Utility of Training Programme on Monitoring and Evaluation as Perceived by Trainees

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ABSTRACT

The study was conducted on Utility of Training programme on Monitoringand Evaluation as perceived by trainees. Total 146 participants from clientele state extension functionaries have attended these workshops. For this study a well structured questionnaire was developed and mailed to all 146 participants. Out of that 48 participants have responded. The collected data were tabulated and analysed in light of the objectives and presented here. Looking to the Knowledge regarding Monitoring and Evaluation, participants possessed high level of knowledge in Monitoring and Evaluation meaning and concept followed by steps in Monitoring and Evaluation and Methods of data Collection, respectively. Overall utility of the training programme is the ranked first topic followed by data collation and Steps in Monitoring and Evaluation, respectively. While duration of training course should be increased especially in case of off campus training programme followed by Training imparted repeatedly are major suggestions suggested by participants. The Suggestion offered by the participants should be incorporated in planning the training programme in future.

Keywords: Utility, monitoring, evaluation, trainees

INTRODUCTION

Extension Education Institute (EEI), Anand conducts various training programmes for the extension functionaries working in different line Department, SAUs, NGOs, etc of the western zone states to cater their extension training needs so as to make them effective in their extension work.Koch (1996) mentioned that without proper training, about 30 to 40 percent of front-line workers will not be able to handle the demands of the new system.Most organizations do not collect the information to determine the utility of their own training programs(Goldstein,1993). The global consultation on agricultural extension also observed that monitoring and evaluation are important yet frequently neglected functions in most organizations. One of the most important benefits on monitoring and evaluating training is that it can serve as a diagnostic technique to permit the revision of programs to meet the large number of goals and objectives(Mann and Robertson 1996).Monitoring and evaluation have a negative image in many organizations, because these units may concentrate on problems, exposing weakness and failures. Instead, monitoring and evaluation should be used in a positive manner to improve extension's performance and increase its efficiency. Therefore, attitudes about and uses of M&E must be changed if this capacity is to be advantage in strengthening extension's performance and impact. With this view point, a follow up study on monitoring and evaluation was undertaken with the following specific objectives.

1 To study the profile of the respondents

2 To study the knowledge regarding various aspects of monitoring and evaluation

3 To study the utilization of various aspects of monitoring and evaluation

4 To seek the suggestion from participants for improving the training

METHODOLOGY

During the year 2009-10 and 2010-11 total six training programme organized on monitoring and evaluation by EEI, Anand and total 146 participants from clientele state

extension functionaries have attended these workshops. For this study a well-structured questionnaire was developed and mailed to all 146 participants. Out of that 48 participants have responded. The collected data were tabulated and analyzedin light of the objectives and presented here.

Years	On campus training		Off campus Training		Total Participants Trained
	No	Participants	No	Participants	
2009-10	01	22	01	27	49
2010-11	01	18	03	79	97
Total	02	40	04	106	146

RESULTS AND DISCUSSION

Profile of Participants

Table 1 : Distribution of Participants according to their profile n=48

Sr. No.	Profile of Participants	Frequency	Per cent
Age			
1	21 to 30 Years	14	29.17
2	31 to 40 Years	12	25.00
3	41 to 50 Years	18	37.50
4	Above 50 Years	04	8.33
Gender			
1	Male	48	100.00
2	Female	00	0.00
Category			
1	SC	05	10.42
2	ST	09	18.75
3	OBC	12	25.00
4	General	22	45.83
Cadre			
1	Class-I	08	16.67
2	Class-II	31	64.58
3	Class-III	09	18.75
Department			
1	Agriculture	37	77.08
2	Animal Husbandry	11	22.92
Educational Qualification			
1	Graduate	21	43.75
2	Post-Graduate	24	50.00
3	Doctorate	03	6.25
Experience			
1	0 to 10 years	22	45.83
2	11 to 20 years	15	31.25
3	Above 20 years	11	22.92

The data presented in Table-1 revealed that 37.50per cent of the participants were having 41 to 50 years age followed by 29.17 per cent and 25.00per 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 cent per cent of the participants were male. With regards to category 45.83per cent participants were from general category followed by 25.00 per cent and 18.75per cent participant were from Other Backward Class and Schedule Tribe category. Only 10.42per cent participants were from Schedule Caste category.As far as cadre is concern nearly two-third of the total participants (64.58per cent) belongs to class-II cadre followed by 18.75 per cent and 16.67 per cent having class-III and class-I cadre, respectively.As regards to department is concerned more than two-third of the total participants (77.08per cent) from Agriculture department followed by 22.92per cent Animal husbandry department. In case of educational qualification half of the participants (50.00per cent) having post-graduate level education followed by 43.75per cent participants having graduate level education. Only 06.25per cent participants were having doctorate level education.As the experience of participants is concerned nearly half of the participants (45.83 per cent) were having up to 10 years' experience, followed by 31.25per cent and 22.92per cent were having 11 to 20 years of experience and above 20 years experience, respectively.

