

DETERMINANTS OF KVK SCIENTISTS ABOUT ABILITY TO ORGANIZE TRAINING PROGRAMME

Yaksh Patel¹, J. K. Patel² and Nikita Thakor³

1 PG Student, Dept. of Agril. Extension & Communication, BACA, AAU, Anand – 388 110

2 Director, Extension Education Institute, AAU, Anand – 388 110

3 Research Associate, Extension Education Institute, AAU, Anand – 388 110

Email :yakshpatel97@gmail.com

ABSTRACT

This present study entitled “Determinants of KVK scientists about ability to organize training programme” was conducted in 2022 in four states of India viz., Gujarat, Maharashtra, Rajasthan and Goa with a sample size of 240 KVK scientists. The ex-post facto research design was used for the research study. Krishi Vigyan Kendra is an institutional project of Indian Council of Agricultural Research (ICAR) for testing, training and transfer of agricultural technologies for the benefit of farmers, farm women and rural youths. The scientist working in KVKs performs two main functions namely research and extension activities. Organize training to update the extension personnel and vocational training is the main mandates of KVK. Owing to the importance of training programs in KVKs for the agriculture development of districts. It was, therefore felt necessary to analyze the KVK scientists’ ability to organize training programme. The action of individual KVK scientist is governed by personal, economic, social, communicational and psychological factors involved in situation. KVK scientists’ shows different level of ability to organize training programmes. Thus, it may be stated that the ability to organize training programmes differs with such characteristics. Hence, considering the importance of these characteristics and review of past research studies, an attempt has been made in this investigation to ascertain the relationship if any, between profile of KVK scientists and their ability to organize training programme. The result concluded that vast majority of scientists had very high to high level of ability to organize training programme. The result also revealed that out of eighteen independent variables nine variables viz. knowledge about ICT, achievement motivation, attitude towards extension work, professionalism job satisfaction, job involvement, level of exposure to new farming idea, empathy and planning orientation were found to be positive and highly significantly correlated while native place had positive and significant and education had negative and significant correlation with ability to organize training programmes. Influence of different indicators was not alike in determination of ability to organize training programmes.

Keywords: KVK, scientists, training, ability, activities

INTRODUCTION

Krishi Vigyan Kendra is an institutional project of Indian Council of Agricultural Research for testing, training and transfer of agricultural technologies for the benefit of farmers, farm women and rural youths. It has a multidisciplinary team who work in participatory mode with various segments of the farming community. Imparting learning through ‘work experience’ to those who are engaged in farming is the main purpose of the KVKs (Adenike, 2011; Yeragorla et al., 2021). The scientist working in KVKs performs two main functions namely research and extension activities. The contribution of the scientific community is not always steady since there will be several ups and downs due to multidimensional personal, socio-economic, communicational, psychological and organizational factors.

Organization of training includes training to support the organization’s strategic plan objectives and to meet the tactical training needs that are common across organization (Patel *et al.*, 2016). The purpose of organization of trainings for the farmers is to impart knowledge, change the attitude and develop the skills among the farmers so they can increase their productivity by utilizing their resources. Organization of training is one of the important mandates of KVK and each scientist has to organize training of their subject and it is essential to know their performance as a trainer (Dhananjaya *et al.*, 2020). This aspect includes assessment of training needs, selection of trainees, delivery of lectures, arrangement of practical exposure etc. Ability for organization of training differs due to such types of characteristics so KVK scientists’ which shows different level of ability for organization of

training programmes. Hence, considering the importance of these characteristics and review of past research studies, an attempt has been made in this investigation to ascertain the relationship if any, between profile of KVK scientists and their ability to organize training programme.

OBJECTIVES

- (1) To study the ability of KVK scientists to organize training programme
- (2) To study the relationship between profile of KVK scientists and their ability to organize training programme

METHODOLOGY

Random sampling procedure was used for the selection of the respondents from western states of India viz. Gujarat, Maharashtra, Rajasthan and Goa. For the research purpose 240 scientists was selected from the KVKs of western India from the states of Gujarat, Maharashtra, Rajasthan and Goa. The present study was confined to ex-post-facto research design. The data was collected by Google form or personal interview from selected respondents. The interview schedule was prepared by keeping in view the objectives of the study and common for all the respondents. Before interview, the investigator will introduced him to the respondents and then the objectives of the study will explained to them with a view to facilitating free responses. The secondary data and other relevant information to the study was gathered from the reference books, bulletins, reports and periodicals, journals, paper published by different authors and post-graduate theses pertaining to more or less similar study. Based on the arbitrary method for ability to organize training programme and Karl Pearson's coefficient correlation for relationship was assessed and analyze the data to draw the meaningful conclusion.

Arbitrary method for categorization: Generally arbitrary method is use on ad hoc basis and designed largely through researcher's own subjective selection for formulation of groups of different variables. In this study ability to organize training programme was categorized based on division of difference between maximum and minimum possible scores with number of categories.

Coefficient of correlation (r): To find out relationship between profile of KVK scientists and their ability to organize training programme the Pearson's product method was used. For computing Pearson's product moment coefficient following formula was used in this study.

$$r = \frac{\sum(XY) - \frac{\sum X \sum Y}{n}}{\sqrt{\left[\sum X^2 - \frac{(\sum X)^2}{n}\right] \left[\sum Y^2 - \frac{(\sum Y)^2}{n}\right]}}$$

One way analysis of variance

One-way analysis of variance was used to study the difference in mean percent score of indicators which determines perception towards organizational climate and role performance. The test of significance was made at 5 per cent level of significance. The critical difference (C.D.) was calculated as under:

$$CD_{(0.05)} = \sqrt{EMS/r} \times \sqrt{2} \times t_{0.05}$$

Where,

CD_(0.05) = Critical difference

EMS = Error mean square

't' = 't' value from Fisher's Table (1948) for error degree of freedom at 5 per cent level of significance.

r = Number of observations repeated.

