

## SATISFACTION OF TRAINEES REGARDING TRAINING PROGRAMMES ORGANIZED BY CENTRE FOR TRAINING AND EMPOWERMENT OF RURAL WOMEN

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### ABSTRACT

The present study was undertaken to assess the satisfaction level of the trainees about trainings organized by 'Centre for Training and Empowerment of Rural Women.' This study was conducted in five talukas of Banaskantha district. Sixteen villages purposively selected where training programmes were organised. A total of 200 (Skill training 100 + Awareness programmes 100) rural women were selected for the study randomly. The findings of the study reveal that majority of the respondents had high satisfaction level and were fully satisfied with all the aspect of trainings except transportation facility. The main constraint faced by the respondents was non-use of projector in off-campus training programmes. It can be concluded that trainings organised by the centre were beneficial to rural women for knowledge and skill enhancement, venture creation and income generation. Rural women were fully satisfied with training programmes organized by the centre and look forward to attend more training programmes.

**Keyword:** satisfaction level, rural women, empowerment, skill trainings, awareness programmes

### INTRODUCTION

Empowerment has a deep association with the development of individuals by making them able to accept life challenges and to overcome the barriers in a productive way. Rural women are key agents for achieving the economic and social transformation for sustainable development, but their efforts are not recognised due to limited access to credit, health care and education. Training is the best strategy to make recognisable changes in capacities, education, competence, health, housing, sanitation and motivation of women. Government and other agencies are putting continuous efforts for the empowerment of rural women by organised various training programmes.

The Government of Gujarat has established "Centre for Training and Empowerment of Rural Women" to build the capacities of rural women for making them empowered and self-reliant. The centre has been dedicatedly worked for the development of the rural women by organising capacity-building programmes. The centre has organised fifty-one skill trainings and fifty-six awareness programmes benefitting more than five thousand rural women and adolescent girls till date. There were no systematic and integrated efforts have been made to assess the effectiveness of the training programmes. Thus, the present study entitled as "Satisfaction of Trainees regarding Training Programme Organized by Centre for Training and Empowerment of Rural Women of SDAU, Gujarat" was undertaken. Effectiveness of the

trainings was assessed in terms of satisfaction gained, benefits received and problems faced by the rural women.

### OBJECTIVES

- (1) To study the satisfaction level of the trainees about trainings
- (2) To explore constraints faced by trainees during the trainings
- (3) To find association between socio-economic characteristics and satisfaction level of the trainees

### METHODOLOGY

The study was conducted in purposively selected five talukas viz., Deesa, Vadgam, Palanpur, Lakhani and Amirgarh of Banaskantha district and sixteen villages were selected where training programmes were organised by the centre. The centre organised twelve skill-oriented trainings and twelve awareness programmes during 2018-2020. Total 200 rural women were randomly selected that consisted of 100 from skill-oriented trainings and 100 from awareness programmes. Data was collected by using interview technique and analysed by using frequency, percentage, mean per cent score and correlation.

### RESULTS AND DISCUSSION

#### Background information

Majority of respondents were in the young age group

(67.50%), belonged to socially and economically backward caste (59.00%), educated up to primary level (35.00%), were from nuclear families (65.0%) having 5-8 members (48.00%) and unmarried (54.50%). Their main family occupation was agriculture (38.00%) and had annual family income less than one lakh (62.50%). Most of the respondents (76.50%) had a medium level of mass media exposure had low participation (100.00%) in social organisation.

**Participation in trainings**

The main objective of “Centre for Training and Empowerment of Rural Women” is the holistic empowerment of the rural women by organizing need-based and short term skill development and awareness training programmes. Three categories were framed and presented in Table 1 about respondent’s participation in various training programmes.

Most of the respondents (96.00%) participated in less than three training programmes and few respondents (2.50%) participated in more than six training programmes. All the respondents of awareness programme and 92.00 per cent respondents of skill trainings attended less than three trainings. The participation of respondents was influenced by the theme and place of training. Skill development trainings organized by the centre were basic sewing, woolen mat making, khakhra preparation, tie and dye, lemon pickle making, soft toys, organic holi colour, knitting, artificial flower making and value addition of fruits and vegetables. The awareness programmes attended by the respondents were Gram Sabha, storage practices, malnutrition, nutrition, health and sanitation, solar equipment, clean milk production, reproductive health, drudgery reduction and Food adulteration.

