



ISSN (E): 2277-7695
ISSN (P): 2349-8242
NAAS Rating: 5.23
TPI 2022; SP-11(5): 559-561
© 2022 TPI
www.thepharmajournal.com
Received: 25-03-2022
Accepted: 27-04-2022

BB Bhingarde

Ph.D., Scholar, Department of Extension Education, NMCA, NAU, Navsari, Gujarat, India

OP Sharma

Professor and Head, Department of Social Science, ASPEE College of Horticulture and Forestry, NAU, Navsari, Gujarat, India

Relationship between profile of extension personnel and their training needs in South Gujarat

BB Bhingarde and OP Sharma

Abstract

This paper describes relationship between profile of extension personnel with their training needs. For study, primary data were collected on various parameters by using personal interview method for the period of 2021-2022 from seven districts of South Gujarat by survey method using interview schedule. The findings revealed that the variables viz., management orientation, decision making ability and leadership ability were found positively and significantly related with training needs of extension personnel at 1 percent level of significance. While information seeking behavior was found positively and significantly related with their training needs at 5 percent level of significance. Whereas, service experience was found negatively and significantly related with their training needs at 1 percent level of significance. While age was found negatively and significantly related with their training needs at 5 percent level of significance. However, variables viz., education, mass media exposure and scientific orientation were found non-significantly related with their training needs.

Keywords: Training, training needs, extension personnel, relationship

Introduction

The training has been accepted as a very important activity of the extension programmes since the initiation of agricultural production in India. It is an important process of capacity building of individual to enhance his performance in his endeavor. A training need is the shortages of skills and abilities which could be reduced by education and development (Saleh *et al.* 2016)^[12]. The training needs of extension personnel varies from individual to individual, crop to crop, agro climatic zones and also changes from time to time due to fast changes in technology and information delivery systems. Thus, identification of training need is the first and most important task of the steps and processes that must be performed before the beginning of training work. There is a rising need to develop competency among extension personnel to make use of innovative approaches and best practices. Agriculture and allied activities are considered as an industry in the South Gujarat region. The KVK's and Line departments have significant number of extension personnel for transfer of agricultural technology in the area. However, there is not much feedback about their knowledge status and training needs about different subjects in South Gujarat region. Keeping the facts in view the present study attempts to examine the relationship between profile characteristics of extension personnel and their training needs.

Objective

To know the relationship between Profile of extension personnel with their training needs.

Materials and Methods

The present study was conducted in all seven districts of South Gujarat region during 2021-2022. An Ex-post-facto research design was used in the present investigation. From each district of South Gujarat 30 Extension personnel working for transfer of agricultural technology in KVKs and Line departments were selected as respondents for present study. Firstly, all Extension personnel working in KVKs were selected from each district and then remaining were selected from Line departments of each selected district. Thus, total 210 Extension personnel were selected as respondents from all the seven districts of South Gujarat. The data were collected by using the personal interview method. The data collected were processed, tabulated and interpreted. Profile characteristics of the extension personnel like age, education, service experience, mass media exposure, scientific orientation, management orientation, decision making ability, information seeking behavior and leadership ability were

Corresponding Author

BB Bhingarde

Ph.D., Scholar, Department of Extension Education, NMCA, NAU, Navsari, Gujarat, India

correlated with the training need of the extension personnel to know the significant and non-significant relationship between the variables.

Results and Discussion

Correlation analysis was employed to access the relationship between the training needs of extension personnel with their profile characteristics. The correlation coefficients were worked out and the significance was tested by comparing with the table values. The results are presented in table 1.

It was revealed from the Table 1 that the training needs of extension personnel were found negatively and significantly related with their age (-0.146^{*}) at 5 percent level of significance. It means the age of extension personnel exert its influence on training needs of the extension personnel. This might be due to the fact that the younger extension personnel having less experience thus they are more enthusiastic about their job unlike the older extension personnel who had working since many years. These findings are in conformity with the findings of Nongtdu *et al.* (2012)^[9] and Lego *et al.* (2018)^[6].

The training needs of extension personnel were found non-significantly related with their education (-0.074^{NS}). It means that the education of the extension personnel does not exert any influence on training needs of the extension personnel. These findings are in conformity with the findings of Nongtdu *et al.* (2012)^[9], Lego *et al.* (2018)^[6] and Kumar *et al.* (2022)^[5].

The training needs of extension personnel were found negatively and significantly related with their service experience (-0.298^{**}) at 1 percent level of significance. It means that the service experience of the extension personnel exert its influence on training needs of the extension personnel. This might be due to the fact that the extension personnel who just started, need to learn many things about their job. These findings are in conformity with the findings of Nongtdu *et al.* (2012)^[9], Potawade (2012)^[11], Kharde *et al.* (2014)^[3], Okeowo (2015)^[10], Kolawole *et al.* (2016)^[4], Mundhe (2016)^[8], Haleem (2018)^[1], Lego *et al.* (2018)^[6] and Mohamed *et al.* (2020)^[7].

The training needs of extension personnel were found non-significantly related with their mass media exposure (0.117^{NS}). It means that the mass media exposure of the extension personnel does not exert its influence on training needs of the extension personnel. These findings are in conformity with the findings of Nongtdu *et al.* (2012)^[9], Kavita (2017)^[2] and Lego *et al.* (2018)^[6].

The training needs of extension personnel were found non-significantly related with their scientific orientation (0.001^{NS}). It means that the scientific orientation of the extension personnel does not exert any influence on training needs of the extension personnel. These findings are in conformity with the findings of Mundhe (2016)^[8].

