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## Effectiveness of Krishi Vigyan Kendra's training programmes for Scheduled Castes families

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### Abstract

The Krishi Vigyan Kendra (KVK) is an innovative science-based institution that provides farmers and farm women with great opportunities by conducting trainings to closely work with trainees with the goal of developing a more competent and educated workforce. An ex-post facto research study was conducted to evaluate the effectiveness of training programmes imparted under the project entitled "Improvement in the livelihood of SC/ST Families" in district Fatehabad of Haryana. The results of investigation revealed that the majority (57.50%) of trainees reported a medium level of effectiveness while 22.50 percent beneficiaries reported high level of effectiveness for training programmes. The data further revealed that 'Easy understanding' (WMS=2.35), Hands on training / demonstration (WMS=2.31), and 'Relevancy of course contents (WMS=2.14)' were the aspects where training programmes were found effective. The benefits perceived by the trainees from the training programmes were increase in knowledge (67.5%), increase in self-confidence (60%) and gain in skills (47.5%). On the basis of the above findings, it can be concluded that the trainees have gained knowledge and skills that are relevant to their job and can apply them to improve their work performance. But there were some areas of concern where improvement is needed.

**Keywords:** Training, Krishi Vigyan Kendra, effectiveness, participation, output

### Introduction

Training involves developing in oneself or others any skills and knowledge that relate to specific useful competencies. Ray (2012) <sup>[2]</sup> mentioned that "training is the process of acquiring specific skills to perform a job better." The aim of training is to enhance one's ability, capacity, productivity, and performance. By updating and developing his knowledge and understanding that are pertinent to his profession, a person may increase and grow his efficiency and effectiveness at work. It aids in bringing about the desired change in the trainee's behavior and attitude toward their job and other people. The Krishi Vigyan Kendra (KVK) is an innovative science-based organization that provides farmers and farm women with excellent opportunities by organizing trainings to work closely with trainees so as to develop a more competent and educated workforce. The primary objective of K.V.K. is to provide training in accordance with needs and requirements in the agricultural sector and associated enterprises to all farmers, farm women, and farm youths, including school dropouts in rural areas, for self-employment and increasing production. KVKs provide education and training with the aim of improving the agricultural community's level of knowledge, bringing about behavioral changes, and expanding options for self-employment. Krishi Vigyan Kendras of Haryana is imparting vocational trainings under the state funded project entitled "Improvement in the livelihood of SC/ ST Families" since 2009-10. Through these trainings, KVK not only increases their efficiency but also motivates them to start their enterprises and help them to be empowered. Training effectiveness is the extent to which a training program accomplishes its determined goals and objectives. It is a measure of the success of a training program in improving the skills, knowledge, and performance of participants. The effectiveness of a training program depends on various factors, including the relevance of the training content, the quality of the training delivery, the engagement of the participants, the level of support provided during and after the training, and the measurement of the training outcomes. To understand whether the training programs imparted by KVK Fatehabad were effective and beneficial for trainees or not, an assessment of their effectiveness is very important. Thus, the study was carried out to assess the effectiveness of training programs organized under the project entitled "Improvement in the livelihood of SC/ST Families" in district Fatehabad, Haryana.

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## Materials and Methods

An ex-post facto research was conducted in Fatehabad district of Haryana state. A total of 80 respondents (trainees) were selected randomly from the trainees' who participated in six trainings organized under the project during 2018–19. The effectiveness of different aspects of training programme was measured on a three point continuum i.e. high, medium and low levels of effectiveness. The Training Effectiveness Index was developed to measure effectiveness. Data were collected using a well-structured interview schedule and analysed using suitable statistical tools like frequency, mean, percentage, weighted mean score (WMS) etc.

## Results and Discussion

**Training areas and extent of participation:** The respondents were imparted trainings in areas of dairy farming, nursery raising, spray techniques, fruit & vegetable preservation and garments construction. The data presented in Table 1 reveals that highest number of participants (42.50%) attended the training programme on 'proper spray techniques' followed by fruits and vegetable preservation (27.50%), dairy farming (15.00%) and nursery raising (10.00%). Only five percent respondents attended the training on 'garment construction'.

**Table 1:** Farmers' participation in various training programmes. (N=80)

Sr. No.	Training programmes	No. of Respondents	Percentage
1.	Dairy Farming	12	15.00
2.	Nursery Raising	08	10.00
3.	Proper spray Techniques	34	42.50
4.	Fruits & Vegetable preservation	22	27.50
5.	Garment Construction	04	05.00

## Effectiveness of training programmes

For the measurement of effectiveness of the training programmes, three point continuums ranging from low to high was used. Table 2 shows that the majority of trainees (57.50%) reported a medium level of effectiveness whereas 22.50% of beneficiaries rated a high level of effectiveness for training programs. The low degree of effectiveness for these

training programs was reported by only 20 percent of respondents. The effectiveness of a training program depends on various factors, including the relevance of the training content, the quality of the training delivery, the engagement of the participants, the level of support provided during and after the training etc. The project's training courses are designed in a manner that participants should find them to be simple to comprehend, practical, and relevant. Moreover method demonstration and hands on training was also provided to the trainees. These might be the reasons for medium to high level of effectiveness. The results showed that trainings organized by KVK for SC families were quite effective in learning.

