

Attitude of Para-veterinarians towards Training

A. Suresh Naik¹, M. Srinivasa Reddy², P. Raghunandan³, G. V. Bhaskar Reddy⁴ and Alok Bharathi⁵

ABSTRACT

Attitude of para-veterinarians towards training and extent of relationship between the socio- psychological profile and attitude was assessed by ex-post- facto research design method in Nalgonda district of erstwhile Andhra Pradesh (presently in Telangana state). Majority of the para-veterinarians belonged to middle age group , intermediate to graduation level of education , medium experience and received medium duration of training. Majority of them had medium guidance and supervision, mass media exposure, innovativeness, risk preference, rational decision making ability, achievement motivation, job satisfaction, scientific orientation and were having medium attitude followed by high and low attitude towards training. Except age and experience remaining ten variables *i.e* innovativeness, risk preference, rational decision making ability and achievement motivation had positive and significant relationship with attitude of para-veterinarians towards training. It is attributed that future training activity must be preceded by a realistic assessment of training needs and also require attitudinal enhancement.

Keywords: Para-veterinarians, attitude, training, socio-psychological profile

INTRODUCTION

The livestock sector alone contributes nearly 25.6 per cent of value of output at current prices of total value of output in Agriculture, Fishing & Forestry sector. The overall contribution of livestock sector in total GDP is nearly 4.11 per cent at current prices during 2012-13 (19th livestock census, 2012). It signifies as one of the largest economical activity next to agriculture in rural areas. Animal Husbandry plays a significant role in improving the socio-economic status of a sizable section of the weaker and tribal population. It safeguards the crop failures in the event of natural calamities and in most cases livestock farming is the source of cash income as well as endurance of family purchasing power. This immense potential is limited by the traditional system and farming practices that unfortunately seldom assure or generate adequate returns which can promote the development of more commercially oriented livestock production systems. If animal husbandry technologies developed for farmers are not transferred in appropriate manner and adopted accordingly, all the efforts by the researchers who developed new technologies would have been in vain. The success of animal husbandry programmes largely depends on scientific management of livestock based on latest improvements in technology and

its quick dissemination is effective way for adoption by the farming community (Reddy, 2001). To maintain organizational effectiveness in such situations, the skill of the personnel working in the department has to be continuously updated. Through training, the persons must keep abreast of the latest developments in the field otherwise, it will retrograde his potential and capabilities. The purpose of training is to upgrade the quality of human resources in order to increase efficiency and effectiveness of the job of the individual.

Several research studies brought out that training was considered as one of the important factors which influences the job effectiveness of the Para-veterinarians. To give systematic training as already indicated, one should know the socio psychological profile and attitude of para-veterinarians towards training (Sastry and Raju, 2008). This is of paramount importance in order to plan strategies for effective organization of the training programmes to identify the training needs of Para-veterinarians. There are practically no studies that have been conducted earlier in the state, hence there is a need for an attempt in this direction and the present study was designed to study the attitude of para-veterinarians of Nalgonda district of Andhra Pradesh (presently in Telangana state) with the following objectives of a) to

¹ Livestock Research Station, College of Veterinary Science, Rajendranagar-500 030. ² College of Veterinary Science, Proddatur-516 360. ³ Krishi Vignana Kendra, Bikram Ganj, Rohtas, Bihar-801222, Department of Veterinary & A.H.Extension, College of Veterinary Science, Korutla, Karimnagar Dt. Telangana State, 505326

study the socio - psychological profile of the Para-veterinarians, b) to study the attitude of para-veterinarians towards training and c) to find out the extent of relationship between the socio psychological profile and attitude of Para-veterinarians.

METHODOLOGY

Ex-post-facto research design, the state of Andhra Pradesh was purposively selected. All four revenue divisions of Nalgonda district (presently in Telangana state) were selected purposively in view of the majority of the para-veterinarians and Veterinary Assistant Surgeons working in the district underwent training in different areas of Veterinary & Animal Husbandry and Extension Education topics. Thus a total sample of 75 respondents comprising of para-veterinarians were selected based on proportionate random sampling method. Pre structured interview schedule was designed to study the socio - psychological profile and the attitude of paraveterinarians towards training on a five point continuum as well as to know the extent of relationship between the socio psychological profile and attitude of Para-veterinarians.

RESULTS AND DISCUSSION

Profile and selected socio-psychological characteristics of the respondents

The data presented in Table 1 revealed that majority of the para-veterinarians belonged to middle age group (37.33%), intermediate to graduation level of education (86.67%), medium experience (45.33%) and received medium duration of training (53.33%). It is perceived that majority of para-veterinarians are failed to get jobs at early age and have lower educational qualifications i.e below graduation level and contains medium exposure to the field cases and also they are not much well trained. This result directly reflects the Animal Husbandry department functioning in the state. These results are in agreement with Rao, (2004) in extension personnel of the Agriculture Department of Andhra Pradesh, Reddy, (2001) in Veterinary Assistant Surgeons in Mahaboobnagar district of Andhra Pradesh, Vijaybabu, (2005) job competence of Agriculture Officers in the state department of Agriculture in Tamil Nadu. Majority of them had medium guidance and supervision (94.67%), mass media exposure (54.66%), innovativeness (66.67%), risk preference (49.33%), rational decision making ability (54.66%), achievement motivation (58.67%), job satisfaction (54.66%) and scientific orientation (50.66%). The findings were in agreement with Rahul, (2006) in Horticulture Officers of Andhra Pradesh, Sastry and Raju, (2008) in para-veterinarians in

Andhra Pradesh, Reddy, (2003) in tomato farmers performances in Chittoor district of Andhra Pradesh, Kumari, (2004) in tribal women entrepreneurs of tribal zones of Andhra Pradesh with regard to variables like age and innovativeness, education, experience and achievement motivation, training, guidance and supervision, mass media exposure and risk preference, innovativeness, decision making, job satisfaction and scientific orientation.

