# "EVALUATION OF TRAINING PROGRAMME OF PUNJAB DAIRY DEVELOPMENT DEPARTMENT"

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## ABSTRACT

A study was conducted on 120 trainees of Punjab Dairy Development department at different dairy training centers viz. Phagwara, Sardulgarh, Bija, Chatamli and Tarantaran, to evaluate the training programmes with the help of pre-structured and pre-tested knowledge test. There is an appreciable increase in the knowledge of the trainees in sub areas like housing, feeding, health aspect, breeding and general information after the training and the training course significantly improved the knowledge score of trainees after the completion of the course.

**KEYWORDS :** Evaluation, Training Programme

## INTRODUCTION

Punjab is one of the leading state in dairying and milk production. For enhancing milk production, due to the increasing demand, farmer has to adopt newer technologies. The latest technologies are disseminated to farmers with the help of training - a process by which the desire, knowledge, attitude, skill and ideas are inculcated, fostered and reinforced in an organism (Lynton and Pareek, 1990). Dairy Development Department of Punjab, is imparting various types of trainings to the farmers for proliferation of the dairy farming in the state. Evaluation of a training programme is an important activity to determine the progress for accomplishment of set objectives. So, a study was undertaken to evaluate the training programme run by Punjab Dairy Development department.

## MATERIALS AND METHODS

The present study was conducted at five Dairy training centers of Punjab Dairy Development Department namely Phagwara, District Kapurthala (Centre I), Sardulgarh, District Mansa (Centre II), Bija, District Ludhiana (Centre III), Chatamli, District Roop Nagar (Centre IV), Tarantaran, District Tarantaran (Centre V). The selected training course was of 15 days duration in dairy farming and total 120 respondents (24 from each centre) were randomly selected from all the centers. A pre-structured and pre-tested knowledge test for training course was developed as per the procedure of Jha and Singh (1970) and was filled by personally interviewing the trainees.

On the basis of available literature and in consultation with subject matter specialists, statements were collected from the sub areas like housing, feeding, health aspect, breeding and general information in dairy training course. Care has been taken that the selected items were objectively observable and scorable. Vague or non-specific statements were discarded and their duplication was also avoided. The responses of trainees were quantified by giving a score of one to the correct answer and zero to incorrect one. The total score of respondent was obtained by adding his/her score for all the answers. The gain in the knowledge of trainees was worked out by taking the difference between the two mean knowledge scores i.e. pre-training and post training in respective sub-areas. The means were compared by using paired t-test.

## RESULTS AND DISCUSSION

**a) Gain in the knowledge of trainees: -** Maximum gain in knowledge was observed in the sub area of housing at center I and II (Table 1); health aspect at centre III and V and general information at Centre IV (Table 2). There is an appreciable increase in the knowledge of the training in all the sub-areas ($P < 0.05$ %) at all the training centers. The gain in knowledge of the trainees was more than earlier reported by Kaur (1998) in all the sub-areas. The possible reasons for the more gains in knowledge could be:

· The training programmes conducted by the Dairy Development Department are regular, streamlined, well planned, more scientific and well executed.

· The trainings in different sub-areas are imparted by the concerned Subject Matter Specialists including experts from Veterinary University.

· Department of Dairy Development is an independent department, financially supported and run by the Punjab Govt and has a well developed infrastructure at all the centers.

· The department is providing training to the farmers from last 3 decades and no illiterate farmer is enrolled for training. Minimum eligibility prescribed is primary standard, but most of the trainees undergoing training are usually well educated.

**Table 1:- Gain in knowledge of the trainees atcenter I and II**

| S. No. | Sub-area | Mean knowledge score (Mean ± S.D.) | | | | |
|---|---|---|---|---|---|---|
| | | Pre-training | Post-training | Gain | % gain | t-value |
| **Center I, Phagwara ( n= 24)** | | | | | | |
| 1. | Housing | 3.30±0.374 | 7.56±0.149 | 4.26 | 47.32 | 9.831* |
| 2. | Nutrition | 5.03±0.387 | 8.80±0.181 | 3.77 | 34.26 | 9.30* |
| 3. | Breeding | 10±0.312 | 9.26±0.219 | 4.16 | 37.81 | 10.30* |
| 4. | Health aspect | 1.80±0.138 | 3.20±0.121 | 1.40 | 35.00 | 6.96* |
| 5. | General information | 4.50±0.218 | 8.63±0.162 | 4.73 | 47.30 | 13.85* |
| **Center II, Sardulgarh ( n= 24)** | | | | | | |
| 1. | Housing | 2.76±0.360 | 7.66±0.221 | 4.90 | 54.43 | 10.81* |
| 2. | Nutrition | 3.76±0.419 | 9.66±0.199 | 5.90 | 53.63 | 11.87* |
| 3. | Breeding | 4.00±0.409 | 9.23±0.247 | 5.23 | 47.54 | 11.65* |
| 4. | Health aspect | 1.40±0.183 | 3.30±0.128 | 1.40 | 35.00 | 8.20* |
| 5. | General information | 3.66±0.285 | 8.73±0.185 | 5.07 | 50.70 | 18.70* |

