

A Study on The Status of Training of The Self Help Group Members in Tripura



Social Science

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ABSTRACT

Unemployment is the most decisive factor behind the incidence of poverty in India. In this respect Self Help Groups (SHGs) is a useful medium for creation of self employment. For better running of SHGs the members need training. Training can enhance capacity, capability and performance of any member. This present paper tries to find out the present status of training of the members of SHGs in Tripura. To judge the status some parameters are used like training received or not, if received then for how many times, sources of training, duration of training, nature of training and which method was used for training. The study is based on the primary data which is collected through a structured questionnaire.

INTRODUCTION

Training related needs are all those necessities that can be fulfilled by imparting training to the participants of a programme. Training thereby will perk up the success of the participants. The major goals of training are to improve one's capacity, performance and capability. The key parameters of training are upgradation of knowledge and skills to execute the various tasks. There are also various parameters like attitudes, transparency and accountability. The objectives of training are to make the participants able to carry out their various roles and make able to acquire a range of practical skills. Another objective is to develop their leadership skills so as to become more effective in their dealings with the various stakeholders they interact with. Some of the common methods of training are lectures, class-room sessions, participatory approach, brain storming, case material, case studies, simulation exercises, role play, field visits, individual and group assignments, panel discussions, workshops and lecture cum discussions and audio-visual aids like films, slides, charts and posters. Training plays a vital role in empowering the human resource by increasing the skills. Lack of entrepreneurship skills, marketing skills, managerial skills etc among the Self Help Group (SHG) members are some of the problems faced by SHGs in India. That's why the members need training. (Kumar, D. Sasi and Krishnamurthy, N.A. 2009). Training is an important procedure in increasing developing skills, knowledge, changing attitudes and self-confidence. It also enhances the communication level among the participants which helps the SHG members to handle with peers and customers. For adopting new techniques training helps a lot. Training is important to develop the capability in understanding and for professional performance. So for higher sustainable income, there is need to educate the SHG members and also need to train them. (Meena, M.S. and Singh, K.M. 2013). As compared to general training business training has a better impact on asset creations. (Swain, Ranjula Bali and Varghese, Adel.2013)

Under this backdrop, the present study aims to find out the present status of training in Tripura. To judge the status some parameters are used like training received or not, if received then for how many times, sources of training, duration of training, nature of training and which method used for training.

OBJECTIVE OF THE STUDY

The specific objective of this study is to

- Find out the present status of training of the members of SHGs in Tripura.

MATERIALS & METHODOLOGY

The study has been conducted in Tripura, a state of North-Eastern Region of India. The North Eastern states, particularly Tripura suffer a sluggish growth as compared to the rest of the India. It is the smallest among states of North Eastern region of India. Like SGSY (Swarnajayanti Gram Swarajgar Yojana), the

state exhibits its own programme intended for the welfare of the poor people by promoting group activities named TSSPS (Tripura State Support Project on SHGs). Nevertheless the study has been focused on SGSY scheme only. The area of study in the present case is the four districts – Dhalai, North, South & West Tripura. The study has been carried out in rural areas. It has covered 345 randomly selected Self Help Groups. From each group one member is selected. Thus, the sample size is 345. Survey has been conducted on the respondents to collect the necessary information. Primary data were collected from the Self Help Group members through well structured questionnaire and through personal interviews. Data was also collected from secondary sources like the Block Offices, Panchayat Offices and the Department of Rural Development, Government of Tripura.

RESULTS AND DISCUSSIONS

There are numbers of measures taken for upgrading and improving the skills of the group members. There are two types of training. One is basic orientation programme (BOP) and another is skill development training. The duration of BOP is two days. This training is given after loan sanctioned and distributed. Block headquarters are the organizer of this programme. It is a mandatory programme for all of the group members. The main objectives of this programme are to introduce the Swarozgaris (beneficiaries) with SGSY, to up-grade confidence level and to alert the group members about the risks which may have to face. The training also introduces the Swarozgaris about basics of bookkeeping, market, cost and the price of the products. The Swarozgaris are also used to with the procedure of project financing done by banks and also with the basic skills compulsory for any key activities. The block development officers (BDOs), bankers, and line departments may perform as resource persons. Swarozgaris need additional skill up-gradation; skill development training is especially for them. Appropriate training programmes are prepared by involving government institutions. These institutions are engineering colleges, industrial training institutes (ITIs), polytechnics, universities and non-government organizations (NGOs) etc. As per the Annual Report 2012-13, Ministry of Rural Development, Government of India, till December 2012 total 810237 Swarozgaris got training and among them 1220 are from Tripura. Most of them got training on BOP & Skill development. All the District Rural Development Agencies (DRDAs) in the state have been taken various activities for development of Self Help Groups under SGSY scheme. Government gives training on Tailoring, Fruit processing, Fishery, Animal Resource Development Department (ARDD) based programmes like piggery, goatery, milch cow, Cane & bamboo, Weaving, Agarbati stick making, Plantation, Agriculture, Pottery, Grocery, Industry, Toy making, Mashroom & other key activities. So, it is necessary to find out what proportion of respondents actually received training. Table I gives an account of this fact.