Table 1: Personal and Socio-psychological Profile of Para-veterinarians

Category	Frequency	Percentage
Age		
Young age	23	30.67
Middle age	28	37.33
Old age	24	32.00
Education		
Up to Intermediate	10	13.33
Intermediate to graduation	65	86.67
Above graduation	0	0.00
Experience		
Low experience	15	20.00
Medium experience	34	45.33
High experience	26	34.67
Training received		
Low duration	31	41.33
Medium duration	40	53.33
High duration	05	5.34
Guidance and supervision		
Low guidance and supervision	4	5.33
Medium guidance and supervision	71	94.67
High guidance and supervision	0	0
Mass media exposure		
Low mass media exposure	20	26.67
Medium mass media exposure	41	54.66
High mass media exposure	14	18.67
Innovativeness		
Low innovativeness	13	17.33
Medium innovativeness	50	66.67
High innovativeness	12	16.00
Risk Preference		
Low risk preference	21	28.00
Medium risk preference	37	49.33
High risk preference	17	22.67
Rational decision making ability		
Low rational decision making ability	14	18.67
Medium rational decision making ability	41	54.66
High rational decision making ability	20	26.67
Achievement motivation		
Low achievement motivation	12	16.00
Medium achievement motivation	44	58.67
High achievement motivation	19	25.33
Job satisfaction		
Low job satisfaction	17	22.67
Medium job satisfaction	41	54.66
High job satisfaction	17	22.67
Scientific orientation		
Low scientific orientation	17	22.67
Medium scientific orientation	38	50.66
High scientific orientation	20	26.67

Attitude of para-veterinarians towards training

A critical examination of Table 2 concluded that majority of the respondents (48.00%) were having medium attitude towards training followed by high (29.33%) and low (22.67%) attitude towards training. It is attributed from the above findings that a large portion of

para-veterinarians were in need of training in Animal Husbandry knowledge and skills and in turn also require attitudinal enhancement.

The reason may be due to the fact that majority of the para-veterinarians were middle aged and had medium to high achievement motivation to have more training in Animal Husbandry knowledge and skills and also they need to develop positive and high attitude towards training. The medium attitude of para-veterinarians might be due to the fact that majority of the respondents had neutral attitude towards animal owners or livestock owners. As Animal Husbandry is being a commercially profitable farming, high technology oriented, services are species specific and provides livelihood security the above trend was observed. These findings are in line with the findings of Kumar, (1993) in village adoption programme in VB Palem-appraisal of Agriculture College, Bapatla, Mustafa, (1992) in trainers of farmers training centers in Andhra Pradesh and Reddy, (2001) training needs of Veterinary Assistant Surgeons in Mahaboobnagar district of Andhra Pradesh.

Table 2: para-veterinarians based on their attitude towards training

Category	Frequency	Per centage
Low attitude	17	22.67
Medium attitude	36	48.00
High attitude	22	29.33
Total	75	100

Mean: 44.31 S.D: 12.44

Relationship between attitude of para-veterinarians towards training and independent variables

From Table 3 it could be observed that age and experience had negative and significant correlation with attitude of para-veterinarians towards training. Generally old age people are conservative and laggards in the social system and hence above trend were observed. Out of remaining ten variables innovativeness, risk preference, rational decision making ability and achievement motivation had positive and significant relationship with attitude of para-veterinarians towards training. The results are in line with the findings of Ramakrishnan, (1999) in agriculture women in Madurai district of Tamil Nadu. The remaining all the variables *i.e* education, guidance and supervision, mass media exposure, job satisfaction and scientific orientation had positive and non-significant relationship with the attitude of para-veterinarians towards training except the variable training received which has negative and non-significant relationship with attitude of para-veterinarians towards training. Hence it could be concluded that these variables

had no much impact with attitude of para-veterinarians towards training. These findings are in contrary with the findings of Ramamurthy, (2000) in Janmaboomi programme in Chittor district of Andhra Pradesh and Reddy, (2001) in Veterinary Assistant Surgeons in Mahaboobnagar district of Andhara Pradesh.

Table 3: Correlation co-efficient between attitude and independent variables of Para-veterinarians

Variable	Correlation co efficient (r)
Age	-0.5214**
Education	0.2431
Experience	-0.4076**
Training received	-0.2118
Guidance and supervision	0.2322
Mass media exposure	0.2569
Innovativeness	0.4244**
Risk preference	0.5008**
Rational decision making ability	0.4562**
Achievement motivation	0.4112**
Job satisfaction	0.2396
Scientific orientation	0.2654

** Significant at 0.01 level

CONCLUSION

The para-veterinarians plays very important role in disseminating the latest technologies in the present system. In improving professional competencies of para-veterinarians training need assessment is imperative. The study also suggests that in future any training activity must be preceded by a realistic assessment of training needs and attitude of para-veterinarians.

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