

RESEARCH NOTE

Assessment of Effectiveness of Training Programmes through Perception of Krishi Vigyan Kendra Trainees

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ABSTRACT

This study was conducted in Krishi Vigyan Kendra, Kattupakkam in Kancheepuram district of Tamilnadu. Forty six poultry trainees, thirty six dairy farming trainees, and eighteen sheep/goat trainees (n=100) were selected by following the proportionate random sampling method. This study aims to estimate the effectiveness of the Krishi Vigyan Kendra training programme. The KVK training was perceived as most effective by the respondents as reflected from the perception score of 67.73. The respondents were satisfied with training out put, quality of teaching and physical facilities provided during the training. However, the respondents perceived that the coverage of topic was not sufficient. Majority of the respondents preferred institutional training as their choice instead of peripatetic training for a period of 3-5 days during April to June due to the availability of all facilities at Livestock Research Station, Kattupakkam.

Keywords: *Krishi Vigyan Kendra; Training effectiveness; Trainee; Teaching; Perception;*

Trainning is a crucial and continuous requirement for agricultural development. Training needs its context, methodologies and approaches change with developmental phases, strategies and clientele. Hence Indian Council of Agricultural Research (ICAR) established Krishi Vigyan Kendra (KVK) through out the country in the middle of 70's by adopting the recommendations of the Mohan Sinha Mehta Committee. Training consists largely of well organized opportunities for participants to acquire necessary understanding and skill (*Lynton and Pareek, 1990*). Trainings organized by KVKs are helping to ameliorate the poor socio-economic conditions of the farmers, farm women and rural youths in rural India by raising the level of farm productivity, income and employment with application of agricultural innovation generated at research station (*Dubey et al, 2008*). Normally KVKs have conducted different types of trainings. The KVK's were originally designed to provide vocational training for rural youth to prepare them for self-employment. Hence this research study was taken up with the objective to find out the effectiveness of training programmes through perception of KVK trainees of Kattupakkam, Kancheepuram district, Tamil Nadu.

METHODOLOGY

The respondents were interviewed through a set of standard questions which was derived in consultation with experts, reports, and journals about their perception on various aspects of the training programme imparted to them by the KVK. The structural questions comprised of statements and were placed on a 3 point continuum ranging from strongly agree/most adequate, agree/adequate and disagree/least adequate with scores 2, 1, and 0 respectively. The trainees were asked to provide their preferences towards various aspects of the training and tabulated. Procedure followed by *Kulkarni and Nikhade (1996)* was considered as a base for estimating training effectiveness. For identifying the individual effectiveness of the training aspect the following formula was applied:

$$TE = \frac{D_1}{P_1} + \frac{D_2}{P_2} + \frac{D_3}{P_3} + \dots + \frac{D_n}{P_n} \times 100$$

Where, TE= Training effectiveness, $D_1, D_2, D_3, \dots, D_n$ refers to the total score obtained by all the respondents on a particular dimension of items $P_1, P_2, P_3, \dots, P_n$ refer to the potential scores obtainable on each dimensions included in the study. For calculating the

overall programme effectiveness the following formula was used:

$$OPE = \frac{TEI_1 + TEI_2 + TEI_n}{Z}$$

Where summation, $TEI_1 + TEI_2$ refers to the individual item effectiveness for all the items 1 to Z included in the programme.

RESULTS AND DISCUSSION

The respondents were asked to indicate their perception towards the KVK training programme on a three-point continuum scale on four major dimensions viz., Training output, teaching ability, physical facilities, coverage of topics. The responses so obtained from the trained farmers are presented in Table 1.

Table 1: Scores obtained, extent potential ratios and total effectiveness score for each perceptual factor of KVK trainees (N=100)

