STUDENT EXPECTATIONS OF JOB OPPORTUNITIES AND THEIR CAREER: PERSPECTIVES OF MASTER STUDENTS OF THE LIS PROGRAM IN SOUTHEAST ASIA

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Introduction. In the knowledge society, LIS program has been forced to change its coverage dynamically. Many LIS schools have shown an alternative career path to the non-traditional jobs in order to attract the prospective students. This study examines the students' expectations of their career and the perspective on the job market for LIS graduates in Southeast Asia.

Method. The questionnaire survey was conducted in order to collect the primary data. Only students in their final year in the master's program were selected in eight LIS schools of Malaysia, Singapore, and the Philippines. The cross analysis was conducted to each questionnaire item with the chi-square test, in order to examine the relation between the occupation of respondents and their perspectives.

Results. The respondents have diversified backgrounds and occupations. A librarian is a still popular job description for the respondents; meanwhile, many respondents are interested in working in IT industry or research institutes at the same rate. In general, "possible future career opportunity" is the most attractive factor in their career decision. In Malaysia and the Philippines, the more respondents think the job market for LIS graduates has been expanding in their countries, and LIS graduates seem to find professional jobs other than librarians easily. On the other hand, in Singapore, more than half of respondents doubt and think that it seems to be difficult for LIS graduates to find professional jobs other than being librarians. In 3 countries, more than half of respondents prefer to work at libraries, however, the perceptions of the importance of national examination for librarians depends on the country.

Conclusion. From the result, there are also some differences of perception of the librarianship and the job market in the three countries. In the next study, it will examine the background of these differences.

1. Introduction & Background

The development of information technology and information delivery continues to change social structures worldwide. In order to win in a highly competitive global market, many countries, particularly emerging countries in Southeast Asia have struggled to establish "knowledge-based economies" and foster highly skilled and knowledge based manpower. The number of enrollees to higher education has been increasing since the last decade, and the transition from elite to mass higher education has become appeared in Asia. Altbach (2004) pointed out that "As a middle class developed, as a growing segment of the population acquired some wealth, and as literacy levels and secondary schooling became more widespread, demand grew for access to higher education."

Under these conditions, Library Information Science program has also been competing with other programs to get applicants, and has been forced to change its coverage dynamically. To meet prospective student demands, LIS programs in Southeast Asia have reviewed and changed their systems and curricula following developments in the U.K. and the U.S. Most universities changed their program name and reviewed curriculum to foster not only librarians but also information professional.

In some countries, the social status and salary of librarians have been still quite low, therefore, it has not been attractive to students. Some LIS schools were confronted by a decreasing number of enrollees. As another effort, many LIS programs have shown an alternative career path to the non-traditional jobs, other than a librarian or an archivist. Since the information professional with a higher salary is a more attractive job description for younger generation, new LIS programs which increased the kind of IT courses have attracted many applicants. For instance, Nanyang Technological University in Singapore could succeed in increasing the number of applicant who is aspiring to be information professionals and get broader career opportunities. (Khoo, 2004)

In the knowledge society, many emerging job descriptions are created, and require a higher degree to enter a professional field. In Southeast Asia, LIS degree, both of undergraduate and postgraduate,

becomes an essential requirement for hiring and/or promotion. The number of enrollees of graduate students has been also increasing. Hence, many graduate schools have introduced practice oriented curriculums. Currently, LIS education is placed as a professional education, which has a relevant education to job practice. It is expected that the motivation of taking academic degrees is becoming diversified especially when part-time students tend to get a master's degree for the practical reasons.

Can we conclude that the new LIS program has been expanding an emerging market for LIS students and graduates? Of course, many tracer studies also said that the career choices of LIS students have been diversified. Currently, LIS graduates might choose their working place in any field other than the library. Yet, there are only few tracer studies which have been done in Asia and no empirical research had conducted with a cross-national perspective.

