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Master Thesis Defense

Entitled

*ACADEMIC LIBRARIANS' MOTIVATION TOWARD PROFESSIONAL DEVELOPMENT IN THE
UNITED ARAB EMIRATES FEDERAL HIGHER EDUCATION INSTITUTIONS*

by

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Abstract

This thesis investigates the status of professional development (PD) for academic librarians in the United Arab Emirates. The first objective of the thesis is to investigate the current Professional Development in terms of activities, organization and effectiveness of the programs for academic librarians in Federal Higher Education Institutions in the United Arab Emirates, from the point of view of the librarians. The second objective is to explore the extent to which academic librarians are motivated toward Professional Development in the United Arab Emirates Federal Higher Education Institutions. Qualitative research method has been utilized and data are collected via interviews from 13 academic librarians in 3 institutions: United Arab University (UAEU), Higher Colleges of Technology (HCT), and Zayed University (ZU) during the period 2018-2019. The study discovered that there are various PD activities such as workshops, conferences, webinars, and many others that are organized by these institutions for librarians. In addition, the study found that the current professional development programs are not totally related to library work especially programs that are provided by Human Resources departments; while professional development programs that are organized by libraries are more relevant to librarians' needs. In addition, there are different organizers of professional development programs, through local and/or international associations. For motivation of librarians, the study found that most librarians are highly motivated toward professional development due to intrinsic motivational factors in absence of extrinsic motivation factors. This thesis gives rich information about the status of professional development for librarians, and about librarians' motivation toward PD, which will help researchers build upon the results and open new avenues for research. Finally, this study fills a gap that currently exists in the area of librarians' research within the United Arab Emirates context.

Keywords: Motivation, Academic Librarians, Professional Development, Adult Learning Theory, PD Effectiveness, Leadership Support.