

Management of the Senayan Library Management System (SLiMS) at Library of Universitas Islam Negeri Fatmawati Sukarno Bengkulu

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Abstract: The effective implementation of library information systems requires not only technological readiness but also systematic management of human resources, organizational responsibilities, operational practices, and evaluation mechanisms. This study aimed to analyze the management of the Senayan Library Management System (SLiMS) at Fatmawati Sukarno State Islamic University Library, Bengkulu, using the Planning, Organizing, Actuating, and Controlling (POAC) framework. A descriptive qualitative approach was employed, with informants purposively selected based on their knowledge, experience, and direct involvement in the management and use of SLiMS. Data were collected through in-depth interviews, observations, and documentation and analyzed through data reduction, data display, and conclusion drawing and verification. Data credibility was ensured through source and methodological triangulation. The findings revealed that SLiMS management operates through four interconnected managerial functions. Planning involved identifying institutional needs and preparing technological infrastructure and human resources; organizing involved allocating responsibilities and coordinating library personnel; actuating was reflected in the integration of SLiMS into collection processing, cataloguing, circulation, membership management, and information retrieval; and controlling involved monitoring, evaluation, system maintenance, and corrective actions. The findings further showed that these functions operate as a continuous managerial cycle, with evaluation providing feedback for subsequent planning and improvement. The study concludes that effective SLiMS implementation depends not merely on system functionality but on the alignment of technological infrastructure, staff competence, organizational coordination, operational practices, and continuous evaluation. By applying the POAC framework, this study positions SLiMS as an integrated managerial instrument for sustaining technology-based academic library services.

Keywords: Academic Library, Library Information System, Library Management, Senayan Library Management System

A. Introduction

The rapid development of information technology has transformed the way higher education institutions manage and deliver academic services. Libraries, as an essential component of higher education, are increasingly required to adopt information systems that enable collections, services, and administrative processes to be managed more efficiently. Library information systems are therefore no longer used solely to digitize conventional administrative activities but have become an important infrastructure for supporting information accessibility, service efficiency, and institutional academic activities (Onunka et al., 2023). One of the open-source applications widely used for library management in Indonesia is the Senayan Library Management System (SLiMS) (Bacon et al., 2019; Rahyadi et al., 2021; Rasyid, 2023). SLiMS is designed to support the management of both physical and digital library resources and provides various functions related to cataloguing, circulation, membership management, collection management, and information retrieval (Guspayane et al., 2024). Its open-source characteristics also provide libraries with flexibility in installation, modification, and development according to institutional requirements.

The implementation of technology-based library services is also consistent with the broader policy direction toward electronic-based institutional governance. National Library of the Republic of Indonesia Regulation Number 9 of 2021 emphasizes the implementation of electronic-based government systems through governance, management, information and communication technology auditing, institutional arrangements, monitoring, and evaluation. Within the library context, this policy direction reinforces the importance of managing information technology systematically rather than treating digital applications merely as operational tools.

Previous studies have demonstrated the potential benefits of SLiMS for library services. The system can facilitate users' access to information while increasing the productivity, effectiveness, and efficiency of library-resource management (Cahyono & Heriyanto, 2013; Aini et al., 2022). SLiMS can also accelerate information retrieval and simplify several routine activities performed by librarians. In terms of software quality, Pamungkas reported favorable results when evaluating SLiMS using the ISO 9126 quality model. These findings indicate that SLiMS possesses technological capabilities that can support the digital transformation of library services (Pamungkas, 2018). However, the availability of a functional library management application does not necessarily guarantee its effective implementation. A library information system operates within an organizational environment involving human resources, technological infrastructure, distribution of responsibilities, operational procedures, and institutional objectives. International studies of integrated library systems have similarly demonstrated that successful implementation is influenced not only by technological characteristics but also by management involvement, staff competence, user participation, communication,

training, and organizational readiness (Yeh & Walter, 2016). Studies of library automation have also identified infrastructure and human-resource limitations as important challenges affecting the effective use of automated systems (Hussain & Ameen, 2023). Therefore, understanding SLiMS implementation requires attention not only to what the application can technically perform but also to how the system is managed within the institution.

