

INFRASTRUCTURAL FACILITIES MADE AVAILABLE AT DIFFERENT STAGES OF THE TRAINING

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Article Received on 21/04/2016

Article Revised on 11/05/2016

Article Accepted on 01/06/2016

ABSTRACT

The outcome of the training in terms of acquired skill and knowledge in specific trade under the TRYSEM programme is directly related to the learning situation provided to the participants by the training institutions or the Master craftsmen. It is envisaged in the draft outline of the TRYSEM programme that strong and planned infrastructure for training has to be created to get the desired result in terms of gainful self-employment for the trainees.

KEYWORDS: Infrastructure, Facilities, TRYSEM, Traning.

INTRODUCTION

In the absence of a favourable learning situation the desired skill and knowledge could not be acquired by the trainees which, in turn affect the acceptance of the trade and getting gainful employment through particular trade.

With a view to know whether participants were satisfied with the facilities made available to them at the training institutions or with the master craftsmen or by concerned

agency during different phases (pre-training, training and post-training) of training, a separate questionnaire was developed by the investigator and responses of respondents were recorded on three-point scale.

(1) Pre-training facilities (information): These include the facilities provided to participants before actual training.

Table 16

Table 16. Rank order of 'Pre-training Informations' provided to the beneficiaries of the selected trades of TRYSEM									
S. No.	Pre-training Information	Name of the trades							
		EMR (N=50)		WH (N=50)		CARP (N=218)		EMR+WH+CARP (N=318)	
		Tribal (N=13)	Non-tribal (N=37)	Tribal (N=22)	Non-tribal (N=28)	Tribal (N=159)	Non-tribal (N=59)	Tribal (N=194)	Non-tribal (N=124)
1.	Publicity before attending training programme	2.07(4)	1.97(1)	2.04(3)	2.0(2.5)	1.96(2)	2.06(1)	1.98(3)	2.02(1)
2.	Proper procedure followed in selection of trainees	2.30(1)	1.81(2)	2.0(4)	2.0(2.5)	1.98(1)	1.98(3)	2.0(2)	1.93(3)
3.	Duration of training was known prior to attend it	2.15(2.5)	1.72(3)	2.09(2)	2.0(2.5)	1.87(3.5)	2.05(2)	2.33(1)	1.94(2)
4.	Information regarding payment of stipend and tool kit	2.15(2.5)	1.70(4)	2.18(1)	2.0(2.5)	1.87(3.5)	1.64(4)	1.92(4)	1.74(4)
Overall		2.17	1.80	2.08	2.0	1.92	1.93	2.06	1.91

It reveals that "Proper procedure followed in selection of trainees" was ranked first (2.30 M.S.) by tribal beneficiaries of the electric motor rewinding trade among all the four selected aspects. Selected tribals of particular trade indicated that there selection for a particular trade was as per the norms prescribed in the programme and

there was no defect in the selection procedure followed by concerned no agency. Information regarding payment of stipend and tool kit was ranked second.

First rank was assigned to publicity before attending training programme by non-tribal-beneficiaries of the same trade. These trainees have given lowest weightage to the item- information regarding payment of stipend and tool kit, which indicates that this aspect was poorly ranked as compared to tribal beneficiaries.

The study of the same table depicts that "Sufficient information regarding payment of stipend and tool kit" was given to tribal beneficiaries of wireman trade before attending TRYSEM training and it was ranked first. It was followed by the "duration of training which was very well known prior to attending it". Third rank was assigned to publicity of programme and last rank has been assigned to "proper procedure followed for selection of beneficiaries". This last aspect was poorly ranked by the beneficiaries of this trade as compared to the electric motor rewinding trade.

Analysis of table further depicts that by non-tribal beneficiaries, all the four aspects have equally been ranked. Data presented in the table show that first rank was assigned to "proper procedure followed in selection of trainees by tribal beneficiaries. It shows that beneficiaries of carpentry trade were satisfied with selection criterion. In their opinion, the procedure followed was in accordance with the guidelines provided under the TRYSEM scheme. Mean score for "publicity before attending training programme" was relatively less (1.96) as compared to selection procedure aspect, so it was ranked second by non-tribal beneficiaries. First rank was assigned to "publicity aspect of TRYSEM" and second rank to duration aspect of training.

All the tribal and non-tribal beneficiaries of the three trades were combined and their mean score was calculated. Table 16 visualizes that tribal trainees have ranked the item first "duration of training prior to their joining the trade", whereas non tribal participants ranked it second. First rank by them was assigned to "publicity regarding TRYSEM". It pointed out that non-tribal beneficiaries were informed well before attending training. Both the type of trainees have given third rank to item "selection procedure of trainees".

Decision could be made that there was difference with respect to pretraining informations provided to tribal and non-tribal beneficiaries of the electric motor rewinding trade and overall tribal and non-tribal beneficiaries. But non-significant difference was observed with respect to Retaining informations provided for wireman and carpentry beneficiaries.

(II) Infrastructural facilities provided to the participants during training period Table 18 reveals that respondents of tribal as well as non tribal of the

electric motor rewinding trade have expressed that "behaviour of the instructor during training period" was quite satisfactory and sympathetic and was ranked first. Further, participants of the same trade did not face any problem with regard to working space available at the training institutions. Audio visual aids used by the instructor and provision of boarding facility was ranked last by tribal beneficiaries, they reported that teaching materials and AV aids were not used during teaching learning process. The non-tribal beneficiaries of the same trade pointed out that some AV aids were used by the instructor. As both the categories of trainees were provided training independently at different times, but the instructor was poor in handling the same,

Rank order correlation was also calculated to find out the correlation between ranks assigned by tribal and non-tribal beneficiaries of the electric motor rewinding (EMR) trade to each statement. The calculated value of 't' was high as compared to tabulated value. It infers that, there was difference in ranking of statements by tribal and non-tribal participants.

