Indian Journal of Extension Education
Vol.46, No. 3 & 4, 2010 (62-66)

Analysis of Training Effectiveness of Handloom Weaving and Value Addition

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ABSTRACT

The handloom sector is the second largest employer in India. Government of India is committed to develop this sector as it is a source of livelihood of rural people. There are many Government schemes and assistance for this sector. So proper training in handloom weaving and value addition is needed to take up. Handloom weaving as an entrepreneur department of Textile and Apparel Designing has organized a training on handloom weaving and value addition. To see the impact of training, an effectiveness analysis study was conducted purposively. The pre-post research design method was used to find out gain in knowledge, change in attitude and skill performance of the respondents. Majority of the respondents were in the middle age group. Sixty percent of the respondents were having education upto middle school. There was significant increase in the level of knowledge, attitude and skill performance of the respondents after the training. Eighty per cent of the respondents had low level of knowledge before the training and after the training only 6.6 per cent had low level of knowledge and 26.6 per cent had acquired high level of knowledge. Majority of the respondents had acquired high level of skill performance. Thirty per cent of the respondents unfavourable attitude changed into the most favourable attitude after the training.

The handloom sector is the second largest employer in India, providing employment in tune of 65 lakh persons. The sector represents the continuity of the age-old Indian Heritage of hand weaving and reflects the socio-cultural tradition of the weaving communities. The Government of India has been adopting a policy of promoting and encouraging the handloom sector. Most of the schematic interventions of the Government of India have been through state agencies and cooperatives in the handloom sector. Women as a development partner can also be trained in hand loom business as most of the associated task of handloom weaving are carried out by women at home like starching, warping, lea wrapping and value addition along with the other household chores. Developing occupational skill among members is important which should be undertaken as a part of development programme to make government schemes successful. Bringing change in attitude to adopt handloom as a entrepreneur is also very important. The women play an important dual role in the society. Though then role in the society is very important the rural women are often physically visible but conceptually invisible. The best way to make optimum use of rural women as an important human resource is to provide them opportunities for self development through training which improved the existing knowledge, skill and enhances capabilities, improves competency to meet the challenges of the society and technology.

Khemmani (1985) defines training as a planned communication process which results in changes of attitudes, skills and knowledge in accordance with specific objectives relating to desired pattern of behaviour. Training is a major catalytic force for augmenting human productivity in all spheres of development. Training of unemployed can play crucial role in providing necessary technical knowledge, attitude, skill and adoption required by them for taking up self employment ventures in handloom weaving. Women training programme is of paramount importance in providing skill and educating them about the income-generating activities. In this reference, College of Home Science can play an important role in

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providing skill oriented vocational trainings to the women. Huge cost and efforts involved in these training programme need periodic evaluation to determine the effectiveness of the training and the systematic analysis in order to have corrective measures for future course of action. The success of the training programme is mainly depending upon the attitude of the trainees towards trainings conducted at institutional level which play a greater role in its adoption as income generation. Department of Textile and Apparel Designing has been organizing vocational training programme on various self employment projects like handloom weaving and value addition for the unemployed rural folk around Pusa Campus of Rajendra Agricultural University, Pusa, Bihar. Since twenty seven percent rural women reside below poverty line who require little investment and infrastructure for good return. Value added handloom products are on risking demand. So the present study was designed to measure the impact of training programme for rural women organized by Department of Textile and Apparel Designing with the following objectives:

- To study the socio-personal characteristics of trainees.
- To study the impact of training programme on gain in knowledge of trainees of handloom weaving and value addition.
- To analyse the extent of change in attitude and skill acquired by them.

METHODOLOGY

The six months training programme on handloom weaving and value addition was imparted at the Department of Textile and Apparel Designing to thirty trainees which were selected from the near by villages of Pusa Block of Samastipur district. This study was conducted among those thirty trainees trained in Home Science College. The locale was selected purposively considering the case of conducting research and access to the researcher. The pre-post research design method was utilized. Tools used for the study were interview schedule, knowledge test, attitude test and skill test. As gain in knowledge is one of the important indicator to measure the impact of any training, to assess the knowledge gain, a well structured questionnaire containing eighteen questions was formulated. Knowledge items were distributed before and after they were exposed to the training. For each correct answer was assigned one score where as zero to wrong answer. The maximum score attainable by a respondent would be 18. The difference between pre and post exposure was taken as knowledge gain of an individual. Another scale of attitude was developed and the response was obtained on 3 point scale - agree, disagree and not decided with a score of 2, 1 and 0 respectively. The total attitude score of each respondent was calculated. The possible total score ranges between 7 to 22. The response for skill was obtained on three point scale-competent, partial competent and not competent with 2, 1 and 0 score respectively. The total possible score ranges between 10-30. The proper statistical methods used were mean, frequency, percentage and paired‘t’ test.

