

## Constraints faced by Women Trainees of *Krishi Vigyan Kendras* in Punjab

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Received: 1.07.2018 | Revised: 29.07.2018 | Accepted: 6.08.2018

### ABSTRACT

Study was conducted to find out the constraints faced by the women trainees of *Krishi Vigyan Kendras* in Punjab. Thirty long duration vocational training courses conducted by the selected *Krishi Vigyan Kendras* namely Bathinda, Ferozpur, Gurdaspur, Hoshiarpur and SBS Nagar from 2009-2013 were taken up for the study. A sample of 140 trainees was drawn by applying probability proportional to size (PPS) sampling method and data were collected personally from the selected trainees by using an interview schedule. The findings of the study revealed that there was no boarding and transport facilities for the women trainees, during on campus training. So, it is suggested that travelling allowances or transport facility to reach the KVK should be provided to the trainees. Majority of the trainees also revealed that there was a weak linkage between the trainees and *Krishi Vigyan Kendras* after completion of training. Therefore, trainees and government agencies should be linked up and KVKs should provide financial assistance to their trainees so that women trainees can generate income by starting any productive work at home only.

**Key words:** Vocational Training, *Krishi Vigyan Kendras*, Constraints and Suggestions

### INTRODUCTION

A constraint is anything that limits a system in reaching its goal<sup>1</sup>. Constraints could be physical (lack of equipments, non availability of transport facility, uncomfortable training rooms etc.), or they could be personal (lack of time, non-cooperation by family members etc.) which may hinder the effective and efficient performance of any organization and their trainees too. *Krishi Vigyan Kendras* were designed and devoted in the direction of making people self reliant through transmitting

skill oriented and need based vocational training courses. Establishment of *Krishi Vigyan Kendras* is a landmark in the transfer of agricultural technology in India. Various vocational trainings like value addition, phulkari making, dairy production, poultry production, mushroom production, bee keeping, preservation of seasonal fruits & vegetables, fabric painting, cutting & stitching of garment etc. are provided by KVKs to the farmers, farm women and rural youth.

**Cite this article:** Kaur, M., Kaur, K. and Mann, S.K., Constraints faced by Women Trainees of *Krishi Vigyan Kendras* in Punjab, *Int. J. Pure App. Biosci.* 6(5): 472-479 (2018). doi: <http://dx.doi.org/10.18782/2320-7051.6961>

After completion of the training programmes, follow up programmes has been organized to help trainees for transforming of their procured knowledge & skills into an income generating work. A critical look into factors that makes the difference in performance of *Krishi Vigyan Kendras* managed by different host institutes across the country. Based on this aspect, the present study was planned with specific objective to identify different set of constraints faced by trainees (women trainees) of *Krishi Vigyan Kendras* and seek suggestions for effective functioning of these centers in Punjab.

### MATERIAL AND METHODS

The study was conducted in purposively selected five *Krishi Vigyan Kendras* namely Bathinda, Ferozpur, Gurdaspur, Hoshiarpur and Saheed Bhagat Singh Nagar of Punjab state. Thirty long duration vocational training courses conducted by the selected *Krishi Vigyan Kendras* from 2009-2013 were taken up for the study. The list of total 556 women trainees who had attended the selected vocational training courses organized during year 2009-2013 was procured from selected KVKs. A sample of 140 trainees out of 556 women trainees was drawn for the study by applying probability proportional to size (PPS) sampling method. The data were collected personally from the respondents (women trainees) by the researcher through previously developed interview schedule. Problems refer to the constraints faced by the trainees during training course. The indexing of constraints was carried out through open and close ended questions by respondents to indicate various constraints which they faced during the training programme at *Krishi Vigyan Kendras*. Suggestions refer to the possible solutions given by women trainees for further improvement in conducting the vocational training courses of KVKs. It was also measured through open and close ended questions.

### RESULTS AND DISCUSSION

The findings of the study have presented into

two segments. First, the constraints of varied nature experienced by women trainees while undergoing training of *Krishi Vigyan Kendras* were recorded. Second, the suggestions provided by trainees to overcoming the constraints faced by them. Both the constraints and suggestions based on their preference were analysed and presented as following:

#### 1. Problems faced by the trainees

Data shown in Table 1 reveal the problems/ constraints faced by the trainees during training programme at *Krishi Vigyan Kendras*. It refers to the constraints faced by the trainees during training course. The constraints faced by the trainees have been recorded under different heads like problems related to course content, physical facilities, demonstration, social constraints and boarding, lodging & transportation problems. Detailed discussion is given below:

##### i) No refreshment during training:

The data presented in Table 1 revealed that all the *Krishi Vigyan Kendras* provided refreshment to their trainees during training course. Cent per cent trainees stated that they were provided refreshment on daily basis by the *Krishi Vigyan Kendras*.

