

Women SHGs' Amelioration through Group Dynamic Effectiveness in Gujarat

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ABSTRACT

Several forces are working and influencing the process of "self-help group" (SHGs) dynamics. The important personal and socio-psychological factors which are responsible for effect on SHGs dynamics need to be thoroughly undertaken and activities on sustainable basis. Hence, the study on correlates of effectiveness of group dynamics of women SHGs was taken in Junagadh district of Gujarat state. By using simple random sampling procedure, 120 members were selected for study. Statistical tool like correlation, multiple regression and path analysis were employed to draw suitable inference. The relationship of personal and socio-psychological characteristics on, Group dynamic effectiveness index (GDEI) was established in this study by simple correlation analysis. Education, Annual income, Social participation, Proactive attitude, Skill development had a positively higher significant relationship with GDEI at 1 per cent level of significant. The skill development had a highest direct effect on GDEI. It was also indicated that proactive attitude had largest indirect effect on GDEI through skill development. This article helps to manage, improve and strengthen group interaction. It is also helpful in mobilizing SHGs.

Key word: GDEI; Proactive attitude; Skill development; SHGs;

Group dynamics is concerned with the interaction forces among group members in a social situation. It is the internal nature of the group-how they are formed, what are their structures and processes, how do they function and affect individual members, other groups and the organization (Bhatt, 2010). Group is a cluster of two or more individuals who interact with each other in relatively enduring basis, identify themselves as belonging to distinct unit and sharing certain common activities and values. Members of the group relate to each other in some way that is united by common ties, beliefs and perceptions in a relatively sustained and structural basis. Group dynamics effectiveness is operationalized in this study as the interaction forces among group members in the group, how the group were formed, their structure, process, and how do they function and effect on individual members, other groups and the organization (Vipin, 1999). In the present study, 'Group Dynamics Effectiveness' of the SHGs and its members were quantified with the help of an index called

'Group Dynamics Effectiveness Index (GDEI)' developed by Purnima (2005).

One of the powerful approaches to women empowerment and rural entrepreneurship is the formation of the Self Help Groups (SHGs) especially among women. This strategy had fetched noticeable results not only in India and Bangladesh but all over world. Women SHGs are increasingly being used as a tool for various developmental interventions; Credit and its delivery through SHGs have also been taken as a means for empowerment of rural women (Premila et al. 2005). NABARD (1995) defined SHG as a homogenous group of rural poor voluntarily formed to save whatever amount they can conveniently save out of their earning and mutually agree to contribute to a common fund of the group, to be lent to the member for meeting their productive and emergent needs. The important personal socio- psychological factors which are responsible to the effectiveness of self-help group dynamics need to be thoroughly understood and activated

on sustainable basis. In light of this, a study was planned to analyze the Relationship between profile characteristics of the members and their group dynamics effectiveness. Through this study, find out interaction between women self-help groups and group dynamics.

METHODOLOGY

The study was conducted in Junagadh district of Gujarat state. Among 15 Talukas of Junagadh district, two Talukas viz., Talala and Junagadh were selected randomly from Junagadh district. After selection of these two Talukas two villages from each Taluka were selected randomly. Total 120 respondents were selected from 8 SHGs. 15 members were selected from each self-help groups purposively. Four SHG's belong to rural area and another four SHG's belong to urban area. The respondents were selected from Junagadh district. There are three programmes existing to work for SHG like watershed development programmes, Swarnjayanti Gram Swarojgar Yojana (SGSY) and *Sakhi mandal* under the DRDA (District Rural Developmental Agency). Research design was developed to enable the researcher to answer research questions as validly, objectively, accurately and as economically as possible. The design used for this study was *ex-post facto*. The respondent asked open ended questions to know group dynamics effectiveness of SHGs with the help of data, calculate group dynamic effectiveness. To know the GDEI of SHGs various indicated were used like: participation, teamwork, group atmosphere, decision making, group cohesiveness, leadership, interpersonal trust, task functions, and achievement of the SHGs. These independent variables measured with the help of structural schedule and calculated with the help of Mean, Standard deviation and frequency. Group dynamics effectiveness was measured with the help of scale which is developed by *Purnima (2005)*.

The effect of personal and social-psychological characteristics in Group Dynamic was assessed by appropriate statistical test such as co-relation coefficient, multiple regression analysis and path analysis.

RESULTS AND DISCUSSION

The variation in group dynamics between different group are shown in Table 1 distribution of respondent based on group dynamics. The ANOVA table shows that considerable variation in group dynamics

effectiveness among different respondent because of the significant variation ration ($F= 25.01$). Group dynamics is multivariate phenomenon influenced by a variety of interacting factor those interplay in varying strengthen.

Sashi et.al. (2008) studied that Group dynamics effectiveness of SHG is not a unit act but a complex process involving sequence of action and activities. The action of individual group member is governed by socio, personal, and psychological characteristics involved in a particular situation. Group Dynamics Effectiveness of member to members because of above mention attributes.

