



## Training of Field Functionaries for the Effective Implementation of Developmental Programmes

### KEYWORDS

Training-field functionaries- grass root level- developmental programmes- implementation

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**ABSTRACT** *The prosperity of the country depends upon its population. In order to improve the quality of life of the people and to enhance their potentiality, the government has initiated a number of developmental programmes. The success of these programmes depends on proper implementation and utilization by the community. It will be possible only with the cooperation and support of field functionaries. In view of this, field functionaries were trained and a study was conducted to know their involvement in the implementation of developmental programmes at grass root level. The methodology and the findings were presented in the paper*

Poverty can be alleviated and eradicated when people realize their creative potential, come together and organize themselves based on self-help and objectives of community development programmes can only realize their full potential if knowledge and technology are shared effectively. Unless people themselves are the driving force of their own development, no amount of investment or provision of technology and inputs will bring about lasting improvements in their living standards. It is vital to stimulate their awareness, participation and capabilities. A catalyst either from within the community or from outside e.g. an NGO is required for such a transformation and there is a need to develop the capacity to build synergies among different agencies involved for the most effective results. It will therefore need to develop distinctive capabilities of the functionaries in the domain of the PRIs, the banks and other financial institutions, the NGOs and the community with a view to gathering the support and resources required for the effective implementation of the developmental programmes. Keeping this in view, the department proposed and organized the training programme for the government and nongovernment functionaries working at the grass root level to seek their support for the effective implementation of the developmental programmes. In order to know the impact of this training, an action research study was conducted with the following objectives.

#### OBJECTIVES OF THE STUDY:

The major objective of the study is to study the impact of training on the involvement of government and non-government functionaries working at the grass root level in strengthening the implementation of sakshar bhara mission and developmental programmes.

#### The following are the specific objectives of the Study

- To study and document the profile of the government and non-government functionaries working in two sample mandals
- To study the awareness of the government and non-government functionaries on Sakshar Bharat Mission and Developmental Programmes.
- To organize training programme for government and non-government functionaries
- To Study the impact of the training on the involvement in strengthening the implementation of Sakshar Bharat Mission and Developmental Programmes at the grass root level.

#### LOCALE AND SAMPLE OF THE STUDY

The department has chosen two mandals of Chittoor district as the locale of the study for this programme. 60 government and non-government functionaries from each mandal were randomly selected as the sample for the first phase i.e., pre-training phase of the study. After analyzing the data, based on the information known by the functionaries, objectives, the content, resource persons and the dates of the training was planned and the information was sent to the functionaries. During the second phase i.e., organization of the training programme 54 functionaries from Chandragiri mandal and 42 functionaries from Vadamalapeta mandal were attended for the training programme and these were formed the sample for the second phase and third phase i.e., post training.

#### TOOLS AND DATA COLLECTION

At the first stage the secondary data about the functionaries working at the grassroots level of the Vadamalapeta and Chandragiri mandals was collected from the mandal offices of the respective mandals. With the help of that information the functionaries were contacted, the purpose of the study was clearly explained to the functionaries. The data was collected from various functionaries with the help of the project assistants by using open ended Questionnaires cum interview schedules and the data was collected from them to identify the profile and awareness on sakshar bhara and developmental programmes and their willingness to attend the training programme organized by the department. An informal meeting with the above functionaries individually was held in a participatory way, and responses were collected. The group discussions were also done to validate the responses collected individually. This data has been analyzed. At the third stage i.e., after three months of attending the training programme again the data was collected to know the impact of training on their involvement in strengthening the implementation of the training programme. The collected data was analyzed, simple percentages were calculated and the findings were presented below.

#### MAJOR FINDINGS OF THE STUDY

Functionaries working at the grassroots level are the key elements for the promotion of successful implementation of the developmental functions in order to generate awareness motivate & mobilize the community. Hence the, performance of these functionaries depends upon their profile. The data was collected from them on their profile & presented in the

following table.

**Table-1: Profile of the Functionaries**

S.no	Item	Numbers	Percentage
1.	Sex		
	Male	50	41.66
	Female	70	58.33
2.	Age		
	Below30	55	45.83
	30-50	45	37.51
	Above50	20	16.66
3.	Educational status		
	10 <sup>th</sup> class	28	23.33
	Inter	47	39.16
	Degree	45	37.51
4.	Caste		
	SC/ST	57	47.5
	BC	33	27.5
	OC	30	25
5.	Employment Status		
	ANMs	20	16.66
	Panchayat Secretaries	25	20.83
	Village Literacy Educators		
	Village&Mandal coordinators	40	33.33
	NGO field workers		
	Vidya volunteers	15	12.52
ICDS Supervisors	13	10.83	
		7	5.83

