

CAPACITY BUILDING OF EXTENSION FUNCTIONARIES THROUGH TRAINING INTERVENTION FOR ENHANCING JOB PERFORMANCE

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ABSTRACT

The present study was conducted to assess the level of knowledge and utilization of learned knowledge at back home situation by the trained extension functionaries of development departments towards EEI training programmes. Majority of the respondents in all the states are in medium category of gain in knowledge followed by high and low categories, whereas in some states in certain training programmes medium category followed by low category of gain in knowledge was observed. There was marginal difference of gain in knowledge in different knowledge items of the same training programme.

Among all the five training programmes, personality development was benefited to the maximum extent to the trainees by way of getting more knowledge (34.77) when compared to all the training programmes and it was due to the opportunity of using the concepts of personality development in many occasions of their work situation. Majority of them are in medium category of knowledge utilization in almost all the training programmes followed by high and low categories.

Knowledge gained and utilized was studied and observed that there was a gap of 5.71 per cent in case of gradation of communication skills and a maximum gap of 15.12 per cent in case of personality development was noticed. Training programme on Audio visual aids had created much impact (4.43) through utilization of gained knowledge on importance of visual aids in transfer of technology by the respondents of Tamilnadu state. Knowledge on motivational techniques (4.00), stress management and positive thinking (4.40) and self-confidence and leadership styles and team building (4.40), effective communication techniques (4.20) was utilized greatly by the respondents of Tamilnadu who have attended training programme on personality development.

Overall utilization of gained knowledge was more (28.70) by the trainees of Tamilnadu state followed by Orissa (28.60), Andhra Pradesh (25.38), Karnataka (22.72) and Kerala (21.75) which was comparatively less among all the five states. Among the training programmes, the utilization of learned knowledge was more (28.50) by the Karnataka respondents of gradation of communication skills training programme. Maximum (33.07) utilization of knowledge was noticed in case of personality development.

The present study was also conducted to find out the acquired skills and utilization of acquired skills at back home situation by the trained extension functionaries of development departments towards EEI training programmes. Based on the results, the acquired skills and utilization of skills were assessed to find the variation between state respondents. Proportionate utilization between skills acquired and utilized was more by the respondents of Tamilnadu (96.67%) and ranked first followed by Andhra Pradesh (92.98%), Kerala (92.54%), Karnataka (87.77%) and lowest utilization among all the states by the respondents of Orissa (87.54%). Even though there is little bit variation of application of skills at back home situation, almost all the state respondents have utilized the acquired skills to a greater extent and the gap in utilization between highest and lowest is only 13.00%. Among all the five training programmes, the skills acquired was utilized well in back home situation and the gap in utilization was only 10.22 per cent by the trainees of upgradation of communication skills and it was 17.60 per cent by the trainees who have attended training programme on personality development. However, this gap varied from state to state.

Key Words: Capacity building, knowledge

INTRODUCTION

The Extension Education Institute, Rajendranagar is one of the premier and pioneering training institutes established in September, 1962. It is fully financed by the Ministry of Agriculture (Dept. of Agriculture & Cooperation), Govt. of India, New Delhi and placed under the Administrative control of Acharya N.G. Ranga Agricultural University. The Institute caters to the training needs of the middle level functionaries of development departments of Andhra Pradesh, Tamil Nadu, Karnataka, Kerala, Orissa, Union Territories of Andaman & Nicobar Islands, Pondicherry and Lakshadweep. This institute is conducting on-campus and off-campus training programmes for refreshing the knowledge and skills of middle level functionaries.

Training has become a must for all professionals to update their knowledge and skills. Recognizing the need for new skills and the deficiencies in formal education system to meet growing demand at fast pace, training has become an integral part of work life. Training works as an act of increasing knowledge and skills of an employee. Training consists largely of well-organized opportunities for participants to acquire necessary understanding and skills (Lynton and Pareek 1967).

The International labour organization (1986) defined training as activities which essentially aim at proving the skills and knowledge required for employment in a particular occupation, group of related occupations or for exercising a function in any field of economic activity. To know the knowledge gained and utilization of learned knowledge at back home situation after training which contribute for capacity building of extension functionaries, one need to look at these aspects after a lapse of some time. Keeping this in view a study was conducted with the following specific objectives.

Objectives

1. To assess the level of knowledge of the participants of Extension Education Institute training programmes.
2. To find out the utilization of learned knowledge at back home situation
3. To find out the skills acquired by the trainees through Extension Education Institute training programmes
4. To find out the utilization of acquired skills at back home situation

MATERIAL AND METHODS

Ex-post facto research design was used for the purpose of study. The study involves respondents from five cliente states of EEI viz., Andhra Pradesh, Tamilnadu, Karnataka, Kerala and Orissa besides the superiors and subordinates of trained extension functionaries from only Andhra Pradesh state. A total of 237 trained extension functionaries who had attended training programmes viz., upgradation of communication skills, production and use of AV aids, personality development, human resource development and participatory training methods during the years 2001-02, 2002-03 and 2003-04 were purposively selected for the study. Out of which 156 trained extension functionaries have responded was collected and analysed by using standard statistical tools.