RESULTS AND DISCUSSION

Socio- personal profile of the respondents

Socio-personal characteristics of respondents was depicted in Table 1. It was evident that most of the respondents ranged from 18 to 35 years with an average age of 19.3 years. Majority of the respondents, i.e. 60 per cent were from middle age group. 40 per cent of the respondents were from young age group and there was none in the old age category. Thus, the group comprises of young and middle aged women. 60 per cent of the respondents were having high school education followed by 20 per cent respondents having education upto middle school. 20 percent of the respondents had graduation degree. Majority of the respondents, i.e. 60 per cent had joint family system and 40 per cent had nuclear family system. It was because all the respondents were from rural areas where joint family system was still existing.

Table 1. Distribution of respondents according to age, education and family type

Characteristics	Category	Frequency	Percentage
Age (Years)	Young upto 18 years	12	40
	Middle 18-35 years	18	60
	Middle	06	20
Education	High	08	60
	Graduate	06	26
Family type	Nuclear	12	40
	Joint	18	60

Gain in knowledge

The knowledge level of respondents before and after the training was depicted in Table 2.

It was seen from Table 2 that 80 per cent of the respondents had low level of knowledge score about handloom weaving and value addition before the start of the training and not a single respondent had high level of knowledge. After the training two-third of the respondents, i.e. 66.6 per cent had gained medium level of knowledge and 26.6 per cent had gained high level of knowledge and only 6.6 per cent had low level of knowledge about the different aspects of handloom weaving after undergoing such trainings. The study revealed that before the training hundred per cent respondents had the know-how and skill of only hand knitting and crocheting as method of fabric construction. No one had the knowledge of handloom weaving although they had low level of knowledge regarding of value addition techniques. After the training it was assessed that majority of the respondents know-how to do the warping and weaving. The results had shown that most of the respondents were found to have gained medium to high level of knowledge about handloom weaving and value addition due to training. This was similar to the findings of Murgesan Oleiver and Annamalai (1998). Perusal of Table 2 depicted that there was increase of 82.9 per cent in mean knowledge score after six month training programme on handloom weaving and value addition. The gain might be attributed to the fact that most of the respondents were voluntary participants with zeal to earn income. So they had paid for high fees of training in order to acquire skill to become entrepreneur. Sagar (2002) also found that there was increase of 73.64 per cent in mean knowledge score after one week training programme on mushroom cultivation. Jha & Sharma (1976) revealed that institutional training programme organized by technical institution with necessary technical manpower and facilities for the respondents could be of great use in increasing the amount of knowledge.

Table 2. Distribution of respondents according to gain in knowledge level

Level of knowledge (score)	Frequency		Gain in knowledge level
	Pre- training	Post training	
Low level (0-5)	24 (80.00)	2 (6.60)	4 (23.33)
Middle level (6-12)	06 (20.00)	20 (66.60)	20 (66.60)
High level (13-18)	00 (00)	08 (26.60)	76 (20.00)
Mean	8.31	15.20	6.89

Figure in parenthesis indicate percentages.

Change in attitude

The information was collected on attitude of women towards handloom weaving and value addition training before and at the end of training programme on a three continuum response to each of the statement of attitude scale and weightage of responses to all the statements which constituted the attitude score of individual women. The collected data were presented in Table 3.

Category of attitude (score)	Frequency		Gain in knowledge level
	Pre-training	Post training	
Unfavourable (0-6)	9 (30.00)	0 (00)	12 (40.00)
Favourable (7-13)	18 (60.00)	12 (40.00)	16(53.33)
Most favourable (4-22)	3 (10.00)	18 (60.00)	2 (6.60)
Mean	8.31	15.20	6.89

Figure in parenthesis indicate percentages.

Sixty per cent of respondents had favourbale attitude towards training before the training and only 10 per cent had most favourable attitude. Only 30 per cent of the trainees were having unfavourable attitude. The attitude score after the training was that 60 per cent had most favourable attitude followed by 40 per cent having favourable attitude. There was none in the unfavourable category showing that training had certain impact on their attitude. The results were in conformity with the findings of Jeeva (2006). The results were encouraging as 30 per cent of respondents unfavourable attitude could change into favourable attitude thus training had scope for improvement of their favourableness towards entrepreneurial activities. The results had showed that there was 75.71 per cent mean change in attitude score after the training on handloom weaving and value addition. Respondents could realize after the training that such training could help them to start their own entrepreneur in handloom sector. This training would help them to get loan from bank. Awareness of Hathkargha Yozana, Cooperatives and Self Help Group brought change in their attitude towards handloom weaving entrepreneur.

