

## **KNOWLEDGE ON THE ROLE AND READINESS OF THE CITY LIBRARIANS IN METRO MANILA ON DISASTER MANAGEMENT PROGRAM**

**Renne Rose M. Salazar, RL, LPT, MLIS**  
University of Perpetual Help System Laguna

**PHILIPPINES**  
iamrennerose@gmail.com

Author

**Ma. Lindie Masalinto, RL, PhD.**  
University of Perpetual Help System Laguna

**PHILIPPINES**  
masalinto.lindie@uphsl.edu.ph & masalinto.lindie@mu.uphsl.edu.ph  
Co-Author

### **ABSTRACT**

This study aimed to assess the level of knowledge and readiness of the city librarians in Metro Manila on disaster management program in lieu of formulating an action plan. The study includes the level of knowledge and readiness, the barriers encountered by the librarians in implementing disaster management programs, the significant relationship between the knowledge and readiness of the librarians and the proposed action plan to be implemented for the libraries. A descriptive-correlational research design was used involving fifty-four (54) city librarians in Metro Manila. A stratified random sampling technique was used in selecting the respondents.

The results revealed that the knowledge of the librarians on disaster management is at a very high level. The librarians also demonstrated a very high level of readiness on disaster management. The librarians agreed that they encountered several barriers in implementing disaster management programs. These challenges are generally moderate rather than severe. Furthermore, there is a significant relationship between the level of knowledge and level of readiness of the librarians on disaster management. A proposed action plan was developed for the librarians on the disaster management program to reduce risks, enhance preparedness, and ensure an effective response to disasters while fostering long-term resilience.

**Keywords:** Knowledge, Readiness, Disaster Management

### **INTRODUCTION**

The increasing frequency and severity of disasters in the Philippines particularly in Metro Manila necessitate a proactive approach to disaster management within public institutions including libraries. Libraries serve as a critical community resource providing access to information and support during crises. However, the readiness of city librarians to engage effectively in disaster management programs remains underexplored.

According to Lorell and O'Leary (2019), it is essential to assess how librarian-respondents perceive their preparedness for disaster management programs. This includes evaluating their training and knowledge related to disaster management, which encompasses formal education and participation in relevant workshops or training sessions. Understanding the extent of their knowledge will highlight areas where further education may be necessary.

Based on the gathered literature and studies it shows that, there is limited study conducted in the Philippines about the knowledge on the role and readiness of disaster management programs. With this, the researcher aimed to provide a comprehensive understanding of the current state of disaster management readiness among city librarians in Metro Manila. By examining their preparedness, identifying barriers, and proposing professional development strategies, this study intends to contribute valuable insights that can enhance the capacity of libraries to serve their communities during times of crisis.

## **LITERATURE REVIEW**

### **Training and Knowledge to Disaster Management**

The assessment of librarian readiness for disaster management, particularly in terms of training and knowledge, is critical for ensuring effective responses during emergencies. Jorgensen (2019) highlights disaster management training is an essential component of any library's disaster preparedness program. Their research emphasizes the necessity for libraries to implement practical measures to minimize disaster risks and prepare staff to react swiftly and effectively when disasters occur. This underscores the importance of structured training programs that equip librarians with the necessary skills and knowledge to manage potential crises effectively.

In a systematic review conducted by Library of Congress (2019), it was found that many libraries in Southeast Asia exhibit significant gaps in formal planning and staff training related to disaster management. The study indicates that only a small percentage of libraries had updated disaster plans, which directly correlates with the level of training received by library staff. This lack of preparedness highlights the urgent need for comprehensive training initiatives that address both theoretical knowledge and practical skills in disaster management.

### **Readiness to Disaster Management**

Federal Emergency Management Agency (FEMA) (2020) emphasizes the importance of developing clear and accessible disaster response protocols within libraries. In her study, she notes that while many libraries have established disaster management plans, the actual familiarity of staff with these plans often falls short. Federal Emergency Management Agency (FEMA) (2020) argues that effective training and regular drills are essential for ensuring that all library staff, including those in less senior positions, is well-versed in emergency procedures.