##### ii) Unsuitable timing of training:

Hundred per cent trainee were satisfied with the timing of the training.

##### iii) Boarding, Lodging & Transportation problem:

Major constraints faced by the trainees in boarding, lodging and transportation facilities throughout the training programme at *Krishi Vigyan Kendras* was travelling non provision of travelling allowances to trainees for attending training course. Further 35.00 per cent had reported that it was very difficult to reach *Krishi Vigyan Kendras* centre, followed by 24.29 per cent who said that no transport facility was provided by the *Krishi Vigyan Kendras* to their trainees. While 13.57 per cent trainees stated that they faced difficulty to reach *Krishi Vigyan Kendras* due to its location in remote areas. The findings are in conformity with the observations of Sharma, she reported that major problem faced by the trainees was, majority of respondents were

poor and could not afford to spend bus fare daily to come to *Krishi Vigyan Kendras* especially for long duration courses.

KVK wise distribution of the data indicated that majority of the trainees in Ferozepur (70.59%) and *Saheed Bhagat Singh* Nagar (63.89%) faced difficulty to reach *Krishi Vigyan Kendras* center. While in Hoshiarpur (20.00%) and Gurdaspur (19.05%) reported that they faced difficulty to reach *Krishi Vigyan Kendras* center. The number of trainees who faced difficulty to reach *Krishi Vigyan Kendras* center was less in Hoshiarpur and Gurdaspur district as compare to

Ferozepur and *Saheed Bhagat Singh* Nagar. It could be due to maximum trainees in Hoshiarpur and Gurdaspur belonged to nearby places of respective *Krishi Vigyan Kendras* whereas, in Ferozepur and *Saheed Bhagat Singh* Nagar maximum trainees belonged to the villages far away from the respective *Krishi Vigyan Kendras*. It was interesting that not even a single trainee from Bathinda reported that she had faced difficulty to reach *Krishi Vigyan Kendras* center for attending the training course. It can be because trainees belonged to the colonies situated nearby the *Krishi Vigyan Kendras*.