**Significant at( P<0.05)*

**Table 2:- Gain in knowledge of the trainees at center III IV and V**

| S. No. | Sub-area | Mean knowledge score (Mean ± S.D.) | | | | |
|---|---|---|---|---|---|---|
| | | Pre-training | Post-training | Gain | % gain | t-value |
| **Center III, Bija ( n= 24)** | | | | | | |
| 1. | Housing | 4.60±0.301 | 9.50±0.270 | 4.90 | 54.43 | 12.45* |
| 2. | Nutrition | 4.26±0.392 | 8.96±0.235 | 4.70 | 42.72 | 10.75* |
| 3. | Breeding | 4.60±0.301 | 9.50±0.270 | 4.90 | 44.54 | 12.45* |
| 4. | Health aspect | 1.03±0.169 | 3.23±0.141 | 2.20 | 55.00 | 10.15* |
| 5. | Generalinformation | 3.23±0.405 | 8.43±0.212 | 2.20 | 52.00 | 12.40* |
| **Center IV, Chatamli ( n= 24)** | | | | | | |
| 1. | Housing | 2.76±0.337 | 7.46±0.261 | 4.70 | 52.21 | 11.06* |
| 2. | Nutrition | 4.06±0.355 | 9.66±0.199 | 5.60 | 50.90 | 13.61* |
| 3. | Breeding | 4.06±0.345 | 9.23±0.247 | 5.017 | 46.99 | 12.78* |
| 4. | Health aspect | 1.36±0.169 | 3.30±0.128 | 1.93 | 48.25 | 10.80* |
| 5. | Generalinformation | 3.36±0.350 | 8.73±0.185 | 5.37 | 53.70 | 12.88* |
| **Center V, Tarn Tarn ( n= 24)** | | | | | | |
| 1. | Housing | 2.56±0.385 | 7.46±0.261 | 4.90 | 54.33 | 10.15* |
| 2. | Nutrition | 3.66±0.440 | 9.10±0.246 | 5.44 | 49.44 | 10.87* |
| 3. | Breeding | 3.76±0.459 | 9.20±0.272 | 5.44 | 49.44 | 10.72* |
| 4. | Health aspect | 1.03±0.169 | 3.23±0.141 | 2.2 | 55.00 | 10.15* |
| 5. | Generalinformation | 4.23±0.405 | 8.43±0.212 | 4.2 | 42.00 | 12.40* |

**Significant at ( P<0.05)*

**b) Comparison of pre-training and post training scores of trainees in different sub-areas**

There was no significant difference (P<0.05) in the pre-training knowledge of trainees of five different training centers with respect to housing, nutrition and health aspect (Table 3). However, with respect to breeding, the pre-training knowledge level of trainees at center III differs significantly from those at center I and II. Similarly, the pre-training knowledge score of trainees at center I with respect to general information differ significantly from those at center III. The pre-training knowledge score of trainees at center II, IV and V did not differ significantly (P<0.05) among themselves and from those at centers I and III.

There was no significant difference (P<0.05) among the post training knowledge score of trainees with respect to housing, health aspect and breeding in all the centers. The post training knowledge level of trainees at center I with respect to nutrition differed significantly from those at center IV and V.

Similarly, the post training knowledge score of trainees with respect to general information at center II and III differed significantly but the post training knowledge score of trainees at center I, IV and V did not differ significantly among themselves and with those at center II and III (Table 3).

It can be inferred from the above study that the effect of training had brought the pre-training score of trainees in the sub-area of nutrition to a significantly different (P<0.05) level in the post training period. Similarly, the training has shown its positive impact on the pre-training knowledge score of

**Table 3:- Comparison of pre-training and post-training knowledge score of trainees in different sub-areas at different centers**



**Figures with different superscripts in a column differ significantly (P<0.05)*

trainees with respect to general information and has brought significantly different score.

From the above findings, it can be concluded that there was significantly change in the knowledge level of the trainees in respect of nutrition and general information. As nutrition is the basis of production, so the trainees will undertake dairying in a better way through the gained knowledge during the course.

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