

## 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 examine 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.

## References

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### **Reviewer Recommendation: Serious Major Revision**

The manuscript needs serious major revision in presentation, sentence structure and grammar. Since there are many mistakes, therefore, I suggest rewriting and resubmitting the manuscript.

**Title:** The first letters of each word in the title should be in upper case like- Performance Appraisal of Women Self Help Groups.

The Title is not accurately suggestive of the purpose and scope of study. My suggestion is to make modification in the title accordingly.

#### **Abstract:**

The line **This study following the multistage purposive and random sampling techniques in rolpa district.** can be changed to- 'For the purpose of the study, primary data has been collected using multistage random and purposive sampling technique'.

Name of district (Rolpa district) should start with a capital letter, being a proper noun.

**women's** empowerment- women empowerment

**characters**- characteristics

**performing well**- are performing well

**contributed on** – it has contributed toward

#### **Introduction:**

**Asian country**- Asian countries

**It has emerged**- It emerged

**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.**- Women were always discriminated in every sector like.....Participation of women in SHG activities have given them a platform for developing

leadership qualities, education and awareness and also provided them an opportunity for empowerment

**Become** – have become

**uplift rural women lives**- uplift the lives of rural women

**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.**- Although the number of members in the SHGs is increasing day by day , it is necessary to analyze the performance of these groups. This paper attempts to study the performance of the SHGs in terms of economic achievement, group cohesion.....-

**determine the how well**- determine how well

**Objectives-** The font style is not uniform

**Methodolgy** – The two highlighted lines are contradictory regarding the technique used for selecting municipalities- random or purposive sampling?

**data were collected by**- data was collected using

**The data were analyzed by using following statistical tools such as frequency, percentage-** The data was analyzed using statistical tools such as.....

**Each statements were measured-** Each statement was measured

**Results and Discussion:**

**Performance of SHGs**

**It was noticed-** It can be observed

**category of high** – category of ‘high’

Maximum per cent of respondents under high category was observed i.e. for the variables- Majority of the respondents has been observed under 'high' category for the variables:

Nothing has been said about what the results suggest about the performance of the SHGs.

### **Relationship of independent variables with performance of self help groups:**

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)- There are 14 independent variables mentioned here and 2 dependent variables. Table 4 depicts the results of only 8 independent variables out of 14. Why those variables have been dropped need to be mentioned. Further, the relationship between 8 variables and the performance of SHGs is discussed. Nothing has been said about the other independent variable i.e empowerment of women.

### **Conclusion**

The highlighted sentence has nowhere been explained in the manuscript.

### **References:**

References need to be updated, latest is from 2018. Few references should also be added. The references should be listed according to the format of the journal. Please note the following guidelines mentioned in the MS Word paper template given under 'General Guideline for Authors':

All references should follow the following style:

#### **Reference to a journal:**

*For Published paper:*

1. Hilly M, Adams ML, Nelson SC. A study of digit fusion in the mouse embryo. Clin Exp Allergy. 2002;32(4):489-98.

Note: List the first six authors followed by et al.

Note: Use of a DOI number for the full-text article is encouraged. (if available).

Note: Authors are also encouraged to add other database's unique identifier (like PUBMED ID).

For Accepted, unpublished papers.

Same as above, but “In press” appears instead of the page numbers.

1. Saha M, Adams ML, Nelson SC. Review of digit fusion in the mouse embryo. J Embryol Exp Morphol. 2009;49(3): (*In press*).

Note: List the first six authors followed by et al.

Note: Use of a DOI number is encouraged (if available).

Note: Authors are also encouraged to add other database's unique identifier (like PUBMED ID).

For Articles not in English

Forneau E, Bovet D. Recherches sur l'action sympathicolytique d'un nouveau dérivé du dioxane. Arch Int Pharmacodyn. 1933;46:178-91. French.

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**Reference to Organization as author**

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