Farrell (2021) further supports this notion by illustrating how libraries that participated in disaster plan-writing workshops significantly improved their preparedness levels. The study found that libraries with comprehensive disaster plans, and trained staff were better equipped to handle emergencies effectively. Farrell's findings indicate that when librarians are familiar with established protocols, they can mitigate damage to collections and ensure a quicker recovery process.

### **Barriers Faced in Implementing Disaster Management**

According to Todaro (2020), the emphasizes that financial limitations significantly hinder disaster preparedness in libraries. They found that inadequate funding prevents libraries from

acquiring essential disaster management resources, such as emergency equipment and training programs, which are critical for effective response strategies.

According to Moustafa (2024), many librarians lack formal training in disaster management protocols. The absence of structured training programs results in a workforce that is ill-prepared to handle emergencies, thereby increasing the vulnerability of library resources during disasters.

The findings from the IFLA report (2020) reveal that there is often a lack of awareness campaigns regarding disaster preparedness among library staff and patrons alike. Without proper education on risks and response strategies, both groups remain unprepared for potential disasters. American Library Association (ALA) (2020) also noted that many libraries suffer from poor architectural designs that do not facilitate effective evacuation or emergency response efforts during disasters. Inadequate emergency exits and poorly planned layouts can exacerbate risks during crises.

## **METHODOLOGY**

### **Research Design**

A descriptive-correlational design was used as primary method on this study. As cited by Babbie (2020), descriptive correlational design is a method used in quantitative research to describe relationships between two or more variables without establishing cause-and-effect relationships.

### **Sources of Data**

The primary sources of data were the city librarians of Metro Manila, who answered the research questionnaires using Google forms. Only the empirical data derived from the respondents were statistically treated and analyzed.

### **Population of the Study**

The population of the study is sixty two (62) city librarians. This includes librarians from various city libraries such as the Manila City Library, Quezon City Public Library, Valenzuela City Library, and Marikina City Library. To determine the sample size, the researcher used Raosoft Calculator with 5% margins of error and 95% confidence level, a sample size of 54 librarians was the respondents. A stratified random sampling technique was used in selecting the respondents.

### **Instrumentation and Validation**

The instrument used in this study was a self-made questionnaire. Part I, dealt with the level of knowledge of the city librarians-respondents on disaster management, Part II, dealt with the level of readiness of the city librarians-respondents on disaster management and Part III, focused on the barriers faced by the librarian-respondents in implementing disaster management programs in their libraries.

The content and construct validation of the survey instrument were assessed by a panel of experts in librarianship and disaster management, research and statistics. The survey instrument was shown to the adviser for modification. For reliability Cronbach's Alpha was

used. For the reliability of survey questionnaire Cronbach Alpha was used. For knowledge: 0.879; for readiness: 0.902 and for barriers: 0.943.

### Data Gathering Procedure

Prior to the distribution of the questionnaires, a letter of request was sent to the librarian administrators for approval. A separate letter for the respondents was composed requesting them to answer the questionnaire and ensuring them of the confidentiality of their answers. The questionnaires then were administered by the researcher to the city librarians with the use of Google forms. The accomplished questionnaires were immediately retrieved by the researcher. All gathered data were tabulated and encoded using the Excel program and were subjected to statistical treatment of data.

### Statistical Treatment of Data

The following statistical tools were used in this study:

1. Weighted Mean was used to determine the level of knowledge and the level of readiness of the city librarians in Metro Manila on disaster management program and the barriers encountered by the librarians in implementing disaster management programs in their libraries.
2. Pearson r was used to determine the significant relationship between the knowledge and readiness of the city librarians in Metro Manila on disaster management programs.

