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## RESEARCH ARTICLE

### EVALUATION OF TRAINING PROGRAMMES CONDUCTED BY EEI, ANAND.

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#### Abstract

The Extension Education Institute, Anand cater the extension training needs of Western Zone States viz., Gujarat, Maharashtra, Madhya Pradesh, Chhattisgarh, Rajasthan, Goa, and Union territories of Dadra Nagarhaveli, Div and Daman by conducting on campus, off campus, collaborative and consultancy training programmes. The present study on Evaluation of Training Programmes Conducted by Extension Education Institute, Anand was carried out to find out effect of training programmes conducted by EEI, Anand. The result of the study revealed that Majority of the participants have rated training programmes conducted by EEI, Anand as "Excellent", followed by "Very Good". They also expressed that their expectations were fulfilled at great extent. It is also observed that gain in knowledge during the training was very high.

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#### Introduction:-

The Govt. of India has established four Extension Education Institutes in India viz. one at Anand (Gujarat) for western states, Second at Hisar (Haryana) for northern states, Third at Jorhat (Assam) for eastern states and fourth at Hyderabad (AP) for southern states to cater the Extension Training needs of extension functionaries of different development departments of the country. The Extension Education Institutes, Anand is popularly known as EEI. It is an Apex Regional Training Institute formed on September 17, 1962. The Extension Education Institute, Anand cater the extension training needs of Western Zone States viz., Gujarat, Maharashtra, Madhya Pradesh, Chhattisgarh, Rajasthan, Goa, and Union territories of Dadra Nagarhaveli, Div and Daman by conducting on campus, off campus, collaborative and consultancy training programmes. In all, EEI, Anand has conducted 1351 training programmes for extension functionaries where in 28387 participants were trained after the establishment of EEI, Anand in the year 1962-63 to the year 2014-15. Now, it is high time to study the effect of training programmes conducted by EEI, Anand. Keeping in view the above said facts, the study on Evaluation of Training Programmes Conducted by Extension Education Institute, Anand was carried out to find out effect of training programmes conducted by EEI, Anand.

#### Objectives:-

1. To ascertain gain in knowledge of the participants of training programmes conducted by EEI, Anand.
2. To find out the expectations fulfillment of the participants of training programmes conducted by EEI, Anand.
3. To study the overall grade of training programmes conducted by EEI, Anand.

#### Methodology:-

For the above study, one-third of training programmes conducted by EEI, Anand during 2014-15 were selected randomly. The data regarding pre-evaluation, post-evaluation and course evaluation were collected from each

participant of selected training programmes conducted by EEI, Anand in prescribed proforma given by Government of India, New Delhi.

### **The gain in knowledge of the participants of training programmes conducted by EEI, Anand:-**

As per guidelines of Government of India, learning index was calculated with the help of following formula on the basis of pre and post evaluation information for gain in knowledge of the participants of training programmes conducted by EEI, Anand.

$$\text{Learning Index} = \frac{\text{Post training score(\%)} - \text{Pre training score(\%)}}{100 - \text{Pre training score(\%)}} \times 100$$

### **The expectations fulfillment of the participants and overall grade of training programmes conducted by EEI, Anand:-**

The expectations fulfillment of the participants and overall grade of training programmes conducted by EEI, Anand was calculated on the basis of the information collected from each participant of training programmes conducted by EEI, Anand in prescribed proforma of course evaluation given by Government of India.

Frequency, percentage, arithmetic mean and weighted mean were calculated for interpretation and presentation of collected data.

### **Result:-**

**Table:-**Course wise knowledge gain, Overall gain and Fulfillment of participant's expectations about training programmes conducted by EEI, Anand during the year 2014-15.

No .	Course	No. of Course study	Sample Size (Partici-pants)	Gain in Knowledge (Learning Index)	Overall grade of the course given by participants (%)				Fulfillment of participant's expectations expressed by the participants (%)		
					Excellent	Very Good	Good	Average	To great Extent	To Some extent	To little Extent
1	On Campus	8	232	74.34	75.65	11.72	0.00	0.00	82.76	4.74	0.00
2	Off Campus	17	637	79.65	81.42	17.94	0.65	0.00	96.33	3.67	0.00
3	Total / Average	25	869	77.00	78.54	14.83	0.33	0.00	89.55	4.21	0.00

It can be viewed from the above table, that gain in knowledge during the training was very high as learning index of the participants was observed 77.00.

Whereas, in case of overall grade of the training given by the participants, it was found that 78.54% participants graded the training as excellent and only 14.83% and 0.33% participants had graded the training as very good and good respectively. It was also found that no participant had graded the training as average.

Moreover, in case of fulfillment of participants' expectations expressed by the participants, it was found that 89.55% participants had expressed that their expectations were fulfilled at a great extent and only 4.21% had expressed that their expectations were fulfilled at a only some extent. Whereas no one participant had expressed that, their expectations were fulfilled at a only little extent.

**Table:-** Course wise Knowledge gain, Overall gain and Fulfillment of participant's expectations about training programmes conducted by EEI, Anand during the year 2014-15.

