

Study on Training Needs of Trainees Participated in EEI Workshops

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ABSTRACT

The study was carried out by selecting 60 participants of three trainings randomly selected out of 24 on campus training organized during the year. The data were collected through the interview schedule. The suitable statistical tools were used to analyse data. The study reveals that the areas participants perceived maximum training need in Computer Application in Agril. Extension, Up gradation of Communication Skill, Human Resource Development, Public-Private Partnership in Agriculture, Market led Extension Management, Climate changes and its impact on Agriculture, Value addition for Agricultural and Horticultural crops, Water Conservation methods in Agriculture, Organic Farming, Use of Massmedia in Agriculture, Concept of Krishi Mahotsav, Remote sensing and GIS in Agril. Department, Commodity Interest group, Managerial Skills for Extension Personnel and Preparation of C-DAP. Majority of participants under medium to high level of training needs. While improving the condition of classroom and increase the duration of workshop are two major suggestions by participants.

Keywords: Training needs, trainees

INTRODUCTION

EEI organizes on/off campus training programme as per the need of the respective department/institute. Training is not only a force that leads to sustained, self-generating development but also it promises for those which are essential to modern technologies and economic systems i.e., flexibility in action through understanding and confidence, inventiveness etc (Lynton and Pareek,1990). The International Labor Organization (1986) define training as activities which essentially aims at providing the skills, knowledge and attitude required for employment in a particular occupations or for exercising a function in any field of economic activity. (Anonymous, 2012) Assessing training needs and evaluating the outcomes of training are crucial, both for training providers and recipients of training, to ensure that training is effective and resources are wisely used. But this training need is generally decided by authority at head quarter level. Hence, sometime participants need is different than whatever need provided by their department. For making training more effective, it should be based on the felt needs of trainees. The training without need based, have a

little impact on bringing desirable change in the trainees. This study was planned with following objectives.

- 1 To study selected characteristics of the participants.
- 2 To study the training needs of participants participated in EEI workshops.
- 3 To seek the suggestions from the participants for improvement in training programme.

METHODOLOGY

The study was conducted for participating states of EEI. In all 24 on campus training programmes were planned by EEI, out of that three workshops were randomly selected for the study. From each workshop all the 20 participants were selected for the study. Thus, 60 participants were selected as a sample of the study. Training need inventory was developed and participants are asked to rate each training areas on three point continuum. viz., 'Most needed' 'Needed' and 'Least needed'. The mean score and sub items were then calculated, and information regarding training needs was collected, analyzed and prepared for the presentation.

RESULTS AND DISCUSSION

Profile of Participants

Table 1: Distribution of participants according to their profile n= 60

Sr. No.	Profile of participants	No.	Percent
(A)	Age		
1	21 to 30 years	19	31.67
2	31 to 40 years	14	23.33
3	41 to 50 years	22	36.67
4	Above 50 years	05	08.33
(B)	Gender		
1	Male	54	90.00
2	Female	06	10.00
(C)	Category		
1	SC	09	15.00
2	ST	05	8.33
3	OBC	21	35.00
4	General	25	41.67
(D)	Designation		
1	Class-I	04	06.67
2	Class-II	45	75.00
3	Class-III	11	18.33
(E)	Department		
1	Agriculture	29	48.34
2	Animal Husbandry	08	13.33
3	Fisheries	02	3.33
4	Forest	06	10.00
5	University / KVK	10	16.67
6	Other line Dept.	05	08.33
(F)	Educational Qualification		
1	Under Graduate	22	36.67
2	Post- Graduate level	34	56.67
3	Doctorate level (Ph.D.)	04	06.66
(G)	Experience		
1	0 to 10 years	32	53.33
2	11 to 20 years	15	25.00
3	Above 2 years	13	21.67

The data presented in Table-1 reveals that 36.67 per cent of the participants were having 41 to 50 years age followed by 36.67 per cent and 23.33 per cent participants were having 21 to 30 years and 31 to 40 years, respectively. Only 8.33 per cent participants were having age above 50 years.

As regard to gender great majority (90.00 per cent) of the participants were male followed by 10.00 per cent participants were female.

With regards to category 41.67 per cent participants were having general category followed by 35.00 per cent and

15.00 per cent participant were having Other Backward Class and Schedule Caste category. Only 08.33 per cent participants were having Schedule Tribe category.

As far as designation is concern two-third of the total participants (75.00 per cent) belongs to class-II category followed by 18.33 per cent and 06.67 per cent having class-III and class-I category, respectively.

As regards to department is concerned nearly half of the total participants (48.34 per cent) from Agriculture department followed by 16.67 per cent and 13.33 per cent participants were from University / KVK and Animal husbandry, respectively. While, 10.00 per cent, 8.33 per cent and 03.33 per cent participants were from Forest Department, Other line department and Fisheries department, respectively.

In case of educational qualification more than half of the participants (56.67 per cent) having post-graduate level education followed by 36.67 per cent participants having graduate level education. Only 06.66 per cent participants were having doctorate level education.

As the experience of participants is concerned more than half of the participants (53.33 per cent) were having up to 10 years experience followed by 25.00 per cent and 21.67 percent were having 11-20 years of experience and above 20 years experience, respectively.

