

**Perceived satisfaction of beneficiaries of training organized under *Garib Kalyan
Rojgar Abhiyan* in Banda district of Uttar Pradesh, **India****

ABSTRACT

The main aim of this study was to perceive the satisfaction of beneficiaries (migrant workers returning to their villages in the wake of the COVID-19 outbreak) of training received for employment and livelihood security. The ex-post facto design was used for this study. Krishi Vigyan Kendra, Banda, Banda University of Agriculture and Technology, Banda (Uttar Pradesh). A total of 18 Vocational trainings of three days each for migrant laborers from July 2020 to March 2021. KVK, Banda imparted a total of 18 Vocational trainings. Each training has 35 participants, thus a total of 630 participants have benefitted from this training. After training, 50 participants from different courses were randomly selected as respondents and have been personally interviewed with the help of a semi-structured interview schedule for data collection. The descriptive statistics method was used for data analysis. The weighted mean score method was used to rank the perceived satisfaction with training. It was found that 78.00 percent of participants rated excellent in terms of course content coverage of the training program whereas infrastructure used for training, quality and usefulness of study material, use of audio/visual aids, the behavior of faculty members/ resource personnel, and usefulness of the training program in real life application rated excellent by 50.00, 70.00, 62.00, 84.00 and 92.00 percent of participants respectively. It was found that 68.00 percent of participants suggested that the duration of training should be increased from 3 days to 5 days and 76.00 percent of participants suggested that a farm tour should be included for a better understanding of a topic. Based on the above findings, it can be concluded that the majority of the GKRA beneficiaries were most satisfied with the course content/coverage of the training program, the quality, and the usefulness of the study materials provided during training.

Keywords: COVID-19, *Garib Kalyan Rojgar Abhiyaan*, agri-preneurship, vocational training, migrant labors

INTRODUCTION

The pandemic has had an impact on the workforce in general and migrant workers, particularly in the country. Hon'ble Prime Minister, Shri Narendra Modiji expressed concern about the hardships through which the returnee migrants went through in "Man Ki Baat" (31st May 2020). For migrant laborers, the Hon'ble Prime Minister launches *Garib Kalyan Rojgar Abhiyaan* (GKRA) on 20th June 2020. The *Garib Kalyan Rojgar Abhiyaan* (GKRA) is a 125-day Abhiyan launched by the Hon'ble Prime Minister with a mission to address the issues of returnee migrant workers and similarly affected rural populations by the Covid-19 pandemic (Gol, 2020). The Main objective of *Garib Kalyan Rojgar Abhiyaan* (GKRA) is to provide employment and livelihood opportunities for migrant workers returning to their villages, in the wake of the COVID-19 outbreak and also to develop skill mapping of the migrant labor. A total of 116 Districts with more than 25,000 returnee migrant workers across six States, namely Bihar, Uttar Pradesh, Madhya Pradesh, Rajasthan, Jharkhand, and Odisha have been chosen for the Scheme. It was a joint effort by 12 different Ministries/Departments which covers 25 categories of works/ activities, (Gol, 2020). Training through KVKs for Livelihoods was an activity

under the GKRA scheme. Under training through KVKs for Livelihoods, KVK, Banda imparted a total of 18 Vocational trainings for migrant laborers with the National Rural Livelihood Mission and Department of Agriculture, Department of Horticulture, etc. in convergence mode. KVK training is considered part of a strategy for the growth and development of an organization and an important aspect of entrepreneurship development (Pawar *et al.*, 2020). Training organized by KVKs is helping to ameliorate the poor socio-economic conditions of the farmers, farm women, and rural youths in rural India by raising the level of farm productivity, income, and employment with an application of agricultural innovation generated at the research station (Dubey *et al.*, 2008). The best way to make optimum use of migrant laborers as important human resources is to provide them with opportunities for self-development through training that improved the existing knowledge, skill and enhances capabilities and improves competency to meet the challenges of society and technology (Deo *et al.* 2010). Operationally, regular training is needed as part of the linking functions that pass information generated by research through subject matter specialists to field-level workers (Gummadi, 2000). The KVK, Banda imparted a total of 18 Vocational trainings for migrant laborers for their knowledge upgradation, skill improvement, and ultimately for employment generation. As the *Garib Kalyan Rojgar Abhiyaan* is an ambitious scheme of the Government of India, therefore it's necessary to study the perceived satisfaction as well as suggestions of beneficiaries regarding training organized under *Graib Kalyan Rojgar Abhiyan*.

