

SOCIO-PERSONAL AND PSYCHOLOGICAL ATTRIBUTES OF THE TRAINERS OF REGIONAL INSTITUTES OF RURAL DEVELOPMENT (RIRDS)

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The task of changing the outlook of millions of rural families, acquainting them with the new knowledge, orienting them towards the acceptance of the innovations, and bringing about technological change in them is, therefore, indeed a tremendous task which a few extension personnel can hardly do. He is a generalist and requires a high degree of professional competency. The task of selecting extension personnel in most challenging and it is highly desirable that personal traits are closely associated with the success of extension worker's efficiency. Regional Institutes of Rural Development (RIRDs) in Kumaun region have been set up to impart training to the extension personnel at the district level. There are three RIRDs operating in Udham Singh Nagar, Nainital and Almora districts of Kumaun region and a sample of all the 32 trainers were selected and were interviewed for making generalisation. The management of the training institution requires the competent and skilled 'human resource' to monitor and evaluate the essential components such as increased training experience, reduction in learning time and cost, augmenting the job performance, more professional dedication, increase in job satisfaction and communication skill of the trainers in an organisation. **Kherde and Sahay (1972)** found that village level workers coming from rural families performed better than those coming from urban families because of the better understanding of the village social system. Again, **Singh (1970)** concluded that the greater the experience of extension officers, the better was their work performance. Realising the importance of attributes of the trainers in an organisation, it was thought necessary to study the personal and psychological profile of the trainers of the Regional Institutes of Rural Development (RIRDs) in Kumaun hill region.

METHODOLOGY

With a view to have a more comprehensive investigation about the general profile prevailing in the three training institutions, each located at Rudrapur, Haldwani and Hawalbagh of Udham Singh Nagar, Nainital and Almora districts respectively, about the 32 trainers linked with the training process were selected by using census method. Data were collected by using basic tools such as interview schedule and non-participant observation technique. The information, thus collected were further tabulated in light of the objective set forth and were statistically analysed by using frequency distribution and percentage analysis.

Some of the selected personal and psychological attributes of the trainers were as follows :

Educational level : It is the level of literacy of the respondents having a range from illiterate to literate (**Kishore, 1968**). For the present study, the education has been operationalised as the respondent's level of formal education, acquired through systematic schooling till the day of investigation.

Background (Rural/Urban): It refers to the length of period of life, the respondents have spent in the rural and urban areas in terms of completed years and months till the date of interviews.

Work experience: It refers to the years of service rendered by the respondent as a paid-worker in any organization since the beginning of his profession.

Training experience: Training experience is operationalised as number of trainings received by each respondent.

Job satisfaction: Job satisfaction of trainers refers to the degree of satisfaction or dissatisfaction with various factors of their job which they perform in training process under RIRDs.

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Professional dedication: It is operationalised as the degree of self stimulus in individual for devotion towards profession. Therefore, professional dedication determines the performance and the productivity of an individual in an organisation.

Communication skill: It refers to the personal opinion of the respondent regarding the skills possessed by him with regards to 'communication abilities', 'communication qualities' and 'familiarity with audio-visual aids'.

a) **Communication ability:** It is operationalised as the trainer's ability to deliver the lectures effectively keeping in view the preparation, method of teaching, confidence of the trainer, use of examples, etc.

b) **Communication quality:** It refers to the worth of a trainer in expressing his/her ideas effectively by using good speech skills, in expressing his ideas and limiting discussion with better results.

c) **Familiarity with audio-visual aids:** It refers to the extent to which audio-visual aids are used by the trainer, while imparting knowledge to the trainees.

RESULTS AND DISCUSSIONS

The selected socio-personal and psychological characteristics of the respondents viz., education, work experience, training experience, background, job satisfaction, professional dedication and communication skill have been studied and presented in the section (Table 1-4).

It is evident from the Table-1 that under RIRDs, 71.87 per cent were 'highly' educated, whereas 18.75 per cent had 'medium' and 9.37 per cent had 'low' level education. Majority of the respondents were found to be 'graduate and above' in all the training institutions. Such findings are in accordance with the findings of Salvi and Dudhani (1967).

Table 1: Percentage Distribution of the respondents on the basis of education, background, total work experience, training experience, professional dedication, job satisfaction

S.No.	Variables	Regional Institute of Rural Development (RIRD)			Total
		Rudrapur	Haldwani	Hawalbagh	
1.	Educational level				9.37
	i) Low (<High School)		17.64		18.75
	ii) Medium (<High School >Intermediate)		23.52	25.00	
	iii) High (≥ Graduate)	100.00	53.82	75.00	71.87
2.	Background				53.12
	i) Rural	71.42	35.29	75.00	
	ii) Urban	28.57	64.70	25.00	46.87
3.	Work Experience:				37.50
	i) Low (< 4.5 yrs)	14.28	35.29	62.50	
	ii) Medium (4.5-6.5 yrs)	-	-	-	-
	iii) High (> 6.5 yrs)	85.71	64.70	37.50	62.50
4.	Training Experience:				28.12
	i) Below Average (< 7)	14.28	29.41	37.50	
	ii) Average (7-19)	28.57	23.52	37.50	28.12
	iii) Above average (> 19)	57.14	47.05	25.00	43.75
5.	Professional Dedication				43.75
	i) Low (< 46)	42.85	47.05	37.50	
	ii) Medium (46-52)	42.85	41.17	37.50	40.62
	iii) High (> 52)	14.28	11.76	25.00	15.62
6.	Level of job satisfaction				37.50
	i) Low (< 109)		58.80	25.00	
	ii) Medium (109-155)	100.00	29.40	62.50	53.12
	iii) High (> 155)		11.80	12.50	9.37

In concern to background of the trainers, in Rudrapur and Hawalbagh, majority of the respondent were found to have 'rural' background whereas in Haldwani, a higher percentage (64.70%) of the trainers belong to 'urban' category. As a whole, 53.12 per cent had rural and 46.87 per cent had 'urban' background. These finding are in consonance with the findings of Kelsey and Hearne (1949) who reported that the extension agent should have a rural background.

