

## ATTITUDE OF TRAINEES TOWARDS BASIC AGRICULTURE AND HORTICULTURE TRAINING

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### ABSTRACT

The first step in improving the job proficiency of extension functionaries is to impart them training based on their training needs assessment. This paper describes the findings of the study undertaken to know the attitude of trainees towards Basic Agriculture and Horticulture Training (BA&HT) conducted by Sher-e- Kashmir University of Agricultural Sciences and Technology of Jammu (SKUAST-J) during sessions 2007-08 and 2008-09. It was conducted among 50 in-service candidates of State Department of Agricultural Production and State Department of Horticulture. Data were collected by the researcher through personal interview technique with the help of a structured scale. Collected data were analyzed with the suitable statistical techniques. The study revealed that after training the majority of trainees had favourable attitude towards Basic Agriculture and Horticulture Training.

### INTRODUCTION

Training of extension functionaries is one of the important activities in transfer of farm technologies. It primarily addresses the capacity building issues of the extension system. The effectiveness and productivity of training programmes are crucial for achieving the desired results. Training is the process of acquiring specific skills to perform a job better (Jucious, 1963). It helps people to become qualified and proficient in doing some jobs (Dahama, 1979). Usually, an organization facilitates the employees' learning through training so that their modified behaviour contributes to the attainment of the organization's goals and objectives. Van Dersal (1962) defined training as the process of teaching, informing or educating people so that they may become as well qualified as possible to do their job efficiently and perform in positions of greater difficulty and responsibility.

The attitude of an individual towards any programme exerts a significant influence upon his participation in the activity. Attitude has been defined "as the degree of positive or negative affect associated with some psychological objects" (Edwards, 1969). Researches have shown that the people having favourable attitude towards an object

reflects a cumulative effect in term of favourable reaction. In social research, attitude of a person or a group towards social or psychological object is of prime importance. The psychological object for the present study was Basic Agriculture and Horticulture Training (BA&HT).

Sher-e-Kashmir University of Agricultural Sciences and Technology of Jammu (SKUAST-J) conducts one year Basic Agriculture and Horticulture Training (BA&HT) courses for the in-service candidates of State Department of Agricultural Production and State Department of Horticulture, respectively. The objective of training is to impart knowledge and develop skills among the trainees about various aspects of agriculture and horticulture. The training programme on BA&HT is one of the prestigious training programmes of SKUAST-J. The scientists of SKUAST-J provides training to the trainees with the help of many methods of instructions viz., lectures, A.V.aids, practicals, method demonstrations, field visits, exercises, assigned reading, case study etc. However, till date no systematic effort has been made to assess the attitude of trainees towards BA&HT. The present study was, therefore, undertaken with the specific

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objective to know the attitude of trainees towards Basic Agriculture and Horticulture Training (BA&HT).

## RESEARCH METHODOLOGY

The list of trainees who participated in the training programme was obtained from the Division of Agricultural Extension Education, Faculty of Agriculture, Chatha, SKUAST-J. Total 50 trainees participated in the training during sessions 2007-2008 and 2008-2009. Hence; all the trainees were taken as a sample for the present study. Data were collected by the investigator through personal interview technique with the help of structured scale. The scale consisted of 22 statements, out of which 11 statements were positive and remaining 11 statements were negative. To know the attitude of the trainees, the responses were recorded on five point continuum ranging from strongly agree to strongly disagree with weightage of 5,4,3,2, and 1 for positive and 1,2,3,4 and 5 for negative statements. Thereafter, collected data were analyzed, tabulated and interpreted in the light of objective.

## RESULTS AND DISCUSSION

### Statement wise attitude of trainees towards Basic Agriculture and Horticulture Training:

The statement wise attitude of BA&HT trainees was measured on five point continuum scale has been presented in Table 1.

