



Full Length Research Article

ASSESSMENT OF TRAINING NEEDS OF THE STATE OFFICIALS OF AGRICULTURE AND ALLIED DEPARTMENTS OF WESTERN INDIA

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ABSTRACT

The Extension Education Institute, Anand cater the extension training needs of Western Zone States viz., Gujarat, Maharashtra, Madhya Pradesh, Chhattisgarh, Rajasthan, Goa, and Union territories of Dadra Nagarhaveli, Div and Daman by conducting on campus, off campus, collaborative and consultancy training programmes. The present study on Assessment of Training Needs of the State officials of Agriculture and Allied Departments of Western India was carried out. The result of the study revealed that areas of training needs of extension management expressed by the State officials of Agriculture and allied Departments of Western India were Communication Skill for effective Extension (rank I), Soft Skills for Personality Development (rank II), Time & Stress Management for Better Performance of Extension Personnel (rank III), PRA Tools And Techniques for SREP Development (rank IV) and Leadership Development and Team Building Skills for Extension Functionary (rank V).

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INTRODUCTION

The Govt. of India has established four Extension Education Institutes in India viz. one at Anand (Gujarat) for western states, Second at Hisar (Haryana) for northern states, Third at Jorhat (Assam) for eastern states and fourth at Hyderabad (AP) for southern states to cater the Extension Training needs of extension functionaries of different development departments of the country. The Extension Education Institutes, Anand is popularly known as EEI. It is an Apex Regional Training Institute formed on September 17, 1962. The Extension Education Institute, Anand cater the extension training needs of Western Zone States viz., Gujarat, Maharashtra, Madhya Pradesh, Chhattisgarh, Rajasthan, Goa, and Union territories of Dadra Nagarhaveli, Div and Daman by conducting on campus, off campus, collaborative and consultancy training programmes. In all, EEI, Anand has conducted 1284 training programmes for extension functionaries where in 26550 participants were trained after the establishment of EEI, Anand in the year 1962-63 to the year 2013-14. Now, it is high time to find out the training needs of the state officials of agriculture and allied Departments of Western India, Keeping in view the above said facts, the study on "Assessment of training needs of the state officials of agriculture and allied Departments of Western India" was carried out.

Objectives

- To study the profile of the state officials of agriculture and allied departments of Western India.
- To find out the training needs of the state officials of agriculture and allied departments of Western India.

MATERIALS AND METHODS

For the above study, five on campus and five off campus training programmes organized by EEI, Anand during 2014-15 were selected randomly. Thus total 10 training programmes were selected for the study. Ten participating officials from each selected training programmes were selected randomly, thereby comprising of a total of hundred respondents. The questionnaire was developed in consultation with the Government of India, New Delhi in accordance with the objectives of the study. The data were collected from randomly selected 100 participating officers of the selected training programmes organized by EEIs during year 2014-15. The collected data were tabulated, analyzed and interpreted. With a view to identify the areas of training needs, a list of 25 specific items of training needs was prepared initially based on literature available and from discussion with extension experts. The scores were assigned to the training needs expressed by the respondents. They were requested to rate each of them either of three response categories viz., most needed, needed and not needed having weightage of 2, 1 and 0, respectively. The scores, thus obtained for each areas of

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training need were summed up, the total scores under any suggestions were divided by the total number of respondents to calculate the mean score. Ranking of training need was done on the basis of this mean score.

RESULTS AND DISCUSSION

Table 1. Distribution of the respondents according to their age

| n=100 | | | |
|---------|-----------------------------|--------|---------|
| Sr. No. | Age group | Number | Percent |
| 1 | Young age (Up to 35 years) | 54 | 54.00 |
| 2 | Middle age (36 to 50 years) | 30 | 30.00 |
| 3 | Old age (Above 50 year) | 16 | 16.00 |
| Total | | 100 | 100.00 |

The Table-1 reveals that more than half (54.00 percent) of the officers were belonged to young age group followed by 30.00 percent had middle age while 16.00 percent had old age under the study during year 2014-15.

Table 2. Distribution of the respondents according to their level of education

| n=100 | | | |
|---------|---|--------|---------|
| Sr. No. | Level of Education | Number | Percent |
| 1 | Secondary and higher secondary (8th to 12th std.) | 4 | 4.00 |
| 2 | Graduate | 44 | 44.00 |
| 3 | Post Graduate | 47 | 47.00 |
| 4 | Ph.D | 5 | 5.00 |
| Total | | 100 | 100.00 |

The Table-2 shows that nearly half (47.00 percent) of the officers were Post Graduate followed by 44.00 were Graduate and 5.00 percent of the officers were Ph.D. while 4.00 percent of the officers had Secondary and higher secondary (8th to 12th std.) under the study during year 2014-15.