This study examines the student's expectation to of LIS career and perceptions of the job market, based on the questionnaire survey distributed to LIS master's students in Malaysia, Singapore and the Philippines. As described above, the information technology and the higher education system in the area has developed rapidly and it has effected the LIS education which fosters information professionals as well. To examine current transformations, the MLIS programs as a professional education in Southeast Asia is the most meaningful one to consider. That's why this survey will clarify the master program of LIS schools in the selected three countries of Southeast Asia.

Before explaining the outcome of the survey, a review of related literature is needed in order to put the present study in the proper perspective.

2. Review of Related Literature

The idea of a new job market for the library personnel has been slowly coming into the force since 1980's, when new information technology was developed and introduced into the library service. Some eminent articles are discussed in this paper to identify and clarify the concept.

Moore's (1987) initial research did a manpower survey for library and information profession of the British Library. He conducted a survey based on job advertisement and found that an emerging market in the U.K offers between 3000 and 3500 jobs at anyone time which potentially are open to librarians and information workers. And he expected that the "emerging job market" for LIS graduates with new IT skills would be expanding in the future. However, he concluded that, although the market as a whole may expand, librarians and information workers will face severe competition.

A tracer survey of graduates is another dominant methodology to study the job market for LIS graduates. One of the remarkable studies has been carried out in the Department of Information Studies, University of Sheffield, UK since 1970. Loughridge (1990) reviewed studies of job destinations, career progression and career patterns of former students of departments of library and information studies in the UK over the past 15 years. He found "greater job mobility between types of library and between traditional library and information posts and jobs in the emerging market." Loughridge, Oates & Speight (1996) also updated the study and found that "the majority of graduates surveyed are still working in the library and information field and are generally satisfied with their career choice.

However, some career surveys in Asia give us a different view of Asian countries and Western. Jin (2008), who compared LIS education in China and the U.S., points out some meaningful differences between the two. Although the information industry developed rapidly in the United States during the 1970s and 1980s and created many job opportunities, some LIS schools did not establish courses or programs related to information science. They did not send graduates to seek employment in the information industry. According to the survey of "Placement and Salaries" in *Library Journal*, 95.9% of LIS graduates were hired by libraries in 1991. On the other hand, many library students in China have changed their specialization to information science or information management since 1978, and they want to find jobs in the information market place after graduation.

Khoo et. al (2006) analyzed newspaper job listings and advertisements in Singapore, in order to examine the employment opportunities of information and knowledge professionals, outside of the traditional employment in public, national, and academic libraries. They found that out of approximately 2,300 jobs requiring at least a Bachelor's degree, 3% job description were for purely IT positions, and 15% were positions that included some information handling responsibilities comprising at least 25% of the job; in addition, 1% were positions that included information handling responsibilities comprising at least 75% of the job.

In Malaysia, Zainab & Edzan (2004) surveyed 26 past graduates of the Master of Library and Information Science (MLIS), at the University of Malaya, to examine the relevance of the content of the MLIS program and the degree of satisfaction of graduates about the program. From this survey, it is clarified that the graduates worked under a variety of job descriptions, which includes librarians, information officers, teachers, lecturers, and managers. Out of 26, 40% (12) graduates worked as librarians or information personnel.

In the case of Japan, the relevance of LIS education to career has not been studied well. The latest one is Miwa et al. (2005), which inquired faculty members of LIS program in Japan. From the faculty members' perspective, it is noted than the number of students who got a job of full-time librarians had been decreasing somehow. On the other hand, those who chose IT workers had been increasing very little. It can be concluded that the situation surrounding job market for LIS graduates has not changed dramatically in Japan.

Indeed, there might be only a few surveys related to the job market for librarians in Asia at present. However, it is significant to examine how the job market for LIS graduates has been transformed. The study of transformation is important because it can evaluate the outcome of LIS education and can indicate the role of LIS schools.

3. Questionnaire Survey

3.1 Purpose

The questionnaire survey was conducted in order to collect the primary data on students' expectations of their career and job market for LIS graduates in the following countries, Malaysia, Singapore, and the Philippines.

