

Chinese Immigrant Academic Librarians' Experiences and Perceptions of Career Advancement in New Zealand

Four major reasons were identified as to why librarianship was not a popular first choice of profession: an unsatisfactory salary, a lack of marketing of library qualifications and jobs by academic libraries, stereotypical views of librarians, and a lack of understanding of the local culture among Chinese immigrants.

Objective Goals
Promotion

Aligns with

Subjective Goals
Self-Actualisation

Advantages

- * Bilingual and Cultural Understanding
- * Open-Mindedness to Technology
- * Good personality

VS

Disadvantages

- * English Proficiency and a Lack of Cultural Understanding
- * a Lack of Confidence and Assertiveness



Diversified workforce under equal treatment

Advancement Strategies

Implications

For Chinese immigrants, they must actively seek information regarding the library field in order to gain a full picture of the profession. It is recommended that immigrant librarians should pay close attention to getting a position within the field that could stimulate their intrinsic motivation. Then, they should develop certain objective and subjective career goals and align the goals in the same direction. They should implement various career advancement strategies where appropriate in an attempt to achieve the goals that they set out to achieve. Immigrants must know that certain culturally learned behaviour tend to have a negative influence on their career because the culture between the West and the East is different. These may include, but not limited to, not being assertive to speak up and not asking for help in the fear of losing one's face. Also, English proficiency and a lack of understanding of the local culture are likely to be challenges that they would need to overcome while pursuing career advancement. Moreover, Chinese immigrant librarians tend to have some advantages compared to their Kiwi counterparts, for example, they are likely to be bilinguals. They should embrace any advantages they have. Finally, immigrant librarians must constantly upskill themselves in the areas that the library profession deems important.