No.	Name of Workshop/ Date/ Venue	No. of Partici pants	Gain in Knowledge (Learnin]g Index)	Overall grade of the course given by participants (%)				Fulfillment of participant's expectations expressed by the participants (%)		
				Excellent	Very Good	Good	Average	To great Extent	To Some extent	To little Extent
On Campus Courses										
1 *	Strategic Research and Extension Plan (SREP) for ATMA staff held during 10.4.2014 to 11.4.2014	30	84.05	65.67	13.33	0.00	0.00	90.00	10.00	0.00
2 *	Mainstreaming Gender in Agriculture held during 23/06/2014 to 24/06/2014	26	85.90	96.92	23.08	0.00	0.00	92.31	7.69	0.00
3	Participatory Extension Management in Agriculture and Allied Fields held during 07/07/14 to 12/07/14	17	86.88	82.35	17.65	0.00	0.00	94.12	5.88	0.00
4 **	Communication skills and Propagation Methods of Forest and Horticultural Crops held during 30.07.2014 to 01.08.2014	49	76.12	95.92	4.08	0.00	0.00	97.96	2.04	0.00
5	PRA Tools and Techniques for SREP Development held during 04.08.14 to 09.08.14	33	87.40	84.85	15.15	0.00	0.00	93.94	6.06	0.00
6	Soft skills for Personality Development held during 10/11/14 to 15/11/14	17	86.49	87.50	12.50	0.00	0.00	93.75	6.25	0.00
7	Activities of Primary Agriculture Credit Societies to Multi Service Credit Societies held on 18/11/2014	30	-	-	-	-	-	-	-	-
8	Leadership Development and Team Building for Extension Functionary from 09.2.2015 to 14.2.2015	30	87.87	92.00	08.00	0.00	0.00	100.00	0.00	0.00
Total		232	594.71	605.21	93.79	0.0	0.0	662.08	37.92	0.0
Average		29	74.34	75.65	11.72	0.00	0.00	82.76	4.74	0.00
Off Campus Courses										
9	Application of PRA Tools in Agricultural Extension held during 15.07.14 to 17.07.14 at SAMETI, G' Nagar	28	81.88	100.00	0.00	0.00	0.00	89.29	10.71	0.00
10	Application of PRA Tools in Agricultural Extension held during 26.08.14 to 28.08.14 (Batch-I) at Rahuri (MS)	37	83.88	62.79	34.88	2.33	0.00	92.86	7.14	0.00
11	Training Methods and Farm School held during 03/09/2014 to 05/09/2014 at SAMETI, G' Nagar	32	90.07	72.00	28.00	0.00	0.00	96.00	4.00	0.00
12	Human Resource Development held during 10.09.14 to 12.09.14 at RAMETI, Kohlapur	39	84.02	89.74	10.26	0.00	0.00	100.00	0.00	0.00
13	Application of PRA tools in Agricultural Extension held during 23.9.14 to 25.9.14 at SAMETI, Raipur	23	74.52	95.00	5.00	0.00	0.00	100.00	0.00	0.00
14	Participatory Training Management (PTM) held during 13/10/14 to 15/10/14	28	80.00	89.29	10.71	0.00	0.00	100.00	0.00	0.00

	at SAMETI, G' Nagar									
15	Managerial Skills for Convergence in Agricultural Extension held during 16.10.2014 to 18.10.2014 at SAMETI, G' Nagar	32	80.61	87.50	12.50	0.00	0.00	90.63	9.37	0.00
16	Communication Skills held during 29.10.2014 to 30.10.2014 at SAMETI, G' Nagar	28	85.67	73.91	17.40	8.69	0.00	100.00	0.00	0.00
17	Preparation of Strategic Research and Extension Plan (SREP) held during 28.11.14 to 29.11.14 at SAMETI, G' Nagar	28	76.41	92.86	7.14	0.00	0.00	100.00	0.00	0.00
18	Up-gradation of Communication Skills held during 16.12.2014 to 17.12.2014 at Khandwa (MP)	59	75.56	76.00	24.00	0.00	0.00	92.00	8.00	0.00
19	Application of PRA Tools in Agricultural Extension held during 18.12.14 to 20.12.14 at Khandwa (MP)	62	76.11	88.46	11.64	0.00	0.00	94.23	5.77	0.00
20	Application of PRA Tools in & techniques for development of SREP organized at FTC, Deesa from 19.02.2015 to 21.02.2015	33	81.22	56.00	44.00	0.00	0.00	96.00	4.00	0.00
21	Application of PRA Tools in & techniques for development of SREP organized at FTC, Vyara from 02.03.2015 to 04.03.2015	31	88.27	53.33	46.67	0.00	0.00	93.33	6.67	0.00
22	Up-gradation Communication Skills on 09.03.15 at Jabalpur (MP)	52	70.46	86.84	13.16	0.00	0.00	100.00	0.00	0.00
23	Application of PRA Tools in Agricultural Extension held during 10.03.15 to 11.03.15 at Jabalpur (MP)	60	69.97	88.68	11.32	0.00	0.00	100.00	0.00	0.00
24	Application of PRA Tools held during 18.03.15 to 20.03.15 at FTC, Junagadh	33	73.35	83.33	16.67	0.00	0.00	100.00	0.00	0.00
25	Application of PRA Tools held during 18.03.15 to 20.03.15 at FTC, Rajkot	32	82.03	88.33	11.67	0.00	0.00	93.33	6.67	0.00
<b>Total</b>		<b>637</b>	<b>1354.03</b>	<b>1384.06</b>	<b>305.02</b>	<b>11.02</b>	<b>0.0</b>	<b>1637.67</b>	<b>62.33</b>	<b>0.0</b>
<b>Average</b>		<b>37.53</b>	<b>79.65</b>	<b>81.42</b>	<b>17.94</b>	<b>0.65</b>	<b>0.00</b>	<b>96.33</b>	<b>3.67</b>	<b>0.00</b>

\* Demand Driven Collaborative

\* \* Demand Driven Consultancy

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