The reasons the researcher chose those three counties as a subject of the research were; LIS schools have already introduced new IT-oriented curriculum, English has been used as a medium of instruction in LIS schools, and the governments of these countries are responding to the manpower issues with the higher education policy and the information policy in order to establish the knowledge society.

The items of the questionnaire are as follows;
  a) Motivation to enter LIS schools
  b) Expectation of their career
  c) Perspective of the emerging job market for LIS graduates
  d) Significance of national licensure system for LIS professionals

3.2 Methodology

The questionnaire survey was carried out from February to March in 2008. The researcher chose eight LIS schools, which are located in the capital city of each country. There were three universities in Malaysia, one university in Singapore, and four universities in the Philippines,

In Malaysia, all LIS programs in Kuala Lumpur joined this survey. These include the International Islamic University Malaysia, University of Malaya, and Universiti Teknologi MARA. In Singapore, Nanyang Technological University participated. It is the only LIS school in the island. In the Philippines, since many LIS programs are offered in Metro Manila, the researcher chose the top four universities in the national licensure examination for librarians. Two universities, University of the Philippines and Polytechnic University of the Philippines are state universities, and the other two are University of Santo Tomas, a private religious university, and University of the East, a non-religious university.

The researcher visited each school and requested the Dean or a program officer of each program to distribute and collect the survey sheet. Only students in their final year in the master's program were selected because they have already registered the program at least 1 year and are almost done with their course work. The researcher expected that they could respond to the question intelligently based on their experience. 143 responses were received finally; 44 from Malaysia, 57 from Singapore, 42 from the Philippines. Out of 60 registered students in Malaysia and 148 registered students in the Philippines, each response rate is 73% in Malaysia, and 28% in the Philippines. Only in Singapore the total number of LIS students cannot be identified, because the LIS program was integrated into the Information Stu-

dies program. The cross analysis was conducted to each questionnaire item with the chi-square test with a significance level of 5% , in order to examine the relation between the occupation of respondents and their perspectives.

4. Findings and Discussion

4.1 Profile of respondents

The rate of female students is more than the male in three countries. In Malaysia, over half of the students are full-time students; hence the age of students is also quite young. On the other hand, in the Philippines, most of the students are part-time students who work at libraries. In Singapore, almost half of the students are international students.

Table 1. Demographic profile of participants
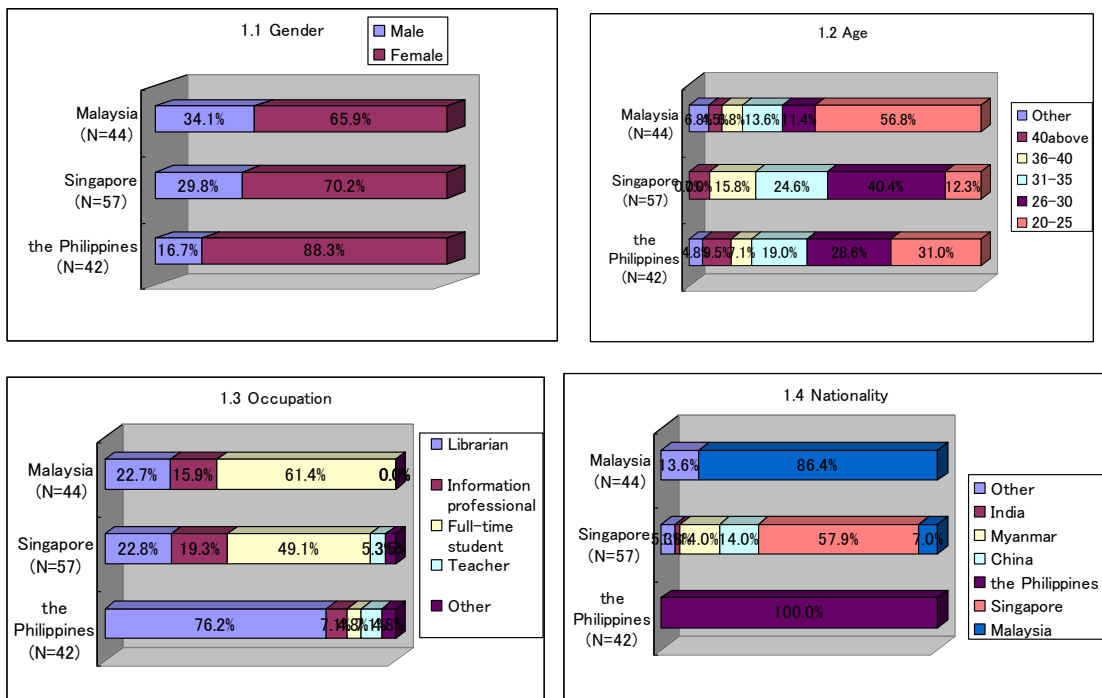
4.2 Diversified Career Choice