Table 3. Distribution of the respondents according to their category

| n=100 | | | |
|---------|---------|--------|---------|
| Sr. No. | Caste | Number | Percent |
| 1 | SC | 13 | 13.00 |
| 2 | ST | 6 | 6.00 |
| 3 | SEBC | 5 | 5.00 |
| 4 | OBC | 28 | 28.00 |
| 5 | General | 48 | 48.00 |
| Total | | 100 | 100.00 |

The data presented in Table-3 reveal that nearly half (48.00 percent) of the officers were General Category followed by 28.00 percent of the officers were in OBC category, where as 13.00 percent were in SC category under the study during year 2014-15.

Table 4. Distribution of the respondents according to their Discipline

| n=100 | | | |
|---------|--------------------|--------|---------|
| Sr. No. | Discipline | Number | Percent |
| 1 | Agriculture | 68 | 68.00 |
| 2 | Animal husbandry | 5 | 5.00 |
| 3 | Horticulture | 11 | 11.00 |
| 4 | Forest | 1 | 1.00 |
| 5 | Agril. Engineering | 3 | 3.00 |
| 6 | Home Science | 1 | 1.00 |
| 7 | Fishery | 1 | 1.00 |
| 8 | Science | 8 | 8.00 |
| 9 | Arts | 2 | 2.00 |
| Total | | 100 | 100.00 |

The data presented in Table-4 show that nearly three- fourth (68.00 percent) of the officers had occupation of Agriculture and Horticulture followed by only Horticulture (11.00 percent) and Science (8.00 percent) respectively under the study during year 2014-15.

Table 5. Distribution of the respondents according to their Experience

| n=100 | | | |
|---------|-------------------|--------|---------|
| Sr. No. | Experience | Number | Percent |
| 1 | Up to 7 years | 55 | 55.00 |
| 2 | 7.1 to 13 years | 10 | 10.00 |
| 3 | 13.1 to 19 years | 12 | 12.00 |
| 4 | 19.1 to 25 years | 10 | 10.00 |
| 5 | More than 25years | 13 | 13.00 |
| Total | | 100 | 100.00 |

The data presented in Table-5 indicate that more than half (55.00 percent) of the officers were up to 7 years experience followed by 13.00 percent had more than 25 years experience, where as 12.00 percent had 13.1 to 19 years experience under the study during year 2014-15.

Table 6. Distribution of the respondents according to their State

| Sr. No. | State | Number | Percent |
|---------|-----------------|--------|---------|
| 1 | Gujarat | 19 | 19.00 |
| 2 | Rajasthan | 2 | 2.00 |
| 3 | Chhattisgarh | 30 | 30.00 |
| 4 | Maharashtra | 34 | 34.00 |
| 5 | Madhya- Pradesh | 15 | 15.00 |
| Total | | 100 | 100.00 |

The data presented in Table-6 state that more than one-third (34.00 percent) of the officers belong to Maharashtra State followed by 30.00 percent from Chhattisgarh, where as 19.00 percent from Gujarat and 15.00 percent from Madhya- Pradesh under the study during year 2014-15. With a view to know Extension Management related area of Training Need, officers were requested to give their views regarding Extension Management related workshop conducted by EEI, Anand during year-2014-15. Such information had been presented in Table 7 & 8.

Data presented in Table 7 revealed that 96.50 percent of the State officials of Agriculture and allied Departments of Western India opined that the Extension Management related Workshops conducted by EEI, Anand were Most Needed and Needed whereas only 3.50 percent of them opined that the Extension Management related Workshops conducted by EEI, Anand were not Needed. With a view to know technology related area of Training Need officers were requested to give their views regarding technology related workshop conducted by EEI, Anand during year-2014-15. Such information had been presented in Table 7 & 8.

Data presented in Table 7 revealed that 93.85 percent of the State officials of Agriculture and allied Departments of Western India opined that the technology related Workshops conducted by EEI, Anand were Most Needed and Needed whereas only 6.15 percent of them opined that the technology related Workshops conducted by EEI, Anand were not Needed. While responding to the open end question like any other Subject/Area, in which training required for you, 94.00 percent of the respondents had not mentioned any other

