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Impact assessment of training for migrant workers on perception, performance and entrepreneurship development

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Abstract
This research paper investigates the impact of a skill development training programme 'Garib Kalyan Rojgar Abhiyan (GKRA)' of migrant workers of Katni district. A total of 16 training programme were conducted by the Krishi Vigyan Kendra, Katni. The impact of the training programme on the migrant worker's capabilities and performance level in their job practice was evaluated. A total of 325 migrant workers were participated in this study as participants. A multi-stage approach was used for the study. The Primary data were collected using face-to-face feedback before and after the training programme. The same was then supported by semi-structured interviews with purposive sampling selected individuals. The analysis of findings suggested that a positive trend indicating the effectiveness of the training programs although with range of variations of benefits gained by the migrant workers. A majority of the respondents agreed that the program have been useful and help them to setup new start-up for their resettlement.

Keywords: Migrant workers, performance level, skill training

Introduction
Training is regarded as an age long concept which perform the therapeutic function of shaping knowledge, skill and attitude that are required for effective performance of duties and the assignment (Adisa and Okunade, 2005; Manjula *et al*., 2016) [1, 3]. This paper presents the finding of the training of migrant workers for different agriculture entrepreneurship conducted by the Krishi Vigyan Kendra, Katni. The main aim of the skill development training programme of migrant workers are imparting skill, providing opportunities of entrepreneurship development, their resettlement in the native place self reliant. Although such training programme were said to be aimed at developing migrant labours to be productive, to what extant this primarily objective has been achieved still remain to be answered.

Background of Migrant Workers
The skill development training programme of migrant workers sponsored by Garib Kalyan Rojgar Abhiyan (GKRA), Government of India, to empower and provide livelihood opportunities for large number of returnee migrant workers affected by the devastating COVID 19 and its associated nationwide lockdown. The commencement of the lockdown generated widespread panic among migrant workers across India's major cities and states of destination, kicking of concerted attempts to return predominantly to rural hometown in the states of origin (Rajan *et al*., 2020) [7]. This resulted into cut off the primary source of income. The target migrant workers of the training programme belong to the farming community. Some of them had also previously experience farming but due to lack of scientific and technical knowledge, they were not able to improve their farming practices and productivity. The migrant workers were selected from the different block of the Katni district. The emphasis of the training programme is to make them self reliant which may lead to improvement in socio economic indicators and arrest them to their hometown.

Training Evaluation
Evaluation of training programme has the importance of measuring the impact of training on their employees in order to determine the effectiveness of the training programmes (Sharma *et al*., 2017; Noor and Dola, 2011) [8, 5]. Some rationale to this measurement as highlighted by Bernthal, (1998) includes:-

- To justify the financial investment in the training and development programmes;
- To gather feedback for ongoing improvement as a programme is being delivered;
- To demonstrate the link between HR program and the organization‘s objectives;
- To compare the effectiveness of two or more training programmes; and
- To meet requirements set by professional organizations or government regulations.

Training of Migrant Workers

Training for migrant workers has been proven to yield variety of results. Noor and Dola (2011) [5]; Sharma *et al*. (2017) [8] revealed that training has been effective in enabling the farmers to develop their SKAs and transfer them to their farm fields. Not only that, the impact of training has also enable the farmers to do their job much faster and easier and that they were highly motivated as well as satisfied with the possession of new SKAs. Murshed-E-Jahan and Pemsl (2011) [4] on their study on Bangladeshi small farmers concluded that building the capacity of farmers through training is more valuable than the provision of financial support in terms of raising production and income. Similarly, a study by Tripp and Hiroshimil (2005) [10] confirms the importance of training can contribute to enhancement of farmers ‘skills in farming works.

Studies on the effectiveness of training for farmers showed that not all programmers meet success as most failures of programmes in the developing countries were attributed to the tendency of excessively concentrating on a particular technology transfer rather than a broader spectrum of farmer empowerment including knowledge disseminations (Oreszczyn, *et al*., 2010; Yang *et al*. 2008, Noor and Dola, 2011; Sharma *et al*., 2017) [6, 11, 8, 5]. However, these gaps could be overcome by carefully revising and designing the training to address the needs. It was also reported that some success stories were related to using non-formal education and focusing on learning-discovery approach, and filling in the gaps in farmers‘ knowledge misconceptions. (Sligo and Massey, 2007 [9]; Tripp and Hiroshini, 2005) [10].