Table 2: Distribution of respondents based on overall knowledge utilized through training programme on upgradation of communication skills

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High utilization	2	18.18	1	25.00	0	0.00	2	40.00	1	20.00
Medium utilization	9	81.82	2	50.00	4	100.00	3	60.00	3	60.00
Low utilization	0	0.00	1	25.00	0	0.00	0	0.00	1	20.00
Total	11	100.00	4	100.00	4	100.00	5	100.00	5	100.00

Mean	20.90	28.50	19.75	24.80	24.40
S.D.	6.14	4.675	0.95	8.04	6.87

Table 3: Distribution of respondents based on overall skill acquired through Training programme on upgradation of communication skills

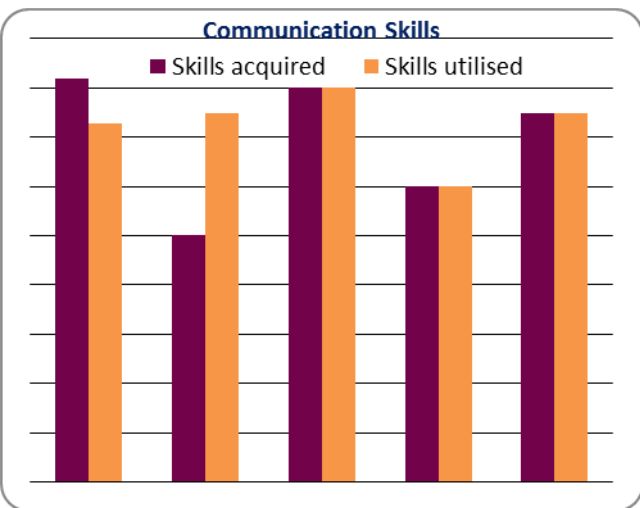
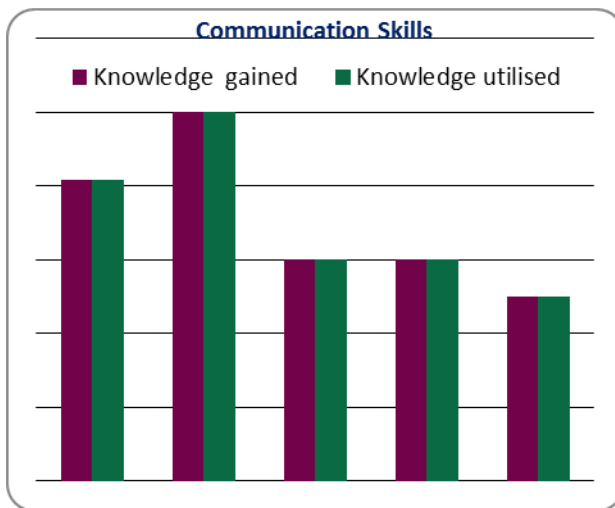
Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills	1	9.09	1	25.00	1	25.00	0	0.00	1	20.00
Medium skills	9	81.82	3	75.00	2	50.00	4	80.00	3	60.00
Low skills	1	9.09	0	0.00	1	25.00	1	20.00	1	20.00
Total	11	100.00	4	100.00	4	100.00	5	100.00	5	100.00

Mean	22.00	23.50	21.00	23.80	21.40
S.D.	2.93	4.43	0.81	6.34	5.50

Table 4: Distribution of respondents based on extent of utilization of acquired Skills on upgradation of communication skills

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills utilized	1	9.10	1	25.00	0	0.00	0	0.00	1	20.00
Medium skills utilized	8	72.72	3	75.00	3	75.00	4	80.00	3	60.00
Low skills	2	18.18	0	0	1	25.00	1	20.00	1	20.00
Total	11	100.00	4	100.00	4	100.00	5	100.00	5	100.00

Mean	18.00	21.75	16.75	23.60	18.60
S.D.	5.19	6.65	0.50	7.09	3.36



Extent of gain in knowledge through upgradation of communication skills

The distribution of trainees presented in the table 1 revealed that majority of the trainees of all five states were in medium category of overall knowledge gained through training programme on upgradation of communication skills viz., Andhra Pradesh (81.82%, Tamilnadu (50.00%), Karnataka (100.00%), Kerala (60.00%), and Orissa (60.00%) followed by high and low categories respectively

Since having served in the field extension, the respondents were updating their competencies and knowledge, hence this trend is expected. These results are in confirmation with the medium level of knowledge gain reported by Mahipal (1997).

Extent of utilization of knowledge gained on Upgradation of Communication skills

The distribution of trainees with regard to knowledge utilization through Upgradation of communication skills training programme is presented in the table 6 and revealed that, the largest proportion of trainees were in medium category with respect to Andhra Pradesh (81.82%), Tamilnadu (50.00%), Karnataka (100.00%), Kerala (60.00%) and Orissa (6.00%) followed by almost equal proportion with respect to Tamilnadu (25.00%) and Orissa (20.00%) in high and low category, whereas in case of Andhra Pradesh 18.18 percent of respondents were in high category, there was no respondent falling in neither high nor low category in respect to Karnataka state and only 40.00 percent respondents falls under low category with respect to Kerala state.

