

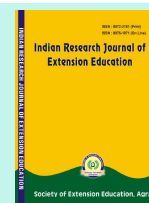


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Effectiveness of the Training Programme on the Trainees: A Study in Assam

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ABSTRACT

The present study was undertaken to ascertain the relationship between training effectiveness in terms of perceived usefulness, knowledge gained and skill developed with socio personal, professional and psychological characteristics of the trainees attending training programmes conducted by five KVKs of Upper Brahmaputra Valley Zone of Assam. A total number of 125 respondents were selected using random sampling technique. The data were collected by means of personal interview schedule. The findings revealed that majority (82.40 %) of the respondents have medium level of achievement motivation. The result obtained from the study revealed that size of operational land holding, annual income, extension contact and achievement motivation had a significant and positive relationship with usefulness of training programmes. It was found that age, size of operational land holding, annual income, extension contact and achievement motivation of the respondents has significant relationship with the knowledge gained from the training programme. Moreover, age, size of family annual income, extension contact and achievement motivation of the respondents had positive significant relationship with skill developed from the training programme

Key words: Effectiveness; Training programmes; KVK; Perceived usefulness; Knowledge gained; Skill developed.

Agriculture is the back bone of our country's economy which provides food and nutritional securities as well as livelihoods and employment to rural masses. From last few decades, numerous efforts have been made to modernize technologies and to increase agricultural production. Training is an added input to equip the farmers with modern agricultural technologies. Training, according to (Singh and Mishra, 1993) is a planned communication process for man power development by improving knowledge, skill, attitude and other behavioural aspects in accordance with the job requirement for better performance of extension personnel. Realising the necessity of training, GOI through Indian Council for Agricultural Research (ICAR) has established a huge network of KVKs in all the districts of India. The main goal of Krishi Vigyan Kendras (KVKs) is to impart training on the basis of the

needs to the farming community in agricultural and allied sectors. However, carrying out training programme year after year will not indicate their true success until and unless their effectiveness is measured in real situation.

Training on "Production and use of organic inputs" has been imparted regularly by five KVKs of UBZ of Assam viz: KVKs of Jorhat, Golaghat, Sivasagr, Dibrugarh and Tinsukia as the entire zone has a huge potential for organic farming. Thus, the training programmes conducted by these KVKs were selected for the present study to assess the overall effect of the training programme in terms of its usefulness, knowledge gained and skill developed by the trainees. Only through an evaluative study will help to know the trainee's stands in respect to their knowledge, skill and attitude status and about the impact of training on the trainees. According to (Raab et al.1987) training evaluation is

a systematic process of collecting information for and about a training activity which can then be used for guiding decision making and for assessing the relevance of effectiveness of various training components.

As the study should contain a good number of trainees and the records of conducting training programme for three consecutive years 2014-15 to 2016-17 revealed that out of total 579 nos. of trainings with 14,274 nos. of trainees, about 37 nos. courses with 874 nos. of trainees was solely on "Production and Use of Organic Inputs". Keeping in view of the above facts, the present study was undertaken to *measure the effectiveness of the training programme on "Production and Use of Organic Inputs" through assessing the relationship between training effectiveness and socio-personal and socio-psychological characteristics of the respondents.*

METHODOLOGY

Five well-functioning Krishi Vigyan Kendras (KVKs) of UBVZ under Assam Agricultural University, viz., KVK Jorhat, Golaghat, Sivasagar Dibrugarh and Tinsukia were selected purposively for the present study as good numbers of training programme were conducted on usage of organic inputs. From each KVK, twenty-five trainees attending training solely on "Production and use of organic inputs" in between 2014-15 to 2016-17 were selected which makes a total of 125 (N=125) respondents. The effectiveness of training was analysed in three aspects namely perceived usefulness, knowledge gained and skill developed by the trainees from the training programme. The main tool used for collecting data from the respondents in the present study was a structured schedule. The data were collected through personal interview method. The collected data were systematically arranged, classified, tabulated and analysed with the help of statistical techniques and tests. Nine independent variables were selected to measure the personal, socio-economic, psychological characteristics of respondents. The relationship between training effectiveness and profile characteristics of respondents was analysed by using Karl Pearson's correlation coefficient (r).

RESULTS AND DISCUSSION

Trainee characteristics : Table 1 depicted the Personal, Socio-economic and psychological characteristics of the respondents and the effectiveness of the training.

It is evident from the Table 1 that highest percentage (66.40%) of the respondents were in between the age of 29 years to 50 years followed by 18.40 per cent who were in the age group 51 years to 68 years and 15.20 per cent belonged 21 to 28 years of age group. Involvement of more farmers between 29 to 50 years of age in training programme is due to the fact that majority of the respondent had their occupation as farming. It was also observed that majority (80.80%) of the respondents were married as most of the respondents were of middle-aged group.