METHODOLOGY

The present study was undertaken at Krishi Vigyan Kendra, Banda, Uttar Pradesh in the year 2020-21. KVK, Banda imparted total of 18 trainings which include 12 different agri-preneurship areas like Vermi-composting, seed production, preparation of bio-pesticides, nursery raising, IFS, mushroom production, goatry, poultry, formation and management of FPO, food processing, dal processing, spices production, and processing, etc. As per the participant's needs and interests, each training has 35 participants, thus a total of 630 participants have benefitted from this training. Out of 630 beneficiaries, a total of 50 participants were selected randomly who have taken training under *Graib Kalyan Rojgar Abhiyan* by KVK, Banda. Data were collected through Personal interviews with the help of a semi-structured interview schedule. The descriptive statistics method was used for data analysis. The weighted mean score method was used to rank the perceived satisfaction with training the same statistical method was used by Patel and Punnusamy (2018) to rank the constraints experienced by Veterinary Officers.

$$= \frac{\sum_{i=1} X_i W_i}{\sum W_i} \dots\dots\dots(1)$$

where, , weighted mean score

X_i , value of i^{th} perceived satisfaction about training

W_i , weight of the i^{th} perceived satisfaction about training

RESULT AND DISCUSSION

It is clearly evident from Table 1 that nearly half of the respondents (52.00%) belonged to the young aged category followed by the middle-aged (38.00%) and old age category (10.00%). Only 14.00 percent of the respondents were female, the rest (86.00%) were male. A nearly equal percentage of respondents was found to have formal education up to secondary (20.00%) and higher secondary (18.00%) and 36.00 percent of respondents were having a middle level of formal education. The majority of respondents (76.00%) were having nuclear families whereas 24.00 percent were living in a joint family. Most of the respondents (34.00%) were marginal farmers followed by landless (24.00%) and small farmers (22.00%).

Table 1: Socio-economic profile of respondents (n=50)

S.No.Variables	Categories	Frequency	Percentage
1. Age	Young (up to 35 Years)	26	52.00
	Middle-aged (36-50 years)	19	38.00
	Old aged (>50 Years)	05	10.00
2. Gender	Male	43	86.00
	Female	7	14.00
3.Education	Illiterate	8	16.00
	Primary	5	10.00
	Middle	18	36.00
	Secondary	10	20.00
	Higher Secondary	9	18.00
	Graduate and above	0	0.00
	4. Family size	Low (<5)	16
	Medium (5-8)	21	42.00
	High (>8)	13	26.00
5. Family type	Nuclear	38	76.00
	Joint	12	24.00
6. Landholding	Landless (0 ha)	12	24.00
	Marginal (Up to 1 ha)	17	34.00
	Small (1 to 2 ha)	11	22.00
	Semi-medium (2 to 4 ha)	7	14.00
	Medium (4 to 10 ha)	3	6.00
	Large (>10 ha)	0	0.000

The respondents were asked to rate their satisfaction with the GKRA training program organized by KVK, Banda on a five-point continuum scale and the result revealed in Table 2 that the majority of the GKRA beneficiaries were satisfied with the usefulness of the training program in the real-life application as all the courses were selected for employment generation of beneficiaries. Most of the respondents (78.00%) rated excellent for course content/coverage of the training program whereas

half of the respondents rated excellent for infrastructure used for training. The majority of respondents (70.00%) rated excellent for the quality and usefulness of the study material provided. The findings are in line with Sagar (2011), who found that the course content of the mushroom cultivation training program is very much meaningful and as per the requirements of the trainees. Most of the respondents were satisfied with the food arrangement for the training program with a weighted mean score of 15.80, the behavior of faculty members/ resource personnel (16.07), and the use of audio/visual aids (15.13). The results are in line with the findings of Singh *et al.* (2016) who reported that 76.47 percent of respondents were satisfied with the quality of A-V aids used in training. Most of the respondents were least satisfied with the arrangement of practical sessions as well as farm tours/field visits with a weighted mean score of 13.13 and 13.73 respectively. The findings are also supported by Anantharaman and Ramanathan (1990).