The managerial dimension is particularly important because the implementation of SLiMS involves a series of interconnected institutional processes. Before the system is operated, libraries need to identify their needs, establish objectives, prepare technological infrastructure, and ensure the readiness of human resources (Moonasar, 2025). Responsibilities must subsequently be distributed among librarians and technical personnel, while coordination mechanisms need to be established. The system must then be integrated into actual library activities, including collection processing, cataloguing, circulation, membership management, and information retrieval. Finally, its implementation needs to be continuously monitored and evaluated to identify technical and operational problems and determine appropriate follow-up actions. These processes correspond to the fundamental management functions of Planning, Organizing, Actuating, and Controlling (POAC) (Istikomah et al., 2026). In the context of SLiMS, planning concerns the identification of institutional needs, objectives, resources, infrastructure, and human-resource readiness. Organizing concerns the allocation of tasks and responsibilities, coordination among personnel, and management of available resources. Actuating refers to the actual utilization of SLiMS in library operations and services. Controlling, meanwhile, encompasses monitoring, evaluation, maintenance, identification of implementation problems, and follow-up actions. Applying these four functions provides a systematic perspective for examining SLiMS not merely as software but as an integrated component of library management.

At Fatmawati Sukarno State Islamic University Bengkulu, SLiMS has been integrated into library activities to support academic and information services. Nevertheless, understanding the existence of the system alone is insufficient to explain how effectively it has been institutionalized within library management. Previous studies have largely examined SLiMS in terms of application utilization, software quality, user acceptance, specific library functions, or system evaluation. Less attention has been directed toward understanding how the different managerial processes surrounding SLiMS implementation operate as an interconnected cycle within an academic library. This creates a need to investigate how institutional needs and resources are planned, how responsibilities are organized, how SLiMS is translated into actual library services, and how its implementation is monitored and improved. This study focuses on four main research questions:

1. How is the implementation of SLiMS planned in the library?
2. How is the implementation of SLiMS organized?

3. How is SLiMS implemented to support library services?
4. How are the implementation and evaluation of SLiMS monitored in the library?

This study aims to provide an in-depth analysis of the management of SLiMS implementation in supporting library management. Specifically, the study aims to:

1. Analyze the planning of SLiMS implementation in the library, including needs identification, objective setting, human-resource readiness, hardware and software preparedness, and the planning of SLiMS-based library services.
2. Analyze the organization of SLiMS implementation, including the distribution of librarians' tasks and responsibilities, resource allocation, coordination among library personnel, and the organization of SLiMS-based library services.
3. Analyze the implementation of SLiMS in library services, including its utilization for library-material processing, cataloging, circulation, membership management, information retrieval, and other library services.
4. Analyze the controlling and evaluation of SLiMS implementation, including system-use monitoring, implementation evaluation, identification of challenges, system maintenance, and follow-up actions to address problems encountered during SLiMS implementation.

By examining these four interconnected management functions, this study seeks to extend the understanding of SLiMS beyond its technological and operational characteristics. The study positions SLiMS as an integrated managerial instrument whose effectiveness depends on the alignment of technological infrastructure, human resources, organizational responsibilities, operational practices, and continuous evaluation. In doing so, the study provides a contextual understanding of how the POAC framework can be applied to the management of an open-source library information system and offers practical insights for libraries seeking to strengthen the sustainability and effectiveness of technology-based library services.

B. Methods

This study employed a qualitative approach (Hastie & Hay, 2012) with a descriptive design to obtain an in-depth understanding of the implementation and management of the SLiMS within Fatmawati Sukarno State Islamic University, Bengkulu. Informants were selected through purposive sampling (Robinson, 2024) based on their knowledge, experience, and direct involvement in the management and use of SLiMS, including system administrators, library personnel/librarians, and library service users. Data were collected through in-depth interviews, observations, and documentation. Interviews were conducted to explore informants' experiences and perspectives regarding SLiMS implementation, while observations were undertaken to examine the actual use of the system in library activities. Documentation was used to complement and corroborate data obtained from interviews and observations. The study focused on four management functions, namely POAC, in the implementation of SLiMS. The number of informants was determined based on information

adequacy, with consideration given to the depth and relevance of the data obtained until no substantively new information emerged. Data were analyzed descriptively and qualitatively through data reduction, data display, and conclusion drawing and verification. The credibility of the findings was enhanced through source and methodological triangulation, involving comparisons across different informant groups and data-collection techniques. The POAC framework was employed as an analytical perspective to systematically examine the management of SLiMS. The four functions were conceptualized as interconnected processes, encompassing the planning of system implementation, the organization of resources and distribution of responsibilities, the implementation of SLiMS in library services, and the monitoring and evaluation of its implementation.