The diversity of career choice is apparent as shown by table 2. In Malaysia and the Philippines, almost half respondents prefer to work at the library. The differences occurred in the item of 'IT industry', particularly between Singapore and the Philippines. It might be considered that the occupation of respondents and each curriculum bring on these differences.

Table 2. Institution/industry the respondents want to work after graduating
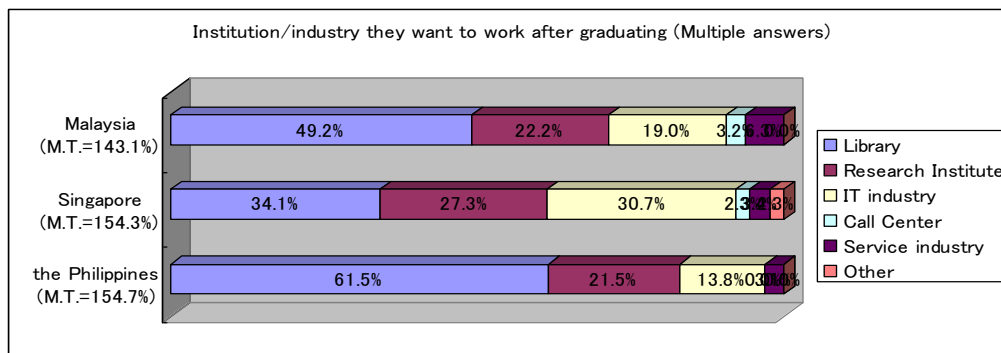
4.3 Motivation to enter LIS schools

To clarify the relation between education and job, respondents were requested to choose specific job description as motivation to enter LIS schools.

In Malaysia, the rates of "To be a librarian" and "To be an information professional other than a librarian" are almost the same overall. However in Singapore, the rate of "To be an information professional other than a librarian" is more than "To be a librarian". In the Philippines, since most students have already worked at libraries, more than half of respondents want to get promotion or a professional librarian with national license.

Only the cross analysis of Singapore is significant in the chi-square test, and it can be considered that most of librarians and information professionals of Singapore want to enhance their professional skill in their professional field and they have no plan to change a job description. On the other hand, students prefer to be an information professionals rather than a librarian.

Table 3. Relation between the occupation of respondents and the purpose of enrollment

