



OPINION OF TRAINEES ABOUT USEFULNESS OF THE TRAINING PROGRAMME

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ABSTRACT

There is no use of training programmes if it does not imparts the required knowledge to the farmer about different technical know-how then it becomes a mere wastage of time. Keeping this in view, opinions of the trainees about usefulness of trainings on three point scale were recorded. The trainees were fully satisfied with the utility of the trainings, but this could not be utilized by majority of the trainees as there was less demand of such type of services in the local area. 45 per cent trainees were of the opinion that it was useful in their lives i.e. there is still scope to improve the training programmes and a very few (30 per cent) had viewed it as little useful, there is no use of training due to lack of finance and it does not suits in village situation.

KEYWORDS: Training programme, Agriculture, Employee training, Development.

INTRODUCTION

In Home Science training more than two third (70 per cent) farm women were satisfied with usefulness of training programmes and expressed that it was very useful in their practical life situations, whereas only 30 per cent farm women were of the opinion that it was useful. Regarding General Agriculture training programme half of the respondents viewed that training was very use- ful and of the rest participants were of the opinion that it was useful, none of them turned up to say that it was little useful or no use.

This indicated that statistically there is highly significant difference in usefulness of the train- ings i.e. calculated F value is greater than that of tabula- ted F value at 5 per cent and 1 per cent level of significance. Hence our null hypo (Ho.4) "There no difference in the opinions of trainees about usefulness of different training programmes" is accepted. There was a significant difference in the opinion about usefulness of training in TRYSEM and Home Science. Usefulness of General Agriculture training was at par with Home Science and TRYSEM.

Table - 13 ANOVA for variation in teaching method used during training period

S.No.	Source of variation	d.f.	S.S.	M.S.	F value
1	Between trainings	2	0.234	0.117	
2	Error	57	16.740	0.293	0.399 (NS)
Total		59	16.974		

Opinion of trainees about course content covered during training period

Course content of the training programme has equal Importance with other factors like duration of training, timeliness, teaching method used and usefulness. During training period there must be complete coverage of course within prescribed period so that trainees can learn more and more and can use it in their practical life

situation. Efforts were also made to know whether the course covered during the training period was adequate or not and is discussed

In Home Science and General Agriculture training programmes majority of the respondents (80 and 90 per cent respectively) had opinion that content covered during train- ing period was adequate and a very few (20

and 10 per cent respectively) felt that content was partly adequate.

It calculates value of F which was less than tabulated previous value, this shows non-significant difference in opinion of trainees about course content of each type of training. Hence our null hypo is (Ho.5) "There is no difference in the opinion of trainees of different trainings about course content covered during trainings" is rejected. It means farmers were of similar opinion about content covered in all the three types of trainings.

Opinion of trainees about teaching methods

Selection and use of teaching methods depend on many factors, but the sole objective should be to have the most appropriate teaching method through which the desired objective can be achieved. Here also with this view in mind responses were sought to know whether proper teaching methods were used by the trainers while imparting training to the participating farmers. The

opinion of the respondents about the methods and audio-visual aids used during the training period at the training centre is presented in this section.

In Home Science and General Agriculture training programmes 45 and 55 per cent participants respectively were fully satisfied with the teaching method used during training period and expressed that it was most appropriate. Whereas 55 and 40 per cent of them were turned up to say it was appropriate i.e. partially satisfied with the teaching method.

In Home Science training none of the farm women turned up to say it was inappropriate, whereas in General Agriculture only one respondent was not satisfied with the teaching method used during training and expressed that it is inappropriate and suggested that they should be taught with film shows and conducting actual demonstrations.

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Table - 14 Frequency distribution of trainees with respect to their opinion about usefulness of training programmes

N = 60

S. No.	Categories	Wt.	A TRYSEM		B Home Sc.		C Gen. Ag.		D Overall A+B+C	
			F	%	F	%	F	%	F	%
			1	Very useful	3	5	25	14	70	10
2	Useful	2	9	45	6	30	10	50	25	41.66
3	Little useful	1	6	30	-	-	-	-	6	10.00

When we see an overall picture of all three types of training programmes, more than half (53.33 per cent) of trainees were fully satisfied with the teaching method used during the training period and expressed it as most appropriate.

Benefits of Training and Development Employee training and development

Improvement is quite possibly of the most huge inspirations used to help the two people and associations in accomplishing their present moment and long haul objectives and goals. Preparing and improvement upgrade information, abilities, and mentalities, yet it additionally offers a few different advantages. Coming up next are normal advantages of representative preparation and improvement,

- (1) It expands workers' resolve, certainty, and inspirations
- (2) It brings down creation costs since people can decrease squander

- (3) It advances a feeling that everything is good which thusly diminishes turnover and non-attendance.
- (4) It builds representatives' association in the change cycle by giving the skills important to acclimate to new and testing circumstances
- (5) It opens the entryways for acknowledgment, more significant compensation, and advancement.
- (6) It helps the association in working on the accessibility and nature of its staff. It is vital to recall that people become more useful in light of the fact that preparation and advancement programs work on people's abilities and capacities. Indeed, even associations offer educational cost repayment for people to go to such projects

They accomplish more elevated level of occupation fulfillment, since they believe they are putting resources into their own future. They feel that their job inside the association has a genuine reason. Since the people's dependability will in general increment considerably, they invest a greater amount of their time and exertion in

accomplishing the primary concern for the association. People tend to proactively look for valuable chances to procure inventive abilities, to encounter assorted jobs and obligations, and to search for extra private and expert turn of events. Such propensities increment their certainty, confidence, and occupation delight. Preparing and improvement upgrades the general presentation of people.

Hierarchical Advantages Preparing and improvement programs help associations in remaining cutthroat in the commercial center. As per Wanger (as referred to by Jehanzeb and Bashir, 2013), the American Culture for Preparing and Improvement (presently called the Relationship for Ability Advancement) observed that there is a connection between funding in representative preparation and improvement programs and higher incomes from financial exchange. Associations that contribute a normal of \$1,575 per representative on learning, got 24% development in net benefit and 218% increment in income per worker. Accordingly, preparing and advancement programs help associations in holding their ability, separating themselves against different associations, working on their appearance as best manager in the gig market, and expanding the generally hierarchical viability.

Each association is liable for working on representatives' exhibition by carrying out important and successful preparation and improvement programs. Since workers are the main resources of an association, supporting such a notion is pivotal. Association should upgrade the commitment of its workers by guaranteeing a reasonable wellspring of staff that is practically, in fact, and socially fit for developing into particular or administrative jobs (Nassazi, 2013). By and large, associations that proactively carry out worker preparing and advancement programs get positive outcomes from the people that utilization the projects

In the preceding sections, results regarding motivational sources for participating in training programme are presented. One of the objectives of this study was to seek opinion from the respondents regarding duration, timeliness, teaching method used, usefulness and course content covered during training period.

CONCLUSION

Employees are expected to develop themselves continuously in an organization. When the employees in an organization are developed from time to time with all updated knowledge, then definitely that organization will grow to a greater height. Duration is one of the important components of training. It is the time period for which training was organized. Period of training may be adequate, inadequate and long enough. If duration of the training is inadequate, then it becomes difficult for the instructor to cover the entire course content and the trainees can not acquire the required knowledge. Similarly, if the duration is more than the trainees will

also not give full attention as the trainees can not afford to stay for a larger period because of their busy schedule. The training period fixed for each type of the training course is given in the subsequent section

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