## RESULTS

1. The Level of Knowledge of the Librarians on Disaster Management

**Table 1**  
**The Level of Knowledge of the Librarians on Disaster Management**

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. Knowledgeable about the various types of disasters that can affect libraries	3.57	Very High	2
2. Understand the importance of having a disaster management plan in place for our library	3.78	Very High	1
3. Adequately prepared to implement the library's disaster management plan when needed	3.37	Very High	8
4. Participated in training sessions or workshops that cover emergency response procedures relevant to libraries	3.46	Very High	5.5
5. Familiar with the specific roles and responsibilities assigned to library staff during a disaster	3.46	Very High	5.5
6. Understand and follow the protocol of disaster management	3.36	Very High	9.5
7. Implement and follow the guidelines in our institution.	3.36	Very High	9.5
8. Identify the various types of disasters that can affect libraries and other facilities	3.56	Very High	3
9. Identify the necessary procedures during a disaster.	3.55	Very High	4
10. Foster the culture of safety within the community	3.45	Very High	7
<b>Overall Weighted Mean</b>	<b>3.49</b>	Very High	

2. The Level of Readiness of the Librarians on Disaster Management
- 3.

**Table 2**  
**The Level of Readiness of the Librarians on Disaster Management**

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. Regularly review and update knowledge about disaster management practices and protocols	3.33	Very High	4.5
2. Access to up-to-date resources and materials on disaster preparedness and response strategies	3.30	Very High	9.5
3. Aware of the local emergency services and their role in disaster response relevant to our library	3.39	Very High	3
4. Current training adequately prepares to handle both natural and man-made disasters	3.30	Very High	9.5
5. Knowledge of disaster management is regularly updated through continuous education or professional development opportunities	3.41	Very High	2
6. Ready to respond to disaster anytime.	3.31	Very High	7.5
7. Adequate training to handle the situation during a calamity.	3.31	Very High	7.5
8. Preparing for disaster is always a priority.	3.32	Very High	6
9. Notifying the emergency services is vital in disaster management	3.33	Very High	4.5
10. Continuous education or professional development opportunities are necessary in disaster management.	3.42	Very High	1
<b>Overall Weighted Mean</b>	<b>3.34</b>	Very High	

4. The Barriers Encountered by the Librarian-Respondents in Implementing Disaster Management Programs in their Libraries
- 5.

**Table 3**  
**The Barriers Encountered by the Librarian-Respondents in Implementing Disaster**

Indicator	Weighted Mean	Verbal Interpretation	Rank
1. Lack sufficient funding to implement effective disaster management programs in the library	2.78	Agree	2
2. There is inadequate training available for library staff on disaster management practices	2.70	Agree	3
3. The library does not have a comprehensive disaster management policy in place	2.43	Disagree	7.5
4. Staff members are not aware of their roles and responsibilities during a disaster	2.43	Disagree	7.5
5. There is a lack of support from library administration for disaster management initiatives	2.26	Disagree	9
6. Communication about disaster management policies and procedures is insufficient within the library	2.52	Agree	5
7. Competing priorities and responsibilities limit my ability to focus on disaster preparedness	2.87	Agree	1
8. There is resistance among staff to participate in disaster management training or drills	2.02	Disagree	10
9. The physical layout of the library hinders effective emergency response planning	2.44	Disagree	6
10. There is a lack of awareness campaigns regarding disaster preparedness among library staff and patrons	2.65	Agree	4
<b>Overall Weighted Mean</b>	<b>2.51</b>	<b>Agree</b>	

### Management Programs in their Libraries

6. Relationship Between the Level of Knowledge and Level of Readiness of the Librarians-Respondents on Disaster Management

**Table 4**  
**Relationship Between the Level of Knowledge and Level of Readiness of the Librarians-  
 Respondents on Disaster Management**

	<b>Pearson r</b>	<b>p-value</b>	<b>Interpretation</b>
The Level of Knowledge and Level of Readiness of the Librarian-respondents on Disaster Management	r=0.901** High correlation p=0.000	0.000	Significant
**Significant @ 0.01			

## DISCUSSION

### 1. The Level of Knowledge of the Librarians on Disaster Management

As shown in Table 1, the highest-ranked indicator, with a weighted mean of 3.78, shows that librarians strongly understand the importance of having a disaster management plan in place for their library. This indicates that librarians are highly aware of the significance of preparing for potential disasters to protect library resources, users, and staff. Their awareness may stem from institutional policies emphasizing disaster readiness or training initiatives that highlight the critical role of disaster management planning in minimizing risks and ensuring continuity of services during emergencies.