The profile of the functionaries shows that 41.66 per cent of the functionaries were male and 58.34 per cent of them were female. Based on the age the functionaries were divide into to three groups.45.83 per cent of the functionaries were of below 30 age group 37.51 per cent of them were of 30-50 age group and 16.66 were of above 50 years age group. The educational status of the functionaries shows that 39.16 were 10<sup>th</sup> class as educational status, 39.16 were of intermediate and 37.51 per cent were degree as educational qualification. Based on the information obtained, we found that the functionaries are from different departments. 16.66 per cent were ANMs, 20.8 were Panchayat Secretaries 33.33 per cent were literacy educators and co-ordinators of sakshar bhara centres, 12.52 per cent ICDS field supervisors

**Table-2: Duties performed by the functionaries**

S.no	Item	Number	Percentage
1.	Promotion of literacy	35	29.16
2.	Teaching in primary schools	25	20.83
3.	Village survey & the activities as mentioned by the officers of NGOs	28	23.33
4.	Participation in village developmental Activities	32	26.66

29.16 per cent were taking the classes for illiterates in literacy centers of Sakshar Bharat mission, 29.16 per cent of the sample were working as volunteers, 23.33 per cent were providing first aid medical services and supply of medicines as directed by the health officers, 20.83 per cent were working as vidya volunteers in primary schools , 20.00 per cent were conducting village surveys and undertaking the activities as mentioned by the officers of the respective NGOs and 26.66 percent i.e., panchayat presidents and secretaries were involving in village developmental activities.

**Table-3: Willingness to attend the training program me**

S.no	Willingness	Number	Percentage
1.	Yes	105	87.5
2.	No	15	12.5

Majority of the functionaries i.e., 87.5 percent were willing to participate in the program me and 12.5 per cent were not willing to attend the training programme.

**Table-4: Trainees Awareness on Developmental programmes**

S.no	Nme of the programme	Number	Percentage
1.	Uchitha Current	96	100
2.	Pavala Vaddi	96	100
3.	Abaya Hastham	90	93.75
4.	Rajiv Udogya sree	50	52.08
5.	Old age Pension	96	100
6.	108	96	100
7.	104	96	100
8.	Polam Badi	40	41.66
9.	Rajiv Arogya sree	96	100
10.	Ujwala	35	36.45
11.	2Rs. Kilobeyam	96	100
12.	Sabala	34	35.41
13.	Indiramma Gruhaalu	96	100
14.	Rajiv Gruhakalpa	67	69.79
15.	Indira Avas Yojana	53	55.20
16.	NREGS	96	100
17.	Rythu Mithra	78	81.25
18.	Vana Samrakshna Samithi	73	76.04
19.	Indira Jala Prabha	70	72.91
20.	Rajiv Yuva Kiranalu	80	83.33

All the trainees know about the 8 developmental programmes i.e., 108, 104, Rajiv Arogyasree, Uchita current, NREGS, Indiramma Gruhalu, Pavala Vaddi, old age pension scheme. 83.33 per cent of the trainees know about the scheme Rajiv yuva kiranalu.76.04 percent know about Vana Samrakshana Samithi and 72.21 per cent know about Indira Jala prabha. Polam badi, Ujwala and Sabala are the schemes known by below 50 per cent of the trainees.

**Table-5: Involvement of Functionaries in the implementation of developmental programmes**

no	Activities undertaken	Number	Percentage
1	Motivation of the people	71	73.95
2	Mobilization of the resources	43	44.79
3	Identifying the needs and informing to officers	36	37.5
4	Generation of awareness among the community on Health, developmental programmes, environment, Agriculture	69	71.87
5.	Arranging meetings with the officers of development departments	51	53.12
6.	Facilitation of acquiring benefits from development programmes	74	77.08

Majority of trainees i.e., 77.08 per cent were undertaken facilitation of acquiring benefits from development programmes 73.95 per cent in motivation of the people 71.87 per cent involved in the generation of awareness on health, developmental programmes, agriculture among the community 53.12 per cent arranged meetings with the officers of development departments ,44.79 percent were involved in the mobilization of resources 37.5 percent were identified the needs of the community & informed the officers to take further action.

This shows that the participation in the training had positive impact on the involvement of the functionaries in the developmental activities. But their involvement is not up to the mark & the period of data collection to know the impact is very short.

**Suggestions**

- One day training is not sufficient to equip the functionaries with the knowledge & skills required for their involvement in rural development activities. The Period of training should be increased.
- Psychological aspects like motivational techniques, confidence building, and communication skills should be included in the training content which will help them to deal with the community.

- Periodical monitoring & interaction with the trainees should be done to rectify the lapses & to enable them to function effectively.
- As the impact of the trainers was done only after three months of training it is not sufficient to assess the impact it should be assessed after giving sufficient time.

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