

Performance appraisal of women self help groups

Abstract

Any group's success or failure depends on the members' performance and participation. Measuring the performance of SHGs is crucial because it will aid in the development of more effective and long-lasting intervention programs for women's empowerment in Nepal. The present study was conducted in order to understand the success of women SHGs in terms of participation and performance. This study following the multistage purposive and random sampling techniques in Rolpa district. It has been observed that correlation analysis between performance of SHGs and socioeconomic characters has revealed that institutional sources as information seeking behavior shows positive and significant relationship on the performance of group and another variable (localite sources as information seeking behavior) shows negative significant relationship on the performance of SHGs. The study found that majority of the SHGs had medium level of overall performance. It is found that majority of the members had medium level of economic achievement after joining of SHGs. To conclude, SHGs in Rolpa district performing well which reflects that it has contributed on socio-economic empowerment of women involved in it.

Key words: Performance, intervention, economic achievement, empowerment.

Introduction

In Asian country Self help groups is not a new concept. It has emerged during 70s in Bangladesh and during 90s in Nepal and India. The concept of SHG came for the women for the 1st time as women were always discriminated in every sector like land, property, business, decision making and in many other sector of society. As women are fundamental part of society SHGs gave them the opportunity for empowerment, leadership and education. SHGs become a platform to empower powerless women by involving them into economic activities, social issues as well as move independently and have increased managerial abilities, role in decision making, expressing opinion freely and self-confidence. SHGs have a power to uplift rural women lives. Today the SHGs have covered more than 5800 crores poor making it the largest Micro-Finance programme in the world Gupta *et.al.* (2012). After establishing SHGs it is also seen that there is very good improvement in the efficiency of the sector in which the members are

involved. R K *et.al.* (2013). In Nepalese context SHGs not only provide members with employment, but also give them a chance to be connected with the outside world. All the SHGs in the study provide broadly similar services: vocational training, credit, and job placements. Some Common types of training are tailoring, handicrafts, waitressing, and computer and secretarial work. The groups also offered jobs at their own place. (Dhungana & Kusakabe 2010). SHGs also offer an efficient space for women to share ideas, information and raise awareness among them about their rights.

In Nepal self help groups are known by mother's group and women's group. These groups number are increasing day by day in rural community but it is necessary to know that whether these group performing well or not. In order to know, this paper looked in explanation of SHGs group performance in terms of economic achievement, group cohesion, group communication, collectiveness, effective leadership and group norms. This paper further reveals the relationship between socio economic profile and performance of SHGs. In view of this, the current study was conducted to determine the how well SHGs perform as a group.

OBJECTIVES

The specific objectives of the study were:

1. To examines the performances of women Self Help Groups of the study area.
2. To find the relationship between socio economic variables and performance of group.

Methodology

Primary sources of data were used for the study. A multistage random sampling was followed for selection of municipalities, wards, SHGs and respondents for the study. Present study was carried out in Rolpa District of Lumbini Province, Nepal. Two municipalities Rolpa urban municipality and Sunil smriti rural municipality were selected purposively. From each municipality 3 wards were selected randomly. Two SHGs were selected from each ward. Thus, total 12 SHGs from 6 wards were selected randomly. All members of Self Help Groups were taken as respondents. Thus, total 150 respondents comprised for the study. The data were collected by using the structured interview schedule. The data were analyzed by using following statistical tools such as frequency, percentage. Each statements were measured at three point continuum i.e. great extent, some extent and not at all with respective score 2, 1 and 0 respectively.

Results and Discussion

Performance of SHGs

It was noticed from table 1 that majority of respondents were in the category of high for the variables group cohesion, collective action, effective leadership, group communication and group norms. Maximum per cent of respondents under high category was observed i.e. for the variables group cohesiveness (64 per cent), collective action (65.33 per cent), effective leadership (55.33 per cent), group communication (50.67 per cent) and group norms (76.67 per cent). Less than fifty percent of the respondents were observed under medium category and about very less per cent (less than twenty) respondents were observed under low category.