**Table 1 : Distribution of the respondents according to their participation in training programmes** (n = 200)

Sr. No.	Number of training attended	Skill trainings (n = 100)	Awareness programmes (n = 100)	Total (n = 200)
		f (%)	f (%)	f (%)
1	< 3 trainings	92 (92.00)	100 (100.00)	192 (96.00)
2	4-6 trainings	03 (03.00)	000 (000.00)	003 (01.50)
3	> 6 trainings	05 (05.00)	000 (000.00)	005 (02.50)

**Satisfaction level of the respondents about the trainings organized by the centre**

The satisfaction level of the respondents towards training programmes organized by the “Centre for Training and Empowerment of Rural Women” were studied in three broad aspects viz., technical, training and facilities offered. Technical aspects further categorized into eight sub-aspects i.e. need-based topics, coverage of practical and theory, use of audio-visual aids, training methods, the pace of teaching, language and content. Training aspect divided into seven sub-aspects namely place, equipment, materials, duration, timings, the relationship between trainer and trainees and solution of problems. Facilities aspect included transportation, drinking water, food and physical arrangements for the training programmes. It is encouraging to note that most of the respondents were fully satisfied (94.00 to 99.83 MPS) with all the aspect of trainings except transportation facility (75.83 MPS). Probable reason may be that most of the awareness programmes were organized in the respective villages of the respondents so they did not use any transportation facility of the centre (Table 2).

**[I] Satisfaction level of the respondents about technical aspects**

In the technical aspect, the theory (96.83 MPS)

as well as practical (96.33 MPS) covered along with the use of audio-visual aids (97.00 MPS) i.e. video films and power point presentation to deliver the content which gave full satisfaction to the participants as expressed by them. The respondents also showed their full satisfaction (98.83 MPS) about the various participatory methods i.e. lecture, demonstration and group discussion used during the training programmes to teach them different topics. It was reported by them that small groups were framed and each group was managed by the individual trainer for offering better learning and enhancing their practical skills. Respondents were satisfied with the pace of training (96.17 MPS) as it was in accordance with their learning speed. Language of content delivery also influenced the understanding of respondents. Most the respondents were fully satisfied (94.00 MPS) from the language used during the training programmes. They reported that local and simple language was used during the training programmes which enhanced their understanding of the subject matter. The results are in conformity with the results of Twinkle *et al.* (2020). Khan *et al.* (2021) reported that the training programmes organized by SAMETI-Kashmir had significant impact on enhancement of knowledge and skill of the trainees. The finds are in line with the studies of Bariya *et al.* (2023) and Vaishnavi & Ramesh (2023).

**Table 2 : Distribution of the respondents according to their satisfaction level towards the training programmes**

(n = 200)

Sr. No.	Aspect	Skill trainings (n = 100)	Awareness programmes (n = 100)	Total (n = 200)
		(%)	(%)	(%)
<b>[I]</b>	<b>Technical :</b>			
1	Topics covered as per need	99.00	99.33	99.17
2	Coverage of practical	98.33	94.33	96.33
3	Coverage of theory/ Lectures	98.00	95.67	96.83
4	Use of audio-visual aids	95.67	98.33	97.00
5	Training methods	99.00	98.67	98.83
6	Pace of teaching	98.00	94.33	96.17
7	Language	96.00	92.00	94.00
8	Course content	98.00	98.33	98.17
<b>[II]</b>	<b>Training :</b>			
1	Place	97.00	96.00	96.50
2	Materials	98.33	96.67	97.50
3	Use of equipment	98.33	97.33	97.83
4	Duration	98.67	97.67	98.17
5	Timings	95.00	97.33	96.17
6	Relationship between trainer and trainees	99.33	99.00	99.17
7	Solution of problems	99.67	100.00	99.83
<b>[III]</b>	<b>Facilities :</b>			
1	Transportation facilities	99.33	52.33	75.83
2	Physical arrangements during training	98.00	96.33	97.50
3	Drinking water facilities	99.33	98.33	98.83
4	Food facilities	97.67	97.67	97.67

