

## **ABSTRACT**

*This study aims to determine how the characteristics of the competence of certified and non-certified librarians at Diponegoro University (Undip) Semarang Library. The research method used in this study is a qualitative method. The data collection technique was carried out with semi-structured interviews involving 14 informants. The data obtained were analyzed using thematic analysis. The results of the analysis showed that the researchers found 3 themes namely Certified Librarian Competency Characteristics at UPT Undip Library, Non-certified Librarian Competency Characteristics at UPT Undip Library, and Librarian Efforts in Improving the Quality of Human Resources through Competency Test Certification. In general, the characteristics of the competence of certified and non-certified librarian in terms of motives, traits, self-concepts, knowledge, and skills were not found clearly differences. Constraints of lack labor and rolling positions once every 2 years makes most of the certified librarians have not been able to apply their abilities in accordance with the field of certification.*

*Keywords: Competency Characteristics; Competency Test Certification; Diponegoro University Semarang.*