

## **CONSTRAINTS THAT COME IN WAY TO MAKE TRAINING PROGRAMMES MORE EFFECTIVE**

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### **INTRODUCTION**

In recent years, agricultural technology has changed rapidly. Apparently it will continue to change. New ideas and development are taking place continuously as a result of research and improved communication. To make the transmission of these technological development more effective, these are to be made available to extension personnel working at various level. Extension personnel are a critical link in the effective transfer of ideas and technology from agricultural research stations to farmers and also to take back the response on that back to the laboratory. The efficacy of this process depends, to a large extent, upon the quality of extension personnel available within the system. Without sufficient numbers of competent personnel, the extension service will not be effective in transferring emerging technologies or in planning, executing and evaluating educational processes.

Training plays a vital role in making the extension personnel and farmers more receptive and equipping them with new technologies. Training is a key function of educating farmers in order to increase productivity. It can bridge the gap between the potential yield of a technology and that obtained by the farmers.

Management of training institution, a subject of very considerable importance, has not been given due consideration. Management of training poses a wide variety of problems before the administrators. Many of these

problems depend on the stages of growth of the respective training institution.

Managers of these institutions are the key persons who are mainly responsible for the success or failure of any training program. They are to supervise, finalize and formulate the structure of the training program. As such, it is very essential to know their perception regarding various elements of a training program. The present study was undertaken with a specific objective to identify the problems, from the point of the administrators, that come in way to make a training program more effective.

### **METHODOLOGY**

A sample of 35 administrators who are directly involved in the process of decision making regarding execution of in-service training program for extension personnel were selected randomly from the training centres involved in the training of agricultural supervisors in Rajasthan state. The administrators included director, additional director, deputy director, subject matter specialists of universities, principals of training centres, teachers of training centres, etc. A questionnaire was developed on the basis of past experience of these administrators and the investigator. The possible factors, which might be checking the administrators in executing the training program, effectively were included in the questionnaire. There were twelve major factors identified in the questionnaire. The administrators were personally interviewed

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through administering the questionnaire. They were requested to indicate if any of the factors coming in their way to take proper decision and if so, then to what extent. The responses were obtained on a five point scale ranging from "very much" to "not at all". The responses were tabulated and analyzed. Mean scores were calculated for each factor and ranks were assigned accordingly and factors were arranged in descending order.

## RESULTS AND DISCUSSION

In the present study it was considered important to find out the obstacles which come in way to an administrator in making the training program more effective. There were twelve major problems, which were exposed to them. Their response were recorded and presented in Table-1.

The data in the table revealed that 60 to 80 percent administrators faced the problem

related to 'officer- subordinate relationship' (MS 2.11), 'lack of supervision over training institutions' (MS 1.97), 'cooperation of different departments' (MS 1.77) and 'existing staffing pattern of directorate of agriculture' (MS 1.48). While going into further details, it was revealed that the problem like 'budget provision' (MS 1.31), 'lack of proper response of farmer' (MS 1.11), 'administrative problems in remodelling the training structure' (MS 1.00) and 'lack of sincerity of extension personnel' (MS 0.91), were also the major hurdles as faced by 31 to 45 per cent of the administrators. The problems like 'technical competency of instructors' (MS 0.88), 'inadequate feed back system' (MS 0.71), 'lack of sincerity among the administrators' (MS 0.37) and 'political interference' (MS 0.20), 'did not appear to be more serious in view of majority of administrators'. These findings are in line with the findings as reported by Jani (1973), Mukhija & Singh (1987).

**Table 1 : Constraints perceived by the administrators**

N=35

S. No	CONSTRAINTS	Extent Of Obstacles				Mean Score	Rank
		Very Much	Much	Undecided	Not at All		
1.	Officer-subordinate relationship	15	13	3	4	2.11	I
2.	Lack of supervision over training institutions	10	18	3	4	1.97	II
3.	Co-operation of different departments	09	14	7	5	1.77	III
4.	Existing staffing pattern of Directorate of agriculture	02	19	8	6	1.48	IV
5.	Budget provision	02	15	10	8	1.31	V
6.	Lack of proper response of farmers	06	06	9	14	1.11	VI
7.	Administrative problems in remodelling training structures	01	10	12	12	1.00	VII
8.	Lack of sincerity of Extension personnel	03	09	5	18	0.91	VIII
9.	Technical competency of instructors	03	05	12	15	0.88	IX
10.	Inadequate feedback system	02	06	7	20	0.71	X
11.	Lack of sincerity among the administrators who are directly concerned with the training organizations	--	05	2	27	0.37	XI
12.	Political interference	--	01	5	29	0.20	XII

## CONCLUSION

The success of any training program depends on minimization of constraints. In the present study the major constraints as perceived by the administrators were 'officer subordinate relationship' followed by 'lack of supervision over training institutions', and 'co-operation of different departments'. The least important constraint was 'political interference'. The results of the present study shows that there is a wide scope for further improvement in the training program. This study also implies that:

1. There shall be amicable relationship between the officers and their subordinates.
2. There shall be regular supervision of the training institutions by the experts.
3. Adequate budget shall be allocated for the training programs.
4. The instructors shall have adequate and up-to-date technical knowledge.
5. There shall not be any political interference in the training program.

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