

PERCEPTION OF THE EXTENSION FUNCTIONARIES TOWARDS TRAINING PROGRAMMES CONDUCTED BY SAMETI

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ABSTRACT

The present study has been carried out to know the perception of participant extension functionaries towards the SAMETI (State Agricultural Management and Extension Training Institute) training programmes. A list of trainees was obtained from SKUAST-K and three departments (department of Agriculture and department of Horticulture and department of Animal Husbandry) have been purposively selected for the study because the extension functionaries from only these departments have undergone training programmes. An ex-post facto design was adopted for the study and 110 extension functionaries were selected by proportional allocation method. The findings of the study revealed that majority (55.9%) of trainees from agriculture department, 65.7 per cent from horticulture department and 56.1 per cent from animal husbandry department were moderately satisfied with the training programmes. Also, 30 statements were used to check the level of satisfaction of trainees in different areas of trainings (viz., nature of the training programme, management of training programmes, content of training programmes, medium of instruction and usefulness of training programme) and the ranks of the statements were found. We can conclude that training programmes organized by SAMETI-Kashmir were very effective and participants were satisfied with the training programme.

Keywords: agriculture, horticulture, animal husbandries, departments, extension functionaries, perception, training

INTRODUCTION

SAMETI (State Agriculture Management and Extension Training Institute) is an autonomous state level institute with the mission to facilitate the field staff of the State Department of Agriculture and allied departments to improve the efficiency of extension services (Haneef *et al.*, 2020; Patel *et al.*, 2022). SAMETI-Kashmir act as a nodal agency for organisation of management and extension training for officers and employees of the department of agriculture, animal husbandry, horticulture and other allied departments for capacity building and was started during the year 2009 (Anonymous, 2015).

Training is a continuous requirement and effective tool for capacity building, skill and knowledge development. It is therefore crucial to provide training to the extension personnel so that they can perform their job more efficiently and effectively (Lego *et al.*, 2018). Training is intended to help individuals to learn and to bring a desired standard of efficiency, condition and behaviour (Pandey *et al.*, 2017; Mahammad *et al.*, 2021). It is a process that includes a sequence of experiences, a series of opportunities to learn, in which trainees are exposed to certain events in more or less systematic way (Tiwari *et al.*, 2017).

OBJECTIVE

To assess the Perception of the Extension Functionaries towards Training Programmes Conducted by SAMETI

METHODOLOGY

The study was carried out in Kashmir division of Union Territory Jammu and Kashmir, as per the research problem which is based on the training programmes conducted by SAMETI, SKUAST-Kashmir. Stratified random sampling procedure was followed for the purpose of the study and three departments (department of Agriculture and department of Horticulture and department of Animal Husbandry) have been purposively selected for the study because the extension functionaries from only these departments have undergone training programmes. All the Extension Functionaries of the Agriculture department, Horticulture department and Animal Husbandry department whom have undergone SAMETI training constituted the population for the study. However, for the study, a sample of 110 extension functionaries were selected from 243 extension functionaries by using proportional allocation method. Therefore, a total of 34 out of 75 extension functionaries were selected from department of agriculture, 35 out of 77 extension functionaries were

selected from department of horticulture and 41 out of 91 extension functionaries were selected from department of animal husbandry.

In the present study, perception was operationalised as the opinion of trainees whether they were satisfied or dissatisfied with the training programme. Perception of trainees was measured using a scale having 5-point continuum viz. strongly agree, agree, undecided, disagree, and strongly disagree, assigning a score of 5,4,3, 2 and 1, respectively for 30 statements. The perception was then categorized into three sets as mentioned below.

| Sr. No. | Category | Criterion |
|---------|----------------------|-----------|
| 1 | Less satisfied | Up to 96 |
| 2 | Moderately satisfied | 97-115 |
| 3 | Highly satisfied | Above 115 |

For the better understanding of the perception of the extension functionaries, sum of scores was calculated to rank

RESULTS AND DISCUSSION

Table 1: Distribution of trainees according to their perception of training programme

(n=110)

| Categories | Agriculture (n=34) | | Horticulture (n=35) | | Animal husbandry (n=41) | |
|---|--------------------|----------|---------------------|----------|-------------------------|----------|
| | Frequency | Per cent | Frequency | Per cent | Frequency | Per cent |
| Less satisfied (up to 96) | 11 | 32.40 | 05 | 14.30 | 10 | 24.40 |
| Moderately Satisfied (97 – 115) | 19 | 55.90 | 23 | 65.70 | 23 | 56.10 |
| Highly satisfied (above 115) | 04 | 11.80 | 07 | 20.00 | 08 | 19.50 |
| Mean | 104.32 | | 107.71 | | 104.34 | |
| Standard deviation | 8.54 | | 9.52 | | 9.28 | |