Methodology

This study aims to investigate the benefit gained and level of knowledge, skill and ability (KSA) gained by the migrant workers from the skill training programme and SKA transfer from training to workplace. For this, researchers followed the multistage approach for collection of data via a variety of methods. The first approach was the use of questionnaire namely pre test, reaction and post test. The pre test questionnaire distributed to the trainees before the training programme. The reaction level questionnaire were distributed to trainees just after the completing the training programme. The post test questionnaire was sent to the trainees after 3-4 months completing the training programme.

The second method deployed in this study was the use of semi structured interviews. The interview was conducted with a number of selected respondents. The third method was the use of telephonic interview to obtain first hand information. The final approach was farm visit of selected farms owned by the respondent to observe the extent of knowledge and skill applied to the farm practices.

From the total of 560 questionnaires, the researchers were able to collect and gather 325 completed forms. The reason of the poor response was the incorrect address or mobile number, low level of literacy among the farmers, lack of commitment and obligation from the respondents themselves.

Respondent profile

Out of 325 respondents participated in the study, 308 or 94.76% were male and rest of 17 or 5.24% were female (Table 1). This shows the male were dominant in the farming community because this job demands great physical effort. The ethnicity of the respondents is presented in table 2 which exhibited large number of respondents belong to other category (259 or 79.69%) followed by schedule caste (36 or 11.00%), schedule tribes (23 or 7.00%) and general (07 or 2.00%). On the composition of respondent’s age composition, 176 or 54.15% of the respondents belong to the 31-40 years old age group followed by 118 or 36.30 belong to 26-30 years old age group. This showed the young adults are involved in the farming occupation. Majority of the respondents were literate and educated upto middle school (146 or 45.00%) followed by Primary school (71 or 22.00%), upto high school (46 or 14.00%), 10^{th} (29 or 19.00%) and 12^{th} (20 or 6.00%) while rest of 13 or 4.00% were illiterate. The Garib Kalyan Rojgar Abhiyan (GKRA) is the good effort of government to encourage and update their knowledge.

Result and Discussion

According to Kirkaptrick (2006:22) behavior can be defined as the extent to which change in behavior has occurred as a result of training. This level of evaluation actually determines whether training has been applied to workplace setting. In other words, the third level assess to what extent participants are able to practice what they have learned. Many organizations failed to implement this third level evaluation because the transfer of training is not immediate. Trainees should be given a certain duration of time and in reality the transfer of training could only be determined after a lapse of 3 to 6 months (Noor and Dola 2011) [5]. In the case of this study, the trainees were assessed after a period of 6 months.

Impacts on Farmers’ Productivity As A Consequence of Training

Analysis of result with 325 migrant workers of Katni district exhibited that the impact of training has been positive and help them to setup a new start-up for their resattlement. Majority of the respondents were able to gather and share information through networking to improve their farming job (Table 6). Most of the respondents (69.30% agree and 25.50% strongly agree) replied that they acquire skill, knowledge and ability to do their job better as compared to before training. Similarly, 69.30 % respondents agree and 25.50% respondents strongly agree that their performance level has increased after training. It was also observed that 88.58% respondents said that they were more motivated to their job and 83.45% replied they complete their job faster.

The present investigation also explores the level of SKAs being transferred to other farmers after training (Table 6). Majority of the migrant workers noted that the training courses are relevant to their job (61.63% agree and 30.02% strongly agree) and the knowledge gained from the training can be applied to work (72.15% agree and 19.98% strongly agree). Similarly, 68.85% respondents replied that it is not difficult to practically apply what has been learnt and 60.71 % respondents were found that SKAs applied by them was high. However, the transfer of learning only limited to self

improvement as only 47.47% were confident enough to become coach to other farmers.

The findings implied that the impact from the training is not limited to the farmer's improvement in SKAs, but also training has brought about improved in the farmers performance level and their self-efficacy (Table 7). Further investigation on whether training has been beneficial to farmers reveals positive notes from farmers (refer to Table 8). Majority of respondents agree or strongly agree to statements that they benefited from the training, share information to other trainees and become better farmers and increase job satisfaction after attending the training.