Table 2: Training needs of participants participated in EEI workshops n=60

Sr. No.	Title of the Course	Mean score	Rank
1	Workshop on Up-gradation of Communication Skills	2.433	II
2	Workshop on concept of Krishi Mahotsav- An approach for transfer of technology	2.100	XI
3	Workshop on Computer Application in Agril. Extension	2.483	I
4	Workshop on Mainstreaming Gender in Agriculture	1.716	XXV
5	Workshop on Human Resource Development	2.383	III
6	Workshop on Promotion of Integrated Pest Management	1.950	XIX
7	Workshop on Public-Private Partnership in Agril. extension	2.266	IV
8	Workshop on Training Methods and Farm School	1.983	XVIII
9	Workshop on Application of PRA Tools in Agricultural Extension	1.883	XXIII

Sr. No.	Title of the Course	Mean score	Rank
10	Workshop on Use of Mass Media in Agriculture	2.116	X
11	Workshop on Market Led Extension Management	2.250	V
12	Workshop on Monitoring and Evaluation	2.000	XVIII
13	Workshop on Water Conservation methods in Agriculture	2.133	VIII
14	Workshop on Video Programme Production Technology	1.933	XX
15	Workshop on Managerial Skill for Extension Personnel	2.050	XIV
16	Workshop on Organic farming	2.150	IX
17	Workshop on Farm Journalism	1.783	XXIV
18	Workshop on Bio-diversity Conservation in Agriculture	1.916	XXI
19	Workshop on Preparation and Operationalisation of Comprehensive District Agril. Plan	2.033	XV
20	Workshop on Promotion of Farmers' Organization and their Federation under Extension Reforms	2.016	XVI
21	Workshop on Training Management	1.900	XXII
22	Workshop on Value Addition for Agril. & Horticultural Crops.	2.200	VII
23	Workshop on Climate Change and its Impact on Agriculture	2.216	VI
24	Workshop on Remote Sensing and Geographical Information Systems in Agricultural Development	2.083	XII
25	Workshop on Commodity Interest Group and their Federation	2.066	XIII

The data in Table-2 revealed that participants perceive maximum training need in "Computer Application in Agril. Extension" and "Upgradation of Communication Skill" areas ranked 1st and 2nd. The 3rd rank assigned to "Human Resource Development". The 4th and 5th rank assigned to "Public-Private Partnership in Agriculture" and "Market led Extension Management". Participants put "Climate changes and its impact on Agriculture" and "Value addition for Agricultural and Horticultural crops" on sixth and seventh rank, respectively. The 8th and 9th rank assigned to "Water Conservation methods in Agriculture" and "Organic Farming". While "Use of mass media in Agriculture" concept of Krishi Mahotsav an approach for transfer of technology,

Remote sensing and geographical information system in Agril., Development and Commodity Interest Group and their federation perceived as 10th, 11th, 12th and 13th rank, respectively. Participants put "Managerial skill for Extension Personnel" and "Preparation of Comprehensive District Agril. plan" on 14th and 15th rank, respectively. The 16th and 17th rank assigned to farmers organizations and their federations under extension reforms and monitoring and evaluation.

Table: 3 Distribution of training needs of participants participated in EE workshops in different category.

n=60

Sr. No.	Category	No.	Percent
1	Low (Score between 25-40)	10	16.67
2	Medium (Score between 41-55)	12	20.00
3	High (Score above 55)	38	63.33

From Table-3, it could be observed that nearly two-third of participants have high level of training need followed by medium level (20.00 per cent) training needs. Only 16.67 per cent participants have very low training needs.

Suggestion for important training

Table 4 : Suggestion from the Participants for improvement of training

n=16

Sr. No.	Suggestion	Rank
1	Increase the duration of workshop / training	II
2	More detailed reading materials along with books should be provided	V
3	Improving the condition of class room.	I
4	Exposure visit should be more	III
5	Off campus workshop should not be limited for respective state i.e. include other state participants	IV

The data presented in Table-4 reveals that majority of the participants (73.33 per cent) suggested improving the condition of class room followed by increase the duration of workshop / training (65.00 per cent). Whereas, 53.33 per cent and 46.66 per cent of the participants suggested exposure visit should be more and off campus training should not be limited for respective state, respectively. Only 38.33 per cent participants suggested that more detailed reading materials along with books should be provided.

CONCLUSION

Looking to the areas participants perceived maximum training need in Computer Application in Agril. Extension, Up gradation of Communication Skill, Human Resource Development, Public-Private Partnership in

Agriculture, Market led Extension Management, Climate changes and its impact on Agriculture, Value addition for Agricultural and Horticultural crops, Water Conservation methods in Agriculture, Organic Farming, Use of Massmedia in Agriculture, Concept of Krishi Mahotsav, Remote sensing and GIS in Agril. Department, Commodity Interest group, Managerial Skills for Extension Personnel and Preparation of C-DAP.

Majority of participant under medium to high level of training needs. While improving the condition of classroom and increase the duration of workshop are two major suggestions by participants.

Extension Education Institute should include the above training areas while finalizing the training programmes and also focus on suggestions suggested by participants.

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