Skill performance

According to skill performance, respondents were categorized into three categories- low, medium and high and data was presented in Table 4.

Table 4. Distribution of respondents according to skill performance

Skill (score)	Frequency		Skill performance
	Pre- training	Post - training	
Low (0-6)	18 (60.00)	00 (00)	9 (30)
Middle (7-14)	12 (40.00)	6 (20.00)	17(56.66)
High (15-22)	00 (00)	24 (80.00)	4(13.35)
Mean	6.75	15.44	8.69

Figure in parenthesis indicate percentages.

From Table 4 it was seen that majority of the respondents i.e. 60 per cent had low level of skill score, followed by 40 per cent having medium level of skill score. None of the respondent scored high level of skill score before the training whereas after the rigorous skillful training for six months none of respondents had low level of skill score. After the training only 20 per cent of respondents had medium score. 80 per cent of the respondents came under the category of high level of skill score. The mean score of the respondents for skill after the training was 15.44 out of the total possible score of 22. Mean score of respondents before the training was 6.75. The perusal of Table 4 depicted that 8.69 (128.7%) increase in mean skill performance of respondents was found after the training on handloom weaving and value addition. Handloom weaving faces competition and obvious threat from powerloom but it can be overcome by producing high or medium value unique products which can be marketed locally or abroad. The study indicated that skillful training in design development and value addition had tremendous potential for the development of handloom weaving as an entrepreneur. The mean score of respondents gain in knowledge change in attitude, skill performance and calculated 't' value and standard deviation were depicted in Table 5.

Table 5. Score of respondents and calculated paired 't' values

Level	Mean score of respondents		Difference	't' value	S.D.
	Pre-training	Post-training			
Gain in knowledge	8.31	15.20	6.89	11.74*	3.10
Change in attitude	9.0	15.82	6.82	9.91*	3.64
Skill performance	6.75	15.44	8.69	14.04*	3.27

*Significant at 5% level of significance.

There was a significant increase in the level of knowledge, attitude and skill performance of respondents undergone training on handloom weaving and value addition as evident from the Table 5. The mean score was 6.89, 6.82 and 8.69 respectively in case of gain in knowledge, change in attitude and improvement in skill. It was clearly indicated that calculated value of '1' (15.20) for gain in knowledge of respondents was highly significant with a standard deviation of 3.109. This signifies that the trainees had acquired high knowledge about the technology of handloom weaving and value addition techniques. Table also indicated that their significant differences between pre-training mean knowledge score and knowledge score obtained after the training was found to be 6.89. The calculated 't' value related to attitude score 9.91 also indicated significant change in attitude was observed among rural women after training. A perusal of table showed that 't' value calculated before and after exposure of training the mean skill performance score recorded was 14.04 with S.D. 3.27. This was significant at five per cent level of significance at 28 degree of freedom indicating the positive influence of Handloom Training and Value Addition on skill performance of rural women. The significant increase in knowledge, attitude and skill level of handloom training and value addition by rural women may be due to intensive skillful practical oriented training, educational classes, realization of income generation and entrepreneurial opportunities among women at cottage level and thereby raising economic status of their families. Participants had opportunity to actively involve in the process of weaving from the stage of warping, weaving, preparing handicrafts and value added articles. The content matter, value addition, embroidery techniques on handloom products were in close proximity to their interest and what the women do in their leisure time. Training was interesting, stimulating and it could get the attention and interest of trainees intact throughout the programme. Creativity and value added handloom products were exhibited in the last were very much liked by consumers and were sold easily with good profit margin. It motivated the trainees to adopt such activities of training to the maximum possible extent.

CONCLUSION

Training on handloom weaving and value addition showed significant increase in the level of knowledge, attitude and skill performance of the trainees in weaving fabric on handloom and producing value added products. So intervention programmes of giving skillful training in handloom weaving would be helpful in effectively implementing the Government Hathkarga Yojana. Training had scope for improvement of respondents attitude which would lead to adoption of handloom weaving as an entrepreneur. Study indicated tremendous potential for the development of handloom weaving for which interventions are needed to train for production of value added quality hand woven textiles.

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