Table. 7. Areas of training needs of respondents

| | | | | | n=100 |
|--|---|-------------|-----------|----------------------|------------|
| No | Title of the Course | Most Needed | Needed | Most Needed + Needed | Not Needed |
| A. Extension Management related Workshops | | | | | |
| 1 | Workshop on Communication Skills for Effective Extension Services | 76(76.00) | 21(21.00) | 97(97.00) | 3(3.00) |
| 2 | Workshop on Time & Stress Management for Better Performance of Extension Personnel * | 65(65.00) | 30(30.00) | 95 | 5 |
| 3 | Workshop on Soft Skills for Personality Development * | 65 | 32 | 97 | 3 |
| 4 | Workshop on PRA Tools And Techniques for SREP Development | 60 | 37 | 97 | 3 |
| 5 | Workshop on Leadership Development And Team Building Skills for Extension Functionary | 56 | 40 | 96 | 4 |
| 6 | Workshop on Agribusiness & Marketing Information System | 53 | 43 | 96 | 4 |
| 7 | Workshop on Participatory Extension Management In Agriculture & Allied Fields | 52 | 46 | 98 | 2 |
| 8 | Workshop on Management Development Programmes (MDP) for ATMA PDs And Dy.PDs | 50 | 44 | 94 | 6 |
| 9 | Workshop on Recent Extension Approaches for Effective Transfer of Technology | 50 | 48 | 98 | 2 |
| 10 | Workshop on Project Planning, Monitoring And Evaluation | 48 | 50 | 98 | 2 |
| 11 | Workshop on Participatory Training Management Skills | 48 | 49 | 97 | 3 |
| 12 | Workshop on Training Methods And Farm School Under Extension Reforms | 46 | 49 | 95 | 5 |
| 13 | Workshop on Use of Mass Media for Transfer of Technology | 46 | 51 | 97 | 3 |
| 14 | Workshop on Management of Commodity Interest Groups And Farmers' Organizations | 45 | 50 | 95 | 5 |
| 15 | Workshop on Human Resource Development for Extension Personnel | 44 | 53 | 97 | 3 |
| 16 | Workshop on Promotion of Public-Private Partnership Under Extension Reforms | 43 | 55 | 98 | 2 |
| 17 | Workshop on Entrepreneurship Development For Rural Transformation | 42 | 56 | 98 | 2 |
| 18 | Workshop on Farm Business Management for Extension Functionary | 31 | 63 | 94 | 6 |
| | Average | 51.11 | 45.39 | 96.50 | 3.50 |

B. Technology related Workshops

| | | | | | |
|---|--|-------|-------|-------|------|
| 1 | Workshop on Climate Change And Its Effect on Agriculture & Allied Fields | 68 | 32 | 100 | 0 |
| 2 | Workshop on Promotion of Organic Farming for Sustainable Agriculture | 54 | 39 | 93 | 7 |
| 3 | Workshop on Value Addition And Post Harvest Management of Agricultural & Horticultural Crops (NHM) | 52 | 37 | 89 | 11 |
| 4 | Workshop on Knowledge Management System And Web Designing for Agriculture & Allied Fields | 49 | 47 | 96 | 4 |
| 5 | Workshop on Community Based Natural Resources Management * | 40 | 54 | 94 | 6 |
| 6 | Workshop on Promotion of Integrated Pest Management | 37 | 55 | 92 | 8 |
| 7 | Workshop on ICT Application In Agriculture & Allied Fields | 34 | 59 | 93 | 7 |
| | Average | 47.70 | 46.15 | 93.85 | 6.15 |

The Data Presented in parenthesis indicates percentage

Subject/Area, in which training required for them whereas only 6.00 percent of the respondents suggested following three New Subject/Area, in which training required for them.

- Workshop on “Development and Sustainability of Farmer Producer Organizations”
- (ii) Workshop on “Effective use of Bio-Fertilizer”
- (iii) Workshop on “Integrated Nutrients Management”
- (iv) Workshop on “Remote Sensing & its application in Agriculture”
- (v) Workshop on “Fruit-processing, Management and Marketing”
- (vi) Workshop on “Poly house & green house cultivation practices”

Among above mentioned six new workshops, EEI, Anand has included one Extension Management related workshop on

“Development and Sustainability of Farmer Producer Organizations” in training calendar for 2015-16.

Data presented in Table 8 revealed that areas of training needs of extension management expressed by the State officials of Agriculture and allied Departments of Western India were Communication Skill for effective Extension (rank I), Soft Skills for Personality Development (rank II), Time & Stress Management for Better Performance of Extension Personnel (rank III), PRA Tools And Techniques for SREP Development (rank IV), Leadership Development And Team Building Skills for Extension Functionary (rank V), Participatory Extension Management In Agriculture & Allied Fields (rank VI), Agribusiness & Marketing Information System (rank VII), Recent Extension Approaches for Effective Transfer of Technology (rank VIII), Project Planning, Monitoring And Evaluation (rank IX), Participatory Training