Table 1: Composition of Gender

Gender	Numbers	Percentage
Male	308	94.76
Female	17	5.24
Total	325	100.00

Table 2: Breakdown of Respondents According to Ethnicity

Ethnicity	Numbers	Percentage
General	07	2.00
Schedule caste	36	11.00
Schedule tribes	23	7.00
Other	259	79.69
Total	325	100.00

Table 3: Breakdown of Respondent's Age Composition

Age	Numbers	Percentage
Below 25 years old	11	3.38
26-30 years old	118	36.30
31-40 years old	176	54.15
41-50 years old	17	5.23
51 and above	03	0.92
Total	325	100.00

Table 4: Breakdown of Respondent's Education

Education	Numbers	Percentage
Illiterate	13	4.00
Primary level	71	22.00
Middle school	146	45.00
Up to High school	46	14.00
10^{th}	29	9.00
12^{th}	20	6.00
Graduate	00	0.00
Post graduate	00	0.00
ITI	00	0.00
Others	00	0.00
Total	325	100.00

Table 5: Respondent's Perception on Productivity As A Consequence of Training

Statements	Percentage				
	1	2	3	4	5
I increase my networking	0.00	0.00	6.20	65.62	28.18
The knowledge and skills acquired enable me to perform my job better	0.00	0.00	5.70	75.62	18.68
My job performance level has increased after training	0.00	0.00	5.20	69.30	25.50
I am more motivated towards my job now	1.20	2.58	7.64	52.45	36.13
I can complete my work faster	0.00	1.96	14.59	62.76	20.69

Note: 1=Strongly Disagree, 2=Disagree, 3=Unable to Judge, 4=Agree, 5=Strongly Agree

Table 6: Ability of Respondent to Transfer SKAs from Training to Workplace

Statements	Percentage				
	1	2	3	4	5
The course content is relevant to my job	0.00	0.00	8.35	61.63	30.02
Almost everything learnt can be applied at work	0.00	2.62	5.25	72.15	19.98
It is not difficult to practically apply what has been learnt	1.82	12.50	16.83	58.57	10.28
I found that the skills and knowledge that can be applied is high	2.15	20.63	16.51	53.46	7.25
I feel that I can coach other farmers.	0.00	20.85	31.68	32.95	14.52

Note: 1=Strongly Disagree, 2=Disagree, 3=Unable to Judge, 4=Agree, 5=Strongly Agree

Table 7: Respondent's Perception on Whether Training Has Been Beneficial

Question	Percentage				
	1	2	3	4	5
This course should be given to all farmers	0.00	1.85	2.83	36.76	58.56
I would certainly attend following courses	0.00	1.96	4.32	28.56	35.16
I have benefited from this training	0.00	2.86	3.52	62.15	31.47
I am able to share information with other trainees	1.86	2.85	1.98	60.70	32.61
The course has made me a better farmer.	0.00	1.17	2.83	71.03	24.97
My job satisfaction level has increased after attending the course.	0.00	1.28	1.95	74.68	22.09

Note: 1=Strongly Disagree, 2=Disagree, 3=Unable to Judge, 4=Agree, 5=Strongly Agree

Table 8: Respondent's Perception on the Extent of Benefits, Knowledge and Skill Gained from Training

No.	Item	Percentage (%)										Total
	% Benefit gained	10	20	30	40	50	60	70	80	90	100	
1	% of new skills/ knowledge gained	0.0	1.1	4.3	3.5	18.1	4.8	25.6	28.6	9.2	4.8	100
2	% of new skills/ knowledge practiced	1.2	2.6	6.2	7.6	18.2	7.5	19.5	26.1	6.6	2.5	100
3	% of time savings for work completed faster and easier	4.0	4.2	7.2	6.8	29.6	7.1	15.4	12.5	11.2	2.0	100

Conclusion

In conclusion, in that this study found that it has brought about positive impact to the migrant workers. Although immediate impact cannot be measured and quantified, evidence gathered implied that majority of these migrant workers could be able to establish their new start-up. Results from this research study also revealed that training has been effective in enabling the migrant workers to develop their SKAs and transfer them to their farm fields. Not only that, the impact of training has also enabled the migrant workers to do their jobs much faster and easier and that they were highly motivated as well as satisfied with the possession of new SKAs. Hence, what appeared from the research showed that the impact of training on majority of the farmers has been positive and effective. Such consequence implied that the government's effort to improve the migrant workers performance and capability through the training intervention had been meaningful as this initiative had not only brought positive impact to the farmers themselves but, to a larger extent, had indirectly contributed to the economic development of the country.

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