

## المخلص باللغة الإنجليزية

In the present era, knowledge and the knowledge society have become the dominant and controlling power over all economic and cognitive interests of countries and in all aspects of life. In addition to the concepts of the individual's knowledge stock and the human capital of the organization itself, which is currently considered one of the most important sources of competitive advantage; Organizations today have realized that the main factor that keeps them in the race and gives them a competitive advantage is their human cadres. Through it, she can achieve success in her field of work. This applies to the information specialist, especially in light of recent technological developments in the field of libraries and information science. Therefore, university libraries seek to exploit the intellectual and mental energy of the individuals working in them, and to measure this energy and the extent of its impact on the job performance of their employees, with the aim of raising the level of job performance for them.

This study focuses on the role played by the knowledge inventory of the information specialist, its components and measurement indicators in the libraries of northern Upper Egypt universities (Bani Suef - Fayoum - Minya) the study sample and its impact on raising the level of their job performance; which would also measure the level of functionality of other libraries; To achieve this goal, the following sub-objectives must be achieved:

1. Recognize the concept of the knowledge stock, its characteristics, indicators, dimensions, and how to measure it.

2. Defining the tasks and roles of the information specialist and what they offer to the profession, specialization and beneficiaries.

3. Identifying the level of job performance for university library workers in northern Upper Egypt.

4. Provide a clear and accurate picture of the knowledge level of workers in the work environment, and thus determine the reality of their knowledge stock.

5. Determining the relationship between the knowledge stock of the information specialist and their job performance in the university libraries under study.

The study relied on the field survey method to study the relationship between the knowledge stock of the information specialist, and its impact on their job performance in the libraries of northern Upper Egypt universities (Bani Suef - Fayoum - Minya). The study also relied on data collection tools; These are the interview and questionnaires. Which was distributed to the study population, and (173) valid questionnaires were retrieved for analysis.

The study showed several results, the most important of which are: that the knowledge stock of library workers is one of the factors of their success, which depends mainly on the (implicit) intangible assets that include the knowledge, capabilities, skills and experiences of the workers within the framework of knowledge assets, and the extent of its impact on their job performance level Clarifies the main objective of the study; It is a statement of the relationship between the knowledge stock of information specialists and the extent of its impact on their job performance.

The study also indicated that there are statistically significant differences between the knowledge stock of workers in the

libraries of northern Upper Egypt universities and their job performance. Among the most important recommendations of the study; The necessity of dealing with the knowledge stock of library workers as a strategic resource among the various resources owned by university libraries, and maintaining and developing it on an ongoing basis, and emphasizing its importance in raising the level of job performance among employees.