Table 8. Areas of training needs of respondents

| No | Title of the Course | Mean score | Rank |
|--|--|------------|-------|
| A. Extension Management related Workshops | | | |
| 1 | Workshop on Communication Skills for Effective Extension Services | 1.73 | I |
| 2 | Workshop on Promotion of Public-Private Partnership Under Extension Reforms | 1.41 | XIII |
| 3 | Workshop on Training Methods And Farm School Under Extension Reforms | 1.41 | XIII |
| 4 | Workshop on Leadership Development And Team Building Skills for Extension Functionary | 1.52 | V |
| 5 | Workshop on Participatory Extension Management In Agriculture & Allied Fields | 1.50 | VI |
| 6 | Workshop on Use of Mass Media for Transfer of Technology | 1.43 | XII |
| 7 | Workshop on Farm Business Management for Extension Functionary | 0.98 | XVIII |
| 8 | Workshop on PRA Tools And Techniques for SREP Development | 1.57 | IV |
| 9 | Workshop on Participatory Training Management Skills | 1.45 | X |
| 10 | Workshop on Management Development Programmes (MDP) for ATMA PDs And Dy.PDs | 1.44 | XI |
| 11 | Workshop on Human Resource Development for Extension Personnel | 1.41 | XIII |
| 12 | Workshop on Agribusiness & Marketing Information System | 1.49 | VII |
| 13 | Workshop on Time & Stress Management for Better Performance of Extension Personnel * | 1.60 | III |
| 14 | Workshop on Project Planning, Monitoring And Evaluation | 1.46 | IX |
| 15 | Workshop on Soft Skills for Personality Development * | 1.62 | II |
| 16 | Workshop on Entrepreneurship Development For Rural Transformation | 1.40 | XVI |
| 17 | Workshop on Recent Extension Approaches for Effective Transfer of Technology | 1.48 | VIII |
| 18 | Workshop on Management of Commodity Interest Groups And Farmers' Organizations | 1.40 | XVI |
| B. Technology related Workshops | | | |
| 1 | Workshop on Promotion of Integrated Pest Management | 1.29 | VI |
| 2 | Workshop on Climate Change And Its Effect on Agriculture & Allied Fields | 1.68 | I |
| 3 | Workshop on Community Based Natural Resources Management * | 1.34 | V |
| 4 | Workshop on Promotion of Organic Farming for Sustainable Agriculture | 1.47 | II |
| 5 | Workshop on Knowledge Management System And Web Designing for Agriculture & Allied Fields | 1.45 | III |
| 6 | Workshop on Value Addition And Post Harvest Management of Agricultural & Horticultural Crops (NHM) | 1.41 | IV |
| 7 | Workshop on ICT Application In Agriculture & Allied Fields | 1.27 | VII |

Management Skills (rank X), Management Development Programmes (MDP) for ATMA PDs And Dy. PDs (rank XI), Use of Mass Media for Transfer of Technology (rank XII), Human Resource Development for Extension Personnel, Training Methods And Farm School Under Extension Reforms & Promotion of Public-Private Partnership Under Extension Reforms (rank XIII), Entrepreneurship Development For Rural Transformation & Management of Commodity Interest Groups and Farmers' Organizations (rank XVI) and Farm Business Management for Extension Functionary (rank XVIII).

Data presented in Table 8 revealed that areas of training needs related to technology workshop expressed by officers were Climate Change And Its Effect on Agriculture & Allied Fields (rank I), Promotion of Organic Farming for Sustainable Agriculture (rank II), Knowledge Management System And Web Designing for Agriculture & Allied Fields (rank III), Value Addition And Post Harvest Management of Agricultural & Horticultural Crops (NHM) (rank IV), Community Based Natural Resources Management (rank V), Promotion of Integrated Pest Management (rank VI) and ICT Application In Agriculture & Allied Fields (rank VII). This finding was in concurrence with Shah (1997) and Patel (1998).

Conclusion

In short, 96.50 percent of the State officials of Agriculture and allied Departments of Western India opined that the Extension Management related Workshops conducted by EEI, Anand were Most Needed and Needed whereas only 3.50 percent of them opined that the Extension Management related Workshops conducted by EEI, Anand were not Needed. While, 93.85 percent of the State officials of Agriculture and

allied Departments of Western India opined that the technology related Workshops conducted by EEI, Anand were Most Needed and Needed whereas only 6.15 percent of them opined that the technology related Workshops conducted by EEI, Anand were not Needed.

Moreover, areas of training needs of extension management expressed by the State officials of Agriculture and allied Departments of Western India were Communication Skill for effective Extension (rank I), Soft Skills for Personality Development (rank II), Time & Stress Management for Better Performance of Extension Personnel (rank III), PRA Tools And Techniques for SREP Development (rank IV) and Leadership Development and Team Building Skills for Extension Functionary (rank V). Whereas, areas of training needs related to technology workshop expressed by officers were Climate Change And Its Effect on Agriculture & Allied Fields (rank I), Promotion of Organic Farming for Sustainable Agriculture (rank II), Knowledge Management System And Web Designing for Agriculture & Allied Fields (rank III), Value Addition And Post Harvest Management of Agricultural & Horticultural Crops (NHM) (rank IV) and Community Based Natural Resources Management (rank V).

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