

RESEARCH NOTE**Correlates Training Needs Assessment of Assistant Agriculture Officers of Manipur****M. K. Singh¹, D. Ram², Sanatombi Kh.³ and A. Prasad⁴**

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*Corresponding author E-mail: d.dram@rediffmail.com***ABSTRACT**

The first and foremost activity for planning a good training programme is to assess the training needs. The Assistant Agricultural Officers of Manipur play a significant role in the production of crops. They need to be trained properly according to their needs so as to be fitted, qualified and proficient in performing their job which would help in increasing production. Present study reveals that age, service experience, attitude towards agricultural profession and information sharing behaviour were most important factors to effect the training needs assessment. Further, study reveals that age and attitude towards agricultural profession were most important factors for predicting the training need assessment of Assistant Agricultural Officers of Manipur.

Key words: *Training needs; Service experience; Agricultural profession; Information sharing;*

Training is an important process of capacity building of individuals as to improve the performance. Hence, training needs assessment is vital to the training process. It helps to identify present problems and future challenges to be met through training and development. It is required to find out the needs of individual trainee on which professional competencies should be built to carry out the assigned job in the organizations.

The Assistant Agriculture Officers help in disseminating the improved agricultural technologies of various disciplines including both agricultural and horticultural technologies to the farmers. The problems in boosting the production of crops are not merely due to lack of new technology and physical resources but it is largely attributed to the lack of proper human resource development, management and skilled manpower. With a view to achieve a high level of production, it is not enough to accelerate generation of scientific technologies but it is equally necessary to transfer the latest technology from the research system to the ultimate users i.e., the farmers which is possible by refreshing and updating the knowledge and skill acquired during the periodical pre-in-service training through systematic training courses.

METHODOLOGY

The Assistant Agriculture Officers (AAO) from all the nine districts of Manipur were listed out for the study. From each department the total members of AAOs working under each nine districts were selected through multistage random sampling method.

Two sets of variables viz. independent variables and dependent variables were selected in the present study. Age, educational level, service experience, attitude towards agricultural profession, job satisfaction, training exposure, information seeking behaviour and information sharing behaviour were the independent variables and training needs of AAOs was the dependent variable. The data collected by mailed questionnaire / personal interview methods with the help of pre-tested questionnaire and schedule. In order to analyze the training needs of the AAOs, the mean training needs score of the group of the respondents were calculated. Again, the Overall Training Needs Score (OTNS) of each of the respondents was also calculated and the respondents were categorized on the basis of OTNS. Correlation and regression analyses were carried out to study the relationship between the independent and dependent variable.

RESULTS AND DISCUSSION

It is reflected from the Table 1 that age of the respondents and service experience were significantly and negatively correlated with the training needs at 0.01 level of probability (-0.324**, -0.278**). It could be explained that the younger officers need more training. It is thus clear that the respondents who have more experience in agricultural profession need less training. Again, the relationship between attitude towards agricultural profession and extent of training needs was found significantly correlated. It indicates that higher the favorable attitude towards the agricultural profession of the respondents, the training needs requirement felt to be higher. These findings were found supported with findings of *Lego (1995)*.

Table 1. Coefficient of correlation between training needs and independent variables

S. No.	Independent variables	Coefficient of correlation (r)
X1	Age	-0.324**
X2	Educational level	-0.036
X3	Service experience	-0.278**
X4	Attitude towards agril. profession	0.357**
X5	Training exposure	-0.163
X6	Job satisfaction	0.111
X7	Information seeking behaviour	0.152
X8	Information sharing behaviour	0.198*

*Significant at 0.05 level of probability

** Significant at 0.01 level of probability

Table 2. Multiple regression analysis between extent of training needs and independent variables

S. No.	Independent variables	b-Beta	Std. Error	Regression coefficient	t-values calculated
X1	Age	-0.771	0.342	-0.240	-2.253*
X3	Service experience	-0.255	0.248	-0.111	-1.027
X4	Attitude towards agricultural profession	0.357	0.190	0.303	3.284*
X8	Information sharing behaviour	0.353	0.176	0.132	1.437

*Significant at 0.05 level of probability

** Significant at 0.01 level of probability

Table 2 reveals that the age (X1) and attitude towards agricultural profession(X4) had the highest contribution to the extent of training needs as showed by the significant ‘t-values’. However, all other selected variables had significant contribution to the extent of training needs of AAOs as evident from the significant ‘F’ values. Four variables together explained only 21.1 of variation in the predicted variable ($R^2=0.211$) which is quite low. Therefore, the regression model did not include the variables which might have larger influence on the training needs assessment. These findings were found supported with findings of *Shaha (1999)*, *Subhashini and Thayagarajan (2000)*.

CONCLUSION

The first and foremost activity for planning a good training programme is to assess the training needs. The Assistant Agricultural Officers need to be trained properly according to their needs so as to be fitted, qualified and proficient in performing their job which would help in increasing production. Present study reveals that age, service experience, attitude towards agricultural profession and information sharing behaviour were some of the factors to be considered for the training needs assessment.

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