

Assessment of Training Needs of Self Help Group Members

Monika Wason¹, Premlata Singh², RN. Padaria³ and K. Vijayaragavan⁴

ABSTRACT

A study was conducted to identify the training needs of members of Self Help Groups (SHGs) with the sample of 290 members drawn randomly from Coimbatore district of Tamil Nadu, Prakasham district of Andhra Pradesh, Puri district of Odisha and Nalanda district of Bihar. Based on overall mean scores across the states, the major training needs in area of enterprise uptake were food processing and seed production, while decision-making, planning, time management, team building, and accounting were the important training needs in descending order under enterprise management. Uses of modern communication technology assumed first rank for Bihar, while second rank for the members of Andhra Pradesh and Odisha.

Key Words: SHGs, Training needs, Enterprise, Management.

INTRODUCTION

The success of Bangladesh Grameen Bank, started by Prof. Mohammad Yunus in 1976, triggered the movement of empowering through Self Help Groups (SHGs) across the countries. At present the Self Help Groups (SHGs) have emerged as an alternative pro-poor developmental strategy. The principle of group action has been instrumental in enhancing the capabilities of women, who particularly in rural areas, because of their low level of literacy, suppression, lack of self confidence, economic dependence, and cultural inhibitions, could not come forward to avail the developmental opportunities. Women-managed self-help groups have shown significant growth during the last decade in India. However, the SHGs still suffers from several limitations and as a result there is distinct presence of low performing SHGs in larger number than the high performing SHGs in social systems. Some of the important problems include improper selection of group activities, lack of co-operation and zeal among the members of the group, non-availability of adequate amount of raw materials, lack of demand of products and lack of marketing (Rao, 1999; Tatti, 1999; Reji, 2002 and Anand, 2004). For enhancing the effectiveness of SHGs it is highly essential to develop the capabilities of the members for facilitating the uptake of appropriate enterprises as well as their proper management. Hence the present study was carried out to assess the training needs of SHGs members in the areas of identifying agro-enterprises for livelihood, management of group enterprises, and communication. Use of modern communication technology assumed first rank for Bihar while, second rank for the members of Andhra Pradesh and Orissa.

METHODOLOGY

Training needs for the present study was described as the gap in knowledge and skills as perceived by the individual in effective utilization of technologies which need to be bridged with adequate training. Assessment of the training needs of self-help group members was carried out with samples of 290 members drawn randomly using snowball sampling technique from Coimbatore district of Tamil Nadu, Prakasham district of Andhra Pradesh, Puri district of Odisha and Nalanda district of Bihar. The respondents were subjected to training need assessment in the areas of identifying agro-enterprises, management of group enterprises, and communication through self-anchoring scale having a continuum of very high to very low with respective weightage of 5 to 1. Based on weightage, mean scores of the respondents, the areas of training needs were ranked and potential subject areas were identified.

RESULTS AND DISCUSSION

The salient findings of the study are presented and discussed below:

Training Need of Self Help Group Members in Managerial skills

Among the management skills, training needs in leadership assumed second rank for the SHG members of Odisha, while planning assumed second rank for the SHG members of Bihar (Table 1). Time management got second rank as training needs for the members of Tamil Nadu and Andhra Pradesh and fourth rank in the case of

¹Senior Scientist, ^{2,3}Principal Scientists, Division of Agricultural Extension, IARI, New Delhi 110012 and ⁴Joint Director (Extension) IARI, New Delhi 110012

Odisha. Training need in team building and motivation assumed first rank in the states of Andhra Pradesh, while decision making and coordination assumed first rank in Odisha. Training needs in “accounting got first and third ranks for the members of Tamil Nadu and Bihar, respectively. Based on overall mean scores across the states, the training needs according to their descending order of ranks were: decision-making, planning, time management, team building, accounting, coordination, motivation, record keeping, conflict management, handling meeting and leadership.

**Table 1: Training needs of SHG members in management skills
n=290**

Training need area	Perceived mean scores and rank				
	Tamil Nadu (n=100)	Andhra Pradesh (n=100)	Odisha (n=50)	Bihar (n=40)	Overall perceived mean scores
Leadership	2.44 (X)	2.96 (VIII)	4.4 (II)	2.45 (IX)	3.06 (XI)
Planning	2.81 (IV)	4.59 (III)	4.06 (III)	3.09 (II)	3.64 (II)
Time management	2.94 (II)	4.79 (II)	3.56 (IV)	2.92 (VII)	3.55 (III)
Team building	2.77 (V)	5.0 (I)	3.42 (VI)	2.76 (VIII)	3.49 (IV)
Motivation	2.70 (VII)	5.0 (I)	3.46 (V)	2.30 (X)	3.37 (VII)
Decision making	2.58 (IX)	3.78 (VII)	5.0 (I)	3.59 (I)	3.74 (I)
Coordination	2.86 (III)	2.89 (IX)	5.0 (I)	3.04 (IV)	3.45 (VI)
Conflict management	2.34 (XI)	4.3 (V)	3.06 (VIII)	2.98 (VI)	3.17 (IX)
Accounting	3.07 (I)	4.5 (IV)	3.3 (VII)	3.05 (III)	3.48 (V)
Record keeping	2.67 (VIII)	4.3 (V)	2.92 (X)	1.93 (XI)	3.30 (VIII)
Handling meeting	2.72 (VI)	3.82 (VI)	3.02 (IX)	3.02 (V)	3.15 (X)