The figures in Table 1 indicates that majority (55.9%) of trainees from agriculture department, 65.7 per cent from horticulture department and 56.1 per cent from animal husbandry department were moderately satisfied with the training programmes. Followed by 32.4 per cent from agriculture department, 20 per cent from horticulture department, and 24.4 per cent from animal husbandry department were highly satisfied with the training programmes. Whereas 11.8 per cent of trainees from agriculture department, 14.3 per cent from horticulture department, and 19.5 per cent of the trainees from animal husbandry department were less satisfied with the training programme.

Nature of training programmes

The data in the Table 2 revealed the perception of trainees regarding the training programmes conducted by

the order of perception of extension functionaries towards the training programme.

$$\text{sum of scores} = Nsa * 5 + Na * 4 + Nud * 3 + Nds * 2 + Nsda * 1$$

Where,

Nsa = number of extension functionaries strongly agreeing with the statement

Na= number of extension functionaries agreeing with the statement

Nud = number of extension functionaries undecided with the statement

Nda = number of extension functionaries disagreeing with the statement

Nsda = number of extension functionaries strongly disagreeing with the statement

SAMETI, SKUAST-Kashmir. In the category, ‘nature of training programmes’, the statement *i.e.*, ‘trainings did provide knowledge and skill that is new to you’ got the first rank with total score of 505, majority of 63.00 per cent of the trainees strongly agreed, followed by 33.00 per cent of the trainees agreed and 04.00 per cent of the trainees were undecided with the statement. The results also showed that the statement *i.e.*, ‘training programmes attended were informative’ got second rank with the total score of 504, majority of 58.00 per cent of the trainees strongly agreed, followed by 42.00 per cent of the trainees agreed with the statement. The results further indicated that the statement *i.e.*, ‘training programmes were focused on the needs of the learners’ got third rank with the total score of 488, majority of 55.00 per cent of the trainees agreed, followed by 44.00 per cent of the trainees strongly agreed and 01.00 per cent of the trainees were undecided with the statement. The data further revealed that the statement *i.e.*, ‘training programmes provided the opportunity to

Table 2: Rank order of perception of trainees based on the nature of the training programme

(n=110)

| Sr. No. | Statements | SA (5) | A (4) | UD (3) | DA (2) | SDA (1) | Sum of scores | Rank |
|---------|--|--------|-------|--------|--------|---------|---------------|------|
| 1 | Training programmes attended were informative | 64 | 46 | - | - | - | 504 | II |
| 2 | Training programmes were focused on the needs of the learners | 49 | 60 | 01 | - | - | 488 | III |
| 3 | Training programmes provided the opportunity to discuss issues of interest to the other participants | 47 | 63 | - | - | - | 487 | IV |
| 4 | Training programmes were incentive in nature | 21 | 85 | - | 01 | 03 | 450 | V |
| 5 | These trainings did provide knowledge and skill that is new to you | 69 | 37 | 04 | - | - | 505 | I |

discuss issues of interest to the other participants' got forth rank with total score of 487, majority of 57.00 per cent of the trainees agreed, followed by 43.00 per cent of the trainees strongly agreed with the statement. The data also depicted that statement *i.e.*, 'training programmes were incentive in

Management of training programmes

Table 3: Rank order of perception of trainees based on the management of the training programme

(n=110)

| Sr. No. | Statements | SA (5) | A (4) | UD (3) | DA (2) | SDA (1) | Sum of scores | Rank |
|---------|--|--------|-------|--------|--------|---------|---------------|------|
| 1 | Training provided by SAMETI was planned well | 18 | 87 | 5 | - | - | 453 | IV |
| 2 | Trainings provided were of sufficient duration | 39 | 54 | 11 | 6 | - | 456 | III |
| 3 | All the necessary facilities were provided by the host institute | 38 | 63 | 9 | - | - | 469 | II |
| 4 | The platform was easy to get familiar with | 19 | 78 | 13 | - | - | 446 | V |
| 5 | Upright managerial support | 32 | 76 | 2 | - | - | 470 | I |