Andhra Pradesh respondents were in medium and high categories of utilization of learned knowledge of Upgradation of communication skills unlike in other states. This might be due to fact that they might have paid more attentive to utilize knowledge because of their interaction in regional languages through faculty of EEI. This may hinder many of the times by getting knowledge through foreign languages.

Skills acquired through Upgradation of communication skills

Table 3 revealed that, majority of the respondents were in medium category with respect to skills acquired through training programme on up-gradation of communication skills i.e. Andhra Pradesh (81.82%) Tamilnadu (75.00%), Karnataka (50.00%), Kerala (80.00%) and Orissa (60.00%) and equal proportion of low and high in case of Andhra Pradesh (9.09%), Karnataka (25.00%), and Orissa (20.00%) followed by low category in respect of Kerala (20.00%) and high category with respect to Tamilnadu (25.00%).

The overall skills acquired through training programme on Upgradation of communication skills by the respondents of Tamilnadu were in medium and high categories. This might be due to more opportunities of using these knowledge aspects at field level. Whereas low category side inclination was there in case Kerala respondents, this might be because of lack of opportunities for these respondents to put in use these skills.

Extent of utilization of acquired skills through Upgradation of communication skills

The distribution of trainees presented in table 4 revealed that, majority of them, with respect to overall skills utilized out of training programme on Upgradation of communication skills were in medium category, Andhra Pradesh (72.72%), Tamilnadu (75.00%), Karnataka (75.00%), Kerala (80.00%) and Orissa (60.00%) followed by low and high, high and low, high and low, high and low and equal proportion with regards to Andhra Pradesh, Tamilnadu, Karnataka, Kerala and Orissa respectively.

The respondents of Upgradation of communication skills training programme with regards to skills utilization all the respondents were in medium category

Table 5: Distribution of respondents based on overall knowledge gained through training programme on Production and use of AV aids

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High knowledge	3	30.00	2	28.57	0	0.00	1	20.00	1	20.00
Medium knowledge	6	60.00	4	57.14	3	75.00	4	80.00	3	60.00
Low knowledge	1	10.00	1	14.29	1	25.00	0	0.00	1	20.00
Total	10	100.00	7	100.00	4	100.00	5	100.00	5	100.00

Mean	19.40	20.57	18.25	20.60	19.80
S.D.	3.75	1.13	0.95	0.89	4.32

Table 6: Distribution of respondents based on overall knowledge utilized through training Programme on Production and use of AV aids

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High utilization	2	20.00	0	0.00	1	25.00	0	0.00	1	20.00
Medium utilization	8	80.00	5	71.43	3	75.00	3	60.00	3	60.00
Low utilization	0	0.00	2	28.57	0	0.00	2	40.00	1	20.00
Total	10	100.00	7	100.00	4	100.00	5	100.00	5	100.00

Mean	16.50	21.57	17.25	17.00	16.40
S.D.	4.72	4.68	1.25	1.00	2.97

Table 7: Distribution of respondents based on overall skill acquired through Training programme on Production and use of AV aids

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills	2	20.00	0	0.00	0	0.00	1	20.00	1	20.00
Medium skills	7	70.00	5	71.43	3	75.00	4	80.00	3	60.00
Low skills	1	10.00	2	28.57	1	25.00	0	0.00	1	20.00
Total	10	100.00	7	100.00	4	100.00	5	100.00	5	100.00

Mean	21.20	24.00	21.25	20.60	22.00
S.D.	5.31	1.41	3.50	2.30	3.08

Table 8: Distribution of respondents based on extent of utilization of acquired skills on Production and use of AV aids

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills utilized	2	20.00	0	0.00	1	25.00	0	0.00	1	20.00
Medium skills utilized	7	70.00	5	71.43	3	75.00	3	60.00	3	60.00
Low skills utilized	1	10.00	2	28.57	0	0.00	2	40.00	1	20.00
Total	10	100.00	7	100.00	4	100.00	5	100.00	5	100.00

Mean	18.30	26.00	18.75	17.00	18.40
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S.D.