| Perceptual Factor | Degrees of perception | | | | | |
|--|-----------------------|-------|-------|--------|------|-------|
| | SA | A | D | TS | EPR | TES |
| <i>Training Output</i> | | | | | | |
| KVK training helped to know new technologies | 89 | 10 | 01 | 188 | 0.94 | 94 |
| KVK training increased the knowledge on animal husbandry practices | 20 | 78 | 2 | 118 | 0.59 | 59 |
| KVK training improved self confidence | 78 | 22 | 0 | 178 | 0.89 | 89 |
| KVK training was need based and field oriented | 50 | 49 | 1 | 149 | 0.75 | 75 |
| <i>Average</i> | 59.25 | 39.75 | 1.00 | 158.25 | 0.79 | 79.25 |
| <i>Teaching Quality</i> | | | | | | |
| KVK staff are adequate to demo. new technology | 25 | 74 | 01 | 124 | 0.62 | 62.0 |
| KVK staff taught farming tech. in simple manner | 89 | 09 | 02 | 187 | 0.94 | 94.0 |
| More number of SMS (other than) | 64 | 23 | 13 | 151 | 0.75 | 76.0 |
| KVK staff are needed to teach the farming tech. | 66 | 31 | 03 | 163 | 0.82 | 82.0 |
| KVK staff mingled freely with the trainees | 66 | 31 | 03 | 163 | 0.82 | 82.0 |
| <i>Average</i> | 61 | 34.25 | 4.75 | 156.25 | 0.78 | 78.5 |
| <i>Physical Facilities</i> | | | | | | |
| Lecture Hall | 95 | 05 | 00 | 195 | 0.98 | 98 |
| Audio-Visual aids | 16 | 32 | 52 | 64 | 0.32 | 32 |
| Lodging facilities | 69 | 30 | 01 | 168 | 0.84 | 84 |
| Boarding | 56 | 44 | 00 | 156 | 0.78 | 78 |
| Transport facilities | 50 | 48 | 02 | 148 | 0.74 | 74 |
| Library facility | 41 | 28 | 31 | 110 | 0.55 | 55 |
| <i>Average</i> | 54.5 | 31.17 | 14.33 | 140.17 | 0.70 | 70.17 |
| <i>Coverage of Topics</i> | | | | | | |
| Breeds and Breeding of livestock/poultry | 88 | 10 | 02 | 186 | 0.93 | 93 |
| Care of Newborn/ Chicks | 21 | 69 | 10 | 111 | 0.56 | 56 |
| Feeds and feeding | 55 | 35 | 10 | 145 | 0.73 | 73 |
| Housing management | 41 | 50 | 09 | 132 | 0.66 | 66 |
| Clean milk/egg production | 51 | 34 | 15 | 136 | 0.68 | 68 |
| Disease control | 23 | 48 | 29 | 94 | 0.47 | 47 |
| Economics of livestock farming | 12 | 34 | 54 | 58 | 0.29 | 29 |
| Marketing and credit | 18 | 38 | 44 | 74 | 0.37 | 37 |
| Insurance | 23 | 27 | 50 | 73 | 0.37 | 37 |
| <i>Average</i> | 36.89 | 38.33 | 24.78 | 112.11 | 0.56 | 56.22 |

Overall Training Effectiveness Score = 67.73 per cent

SA=Strongly Agree

A=Agree

D=Disagree

TS=Total Score

EPR=Extent Potential Ratio

TES=Total Effectiveness Score

It could be observed from Table-I that out of 4 major dimensions taken for the study, the total effectiveness score for the perceptual factor of training output was 79.25, followed by teaching quality (78.50), infrastructure facilities (70.17) and coverage of topics (56.22). It could be inferred that except the coverage of topics all the areas of training programme was found to be perceived as effective by the respondents. With regard to the training output, the scores for individual aspect indicating its relative effectiveness ranged from 59 to 94 per cent. The KVK training was found to be very effective in the sub-areas registered the score of above 75 except the KVK training increased the knowledge on animal husbandry practices which registered 59. As regards to teaching quality, the scores ranged from 62 to 94, which showed that the quality of teaching during training was perceived very much effective and useful in understanding the improved Animal Husbandry technique. The respondents felt that more number of subject matter specialists may be needed in KVK to teach the farming technique.

The total effectiveness score under physical facilities ranged from 32 to 98 per cent. However, the effectiveness with regard to the use of audio-visual aids and the library facilities were perceived as low by the respondents. Effective use of audio-visual aids including videos and increase the library facility might further increase the effectiveness of the training.

With respect to the coverage of topics, the trainees total effectiveness score ranged from 29 to 93 per cent. The low average score (59.22) for the coverage of the

topics was in the areas of marketing and credit, insurance and economics of livestock farming. The score for insurance is low. Similar finding was reported by Halakatti *et al.*, (2007). Hence, re-orientation of the syllabus /training according to the need expressed by the clientele would increase the effectiveness.

Further, it could be observed from the Table-I that overall training effectiveness score of the training programme worked out to be 67.33 per cent which indicated that the KVK training was perceived as very effective by the respondents. The farmers also expressed that the KVK staff were technically competent and could deliver goods authoritatively, laying emphasis on practical session and providing opportunities to trainees for participating in deliberations.

CONCLUSION

The results revealed that the respondents were satisfied with training output, quality of teaching and physical facilities provided during the training. However, the trainees perceived that the coverage of topic was not sufficient. The results show that even though considerable efforts have been made in training of farmers in the common vocations and areas of interest, there still remains a lacuna which needs to be filled. The KVK's do require re-orienting their trainings based on these findings for effective transfer of technologies among the target groups such as field visit to different farms owned by livestock farmers is more effective to motivate the farmers for adoption of new technology.

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