Table I: Received Any Training

Sl.No.	Categories	No.	%
1	Yes	215	62.32
2	No	130	37.68
	Total	345	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

The above table shows that 62.32% of SHG members received training. 37.68% of the surveyed members not yet received any kind of training programme. So the maximum number of SHG members received training. There are various reasons working for non-receipt of any training. The reasons are: training was not held, not called for the training, other priorities at that time, lack of knowledge about the need of training, not allowed to attend, training centre was too far etc. It is also important to know that if training received then for how many times and table II gives a clear idea about this.

Table II: Frequency of Training

Sl. No.	Frequency of training received	No.	%
1	1	97	45.12
2	2	56	26.05
3	3	26	12.09
4	4	15	6.98
5	5	19	8.84
6	6 to 20	2	0.93
	Total	215	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

The above table shows that total 215 group members got training. Among the trained respondents 45.12% received training for one time and 26.05% respondents for two times. There are lots of respondents who got training for three or four times. 12.09% respondents expressed that they got training for three times. 6.98% respondents trained for four times and 8.84% for five times. According to the field survey 0.93% of the respondents got training for six to twenty times. So the maximum number of surveyed members received training only for one time. Lots of group members want to change their group activity so they need further training but the related officials are not that much helpful in that respect. Female members face family problems which become a barrier to perform their activity efficiently. There are many reasons for getting further training because the previous training was very short, not easy to understand, curriculum was too technical, not in local language, not interactive etc. It is important to know that the group workers received training from which agencies.

Table III: Sources of Training to the SHG Members

Sl. No.	Categories	No.	%
1	Non Governmental Organisations (NGOs)	9	4.19
2	District Rural Development Agency (D.R.D.A)	40	18.60
3	Block	88	40.93
4	State Institute of Public Administration And Rural Development (SIPARD)	19	8.84
5	Swabalamban Training Institute	14	6.51
6	Fishery Department	16	7.44

7	Any Other Agencies	29	13.49
	Total	215	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

The above table shows that among the 215 trained members, 40.93% received training from Block Office and 18.60% from DRDA. 13.49 % of the respondents revealed that they got training from other agencies like gram panchayat, voluntary organizations (VOs), banks ect. There are some respondents who got training from SIPARD (8.84%) and fishery department (7.44%). 6.51% and 4.19% respondents were trained from Swabalamban and NGOs. So the maximum numbers of SHG members received training from block office.

Table IV: Duration of Training

Sl. No.	Categories	No.	%
1	1 day	33	15.35
2	2 to 3 days	46	21.40
3	4 to 5 days	22	10.23
4	1 week	44	20.47
5	10 days	30	13.95
6	15 days	18	8.37
7	1 month	20	9.30
8	More than 1 month	2	0.93
	Total	215	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

Table IV gives a complete idea about the duration of training. The above table shows that among the trained members 15.35% got 1 day training. 21.40% of respondents expressed that the duration of training was 2 to 3 days. As per 10.23% surveyed respondents, the period of training was 4 to 5 days. There are 20.47% of respondents who got training for 1 week. 13.95% and 8.37% of respondents got training for 10 and 15 days respectively. The length of training was 1 month for 9.30% of respondents. 0.93% of respondents spoke that they got training for more than 1month. So the maximum of the SHG members got training for 2 to 3 days.

Table V: Nature of Training

Sl.No.	Categories	No.	%
1	Awareness Programme or Workshop	62	28.84
2	Basic Orientation	79	36.74
3	Skill Development with Exposure Tour	74	34.42
4	Confidence Building or Leadership Quality Development	0	0
5	Marketing Linkage	0	0
	Total	215	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

The table V shows that 28.84% got training on awareness programme or workshop. According to this table 36.74% of respondents got basic orientation training and 34.42% got skill development training. But there are no such member who got training in confidence building or leadership quality development and marketing linkage.

Table VI: Training Methods

Sl.No.	Categories	No.	%
1	Classroom Sessions	85	39.53
2	Practical & Exercises	93	43.26
3	Exposure & Field visit	37	17.21
	Total	215	100

Source: Field Survey, 2010 to 2011 and 2011 to 2012

There are lots of training methods used in every kind of training. Training method also plays a vital role in the success of any training. 43.26% respondents told that practical & exercises were the training methods which were used to train them. 39.53% got training by classroom sessions. 17.21% of members expressed that they got training by exposure & field visit. As per the survey result, there is no one who got training by important methods like stimulation games, management games, films, PRA exercises and others.

Good performance or success of the groups depends on many other factors. Most of the SHG members don't have any proper knowledge about SGSY rules and regulations. The training is not sufficient to perform their activity properly. 37.68% of the surveyed members not yet received any kind of training. Maximum of the members prefer non residential training. They also expressed the need for further training. Most of the members got training on their respective group activities.

Research on Training Need Assessment (TNA) among the members is essential before training to identify the training subjects, place, resource persons, number of participants and duration. If the resource persons deliver lectures in local language then it becomes very easy to understand the topic or matter for the participants. Training of Trainers (TOT) should be organized to prepare at least 8 to 10 resource persons per block. According to the different activities, training should be specifically designed for different categories. Convergence of fund is required. Training is a process, not an event; therefore, continuous orientation is required time to time. Skill development training should be made mandatory for all the members in a group. There is need to increase the duration of training and attractiveness of training. The training should be non-residential because most of the members prefer it. Training may be arranged on the topics like marketing, packaging system, storage system etc.

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