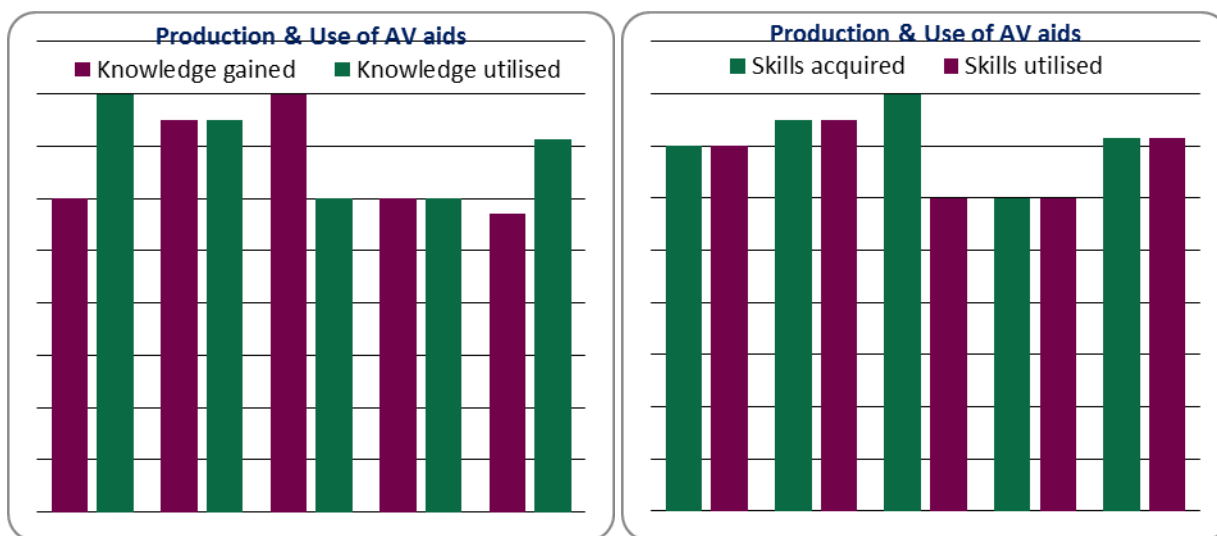
5.31

5.88

3.50

1.00

3.20



Extent of gain in knowledge through Production and use of AV aids

The data in the table 5 revealed that majority of the respondents were in medium category of overall knowledge gained through Production and Use of AV Aids training programme i.e Andhra Pradesh (60.00%), Tamilnadu (57.14%), Karnataka (75.00%), Kerala (80.00%) and Orissa (60.00%), followed by high and low categories (Andhra Pradesh, Tamilnadu and Kerala states), and low and high categories (Karnataka) and equal proportions of low and high scores in case of Orissa state

Majority of the respondents having medium knowledge followed by high level of (category) of knowledge except Karnataka state, this might be due to the fact that EEI trainings might have provided sufficient exposure for learning about Audio visual aids for effective transfer of technology.

Extent of utilization of knowledge gained on Production and use of AV aids

It can be seen from the table 6, that the trainees undergone training in production and use of AV aids were in medium category with respect to all five states, followed by high category with respect to Andhra Pradesh (20.00%) and Karnataka (25.00%) and in equal proportion of high & low category in Orissa (20.00%) and low category with respect to Tamilnadu (28.57%) and Kearala (40.00%).

Among the clientele states, Kearala state respondents were in low category (40.00%) of knowledge utilization pertaining to production and use of audio visual aids. This might be because of nature of job or they might have got shifted to other posts or for long time might have not used AV aids.

Skills acquired through Production and use of AV aids

It is evident from the table 7 that, majority of the respondents who have undergone training programme on Production and use of AV aids and acquired skills were in medium category with respect to all the states and

there is no respondent in high category with regards to Tamilnadu, Karnataka, and low category with regards to Kerala.

The skills acquired on Production and the use of audio visual aids were found more in Kerala and on contrary it was lower side in case of Karnataka and Tamilnadu. Kerala officers might have had more audio visual aids at their work place to strengthen their skills but whereas in Tamilnadu and Karnataka the discouraging results might be due to lack of availability of audio visual aids, material at field level.

Extent of utilization of acquired skills through Production and use of AV Aids

The data presented in table 8 revealed that, all the respondents were in medium category of overall skills utilized with respect to production and use of AV aids of all five states followed by high and low in case of Andhra Pradesh, Karnataka, low and high in case of Tamilnadu & Kerala, equal proportion of high and low categories in case of Orissa state. In normal distribution of sample, most of them may fall in medium category and hence this trend is expected.

Table 9: Distribution of respondents based on overall knowledge gained through training

programme on Personality development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High knowledge	3	15.00	1	20.00	2	28.57	1	33.33	0	0.00
Medium knowledge	15	75.00	3	60.00	2	28.57	2	66.67	2	66.67
Low knowledge	2	10.00	1	20.00	3	42.86	0	0.00	1	33.33
Total	20	100.00	5	100.00	7	100.00	3	100.00	3	100.00

Mean	34.80	37.40	33.00	33.00	35.66
S.D.	5.26	3.21	2.16	7.00	10.50

Table 10: Distribution of respondents based on overall knowledge utilized through training

programme on Personality development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High utilization	2	10.00	0	0.00	1	14.29	0	0.00	0	0.00
Medium utilization	15	75.00	4	80.00	6	85.71	2	66.67	2	66.67
Low utilization	3	15.00	1	20.00	0	0.00	1	33.33	1	33.33
Total	20	100.00	5	100.00	7	100.00	3	100.00	3	100.00

Mean	34.50	39.00	30.28	24.66	37.00
S.D.	7.48	4.06	9.72	5.13	9.84

Table 11: Distribution of Respondents based on overall skill acquired through Training programme on Personality development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills	3	15.00	1	20.00	1	14.29	0	0.00	0	0.00
Medium skills	15	75.00	3	60.00	6	85.71	2	66.67	2	66.67
Low skills	2	10.00	1	20.00	0	0.00	1	33.33	1	33.33
Total	20	100.00	5	100.00	7	100.00	3	100.00	3	100.00