**Table 1: Problems faced by the trainees during training course at *Krishi Vigyan Kendras* n=140**

| Type of problem   | Hoshiarpur<br>(n <sub>1</sub> =50)<br>f (%) | SBS Nagar<br>(n <sub>2</sub> =36)<br>f (%) | Gurdaspur<br>(n <sub>3</sub> =21)<br>f (%) | Ferozepur<br>(n <sub>4</sub> =17)<br>f (%) | Bathinda<br>(n <sub>5</sub> =16)<br>f (%) | Total<br>f (%) |
|---|---|--|--|--|---|----------------|
| <b>No refreshment during training</b>   | -   | -  | -  | -  | -   | -              |
| <b>Unsuitable timing of training</b>  | -   | -  | -  | -  | -   | -              |
| <b>Boarding, Lodging &amp; Transportation problem</b>                               |   |  |  |  |   |                |
| Difficult to reach <i>Krishi Vigyan Kendras</i> centre                              | 10 (20.00)                                  | 23(63.89)                                  | 4 (19.05)                                  | 12(70.59)                                  | -   | 49 (35.00)     |
| Non availability of transport facility  |   |  |  |  |   |                |
| Non provision of travelling allowances  | 8 (16.00)                                   | 11(30.56)                                  | 3 (14.29)                                  | 9 (56.25)                                  | 3 (18.75)                                 | 34 (24.29)     |
| Difficulty to reach <i>Krishi Vigyan Kendras</i> due to its location in remote area | 50 (100)                                    | 36 (100)                                   | 21 (100)                                   | 17 (100)                                   | 16 (100)                                  | 140 (100)      |
|   | 1 (2.00)                                    | 8 (22.22)                                  | -  | 10(58.82)                                  | -   | 19 (13.57)     |
| <b>Physical Facilities</b>  |   |  |  |  |   |                |
| Uncomfortable training room   | -   | -  | -  | -  | -   | -              |
| Lack of equipments for hand on training   | -   | -  | -  | 2 (11.76)                                  | -   | 2(1.43)        |
| <b>Demonstration</b>  |   |  |  |  |   |                |
| Lack of confidence of expert at the time of delivery of demonstration               | -   | -  | 2 (9.52)                                   | -  | -   | 2 (1.43)       |
| Size of training group was large  | -   | -  | 1 (0.71)                                   | -  | -   | 1 (0.71)       |
| Impracticability of training  | -   | -  | -  | 1 (5.88)                                   | -   | 1 (0.71)       |
| Bad communication skills of expert  | -   | -  | -  | -  | -   | -              |
| Lack of follow up   | 1 (2.00)                                    | 8 (22.22)                                  | -  | 10 (7.14)                                  | -   | 19 (13.57)     |
| <b>Personal Constraints</b>   |   |  |  |  |   |                |
| Lack of time  | 8 (16.00)                                   | 9 (25.00)                                  | 9 (42.86)                                  | 12(70.59)                                  | 6 (37.5)                                  | 44 (31.43)     |
| Non cooperative attitude of family members  | 4 (8.00)                                    | 10(27.78)                                  | 6 (28.57)                                  | 5 (29.41)                                  | 4 (25.00)                                 | 29 (20.71)     |
| Family does not allow for attending training  |   |  |  |  |   |                |
| Absence during training period annoy family members                                 | 3 (6.00)                                    | 3 (8.33)                                   | 3 (14.29)                                  | 4 (23.53)                                  | 3 (18.75)                                 | 16 (11.43)     |
| Difficult to cope up with household chores during training                          | 3 (6.00)                                    | -  | 2 (9.52)                                   | 5 (29.41)                                  | 4 (25.00)                                 | 14 (10.00)     |
|   | 3 (6.00)                                    | 3 (8.33)                                   | 2 (9.52)                                   | 7 (41.18)                                  | 4 (25.00)                                 | 19 (13.57)     |

It can be concluded that *Krishi Vigyan Kendras* should provide transport facility to those women trainees who are living in the villages far from the *Krishi Vigyan Kendras* or

at least *Krishi Vigyan Kendras* should provide traveling allowances to the poor trainees.

#### iv) Physical Facilities:

About physical facilities, Cent per cent

trainees stated that training rooms were very comfortable. Only 1.43 per cent trainees reported that there was lack of equipment for hand on training at *Krishi Vigyan Kendras*.

**v) Demonstration:**

In case of problems related to delivery of demonstration 13.57 per cent trainees reported that there was lack of follow up while, a negligible number of the trainees (1.43%) reported that there was lack of confidence among *Krishi Vigyan Kendras* expert during training programme, followed by 0.71 per cent each stated size of training group was large and training was impracticable. All the trainees were satisfied with the communication skills of KVK expert. When the data were viewed district wise it was noticed that only in Gurdaspur district 9.52 per cent trainees reported that expert had lack of confidence during training and 4.76 per cent revealed that size of the training group was large. Only 5.88 per cent trainees from KVK Ferozepur reported the impracticability of the training course. Another constraint observed by the trainees (7.14%) was lack of follow up. *Krishi Vigyan Kendras* didn't help their trainees to start any productive work after completion of the training and trainees had no linkages after the training is completed.

**vi) Personal Constraints:**

When the trainees were asked about the social constraints faced by the trainees during the training programme, the highest percentage of trainees (31.43%) reported that they had lack of time for attending training. Further 20.71 per cent trainees faced constraints of non-cooperation of family members to attend training course whereas 13.57 per cent of trainees had faced difficulty to cope up with household chores during training and 11.43 per cent stated that family did not allow them to attend training on daily basis at *Krishi Vigyan Kendras*. While 10.00 per cent trainees reported the constraint faced by them was the long absence of the women in the family annoyed family members, therefore it is

difficult for rural women to spare free time to attend training. In rural areas, the reason may be that major responsibility of women was to take care of the all household chores, children, family members and livestock too, so they had a shortage of time. So from their view point these training are just the wastage of time as if women are not able to generate any income after receiving the training on a particular topic.

When the data were viewed KVK wise, it was found that major constraint faced by the trainees during training programme in Ferozepur (70.59%) followed by Gurdaspur (42.86%), Bathinda (37.5%) and Hoshiarpur (16.00%) was the shortage of time. While in case of *Saheed Bhagat Singh Nagar*, the major constraint faced by the trainees (27.78%) was non-cooperation by the family members.