- 1. BA&HT is instrumental in the promotion of trainees:** A perusal of data in Table 1 reveals that exactly half of the trainees i.e. 25 (50 per cent) were strongly agree with the statement. It was followed by 38 per cent respondents who were agree, 6.00 per cent disagree and 4.00 per cent strongly disagree with the statement. However, only 2.00 per cent trainees did not take any decision regarding their attitude.
- 2. Nepotism and favouritism prevails in the selection of BA&HT candidates:** Data in Table 1 reveal that more than half of the respondents i.e. 29 (58.00 per cent) were strongly disagree with the statement. In addition to it, 30.00 per cent were disagree, 6.00 per cent were agree and 4.00 per cent were undecided about the statement. However, only 2.00 per cent were strongly agree with the statement.
- 3. BA&HT makes the trainees knowledgeable and competent:** It can be seen from table 1 that 66.00 per cent of the trainees were strongly agree and 32.00 per cent were agree with the statement. Only 2.00 per cent of the respondents remained undecided about the statement. However, none of the trainees expressed their disagreement regarding this statement.
- 4. Fresh appointees are benefited more by BA&HT:** A critical analysis of data presented in Table 1 show that 30.00 per cent of the respondents were strongly agree with the statement followed by 26.00 per cent agree, 22.00 per cent strongly disagree and 18.00 per cent disagree with the statement. Interestingly, only 2 respondents (4.00 per cent) did not show any attitude regarding this statement.
- 5. BA&HT open the job avenues for trainees:** It has been found that most of the respondents i.e. 28 (56.00 per cent) were strongly agree with this statement followed by 26.00 per cent agree, 8.00 per cent undecided, 6.00 per cent disagree and 4.00 per cent showing their response in strong disagreement.
- 6. BA&HT is financially expensive:** It can be seen from Table 1 that 44.00 per cent of the respondents were strongly disagree with the statement. Besides, 32.00 per cent of them disagree with it. 6.00 per cent of the trainees did not give their opinion regarding this statement. However, 10.00 per cent and 8.00 per cent of the respondents were agree and strongly agree with this statement, respectively.
- 7. Subject matter should be taught in Hindi/ Urdu/ Dogri for effective learning:** Data in Table 1 reveal that 60.00 per cent of the respondents were strongly agree with the statement followed by 20.00 per cent agree,

Table 1. Attitude of trainees towards Basic Agriculture and Horticulture training (BA&amp;HT)

n= 50

S. No.	Attitude statements	Strongly Agree		Agree		Undecided		Disagree		Strongly Disagree	
		f	%	f	%	f	%	f	%	f	%
1.	BA&HT is instrumental in the promotion of trainees	25	50.00	19	38.00	1	2.00	3	6.00	2	4.00
2.	Nepotism and favoritism prevails in the selection of BA&HT candidates	1	2.00	3	6.00	2	4.00	15	30.00	29	58.00
3.	BA&HT makes the trainees knowledgeable and competent	33	66.00	16	32.00	1	2.00	00	00.00	00	00.00
4.	Fresh appointees are benefitted more by BA&HT	15	30.00	13	26.00	2	4.00	9	18.00	11	22.00
5.	BA&HT opens the job avenues for trainees	28	56.00	13	26.00	4	8.00	3	6.00	2	4.00
6.	BA&HT is financially expensive	4	8.00	5	10.00	3	6.00	16	32.00	22	44.00
7.	Subject matter of BA&HT should be taught in Hindi/Urdu/Doгри for effective learning	30	60.00	10	20.00	2	4.00	6	12.00	2	4.00
8.	Female candidates are given less opportunities to avail BA&HT facilities	1	2.00	2	4.00	3	6.00	20	40.00	24	48.00
9.	Course content of BA&HT is highly informative	25	50.00	20	40.00	1	2.00	2	4.00	2	4.00
10.	Course content of BA&HT is not updated	2	4.00	3	6.00	6	12.00	18	36.00	21	42.00
11.	Teaching aids used by the instructors enhances learning of trainees	23	46.00	18	36.00	2	4.00	4	8.00	3	6.00
12.	Teaching methods used by the instructors does not enhances learning of trainees	00	00.00	00	00.00	2	4.00	23	46.00	25	50.00
13.	Subject matter of BA&HT matches the intellectual level of the candidates	17	34.00	16	32.00	4	8.00	8	16.00	5	10.00
14.	Language used by the instructors is highly technical and difficult	20	40.00	20	40.00	5	10.00	3	6.00	2	4.00
15.	BA&HT makes the trainees skillful	26	52.00	20	40.00	2	4.00	1	2.00	1	2.00
16.	BA&HT is a big burden on government's exchequer	3	6.00	5	10.00	4	8.00	13	26.00	25	50.00
17.	There is a high excitement among BA&HT trainees about learning	28	56.00	20	40.00	2	4.00	00	00.00	00	00.00
18.	Candidates join BA&HT for acquiring requisite qualification rather than for learning	00	00.00	00	00.00	00	00.00	7	14.00	43	86.00
19.	BA&HT facility should be extended to middle pass candidates also	25	50.00	20	40.00	3	6.00	1	2.00	1	2.00
20.	Practical exercises of BA&HT is tedious	6	12.00	5	10.00	4	8.00	16	32.00	19	38.00
21.	BA&HT motivates trainees for better job performance	26	52.00	22	44.00	2	4.00	00	00.00	00	00.00
22.	BA&HT is a wastage of time, money and energy	00	00.00	00	00.00	00	00.00	13	26.00	37	74.00