With regard to caste, majority (67.20%) of the respondents were from OBC category followed by 15.20 per cent who belonged to general category. And only few respondents (11.20%) were from ST category and 3.20 per cent of the respondents were from SC and other category. It was found that most of the respondents were educated up to a considerable level as 27.20 per cent of them were high school passed, graduate (8.00%) and Post graduate (4.8%) while only 3.2 per cent of the respondents were found to be not literate. Most (62.40%) of them belonged to small family, may be because of high expenditure to run a large size family which requires high maintenance. In terms of land holding, majority (40.00%) of the respondents belonged to small farmer category followed by marginal farmer (35.20%) and only (1.60%) were large farmers. The annual income was in between Rs. 63, 012 to Rs.2, 06, 508 for 76.80 per cent of the respondents. About 67.20 per cent of the respondents had medium level of extension contact. Majority (82.40%) of the respondents had medium level of achievement motivation which may be due to the fact that most of the farmers still had desire to do more and to achieve something better in their life.

Regarding the effectiveness of the training programme, it was found to be medium in all the three aspects viz: Overall perceived usefulness (79.20%), overall knowledge gained (72.80%) and overall skill developed (71.20%). This finding is in the line with the findings of (Dubey, 2008) who reported that majority, 75.34 per cent respondents had medium level of knowledge gained about the KVK training programme. *Relationship of trainee profile with training effectiveness*: The relationship between training effectiveness and socio-psycho-economic characteristics of respondents are indicated in Table 2. Six independent variables were selected for correlation analysis with dependent variables

Table 1. Distribution of respondents according to their selected characteristics (N=125)

Variables	No.	%
<i>Age</i>		
21-28 years	19	15.20
29-50 years	83	66.40
51-68 years	23	18.40
<i>Marital status</i>		
Married	101	80.80
Unmarried	24	19.20
<i>Caste</i>		
General	19	15.20
OBC	84	67.20
SC	4	3.20
ST	14	11.20
Others	4	3.20
<i>Education</i>		
Not literate	4	3.20
Literate without formal schooling	7	5.60
Literate but below primary level	9	7.20
Primary school	12	9.60
Middle school	21	16.80
High school	34	27.20
Higher secondary	14	11.20
Diploma/certificate course	8	6.40
Graduate	10	8.00
Post graduate and above	6	4.80
<i>Size of family</i>		
Small (2-4 members)	78	62.40
Medium (5-7 members)	36	28.80
Large (8 & above)	11	8.80
<i>Size of operational land holding</i>		
Marginal (Below 1 ha)	44	35.20
Small (1-2 ha)	50	40.00
Semi medium (2-4 ha)	23	18.40
Medium (4-10 ha)	6	4.80
Large (10mha and above)	2	1.60
<i>Annual income</i>		
Low (Below Rs. 63012)	9	7.20
Medium (Rs 63012 to Rs.206508)	96	76.80
High (Above Rs. 206508)	20	16.00
<i>Extension contacts</i>		
Low (Below 9.06)	24	19.20
Medium (9.06-15.1)	84	67.20
High (Above 15.1)	17	13.60
<i>Achievement motivation</i>		
Low (Below 68.09)	14	11.20
Medium (68.09-95.15)	103	82.40
High (Above 95.15)	8	6.40
<i>Effectiveness of the Training Programme in terms of:</i>		

<i>Overall perceived usefulness</i>		
Below 18.2	13	10.40
Between 18.2 and 26.08	99	79.20
Above 26.08	13	10.40
<i>Overall knowledge gained</i>		
Below 32.41	14	11.20
Between 32.41 and 47.79	91	72.80
Above 47.79	20	16.00
<i>Overall skill developed</i>		
Below 15.66	15	12.00
Between 15.66 and 23.56	89	71.20
Above 23.56	21	16.80

viz., training effectiveness in terms of its perceived usefulness, knowledge gained and skill developed. The Fishers' t was used to test the significance of correlation of coefficient. The calculated value was compared with table values at 0.05 level of probability.

Relationship between training usefulness with profile of respondents: It was observed from Table 2 that size of operational land holding has a significant and positive relationship with usefulness of training programme at 5 per cent level of probability. It indicates that the training programme is most useful to the small land holder and marginal farmers. Annual family income has a significant and positive relationship with usefulness at 1 per cent level of probability. The reason may be because when the income of a respondent is good, risk-taking ability of a farmer increases, as he easily accepts risk in his farming situation. Extension contact has a significant and positive relationship with usefulness at 1 per cent level of probability as more contact helps farmers to know the utility of training programme more efficiently. This finding is similar with the findings of (Sahu, 2006). Achievement motivation also has a significant and positive relationship with usefulness at 1 per cent level of probability