**[III] Satisfaction level of the respondents about training aspects**

The success of any training programmes depends on various training aspects. Most of the respondents (99.17 MPS) expressed their full satisfaction regarding the relationship between trainers and trainees. They reported that the trainers were very polite and patient and treated us very well. Appropriateness of training duration, place and timings are also influencing factors for any training. Respondents showed their full satisfaction about training duration (98.17 MPS) as it was fixed as per content requirement and learning speed of the rural women so they did not get bored and gained adequate knowledge and skills. The timings were finalized in consultation with the respondents that enhanced their satisfaction level (96.17 MPS). Participation and satisfaction of respondents were affected by training location or place. The high satisfaction of the respondents (96.50 MPS) was observed regarding place of the training programmes.

Training venue was comfortable with all physical facilities which helped participants to learn effectively.

Sometimes high expenditure on raw material may obstruct the participation and learning of the person. Respondents showed their enough satisfaction regarding raw material *viz.*, clothes, wool, food material *etc.* (97.50 MPS) and needed equipment like the sewing machine, wooden frames, knitting needles *etc.* (97.83 MPS) for the training as it was given free of cost by the centre. Moreover, reference material was also given for future use to empower them.

The findings of the study are supported by Anuprita *et al.* (2015) that all the respondents (100.00%) of food processing training were fully satisfied with the training time, duration, place, methods, content, practical orientation and technical guidance and 84.00 per cent respondents were satisfied with raw material provided during the training programme. Bharti (2007) concluded that majority of the

respondents (72.00%) were highly satisfied with the training programme organized by KVK in terms of course content, time and duration, physical facilities and training methods. s a significant gain. Tankodara *et.al.* (2019) reported that the trainings organized by Junagarh Agriculture University enhanced the knowledge level of farmers about different aspect of scientific cultivation technology of oilseed crops.

**[III] Satisfaction level of the respondents about facilities provided**

For facilities, it was noticed that most of the respondents were fully satisfied with physical facilities like seating arrangement, aeration, lighting, ventilation *etc.* (97.50 MPS). Proper care was taken for drinking water (98.83 MPS) and food (97.67 MPS). The women were provided pure water and timely breakfast, lunch and evening tea. It was liked by them as the food was of good quality and absolutely home-like. For transportation, it was found that respondents expressed less satisfaction (52.33 MPS) in awareness programme as the bus facility of the centre was not used while in skill development programmes, respondents

showed full satisfaction (99.33 MPS) as the college bus was sent to bring respondents to the training place and drop them back in their villages. The results are in line with the results of Twinkle *et al.* (2020).

**Constraints faced by the women regarding the trainings**

Constant feedback with respect to the execution of any programmes is necessary to strengthen it and to provide more benefits to the beneficiaries. Besides, it also helps in ensuring that work is being executed properly and the means employed for its execution are effective. Keeping this in view, an effort was made to identify the constraints being faced by the rural women during the training programmes so that a clear picture of the major impediments in the smooth organization of training programmes could be addressed and strategy could be made to overcome these problems. The constraints faced by rural women related to training programmes were grouped into three broad areas *viz.*, personal and family, training and facilities related constraints. The results are presented under the above-mentioned heads.

**Table 3 : Distribution of the respondents according to the constraints faced by them regarding the trainings**

(n = 200)

Sr. No.	Constraints	Skill trainings (n= 100)	Awareness programmes (n= 100)	Total (n=200)
		MPS	MPS	MPS
<b>[A]</b>	<b>Personal and family constraints :</b>			
1	Overburdened with family responsibilities	5.00	4.5	4.75
2	Ignorance of household work	8.00	8.5	8.25
3	Lack of family support	4.50	3.5	4.00
4	Low level of education	4.50	8.0	6.25
5	Lack of time	6.00	7.0	6.50
6	Farm activities are not attended properly	3.50	7.0	5.25
7	Inability to do extra work	6.00	2.0	4.00
8	Problem of child care	2.00	4.0	3.00
9	Hard work in training	1.00	2.0	1.50
10	Language barrier	2.00	5.5	3.75
<b>[B]</b>	<b>Training related constraints :</b>			
1	Inadequate training period	4.00	5.0	4.50
2	Inappropriate training location	2.50	6.0	4.25
3	Lack of new information in the training	5.50	5.5	5.50
4	Inappropriate timings	3.5	0.5	2
5	Insufficient training material	2	2	2

