

Utility of Training Programme on Training Management as Perceived by Trainees

B. D. Patel¹, A. G. Sukhadiya², J. B. Patel³ and Krunal Gulkari⁴

¹ and ² Assistant Extension Educationist, EEI, AAU, Anand

³ Associate Professor and ⁴ PG student

Department of Extension Education, BACA, AAU, Anand

e-mail: jbvadodara@gmail.com

ABSTRACT

The study was carried out on all the trainees who attended the selected training programme on “Training Management” conducted by EEI, Anand as on campus and off campus during the last two years (2010-11, 2011-12) were selected for the study. The questionnaire developed in light of the objectives was mailed to all 140 trainees. Only 40 trainees sent the filled questionnaires. Hence, the results presented here are based on the responses of these 40 trainees. The study reveals that majority of the trainees perceived the topics covered during the training as much useful to very much useful. Lack of active participation by trainees, language problem, unavailability of fund etc. was some constraints faced by trainees while conducting training at back home situation. The trainees suggested incorporation of more practical portion, updated knowledge, appropriate field visits and longer duration of the training programme.

Keywords: Utility, training management, trainees

INTRODUCTION

Training is the acquisition of knowledge, skills, and competencies as a result of the teaching of vocational or practical skills and knowledge that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance. EEI organizes on/off campus training programme as per the need of the respective department/institute. Therefore, it is essential to know upto what extent this training useful to extension functionaries in management of training in their respective areas. With this view point, a follow up study on Monitoring and Evaluation was undertaken with the following specific objectives.

OBJECTIVES

- 1 To Study the Profile of the participants.
- 2 To Study the Utility of training programme as perceived

by trainees in their operational area.

- 3 To identify the constraints faced by the trainees in conducting training programmes at back home situation
- 4 To seek suggestions from participants for improving quality of training programmes conducted by EEI.

METHODOLOGY

All the trainees who attended the selected training programme on “Training Management” conducted by EEI, Anand as on campus and off campus during the last two years (2010-11, 2011-12) were selected for the study. The questionnaire developed in light of the objectives was mailed to all 140 trainees. In spite of two reminders through hard copy, three reminders through e-mail and pursuance through telephonic talk, the response rate was poor, i.e. only 40 trainees sent the filled questionnaires. Hence, the results presented here are based on the responses of these 40 trainees.

RESULT AND DISCUSSION

Profile of the Participants

Table 1 : Distribution of Participants according to their profile n=40

Sr. No.	Profile of participants	Frequency	Percentage
A Age			
1	21 to 30	05	12.50
2	31 to 50	28	70.00
3	Above 50 years	07	17.50
B Education qualification			
1	Graduate	18	45.00
2	Post-Graduate	19	47.50
3	Doctorate	03	0.50
C Gender			
1	Male	35	87.50
2	Female	05	12.50
D Category			
1	SC	03	07.50
2	ST	00	00.00
3	OBC	17	42.50
4	GEN	20	50.00
E Department			
1	Agriculture	21	52.50
2	Horticulture	01	02.50
3	A.H.	12	30.00
4	ICAR	01	02.50
5	Fisheries	03	07.50
6	Forest	02	05.00
F Experience			
1	Up to 10 years	25	62.50
2	11 to 20 years	06	15.00
3	Above 20 years	09	22.50

The data presented in Table-1 revealed that 70.00 per cent of the participants were from the age group of 31 to 50 years. In case of educational qualification nearly half of the participants (47.50 per cent) had post-graduate level of education followed by 45.00 per cent participants with

graduate level of education. Only 7.50 per cent participants had doctorate level of education.

As regards to gender, majority i.e. 87.50 per cent of the participants were male and 12.50 per cent were female.

In case of caste category, 50.00 per cent participants were from general category followed by 42.50 per cent of the participants from other backward class. Only 7.50 per cent participants were from schedule caste category.

In regards with department, the data indicate that slightly more than half (52.50 per cent) of the participants were from Agriculture department followed by 30.00 per cent of the participants who were from Animal husbandry department.

So far as experience of participants is concerned, more than three-fifth (62.50 per cent) of the trainees had experience up to 10 years while 22.50 and 15.00 per cent of the participants had experience above 20 years and 11 to 20 years, respectively.

Utility of Training Programme

The trainees were asked for the information pertaining to utility of different topics covered during the training programme. The data presented in Table-2 clearly indicate that more than four-fifth of the trainees perceived all the areas of training to be much useful to very much useful. The variation among mean scores of different areas was less; however the topic on training methods ranked first on the ground of utility followed by training need assessment.

Constraints faced by trainers

Open ended question was asked to the trainees as to which constraints they had to face while conducting the training at back home situation. Out of 40 respondents, 24 respondents mentioned that they didn't face any constraints while conducting training. However, the important constraints indicated by remaining trainees have been presented here.

- 1 Lack of active interest/participation of trainees in training
- 2 Problem of language
- 3 Farmers raise their own problems which are not related to training
- 4 Improper selection of trainees
- 5 Unavailability of fund at proper time to conduct training

Suggestion to improve the quality of training programme conducted by EEI

About half of the trainees did not make any

suggestions, however the few suggestions as endorsed by them are as follow:

Table 2: Utility of Training Programme as perceived by the trainees

n=40

Sr. No.	Name of Topic	Very Much useful	Much useful	Moderately useful	Rarely useful	Not useful	Mean score	Rank
1	Training need Assessment	23 (57.5)	14 (35.0)	2 (05.0)	0 (0.0)	1 (02.5)	3.45	II
2	Training Methods	27 (67.5)	11 (27.5)	1 (02.5)	0 (0.0)	1 (02.5)	3.58	I
3	Preparation of Training Objective	19 (47.5)	19 (47.5)	0 (0.0)	1 (02.5)	1 (02.5)	3.35	III
4	Designing of Training Programme	17 (42.5)	21 (52.5)	0 (0.0)	1 (02.5)	1 (02.5)	3.30	IV
5	Evaluation of Training Programme	17 (42.5)	21 (52.5)	0 (0.0)	1 (02.5)	1 (02.5)	3.30	IV
6	Role and Skills of trainers	14 (35.0)	22 (55.0)	1 (02.5)	2 (05.0)	1 (02.5)	3.15	VI
7	Crucial Aspect in Trainee' Management	11 (27.5)	23 (57.5)	3 (07.5)	2 (05.0)	1 (02.5)	3.03	VII
8	Overall utility of the training programmed	11 (27.5)	28 (70.0)	0 (0.0)	0 (0.0)	1 (02.5)	3.20	V

(Figures in parenthesis indicate percentage)

- 1 There should be more practical part in the training
- 2 Retraining should be given to the participants next year.
- 3 Updated information should be provided.
- 4 Subject related training in veterinary field should be provided.
- 5 Appropriate field visits/tour should be arranged.
- 6 Duration of training programmes may be increased.

CONCLUSION

Majority of the trainees perceived the topics covered during the training as much useful to very much useful. Lack of active participation by trainees, language problem,

unavailability of fund etc. was some constraints faced by trainees while conducting training at back home situation. The trainees suggested incorporation of more practical portion, updated knowledge, appropriate field visits and longer duration of the training programme.

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