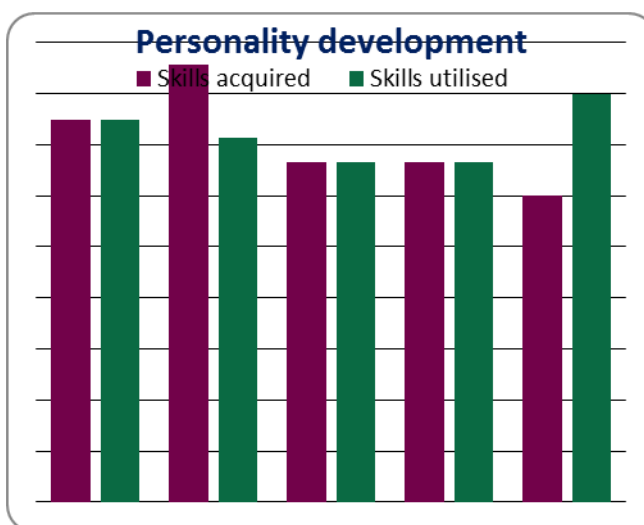
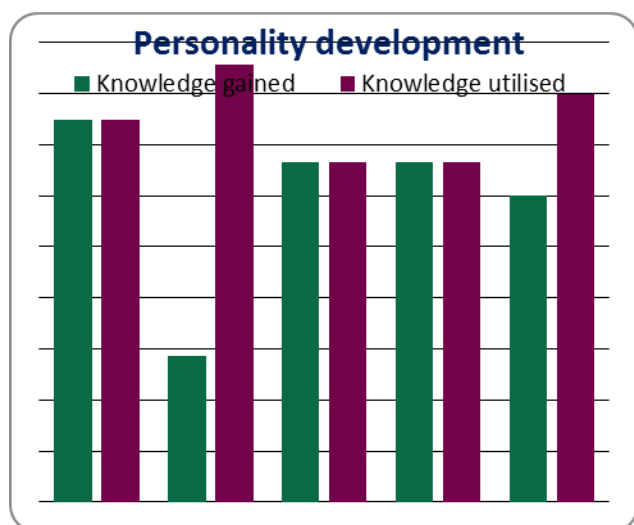
Mean	31.10	34.00	28.00	27.00	36.33
S.D.	5.25	5.47	7.15	1.00	6.35

Table 12: Distribution of respondents based on extent of utilization of acquired skills

on Personality development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills utilized	2	10.00	0	0.00	1	14.29	1	33.33	0	0.00
Medium skills utilized	15	75.00	4	80.00	5	71.43	2	66.67	2	66.67
Low skills utilized	3	15.00	1	20.00	1	14.28	0	0.00	1	33.33
Total	20	100	5	100.00	7	100.00	3	100.00	3	100.00

Mean	30.50	32.60	25.42	22.33	35.00
S.D.	7.22	1.95	6.92	3.51	5.19



Extent of gain in knowledge through Personality development

It can be seen from the data in table 9, that majority of the trainees of Personality development training programme with respect of overall gain in knowledge were in medium category, Andhra Pradesh (75.00%), Tamilnadu (60.00%), Kerala (66.67%), and Orissa (66.67%), whereas in case of Karnataka majority were in low category (42.86%) followed by equal proportion of low and medium categories (28.57%).

Below half percent of respondents of Karnataka state have low level of knowledge. As the course deals with more abstract concepts, some of the trainees might have not gained adequate knowledge during that time.

Extent of utilization of knowledge gained on Personality development

It was evident from the table 10 that, majority of all the respondents were in medium category followed by low & high categories of knowledge utilization with respect to training programme on personality development and this trend is expected.

Skills acquired through Personality development

Table 11 clearly indicated that, the respondents who have undergone Personality development training programme and acquired skills were in medium category, (Andhra Pradesh 75.00%, Tamilnadu 60.00%, Karnataka 85.71%, Kerala 66.67% and Orissa 66.67%) followed by high and low categories and in Kerala, Orissa, it is followed by low and high categories.

The discouraging results from the respondents of Kerala state with respect to acquisition of skills of Personality development clearly emphasized to note the reasons might be due to the abstract nature of soft skills taught during the course.

Extent of utilization of acquired skills through Personality Development

The distribution of trainees presented in table 12 revealed that, majority of the respondents of personality development training programme and with respect to skills utilized were in medium category, Andhra Pradesh (75.00%), Tamilnadu (80.00%), Karnataka (71.43%), Kerala (66.67%) and Orissa (66.67%) followed by low and high categories of all the states.

