

OPINION OF TRAINEES & TRAINERS ABOUT IN-SERVICE TRAINING PROGRAMME

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ABSTRACT

To know the opinion of trainees & trainers about various elements of training programmes, a questionnaire was constructed having 16 items. Then the respondents (70 trainees & 35 trainers) were asked to indicate the degree of agreement or disagreement against each statement. It was found that there was close consistency in the ranks of opinion scores of trainees & trainers. The respondents indicated the need for paying more attention towards-Need oriented subject matter, physical facilities, timely information about training programme, boarding & lodging facilities & so on.

Key words: Trainees; Trainers; Information

INTRODUCTION

Training has special significance in the field of agricultural development & in the context of community development extension since the very essence of these programmes is to train rural people to solve most of their problems individually or in-groups. The success of extension worker can be judged ultimately by the extent to which he has been able to make the village people self-reliant, in getting them to do things by themselves, without relying on out side help. Training improves a person's skill, his power of intelligence & develops in him the desired attitudes & values required for his work. Training helps the new entrant to acquire occupational work skills & the latest knowledge makes him familiar with the objectives of the organization to which he belongs & helps to make his potential contribution in promoting the goals of his organization. Training also makes up for any deficiencies in the goals of his organization. Training also makes up for any deficiencies in the new recruits & maintains or boosts up the morale of the staff. It is conducive to cohesion with regard to methods of work & approach to problems. Training is primarily concerned with preparing the participant for certain lines of action, which are delineated by technology & by the organization in which he works & which also improves his performance in it. In any training programme the trainers & trainees play a very important role because, they affect the training programme to a great extent. Therefore, it is very essential to know the opinion of both of them about the training programme. The present study was carried out with the following specific objectives : i) To appraise the opinion of the trainees & trainers about the various elements of the training programme ii) To examine the degree of consistency in ranks of opinion score of the trainees and trainers about training programme.

METHODOLOGY

Initially twenty-two items were selected and were then sent to the selected judges for their valuable suggestions and

comments. Overlapping items were deleted and new ones were added in the list. Thus finally, sixteen items were arranged in the form of statements and administered to the sample respondents (70 trainees & 35 trainers) selected from two training centres of Rajasthan State. The trainees were Agriculture supervisors and the trainers were Subject Matter Specialists (SMS's). The respondents were asked to indicate their degree of agreement or disagreement against each of the statement on a 5-point rating scale ranging from 'strongly disagree' to 'strongly agree'. Later on to examine the degree of consistency in ranks of opinion score of the trainees and trainers about training programme Kendall's coefficient of concordance 'W' test was used to test the hypothesis that "There is no consistency in ranks of opinion score of the trainees and trainers about the various elements of the training programme". The following formula were used to test the concordance (Sidney Siegel):

$$W = \frac{S}{1/12K(N-N)} \text{ for ranking with no ties}$$

Where,

S = Sum of squares of the observed deviations from the mean i.e.

$$X_i^2 - \frac{(X_i)^2}{N}$$

K = Numeric of sets of rankings e.g. the number of judges.

N = Number of entities (Number of questions) ranked.

$1/12 K^2 (N^3 - N)$ = Maximum possible sum of the deviations, i.e. the sum S that could occur with perfect agreement among K rankings.

RESULTS AND DISCUSSION

Table 1 depicts the indication of ranks of opinion as expressed by the trainees and the trainers about each of the sixteen components of the training programme. To determine the consistency among them the coefficient of concordance 'W' was computed, which was found to 0.857 that was

significant at 0.05 level of probability. The result thus, enabled us to reject our null hypothesis and indicate that there was a close consistency in the ranks of opinion scores of the trainees

and trainers about the training programme. These findings are in line with the findings as reported by Jani (1978) & Ganeshan & Perumal (1980).

Table 1. Consistency in ranks of opinion score as perceived by the trainees (Ag. Supervisors) and trainers (SMS's) about the training programme

S. No.	Components	Ranks Given by Trainees	Ranks of Trainers	Total of Ranks(X)(X) ²	Square
1.	Subject matter was in line with the objectives of the training prog.	2	5	7	49
2.	Language was understandable by the trainees.	3	6	9	81
3.	Course content was mostly in accordance to the need, interest and values of the trainees.	15	14	29	841
4.	Only relevant topics were discussed in the training programme.	5	3	8	64
5.	Weightage on theory & practical was given looking into the types of trainees.	4	7	11	121
6.	Timely information was sent to the trainees about the training programme.	12	10	22	484
7.	Duration of training programme was quite sufficient looking into the course contents.	10	12	22	484
8.	The most convenient time was selected for training programme.	7	11	18	324
9.	Ample physical facilities while they were attending lectures.	14	8	22	484
10.	Instructors were very much interested in teaching to trainees.	1	2	3	9
11.	Ample opportunities were created by the trainers to clear the doubts of trainees if any.	6	4	10	100
12.	A most appropriate number of trainees were invited for training.	9	13	22	484
13.	The group of trainees was homogenous.	11	15	26	676
14.	Trainees were not interested in learning.	16	16	32	1024
15.	Lecture schedule was kept according to the convenience of the trainees.	13	9	22	484
16.	Ample facilities of boarding & lodging were provided to the trainees.	8	1	9	81
	Total			272	5790

W = 0.857 Significant at 0.05 level of probability.

CONCLUSION

From the present study it is concluded that there is close consistency in the ranks of opinion scores of the trainees and trainers about the various elements of the training programme. Both trainees & trainers felt that there must be some improvement in the training programme to make it more useful

and popular. They indicated the need for paying more attention towards some of the aspects of training programme like-(i) Need oriented subject matter, (ii) Physical facilities, (iii) Timely information about training programme, (iv) Boarding and lodging facilities, (v) Homogeneous group of trainees, and (vi) Lecture schedule according to the trainees' convenience.

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