POAC Focus	The Focus of The Study
Planning	SLiMS requirements, objectives, resources, human resources, equipment, and implementation plan
Organizing	Allocation of tasks, responsibilities, coordination, and resource management
Actuating	Implementation of SLiMS in processing, cataloging, circulation, membership, and services
Controlling	Monitoring, evaluation, maintenance, challenges, and follow-up regarding SLiMS implementation

This study was conducted at Fatmawati Sukarno State Islamic University (UIN Fatmawati Sukarno Bengkulu). This institution were selected as the research settings because it represented the institutional context relevant to the research problem and utilized the SLiMS in their library operations. The study focused on the management and implementation of SLiMS within the university libraries, particularly in relation to the four management functions of POAC. These functions encompassed the planning of system implementation, organization of resources and responsibilities, utilization of SLiMS in library services, and monitoring and evaluation of its implementation. The research was conducted over a seven-month period, from May to November 2025.

C. Results and Discussion

Results

The findings reveal that the management of SLiMS in the library encompasses four interconnected management functions: planning, organizing, actuating, and controlling. Data obtained through interviews, observations, and documentation indicate that SLiMS is utilized not merely as a technological application but as an integral component of library management and service delivery. The findings are presented according to the four main research focuses.

1. Planning of SLiMS Implementation

The findings indicate that planning is the initial stage in implementing SLiMS in the library. Planning begins with identifying the library's information-management and service needs and determining the functions of SLiMS that are relevant to those needs. The planning process considers the availability of human resources, technological infrastructure, hardware, software, and network connectivity required to support system implementation. Human-resource readiness is an important consideration in SLiMS planning. Library personnel require adequate knowledge and technical skills to operate the system, manage bibliographic data, and utilize the available features. Consequently, preparation for SLiMS implementation is not limited to technological infrastructure but also includes the readiness of librarians and other personnel involved in library services (Diana et al., 2023). Planning also considers the types of library services that can be supported by SLiMS (Yuniarti, 2025). These include collection processing, cataloging, circulation, membership management, and information retrieval. The alignment between system functions and library needs enables SLiMS to be positioned as part of the library's service-management system. The findings therefore show that SLiMS planning involves three major considerations: institutional needs, technological readiness, and human-resource capacity. These elements provide the foundation for subsequent implementation and utilization of the system.

2. Organizing of SLiMS Management

The findings show that the organizing function is reflected in the distribution of tasks and responsibilities among personnel involved in SLiMS management. The implementation of SLiMS requires personnel to perform different functions, including system administration, bibliographic data processing, cataloging, circulation, membership management, and user services. Clear task allocation is important because SLiMS integrates various library activities within one information system (Septina & Bustari, 2026). Personnel responsible for different activities need to coordinate with one another to ensure the consistency and accuracy of information managed through the system. The organizing process also involves coordination between library personnel and those responsible for technical aspects of the system. Such coordination is necessary when technical problems occur or when the system requires maintenance and adjustment. The findings demonstrate that organizing SLiMS is therefore not limited to assigning duties. It also involves coordination, communication, and accountability among personnel. An appropriate organizational arrangement allows SLiMS to become part of the institutional work system rather than depending solely on individual users.

3. Actuating of SLiMS in Library Services

The actuating function is demonstrated through the actual utilization of SLiMS in

routine library activities. The findings indicate that SLiMS supports several important functions, including the processing of library materials, cataloging, circulation, membership management, and information retrieval. In collection processing and cataloging, SLiMS facilitates the recording and organization of bibliographic information (Rahim et al., 2025). The availability of structured bibliographic data supports users in identifying and locating library collections. In circulation services, the system assists in recording borrowing and returning activities and managing related user information. SLiMS also supports information retrieval by providing access to bibliographic information concerning library collections (Azzahra & Fauzi, 2025). This enables users to identify available resources more efficiently and supports the provision of library services based on information technology. However, the findings indicate that the effectiveness of SLiMS utilization depends on the competence and consistency of library personnel. Data need to be entered accurately and updated regularly to ensure that the information displayed by the system remains reliable. Thus, actuating SLiMS involves not only operating the application but also integrating the system into the daily practices of librarians and library users.

