



A Review on Training Need Analysis in Agriculture and Allied Sectors

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Introduction

Training is an indispensable instrument for HRD at any level and cannot be ignored. First and foremost activity for planning a good training programme is to assess the training needs. Need assessment helps to identify the present problems and future challenges to meet through training and development. In order to make any training meaningful and effective, it is imperative on the part of the training organizers to identify the training need of the farmers based on which a suitable training module can be developed so that the appropriate training is given to the right people, in the right form, at the right time so that the degree of productivity and profitability can be achieved. Mitchell (1993) described need analysis as an examination of the existing need for training within an organization. It identifies areas or programmes within an organization where training should be applied. Need assessment is the process of evaluating the organization, individual employees and employees task to determine what kind of training, if any, are necessary. The concept of need assessment can also be referred to as the process used to determine if training is necessary. Needs analysis begins with problem identification and definition. It is believed that a main step in any training programme is to determine whether training is needed and if so to specify what that training should provide. Training needs are skills, knowledge and attitudes an individual requires in order to overcome problems as well as to avoid creating problem situations. A need analysis may identify more than one training need. These needs should be prioritized and either placed into a formal training plan, or to prepare a database for future training.

Review on training need assessment:

- The review on the study were as follows cattle owners of Hisar district of Haryana were perceived cattle health care and management were the most preferred areas of training followed by cattle breeding and feeding, respectively. Surprisingly, fodder production practices were tested as the last priority area for training. (Singh, S.P and Godara, A.K. 2001)
- In northern light soil tobacco zone of Andhra Pradesh it perceived that rising of nurseries in field crop, curing and grading were the priority areas of tobacco. In addition, training on collection of soil samples, pesticide application technology and alternate crops to tobacco were identified as the critical need items for inclusion in training module. (Subbaiah, et al. 2001).
- Kisan Mithras in Bellary district of Uttar Pradesh perceived crop production and vermicomposting, public health and sanitation, seed production technology, medical plan growing and farm equipment management, as the top five most needed training areas in agriculture and allied areas. While in minor fields like live-stock rearing feeding, processing of milk and milk prod Sariput Langde and Hema Tripathi. 2006)ucts, breeding of cattles and bufaloes, health care of animals and financial management and feed conservation techniques were other areas in the order of priority. Sariput Langde and Hema Tripathi. 2006) (Sariput Langde and Hema Tripathi. 2006)
- The most needed training areas for Kalyanpur were soil testing followed by insect pest and disease management in the order of priority. In Ghoragacha, the most needed areas of training were disease management, soil testing, insect pest management, manure and fertilizer management in the main field, manure and fertilizer application before planting in pits in order of priority. The most

common needed training areas were soil test, insect pest management, disease management, manure and fertilizer management in the main field and manure and fertilizer application before planting in pits for both the areas. (Ashutosh Das and Basu, D. 2008).

- Bt cotton farmers of Karnataka and Punjab state perceived Plant protection measures, identification of quality seed, and use of refuge line as the most important training needs of the farmers. (Padaria et al. 2009).
- Rice farmers in Dimapur district of Nagaland sought maximum training on plant protection measures followed by subject matter relating to loan and intercultural operation as the top most training needs of the farmers and least training need identified in subject matter was related to nursery rising. The variable age and cultivation experience had negative and significant relationship with the training needs. (Chawang and Jha 2010)
- Information on organic certification in local language followed by village level training programmes and necessity of constant guidance of service providers were the training need of farmers for certification of organic farming. (Gorade et al. 2010)
- Farmers in poonch district sought maximum training area on off season vegetable cultivation, nursery management and cultivation of fruit crops under horticulture followed by integrated farming system, water management, fodder production and technologies for soil and water conservation, income and employment generation activities for empowerment of rural women, training on small scale preservation. Processing, value addition and rural craft were also in demand high under vocational training. (Neerajasharma et al.2010)
- Rubber farmers in the South-west region of Cameroon perceived that majority had high training needs on production of planting materials, tapping techniques, accurate preparation of stimulant and its application and improved agricultural techniques. (Owona et al. 2010).
- The importance and concept of extension education and its importance in agricultural development was felt as mostly needed training area followed by organization of farm and farm women for agricultural production programme, principles and methods of extension teaching, participatory planning and management, mass media concept and role in agricultural development. (Sanatombi et al. 2010)
- Farmers in Arunachal Pradesh state sought maximum training on integrated farming system, integrated pest and disease management technologies for soil and water conservation. Nursery management topped the list under horticulture while training with respect to rearing of piggery was the most sought under animal sciences. Income generating activates for empowerment of rural women, formation and maintenance of SHG and training on small scale processing and value addition were also in high demand. (Sanjeev and singha 2010)
- The most training need areas of sawah rice production technology famers in Nigeria were water management, power tiller operation and management, sawah layout and design, surface leveling and smoothening, nursery management, harvesting, processing and nutrient management. (Alarima et al. 2011)
- Faculty of agriculture university of Nigeria Sought highest demand for ICT training need by the lecturers was data analysis using computer software like SPSS, GENSTAT, Excel, and E-view etc, improve-

ment in the use of internet and online activities and preparation of slides for presentations. (Akinagbe and baiyeri 2011)

- Bt cotton farmers required intense training on features of Bt cotton production technology followed by insect surveillance, manures and fertilizer, Bt cotton varieties, harvesting and marketing (Jogender Singh et al. 2012)
- Farmers Discussion Groups (FDGs) in Coimbatore district of Tamilnadu perceived that FDG members preferred training on plant protection measures followed by women FDG preferred training in harvesting among the major areas. Training on cropping pattern, soil reclamation and improvements were other important areas preferred by the FDG members. (Punitha, et al. 2012)

Conclusion:

The trainers from training institutions along with department staff should be trained in participatory rural appraisal technique, with more

emphasis on field practical's. It would help in understanding socio cultural, ecological and economic condition of farmers, besides identification of local institutions, local leaders, market channels which facilitate for income generating activities, crop specific training needs and also know expectations and perception of farmers

AO's working in ANTWA projects, SMS from ARS and KVK'S scientist from college of ANGRAU have to be trained in community organization.

Based on findings training programmes have to be planned well with more personalized and bottom up system approach to prepare, motivate and help farmer to adopt newer technologies which are mostly low cost and no cost for gainful employment, production and income to achieve sustainability in agricultural and allied activities

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