3. Service Innovation Capability

Service innovation capability was the third capability that was identified as a dynamic capability in social media. New service design and development, innovation in processes, and organizational innovation may be used as a reference for service innovation [51,52]. It can be related to changes in the concept of a service, the client interface, the delivery system, or technological options [51,53,54]. It's good for business performance as well as improving behavior in people [55]. In particular, service innovation is differentiated from product innovation due to the specific characteristics of services [56,57,58].

Innovation as a result of production includes product innovation, process innovation, marketing innovation, business model innovation, and supply chain innovation [59]. Services are immaterial, and perishable and are produced for each consumer in real-time at the point of use. Examples of service innovation include new service designs, growth, innovative processes, or operation [51]. Mbambo-Thata [60] found out the library had gone from an

on-site to a digital service library. Because of the sharing nature of social media, it's all about partnerships, often between friends, but even between organizations and clients, there's an unmissable opportunity to form systemic and social relationships with consumers [61,62]. Bhimani, Mention, and Barlatier [63] stated that social media is an enabler and driver of innovation. The performance of customer relations and profitability were directly and significantly related to social media marketing implementation capabilities [31].

2.4. Tools Capability

Tools capability one of the dynamic capabilities and it is was the fourth capability. Social media tools such as Facebook, Wiki, YouTube, bulletin boards, LinkedIn, blogging, and Twittering become advanced in modern technology which accommodates the needs of people, especially the younger generation [64]. Results According to the study by Navarro, Moreno, and Zerfass [64], Facebook, Wikipedia, and YouTube are four of the main reasons that people use social media as a tool for engagement, direct communications, rapid feedback, and relationship building. Venciute [65] indicated that social media tools could turn to capability. To share research findings and obtain knowledge, social media tools have also been used and will thus support collaboration between researchers in this field [66].

Social media is represented in various forms such as discussion forums, blogs, wikis, and podcasts, and each tool has a special kind of social technology [67]. Millennials use social media tools as their main means of communication [68], and they don't differentiate between online and offline social experiences [69]. Enakrire and Fasae [70] have recognized that libraries are now using digital technologies to operate efficiently and effectively in the performance of their tasks. To promote knowledge availability and the information needs of customers, as well as choose the best sources of information which can be found in a library population while saving time for users through social interactive media technologies, [71] said libraries could use library services with Web 2.0 or social media capabilities.

Doiron [72] noted that with social media, librarians can generate agility and exploit it for many purposes. Arumugam and Balasubramani [73] have stated that to promote library programs and facilities, while also enhancing the visibility of libraries, use of the social media tools is a key objective [74].

Mathar et al. [75] indicated the use of social media tools by Indonesian academic libraries is expected to be welcomed on the following grounds; (i) increasing user numbers, (ii) interacting with users, and (iii) an active learning atmosphere. Studies suggest that to attract more library users, social media is being used for the marketing and promotion of library services [76]. Library in Pakistan used social media to create awareness through public health

education, give support to medical staff, and researchers, and provide traditional services to library patrons [77].

3. Contribute To Librarians' Efficiency

3.1 Librarians' Efficiency

The efficiency of librarians' influence by the dynamic capabilities of social media was identified in literacy skills, reference, and user services. Benitez, Castillo, Llorens, and Braojos [78] said the role of social media has been to be a constructive moderator: information ambidexterity was made possible by merging IT infrastructure with social media capabilities. For librarians, learning how to use social media to develop their media literacy skills has been a challenge [79]. A new study by librarians and library professionals in Western Uttar Pradesh has shown that librarians' knowledge of internet use influences the adoption of social media [80]. The use of social media and Web 2.0 technology among librarians in New Zealand was influenced by educational levels and occupational status [81]. Librarians are also using social media to share information and recruit new library users, as well as provide up-to-date information through campus [82].

A positive model between technology use and community engagement in the Southern and Central Appalachian region has been developed to overcome the digital divide [74]. The digital divide is between those who have access to computers and digital and internet technologies, and those who do not. Using social media has enabled librarians to engage their colleagues more closely than they might otherwise be able to do [77]. Librarians will have the power to collect data analysis of things like how many likes are out there, how many posts per week, and engagement in a given week as social media administrators. Analytic types are found in various social media channels used and explained by libraries to provide these types of analytics [83]. Librarians are also helping decision makers to understand how users react to issues put on the site and what they do about it, by providing them with live dashboards from their social media tools. Kurnia and Suharjito [84] have proposed a social media dashboard, with multiple metrics for the performance of these networks; such an approach could help managers to increase their company's strategic capacity and resources.