4. Controlling and Evaluation of SLiMS

The controlling function involves monitoring, evaluation, maintenance, and follow-up of SLiMS implementation (Fajri et al., 2025). The findings indicate that monitoring is required to ensure that the system continues to function according to library needs and that the information managed through SLiMS remains accurate and up to date. Evaluation is also used to identify problems associated with system implementation (Septina & Bustari, 2026). These problems may involve technical issues, infrastructure limitations, data management, system operation, or differences in the technological competencies of library personnel. System maintenance constitutes another important aspect of controlling. Regular maintenance is necessary to ensure system continuity and reliability. When problems are identified, follow-up actions can include technical assistance, data correction, system maintenance, staff training, and adjustment of operational procedures. The findings indicate that controlling is therefore not merely a supervisory activity. It also functions as a feedback mechanism for improving SLiMS implementation. Information obtained through monitoring and evaluation can be used as a basis for subsequent planning and improvement.

5. Emerging Findings from SLiMS Management

Across the four POAC dimensions, the findings reveal that the implementation of SLiMS is strongly influenced by the interaction between technology, human resources, organizational arrangements, and library service needs. The availability of the SLiMS application alone is insufficient to guarantee optimal utilization. The findings also indicate that the four management functions are interconnected.

Planning determines what resources and objectives are required; organizing establishes who is responsible for implementation; actuating translates plans into actual services; and controlling identifies problems and provides feedback for improvement.

Discussions

1. Comparison with International Research

The findings of this study are broadly consistent with international research on library automation and Integrated Library Systems (ILS). The present study found that SLiMS facilitates various library operations, including collection processing, cataloguing, circulation, membership management, and information retrieval. This finding is consistent with Yeh and Walter, who described integrated library systems as technological infrastructures supporting interconnected library operations, ranging from resource acquisition and processing to information access and preservation (Yeh & Walter, 2016). Their study further demonstrated that successful ILS implementation depends not only on technological capabilities but also on top-management involvement, staff competence, user participation, interdepartmental communication, project management, and user training. These factors correspond closely with the present findings regarding the importance of planning, resource organization, staff readiness, coordination, and continuous monitoring in SLiMS implementation.

Similar patterns were reported by Hussain and Ameen in their study of library automation in university libraries in Pakistan (Hussain & Ameen, 2023). Their findings showed that automated library systems, particularly Koha, LIMS, and SLiMS, contributed to time savings, more efficient information searching, improved operational efficiency, and faster access to library materials. However, the benefits of automation were constrained by limited financial and human resources, power interruptions, and inadequate information-technology infrastructure. These findings parallel the present study, which indicates that the availability of SLiMS alone is insufficient to ensure effective implementation. The effectiveness of the system is influenced by the interaction between technological infrastructure, staff competence, organizational arrangements, and library service requirements.

The comparison is also evident in studies of open-source library systems. International research has identified reliability, security, user-friendly interfaces, advanced searching, compliance with library standards, technical support, shared cataloguing, and multilingual capabilities as important characteristics in selecting library automation systems (Iqbal et al., 2023). Such evidence demonstrates that the effectiveness of a library management application depends on both its technological functionality and its compatibility with organizational and user requirements. In the context of the present study, SLiMS performs similar functions as an open-source

platform by integrating multiple library activities within a single information-management environment.

Despite these similarities, the present study differs from previous international studies in its analytical orientation. International research has predominantly examined library information systems from the perspectives of system functionality, automation benefits, technology adoption, system migration, or critical success factors (Ahammad et al., 2024). In contrast, this study examines SLiMS through the managerial functions of POAC. Planning involves identifying institutional needs and preparing technological and human resources; organizing concerns the allocation of responsibilities and coordination among library personnel; actuating refers to the integration of SLiMS into routine library operations; and controlling encompasses monitoring, evaluation, system maintenance, and corrective actions. Therefore, the contribution of this study lies in positioning SLiMS not merely as a technological tool for library automation but as an integrated managerial instrument. The comparison with international studies suggests that technological functionality is necessary but insufficient for sustainable library automation. Effective implementation requires the alignment of technology, human resources, organizational responsibilities, operational practices, and continuous evaluation. By integrating these dimensions within the POAC framework, the present study provides a managerial perspective for understanding how an open-source library management system can be systematically implemented and sustained within an academic library context.