It can be concluded that women in rural areas are overloaded with the work responsibilities, so they are unable to go outside the home to work. Therefore, trainees and government agencies should be linked up and *Krishi Vigyan Kendras* should provide assistance to their trainee so that they can generate some income by starting some productive work at home only after completion of their training at *Krishi Vigyan Kendras*.

**5.5 Suggestions given by the trainees for improvement in future training courses:**

The perusal of data presented in Table 2 reveals the suggestions given by the trainees for further improvements in the future training courses of *Krishi Vigyan Kendras*. The suggestions given by the trainees were recorded and distributed under different heads like suggestions regarding the timing of training, venue of training, duration of training, ratio of theory and practical, method of information, physical facilities provided by *Krishi Vigyan Kendras*, etc. The detailed discussion of the suggestions given by the trainees is given below under following sub-headings:

**i) Timing of training:**

The data in the Table 2 indicated that Cent per cent trainees were satisfied with the timing of the training at *Krishi Vigyan Kendras*. Not even a single trainee from any of the *Krishi Vigyan Kendras* suggested any change in the timing of training at *Krishi Vigyan Kendras*.

**ii) Venue of training:**

In case of venue of training courses, it was observed that 40 per cent of trainees suggested that the Vocational training courses should be conducted at village level instead of *Krishi Vigyan Kendras*. Reason could be that rural people don't want to send their girls outside the village or to *Krishi Vigyan Kendras* for training. These trainees also revealed that if the training will be conducted at respective village, the number of women trainees will definitely increase. When the data were viewed as district wise, it was noticed that no respondent from Ferozepur and Bathinda district suggested that training should be conducted at village, all the trainees from the respective *Krishi Vigyan Kendras* were satisfied from the venue of training. In case of Gurdaspur 23.81 per cent followed by Hoshiarpur 50.00 per cent suggested that training should be conducted at village level. While majority of the respondents from KVK *Saheed Bhagat Singh Nagar* (72.22%) wanted that the venue for conducting training should be off campus.

**iii) Duration of training:**

When the trainees were asked about the duration of the training courses, it was noticed that a negligible number of the trainees had suggested the long duration for the selected training courses. Around fourteen per cent respondents suggested that the duration of 21 days training should be increased upto one month while only 2.86 per cent said that it should be increased upto 2 months. These

findings are in conformity with the observation of Kaur<sup>2</sup>, she reported that 43.58 per cent of the trainees suggested the duration of training as 20 days and 39.74 per cent suggested that training should be of atleast for one month.

Twelve per cent of trainees proposed that duration of one month training should be extended upto three months followed by a negligible number (2.86%) who suggested increasing the duration upto two months. Further, it was observed that a minimal number of the trainees (2.86%) each suggested that duration of 39 days of training courses should be extended upto two months and three months respectively. While again, a negligible number of respondents advised that duration of the two month training courses should be increased upto three months followed by 2.14 per cent who suggested the increase in duration upto six months. Last but not least, a minimal number of the trainees (1.43%) recommended that the duration of three month training courses should be extended upto six months. It is important to mention here, that six month duration was suggested only for the training of garment construction by the different trainees from different *Krishi Vigyan Kendras*. The findings are in line with the results obtained by Sharma, she suggested in her study long duration training should be organized for developing skills in trainees.

**iv) Ratio of theory /practical:**

Next, the trainees were asked about the ratio of theory and practical throughout the training course and it was interesting that all the trainees were satisfied with the ratio of theory and practical.

**v) Method of information delivery:**

Trainees were satisfied with all listed methods of information delivery during training i.e. lecture demonstration, discussion groups, home visits, field visits and exhibitions.

**Table 2: Distribution of the trainees according to their satisfaction and suggestions about training course at Krishi Vigyan Kendras**