Relationship between knowledge gained with profile of respondents: Table 2 further reveals that variables namely age, size of operational land holding, total annual income, achievement motivation had positive and significant relationship with the knowledge gain at 1 per cent level of probability. Also, Extension contact was found to be significant and positively correlated with usefulness but at 5 per cent level of probability. It could be inferred that age group within 28-50 years were more active to participate in training. This finding is in the line with the findings of (Mudo, 2017) who reported that

there was positive and significant relationship between age and knowledge gained. In context to land holding most of the small land holder and marginal respondents were keen to learn new things that would benefit them in utilization of their land. When the income of a respondent is good, he could easily bear risk which created an interest to learn newer things for practical utility. Farmers with good extension contact have more knowledge to build their capability. Achievement motivation had a significant and positive relationship with knowledge at 1 per cent level of probability. It may be because when the knowledge level increases then initiative to do something better also increases. But these findings are against the findings of (Lambe, 2000) who observed that achievement motivation had no significant relationship with training effectiveness. However, family size was found to exhibit a non-significant correlation with the knowledge gained.

Relationship between skills developed with profile of respondents: Table 2 shows that age of the respondents had positive significant relationship with skill development at 5 per cent level of probability. This may be because trainees of 29-50 years are more active in participation in different training programme and intended to develop their skill by learning in training. However, this finding is not supported by Das (2011) who observed that age had no significant relationship with training effectiveness. Size of family of the respondents had positive significant correlation with skill developed at 5 per cent level of probability which indicated that skill is important to them as it helped them to earn profit and run their families. Extension contact had a significant and positive relationship with skill developed at 5 per cent level of probability. This may be because of the reason that farmers with good

extension contact sharpened their existing skill and also developed new skills. Moreover, Annual family income was also found to be significant and positively related with skill developed at 1 per cent level of probability. But in case of size of operational land holding, it has no significant relationship with skill of the respondent.

Association between some personal characteristics of respondents and perceived usefulness of training programme: As observed in Table 3, there was highly positive significant association between marital status of the respondents and perceived usefulness of the training programme ($\chi = 12.90^{**}$). It had also been found that there is no association between education and usefulness of training programme and also there is no association between caste and usefulness of the training programme.

Association between some personal characteristics of respondents with knowledge gained from training programme: The findings from Table 3 revealed that there was no any significant association between marital status of the respondents and knowledge gained of the training programme. It also shows that there was positive association between education and knowledge gained ($\chi = 31.61^*$). However, there was no significant association with the caste of the respondents and knowledge gained.

Association between some personal characteristics of respondents and skill developed from training programme: Table 3 showed that there was positive association between marital status and skill developed ($\chi = 8.44^*$). It was also found that there was positive association between education and skill developed ($\chi = 29.76^*$). Furthermore, there was no relationship between caste and skill developed by the respondents.

As trainings are being used as a method of transferring of technology to farmers, the effectiveness

Table 2. Relationship between training effectiveness and socio-psycho-economic characteristics of respondents

Variables	Usefulness		Knowledge gained		Skill developed	
	r	t	r	t	r	T
Age	0.409**	4.97	0.524**	6.82	0.343**	4.06
Size of family	0.229*	2.61	0.075 ^{NS}	0.842	0.215*	2.45
Size of operational land holding	0.178*	2.00	0.313**	3.65	0.145 ^{NS}	1.63
Annual income	0.263**	3.02	0.239**	2.73	0.632**	9.05
Extension contacts	0.255**	2.93	0.228*	2.61	0.176*	1.98
Achievement motivation	0.366**	4.36	0.403**	4.88	0.317**	3.71

* (Significant at 0.05 level of probability); ** (Significant at 0.01 level of probability)

Table 3. Association between effectiveness of training programme with some personal characteristics of respondents

Personal characteristics	Usefulness	Knowledge gained	Skill developed
Marital status	12.90**	3.97 ^{NS}	8.44*
Education	27.80 ^{NS}	31.61*	29.76*
Caste	5.41 ^{NS}	4.13 ^{NS}	7.51 ^{NS}

*Association is significant at 0.05 level

** Association is significant at 0.01 level

of the training imparted by the KVKs should be assessed in terms of perceived usefulness, knowledge gained and skill developed. Such evaluation helps us to see the worth of success of training programme and it provides the training to be more effective and meaningful. *Sharma et al., (2014)*, in his study, indicates that systematically planned training programmes and proper follow up action not only increased the knowledge and skill of the trainees, but their production and profit as well. *Sahu et al., (2010)* found that after conducting training by KVK, the income, knowledge and skill of the farmers were

increased thereby, bringing about development in socio-economic status.

CONCLUSION

The findings of the study revealed that age, family size, size of operational land holding, annual income, extension contact and achievement motivation of the farmers had positive relationship with perceived usefulness of the training programme. The findings also revealed that age, family size, size of operational land holding, annual income, and extension contact and achievement motivation had positive and significant relationship with knowledge gained from the training programme. It had also seen that age, family size, annual income, extension contact and achievement motivation had positive significant and relationship with the skill development of the farmers from the training programme.

CONFLICTS OF INTEREST

The authors declare that they have no conflicts of interest.

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