2. Planning as the Foundation of SLiMS Implementation

The findings demonstrate that planning is a fundamental component of SLiMS implementation because it determines the extent to which technological resources can be aligned with institutional needs. The finding that planning involves human resources, infrastructure, system requirements, and library services supports the planning function in management theory, which emphasizes the determination of objectives and resources before organizational activities are implemented. The findings further suggest that technology adoption should not be understood simply as the installation of software. SLiMS requires organizational preparation and human-resource readiness (Nafisah et al., 2026). Librarians must possess sufficient knowledge and skills to utilize system functions appropriately. Therefore, planning should incorporate training and capacity-building strategies alongside technological preparation. This finding is particularly relevant to library digital transformation. A library may have access to an information-management system, but its benefits will remain limited if personnel are unable to utilize the system effectively. Thus, the planning of SLiMS should integrate technological readiness with organizational and human-resource readiness (Vong et al., 2025).

3. Organizing Human Resources and Responsibilities

The findings concerning organizing demonstrate that the successful implementation of SLiMS requires clear responsibilities and coordination among library personnel (Nanda, 2022). This finding corresponds to the organizing function of management, which emphasizes the arrangement of tasks, authority, people, and resources to achieve organizational objectives. SLiMS integrates several library activities into one system. Consequently, the quality of one activity can affect other activities. For example, inaccurate bibliographic data can influence cataloging, information retrieval, and circulation services (Ogungbenro et al., 2025). Clear responsibility for data management is therefore essential for maintaining system reliability. The findings also highlight the importance of coordination. Technical management cannot be separated from library operations because system-related decisions directly influence service delivery (Adeyemi et al., 2025). Accordingly, effective SLiMS management requires cooperation between personnel responsible for technical aspects and those directly involved in library services. This finding suggests that SLiMS should be institutionalized as a shared organizational system, rather than being dependent on one particular librarian or system operator.

4. Actuating SLiMS for Library Service Improvement

The findings indicate that the actuating function represents the stage at which SLiMS is translated from a management plan into actual library practices. The system supports collection processing, cataloging, circulation, membership, and information retrieval, demonstrating its potential to integrate several library functions. From a management perspective, however, implementation effectiveness is determined not merely by the availability of system features but by how those features are incorporated into daily work practices. Librarians need to consistently enter and update data and follow agreed operational procedures (Masinde et al., 2021). The findings therefore reinforce the importance of human-technology interaction in library information-system implementation. SLiMS can facilitate library work, but the quality of its output remains dependent on the competence and discipline of its users. Consequently, training and continuous professional development should accompany system implementation. This is important not only when SLiMS is initially introduced but also when the system, library procedures, or user needs change.

5. Controlling as a Mechanism for Continuous Improvement

The findings concerning controlling demonstrate that monitoring and evaluation are essential for maintaining the sustainability of SLiMS implementation. Controlling allows the library to identify whether the system is functioning as intended and whether problems require corrective action. Importantly, controlling should not be interpreted solely as a mechanism for identifying mistakes. In the context of SLiMS

management, it functions as a learning and improvement mechanism (Mudgal et al., 2023). Evaluation results can identify needs for staff training, infrastructure improvement, data correction, system maintenance, and procedural adjustments. This interpretation strengthens the connection between controlling and continuous improvement. When evaluation findings are used to revise subsequent planning, the management process becomes cyclical rather than linear (Jannana et al., 2025).

6. POAC as an Integrated Framework for SLiMS Management

The most significant finding of this study is that SLiMS management cannot be effectively understood by examining technological implementation alone. The four POAC functions operate as an integrated management system (Ramdhani & Taufiq, 2025). Planning establishes the direction and resources required for implementation. Organizing determines responsibilities and coordination mechanisms. Actuating ensures that SLiMS is translated into actual library services, while controlling evaluates implementation and identifies opportunities for improvement (Oyedokun, 2025). This integrated perspective demonstrates that SLiMS is not merely an information-technology application but a managerial instrument for supporting library operations and services (Gupta, 2025). Its effectiveness depends on the alignment of technological infrastructure, human resources, organizational structures, operational procedures, and evaluation mechanisms. The findings consequently extend the application of the POAC framework to the management of library information systems. Rather than treating planning, organizing, actuating, and controlling as separate administrative functions, this study shows that they form a continuous cycle that can guide the sustainable implementation of SLiMS.

7. Implications for Library Management

The findings have several practical implications. First, libraries should develop SLiMS implementation plans based on actual institutional needs and available resources. Second, clear responsibilities should be established among personnel to ensure accountability and continuity. Third, continuous training should be provided to strengthen librarians' technological and operational competencies. Fourth, monitoring and evaluation should be conducted regularly to identify problems and inform corrective actions. Overall, the study suggests that successful SLiMS implementation requires managerial readiness as much as technological readiness. When planning, organizing, actuating, and controlling are implemented systematically, SLiMS has greater potential to support efficient library management, improve information accessibility, and strengthen the quality of services provided to library users.