Table 2: Perceived satisfaction of participants about training under GKRA

Particular	Excellent	Very good	Good	Average	Poor	WMS	Rank
Course content/Coverage of the training program	39 (78)	10 (20)	1 (2)	-	-	15.87	III
The infrastructure used for training	25 (50)	16 (32)	5 (10)	4 (8)	-	14.13	VII
Quality and Usefulness of study material provided	35 (70)	10 (20)	5 (10)	-	-	15.33	V
Food arrangement for the training program	41 (82)	5 (10)	4 (8)	-	-	15.80	IV
Use of audio/visual aids	31 (62)	15 (30)	4 (8)	-	-	15.13	VI
Behavior of faculty members/ resource personnel	42 (84)	7 (14)	1 (2)	-	-	16.07	II
The usefulness of the training program in real-life application	46 (92)	3 (6)	1 (2)	-	-	16.33	I
Arrangement of practical sessions	15 (30)	21 (42)	10 (20)	4 (8.0)	-	13.13	IX
Arrangement of farm tour/ field visit	18 (36)	23 (46)	6 (12)	3 (6.0)	-	13.73	VIII

*WMS- weighted mean score

(Figures in parenthesis indicate percentage)

Table 3: Perception of beneficiaries about the effectiveness of training

Particular	Agree	Disagree
Training has helped me to establish my own business/enterprise	45 (90)	5 (10)
Participants expectation fulfilled	46 (92)	4 (8)
whether the duration of the training was optimum	31(62)	19 (38)
topic covered in the training was easy to understood	35 (70)	15 (30)
The information provided was new to me	38 (76)	12 (24)
Training timing was convenient for me	32 (64)	18 (36)
Whether training was based on my need and interest	36 (72)	14 (28)

(Figures in parenthesis indicate percentage)

Table 3 represents the result of the perception of beneficiaries about the effectiveness of training and it could clearly be observed that the majority of participants (90.00%) agree to the fact that training helped them to establish their own business/enterprise and 92.00 percent felt that their expectation fulfilled with the training. Three-fourths of the participants (72.00) agreed to the fact that training was based on their needs and interest. The result was in accordance with Senthilkumar *et al.* 2014 who also revealed that KVK training was perceived as most effective by the respondents as reflected by their perception score of 67.73.

Table 4: Suggestions were given by trainees regarding improvement in the training

Particular	Frequency	Percentage
Duration of training should be increased from 3 days to 5 days	34	68.00
More practical sessions should be organized	26	52.00
Farm tours should be included in the training	38	76.00
More use of A-V aids in training	27	54.00
Encouraging group interaction among participants	26	52.00
Citation of more local examples	36	72.00
More literature should be given in every training	25	50.00

For the improvement of any training program, it is very important to have the suggestions of the participants of the training. The data in Table 4 revealed that the majority (68.00%) and 52.00 percent of trainees suggested that the duration of training should be increased from 3 to 5 days and more practical sessions should be organized for better understanding. The result was similar to Meena and Singh, 2013 who also recorded that “practical demonstration as part of every training” was the most important suggestion for greater impact of KVK training given by trainees. Nearly three-fourths of respondents suggested that a farm tour should be included in the training. Similar findings were reported by Dhanasekaran and Balakrishnan (2020) who also reported that more field visits should be organized for better understanding. The trainees preferred getting better exposure to a farm tour and more field visits helped them to gain more practical knowledge rather than the indoor class with theoretical knowledge. The majority of the respondents (72.00%) suggested that citation of local examples will enhance the better insight into each topic. Half of the respondents felt that more literature should be given in every training. Similar findings were recorded by Singh *et al.* 2016. Who also reported that all the respondents suggested that notes/written material should be distributed at the time of training.

CONCLUSION

Based on the above findings, it can be concluded that the majority of the GKRA beneficiaries were most satisfied with the course content/coverage of the training program, quality, and usefulness of study material/material provided, food arrangement for the training program, behavior of faculty members/ resource personnel and use of audio/visual aids. However, there were some areas like timing, duration, course content of training, etc. the area of concern where participant's perception was limited to some extent. Therefore, there is a need to thrust these areas with suitable changes in the training module by the scientists of KVK for fulfilling the KVK objective. The suggestions should be taken care of while organizing any training by KVK for better results. The majority of respondents suggested that the duration of training should be increased from 3 to 5 days, and the more practical sessions and exposure visits should be part of any training that would produce a better understanding.

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COMPETING INTERESTS

Authors have declared that there is no competing interests exist in this study.

AUTHORS' CONTRIBUTIONS

Author 1, designed the study and collect the data from respondents, statistical analysis, Author 2, wrote the first draft of the manuscript. Author 3, managed the analysis of the study and wrote the second draft of the research article. All authors read and approved the final article before submission.

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