	To be a Librarian	To be an Info Pro.	For Promotion	Work Abroad	Other	Total
Librarian						
Malaysia	11.4%(5)	6.8% (3)	0%	0%	4.5% (2)	22.7% (10)
Singapore	15.8% (9)	0%	5.3% (3)	0%	1.8% (1)	22.8%(13)
Philippine	26.2% (11)	23.8% (10)	21.4% (9)	4.8% (2)	2.4% (1)	78.6% (33)
Info Professional						
Malaysia	2.3 % (1)	13.6% (6)	0%	0%	0%	15.9% (7)
Singapore	3.5% (2)	12.3%(7)	0%	0%	3.5% (2)	19.3%(11)
Philippine	0%	4.8% (2)	0%	2.4% (1)	0%	7.1% (3)
Student						
Malaysia	25.0%(11)	18.2% (8)	4.5% (2)	4.5% (2)	9.1% (4)	61.4% (27)
Singapore	14.0% (8)	22.8% (13)	1.8% (1)	5.3% (3)	5.3% (3)	49.1% (28)
Philippine	0%	2.4% (1)	0%	2.4% (1)	0%	4.8% (2)
Teacher						
Malaysia	0%	0%	0%	0%	0%	0%
Singapore	1.8% (1)	3.5% (2)	0%	0%	0%	5.3%(3)
Philippine	4.8% (2)	0%	0%	0%	0%	4.8% (2)
Other						
Malaysia	0%	0%	0%	0%	0%	0%
Singapore	0%	3.5% (2)	0%	0%	0%	3.5% (2)
Philippine	0%	0%	2.4% (1)	2.4% (1)	0%	4.8% (2)
Total						
Malaysia	38.6% (17)	38.6% (17)	4.5% (2)	4.5% (2)	13.6% (6)	100% (44)
Singapore	35.1% (20)	42.1% (24)	7.0% (4)	5.3% (3)	10.5% (6)	100% (57)
Philippine	31.0% (13)	31.0% (13)	23.8% (10)	11.9% (5)	2.4% (1)	100% (42)

Notes) P-value: 0.1891 (Malaysia), 0.0002 (Singapore), 0.2361 (the Philippines)

4.4 The factor of job decision

In general, "Possible future career opportunity" is the most attractive factor in their career decision. Only the cross analysis of Singapore is significant in the chi-square test.

Table 4. Relation between the occupation of respondents and the factor of job decision

	Characteristics of the job description	Excellence in salary and/or benefits	Possible future career opportunity	Other	Total

Librarian					
Malaysia	6.8% (3)	6.8% (3)	9.1% (4)	0%	22.7% (10)
Singapore	3.5% (2)	8.8% (5)	7.0% (4)	3.5% (2)	22.8% (13)
Philippine	19.0% (8)	14.3% (6)	45.2% (19)	0%	78.6% (33)
Info Professional					
Malaysia	0%	11.4% (5)	4.5% (2)	0%	15.9% (7)
Singapore	3.5% (2)	10.5% (6)	5.3% (3)	0%	19.3% (11)
Philippine	2.4% (1)	2.4% (1)	2.4% (1)	0%	7.1% (3)
Student					
Malaysia	11.4% (5)	13.6% (6)	34.1% (15)	2.3% (1)	61.4% (27)
Singapore	24.6% (14)	7.0% (4)	17.5% (10)	0%	49.1% (28)
Philippine	0%	2.4% (1)	2.4% (1)	0%	4.8% (2)
Teacher					
Malaysia	0%	0%	0%	0%	0%
Singapore	1.8% (1)	0%	3.5% (2)	0%	5.3% (3)
Philippine	0%	4.8% (2)	0%	0%)	4.8% (2)
Other					
Malaysia	0%	0%	0%	0%	0%
Singapore	0%	0%	1.8% (1)	1.8% (1)	3.5% (2)
Philippine	0%	0%	0%	2.4% (1)	4.8% (2)
Total					
Malaysia	18.2% (8)	31.8% (14)	47.7% (21)	2.3% (1)	100% (44)
Singapore	33.3% (19)	26.3% (15)	35.1% (20)	5.3% (3)	100% (57)
Philippine	21.4% (9)	26.2% (11)	52.4% (22)	0%	100% (42)

Notes) P-value: 0.2435 (Malaysia), 0.0125 (Singapore), 0.3406 (the Philippines)

4.5 Expectation of their career in the library field

Over half of respondents in three countries want to work in a library field after graduating. Only the cross analysis of the Philippines is significant in the chi-square test, and it can be considered that librarians of the Philippines want to keep on working in the library field.