The Table 3 indicated the category, 'management of training programmes'. The statement *i.e.*, upright managerial support got the first rank with total score of 470, majority of 69.00 per cent of trainees agreed, followed by 29.00 per cent of trainees strongly agreed and 02.00 per cent of trainees were undecided with the statement. Similarly, the statement *i.e.*, all the necessary facilities were provided by the host institute got second rank with the total score of 469, majority of 57.00 per cent of trainees agreed, followed by 35.00 per cent of the trainees agreed and 08.00 per cent of the trainees were undecided with the statement. The data also indicated that the statement *i.e.*, trainings provided were of sufficient duration got third rank with the total score of 456, majority of 49.00 per cent of trainees agreed, followed by 35.00 per cent of the trainees strongly agreed, 10.00 per cent of the trainees were undecided and 06.00 per cent of the trainees disagreed with the statement. The results further reported that the statement *i.e.*, training provided by SAMETI was planned well got forth rank with the total score of 453, majority of 79.00 per cent of trainees agreed, followed by 16.00 per cent of trainees strongly agreed, 05.00 per cent of trainees were

nature' got fifth rank with total score of 450, majority of 77.00 per cent of the trainees agreed, followed by 19.00 per cent of the trainees strongly agreed, 03.00 per cent of trainees strongly disagreed and 01.00 per cent of trainees disagreed with the statement.

undecided with the statement. The results depicted that the statement *i.e.*, the platform was easy to get familiar with got fifth rank with the total score of 446, majority of 71.00 per cent of the trainees agreed, followed by 17.00 per cent of the trainees strongly agreed and 12.00 per cent of the trainees were undecided with the statement.

Content of training programme

The table 4 showed the category, 'content of training programme' in which the statement *i.e.*, no unnecessary repetition in the content got first rank with the total score of 510, majority of 64.00 per cent of trainees strongly agreed, followed by 36.00 per cent of trainees agreed with the statement. The results indicated that the statement *i.e.*, the course's content was apprehensible got second rank with the total score of 506, majority of 60.00 per cent of trainees strongly agreed, followed by 40.00 per cent of the trainees agreed with the statement. The results also showed that the statement *i.e.*, the content of the training courses matched

Table 4: Rank order of perception of trainees based on the content of the training programme

(n=110)

| Sr. No. | Statements | SA (5) | A (4) | UD (3) | DA (2) | SDA (1) | Sum of scores | Rank |
|---------|---|--------|-------|--------|--------|---------|---------------|------|
| 1 | Training organisation provided the pedagogical resources during the training programmes | 27 | 81 | 2 | - | - | 465 | V |
| 2 | The content of the training courses matched announced objectives | 43 | 67 | - | - | - | 483 | III |
| 3 | There was not a clear separation between the course's units | 39 | 71 | - | - | - | 479 | IV |
| 4 | The course's content was apprehensible | 66 | 44 | - | - | - | 506 | II |
| 5 | You noticed no unnecessary repetitions in the content | 70 | 40 | - | - | - | 510 | I |

announced objectives got third rank with the total score of 483, majority of 61.00 per cent of trainees agreed, followed by 39.00 per cent of trainees strongly agreed with the statement. The results further depicted that the statement *i.e.*, there was not a clear separation between the course's units got fourth rank with the total score of 479, majority of 65.00 per cent of trainees agreed, followed by 35.00 per cent of

trainees strongly agreed with the statement. The results also reported that the statement *i.e.*, training organisation provided the pedagogical resources during the training programmes got fifth rank with the total score of 465, majority of 74.00 per cent of trainees agreed, followed by 24.00 per cent of trainees strongly agreed and 02.00 per cent of trainees were undecided with the statement.

Medium of instruction

Table 5: Rank order of perception of trainees based medium of instruction of the training programme

(n=110)

| Sr. No. | Statements | SA (5) | A (4) | UD (3) | DA (2) | SDA (1) | Sum of scores | Rank |
|---------|---|--------|-------|--------|--------|---------|---------------|------|
| 1 | Lectures were delivered by experienced and knowledgeable scientists | 47 | 62 | 1 | - | - | 486 | I |
| 2 | Methods and techniques of the trainer were suitable | 34 | 74 | 2 | - | - | 472 | II |
| 3 | Trainer always responded to trainees' queries | 34 | 75 | 1 | - | - | 473 | III |
| 4 | Trainer was having communication and delivery skills | 33 | 77 | - | - | - | 473 | III |
| 5 | Trainer was enthusiastic | 21 | 84 | 5 | - | - | 456 | IV |