All the respondents might have utilized the acquired skills of Production and use of AV aids, because of having favourable situation in their work place to utilize these skills and hence this trend was expected

Table 13: Distribution of respondents based on overall knowledge gained through training programme on Human resource development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High knowledge	1	8.34	1	16.67	1	16.67	0	0.00	0	0.00
Medium knowledge	10	83.33	4	66.66	5	83.33	3	100.00	3	60.00
Low knowledge	1	8.33	1	16.67	0	0.00	0	0.00	2	40.00
Total	12	100.00	6	100.00	6	100.00	3	100.00	5	100.00

Mean	31.66	32.16	28.66	24.00	33.20
S.D.	5.02	3.25	4.41	0.00	8.07

Table 14: Distribution of respondents based on overall knowledge utilized through training Programme on Human resource development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High utilization	1	8.33	0	0.00	1	16.66	1	33.33	1	20.00
Medium utilization	8	66.67	5	83.33	4	66.67	2	66.67	4	80.00
Low utilization	3	25.00	1	16.67	1	16.67	0	0.00	0	0.00
Total	12	100.00	6	100.00	6	100.00	3	100.00	5	100.00

Mean	30.83	31.83	23.66	33.33	27.20
S.D.	7.40	5.11	6.05	19.63	10.40

Table 15: Distribution of respondents based on overall skill acquired through Training programme on Human resource development

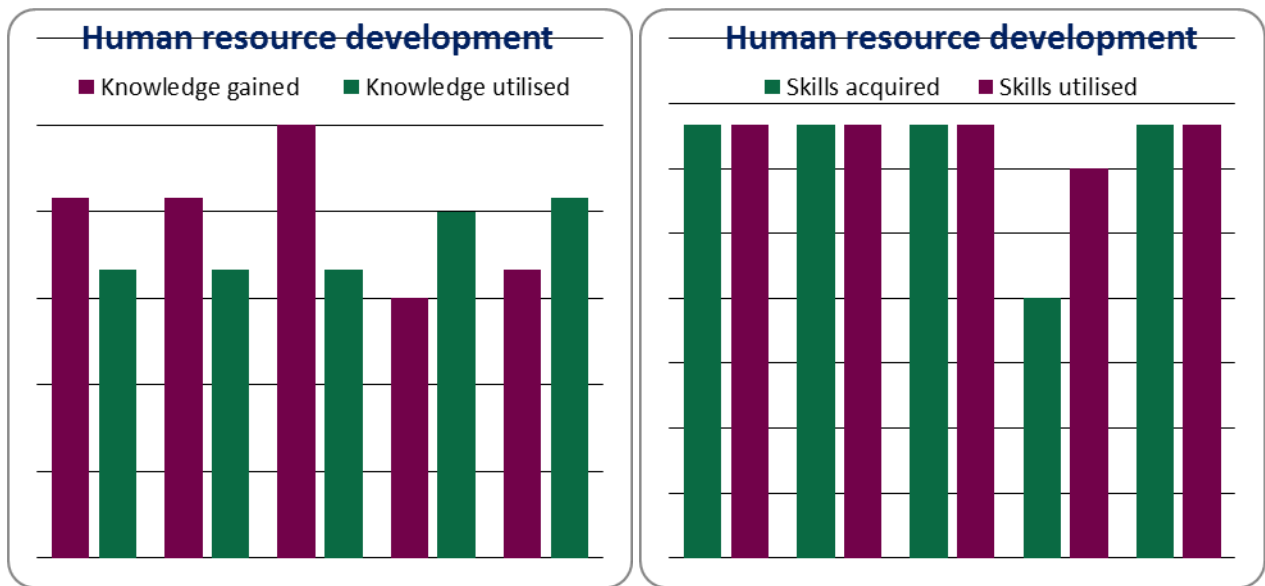
Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills	2	16.67	1	16.67	1	16.67	0	0.00	1	20.00
Medium skills	8	66.66	4	66.66	4	66.66	2	66.67	2	40.00
Low skills	2	16.67	1	16.67	1	16.67	1	33.33	2	40.00
Total	12	100.00	6	100.00	6	100.00	3	100.00	5	100.00

Mean	23.66	23.00	22.16	22.66	23.20
S.D.	4.31	2.95	3.786	0.57	7.69

Table 16: Distribution of respondents based on extent of utilization of acquired Skills on Human resource development

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High Skills utilized	1	8.33	1	16.67	1	16.67	0	0.00	2	40.00
Medium skills utilized	8	66.67	4	66.67	4	66.67	2	66.67	3	60.00
Low skills utilized	3	25.00	1	16.66	1	16.66	1	33.33	0	0.00
Total	12	100.00	6	100.00	6	100.00	3	100.00	5	100.00

Mean	22.83	22.00	18.33	21.00	21.00
S.D.	5.95	3.63	5.25	1.73	6.96



Extent of gain in knowledge through Human resource development

It is clear from the data presented in the table 13 that, the trainees of Human Resource Development were categorized in to low, medium and high and majority of them were in medium category of gain in knowledge followed by equal proportion of low and high categories in case of Andhra Pradesh and Tamilnadu states, almost no trainee is neither in low nor in high categories in case of Kerala state and high (40.00%) and low (0.00%) in case of Orissa state.

Among all the states, the cent percent of the trainees were in medium category. This indicates that training has got maximum impact on gain in knowledge of Human resource development.

Extent of utilization of knowledge gained on Human resource development

It can be seen from the table 14 that, majority of respondents of all five states with respect to gained knowledge utilization were in medium category Andhra Pradesh (66.67%), Tamilnadu (83.33%, Karnataka (66.67%), Kerala (66.67%) and Orissa (80.00%) followed by low & high categories in case of Andhra Pradesh, Tamilnadu.