On the other hand, the indicator with the lowest weighted mean of 3.36 pertains to the librarians understand and follow the protocol of disaster management and implement and follow the guidelines in their institutions. Although still verbally interpreted as "Very High," this score suggests that while librarians are knowledgeable about disaster planning, they may feel slightly less confident or less prepared to put the plan into action during an actual emergency.

Other indicators, indicating that the librarians are knowledgeable about the various types of disasters that can affect libraries and other facilities (3.57 and 3.56), the librarians can identify the necessary procedures during a disaster (3.55), they participate in training sessions or workshops that cover emergency response procedures relevant to libraries and familiar with the specific roles and responsibilities assigned to library staff during a disaster (3.46), also they foster the culture of safety within the community (3.45), and adequately prepared to implement the library's disaster management plan when needed (3.37) as to all indicators rated "Very High" by the librarians. These scores reflect that, librarians generally possess substantial knowledge about disaster management.

Overall, the average weighted mean of 3.49 indicates that librarians at the institution have a very high level of knowledge about disaster management. The findings of the study highlight that Jorgensen (2019) highlights that structured disaster management training is essential for libraries to minimize risks and ensure effective emergency responses. This supports the study's conclusion that while librarians demonstrate strong theoretical knowledge, further enhancing practical implementation skills through regular training could strengthen their disaster response capabilities. Similarly, the Library of Congress (2019) identifies gaps in formal disaster planning and staff training in Southeast Asian libraries, reinforcing the need for continuous and comprehensive training programs. The high level of awareness found in the study contrasts with these gaps but underscores the value of sustained preparedness efforts.



## 2. The Level of Readiness of the Librarians on Disaster Management

As presented in Table 2 shows that the indicator with the highest weighted mean of 3.42 shows that librarians have continuous education or professional development opportunities. This "Very High" rating suggests that librarians prioritize keeping their disaster management skills current, which may be driven by institutional initiatives promoting ongoing learning or by the librarians' proactive efforts to stay prepared for emerging disaster risks and management protocols.

On the other hand, the indicator with the lowest weighted mean of 3.30 pertains to access to up-to-date resources and materials on disaster preparedness and response strategies, as well as the adequacy of their current training in handling both natural and man-made disasters. Although both are still rated "Very High," these low scores suggest that, librarians may perceive gaps in the availability of timely, relevant materials and practical training opportunities.

The other indicators, including the knowledge of disaster management is regularly updated through continuous education or professional development opportunities (3.41), also they are aware of the local emergency services and their role in disaster response relevant to our library (3.39), also librarians can regularly reviews of disaster management practices and notify the emergency services is vital in disaster management (3.33), also prepared for disaster is always a priority (3.32), and librarians can always be ready to respond to disaster anytime and participate in training in handling the situation during a calamity (3.31), also received "Very High" ratings. These scores reflect that librarians are highly engaged in reviewing protocols and have a clear understanding of how local emergency services contribute to disaster response efforts.

Overall, the average weighted mean of 3.34 indicates that the librarians demonstrate a very high level of readiness for disaster management. The findings of the study of Jorgensen (2019) underscores that disaster management training is a critical component of library preparedness programs, ensuring staff can respond effectively during emergencies. This supports the study's finding that librarians are generally well-prepared, though further improvements in updated resources and hands-on training could enhance their readiness. While the present study indicates a "Very High" readiness level, the need for consistent access to updated resources aligns with the Library of Congress's findings, reinforcing the necessity of continuous training and updated disaster protocols.

## 3. The Barriers Encountered by the Librarian-Respondents in Implementing Disaster Management programs in their libraries

As presented in Table 3, the highest-ranked barrier, with a weighted mean of 2.87, is the challenge posed by competing priorities and responsibilities, which limits the librarians' ability to focus on disaster preparedness. This "Agree" rating indicates that many librarians face workload-related constraints that hinder their active involvement in disaster management initiatives.