Many academic libraries use Facebook, Instagram, and Twitter to promote their services, for example, the University of Malaya Library (UML). Many prior adopters have started experimenting with technology such as RSS feeds, wikis, chat tools, podcasting, video sharing, and bookmarking [86] since the beginning of 2008 when library social media was introduced to Malaysia. Yavorska, Prihunov, and Syerov [87] librarians actively use Internet communities' capabilities (social), social networks, and blogging for their positioning. The feedback and comment from a user will help libraries improve their services. Saxena [88] mentioned that librarians can use social media

in enhancing library capability. The study by Mensah and Onyancha [89] indicates that academic libraries in Ghana used varieties of social media platforms in disseminating library services to create engagement with their users.

In Ghana, [90] examined the use of social media in reference and user services by academic librarians at public and private universities and showed that most academic librarians are knowledgeable and use social media for personal and professional purposes. In several activities that support the library service and are aimed at stimulating users' engagement, Usman Noor [91] has maintained that there is scope for the use of social media in this way.

Twitter is a valuable channel and valuable communication tool, and libraries recommend producing a tweet at least once a day. Twitter expands the functions of libraries and attracts its users [92]. Blogs are an innovative way for libraries to interact with their users and a wider audience, giving them the possibility of extending traditional services [93]. According to Bresnick [94], TikTok the app is more creative than a social media platform and acts as a virtual playground. For instance, the hashtag #librariansoftiktok will direct you to videos of libraries and librarians in public, academic, and educational settings. Twitter is used for interaction and to strengthen bonds with people [95].

Social media is also used in Sri Lanka to raise awareness of library services among college students [96]. Librarians should be more concerned with marketing strategies as well as user expectations when designing social media platforms [97].

According to Dossena, Mochi, Bissola, and Imperatori [98], social media is used efficiently in restaurants to acknowledge their usage of technology and the internet. The majority of early adopters started experimenting with technologies like RSS feeds, wikis, chat tools, podcasting, video sharing, and bookmarking [100]. Malaysians prefer to use mobile phones for internet browsing and reading [99]. Short surveys that illustrate how these tools are utilized in academic libraries have since been done in arbitration [101].

According to [101], university libraries in the state Edo and Delta States should provide enough internet access as well as social media and emerging technology training for their librarians. According to a survey, library staff members prefer to utilize Facebook (81.9%) and LinkedIn (69.1%) to maintain a social media presence [89]. When Paul Miller explained what Web 2.0 and social media were and how they could be used in a library setting, the first phase of the project got underway in 2005. According to [102], two-thirds of Asian university library websites have Web 2.0 integration. The popular Web 2.0 applications were Facebook (61.3%), RSS (53.3%), Twitter (46.7%), and YouTube (37.3%).

According to Ogunbodede and Ivwighreghweta [101] social media use improved library services and gave librarians a new platform. Williams [103] discovered that the concept of "ease of use" affected how frequently academic libraries in South Africa used Web 2.0 apps. To

guarantee that people were reached on a platform that was convenient for them, they utilized multiple social media platforms. According to Gmiterek [23], the type of library did not affect the amount of social media participation. Gmiterek [23] further stated that organizations used Facebook to interact with customers, advertise library and information services, and promote other library activities. To engage with their customers, university libraries in Hong Kong embraced Facebook as a marketing tool [104].

Once the material is shared via social media libraries, [105] observed that two-way communication with users and other stakeholders will be established. According to Istiana [106], social media enables more people to be reached and also enables individuals who are unable to attend libraries to become accustomed to that. Additionally, it interacts with library patrons and improves the quality of services provided to customers. Facebook by Istiana [106] permits notification of services like prolonged book lending by the Gadjah Mada University Yogyakarta, namely the Faculty of Geography Library, Faculty of Social and Political Sciences Library, and the Library of the Faculty of Agriculture (ISOPOL) Faculty Library, from which a sizeable number of student benefits. The ISOPOL library is aware that its customers have a predominance in using gadgets. The analysis clarifies [107] how academic librarians plan to increase the credibility of social media content and direct their actions as information specialists toward establishing social media authority. The inclusion of posts and materials from all library units increases diversity and, as a result, the likelihood of participation in numerous customer classes, according to Ramsey and Vecchione [108].