Training needs in uptake of enterprises: Enterprize selection with perceived mean score of 4.16 and marketing skills with perceived mean score of 3.21 assumed first and second ranks respectively in the state of Tamil Nadu, while floriculture and seed production obtained first rank in Andhra Pradesh and Odisha (Table 2). Training need in food processing had first rank in Bihar while it had second rank in Andhra Pradesh and Odisha. According to overall perceived mean scores across the states, the ranks of the training need area in descending order of their respective ranks were: food processing, seed production, biogas application, enterprize selection, bee keeping, floriculture, mushroom cultivation, entrepreneurial management, risk taking and marketing.

**Table 2: Training needs of SHG members in uptake of enterprises
n=290**

Training need area	Perceived mean scores and rank				
	Tamil Nadu (n=100)	Andhra Pradesh (n=100)	Odisha (n=50)	Bihar (n=40)	Overall perceived mean scores
Risk taking	2.31 (V)	3.32 (VII)	3.39 (IX)	2.30 (IX)	2.83 (IX)
Enterprise selection	4.16 (I)	3.12 (VIII)	4.13 (VI)	2.43 (VII)	3.46 (IV)
Marketing	3.21 (II)	2.01 (IX)	2.94 (X)	2.70 (VI)	2.75 (X)
Entrepreneurial management	3.12 (III)	3.73 (IV)	3.58 (VIII)	2.40 (VIII)	3.20 (VIII)
Mushroom cultivation	2.23 (VII)	-	4.65 (V)	3.00 (IV)	3.29 (VII)
Bee keeping	2.27 (VI)	3.42 (VI)	4.81 (III)	2.92 (V)	3.36 (V)
Floriculture	2.13 (IX)	4.12 (I)	4.0 (VII)	3.08 (III)	3.33 (VI)
Seed production	2.13 (IX)	3.60 (V)	5.0 (I)	3.52 (II)	3.56 (II)
Biogas application	2.17 (VIII)	3.96 (III)	4.75 (IV)	3.08 (III)	3.49 (III)
Food processing	2.43 (IV)	3.98 (II)	4.85 (II)	4.18 (I)	3.86 (I)

Training needs in communication: Among communication skills (Table 3), based on the mean scores training needs in effective speaking obtained first rank in case of Andhra Pradesh, Odisha and Bihar, while effective writing was ranked first in case of Tamil Nadu and Orrisa. “Effective speaking” secured first rank for the members across the states. Uses of modern communication technology assumed first rank for Bihar while, second rank for the members of Andhra Pradesh and Odisha. According to overall perceived mean score across the states, the ranks of the training need area in descending order of their respective ranks were effective speaking, effective writing and use of modern communication technology.

**Table 3: Training needs of SHG members in communication skills
n=290**

Training need area	Perceived mean scores and rank				
	Tamil Nadu (n=100)	Andhra Pradesh (n=100)	Odisha (n=50)	Bihar (n=40)	Overall perceived mean scores
Use of modern communication technology	1.97 (III)	4.89 (II)	4.16 (II)	1.9 (I)	3.23 (III)
Effective speaking	2.54 (II)	5.0 (I)	4.32 (I)	1.9 (I)	3.44 (I)
Effective writing	2.61 (I)	4.42 (III)	4.32 (I)	1.8 (II)	3.29 (II)

CONCLUSION

The study showed that members lacked skills in the area of enterprize selection, handling and managing enterprize, management of group behaviour of members and effective communication. For enhancing the effectiveness of SHGs, it is highly imperative to undertake training need assessment endeavours and provide opportunities to the SHGs members in upgradation of their knowledge and skills in the key area related to enterprize uptake, finance management and

marketing of products. These policy initiatives will pave the way for step up income generation opportunities, women empowerment, socio-economic development of households as well as sustainability of Self Help Groups (SHGs).

REFERENCES

Anonymous: 'Self Help Groups in India: A Study of light and shades, E DA Rural Systems Pvt. Ltd. & Andhra Pradesh Mahila Abhivrudhi Society

Karmakar, K.G. (1999): Rural Credit and self-help groups: Microfinance Needs and Concepts in India, SAGE Publications, New Delhi

Keith A Carter and Lionel J Beaulieu, Conducting a community Needs Assessment: Primary Data Collection Techniques, Report No. 141 Department of Sociology and Anthropology, IOWA State University.

Sabhlok smita G, 'Self Help as a strategy for women's Development in India, University of Melbourne, Australia.

Menon Sen Kalyani & AK Shivakumar (2001) Women in India How Free? How Equal? UNDAF publication

MYRADA Report (NABARD) Nov 2002, Impact of Self Help Groups on the Social/Empowerment status of women members in southern India

NL McCaslin, Jovan P Tibeziinda, Assessing Target Group Needs .Improving Agricultural Extension A reference manual.