The lowest-ranked indicator, with a weighted mean of 2.02, pertains to resistance among staff to participate in disaster management training or drills. This "Disagree" rating implies that, while some resistance exists, it is not a significant barrier compared to other challenges.

Other indicators, such as insufficient funding (2.78), inadequate training (2.70), lack of awareness campaigns (2.65), and communication about disaster management policies and procedures (2.52), received “Agree” ratings. Meanwhile, the other indicators, physical layout of the library hinders (2.44), libraries do not have a comprehensive disaster management policy and staff members are not aware of their roles and responsibilities (2.43), and lack of support from library administration for disaster management initiatives (2.26), received “Disagree” ratings. These barriers, while not as prominent as others, still suggest gaps in organizational preparedness and structural planning that could impact the effectiveness of emergency response.

Overall, the average weighted mean of 2.51 reflected that the librarians encounter several barriers in implementing disaster management programs in their libraries. The findings of the study, which highlight moderate barriers in implementing disaster management programs in libraries—such as competing priorities, insufficient funding, and inadequate training—can be contextualized within the broader literature on adaptability and differentiated approaches in education and organizational management. Similarly, the study’s recommendation to reinforce communication, policy development, and staff awareness resonates with Florian and Black-Hawkins’ (2019) inclusive pedagogy framework, which advocates extending equitable support to all stakeholders rather than adopting a one-size-fits-all approach. By fostering a culture of shared responsibility and proactive engagement, much like inclusive teaching practices that promote belonging and collaboration—libraries can enhance disaster preparedness through collective effort and systemic improvement. The findings of Smale-Jacobse et al. (2019) further support this, demonstrating that differentiated and inclusive strategies positively influence outcomes, whether in student achievement or organizational resilience. Thus, addressing barriers in disaster management requires a multifaceted, inclusive approach that prioritizes adaptability, resource allocation, and continuous staff development.

#### **4. Relationship between the level of knowledge and level of readiness of the librarians-respondents on disaster management**

The results show a Pearson correlation coefficient ( $r$ ) of 0.901, indicating a high positive correlation between the level of knowledge and the level of readiness of librarian-respondents on disaster management. This means that, the higher the level of knowledge, the higher the level of readiness of the librarian-respondents on disaster management. The strong correlation underscores the critical role that knowledge plays in enhancing disaster readiness. Well-informed librarians are more likely to engage in disaster planning, effectively implement emergency procedures, and participate in disaster response activities.

Additionally, the  $p$ -value of 0.000 indicates that the relationship is statistically significant at the 0.01 level. This means that, there is a very low probability that the observed correlation occurred by chance, further confirming the validity of the finding. This significant relationship suggests that efforts to improve librarians’ knowledge of disaster management—through training, access to updated materials, and professional development—could directly enhance their disaster readiness.

The findings imply that disaster management programs aimed at increasing both knowledge and readiness should focus on continuous education, practical training, and policy development. Strengthening the librarians’ understanding of disaster risks, response



protocols, and emergency procedures may lead to a more prepared and resilient library workforce capable of managing disasters effectively.

The findings of the study on librarians' knowledge and readiness in disaster management is aligned with the literature on classroom management in education, particularly in how structured knowledge and preparedness contribute to effective outcomes. Just as Marzano and Marzano (2023) emphasize that well-defined expectations and consistent routines in classroom management foster positive student behavior and learning, the study highlights that librarian with higher knowledge of disaster management exhibit greater readiness in implementing preparedness measures. This parallel suggests that knowledge serves as the foundation for competence and proactive behavior, whether in educational or disaster management contexts.

Furthermore, just as Bear (2020) links classroom management to long-term social-emotional development and real-world readiness, the study implies that disaster preparedness training for librarians not only improves immediate response capabilities but also builds resilience and adaptability—skills crucial for crisis situations. Thus, both classroom management and disaster readiness frameworks underscore the importance of knowledge, structured training, and consistent reinforcement in fostering competence and preparedness.