N= No. of trainees

- 4.00 per cent undecided, 12.00 per cent disagree and 4.00 per cent strongly disagree.
8. **Female candidates are given less opportunities to avail BA&HT facilities:** A perusal of data in Table 1 vividly corroborates that majority of the respondents i.e. 24 (48.00) per cent were strongly disagree with this attitude statement. Besides, 40.00 per cent of them have shown disagreement. However, negligible percentage of the trainees i.e. 6.00 per cent, 4.00 per cent and 2.00 per cent were undecided, agree and strongly agree with the statement, respectively.
  9. **Course content of BA&HT is highly informative:** It can be observed from data presented in Table 1 that exactly half (50.00 per cent) of the trainees were strongly agree that course content of BA&HT is highly informative followed by 40.00 per cent of them agree with the statement. Besides, 2.00 per cent of the respondents did not give any opinion. However, exactly equal number of respondents i.e. 4.00 per cent were disagree and strongly disagree with the statement.
  10. **Course content of BA&HT is not updated:** It is evident from the data presented in Table 1 that 42.00 per cent of the respondents were strongly disagree that course content of BA&HT is not updated. Besides, 36.00 per cent trainees expressed disagreement. However, 12.00 per cent of the trainees did not form any opinion. Interestingly enough, 6.00 per cent and 4.00 per cent of the respondents were agree and strongly agree with this attitude statement, respectively.
  11. **Teaching aids used by the instructors enhances learning of trainees:** As evident from the data presented in table 1 that 46.00 per cent of the respondents were strongly agree with this attitude statement followed by 36.00 per cent agree, 4.00 per cent undecided, 8.00 per cent disagree and 6.00 per cent strongly disagree.
  12. **Teaching methods used by the instructors does not enhance learning of trainees:** It can be observed from the data incorporated in Table1 that exactly 50.00 per cent of the trainees were strongly disagree with the statement followed by 46.00 per cent of them showing disagreement. Besides, 4.00 per cent of the respondents did not form any opinion. However, none of the respondents were agree and strongly agree with the statement.
  13. **Subject matter of BA&HT matches the intellectual level of the trainees:** It can be seen from the data presented in Table1 that 34.00 per cent of the trainees were strongly agree with the statement, while 32.00 per cent of them were agree with it. Besides 16.00 per cent and 10.00 per cent of the respondents were disagree and strongly disagree with the statement. However, 8.00 per cent of the respondents did not form any opinion about this statement.
  14. **Language used by the instructors is highly technical and difficult:** A perusal of data presented in Table 1 reveal that exactly equal number of respondents i.e. 40.00 per cent were strongly agree and agree that language used by the instructors was highly technical and difficult. Interestingly, 10.00 per cent of the trainees did not form any opinion regarding this attitude statement. Besides, 6.00 per cent and 4.00 per cent of the respondents were disagree and strongly disagree with the statement.
  15. **BA&HT makes the trainees skillful:** Table 1 shows that most of the respondents (52.00 per cent) were strongly agree with the statement while 40.00 per cent and 4.00 per cent were agree and undecided with it. However, exactly equal number of trainees i.e. 2.00 per cent were disagree and strongly disagree with the statement, respectively.
  16. **BA&HT is a big burden on government's exchequer:** As is evident from the data presented in Table 1 that exactly half of the trainees i.e. 50.00 per cent were strongly disagree that BA&HT is a big burden on government's exchequer. It was followed by