Table 5. Relation between the occupation of respondents and the perspective on their career in library field

	I want to work in a library field until the retirement age.	I want to work for a few years ahead, however I might change a job in the future.	I don't want to work right now, however I might be back in a library field in the future.	I don't want to work in a library field forever.	Other	Total
Librarian						
Malaysia	11.4% (5)	9.1% (4)	2.3% (1)	0%	0%	22.7% (10)
Singapore	7.0% (4)	14.0% (8)	1.8% (1)	0%	0%	22.8% (13)
Philippine	47.6% (20)	31.0% (13)	0.0% (0)	0%	0%	78.6% (33)
Info Professional						
Malaysia	2.3% (1)	6.8% (3)	4.5% (2)	2.3% (1)	0%	15.9% (7)
Singapore	1.8% (1)	5.3% (3)	8.8% (5)	1.8% (1)	1.8% (1)	19.3% (11)
Philippine	0%	4.8% (2)	2.4% (1)	0.0% (0)	0%	7.1% (3)
Student						
Malaysia	4.5% (2)	40.9% (18)	11.4% (5)	4.5% (2)	0%	61.4% (27)
Singapore	5.3% (3)	22.8% (13)	17.5% (10)	3.5% (2)	0%	49.1% (28)
Philippine	0%	4.8% (2)	0%	0%	0%	4.8% (2)
Teacher						
Malaysia	0%	0%	0%	0%	0%	0%
Singapore	1.8% (1)	1.8% (1)	1.8% (1)	0%	0%	5.3% (3)
Philippine	0%	4.8% (2)	0%	0%	0%	4.8% (2)

Other						
Malaysia	0%	0%	0%	0%	0%	0%
Singapore	0%	0%	1.8% (1)	1.8% (1)	0%	2 (3.5%)
Philippine	4.8% (2)	0%	0%	0%	0%	4.8% (2)
Total						
Malaysia	18,2% (8)	56.8% (25)	18.2% (8)	6.8% (3)	0%	100% (44)
Singapore	15.8% (9)	43.9% (25)	31.6% (18)	7.0% (4)	1.8% (1)	100% (57)
Philippine	52.4% (22)	45.2% (19)	2.4% (1)	0%	0%	100% (42)

Notes) P-value: 0.1217 (Malaysia), 0.2132 (Singapore), 0.0047 (the Philippines)

4.6 Perspective on the Job Market of IT Field in the Private Sector

This questionnaire was made based on the Moore report (1987), which noted that while LIS graduates in the UK and Ireland were being equipped with skills to become information/knowledge managers in the private sector, the stereotypical view of the librarian was a barrier to LIS graduates in obtaining employment in the knowledge management sector. In this item, it was inquired whether the respondents experience this "barrier" if you look for the same job in the private sector.

In Malaysia and the Philippines, the negative response is more than positive one. However in Singapore, the response rate is even. Only the cross analysis of Malaysia is significant in the chi-square test. From the result, it can be considered that the view of information professionals were different from the perspectives of librarians and students.

Table 6. Relation between the occupation of respondents and their expectation to the job opportunity of IT field in the private sector

	It's still hard for LIS graduate to become information /knowledge managers in the private sector.	It's not hard for LIS graduate to become information /knowledge managers in the private sector.	Other	Total
Librarian				
Malaysia	4.5% (2)	18.2% (8)	0%	22.7% (10)
Singapore	12.3% (7)	10.5% (6)	0%	22.8% (13)
Philippine	9.5% (4)	66.7% (28)	2.4% (1)	78.6% (33)
Info Professional				
Malaysia	11.4% (5)	4.5% (2)	0%	15.9% (7)
Singapore	10.5% (6)	8.8% (5)	0%	19.3% (11)
Philippine	2.4% (1)	4.8% (2)	0%	7.1% (3)
Student				
Malaysia	13.6% (6)	47.7% (21)	0%	61.4% (27)
Singapore	21.1% (12)	28.1% (16)	0%	49.1% (28)
Philippine	2.4% (1)	2.4% (1)	0%	4.8% (2)
Teacher				
Malaysia	0%	0%	0%	0%
Singapore	3.5% (2)	0%	1.8% (1)	5.3% (3)
Philippine	0%	4.8% (2)	0%	4.8% (2)
Other				
Malaysia	0%	0%	0%	0%
Singapore	1.8% (1)	1.8% (1)	0%	3.5% (2)
Philippine	0%	4.8% (2)	0%	4.8% (2)
Total				
Malaysia	29.5% (13)	70.5% (31)	0%	100% (44)
Singapore	49.1% (28)	49.1% (28)	1.8% (1)	100% (57)
Philippine	14.3% (6)	83.3 % (35)	2.4% (1)	100% (42)