Behaviour of the instructor and level of teaching (at the understanding level of trainees) aspects were given equal weightage and both were ranked at 1.5 by tribal beneficiaries of the wireman trade. Conclusion could be made that the tribal participants with respect to these aspects were more satisfied as far the overall performance of the instructor was concerned. Whereas, non-tribal beneficiaries of the same trade reported that sufficient space was available for the practice at the training institutions and was ranked first by them.

Second rank was assigned to 'competency of the instructor. In the opinion of the beneficiaries the instructors was competent enough to discuss the subject matter technically. Here also lower ranks were assigned to use of AV aids and their handling by both the categories of the participants.

The tribal beneficiaries of the carpentry trade had placed the highest weightage to the aspects - technical competency of the instructor and behaviour of the instructor and got first and second ranks respectively. It could be concluded that instructor was technically sound in handling the subject matter at the understanding level of the trainees, besides, he was sympathetic and cooperative with the trainees too. Whereas, by non-tribal beneficiaries 'behaviour of the instructor' was ranked first and second rank was assigned to the teaching methods used by the instructor. Both the categories of trainees had assigned lower ranks to the aspects like - AV aids used during training period, skill of handling them, and boarding facility provided to them.

Rank order correlation coefficient was also calculated and value of 't' was found significant. It could be inferred that the participants of both the categories ranked the selected aspects differently.

Tribal and non-tribal beneficiaries of the three trades were combined and their mean score aspects were calculated. It was found that method of teaching used got the highest mean score (2.5) and was ranked first by tribal beneficiaries. It shows that tribal beneficiaries of the three trades did not have any problem with respect to teaching methods used during training period and they were highly satisfied. Equal ranks (2.5) were assigned to the 'technical competency' and behaviour of the instructor aspects included in the infrastructural facilities. But, the non-tribal beneficiaries ranked these statements opposite to it. The trainees of both the categories had assigned the last rank to the aspect boarding facility provided to them.

Significant difference was observed in assigning ranks for the selected statements by the tribal and non-tribal beneficiaries.

Further analysis of variance was used to find out between significant difference tribal and non-tribal beneficiaries of the selected trades of TRYSEM programme, with regards to during training period facilities provided to tribal and non-tribal beneficiaries of the selected trades (i.e. electric motor rewinding, wireman, carpentry) and overall of TRYSEM". For beneficiaries of the electric motor rewinding and wireman trades, it was rejected for carpentry and overall tribal and non-tribals of the selected trades it was accepted. Thus, it was inferred that there was a significant difference in the opinion of infrastructural facilities provided to the tribal and non-tribal beneficiaries of the electric motor rewinding and wireman trades. Whereas, non significant difference was observed for tribal and non-tribal beneficiaries of the carpentry trade and for overall tribal and non-tribal beneficiaries of the selected trades.

(III) Post-training facilities: At the post training phase, the involvement of the trainees is equally important in order to transfer the learned skill to work situation, to bring not only the improvement in the job but also to get self employment. In this sub section effort was made to find out the extent of role played by institutions, master craftsmen, DRDA's and banks etc. during post training phase and the same has been presented .

The response of the beneficiaries about the post training phase was not much encouraging as form of facilities provided to them by concerned agencies. Data indicate that only 5 tribal beneficiaries i.e. 4 of carpentry trade, one from wireman trade (out of 194) and 6 non-tribals of carpentry trade were sanctioned loan for establishment of job. Whereas, the remaining beneficiaries after training were not cared by concerned agencies. 80 tribal and 74 non-tribal beneficiaries of the selected trades reported that they were interested to establish their own job and for that they made efforts to get financial assistance, but remained unsuccessful due to non cooperation of concerned officials of financial agencies. Thus, due to lack of finance, it was not possible for them

to run their own trades independently and successfully which did not help in getting full employment. The other aspects i.e. purchase of machines, raw materials, marketing of finished products and on the spot guidance by the experts for the carpentry trade were also not provided.

IV) Problems faced by the beneficiaries during different stages of training: It reveals that during pretraining a very small number i.e. 12 and 8 tribal and non-tribal beneficiaries (out of 194 and 124) respectively reported that the selection procedure was time consuming and it was improper. Some participants of the carpentry trade were selected from the affluent families.

As far as the problems during training period were concerned, more than half, i.e. 125 tribal and more than two third i.e. 96 non-tribal beneficiaries complained that there had always been delay in payment of stipend. It was provided to them at the end of the training at some training institutions and with master craftsmen. The trainees of village Semtal (Gogunda P.S.) and village Alsigarh (Girwa P.S.) reported that they were not provided full amount i.e. Rs.250/- per month. The concerned master craftsmen gave the argument that this due amount was retained in lieu of the tool kit.

CONCLUSION

It is important to note that 21 tribal and 12 non-tribal beneficiaries of the selected trades were not provided tool kit at the end of the training. 4 tribal and 12 non-tribal participants of the selected trades (village Alsigarh and Nandashama) were displeased and complained with emphasis that master craftsmen demanded Rs. 100/- per training certificate. trainee for issuing Song From the above discussion, it can be concluded that master craftsmen were poor in their skill and did not pay adequate attention towards individual trainee during training course. Besides, trainees were also facing problem of job and credit.

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