Book Review

Gunilla Widen and Jose Teixeira. 2023. *Information literacy and the digitalisation of the workplace.* London: Facet Publishing 157pp. ISBN 9781783305810. £60. Hbk/Pbk.

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Information literacy and the digitalization of the workplace (Widen and Teixeirra, 2023) provides a comprehensive and insightful analysis of the critical role that information literacy (IL) plays in today's digitally driven professional environments and would be of particular interest to the data scientist, academic librarian, or careers advisor. It is accepted that information overload in the workplace is common and that emerging technologies (AI, big data, process mining, cloud computing) challenge our capacity for improving information sharing and workplace management practices. Essentially the authors establish how the concept and measurement of IL have evolved considerably over time and highlight their limitations, and how they could be reimagined in the assessment of workplace information literacy (WIL).

WIL is summarised as the skills, competencies, and mastery of the complex and constantly changing informational landscape of the contemporary workplace. Improving information sharing and workplace management practices is crucial for enhancing efficiency, collaboration, and overall productivity within any organisation, and so the future workplace will require more technically skilled workers to exploit increasingly complex systems, and more generally competent workers to identify organizational requirements of the systems. The book is structured with a clear focus on addressing the multifaceted challenges brought about by digitalisation, and it does so with an accessible blend of theoretical insights and practical considerations. The authors' extensive backgrounds in both information science and organisational dynamics are evident, as they navigate the intricate relationship between IL and the digital transformation of work processes. Split into four central areas of conceptual, methodological, process, and impact perspectives, this book provides a comprehensive overview of the challenges and opportunities for enhancing WIL skills for both employer and employee.

The first part of the book explores the complexity of IL concepts and the importance of acknowledging digital and technological infrastructure as an active part of forming WIL, identifying challenges related to context in different disciplines, as well as the human/technology connection. This section aims to reposition the context of IL in the workplace by providing recommendations to better understand, develop and apply theoretical applications, methodological assumptions, and good practice. In searching for an ultimate literacy, this section argues that WIL has the potential to bring order to the swathe of skills and competencies demanded by the digital workplace, and to look beyond the changing technological landscape to a more holistic view of information mastery, whatever the technology.

The second part of the book maps commonly used methods and practices for measuring IL and makes sound recommendations for more mixed-methods approaches to develop a multifaceted understanding of WIL such as fuzzy-set qualitative comparative analysis (fsQCA). By exploring actual information seeking and sharing behaviour through the emergence of digital trace data, the challenges of applying IL are shown to be related to context in different disciplines, and

directions are suggested for the theoretical and methodological coupling of research on information seeking and information sharing with digital trace data.

The third part of the book includes a case study of a high-security organisation in the nuclear sector. It explores the relationship between not knowing, and knowing enough to contribute to organisational goals, challenging the notion of information overload and repositioning the values of appropriate organisational practices, interpersonal skills, and trust, to balance information protection and sharing. The value of WIL is also seen to extend over the course of the career lifetime, beyond a single workplace, employability skill or career development and to transition between workplaces or professions with the ultimate capacity to empower citizens more fully across their lifetime.

The final section explores the link between information sharing and workplace satisfaction and identifies how this is not a learnt skill, but rather occurs in workplace conditions that support and enhance autonomy, and so develops through the mindset and motivation of the employee. This section also identifies that, in the entrepreneurial work setting, IL skills influence and positively contribute to the growth of businesses, and also that they are dependent on age and gender, recommending an integration of IL education and training for entrepreneurs at all stages of life. By addressing the collaborative nature of the digital workplace, the importance of effective communication and collaboration skills in utilising digital resources is highlighted.

In conclusion, *Information literacy and the digitalization of the workplace* is a valuable addition to the literature on information science and workplace studies. Widen and Teixeira have created a thought-provoking textbook that bridges the gap between traditional IL concepts and the demands of the digital age. With insights into established IL methodologies and effective workplace learning, they provide an exploration into the sociomaterial advantages and enhanced citizenship this could afford. Researchers, educators, and professionals seeking to navigate the intricacies of the digitalised workplace would find this book an enlightening guide.