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Chapter 2

Effective use of Human Resources

PLANNED USE OF LEISURE

Enjoyment of leisure is an art which needs careful thought and preparation. The art of life, indeed, consists largely in the capacity to spend wisely and happily the moments in which we are most free – free from the demands of relaxation and hygiene – free to plan our activities in and at our own time. To waste these moments is to waste something extraordinarily precious. One of the most horrible and insensate forms of cruelty is *killing time*. It is a most vital concern for organised society – the State – that the leisure of the citizens shall be wisely spent. Change the character of a nation's leisure and a corresponding change in its efficiency and culture is bound to follow. Thus, use of leisure leading to the enrichment of adult life is no light activity. It is no peripheral problem. Nor is it an incidental task. It is rather a fundamental problem affecting the welfare of society and its prosperity. As such, the State calls for a major consideration to it.

(6; Sec. 286)

GROUP ACTIVITY

A very efficient mode of utilising leisure, which centuries of folk ways had established, has now been rendered unavailable. This outmoded utilisation was of the group variety. As those were days of mass illiteracy, the leisure was transformed by some folk-institutions, not demanding literacy, into periods of intellectual, social, and spiritual enrichment.

(6; Sec. 2861)

LIBRARY SERVICE AND LEISURE

The new mode of utilising leisure is through Library Service. The mere putting in juxtaposition of the books of the library and the people during leisure time, does not lead to the occupation of leisure by reading for relaxation or inspiration or information. The affinity between books and men is weak. It needs the catalytic action of library staff to get activated. The demand of this new way of using leisure for the benefit of the individual and society is one of the factors which has led to the emergence of library service, backed by active public relation.

(6; Sec. 2862)

SOCIALISED EXTERNALISED MEMORY

Humanity has now to work for its vital, mental, and spiritual sufficiency in a world-trend, which had long ago transcended the closed systems of village life and of provincial or regional life and is struggling to replace even closed national systems by a world system. However much national barriers persist in matters material, they have been nearly washed out in matters mental. Occurrences, utterances, and additions to knowledge of all kinds in any corner of the world get reported in print and relayed everywhere. All thinking has now to be in a world-context of facts and figures. Even the most encyclopaedic memory will fail in these circumstances. The only memory that can function is what I call *externalised memory*. The State wants that the library should induce all to use it. This can be done only by public relation work.

(6; Sec. 287)

STATE AND THE LIBRARY

The State is interested in world peace. Without world peace, no nation can thrive hereafter. But world peace is being constantly threatened by the spirit of aggression. Spirit of aggression is but the next cousin of cold war and of war-like preparation for defence. This is because of mutual suspicion among the nations. The suspicion is born out of mutual ignorance. The State wants this mutual ignorance to be replaced by mutual understanding. The State looks upon the library as one of its agents to promote mutual understanding among nations. For this purpose, the library should make all the people accept its service.

(6; Sec. 288)



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