| Existing   | Suggestions  | Krishi Vigyan Kendras                       |  |  |  |   | Total<br>f (%) |
|--|--|---|--|--|--|---|----------------|
|  |  | Hoshiarpur<br>(n <sub>1</sub> =50)<br>f (%) | SBS Nagar<br>(n <sub>2</sub> =36)<br>f (%) | Gurdaspur<br>(n <sub>3</sub> =21)<br>f (%) | Ferozepur<br>(n <sub>4</sub> =17)<br>f (%) | Bathinda<br>(n <sub>5</sub> =16)<br>f (%) |                |
| <b>Timing of training</b>  |  |   |  |  |  |   |                |
| 9-1pm  | Satisfied  | -   | -  | -  | -  | -   | -              |
| <b>Venue of training</b>   |  |   |  |  |  |   |                |
| Krishi Vigyan Kendras  | at Village   | 25 (50.00)                                  | 26 (72.22)                                 | 5 (23.81)                                  | -  | -   | 56 (40.00)     |
| <b>Duration of training</b>  |  |   |  |  |  |   |                |
| 21 days  | One month  | -   | -  | 20 (95.24)                                 | -  | -   | 20 (14.3)      |
|  | Two month  | -   | 4 (11.11)                                  | -  | -  | -   | 4 (2.86)       |
| One month  | Two month  | -   | 4 (11.11)                                  | -  | -  | -   | 4 (2.86)       |
|  | Three month  | -   | -  | -  | 17 (100)                                   | -   | 17 (12.14)     |
| 39 days  | Two month  | -   | 4 (11.11)                                  | -  | -  | -   | 4 (2.86)       |
|  | Three month  | -   | 4 (11.11)                                  | -  | -  | -   | 4 (2.86)       |
| Two month  | Three month  | -   | 4 (11.11)                                  | -  | -  | -   | 4 (2.86)       |
|  | Six month  | -   | 3 (8.33)                                   | -  | -  | -   | 3 (2.14)       |
| Three month  | Six month  | -   | 2 (5.56)                                   | -  | -  | -   | 2(1.43)        |
| <b>Ratio of theory /practical</b>  |  |   |  |  |  |   |                |
| 25 :75   | -  | -   | -  | -  | -  | -   | -              |
| <b>Method of information delivery</b>                                      |  |   |  |  |  |   |                |
|  | Satisfied  | -   | -  | -  | -  | -   | -              |
| Lecture Method   | -do-   | -   | -  | -  | -  | -   | -              |
| Method Demonstration   | -do-   | -   | -  | -  | -  | -   | -              |
| Discussion group   | -do-   | -   | -  | -  | -  | -   | -              |
| Home visit   | -do-   | -   | -  | -  | -  | -   | -              |
| Field visit  | -do-   | -   | -  | -  | -  | -   | -              |
| Exhibition   | -do-   | -   | -  | -  | -  | -   | -              |
| <b>Physical Facilities</b>   |  |   |  |  |  |   |                |
| Training rooms   | Satisfied  | -   | -  | -  | -  | -   | -              |
| Refreshment  | -do-   | -   | -  | -  | -  | -   | -              |
| Provision of hostel  | -do-   | -   | -  | -  | -  | -   | -              |
| Home science laboratory  | -do-   | -   | -  | -  | -  | -   | -              |
| Library  | -do-   | -   | -  | -  | -  | -   | -              |
| Equipments for hand on training  | -do-   | -   | -  | -  | 2 (11.76)                                  | -   | 2 (1.43)       |
| <b>Trainer' behavior</b>   |  |   |  |  |  |   |                |
| Expert/ Subject matter specialist  | Satisfied  | -   | -  | -  | -  | -   | -              |
| <b>Suggested topics to be included in the content of the training</b>      |  |   |  |  |  |   |                |
| Everything was covered   | <b>Training on :</b>                                     |   |  |  |  |   |                |
|  | Machine embroidery                                       | -   | -  | -  | 1 (5.88)                                   | -   | 1 (0.71)       |
|  | Stitching of gents garments                              | -   | -  | -  | 5 (29.41)                                  | -   | 5 (3.57)       |
|  | Basic computer   | 16 (32.00)                                  | 19 (52.78)                                 | -  | -  | -   | 35 (25.00)     |
| <b>Transportation facilities</b>   |  |   |  |  |  |   |                |
| No provision of transport facility by KVK for attending on campus training | Provision of transport facility for trainees             | 8 (16.00)                                   | 11 (30.56)                                 | 3 (14.29)                                  | 9 (52.94)                                  | 3 (18.75)                                 | 34 (24.29)     |
|  | Stipend to poor trainees                                 | 8 (16.00)                                   | 11 (30.56)                                 | 3 (14.29)                                  | 9 (52.94)                                  | 3 (18.75)                                 | 34 (24.29)     |
| <b>Follow up</b>   |  |   |  |  |  |   |                |
| Weak linkage with trainees after training                                  | Strong linkages between trainees and Government agencies | 50 (100)                                    | 12 (33.33)                                 | 9 (42.86)                                  | 17 (100)                                   | 16 (100)                                  | 104 (74.29)    |
|  | Marketing of the products                                | 30 (60.00)                                  | 1 (2.78)                                   | -  | -  | -   | 31 (22.14)     |
|  | Provision of costly equipments on rent basis             | 3 (6.00)                                    | -  | -  | 5 (29.41)                                  | -   | 8 (5.71)       |
|  | Availability of  | -   | -  | 5 (23.81)                                  | -  | -   | 5 (3.57)       |

