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A Study on the Training Needs of Veterinary Officers Working in Andhra Pradesh, India

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Authors' contributions

This work was carried out in collaboration among all authors. All authors read and approved the final manuscript.

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ABSTRACT

The quality of the animal health care services delivered depends on the Knowledge and Skill updation of the qualified veterinary service providers (Veterinary Officers- VO). This study was aimed at studying the Training Need Assessment (TNA) of the VO's in Andhra Pradesh. A survey was conducted through Google forms in a structured interview schedule by electronically, from 130 veterinary Officers working under state government of Andhra Pradesh. Data was collected through Gmail and WhatsApp, regarding the training needs of VO's on different parameters covering different major subject areas of field importance and was presented in means and percentages. Most of the respondents were Males (74%) with an average experience in the field is 10 years and majority of them attended 8 subject related trainings in their service. Majority opined that they need

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training on Blood sample examination (72%), Sheep farming(65%), Ethno veterinary medicine (85%), Skill in surgical operations (86%), Infertility cases therapeutics (84%), Metabolic diseases (75%), Service rules and regulations (97%) and Complete feed preparation (79%). Majority of the respondents needed such trainings once in six months (68%), to be conducted as three day residential (57%) including much practical aspects (92%). Provision of the adequate resources and support by the public and private stakeholders for organizing need based trainings to the Veterinary Officers will help in achieving the knowledge updation of the field veterinarians.

Keywords: Training needs; veterinary officers; clinical and non - clinical parameters.

1. INTRODUCTION

Veterinary science is witnessing a tremendous change and new challenges due to constantly changing environment and emergence of new diseases. Professional skill and know-how in every sphere needs to be updated regularly through research periodicals and continuous training programmes so that emerging problems can be addressed properly. Training need assessment is the basic step to design any training programme to make the programmes more effective in achieving their goals. Many training institutes design the training courses based on their technical expertise and resources availability.

State as well as central governments have been spending lot of money on human resource development through training programmes. It is important that these training institutes should essentially include those areas in which the field veterinarians need trainings and also should consider the changing trends of disease patterns and managerial aspects in animal husbandry in the field conditions. Hence, it is necessary that training organizations should identify the training needs of the Veterinary Officers before planning such courses. This will minimize the wastage of efforts and also helps in effective utilization of resources. Keeping this fact in view the present study was undertaken to identify and prioritize the training needs of VO's in different subject areas of veterinary and animal sciences in Andhra Pradesh.

2. MATERIALS AND METHODS

The study was conducted in Andhra Pradesh state from a total of 130 Veterinary Officers representing 10 VO's from each of 13 districts. The sample was selected randomly and based on Cochran principle [1]. The training needs of Veterinary Officers were identified in ten different areas, namely, veterinary diagnostics and therapeutics, ethno veterinary treatment,

veterinary surgery and radiology, livestock production and management, livestock production technology, gynecology and obstetrics, veterinary laboratory diagnostics, professional management, animal nutrition and postmortem techniques. These areas were further divided into subareas for which the perception about the training needs of Veterinary Officers was sought.

A structured interview schedule was developed by including all the above subject areas for the data collection, in discussion with the field vets and literatures available. The schedule was prepared in Google forms and sent to the selected Veterinary Officers representing different offices in the state, through Gmail and WhatsApp, data was collected for a period of one month. The data thus collected was analyzed by using MS Office Excel to measure the frequencies and percentages of respondents for various categories.

3. RESULTS AND DISCUSSION

The results from the Table 1, shows that the minimum age of the respondents was 26 years and the maximum was 60. The age was further divided into three categories arbitrarily as in the table and indicates majority (75%) of the respondents belong to 26-37 years age group, the minimum age of attaining eligibility for the post of VO in Andhra Pradesh state was 22 after completing five years of BVSc course. Among the respondents the minimum experience in the field is 1 year while the maximum is 32 years and the average is 10 years which was further classified into three categories as indicated in the table. The minimum number of trainings attended by the respondents was zero while the maximum was 40 and the average number of trainings attended was seven. Majority (74%) of the respondents were males, and were married (92%). Many respondents (78%) were working in the field level institute called Veterinary Dispensary, out of the total respondents 54.6

percent competed Bachelor of Veterinary Science, 43.8 percent possessed Masters in Veterinary Science. The basic requirement for the post of VO was a degree in Bachelor of Veterinary Science (BVSc) so the graduates immediately joined in the service after completing BVSc. Majority of the respondents preferred three days residential training method (57%) with more practical oriented subject (92%) and also opined that such trainings need to be conducted once in six months (68%) to update their knowledge [2,3].

