

ABSTRAK

Kegiatan penelitian merupakan kegiatan pengembangan profesi pustakawan. Hasil kegiatan penelitian adalah karya tulis ilmiah yang dapat diklaim sebagai angka kredit pustakawan. Pustakawan dapat melakukan penelitian secara mandiri dan kolaborasi. Pustakawan di lembaga litbang Kemenristek/BRIN (LIPI, BPPT, BATAN, LAPAN) mengalami berbagai kendala dalam penelitian khususnya kolaborasi penelitian. Kolaborasi penelitian bersifat kompleks, sehingga dalam pelaksanaannya membutuhkan kesiapan. Permasalahan kesiapan pustakawan dalam kolaborasi penelitian di lembaga litbang Kemenristek/BRIN menjadi fokus pembahasan penelitian. Penelitian ini bertujuan untuk: (1) mengidentifikasi permasalahan kesiapan pustakawan dalam kegiatan kolaborasi penelitian; (2) mengidentifikasi faktor-faktor pendukung dan penghambat kesiapan pustakawan dalam kegiatan kolaborasi penelitian; (3) Mendeskripsikan pelaksanaan kolaborasi penelitian pustakawan di lembaga litbang Kemenristek/BRIN. Ketiga hal tersebut dianalisis secara deskriptif – kualitatif, berdasarkan faktor-faktor kontekstual kesiapan organisasi untuk perubahan dari Weiner (2009), yaitu: budaya organisasi, kebijakan dan prosedur, pengalaman masa lalu, sumber daya organisasi, dan struktur organisasi. Pengumpulan data penelitian melalui observasi, wawancara mendalam, dan dokumentasi secara *online* menggunakan media *WhatsApp*, *Zoom*, dan *email*. Informan penelitian ini adalah pustakawan di lembaga litbang Kemenristek/BRIN, yaitu LIPI (7 orang), BPPT (6 orang), BATAN (6 orang), dan LAPAN (6 orang). Analisis dan uji keabsahan data menggunakan teknik triangulasi dan *member checking*. Hasil penelitian ini menunjukkan bahwa: (1) mengacu pada faktor-faktor kontekstual kesiapan organisasi untuk perubahan dari Weiner (2009), diketahui bahwa lembaga litbang Kemenristek/BRIN (LIPI, BPPT, BATAN, LAPAN) memiliki kemampuan terbatas dalam mendukung kegiatan kolaborasi penelitian pustakawan, khususnya terkait kesiapan kebijakan & prosedur riset bidang kepustakawanan dan struktur organisasi dalam mendukung tugas dan fungsi penelitian perpustakaan; (2) pustakawan mengalami hambatan penelitian dan kolaborasi, yaitu kurangnya dukungan organisasi (aspek kebijakan & prosedur dan struktur organisasi), sifat negatif individu (ego-penulis, kurangnya kompetensi riset, banyaknya pekerjaan rutin pustakawan), dan wabah pandemi Covid-19; (3) Pustakawan LIPI memiliki potensi kesiapan yang tinggi “sangat siap” untuk melakukan perubahan dalam kegiatan kolaborasi penelitian; (4) kolaborasi penelitian pustakawan dilakukan secara bebas, dengan memperhatikan mekanisme penelitian yang telah ditetapkan oleh lembaga. Hal tersebut menunjukkan bahwa faktor-faktor kontekstual kesiapan organisasi sangat fokus pada perubahan komitmen dan efikasi untuk melakukan perubahan pada kondisi individu. Kesiapan pustakawan dalam kolaborasi penelitian dapat diubah apabila organisasi dan pustakawan memiliki komitmen yang kuat untuk berubah. Organisasi berkomitmen untuk memberikan peluang kepada pustakawan untuk terlibat aktif dalam kolaborasi penelitian dan menyelenggarakan program pengembangan kompetensi riset pustakawan. Pustakawan berkomitmen untuk meningkatkan budaya riset dan kompetensi risetnya secara kesinambungan.

Kata kunci: *kesiapan; pustakawan; kolaborasi; penelitian; lembaga penelitian; Kemenristek/BRIN*

ABSTRACT

The research activity is a librarian professional development activity. Results research activities are scientific papers that can be claimed as credit points librarian. Librarians can conduct research independently and collaboratively. Librarians at Kemenristek/BRIN R&D institutions (LIPI, BPPT, BATAN, LAPAN) experience various obstacles in research, especially research collaboration. Research collaboration is complex, so that in its implementation, requires readiness. The problem of librarian readiness in collaboration Research at the Kemenristek / BRIN R & D institutions is the focus of discussion study. This study aims to: (1) identify readiness problems librarians in collaborative research activities; (2) identify factors supporting and hindering the readiness of librarians in collaborative activities study; (3) Describe the implementation of librarian research collaboration in Kemenristek / BRIN R & D institutions. These three things were analyzed descriptively – qualitative, based on contextual factors of organizational readiness for change from Weiner (2009), namely: organizational culture, policies and procedures, experience past, organizational resources, and organizational structure. Data collection research through observation, in-depth interviews, and online documentation using WhatsApp, Zoom, and email media. The informants of this research are librarians at the Kemenristek/BRIN R & D institutions, namely LIPI (7 people), BPPT (6 people), BATAN (6 people), and LAPAN (6 people). Analysis and test the validity of the data using triangulation and member checking techniques. The results of this study shows that: (1) refers to contextual factors of organizational readiness for changes from Weiner (2009), it is known that R&D institutions The Ministry of Research and Technology/BRIN (LIPI, BPPT, BATAN, LAPAN) has limited capabilities in supporting librarian research collaboration activities, particularly related to readiness of research policies & procedures in the field of librarianship and organizational structure in supporting the tasks and functions of library research; (2) librarian experience barriers to research and collaboration, namely lack of organizational support (aspects of policies & procedures and organizational structure), individual negative traits (ego-author, lack of research competence, the amount of routine work of librarians), and the Covid-19 pandemic outbreak; (3) LIPI librarians have high readiness potential “very ready” to make changes in collaborative research activities; (4) librarian research collaboration is carried out freely, taking into account research mechanism that has been established by the institution. It shows that contextual factors of organizational readiness are very focused on change commitment and efficacy to make changes to individual conditions. Readiness librarians in research collaboration can be changed if the organization and librarians have a strong commitment to change. Committed organization to provide opportunities for librarians to be actively involved in collaboration research and conducting research competency development programs librarian. Librarians are committed to enhancing the research culture and research competence on an ongoing basis.

Keywords: *readiness; librarian; collaboration; study; research institutions; Ministry of Research and Technology/BRIN*