## CONCLUSIONS

Based on the findings of the study, the following conclusions were drawn:

1. This study indicated that, librarians possess an extensive understanding of disaster-related concepts, protocols, and best practices, enabling them to identify, assess, and manage risks effectively within the library context.
2. Librarians are well-prepared to respond to potential disasters through proper planning, coordination, and implementation of disaster management strategies in their respective libraries.
3. Although the librarians encountered several barriers, these challenges are generally moderate rather than severe. Addressing the most critical barriers such as competing priorities, insufficient fundings, and inadequate training, communication, policy development and staff awareness could significantly improve the libraries disaster management preparedness and implementation.
4. The higher the level of their knowledge, the higher is the level of their readiness for disaster management. This finding underscores the critical role that knowledge plays in enhancing preparedness and readiness. It suggests that, as librarians' understanding of disaster management improves, their ability to prepare for, respond to, and recover from disasters also strengthens.
5. The proposed action plan needs to be implemented. This plan aims to raise awareness, reduce disaster risks, enhance preparedness, and ensure an effective and coordinated response during emergencies. Additionally, it seeks to foster long-term resilience within libraries by providing continuous training, improving resources, and strengthening disaster management protocols and policies.

## ACKNOWLEDGMENT

The researcher would like to express her appreciation and gratitude to the following people for making this thesis possible:

**Dr. Susana C. Bautista**, Director of Graduate School, for her time and words of encouragement to finish the study;

**Dr. Lindie D. Masalinto** for imparting her knowledge as thesis adviser, in addition to her unwavering patience and consideration;

**Dr. Nonet A. Cuy** for sharing her knowledge in the field of statistics and to Dr. Alberto R. Rocero for his expertise that led to the further refinement of this study;  
MLIS Family Batch 2024-2025;

**Manila City Library Family** especially **Madam Mylene, Boss Priscila, Librarians and Main Library staff** for their assistance and moral support throughout the study;

**My family, Papa Efren, Mama Agnes, Ate Len, Ate Faye, E-Anne, Nelea and Bona** for being the source of strength, encouragement and love that fueled the completion of this study; and

Above all, to our God Almighty, the ultimate source of knowledge and wisdom, for giving the strength to thrive amid struggles.

## REFERENCES

### Books

#### Single Author

- American Library Association (ALA) (2020). A Disaster Plan for Libraries: An Introduction and Guide.
- Babbie, E. (2020). The Practice of Social Research (15th edition)
- Bear, George G. (2020). Improving School Climate: Practical Strategies to Reduce Behavior Problems and Promote Social and Emotional Learning.
- Farrell, J. (2021). How Libraries Can Prepare for Natural Disasters and Preserve Collections.
- IFLA. (2020). Advocating for Libraries in Disaster Risk Reduction.
- Moustafa, M. (2024). Preparedness and effective response of academic libraries in Malaysia.
- Todaro, Julie. (2020). Emergency preparedness for libraries.

#### 2-3 Authors

- Florian, Lani and Kristine Black-Hawkins (2019). Exploring Inclusive Pedagogy.
- Jones, Vern and Louise Jones (2019). Comprehensive Classroom Management: Creating Communities of Support and Solving Problems.
- Marzano, Robert J., Philip B. Warrick and Mario I. Acosta (2023). Five Big Ideas for Leading a High Reliability School.

### Journals

- Jorgensen, K. (2019). "Disaster Recovery in Libraries: Case Studies and Lessons Learned." *Library Management*.
- Lorell, C. and M. O'Leary (2019). Enhancing Library Resilience: A Case Study of Disaster Management Training. *Library Trends*.
- Snyder, M. E. and Miller S. (2021). Developing a Library Disaster Response Plan: A Guide for Librarians. *Information Management Review*.

### **Website**

Federal Emergency Management Agency (FEMA) (2020). Emergency Management and Libraries: A Guide for Integrating Libraries into Community Disaster Response. <https://www.fema.gov>.

Federal Emergency Management Agency (FEMA) (2020). National Preparedness Goal. <https://www.fema.gov>.

Librarianship Studies & Information Technology (2021). Librarian.

<https://www.librarianshipstudies.com/2016/03/librarian.html>

Library of Congress (2019). Disaster Preparedness for Libraries and Archives: Training and Resources. <https://www.loc.gov>.