**Table 2:** Distribution of respondents based on training programme effectiveness. (N = 80)

Sr. No.	Category of Effectiveness	No. of respondents	Percentage
1.	Low	16	20.00
2.	Medium	46	57.50
3.	High	18	22.50
4.	Total	80	100

Mean Score= 21.2

The data were eventually examined to determine the effectiveness the training program based on various training-related aspects, and the findings are shown in Table 3. The results revealed that the aspects which contributed to training programs successful were "Easy understanding" (WMS=2.35), "Hands on training / demonstration" (WMS=2.31), "Relevancy of course contents" (WMS=2.14), and "adequate information in particular area" (WMS=2.11). The timing of training programs and the assessment of training needs both received low weighted mean scores, which indicate that both aspects of training effectiveness require improvement. These results support the findings of Singh and Singh (2014) [3]. The overall effectiveness of training was also computed and it was found to be 70.6 percent which indicates that trainings conducted under the project "Improvement in the livelihood of SC/ST Families" were successful and trainees gained sufficient knowledge and improved their skills from these training programmes.

**Table 3:** Effectiveness of different aspects of training programmes conducted under the project. (N = 80)

Sr. No.	Training Aspects	Low	Medium	High	WMS
1.	Relevancy of course content	21	27	32	2.14
2.	Usefulness	22	29	29	2.09
3.	Timeliness of training programmes.	32	28	20	1.85
4.	Easy understanding	15	22	43	2.35
5.	Adequate information in particular area	24	23	33	2.11
6.	Clarification of doubts and queries	30	20	30	2.00
7.	Based on training need assessment	29	28	23	1.93
8.	Hands on/demonstration	12	31	37	2.31
9.	Overall satisfaction from training	15	28	37	2.28

**Perceived output of training programmes:** The perceived output of a training program refers to the trainees' assessment of the effectiveness and usefulness of the training. It is an important aspect of training evaluation as it reflects the trainees' understanding of the training content and their ability to apply the learning to their work. The data in Table 4 depicts the results regarding the benefits perceived by trainees from training programmes. The results revealed that most of

the farmers (67.5%) perceived that they had greatly benefited in terms of an increase in knowledge, followed by an increase in self-confidence (60%). The results revealed that most of the farmers (67.5%) perceived that they were highly benefited in terms of an increase in knowledge, followed by an increase in self-confidence (60%), and a gain in skills (47.5%). Moreover, it was found that only 23.75 percent farmers perceived that they would definitely start a new enterprise

because of training. On the basis of the above findings, it can be concluded that the trainees have gained knowledge and skills that are relevant to their job and can apply them to improve their work performance. But there were some areas

of concern where improvement was needed. Among those who were trained, only a few were ready to start a new agricultural enterprise as entrepreneurs. These results get support from the findings of Thangjam *et al.* (2017) <sup>[4]</sup>.

**Table 4:** Perceived benefits of training programmes. (N = 80)

Sr. No	Training Output	Highly Benefitted	Moderately Benefitted	Not Benefitted	WMS
1.	Increase in knowledge	54 (67.5%)	20 (25.0%)	06 (07.5%)	2.60
2.	Increase in self confidence	48 (60.0%)	24 (30.0%)	08 (10.0%)	2.50
3.	Gain in Skills	38 (47.5%)	36 (45.0%)	06 (07.5%)	2.40
4.	Enhancement in entrepreneurial ability	21 (26.2%)	42 (52.5%)	17 (21.3%)	2.05
5.	New enterprise initiation	19 (23.8%)	38 (47.5%)	23 (28.7%)	1.95

## Conclusion

The findings of the study revealed that 'spray technique, "fruit and vegetable preservation, and 'dairy farming' were the major areas in which most farmers and farmwomen received training. About 80 percent of beneficiary respondents reported medium to high effectiveness for training programmes, which indicates that trainings conducted under the project were quite successful. The effectiveness based on various aspects of training revealed that 'easy understanding' 'relevancy of course contents' and 'adequate information in a particular area' were the aspects where training programmes were found effective. The study discovered that the training's overall effectiveness amounted to 70.6 percent. Most of the farmers perceived that they were highly benefitted in terms of increased knowledge, improvement in self-confidence, and gained skills. Moreover, it was found that only 23.75 percent of farmers perceived that they would definitely start a new enterprise because of training. Based on the aforementioned results, it can be inferred that farmers and farm women were provided training in different areas, which resulted in a gain in knowledge and skill of beneficiaries. But there were some areas of concern where improvement was needed. Among those who were trained, only a few were ready to start a new agricultural enterprise as entrepreneurs. Thus, there is a need to inspire and assist farmers and encourage them to become entrepreneurs.

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