The training needs of extension personnel were found significantly related with their management orientation (0.277^{**}) at 1 percent level of significance. It means that the management orientation of the extension personnel exert its influence on training needs of the respondent extension personnel. This might be due to the fact that in order to manage complex and challenging job situations, extension personnel might require more skills, knowledge and positive attitude which might be further enhancing their training needs.

The training needs of extension personnel were found

significantly related with their decision making ability (0.178^{**}) at 1 percent level of significance. It means that the decision making ability of the extension personnel exert its influence on training needs of the respondent extension personnel. This might be due to the fact that working situations and problems that the extension personnel were facing might vary from time to time. In order to choose a better solution from the available alternatives, the extension personnel should have good decision making ability. For acquiring good decision making ability, they might be having higher level of training needs to cop up with these changing situations.

The training needs of extension personnel were found significantly related with their information seeking behavior (0.139^{*}) at 5 percent level of significance. It means that the information seeking behavior of the extension personnel exert its influence on training needs of the respondent extension personnel. This might be due to the fact that technological developments are occurring day by day. At par with this job assignments might also be changing. In order to update with these changes and to perform well in the job, extension personnel might be in want of more information. Hence, they might be having higher level of training needs. These findings are in conformity with the findings of Mundhe (2016)^[8].

The training needs of extension personnel were found significantly related with their leadership ability (0.196^{**}) at 1 percent level of significance. It means that the leadership ability of the extension personnel exert its influence on training needs of the respondent extension personnel. This might be due to the fact that extension personnel should acquire higher leadership ability to influence and lead other staff and colleagues for transfer of technology among farmers. In order to acquire high leadership ability extension personnel might be more need of training to acquire knowledge and skills to become an efficient leader.

Table 1: Relationship between profile of extension personnel with their training needs

(n=210)		
Sr.	Independent variables	Coefficient of correlation ('r' value)
1.	Age	-0.146 [*]
2.	Education	-0.074 ^{NS}
3.	Service experience	-0.298 ^{**}
4.	Mass media exposure	0.117 ^{NS}
5.	Scientific orientation	0.001 ^{NS}
6.	Management orientation	0.277 ^{**}
7.	Decision making ability	0.178 ^{**}
8.	Information seeking behavior	0.139 [*]
9.	Leadership ability	0.196 ^{**}

*Significant at 5 percent level of probability

**Significant at 1 percent level of probability

NS = non-Significant

Conclusion

From the above discussion it is concluded that the management orientation, decision making ability and leadership ability were found positively and significantly related with training needs of extension personnel at 1 percent level of significance. While information seeking behavior was found positively and significantly related with their training needs at 5 percent level of significance. Whereas, service experience was found negatively and significantly related with their training needs at 1 percent level of significance. While age was found negatively and significantly related with

their training needs at 5 percent level of significance. Furthermore, extension personnel's education, mass media exposure and scientific orientation were found non-significantly related with their training needs.

References

1. Haleem, KB. Training Needs of Extension Agents in AL Diwanayah Province, Iraq. *Journal of Agricultural Extension*, 2018 June, 22(2).
2. Kavita K. Study of training need among grass root level Extension personnel. M.Sc. (Agri.). Thesis submitted to Agriculture University Bihar, Pusa, 2017.
3. Kharde PB, Patil SD, Potawade BT. Training needs of scientists of Agricultural University. *Indian Res. J Ext. Edu*, 2014 September, 14(3).
4. Kolawole EA, Isitor SU, Owolabi AO. Determinants of Training Needs of Extension Personnel of Agricultural Development Programme (ADP) Ekiti State, Nigeria. *Agro-Science Journal of Tropical Agriculture, Food, Environment and Extension*. 2016 September;15(3):13-17.
5. Kumar A, Upadhyay L, Kher SK. Training Needs of Horticulture Extension Personnel in Jammu Region of J&K State, India. *Indian Res. J Ext. Edu*. 2022, January-March, 22(1).
6. Lego I, Bordoloi R, Meghwal PK, Singh RJ, Singh R. Training Needs Assessment of Agricultural Extension Personnel in Arunachal Pradesh, India. *International Journal of Current Microbiology and Applied Sciences* ISSN: 2319-7706, 2018, 7(1).
7. Mohamed AO, Allam YA, Hassen I. Training Needs Assessment of Agricultural Extension Change Agents in the Field of Biological Control of Fruit Fly in Sinai Peninsula. *Bulletin of the National Research Centre*, 44, 144-2020.
8. Mundhe DV. Training Needs of Extension Personnel of Agricultural University. M.Sc. (Agri.). Thesis (Unpublished) submitted to MPKV, Rahuri- 413722 A.nager, Mah. 2016.
9. Nongtdu G, Bordoloi R, Saravanan R, Singh R, Singh NU. Training Needs of Agricultural Extension Personnel in Meghalaya. *Indian Journal of Hill Farming*. 2012;25(1):1-8.
10. Okeowo TA. Analysis of competency and training needs among Agriculture Extension Personnel in Lagos state. *International Journal of Forestry and Horticulture*, 2015 July-September;1(2):14-21 ISSN 2454-9487.
11. Potawade BD. Training needs of scientists of Agricultural University. M.Sc. (Agri.) thesis (Unpublished) submitted to MPKV Rahuri, 2012.
12. Saleh JM, Man N, Salih MH, Hassan S, Nawi NM, Jasim M. Training needs of agriculture extension officers in Iraq. *International Journal of scientific and research publication*. 2016;6(2):146-152.