More positive feedback when using Facebook right now. Other than that, it is the most efficient method of accessing social media, such as Facebook. Researchers [109,110,111] look into this and discovered that users had positive opinions of book drop services and were generally satisfied with the service. In order to meet the changing needs of their patrons, many university libraries are creating mobile technology systems [112,113]. The foregoing is some of what has been done:

- a) The online library catalog and mobile interfaces. Libraries are developing mobile versions of their websites so that their users may access information. Links to their locations, catalogs, collection, subject guides, e-journals, and mobile library hours can be easily retrieved [113,114].
- b) Databases and smartphone set. The mobile version of their application is gradually being launched by database publishers to assure consumers may access via their mobile devices to their e-books and e-journals [112].
- c) Another example of this method of access is Google Books (via Google mobile), which can be connected to the online catalog of the library, allowing consumers to instantly access abstracts and full text of books of interest on their mobile device [114].

- d) Mobile reference services are another tool libraries use to increase services. Reference questions may be submitted to a reference librarian via Short Message Service (SMS), email, text messaging, audio, or video chat, and the answer is provided by the same means [112,115]. Although not all search queries can be addressed in this manner, mobile reference systems not only facilitate the extension of the service points and outreach possibilities of the library but also have the added advantage of easily and conveniently making synchronous research transactions [113].
- e) Databases and smartphone sets. Databases are phasing out electronic versions of their databases so that users can access their e-books and e-journals from their mobile devices [112]. As a result, libraries also provide mobile access to their digital collections, allowing customers to remotely access library services [114].
- f) Another sample of this variety of entry is Google Books (via Google mobile), which can be linked to the online catalog of the library, allowing clients to directly access abstracts and full text of books of interest via their mobile devices [114,115]
- Another tool that libraries use to enhance services is mobile reference services. Reference questions can be sent to a reference librarian vis Short Service (SMS), Message e-mail, instant messaging, or audio or video chat, and the feedback can be provided by the same means [112,115]. While not all reference issues can be addressed in this way, mobile reference opportunities of the library, but also have the added benefit of enabling synchronous reference transactions in a fast and convenient manner [113].
- h) Mobile teaching and mobile library tours. Educational services such as library orientation, information literacy, and other outreach programs are also services provided by libraries using mobile devices. For example, libraries may use YouTube to offer clients library visits and podcasts to allow remote users to access library content [114]. Other packages that increase and add value to existing resources are services like "self-service" library directories [114] and "Guide by call" services [115].
- The Short Message Service (SMS) is also used by libraries to deliver quick updates to their customers. Using the database of SMS update devices, their clients have access to instant advertisements and quick responses to general questions [116].

Catalano et al. [117] addressed the issue of librarians who are particularly focused on staying current and utilizing new technology to meet users' demands. "Social media is a very powerful medium to reach people, even to target customers, such as our alumni or someone out there who wants to read seriously and wishes to use the

university library," according to one of the respondent research projects examined [89]. "This is why we [Facebook library page] have more library fans than most libraries". Social networking effectively encourages customers to interact with the brand more rapidly and to voice their opinions, giving businesses access to and visibility into the wants and needs of their clients [118]. According to Mehra, Sikes, and Singh [74], technology use has an impact on community engagement and behavior.

4. Rationale of The Study

The rationale of the study is to demonstrate the diversity of social media capabilities and how the effectiveness of librarians was influenced by these capabilities. The dynamic of social media will lessen the workload of librarian positions.

5. Conclusion

By making it possible for anybody to communicate with people or groups outside of a physical setting, media technology has increased the reach of communication across space and time and improved social interactions. Before the development of information and communication technology (ICT), humans used conventional methods of communication, such as mailing letters, to stay in touch. The internet revolution has altered how individuals behave. Nowadays, the majority of us have accounts on Facebook, Instagram, Twitter, LinkedIn, and TikTok, Different persons and organizations used each of these social media tools for various objectives. Even while social media give benefits to libraries especially but they need the policy to standardize it and make it more manageable. In an era of user-generated media content, libraries can better serve their customers and meet the challenges that best to them by leveraging the growing capabilities of social media tools.

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