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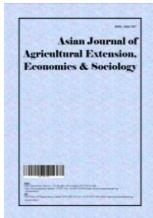
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Critical Assessment of Technical Programme under Tribal Sub Plan in Jammu & Kashmir

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Authors' contributions

This work was carried out in collaboration among all authors. Author Muttanna designed the study, wrote the first draft of the manuscript. Author YS performed the statistical analysis and wrote the protocol. Authors PS, RK and SRC managed the analyses of the study and the literature searches. All authors read and approved the final manuscript.

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ABSTRACT

The term training refers to the acquisition of knowledge, skill and competencies as a result of the teaching of vocational practical skills. A study was conducted by Central Sericultural Research & Training Institute (CSR&TI), Pampore to find out the change in knowledge after the exit level in comparison with entry level assessment of Technical Orientation Programme (TOP) Under Tribal Sub Plan (TSP), was sponsored by Sericulture Development Department (SDD) of Kashmir, Government of Jammu & Kashmir, during 2018-19. Total 15 trained SDD staff was selected for the study. The data revealed that, majority of the trained SDD staff had change in knowledge about sericulture technologies/practices after the exit level in comparison with entry level assessment. In case of single trainee there was no change in knowledge about sericulture technologies/practices after the training programme. The data clearly indicated that, mean knowledge score of trained SDD staff with respect to entry level assessment was 5.267 and in case of exit level assessment was 7.600, respectively. The data revealed that, variance score of trained SDD staff with respect to entry level assessment was 1.924 and in case of exit level assessment was 0.686 respectively.

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This clearly shows that, significant change in knowledge after the exit level assessment with p value 0.00002. This training programme helped in capacity building of SDD staff by increasing the knowledge level, improved skills and self confidence.

Keywords: *Critical assessment; technical orientation programme and tribal sub plan.*

1. INTRODUCTION

Training has the distinct role in the achievement of an organizational goal by incorporating the interests of organization and the workforce [1]. With emerging sophisticated innovations and technologies in every field training is increasingly becoming a potent instrument that can help people to bring about improvement in their prevailing conditions and way of making a living [2]. Therefore, effective training need to be problem orientated, need based with measurable and achievable learning objectives that shows changes in knowledge, skill and attitude. Training also has impact on the return on investment [3]. Training & development increase the employee performance like the researcher said in his research that training & development is an important activity to increase the performance of health sector organization [4].

The importance of training for sericulture farmers, Sericulture officers and other stakeholders has gained the attention of policy makers in India. The Central Sericultural & Research Institute (CSR&TI), Pampore, and its two Regional Sericultural Research Stations (RSRS) located at Jammu (J&K), Dehradun (U.K), Six Research Extension Centers (REC) and one P4 basic seed farm (B.S.F) at Manasbal (J&K) has implemented a number of research and training programme, which lead to the development of the regional/seasonal specific technologies resulting in increased productivity levels [5-7]. Different attempts are being made to make sericulture farmers self-sufficient through various training programs in north-west India by CSR&TI, Pampore. Under Capacity Building and Training (CBT), of CSR&TI, Pampore, various training programmes are conducted viz. Farmers Skill Training (FST), Technical Orientation Programme (TOP), Capsule Courses for Sericulture Development Department (SDD) officials, Non-Government Organizations (NGO), and Intensive Bivoltine training. In addition to this, Sericulture Resource Centers (SRCs) are established under CBT at farmer's location to be operated by the lead farmers [8,9]. The Technical orientation programme under tribal sub plan

sponsored by Sericulture Development Department (SDD) of Kashmir, government of Jammu & Kashmir, was considered for study to examine the entry and exit level assessment of training programme conducted by Central Sericultural Research & Training Institute (CSR&TI), Pampore.

2. MATERIALS AND METHODS

The study was conducted in Central Sericultural Research & Training Institute (CSR&TI), Pampore, Jammu & Kashmir, during 2018-19. A list of trainees obtained from Sericulture Development Department (SDD) Kashmir, Government of Jammu & Kashmir for critical assessment of technical orientation programme under tribal sub plan on various aspects of sericulture. The study sample comprised of 15 trainees from SDD, the data was collected through a set of questionnaires consists of 10 questions each in entry and exit level assessment. All questions in entry and exit level assessment were closed ended with multiple choice options. The data was collected by distributing questionnaires before conducting the training and after 15 days of the training programme in an informal atmosphere to find out the change in knowledge. The tabulation and analysis of questionnaires undertaken by using appropriate tools such as excel and Statistical Package for Social Science (SPSS) for concluding results on the basis of primary data.

3. RESULTS AND DISCUSSION

The data presented in the Table 1 with respect to entry and exit level assessment of trained SDD staff about sericulture practices revealed that, 30 per cent of change in knowledge about sericulture practices after exit level in comparison with entry level assessment in case of trainee-1, trainee-3, trainee-4, trainee-6 and trainee-14 respectively. In case of trainee-2, trainee-5, trainee-12 and trainee-15 has increased only 10 per cent of change in knowledge about sericulture practices after the exit level assessment of training programme.