When coming to the subject the topics preferred by the respondents for training (Table 2) among the laboratory techniques, blood examination

(72%) was preferred by many as there are many cases recorded regarding blood protozoan parasites. Among different animal production techniques sheep (65%) was preferred more and canine, pet bird, rabbit, turkey, quail, swine and wild life were preferred by one each. Milk products making was preferred by majority as there is surplus milk produced in some areas under study. In the ethnoveterinary practice ayurveda, homeopathy, medicinal plants, occupuncture, treatment for mastitis, repeat breeding, preventive medicine, viral infections were preferred by the respondents as there is increased consensus about ethno veterinary medicine, people are looking forward to utilize the traditional ways of solving problems.

Table 1. General profile and training mode preferences by the respondents

S. No	Parameter	Categories	Frequency	Percentage (%)
1	Age (Years)	26-37	97	75
2		38-49	21	16
3		50-60	12	9
1	Experience in field (Yrs)	1-10	91	70
2		11-20	24	18
3		21-32	15	12
1	Number of trainings attended	0-13	110	85
2		14-27	13	10
3		28-40	7	5
1	Designation	Veterinary Assistant Surgeon	117	90
2		Assistant Director	11	8
3		Deputy Director	2	2
1	Gender	Male	96	74
2		Female	34	26
1	Marital status	Married	119	92
2		Unmarried	11	8
1	Office where working	Area Veterinary Hospital	8	6
2		Animal Disease Diagnostic laboratory	3	2
3		District AH Office	4	3
4		Deputy Director Office	2	2
5		Training centers	5	4
6		Veterinary Dispensaries	102	78
7		Veterinary Poly Clinics	6	5
1	Qualification	BVSc&AH	71	54.6
2		MVSc	57	43.8
3		PhD	2	1.5
1	Mode of training required	One day	22	17
2		Three days residential	74	57
3		5 days residential	73	56
1	Training required in the form of	Classroom	58	45
2		Online	22	17
3		Practical	120	92
1	Frequency of training required	Once in a month	20	15
2		Once in six months	89	68
3		Once in 12 months	20	15

The general surgical skill (86%), infertility cases therapy (84%), metabolic diseases treatment (75%), service rules and regulations (87%), lamb care (62%) and complete feed manufacturing (79%) were preferred by majority. There are lack

of facilities or poor availability of infra structure for better diagnosis, surgery and handling medicine cases, so the working professionals need the training in such subject areas regularly for updating their knowledge [4-10].

Table 2. Subject wise training preferences of the respondents

S. No.	Parameter	Categories	Frequency	Percentage (%)
1	Laboratory diagnostic techniques	Dung examination	67	52
2		Blood examination	94	72
3		Collection and dispatch of samples	82	63
4		Skin examination	71	55
1	Animal production	cattle production	69	53
2		Buffalo production	67	52
3		Sheep production	84	65
4		Goat production	58	45
5		Poultry production	75	58
1	Livestock products technology	Milk products	98	75
2		Meat products	72	55
1	Ethno veterinary treatment		110	85
1	Surgical	Skill in surgical operations	112	86
2		Anaesthesia	84	65
3		Anatomy and physiology	55	42
4		lameness	62	48
5		Fracture repair	77	59
6		Rumenotomy	73	56
7		Cesarean section	83	64
1	Gynaecology	infertility cases therapeutics	109	84
2		Artificial insemination	28	22
3		Pregnancy diagnosis	32	25
4		Dystocia	56	43
5		Hormonal therapy	95	73
1	Diagnostics and therapeutics	metabolic diseases	97	75
2		productive diseases	93	72
3		reproductive diseases	77	59
4		mineral deficiency	67	52
5		vitamin deficiency	62	48
6		Dermatological conditions	77	59
7		Mastitis management	90	69
8	Professional management	Poisonings	86	66
1		Office administration	95	73
2		Record keeping	73	56
3		Service rules and regulations	113	87
1	Management	Clean milk production	42	32
2		calf rearing	49	38
3		lamb care	81	62
4		enhancing milk production	79	61
5		Housing	49	38
1	Nutrition	Fodder cultivation	85	65
2		complete feed preparation	103	79
3		conservation of fodder	58	45
4		milk testing	81	62

4. CONCLUSION

The study concluded that the Veterinary Officers working in the state of Andhra Pradesh under the state government needed training on diagnostic and therapeutic approaches of some major clinical conditions. The respondents perceived that they need training regularly to update their knowledge to suit to the trends in disease pattern in the society. And also the respondents perceived that they need regular refreshing of their knowledge in gynaecology, medicine and surgical aspects. Also many respondents opined that they need some trainings regarding application of ethno veterinary medicine in the field conditions. In addition, the government and private agencies involved in veterinary service delivery need to conduct training need assessment of their field functionaries regularly to plan the policies accordingly [11] and also needed to encourage the participants by awarding the best performing functionaries for better utilization of such trainings.

COMPETING INTERESTS

Authors have declared that no competing interests exist.

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