Table 1. Analysis of Variance in Group Dynamics Effectiveness of SHGs

Source of variation	DF	SS	MSS	Calculated F	Sig. F
Between the group	9	3397.111	377.4568158	25.01815311	7.64
Error	110	1659.605	15.08731736		
Total	119	5056.716			

** Significant at 1% level of Significant

Table 2. Relationship between profile characteristics of the members and their group dynamics effectiveness (N=120)

Independent variable	'r'
Age	-0.340**
Education	0.483**
Occupation	0.225*
Annual income	0.449**
Family type	0.216*
Material possession	0.132 ^{NS}
Social participation	0.431**
Proactive attitude	0.595**
Skill development	0.673**

* 5 Per cent level of Significant $r = 0.174$

** 1 Per cent level of Significant at $r = 0.228$

NS = Non significant; 'r'=Co-efficient of correlation value

The relationship of personal and socio-psychological characteristics on, GDEI was established in this study by simple correlation analysis. Education, Annual income, Social participation, Proactive attitude, Skill development had a positively higher significant relationship with GDEI at 1 per cent level of significant. There were two variable occupation and family type positively significant with GDEI at 5 per cent level of

significant. Material passion did not have any relationship with GDEI. Age of the women had negative and significant relationship (= -0.340) with their GDE. Narayan G. (2011) reported that Proactive attitude and skill development had a positively significant relationship with GDEI at 1 per cent level of significant.

Multiple regression analysis was carried out to study the extent of variation towards GDEI of self-help groups' women by various independent variables.

The R² value (0.67) in the Table 3 expressed the ideas that seven variables jointly contributed toward 67.1 per cent of the variation in group dynamic effectiveness of self-help group.

It can be inferred on the basis of standard regression co-efficient 'â' value given in Table 3, that the order of relative importance for these seven variable from the

highest to lowest was X₉ skill development, X₈ proactive attitude, annual income X₄, social participation X₇, family type X₅, age X₁, education X₂, member has substantial effect on group dynamic effectiveness.

The calculated 't' values of the partial regression coefficient were significant at 0.01 levels in case of annual income (X₄), proactive attitude (X₈), skill development (X₉).

The calculated 't' values of the partial regression coefficient were significant at 0.05 levels in case of age (X₁), education (X₂), family type (X₅), social participation (X₇).

The variable skill development explains highest variation (4.99) as shown in (b x r) value. So it indicates that skill development plays most important role towards level of empowerment of the self-help group members.

Table 3. Multiple regression analysis between Group Dynamics Effectiveness of women with selected independent variables (N=120)

Independent variable	Regression coefficient 'b' value	SE of Regression coefficient 'b' value	't' value for partial 'b' Value	Rank	R ²
Age	-1.465	0.66	-2.199*	VI	0.67
Education	0.952	0.475	2.033*	VII	
Occupation	0.087	0.234	0.371 ^{NS}	IX	
Annual income	2.586	0.807	3.204**	III	
Family type	1.355	0.615	2.207*	V	
Material passion	1.002	0.689	1.454 ^{NS}	VIII	
Social participation	1.163	0.511	2.276*	IV	
Proactive attitude	0.372	0.107	3.480**	II	
Skill development	1.094	0.219	4.991**	I	

* 5 Per cent level of Significant r = 2.02

** 1 Per cent level of Significant at r = 2.67

Table 4. Path Analysis of Selected Personal and Socio-Psychological Characteristics of women in relation to self-help groups (N=120)

Characteristics	Direct effect		Total indirect effect		Largest indirect effect	
	Effect	Rank	Effect	Rank	Effect	Through variable no.
Age	-0.1354	9	0.1689	7	-0.0988	10
Education	0.1322	5	0.3513	3	0.1580	10
Occupation	0.0212	8	0.2038	6	0.0740	10
Annual income	0.1974	3	0.2521	5	0.0875	10
Family type	0.1296	6	0.0874	8	0.0333	09
Material passion	0.889	7	0.0435	9	0.0392	06
Social participation	0.1407	4	0.2911	4	0.1276	10
Proactive attitude	0.2296	2	0.3661	1	0.1616	10
Skill development	0.3502	1	0.3231	2	0.1059	09

Residual effect = 0.57

Because of its interaction between members could be increased thus level of GDEI increase.

Data in Table 4 indicate that variable skill development had a highest direct effect on GDEI followed by proactive and annual income. In this table total indirect effects of all variables on GDEI also placed with their rank. In which proactive attitude secured a first rank among total indirect effect of variable on GDEI. In this Table largest indirect effect of proactive attitude secured a first rank followed by skill development and education. Data also indicated that proactive attitude had largest indirect effect on GDEI through skill development. It can be explained through that women possessing a skill for their empowerment which improves self-esteem in women and is also helpful to improve innovative attitude regarding their different skill development activities.

CONCLUSION

Among the different variables skill development had positive and highly significant relation with GDEI. Skill development is a very important ingredient for improvement of SHGs. Higher skill development improves interaction between people it is also helpful in economic enhancement of women which is resulting in higher GDEI of member. It is also concluded that proactive attitude had largest indirect effect on GDEI through skill development. Proactive attitude is important for involvement of women in different income generating activity for their socio-economic development. For doing different income generating activity number of location specific and demand driven skill should be developed for their better livelihood. Thus, these variables play an important role for improving interaction between the members and mobilizing SHGs.

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