Table 1. Entry and exit level assessment scores of SDD Staff about sericulture practices

Respondents	Entry level assessment score	Percentage (%)	Exit level assessment score	Percentage (%)	Change in knowledge (%)
Trainee-1	06	60	09	90	30
Trainee-2	07	70	08	80	10
Trainee-3	04	40	07	70	30
Trainee-4	05	50	08	80	30
Trainee-5	07	70	08	80	10
Trainee-6	05	50	08	80	30
Trainee-7	07	70	07	70	00
Trainee-8	05	50	07	70	20
Trainee-9	06	60	08	80	20
Trainee-10	03	30	08	80	50
Trainee-11	04	40	06	60	20
Trainee-12	05	50	06	60	10
Trainee-13	03	30	08	80	50
Trainee-14	05	50	08	80	30
Trainee-15	07	70	08	80	10

20 per cent change in knowledge about sericulture practices in case of trainee-9 and trainee-11 after exit level assessment of training programme. In case of trainee-10 and trainee-13 has increased up to (50%) change in knowledge about sericulture practices after exit level assessment of technical orientation training programme under tribal sub plan for SDD staff in Jammu & Kashmir. This significant change in knowledge after exit level assessment of training programme might be because of active involvement/participation in theory and practical classes held at CSR&TI, Pampore Campus, and SDD staff knew the importance of sericulture technologies to resolve field problems at grass root level. The findings are consistent with the findings of Deo et al. [10] wherein, before training majority of women (80%) had low level of Knowledge whereas after the training majority of the women (66.60%) had medium level of knowledge. And also the present study findings is consistent with the findings of Sharma et al. [11] concluded that increase in knowledge regarding maize production technology was 8.33 per cent and in adoption 22.33 per cent after training programme conducted by Krishi Vigyan Kendra (KVK). With regard to trainee-7, there is no change in knowledge after exit level

assessment of training programme. This might be because of lack of interest and passive participation during theory and practical classes.

The data presented in the Table 2 with respect to Paired t-test of entry and exit level assessment of trained Sericulture Development Department (SDD) staff about sericulture practices revealed that, mean knowledge score of trained SDD staff with respect to entry level assessment was 5.267 and in case of exit level assessment was 7.600 respectively. And variance score of trained SDD staff with respect to entry level assessment was 1.924 and in case of exit level assessment was 0.686 respectively. This clearly shows that, significant change in knowledge after the exit level assessment with p value 0.00002. This change in knowledge might be because of effective training methods by CSR&TI, Pampore staff and also favorable learning attitude of SDD Staff towards sericulture technologies/practices. The findings are consistent with the findings of Kumari et al. [12], Reported that, majority of the respondents had low level of knowledge about nutrition practices before training and after training there was a significant gain in knowledge of all the components of nutrition domain included in the training programme.

Table 2. Paired t-test value of entry and exit level assessment of SDD Staff

Particulars	Entry level assessment	Exit level assessment
Mean	5.267	7.600
Variance	1.924	0.686
P value		0.00002**

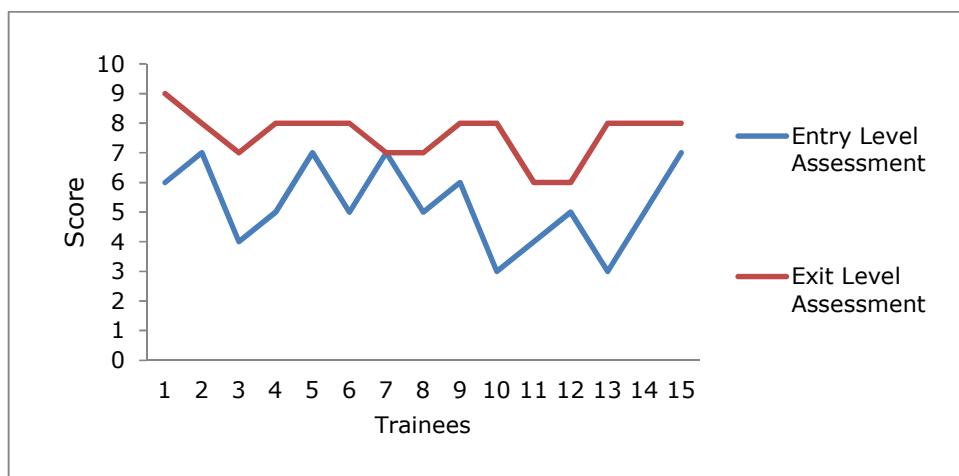


Fig. 1. Entry and exit level assessment scores of SDD staff about sericulture practices

4. CONCLUSION

The efforts put by Central Sericulture Research & Training Institute (CSR&TI), Pampore staff had positive impact on exit level with comparison to entry level assessment after the technical orientation programme under tribal sub plan in Jammu & Kashmir. This training programme helped in capacity building of SDD staff by increasing the knowledge level, improved skills and self confidence. But there were some areas of concern such as appropriate use of training methods, training curriculum and trainer effectiveness where progress was limited; therefore, there is a need to thrust these factors with suitable changes in training curriculum and time by the Scientists for fulfilling the objectives of CSR&TI, Pampore Training programmes in north-west India. Hence, CSR&TI, Pampore Institute should conduct feedback and follow up visits to get better assessment of Training programmes.

CONSENT

As per international standard, Respondent's written consent has been collected and preserved by the author(s).

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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