Table 1 Distribution of respondents based on the group characteristics. (n=150)

S.No.	Group characteristics	Category	Range	Frequency	Percentage
1.	Group Cohesiveness	Low (<Mean-S.D.)	<9.52	022	14.67
		Medium (Mean \pm S.D.)	9.52 to 11.32	032	21.33
		High (>Mean +S.D.)	>11.32	096	64.00
2.	Collective action	Low (<Mean-S.D.)	<6.6	019	12.67
		Medium (Mean \pm S.D.)	6.6 to 7.32	033	22.00
		High (>Mean +S.D.)	>7.32	098	65.33
3.	Effective leadership	Low (<Mean-S.D.)	<6.49	020	13.33
		Medium (Mean \pm S.D.)	6.49 to 7.23	047	31.33
		High (>Mean +S.D.)	>7.23	083	55.33
4.	Group communication	Low (<Mean-S.D.)	<7.7	023	15.33
		Medium (Mean \pm S.D.)	7.7 to 9.32	050	33.33
		High (>Mean +S.D.)	>9.32	076	50.67
5.	Group norms	Low (<Mean-S.D.)	<10.12	010	06.67
		Medium (Mean \pm S.D.)	10.12 to 11.28	025	16.67
		High (>Mean +S.D.)	>11.28	115	76.67

(Source: Primary Data)

Table 2 depicts that majority (60.67 per cent) of the respondents had medium economic achievement and about 22 per cent and 17.33 per cent respondents had high and low respectively economic achievement after joining of SHGs.

Table 2 Distribution of respondents based on their Economic achievement (n=150)

S.No.	Particulars	Category	Range	Frequency	Percentage
1.	Economic achievement	Low (<Mean-S.D.)	<5.48	26	17.33
		Medium (Mean ±S.D.)	5.48-11.44	91	60.67
		High (>Mean +S.D.)	>11.44	33	22.00

(Source: Primary Data)

Table 3 shows that majority (71.33 per cent) of the members had medium level of overall performance, followed by 20.00 per cent of members who had low level of overall performance and 8.67 per cent members were found in high level of overall performance.

Table 3: Distribution of respondents according to their overall performance (n=150)

S.no.	Category	Range	Frequency	Percentage
1	Low performance (Mean - S.D.)	<49.68	030	20.00
2	Medium performance (Mean ±S.D.)	49.68 to 61.16	107	71.33
3	High performance (>Mean +S.D.)	>61.16	013	08.67

(Source: Primary Data)

Relationship of independent variables with performance of self help groups

An attempt has been made to calculate the relationship of selected socio-economic profile with performance of self help groups. The coefficient of correlation between the selected independent variables (Age, Education, Annual income, Family Size, social participation, localite sources as information seeking behavior, institutional sources as information seeking behavior , mass media exposure, Group cohesiveness, collective action, effective leadership, group communication, group norms, economic

achievement) and dependent variables(performance of SHGs and empowerment of women) was worked out and tested for its significance. It could be observed from the table 4 that among eight profile characteristics of member of SHGs one variable (institutional sources as information seeking behavior) shows positive and significant relationship at 0.01 level of probability. It means that this variable exert its influence positively on performance of SHGs with the increase of this variable performance of self help groups will increase. And another variable (localite sources as information seeking behavior) shows negative significant relation at 0.01 level of significance. It means that this variable exert its influence negatively on performance of SHGs. With the increase of this variable performance of self help groups will decrease.

Table 4 Relationship of the socio-economic and personal profile with the performance of SHGs

S.No.	Selected independent variables	Correlation coefficient(r)	Significant(p) value
1	Age	.065	0.427
2	Education	.067	0.415
4	Family size	.026	0.756
6	Annual income	.123	0.135
7	Social participation	.123	0.133
8	Localite sources (Information seeking behavior)	-.514**	0.000
9	Institutional sources (Information seeking behavior)	.590**	0.000
10	Mass media exposure (Information seeking behavior)	.147	0.74

** . Correlation is significant at the 0.01 level (2-tailed).

* . Correlation is significant at the 0.05 level (2-tailed).

Conclusion

The factors mainly influencing the functioning of the group were organizational development, group communication, economic achievements, effective leadership, and adherence to group norms. The cohesion of the group made it possible for the group members to perceive mutual goals and behave collectively. The study has revealed that majority of the respondents were in high category of the variables group cohesion, collective action, effective leadership, group communication and group norms

where as 60.67 per cent of the respondents had medium economic achievement. The overall performance of SHGs in Rolpa district was good. It is analyzed that there was positive and significant relationship between performance of group and institutional sources as information seeking behavior and another variable (localite sources as information seeking behavior) shows negative significant relationship on the performance of SHGs.

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