Mean Per cent Score was obtained by following formula:

$$\text{Mean Per cent Score} = \frac{\text{Obtained score of each indicator}}{\text{Potential score}}$$

RESULTS AND DISCUSSION

It is apparent from the Table – 1 that great majority (91.67 per cent) of KVKs scientists had very high ability to organize training programme, followed by high and medium ability to organize training programme with 06.25 per cent and 02.08 per cent, respectively. No KVKs scientists were categorized under low and very low ability to organize training programme.

The result designated that vast majority (97.92 per cent) of KVKs scientists had very high to high ability to organize training programme. The result might be due to good academic performance and educational qualification, good knowledge about ICT, high job involvement, empathy level and exposure to new farming idea provide support and base for creating and organize various types of training programme according to need and interest of local people. This result was supported by Bellagi (2019).

Table 1: KVKs scientists according to their ability to organize training programme (n =240)

Sr. No.	Category	Frequency	Per cent
1	Very low (00 to 20.00 score)	00	00.00
2	Low (20.01 to 40.00 score)	00	00.00
3	Medium (40.01 to 60.00 score)	05	02.08
4	High (60.01 to 80.00 score)	15	06.25
5	Very high (80.01 to 100.00 score)	220	91.67

Difference in different indicators which determine the ability to organize training programme

To study the difference in different indicators which determines the ability to organize training programme one-way analysis of variance was applied to data related to mean per cent score of each indicator of organize training programme. The data pertaining to this are presented in Table – 2.

Table 2: Difference in different indicators which determine the ability to organize training programme (n = 240)

Sr. No.	Components	Mean Per cent score
1	Mutual Trust	85.78
2	Leadership style / pattern	84.23
3	Communication pattern	88.16
4	Teamwork	84.77
5	Motivation	86.93
6	Working zeal	88.39
7	Co-ordination	87.95
8	Decision making procedure	84.07
9	Cohesiveness among scientists	88.48
10	Commitment	76.29
11	Overall mean per cent score of all the indicators	85.51
12	S.Em	0.754
13	C.D. (0.05)	2.121
14	C.V. (%)	12.78

The significant value shows that, there is significant difference among the different indicators which determine the ability to organize training programme. From the

analysis, it can be concluded that mean per cent score of different indicators of ability to organize training programme shows significant difference among them which implies that performance of different indicators which determine the ability to organize training programme varies from one to another.

From the Table – 2 it can be observed that the mean per cent score of cohesiveness among scientists (88.48) was highest but at par with working zeal (88.39), communication pattern (88.16), co-ordination (87.95) and motivation (86.93) but superior to mutual trust (85.78), teamwork (84.77), leadership style / pattern (84.23), decision making procedure (84.07) and commitment (76.29).

Table 3: Relationship between profile of scientists and their ability to organize training programme (n = 240)

Sr. No.	Variables	r value
X ₁	Age	0.095
X ₂	Education	-0.163*
X ₃	Academic performance	0.079
X ₄	Knowledge about ICT	0.484**
X ₅	Native place	0.129*
X ₆	Experience	0.090
X ₇	Professionally training received	0.028
X ₈	Annual income	0.096
X ₉	Achievement motivation	0.298**
X ₁₀	Attitude towards extension work	0.289**
X ₁₁	Professionalism	0.468**
X ₁₂	Job satisfaction	0.413**
X ₁₃	Job involvement	0.392**
X ₁₄	Level of exposure to new farming idea	0.440**
X ₁₅	Empathy	0.274**
X ₁₆	Job stress	-0.082
X ₁₇	Work load	0.022
X ₁₈	Planning orientation	0.440**

* Significant at 0.05 level of probability

** Highly Significant at 0.01 level of probability

Table - 3 revealed that out of eighteen independent variables nine variables viz. knowledge about ICT, achievement motivation, attitude towards extension work,

professionalism, job satisfaction, job involvement, level of exposure to new farming idea, empathy and planning orientation were found to be positive and highly significantly correlated with ability to organize training programmes. While native place had positive and significant correlation and education had negative and significant correlation with ability to organize training programmes.

Further Table - 3 showed that age, academic performance, experience, professionally training received, annual income and work load had positive and non-significant relation with ability to organize training programmes where as job stress had negative and non-significant relation with ability to organize training programmes. So these variables were fails to show any significant correlation with ability to organize training programmes. These results were cent per cent supported by Bellagi (2019).

Job involvement and job satisfaction motivate KVK scientists to eagerly participate in various types of programme and training for planning and orientation, create positive attitude towards extension work, develop professionalism and empathy in the organization, increase their existing knowledge and update it with new technologies related to ICT. So these variables had positive and significant relation with ability to organize training programmes as these had direct impact on organization of training programme.

CONCLUSION

To optimize the result, vast majority of KVKs scientists had very high to high ability to organize training programme. Out of eighteen independent variables nine variables viz. knowledge about ICT, achievement motivation, attitude towards extension work, professionalism, job satisfaction, job involvement, level of exposure to new farming idea, empathy and planning orientation were found to be positive and highly significantly correlated with ability to organize training programmes. While native place had positive and significant correlation and education had

negative and significant correlation with ability to organize training programmes. Where as age, academic performance, experience, professionally training received, annual income and work load and job stress fails to show any significant correlation with ability to organize training programmes. Influence of different indicators was not alike in determination of ability to organize training programmes.

CONFLICT OF INTEREST

No conflict of interest among researchers.

IMPLICATION

The main implication is the study accelerate in knowing the individuality of the KVK scientists which would serve as a direction for the planners and developmental agencies in planning and executing training programme.

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