Sr. No.	Constraints	Skill trainings (n = 100)	Awareness programmes (n = 100)	Total (n = 200)
		MPS	MPS	MPS
6	Training was not according the needs of trainees	0.5	2.5	1.5
7	Transportation problem	1	0	0.5
8	Method is not proper	0	1	0.5
9	Unable to understand the content	1	4	2.5
<b>[C]</b>	<b>Constraints related to physical facilities :</b>			
1	Training room/place not good	0	0	0.0
2	Improper sanitation/toilets facility	0	0	0.0
3	Improper drinking water facility	2	3.0	1.5
4	Inadequate sitting arrangements	0	4.0	2.0
5	Blackboard/projector not used or not properly used	0	48.0	24.0

#### [A] Personal and family constraints

Personal and family constraints were felt by very few respondents during the training programmes (Table 3). Avoidance of household (8.25 MPS) and farming activities (5.25 MPS), low level of education (6.25 MPS), lack of time (6.5 MPS), more family responsibilities (4.75 MPS), lack of family support (4.00 MPS), inability to do extra work (4.00 MPS) and the problem of child care (3.00 MPS) were faced by very few respondents. Young and unmarried respondents felt no constraints during the training programmes due to fewer family responsibilities. The suitability of theme, time and place may also be another reason for having no constraints. Few old-age respondents felt the language barrier (3.75 MPS) and inability to do hard work (1.5 MPS) during the training.

#### [B] Training related constraints

It is evident from the data in Table 3 that respondents had very few training related constraints. Lack of new information (5.5 MPS), inadequate training duration (4.50 MPS) in appropriate training location (4.25 MPS) and timings (2.00 MPS), inability to understand the content (2.50 MPS) and insufficient training material (2.00 MPS) were the constraints faced by a very few respondents. Lesser constraints may be due to the proper, adequate and need-based training arrangements.

#### [C] Constraints related to physical facilities

Non-use of the projector was the main constraint (48.00 MPS) in awareness training programmes as most of the programmes were organized in the open area of the villages so the installation of the projector was not at all feasible. Apart from it carrying a complete projection system

to the villages was not easy. The irregular power supply may also hinder the use of projectors in off-campus trainings. Inadequate seating arrangements (4.00 MPS) and improper drinking water facility (1.5 MPS) were other constraints faced in awareness programmes (Table 3). In skill training, only one constraint faced by the respondents was improper drinking water facility (1.5 MPS). It can be concluded that the respondents faced very fewer constraints in the training programmes and were quite satisfied with facilities and services.

#### (IV) Association between socio-economic characteristics and satisfaction level

In order to ascertain relationship if any between personal, socio- economic variables (Age, Caste, Educations, Marital status, Type of family, Size of family, Self occupation, Family occupation, Family annual income, possession of land and animals, membership and participation in social organization and mass media exposure) and satisfaction level of the respondents about trainings programmes organized by the centre, Pearson's correlation was computed. This has been presented in Table 4.

Education ( $r = 0.223^{**}$ ), mass media exposure ( $r = 0.230^{**}$ ) and self occupation ( $r = 0.193^{**}$ ) were highly significantly positively associated with the satisfaction level. Age ( $r = -0.301^{**}$ ), family occupation ( $r = -0.210^{**}$ ) and marital status ( $r = -0.275^{**}$ ) were significantly negatively associated with satisfaction level. Size of land holding ( $r = 0.150^*$ ) and social participation ( $r = 0.198^*$ ) shown significant positive association with satisfaction level regarding trainings.