Notes) P-value: 0.0297 (Malaysia), 0.9237 (Singapore), 0.8563 (the Philippines)

4.7 Perspective to the Alternative Job Market for LIS Graduates

In this item, it was inquired whether the job market for LIS graduates has been expanding in their country, and LIS graduates seem to find professional jobs other than library job easily.

In Malaysia and the Philippines, the positive response is more than doubtful and negative one. However in Singapore, the doubtful response rate is most than others.

Table 7. Relation between the occupation of respondents and the perspective of expanding job market

	The job market for LIS graduates has been ex-panding in my country. LIS graduates seem to find professional jobs other than librarians easily.	Current situation in my country is far from the expectation. It seems to be difficult for LIS graduates to find professional jobs other than being librarians.	The job market for LIS graduates remains narrow in my country. LIS graduates can only be librarians.	Other	Total
Librarian					
Malaysia	11.4% (5)	6.8% (3)	4.5% (2)	0%	22.7% (10)
Singapore	3.5% (2)	10.5% (6)	7.0% (4)	1.8% (1)	22.8% (13)
Philippine	73.8% (31)	2.4% (1)	2.4% (1)	0 .0% (0)	78.6% (33)
Info Professional					
Malaysia	9.1% (4)	6.8% (3)	0%	0%	15.9% (7)
Singapore	5.3% (3)	10.5% (6)	0%	3.5% (2)	19.3% (11)
Philippine	4.8% (2)	2.4% (1)	0%	0%	7.1% (3)
Student					
Malaysia	38.6% (17)	18.2% (8)	4.5% (2)	0%	61.4% (27)
Singapore	10.5% (6)	31.6% (18)	3.5% (2)	3.5% (2)	49.1% (28)
Philippine	4.8% (2)	0%	0%	0%	4.8% (2)
Teacher					
Malaysia	0%	0%	0%	0%	0%
Singapore	1.8% (1)	3.5% (2)	0%	0%	5.3% (3)
Philippine	4.8% (2)	0%	0%	0%	4.8% (2)
Other					
Malaysia	0%	0%	0%	0%	0%
Singapore	3.5% (2)	0%	0%	0%	3.5% (2)
Philippine	4.8% (2)	0%	0%	0%	4.8% (2)
Total					
Malaysia	59.1% (26)	31.8% (14)	9.1% (4)	0 .0% (0)	100% (44)
Singapore	24.6% (14)	56.1% (32)	10.5% (6)	8.8% (5)	100% (57)
Philippine	92.9% (39)	4.8% (2)	2.4% (1)	0 .0% (0)	100% (42)

Notes) P-value: 0.6336 (Malaysia), 0.2021 (Singapore), 0.6284 (the Philippines)

4.8 Expectation of National Examination for Librarians

For a long time, the low status and salary of librarians has been discussed in Southeast Asia. In this item, it was inquired whether students want to take the national examination for professional librarians, if it would be introduced. And the cross analysis was conducted with the item that was inquired whether the licensure examination system would impact on improving the low status of librarians.

Currently the examination and licensure system has been conducted in the Philippines only. In Malaysia and Singapore, where there are no licensure system for librarians, the response is different. In Malaysia, 90% of respondents were interested in taking the exam, however in Singapore, positive and negative respondents are almost even. In the Philippines, over 70% of respondents have already passed the exam.

The outcomes of Singapore and Malaysia are significant in the chi-square test, and can be considered that the motivation to taking the exam depends on students' perspective on the advantage that examination could contribute to their career.

