Designing Fuzzy Multiple Attribute Decision Making Model for the Selection of Public Library Managers on the Basis of Perspectives of Librarians

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Abstract

Purpose: We aimed to determine the degree of importance and prioritize management traits by means of decision making models using Fuzzy multi-criteria decision-making procedure and provide a suitable model to identify factors affecting the selection of directors of the public libraries on the basis of the librarian's perspectives.

Methodology: In this study, we used a descriptive survey research method and a case study. This research has investigated two groups: first group included all librarians with at least five years precedency in the work of public librarianship in Guilan public libraries and the second group, included experts in the field of library and information sciences, who have had PhD degree and have had experience of working in libraries. We used $SPSS_{19}$ for analyzing extracted data.

Findings: results showed that the measure namely "knowledge and expertise" with normal weight $0_{/}275$ was the most important trait for election of a director. Other measures sequently were "managerial skills" with a normal weight of $0_{/}201$, "insight and vision" with normal weight of $0_{/}181$, "personality" with normal weight of $0_{/}127$, "objectivity" with normal weight of $0_{/}121$, and a normal-weight measures "professional reputation" with normal weight of $0_{/}103$.

Originality/value: Given the importance of the selection of managers in organizations, having a measurable tool for identifying potential options is a necessity in all organizations, especially public libraries as cultural foundations.

Keywords: AHP, MADM, Public Libraries, Multi Attribute Fuzzy Model, Manager Selection.