

**Project on Evaluation of Training Programmes Organized by
Extension Education Institute, Anand (Gujarat)**

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ABSTRACT

The Extension Education Institute, Anand, is one of the premier and pioneering regional training institute established in 1962 by Directorate of Extension, Ministry of Agriculture, Department of Agriculture & Cooperation, Government of India. It caters the training needs in Extension Communication and Management Techniques of middle level functionaries of development department of Gujarat, Maharashtra, Rajasthan, Chattisgarh, Madhya Pradesh, Goa, and UT of Div, Daman & Dadara & Nagar Havelli. The overall objective of study was to measure the overall impact of the training programmes organized by Extension Education Institute, Anand in terms of utility at back home situation. The study was conducted on the training programmes organized during 2010-11 by Extension Education Institute, Anand. To collect the required data, proforma was developed and sent to all the sponsoring agencies and randomly selected participants who had attended the Training programme organized by EEI Anand during 2010-11. It was found that Participants were satisfied with the training programme they attended as training is very essential component to improve their knowledge and skill. Training programme helped the participants to upgrade their knowledge and skills. All the participants felt that both theory and practical sessions organized in the training were highly valuable and they were fully satisfied for the lodging and boarding facilities provided by the EEI. Further they found trainers with very good communication skills. Trainees felt improvement in their performance after the training in their back home situation.

INTRODUCTION AND OBJECTIVES

Evaluation is considered as an integral component of training programmes. It can be viewed as a process of gathering data and information to determine the potential value of training programme. Evaluation of training programme help in taking crucial decision and future course of action. Thus, evaluation is a tool for growth and development of all the stakeholders of the training programmes.

The Extension Education Institute, Anand, is one of the premier and pioneering regional training institute established in 1962 by Directorate of Extension, Ministry of Agriculture, Department of Agriculture & Cooperation, Government of India. Extension Education Institute, Anand, is functioning under the administrative control of Anand Agricultural University, Anand, Gujarat and 100 percent funded by Government of India. It is also called Western Zone Regional Training Institute. It caters the training needs in Extension Communication and Management Techniques of middle level functionaries of development department of Gujarat, Maharashtra, Rajasthan, Chattisgarh, Madhya Pradesh, Goa, and UT of Div, Daman & Dadara & Nagar Havelli.

To study the overall impact of the training programmes organized by Extension Education Institute, Anand in terms of utility at back home situation.

Specific objectives

- (1) To find out the extent of degree of satisfaction about Amenities (facilities) provided by EEI Anand
- (2) To study the extent of knowledge and skills gained by trainees from the training programmes
- (3) To study the extent of application of use of knowledge and skills at their work situation (improvement in job performance)
- (4) To assess the feedback of trainees in terms of suggestions and impressions about the training organized by EEI, Anand.

MATERIALS AND METHODS AND DATA SOURCES

The study was conducted on the training programmes organized during 2010-11 by Extension Education Institute, An and

The training programme was evaluated in three aspects.

1. Pre-test and post-test to find out knowledge gain of trainees
2. The overall feedback about training through course evaluation
3. Speakers evaluation and training offering index

Researcher personally visited the Extension Education Institute, Anand and interacted with the Director, Faculty members and Participants who were present in the training programme being organized during his visit. The detailed interaction held with the participants and observations made by researcher were noted.

Further, to collect the requires data, proforma was developed and sent to all the sponsoring agencies and randomly selected participants who had attended the Training programme organized by EEI Anand during 2010-11.

Frequency and percentage was used to know the distribution pattern of the respondents.

RESULT AND DISCUSSION

A. **Opinion of Participants about Amenities (Facilities) provided by Extension Education Institute, Anand**

- (1) Extent of Feeling Regarding Boarding Facilities.

Table: 1 Distribution of Respondents According to their Degree of Satisfaction about Boarding Facilities.