**Table 4: Association between personal, socio-economic characteristics and satisfaction level**

(n=200)

Sr. No	Independent Variables	Dependent Variables Satisfaction Level		
		Skill Training (n=100)	Awareness Programmes (n=100)	Total (n=200)
		'r' value	'r' value	'r' value
X <sub>1</sub>	Age	0.005	-0.094	-0.301**
X <sub>2</sub>	Education	0.059	0.103	0.223**
X <sub>3</sub>	Marital status	-0.131	-0.083	-0.275**
X <sub>4</sub>	Caste	-0.012	-0.074	0.065
X <sub>5</sub>	Type of family	-0.006	0.220*	0.116
X <sub>6</sub>	Size of family	-0.087	0.213*	0.105
X <sub>7</sub>	Family annual income	0.199*	0.131	0.098
X <sub>8</sub>	Self occupation	0.116	0.309**	0.193**
X <sub>9</sub>	Family occupation	-0.249*	-0.153	-0.210**
X <sub>10</sub>	Land holding	-0.035	0.139	0.150*
X <sub>11</sub>	Number of animals	-0.091	0.344**	0.136
X <sub>12</sub>	Membership in Social organisation	0.036	0.036	0.057
X <sub>13</sub>	Participation in Social organisation	0.045	0.094	0.198*
X <sub>14</sub>	Mass media exposure	0.147	0.158	0.230**

\*\* Correlation is significant at the 0.01 level (2-tailed).

\*Correlation is significant at the 0.05 level (2-tailed).

Education and mass media exposure helps individuals to understand and apply the knowledge gained in day to day endeavour which increases the satisfaction. Married and aged respondents were having more family and farming responsibilities which deviated their attention from training which lowers their satisfaction level.

Data of awareness programme show that self occupation ('r'= 0.309\*\*) and possession of animals ('r'= 0.344\*\*) were highly significantly positively associated with satisfaction level. Significant positive association of satisfaction level was seen with type of family ('r'= 0.220\*) and size of family ('r'= 0.213\*).

All the respondents were from rural area and most of them having animals that attracted them towards relevant trainings. Other trainings might be helpful for performing their occupational as well as daily requirement in a more efficient manner. Respondents devoted proper time for attending the training as they had less household responsibilities due to nuclear and medium size family. Besides, awareness trainings were organized at villages and respondents may found convenient to attend the same.

In skill training satisfaction level was significantly

positively associated with family annual income ('r'= 0.199\*) and significantly negatively with family occupation ('r'= -0.249\*).

Knowledge and skill developed through training programmes may only be utilized when respondents would be able buy raw material and other accessories to prepare the articles. Good family may only allow bringing the required material. So the positive association between satisfaction level and family income was found.

Skill trainings had been organized at the Centre for which respondents had to devote full time and also had to manage their household and other responsibilities which sometimes deviated their attention from trainings thus negative association between satisfaction level and family occupation was seen.

## CONCLUSION

Based on overall findings, it could be concluded that training programmes organised by the "Centre for Training and Empowerment of Rural Women" were satisfactory. Rural women were highly satisfied with all the aspects of training programmes. They expressed their

satisfaction for the technical guidance, physical arrangement, resources and services provided in the trainings programmes. Training programmes helped rural women in enhancing the knowledge and skills, initiating new ventures for additional income generation and increasing the confidence of the rural women. Thus, the training programmes organized by the centre were effective in satisfying the needs of the rural women. It was encouraging to note that rural women were highly satisfied with the training programmes organised by the centre but there is a scope for improvements for making training programmes more effective and worthwhile.

### SUGGESTIONS

- Only small scale income generating activities at home have been initiated by the rural women so training programmes can be planned in such a way that helps them to start small or medium scale entrepreneurial ventures and earn a high income.
- Long duration job oriented training programmes can be organised to help rural girls for getting jobs.
- Time to time evaluation of the activities of the centre should be done for improving the training programmes for better development of women.
- Successful cases who initiated their enterprise should be identified and widely publicized to enhance the participation of rural women in the training programmes.
- Manual and hand-based trainings have been organised by the centre, but there is a need to organise machine-based trainings for better production which can help in initiating large enterprise.
- Certificates should be provided to trainees after successful completion of the training programmes which is presently not given.
- Presently, the Centre organises on-campus skill training programmes which, if conducted in villages also, could attract greater participation of rural women.
- A demonstration cum outlet unit can be established for selling the products developed during trainings.

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### CONFLICT OF INTEREST

Do not have any conflicts of interest to declare.

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