



SHORT COMMUNICATION

An Assessment of Application of learning of the Training programmes conducted by Extension Education Institute, Jorhat, Assam

P. Das* and P. Mishra

Dept. of Extension Education, Assam Agricultural University, Jorhat-785013, Assam, India
pdpallavizz@gmail.com*; +91 9854516729

Abstract

The study was undertaken to assess the application of the learning of the training programmes conducted by Extension Education Institute (EEI), Jorhat, Assam. Three training programmes viz. "Organization and management of farmers' organization", 'Mainstreaming gender and women empowerment' and "Public-Private-Partnership' under extension reforms were taken for the study. A purposive cum random sampling technique was followed for selection of the above subject matter and respondents of training. Two states namely Assam and Nagaland were selected for the present study. A total of 126 respondents were selected for conducting the study. The results revealed that only few applications of the learning had taken place in both the states like helping in adoption of new farm based technologies, formation of SHGs, identification of different types of contract farming etc. The study conducted at the field level also finds a way for future improvement of the training programmes conducted by EEI, Jorhat.

Keywords: Learning, training programmes, farmers' organization, gender mainstreaming, public-private-partnership.

Introduction

Though India is developing manifold in the dawn of new millennium, the country is still lagging behind in many sectors like agriculture as compared to other countries due to gap in the latest technology known and the technology being used by the farmers. The resources are not utilized properly by the people because of the ignorance about many scientific innovations. The communication of the desired knowledge requires adequate personnel who have the knowledge of improved technologies and interested in doing their job efficiently and know the ways of imparting this knowledge to the people who need it. In order to raise the level of improvement, it requires the assistance of properly trained extension workers. In other words, it can be said that the training is needed to communicate the knowledge of technical subject and knowledge of extension education, including method of extension or communication. Without such knowledge the extension workers cannot do their job properly. It helps to improve their skill, power of intelligence and develop in them the desired attitude and values required for their work. It makes up for any deficiencies in the new recruits and maintain or boosts up the morale of the staff. Hence to make extension workers competent in their works, training is very much important. According to Gacche *et al.* (1992), training is the function of helping others to acquire and apply knowledge, skill, abilities and attitude which they don't possess but which are needed. Training is a process of instruction and learning. The idea of establishing the fourth EEI for north east states was mooted by the Directorate of Extension, Govt. of India under NAEP during 1986.

Accordingly a number of interactions between Directorate of Extension and Govt. of Assam and later with Assam Agricultural University could produce the project proposal for establishment of EEI at Jorhat during 1986-87. The institute started to conduct the first training courses during February, 1989. The main objectives of the institute is to provide training, catering training needs of the trainers, middle level extension personnel of agriculture and line departments of the state governments, ICAR training centers and NGOs of the northeast states. Since its inception, the institute has conducted three hundred and fifty two numbers of courses and trained a total of seven thousand one hundred and forty numbers of trainees (extension functionaries) till the end of March, 2012. Hence, keeping in this view and considering the importance of training programmes, this study was planned to assess the application of learning of the training programmes in Assam and Nagaland. It aimed to measure effectiveness of EEI's training programme conducted under extension reforms viz., organization and management of farmer's organization, mainstreaming gender and women empowerment and public private partnership.

Materials and methods

Experimental design and data collection: The present study was conducted in two north-eastern states namely Assam and Nagaland. A total of 126 respondents were selected for the present study. All the respondents were middle level extension functionaries of the department of agriculture, veterinary and animal husbandry, fishery and sericulture.



Table 1. Assessment of the application of the learning of the training programme on organization and management of farmers' organization.

Application	Frequency	Percentage	Rank
Helpful in adoption of new farm based technologies	120	95.23	I
Helpful in formation of FO's, CIG in the villages	117	92.85	II
Helpful in conducting training programmes on new agriculture based technologies and practices	114	90.47	III
Helpful in managing conflict in farmers' groups	86	68.25	IV
Helpful in increase of farmers' orientation programmes.	56	44.44	V

Table 2. Assessment of the application of the learning of the training programme on mainstreaming gender and women empowerment.