8. Study Limitations

This study has several limitations that should be considered when interpreting its

findings. First, the study employed a descriptive qualitative design and focused on the implementation and management of SLiMS within a specific library context. Consequently, the findings are context-dependent and should not be interpreted as statistically generalizable to all libraries using SLiMS. The purpose of the study was to obtain an in-depth understanding of the management process rather than to measure the prevalence or magnitude of particular implementation outcomes. Second, the study focused primarily on the four management functions of planning, organizing, actuating, and controlling. Although this framework provides a systematic basis for analyzing SLiMS management, other potentially influential dimensions such as user satisfaction, system usability, information quality, organizational culture, leadership support, and financial sustainability were not examined in depth. Previous research suggests that these factors may also influence the effectiveness of library information-system implementation. Third, the qualitative nature of the study means that the findings are dependent on participants' experiences, perceptions, and accounts of SLiMS implementation. Although interviews were complemented by observation and documentation, some aspects of system utilization may not have been fully observable during the research period. This limitation is particularly relevant to functions that occur periodically, such as system maintenance, data migration, technical troubleshooting, and long-term evaluation. Fourth, the study does not quantitatively assess the extent to which SLiMS improves service efficiency, user satisfaction, processing time, or other measurable performance indicators. Therefore, the study can explain how and why SLiMS is managed and utilized within the research context, but it cannot establish the statistical magnitude of its impact on library performance.

Finally, because SLiMS is continuously developed and library technology environments change over time, the findings represent the implementation conditions observed during the research period. Changes in SLiMS versions, technological infrastructure, staff competencies, institutional policies, and user expectations may influence future implementation practices. Recent research, for example, continues to examine SLiMS implementation in different educational and library contexts, indicating that implementation outcomes can vary according to local conditions. Despite these limitations, the study provides a useful qualitative account of SLiMS management by demonstrating how planning, organizing, actuating, and controlling function as an interconnected managerial cycle. Future research could strengthen these findings through comparative multi-site qualitative studies, mixed-methods research, or longitudinal investigations that combine qualitative analysis with measurable indicators of system usability, service efficiency, user satisfaction, and information quality.

D. Conclusions

This study concludes that the management of SLiMS in the library is not merely a technological implementation but an integrated managerial process involving

POAC. Using a descriptive qualitative approach, the study demonstrates that the effectiveness of SLiMS implementation depends on the interaction between technological infrastructure, human-resource capacity, organizational arrangements, and library service needs. The planning function provides the foundation for SLiMS implementation through the identification of institutional needs, preparation of technological infrastructure, and assessment of human-resource readiness. The organizing function ensures that tasks and responsibilities related to SLiMS are appropriately distributed among library personnel and supported by effective coordination. The actuating function is reflected in the utilization of SLiMS for collection processing, cataloging, circulation, membership management, information retrieval, and other library services. Meanwhile, the controlling function enables the library to monitor system utilization, identify technical and operational problems, evaluate implementation, and undertake corrective actions. The findings further demonstrate that these four functions should not be viewed as independent activities. Rather, they constitute a continuous management cycle in which planning provides direction, organizing establishes responsibilities, actuating translates plans into practice, and controlling generates feedback for subsequent improvement. This integrated cycle strengthens the sustainability of SLiMS implementation and enables the library to respond to changing technological and service requirements. The study therefore contributes to the understanding of library information-system management by demonstrating that the successful utilization of SLiMS depends not only on the technical capabilities of the application but also on managerial readiness, staff competence, organizational coordination, and continuous evaluation. In practical terms, libraries seeking to optimize SLiMS should strengthen human-resource development, clarify responsibilities, maintain technological infrastructure, and establish systematic monitoring and evaluation mechanisms. Given the descriptive qualitative nature of the study, the findings are context-specific and are not intended for statistical generalization. Nevertheless, they provide a contextual understanding of how POAC can be applied as an analytical framework for managing SLiMS. Future research could extend these findings through comparative studies across multiple libraries, longitudinal research, or mixed-methods approaches that examine the relationship between SLiMS management and measurable outcomes such as service efficiency, user satisfaction, information quality, and library performance.

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