Sr. No.	Item	Degree of Satisfaction (n=30)		
		Fully Satisfied	To a Limited Extent	Not at all Satisfied
1	Breakfast	22(73.33)	7(23.33)	1(3.33)
2	Session tea	22(73.33)	7(23.33)	1(3.33)
3	Lunch	23(76.66)	7(23.33)	0(0.00)
4	Dinner	22(73.33)	7(23.33)	1(3.33)
5	Cleaning of dining hall	24(80.00)	5(16.66)	1(3.33)
6	Cleaning of dining tables	25(83.33)	4(13.33)	1(3.33)
7	Cleaning of dish, spoon, glass & water jug	24(80.00)	4(13.33)	2(6.66)
8	Cleaning of utensils	23(76.66)	6(20.00)	1(3.33)

It can be observed from the data presented in Table 1 that a great number of participants were fully satisfied about boarding facilities provided by EEI, Anand such as Cleaning of dining tables (83.33 per cent), Cleaning of dining hall (80.00 per cent), Lunch (76.66 per cent), Cleaning of dish, spoon, glass & water jug (80.00 per cent) and Cleaning of utensils (76.66 per cent), Whereas, nearly an equal number (73.33 per cent) of them were fully satisfied with respect to Session tea, Breakfast and Dinner.

However, some of the participants were satisfied to a limited extent with respect to various aspects of boarding facilities.

- (2) Extent of Feeling Regarding Lodging Facilities.

Table: 2 Distribution of Respondents According to their Degree of Satisfaction about Lodging Facilities .

Sr. No.	Item	Degree of Satisfaction (n=30)		
		Fully Satisfied	To a Limited Extent	Not at all Satisfied

1	Cleaning of room, washbasin & toilet	24(80.00)	5(16.66)	1(3.33)
2	Cleaning of bed sheet & pillow cover	21(70.00)	7(23.33)	2(6.66)
3	Cleaning of lobby	24(80.00)	5(16.66)	1(3.33)
4	Cleaning of hostel compound	25(83.33)	5(16.66)	0(0.00)
5	Cleaning of furniture in room	21(70.00)	7(23.33)	2(6.66)
6	Working of A. C. in room	28(93.33)	2(6.66)	0(0.00)
7	Working of fan & lights in room	28(93.33)	2(6.66)	0(0.00)
8	Drinking water in room	18(60.00)	8(26.66)	4(13.33)

A perusal of data presented in Table 2 indicate that a great majority of the participants were fully satisfied about lodging facilities provided by EEI, Anand such as Working of A. C. in room (93.33 per cent), Working of fan & lights in room (93.33 per cent), Cleaning of hostel compound (83.33 per cent), Cleaning of room, washbasin & toilet (80.00 per cent), Cleaning of lobby (80.00 per cent), Cleaning of furniture in room (70.00 per cent), Cleaning of bed sheet & pillow cover (70.00 per cent) and Drinking water in room (60.00 per cent).

However, some of the participants were satisfied to a limited extent with respect to various aspects of lodging facilities.

(3) Extent of Feeling Regarding Facilities and Resources.

Table: 3 Distributions of Respondents According to their Degree of Satisfaction about Facilities and Resources.

Sr. No.	Item	Degree of Satisfaction (n=30)		
		Fully Satisfied	To a Limited Extent	Not at all Satisfied
1	Class room facilities	28(93.33)	2(6.66)	0(0.00)
2	Transport facilities	22(73.33)	6(20.00)	2(6.66)
3	Computer facilities	25(83.33)	4(13.33)	1(3.33)
4	Internet facilities	20(66.66)	7(23.33)	3(10.00)
5	Library facilities	19(63.33)	7(23.33)	4(13.33)
6	Recreation facilities	21(70.00)	7(23.33)	2(6.66)
7	Common TV room	20(66.66)	8(26.66)	2(6.66)

It can be observed from the Table 3 that a vast majority of the participants were fully satisfied about facilities and resources provided by EEI, Anand such as Class room facilities (93.33 per cent), Computer facilities (83.33 per cent) and Transport facilities (73.33 per cent). Whereas, an equal number (70.00 and 66.66 per cent) of them were fully satisfied with respect to Recreation and Common TV room facilities. Further, they were also fully satisfied regarding facilities of Library (63.33 per cent) and Internet (66.66 per cent).

However, some of the participants were satisfied to a limited extent with respect to various aspects of facilities and resources.

(4) Trainee's opinion regarding training ability of trainers.

Table:4 Distribution of trainees according to their opinion regarding training ability of trainers.

Sr. No.	Item	Excellent		Very good		Good		Fair (n=30)	
		No	Percent	No	Percent	No	Percent	No	Percent
1	Communication	16	53.33	11	36.66	3	10.00	0	0

	Skill								
2	Body language	12	40.00	14	46.66	4	13.33	0	0
3	Pronunciation	10	33.33	17	56.66	3	10.00	0	0
4	Language used	11	36.66	16	53.33	3	10.00	0	0
5	Subject Matter knowledge	15	50.00	13	43.33	2	6.66	0	0
6	Day to day programme discussion	15	50.00	13	43.33	2	6.66	0	0
7	Punctuality	17	56.66	12	40.00	1	3.33	0	0

Data presented in Table indicates that 53.33 per cent of the trainees opined that the communication skill of trainers was excellent whereas 36.66 per cent and 10.00 per cent of the trainees felt that the communication skill of trainers was very good and good, respectively.