As regards to total experience, the trainers of Rudrapur and Haldwani were found to have 'high' work experience of 85.71 per cent and 64.70 per cent respectively. The majority of the respondents (62.50%) were found to be 'highly' experienced. Regarding the total in-service trainings received by the trainers, again the trainers from Rudrapur (57.14%) and Haldwani (47.05%) were found to have 'above average' category of training experience. Overall maximum (43.75%) training personnels were in category of 'above average' training experience.

The data further revealed that the trainers from Rudrapur (42.85%) and Hawalbagh (37.50%) had 'medium' and Haldwani (47.05%) had 'low' level of professional dedication. A higher fraction (43.75%) of trainers were found to have 'low' level of professional dedication in all the training institutions. In concern to the 'level of job satisfaction', in general only 9.37 per cent trainers had 'high' level of job satisfaction while 53.12 per cent had 'medium' level of job satisfaction (Table-1). This may be due to the fact get they have no authority commensurate with their job responsibilities and lack of congenial working condition.

Table 2 : Job satisfaction of trainers of three training institutions

S. No.	Variables	Regional Institute of Rural Development (RIRD)							
		Rudrapur		Haldwani		Hawalbagh		Total	
		Mean	Rank	Mean	Rank	Mean	Rank		
1.	Recognition	5.62	V	5.70	VI	6.62	V	6.04	VII
2.	Responsibility	5.13	VII	7.52	II	7.00	IV	6.55	V
3.	Auancement	5.85	IV	4.82	VII	7.62	II	6.09	VI
4.	Organisational Policy	5.45	VI	6.76	III	8.12	I	6.77	II
5.	Working Condition	7.87	II	5.76	V	6.33	VI	6.65	III
6.	Salary	6.71	III	7.88	I	5.12	VII	6.57	IV
7.	Interpersonal Relations	8.26	I	6.65	IV	7.50	III	7.47	I

Table-2 reveals the distribution pattern of mean scores and ranks with respect to the 'job satisfaction' of trainers in the three training institutions. From the perusal of data, it could be inferred that 'interpersonal relations', 'salary' and 'organizational policy' ranked 1st in Rudrapur, Haldwani and Hawalbagh respectively. Overall finding of the table reveals that 'interpersonal relations' and 'organisational policy' ranked 1st and 11nd respectively, whereas last VII rank was assigned to 'recognition'.

Table 3 : Percentage Distribution of respondents according to communication abilities of different training institutions

S.No.	Communication Abilities	Regional Institute of Rural Development (RIRD)			
		Rudrapur	Haldwani	Hawalbagh	Total N=32
1.	Low (0-17)		17.64	25.00	15.62
2.	Medium (18-35)	28.57	47.05	50.00	43.75
3.	High (≥ 36)	71.42	35.29	25.00	40.62

The Table-3 reveals that 71.42 per cent trainers of Rudrapur had 'high' communication abilities. On an average trainers (43.75%) had 'medium' followed by 40.62 per cent had 'high' communication abilities.

Table 4 : Percentage Distribution of respondents according to communication qualities of different training institutions

Sl. No.	Communication Qualities	Regional Institute of Rural Development (RIRD)			
		Rudrapur	Haldwani	Hawalbagh	Total N=32
1.	Low (0-13)	14.28	29.41	37.50	28.12
2.	Medium (14-26)	28.57	47.05	37.50	40.62
3.	High (≥ 26)	57.14	23.12	28.00	31.25

The Table-4 indicates that a very few trainers had 'low' communication qualities. Maximum (40.62%) trainers had 'medium' communication qualities where as 31.25 per cent and 28.12 per cent had 'medium' and 'low' communication qualities respectively.

CONCLUSION

The analysis indicated that cent percent trainers of Rudrapur and majority of Haldwani and Hawalbagh were 'graduate and above'. More than half of the training personnel of Rudrapur(75.42%) and Hawalbagh(75%) belonged to 'rural' background. Overall, only 15.62 per cent of trainers had 'high' level of professional dedication. All the trainers of Rudrapur and 62.5 per cent of Hawalbagh were in 'medium' category of job satisfaction. Majority (71.42%) trainers of Rudrapur had 'high' and Haldwani(47%) and Hawalbagh(50%) were distributed in 'medium' category of communication abilities.

Finally, it can be concluded from the above results that the attributes like education, family background and training experience does not influence the professional dedication of the trainers. Besides, professional dedication decreases with the increase in working experience of the workers. However, the results indicated that professional dedication was found to be positively related with the level of job satisfaction of the trainers.

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