|                  | material at <i>Krishi Vigyan Kendras</i> on payment basis |           |            |            |           |            |
|------------------|---|-----------|------------|------------|-----------|------------|
| <b>Any other</b> | Separated batches for basic and advanced trainees         | -         | 1 (2.78)   | -          | -         | 1 (0.71)   |
|                  | Fixing of minimum age of trainees                         | -         | -          | -          | 2 (11.76) | 2 (1.43)   |
|                  | Need based training                                       | 5 (10.00) | 12 (33.33) | 17 (80.95) | 6 (35.29) | 44 (31.43) |

\*Multiple Response

**vi) Physical Facilities:**

When the trainees were asked about the physical facilities provided by the *Krishi Vigyan Kendras* during the respective training course, it was found that all the trainees were satisfied with the facilities like training rooms, refreshment, home science laboratory and provision of library etc. during training courses except the facility of equipment for hand on training. It was reported by only 1.43 per cent trainees. It is important to discuss here that hostel facility was not provided by any of the selected five *Krishi Vigyan Kendras*, but respondent trainees had no problem with improvising of hostel as all the trainees belonged to nearby places of *Krishi Vigyan Kendras*. All the trainees travel on daily basis from their home to *Krishi Vigyan Kendras* for attending training courses.

**vii) Trainer/ SMS's Behaviour:**

In case of questions asked about the trainer's behaviour during training, all the trainees revealed that they were satisfied by the *Krishi Vigyan Kendras* expert or subject matter specialist in context to training courses.

**viii) Suggested topics to be included in the content of the training:**

Highest percentage of the trainees (25.00%) suggested that basic training on computer should be provided by the *Krishi Vigyan Kendras* to their trainees for designing of garments, as it is the need of hour. Only 3.57 per cent trainees wanted training on gents garment. Whereas a negligible percentage of the trainees (0.71%) expressed that machine work embroidery should also be included in 'garment construction and enrichment' training and skills for machine embroidery should also be imparted.

Reason could be due to in this modern era people prefer to design or embroider their garments as per their own choice.

**ix) Transportation facilities:**

*Krishi Vigyan Kendras* were not providing any transport facilities to the trainees when they conducted the on-campus training. in this regard 24.9 per cent trainees suggested that free transport facility should be provided or travelling allowances (TA) should be given to the trainees.

**x) Follow up:**

Majority of the trainees (74.29%) expressed that there was a weak linkage between staff of *Krishi Vigyan Kendra* and trainees. So follow up action was needed to establish strong linkages between trainees and government, marketing of the product, provision of costly equipment on rent basis and provision of material on payment basis which is not available in local market. The findings are in line with the results of Thakur<sup>9</sup>, he revealed that major constraints faced by the trainees are inadequate marketing facilities, lack of follow up, lack of transport facility.

**xi) Any other:**

The highest percentage of the trainees (31.43%) suggested that need based training should be provided. A negligible percentage of trainees (0.71%) reported that training groups should be separated for basic and advanced trainees. for imparting the training minimum age criteria should be fixed, it was suggested by 1.42 per cent trainees.

It could be concluded from the above discussion that many valuable suggestions were provided by the trainees and the future training courses can be further improved by incorporating these suggestions into them.

### Acknowledgement

The author appreciated Indian Council of Social Science Research, New Delhi for the provision of financial support that were a great help to accomplish this work.

### CONCLUSION

During on campus training, majority of the women trainees reported that there was no boarding and transport facilities for the trainees. So, it is suggested that travelling allowances or transport facility to reach the KVK should be provided to the trainees. Majority of the trainees also revealed that there was a weak linkage between the trainees and *Krishi Vigyan Kendras* after completion of training. Therefore, follow up of the trainees after the training should be mandatory and *Krishi Vigyan Kendras* should strengthen the linkages between trainees and government agencies so that the vocational training courses can be made profitable.

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