With regards to body language is concern 40.00 per cent, 46.66 per cent and 13.33 per cent of the trainees felt that the body language of trainers was excellent, very good and good, respectively during talk/discussion.

In case of pronunciation, 56.66 per cent of the trainees felt that pronunciation of trainers was very good followed by excellent (33.33 per cent) and good (10.00 per cent).

As regards to language used 53.33 per cent, 36.66 per cent and 10.00 per cent of the trainees expressed their view that the language used by trainers in class rooms was very good, excellent and good, respectively.

As subject matter knowledge of trainers is concern the subject matter knowledge was excellent, very good and good expressed by 50.00 per cent, 43.33 per cent and 6.66 per cent trainees, respectively.

With regards to day to day programme is concerned half of the trainees (50.00 per cent) expressed their views that the day to day programme discussion was excellent, while 43.33 per cent and 6.66 per cent of the trainees opined that day to day programme discussion was very good and good, respectively.

More than half (56.66 per cent) of the trainees opined that the punctuality of trainers was excellent followed by 40.00 per cent and 3.33 per cent of the trainees opined that the punctuality of trainers was very good and good, respectively.

(5) Overall Grading of the Amenities Provided by EEI, Anand to the Participants

Table: 5 Distributions of Respondents According to their Overall Grading of the Amenities Provided by EEI, Anand.

Sr.	Grading	Frequency	Per cent (n=30)
1	Excellent	11	36.67
2	Very good	14	46.67
3	Good	4	13.33
4	Average	1	3.33
Total		30	100.00

As observed from the data in Table 4 that nearly one-half (46.67 per cent) of the participants were of opinion that EEI, Anand had provided "Very good amenities" during the training programme, followed by "An Excellent amenities (36.67 per cent)".

A meager number (13.33 per cent) of the participants had expressed their opinions that EEI, Anand had provided "Good amenities" during training programmes.

B. Improvement in Job performance of the participants after one year of Training programme organized by EEI Anand:

During the year 2010-11 total 44 training programme were organized by EEI, Anand and total 544 participants from clientele state extension functionaries have attended this workshop. For this study a well structured questionnaire was developed and mailed after one years to 146 participants. Out of that 48 participants have responded.

Table (6) Improvement in job performance by upgrading in knowledge level of the participants who have attended the training programme organized by EEI

Sr.	Knowledge Items	Frequency	Percentage
1	Training meaning, concept, purpose and methods	44	91.66
2	Steps involved in training Process	36	75.00
3	Methods of data collection	36	75.00
4	Sampling Techniques	32	66.66
5	Variables and their measurement	34	70.83
6	Scientific Report writing	35	72.91
7	Participatory Rural Appraisal	33	68.75

The great majority (91.66 percent) of the Participants having knowledge regarding training meaning, concept purpose and methods followed by 75.00 percent of the participants having knowledge about steps involved in training process and Methods of data of collection each. More than two-third of the participants having knowledge about scientific report writing (72.91 Percent) and variables and their measurement (70.83 percent) followed by two-third of the participants having knowledge about Participatory Rural Appraisal (68.75 percent) and sampling techniques (66.66 percent), respectively which leads to improve their job performance.

CONCLUSIONS, RECOMMENDATION AND IMPLICATIONS

Participants were satisfied with the training programme they attended as train is very essential component to improve their knowledge and skill. Training programme helped the participants to upgrade their knowledge and skills

All the participants felt that both theory and practical sessions organized in the training were highly valuable. The training provided them an opportunity to have clear understanding about identification of indicators and its measurement, simulation exercises and participatory approaches along with SWOT analysis.

It was observed that (i) Development and use of process factor and performance indicators. (ii) Developing schedule, analysis of data and writing report were the key factor to improve their job performance.

The study has indicated that Training Programme organized by EEI Anand went a long way in Human Resource Development of Extension Personnel. The training programmes were found to be useful in updating the competencies of the personnel in the emerging technologies and managerial aspects of Extension. Thus the Training Programme gave opportunities to the Extension Personnel to get them updated on the new technologies and to try out the same in the scheme on hand.