Utilization of learned knowledge of Human resource development by Kerala and Orissa respondents gave clear indications over other states that, they might have had more opportunity at field level and work situation to utilize the knowledge acquired, since both the states were in medium and high categories.

Skills acquired through Human resource development

It can be seen from the table 15 that, majority of the trainees under gone training programme on Human resource development were in medium category of skill acquired of all five states followed by almost equal category of respondents in low and high category except in case of Kerala (low 33.33% and high 0.00%) and Orissa (40.00 % low and 20.00% high).

It is discouraging to note that, Kerala respondents were in low category and skills acquired through human resource development followed by medium category, this might be due to relevance of the skills to their nature of posting, work for the Kerala respondents.

Extent of utilization of acquired skills through Human resource development

It can be seen from the table 16 that, majority of the respondents who have undergone training programme on human resource development and skills utilized were in medium category in all the states followed by high and low in case of Andhra Pradesh, Kerala, low & high in case of Orissa and equal proportion of low & high in case of Tamilnadu and Karnataka states. The course organized at EEI might have motivated the respondents to make use of learned skills at back home situation.

Moreover, the skills taught in HRD course namely leadership, inter-personal communication, team building and need assessments are highly practical and would be utilized by every individual extension personnel.

Table 17: Distribution of respondents based on overall knowledge gained through training

Programme on Participatory training methods

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High knowledge	3	30.00	0	0.00	2	40.00	1	33.33	1	33.33
Medium knowledge	5	50.00	4	80.00	3	60.00	2	66.67	2	66.67
Low knowledge	2	20.00	1	20.00	0	0.00	0	0.00	0	0.00
Total	10	100.00	5	100.00	5	100.00	3	100.00	3	100.00

Mean	24.50	23.80	26.40	24.00	25.66
S.D.	3.37	1.64	6.58	1.73	8.02

Table 18: Distribution of respondents based on overall knowledge utilized through training programme on Participatory training methods

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High utilization	1	10.00	0	0.00	1	20.00	0	0.00	0	0.00
Medium utilization	6	60.00	4	80.00	4	80.00	2	66.67	2	66.67
Low utilization	3	30.00	1	20.00	0	0	1	33.33	1	33.33
Total	10	100.00	5	100.00	5	100.00	3	100.00	3	100.00

Mean	24.20	22.6-0	22.60	19.66	24.00
S.D.	4.75	3.78	8.20	1.53	7.00

Table 19: Distribution of respondents based on overall skill acquired through Training programme on Participatory training methods

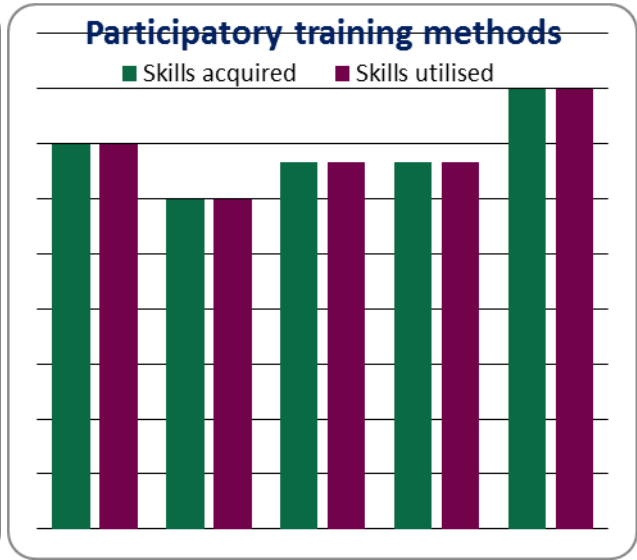
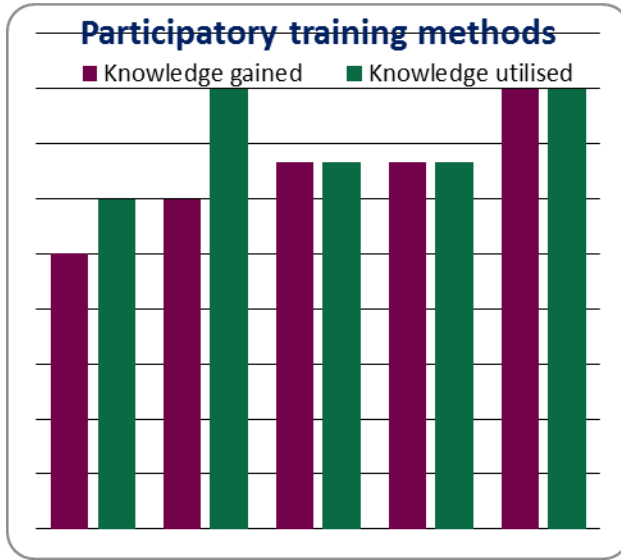
Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills	2	20.00	0	0.00	1	20.00	0	0.00	0	0.00
Medium skills	7	70.00	4	80.00	3	60.00	2	66.67	2	66.67
Low skills	1	10.00	1	20.00	1	20.00	1	33.33	1	33.33
Total	10	100	5	100.00	5	100.00	3	100.00	3	100.00