Knowledge level of Participates

Table 2: Knowledge regarding monitoring and evaluation

Sr. No.	Knowledge Items	Frequency	Per cent
1	Monitoring and Evaluation meaning and concept	44	91.66
2	Steps in Monitoring and Evaluation Process	36	75.00
3	Methods of data collection	36	75.00
4	Sampling Techniques	32	66.66
5	Variables and their measurement	34	70.83
6	Scientific Report writing	35	72.91
7	Participatory Rural Appraisal in M & E	33	68.75

The knowledge of the participants measured after 1 to 2 years during this study and found that greatmajority(91.66per cent) of the participants having knowledge regarding meaning and concept of monitoring and evaluation followed by 75.00 per cent of the participants having knowledge about steps in monitoring and evaluation process and methods of data of collection each. More than two –third of the participants having knowledge about scientific report writing (72.91 per cent) and variables and their measurement (70.83per cent) followed by two-third of

the participants having knowledge about Participatory Rural Appraisal in monitoring and evaluation (68.75 per cent) and sampling techniques (66.66 per cent), respectively.

Utility of Training Programme

Table 3: Extent of utility of training as perceived by the participants n=48

Sr. No.	Name of Topic	Frequently utilized	Sometime utilized	Rarely utilized	Not utilized	Total Score	Rank
	Weightage	**3**	**2**	**1**	**0**	**-**	**-**
1	Steps in monitoring and evaluation	38 (114)	6 (12)	4 (4)	0 (0)	130	III
2	Sampling techniques	32 (96)	11 (22)	3 (3)	2 (0)	121	VI
3	Data collection	38 (114)	8 (16)	2 (2)	0 (0)	132	II
4	Compilation and processing of data	36 (108)	9 (18)	3 (3)	0 (0)	129	IV
5	Analysis and interpretation of data	31 (93)	10 (20)	4 (4)	3 (0)	117	VIII
6	Scientific report writing	30 (90)	12 (24)	5 (5)	1 (0)	119	VII
7	Participatory rural appraisal in monitoring and evaluation	32 (96)	10 (20)	6 (6)	0 (0)	122	IV
8	Overall utility of the training programme	40 (120)	7 (14)	1 (1)	0 (0)	135	I

In relation to perceived utility of training programme , overall utility of the training programme ranked first with score of 135 followed by data collection ranked second with 132 score, steps in monitoring and evaluation ranked third with 130 score, compiling and processing of data ranked fourth with 169 score and participatory rural appraisal in monitoring and evaluation ranked fifth with 122 score . While, restwas sampling techniques, scientific report writing and analysis and interpretation ofdata rankedsixth, seventh and eighth with score 121,119 and 117, respectively.

To epitomize the result it can be stated that overall utility ofmonitoring and evaluation trainings were most useful as perceived by most of the participants. Not only that they perceived the entire topic covered under monitoring and evaluation trainings were most useful for course of action to be taken in future.

Suggestion to make monitoring and evaluation training more effective

Table 4: Suggestion from the participants for improvement of training programme n=48

Sr. No.	Suggestion	Frequency	Per cent	Rank
1	Duration of training course should be increased especially in case at off campus training.	40	83.33	I
2	More detailed reading materials along with books should be provided.	38	79.16	III
3	Practical part still be increased	35	72.91	IV
4	Institute should have its own website and should be updated.	16	33.33	VII
5	Training be imparted repeatedly.	39	81.25	II
6	Improving the condition of classroom.	18	37.50	VI
7	Software package for analysis of data should be provided.	29	60.41	V

It is obvious from table-4 that more emphasis should be given on duration of training course should beincreased especially in case of off campus training programme ranked first by 83.33 per cent participants followed by training be imparted repeatedly and more detailed reading materials along with books should be provide ranked second and third by 81.25 per cent and 79.16 per cent participants, respectively. Whereas, practical part stillbe inincreased ranked forth by 72.91 per centparticipants, followed by software package for analysis of data should be provided by 60.41 per cent participants. Participants also suggested the condition of classroom and institute should have own website and should be updated ranked sixth and seventh by 37.50 per cent and 33.33 per centparticipants, respectively.

CONCLUSION

Looking to the knowledge regarding monitoring and evaluation, participants possessed high level of knowledge in monitoring and evaluation meaning and concept followed by steps in monitoring and evaluation and methods of data collection, respectively.Overall utility of the training programme is the ranked first topic, followed by data collation and steps in monitoring and evaluation, respectively. While duration of training course should be increased especially in case of off campus training programme, followed by training imparted repeatedly are major suggestions suggested by participants. The suggestion offered by the participants should be incorporated in planning the training programme in future.

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