Application	Frequency	Percentage	Rank
Helpful in formation of women SHG	123	97.61	I
Helpful in conducting training programmes on women friendly technologies	119	94.44	II
Helpful in conducting training programmes on gender sensitization	112	79.36	III

Table 3. Assessment of the application of the learning of the training programme on public-private partnership under extension reform.

Application	Frequency	Percentage	Rank
Helpful in conducting training programme on contract farming	115	91.26	I
Helpful in identification of different types of contract farming	108	85.71	II
Helpful in conducting training programme on the concept of public private partnership	87	69.04	III

Apart from them, trainers of KVKs, SAMETIs and NGOs were also act as respondents. In order to assess the application of the learning of the training programmes, open ended questions were asked. The responses to the open ended questions were properly analyzed and ranked on the basis of frequency and percentage.

Results and discussion

Application of the learning of the training programme on organization and management of farmers' organization: It is evident from the findings that 95.23% of the respondents helped in motivating the farmers in adopting new farm based technologies (Table 1). There were 92.85% of the respondents reported that training programme was helpful in formation of farmers' organization, commodity interest groups in the villages. After knowing the advantages of the Farmers' organizations and commodity interest groups, the farmers started forming farmers' group in the villages and received benefits from them. A sizeable amount of respondents (90.47%) found the training programme helpful in conducting training programmes on new agriculture based technologies and practices (Table 1).

Sohal and Fulzele (1986), in their study also revealed the impact of on-campus as well as off-campus training programmes of KVK, NDRI, Karnal in improving the skill of respondents and helping in adoption of recommended practices by them. The fourth application as revealed by 68.25% of the trainees that the training was helpful in managing conflict between the members of a farmers' group. A gradual Increase of farmers' orientation programmes was the fifth application as revealed by 44.44% of the respondents.

After attending the training programme, the trainees make the farmers conscious about their rights and available government schemes meant for them by periodically organizing farmers' orientation programmes.

Application of the learning of the training programme on mainstreaming gender and women empowerment: It is evident from the Table 2 that 97.61% of the respondents found the training programme helpful in formation of women self help groups. After attending the training programme, the trainees make them aware about their rights etc. and starts forming new SHGs to help themselves and to get empowered. The second application (Table 2) was helpful in conducting training programmes on women friendly technologies as revealed by 94.44% of the trainees. The trainees after attending this training, periodically provide training on new upcoming modern women friendly technologies, so that they can financially uplift the rural women by reducing their level of drudgery. It is revealed from Table 2 that 79.36% of the respondents found it helpful in conducting trainings on gender sensitization. The trainees periodically conduct training on gender related issues so as to remove gender discrimination.

Application of the learning of the training programme on public-private partnership: Helpful in conducting training programmes on contract farming was the major application part of the training programme on public-private-partnership as revealed by 91.26% of trainees (Table 3). The training programme was also found to be helpful in identification of different types of contract farming as revealed by 85.71% of the trainees.



Being a new concept, to make people aware of it, the trainees periodically conduct training programmes on public-private-partnership. Majority of the participants (69.04%) reported that training was quite helpful in conducting training programmes on the concept of public-private-partnership and thereby making it popular amongst the farmers.

Conclusion

Regarding the application of the learning of the training programmes, only few applications of the learning that had been taken place in both the states, which are also not up to the mark as envisaged. Thus, it indicates that the training institute as well as home organization of the trainees should give more emphasis on conducting training need assessment before selecting a right candidate for a training programme. The follow-up mechanism of the institute should also be strengthened. Besides, the climate of the organization to which the participants belong should be made more congenial so that trainees can utilize their learning in order to increase organizational effectiveness.

Acknowledgements

Authors acknowledge Extension Education Institute (NE Region) for the help in carrying out the research work.

References

1. Dubey, A.K., Srivastava, J.P. and Sharma, V.K. 2008. Attitude of respondents towards K.V.K training programmes. *Ind. Res. J. Ext. Edu.* 8: 2-3.
2. Gacche, A.S., Dhakore, K.M. and Dikle. R.N. 1992. Training needs of livestock supervisors. *Maharashtra J. Extn. Edu.* 11: 37-39.
3. Sohal, T.S. and Fulzele, R.M. 1986. Training for human resource development. *Ind. J. Exn. Edu.* 22(3&4): 38-40.