- 26.00 per cent of the respondents who showed disagreement with the statement. Besides, 10.00 per cent, 8.00 per cent and 6.00 per cent of the respondents were agree, undecided and strongly agree with the statement.
- 17. There is a high excitement among BA&HT trainees for learning:** It can be observed from the data incorporated in Table1 that most of the respondents (56.00 per cent) were strongly agree with the statement followed by 40.00 per cent of them agree with it. However, a negligible percentage of trainees i.e. 4.00 per cent did not form any opinion regarding this attitude statement. Interestingly enough, none of the respondents were disagree and strongly disagree with the statement.
- 18. Candidates join BA&HT for acquiring requisite qualification only rather than for learning:** The data in Table1 reveal that overwhelming majority of the trainees i.e. 86.00 per cent were strongly disagree that they joined BA&HT for acquiring only requisite qualification. It was followed by 14.00 per cent of the respondents who disagree with the statement. Astonishingly, none of the respondents were undecided, agree and strongly agree with the statement. However, during BA&HT, it was observed that the trainees were showing keen interest in acquiring new skills and learning new techniques of agriculture and horticulture.
- 19. BA&HT facility should be extended to middle pass candidates also:** The analyzed data contained in Table1 vividly corroborate that exactly half of the trainees (50.00 per cent) were strongly agree with the statement followed by 40.00 per cent of them who were agree with it. Besides, 6.00 per cent trainees were undecided and exactly equal number of respondents i.e. 2.00 per cent were disagree and strongly disagree with the statement. It is important to mention here that the majority of class IV employees of Department of Agricultural Production and Department of Horticulture, J&K are middle pass. There is always a high demand from these government personnel that they should also be selected for BA&HT that would definitely pave a way for their capacity building and ultimately promotion also.
- 20. Practical exercises of BA&HT is tedious:** The data in Table 1 show that 38.00 per cent of the respondents were strongly disagree with the statement, while 32.00 per cent of them were disagree with it. Besides, 12.00 per cent, 10.00 per cent and 8.00 per cent of the trainees were strongly agree, agree and undecided, respectively with the statement.
- 21. BA&HT motivate trainees for better job performance:** The data in Table1 reveal that more than half of the trainees (52.00 per cent) were strongly agree with this attitude statement. It was followed by 44.00 per cent of the respondents showing agreement with the statement. However, a negligible percentage of the respondents i.e. 4.00 per cent did not form any opinion with regard to this statement. Interestingly, none of the trainees were disagree and strongly disagree with this statement.
- 22. BA&HT is a wastage of time, money and energy:** A perusal of data presented in Table1 reveal that majority of the trainees (74.00 per cent) were strongly disagree that BA&HT is a wastage of time, money and energy. Besides, 26.00 per cent of the trainees were showing disagreement with the statement. However, none of the trainees were strongly agree, agree and undecided with the statement.

## CONCLUSION

The findings of the study led to the conclusion that Basic Agriculture & Horticulture. Training (BA&HT) was effective in making a positive change in the attitude of trainees. The practical exercises, method demonstrations, case study, use of A.V.aids etc. helped the participants not only to improve their knowledge but also their practical skills related to various farm technologies. The training has achieved a very high level of benefits in terms of human resource development and improving linkages between SKUAST-Jammu and Department of Agricultural Production and

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