Table 8. Relation between the perspective of the exam and those who want to take the exam

	I want to take.	I don't take	I have already taken.	Other	Total
Have impact					
Malaysia	84.1% (37)	4.5% (2)	0%	0%	88.6% (39)
Singapore	40.4% (23)	8.8% (5)	0%	1.8% (1)	50.9% (29)
Philippine	14.3% (6)	0%	54.8% (23)	0%	69.0% (29)
No impact					
Malaysia	6.8% (3)	4.5% (2)	0%	0%	11.4% (5)
Singapore	7.0% (4)	31.6% (18)	0%	5.3% (3)	43.9% (25)
Philippine	7.1% (3)	0 .0% (0)	16.7% (7)	0 .0% (0)	23.8% (10)
Other					
Malaysia	0%	0%	0%	0%	0%
Singapore	1.8% (1)	3.5% (2)	0%	0%	5.3% (3)
Philippine	4.8% (2)	0 .0% (0)	2.4% (1)	0%	7.1% (3)
Total					
Malaysia	90.9% (40)	9.1% (4)	0%	0%	100% (44)
Singapore	49.1% (28)	43.9% (25)	0%	7.0% (4)	100% (57)
Philippine	26.2% (11)	0%	73.8% (31)	0%	100% (42)

Notes) P-value: 0.010 (Malaysia), 0.0001 (Singapore), 0.0921 (the Philippines)

5. Conclusion

This survey aims to collect the primary data on students' expectations of their career and job market for LIS graduates. Although there are few relations between the occupation of respondents and their perspectives in this study, it draws an interesting perspective from the respondents. Due to the limitations of space, those findings are summarized briefly as a conclusion.

In Southeast Asia, it can be said that many students who have diversified background and occupation enrolled to the LIS program. A librarian is a still popular job description for the respondents; meanwhile, many respondents are interested in working in IT industry or research institutes at the same rate.

In general, a "possible future career opportunity" is the most attractive factor in their career decision. Regarding the perspective on the job market of information/knowledge managers in the private sector, the respondents of Malaysia and the Philippines think it is not so hard for LIS graduates to get an IT related job in the private sector. However in Singapore, the response rate is even. As well, the respondents of Malaysia and the Philippines think that the job market for LIS graduates has been expanding in their countries, and LIS graduates seem to find professional jobs other than librarians easily. On the other hand, in Singapore, more than half of respondents doubt and think that it seems to be difficult for LIS graduates to find professional jobs other than being librarians.

It is matter of a deep interest that more than half of respondents prefer to work at libraries in spite of different perspectives of job opportunities. However, the perception of the importance of national examination for librarians depends on the country. In Malaysia, 90% of respondents are interested in taking the exam, however in Singapore, positive and negative respondents are almost even. In the Philippines, over 70% of respondents have already passed the exam and all the rest of respondents want to

take the exam. From the result of the cross analysis with Singapore and Malaysia which are significant in the chi-square test, it can be considered that the motivation of taking the examination depends on the students' expectation that how much advantages the student could obtain in their career after passing the examination.

From the result, there are also some differences of perception of the librarianship and the job market in the three countries. Due to limitations of the space, more detailed analysis and description will be done in the other opportunities. And, due to the same reason, I did not examine deeply the background of those diversities of LIS graduate's concerns in the job market such as national policies or social factors. In the next study, those national and social factors which compose the background of LIS graduate's concerns will be examined.

Twenty five years have already passed since Cronin (1983) argued that "Library educators have a choice: they can either concentrate on educating information professionals for the visible (institutionally defined) job market, or they can expand their educational focus to include the mushrooming information periphery." As he said, the demand of LIS students of the LIS education has been diversified. Furthermore, the career change and the mobility of professional personnel between library field and information field might be accelerated in the future.

With the rapid transformation under the globalization, LIS educators and scholars in Southeast Asia have been prepared for a change. We should share our neighbor's experience and seek the possibilities of LIS education together.

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