Mean	19.60	20.40	21.40	19.33	22.33
S.D.	5.08	2.70	5.17	2.88	6.02

Table 20: Distribution of respondents based on extent of utilization of acquired Skills on Participatory training methods

Knowledge Category	Andhra Pradesh		Tamilnadu		Karnataka		Kerala		Orissa	
	F	%	F	%	F	%	F	%	F	%
High skills utilized	1	10.00	0	0.00	1	20.00	0	0.00	0	0.00
Medium skills utilized	7	70.00	4	80.00	3	60.00	2	66.67	2	66.67
Low skills utilized	2	20.00	1	20.00	1	20.00	1	33.33	1	33.33
Total	10	100.00	5	100.00	5	100.00	3	100.00	3	100.00

Mean	19.70	18.40	18.80	19.00	18.66
S.D.	4.59	3.13	7.50	5.19	4.16



Extent of gain in knowledge through Participatory training methods

It can be seen from the data presented in the table 17 that majority of the respondents in all the five states, Andhra Pradesh (50.00%), Tamilnadu(80.00%), Karnataka(60.00%), Kerala(66.67%), and Orissa(66.67%) were in medium category of gain in knowledge followed by high and low categories (Andhra Pradesh), Whereas in case of Tamilnadu no respondent was there in high category, and no respondent was there in low category in case of Karnataka and Kerala states.

It was gratifying to note that the Karnataka state respondents were more in number in medium category of overall gain in knowledge followed by high category. This could be because of the reason that they might have had opportunity to use participatory approaches in many occasions of their job situation.

Extent of utilization of knowledge gained on Participatory training methods

It was obvious from the table 18 that, the distribution of trainees of participatory training method course, majority were in medium category of all states followed by low category and no trainee was in high category in case of Tamilnadu, Kerala and Orissa states.

Nearly 1/3rd of trainee respondents of Andhra Pradesh, Tamilnadu, Kerala and Orissa states were in low level of utilization of learned knowledge of participatory training methods and it clearly indicates the scope for further improvement in same programme and these trainees may be called for the same training or for a refresher course.

Skills acquired through Participatory training methods

It was apparent from the table 19 that, highest proportion of respondents of all 5 states were in medium category with respect to overall skills acquired from training programme on Participatory training methods and there was mixed categorization of low and high of all the state respondents.

Extent of utilization of acquired skills through Participatory training methods

It is evident from the table 20 that majority of the respondents of Participatory training methods and who utilized skills, majority were in medium category of all the states Andhra Pradesh (70.00%), Tamilnadu (80.00%), Karnataka (60.00%), Kerala (66.67%) and Orissa (66.67%) followed by low category Andhra Pradesh (20.00%), Tamilnadu (20.00%), Karnataka (20.00%), Kerala (33.33%) and Orissa (33.33%) followed by high category Andhra Pradesh (10.00%), Karnataka (20.00%), whereas no respondent is in high category with respect to Tamilnadu, Kerala and Orissa.

CONCLUSION AND FUTURE RECOMMENDATIONS

Over all knowledge utilized

The results clearly indicated that, in case of overall knowledge utilized of all the training programmes, Tamilnadu ranked first by getting highest mean score of 28.70, followed by Orissa (28.60), Andhra Pradesh (25.38), Karnataka (22.72), and least score by Kerala 21.75.

Among all the states, the respondents of Tamilnadu have utilized more knowledge, followed by Orissa and Andhra Pradesh. This might be due to the favourable organizational climate in their Departments to utilize the learned knowledge.

Overall Skills acquired

It can be inferred from findings that, with regard to overall skills acquired out of all training programmes Orissa ranked first (25.05), followed by Tamilnadu (24.98), Andhra Pradesh (23.51), Kerala (22.67), and least (22.34) skills acquired by the trainees of Karnataka.

Among all the states, Orissa state respondents have acquired more skills from all the training programmes. Even though the other states are ahead in acquiring skills from different training programmes, Orissa respondents stood first in the overall acquired skills and the reason might be that these respondents were more interested in the skill development and more practical in nature this might have forced them to acquire more skills.

Overall skills utilized

The results clearly indicated that, out of all five states Tamilnadu stood first (24.15) with respect to overall mean score of all skills utilized of all training programmes, followed by Orissa (21.93), Kerala (20.98), and least by Karnataka (19.61).

Tamilnadu respondents showed similar trend as observed in case of skills acquired and they might have utilized the favourable conditions in their departments to use these acquired skills at back home situation.

The study revealed that the competencies of trained extension functionaries were not fully utilized for want of adequate infrastructure facilities at work place. The concerned planners and administrators of Line Departments of clientele states should give priority to develop proper infrastructure for utilization of knowledge and skills of the trainees at back home situation

In view of the trained participants suggestions like Line Departments should nominate the officers who are intended to learn particular knowledge and skill and intent to utilize the learned experiences at the back home situation. This is possible only when the Line Departments do the exercise of training need analysis of the officers working in their respective departments and nominate the right officer for the right course.

The reasons for non-utilization and non-application of learned knowledge and skills at back home situation may be thoroughly studied and the organization problems may be studied thoroughly to understand the bottlenecks of effective application of learned knowledge and skills and to find out ways and means to overcome the bottlenecks.

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