The data in Table 5 depicted the category, 'medium of instruction'. The statements *viz.*, lectures were delivered by experienced and knowledgeable scientists got the first with the total score of 486, majority of 56.00 per cent of trainees agreed, followed by 43.00 per cent of trainees strongly agreed and 01.00 per cent of trainees were undecided with the statement. The results depicted that the statement *i.e.*, methods and techniques of the trainer were suitable got second rank with the total score of 472, majority of 67.00 per cent of trainees agreed, followed by 31.00 per cent of trainees strongly agreed and 02.00 per cent of trainees were undecided with the statement. The results further showed that the statement *i.e.*, trainer was having communication and delivery skills got third rank with the total score of 473, majority of 70.00 per cent of trainees agreed, followed by 30.00 per cent of trainees strongly agreed with the statement. The data also reported that the statement *i.e.*, trainer always

responded to trainees' queries got third rank with the total score of 473, majority of 68.00 per cent of trainees agreed, followed by 31.00 per cent of trainees strongly agreed and 01.00 per cent of trainees were undecided with the statement. The results further indicated that the statement *i.e.*, trainer was enthusiastic got fourth rank with the total score of 456, majority of 76.00 per cent of trainees agreed, followed by 19.00 per cent of trainees strongly agreed and 05.00 per cent of trainees were undecided with the statement.

Usefulness of training programme

It is clear from the Table 6 that in the category, 'usefulness of training programme', the statement *i.e.*, training programmes were helpful growth got the first rank with the total score of 479, majority of 65.00 per cent of trainees agreed, followed by 35.00 per cent of trainees strongly agreed with the statement. The data also depicted that the statement *i.e.*, training programmes helped you

Table 6: Rank order of perception of trainees based on the usefulness of the training programme

(n=110)

| Sr. No. | Statements | SA (5) | A (4) | UD (3) | DA (2) | SDA (1) | Sum of scores | Rank |
|---------|--|--------|-------|--------|--------|---------|---------------|------|
| 1 | Training programmes helped you to cope up with the constantly changing technologies | 40 | 67 | 2 | 1 | - | 476 | II |
| 2 | You have acquired a deeper understanding of the Training Course subject by participating therein | 19 | 91 | - | - | - | 459 | III |
| 3 | You had the chance to make the best use of the skills you learnt in this training course | 17 | 91 | 2 | - | - | 455 | V |
| 4 | Training programmes were helpful in personal growth | 39 | 71 | - | - | - | 479 | I |
| 5 | Your job performance level has raised as a result of attendance to this training course | 18 | | 1 | - | - | 457 | IV |

to cope up with the constantly changing technologies got second rank with the total score of 476, majority of 61.00 per cent of trainees agreed, followed by 36.00 per cent of trainees strongly agreed, 02.00 per cent of trainees were undecided and 01.00 per cent of trainees disagreed with the statement. The results further indicated that the statement *i.e.*, you have acquired a deeper understanding of the training course subject by participating therein got third rank with the total score 459, majority of 83.00 per cent of trainees agreed, followed by 17.00 per cent of trainees strongly agreed with the statement. The results reported that the statement *i.e.*, your job performance level has raised as a result of attendance to this training course got fourth rank with the total rank of 457, majority of 83.00 per cent of trainees agreed, followed by 16.00 per cent of trainees strongly agreed and 01.00 per cent of trainees were undecided with the statement. The data also showed that the statement *i.e.*, you had the chance to make the best use of the skills you learnt in this training course got fifth rank with the total score of 455, majority of 83.00 per cent of trainees agreed, followed by 15.00 per cent of trainees strongly agreed and 02.00 per cent of trainees were undecided with the statement.

CONCLUSION

Training is an important source of human resource development and is a crucial requirement in agricultural development. From the findings of the study, it was found that majority of 55.9 per cent of trainees from agriculture department, 65.7 per cent from horticulture department and 56.1 per cent from animal husbandry department were moderately satisfied with the training programmes. Further in the first category, 'nature of training programmes', the statement *i.e.*, 'trainings did provide knowledge and skill that is new to you' got the first rank with total score of 505. Similarly, in the second category, 'management of training programmes', the statement *i.e.*, upright managerial support got the first rank with total score of 470. In the third category, 'content of training programme', the statement *i.e.*,

no unnecessary repetition in the content got first rank with the total score of 510. In the fourth category, 'medium of instruction', the statements *viz.*, lectures were delivered by experienced and knowledgeable scientists got the first with the total score of 486. In the fifth category, 'usefulness of training programme', the statements *i.e.*, training programmes were helpful in personal growth got the first rank with the total score of 479. It could be concluded from this research that the majority of trainees were satisfied with the training programmes conducted by SAMETI. The level of satisfaction of trainees could be increased by incorporating latest techniques; appropriate duration of the training programme; providing enthusiastic trainer with high communication and delivery skills; and getting feedback from the trainees at the end of the training programme.

CONFLICT OF INTEREST

This is to declare that there is "No conflict of interest" among researcher.

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