

**Constraints Analysis of the Training Programmes  
Organized by the KVKs under SKNAU, Jobner  
(Rajasthan)**

श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, जोबनेर (राजस्थान) के कृषि  
विज्ञान केन्द्रों द्वारा आयोजित प्रशिक्षण कार्यक्रमों में आने वाली  
बाधाओं का विश्लेषण

**Thesis**

**Submitted to the  
Sri Karan Narendra Agriculture University, Jobner  
in partial fulfillment of the requirements for  
the degree of**

**Master of Science**

**in the  
Faculty of Agriculture  
(Extension Education)**

**By  
Jitendra Kumar Meena  
2018**

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**JITENDRA KUMAR MEENA**

**Thesis**

**MASTER OF SCIENCE IN AGRICULTURE  
(EXTENSION EDUCATION)**



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**DEPARTMENT OF EXTENSION EDUCATION  
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This is to certify that this thesis entitled “**Constraints analysis of the training Programmes organized by the KVKs under SKNAU, Jobner (Rajasthan)**”. Submitted for the degree of **Master of Science** in the subject of **Extension Education** embodies bonafide research work carried out by **Mr. Jitendra Kumar Meena** under my guidance and supervision and that no part of this thesis has been submitted for any other degree. The assistance and help received during the course of investigation have been fully acknowledged. The draft of the thesis was also approved by advisory committee on \_\_\_\_\_2018.

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Date.../...../2018

(Jitendra Kumar Meena)

Place: Jobner

**INTRODUCTION**

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An agricultural invention and innovation continuum in all facets of agriculture and allied activities with its effective diffusion is key to sustainable increase in the productivity with environment sustainability. With half of the workforce engaged in agricultural sector in India, the role of science and technology in agriculture is not only to ensure food security of the country, but also to provide farmers a competitive edge and to maintain affordability of the food items for the public, at large.

Modernization of agriculture greatly depends on development of farm and its dissemination. A large number of agricultural technologies are available, but full use of it is not being done in many parts of the country. Thus, there is a big gap in the technology generation and dissemination. The transfer of farm technology is mainly by the State Department of Agriculture and State Universities through Krishi Vigyan Kendras (KVKs).

The KVKs are evolving as the future grass root level institutions for empowering the farming community. KVKs have made dent and have become part of decentralized planning to achieve desired level of growth in agriculture and allied sector. They serve as the light house for rapid agricultural and rural development and act as link between agricultural universities, research institutes and farmers.

KVKs play a vital role in conducting On Farm Testing to demonstrate location specific agricultural technologies. Also KVKs conduct demonstrations to prove the potential of crops at farmers' fields. KVKs also conduct need based training programmes for the benefit of farmers and farm women, rural youths. KVKs are creating awareness about improved agricultural technologies through large number of extension programmes. Critical and quality inputs like

seeds, planting materials, organic products, biofertilizers and livestock, piglet and poultry strains are produced by the KVKs and made available to the farmers.

The aim of KVK is to reduce the time lag between generation of technology at the research institution and transfer to farmer's fields for increasing production, productivity and income from agriculture and allied sectors. "Teaching by doing and learning by doing" are main method of imparting skill training. KVK's have been considered as the most important extension centers to transfer the technology from research station to the farmer's field and therefore, the government has initiated the process of establishing two KVK in each district.

The first KVK in Rajasthan was Bharatiya Krishi Vigyan Kendra, established at Fatehpur Shekhawati of district Sikar in 1976 under the administrative control of M.L. Sukhadia University, Udaipur and 42 more KVKs are working in the state.

In each KVK, Senior Scientist cum Head is posted along with six Subject Matter Specialists of Horticulture, Agronomy, Animal Husbandry, Extension Education, Plant Protection and Home Science. Three Programme Assistants and six other ministerial and supporting staff are provided to each KVK making a total of 16 in all.

The mandate of KVK is Technology Assessment and Demonstration for its Application and Capacity Development. To implement the mandate effectively, the following activities are envisaged for each KVK.

- On-Farm testing to assess the location specificity of agricultural technologies under various farming systems.
- Frontline Demonstrations to establish production potential of technologies on the farmers' fields.

- Capacity development of farmers and extension personnel to update their knowledge and skills on modern agricultural technologies.
- To work as Knowledge and Resource Centre of agricultural technologies for supporting initiatives of public, private and voluntary sectors in improving the agricultural economy of the district.
- Provide farm advisories using ICT and other media means on varied subjects of interest to farmers.

In addition, KVK would produce quality technological products (seed, planting material, bio-agents, livestock) and make it available to farmers, organize frontline extension activities, identify and document selected farm innovations and converge with ongoing schemes and programmes within the mandate of KVK.

Out of the five mandates, capacity building of the beneficiaries by organizing trainings of farmers, farm women, rural youths and extension functionaries to update their knowledge and skills in modern agricultural technologies is the first step towards enhancing the knowledge and skills.

In KVKs on campus trainings of 3-4 days duration or more, one day off-campus trainings in the villages and the long duration skill oriented trainings are organized to develop knowledge and skills of the trainees.

The Subject Matter Specialist (SMS) is a resource person for agricultural knowledge management and information/experience sharing with farming community. The SMSs on the one hand, are engaged in generating the knowledge, testing the technology, developing innovations and on the other hand, communicating

knowledge, technology and innovations directly or indirectly to the farmers and extension workers.

The major constraints for low agricultural production in India are lack of irrigation facilities, uncertain rainfall, low fertility status of soil and lack of transfer of technology from the research laboratories to its ultimate users *i.e.* the farmers. Although SMSs of the KVKs are working for the fulfilment of aspiration of farmers and authorities, there are many constraints which affect their working adversely. On the other hand it is also true that absence of constraints will improve the functioning of any organization and so is the KVKs. Authorities or managers should have the first hand information on the constraints being faced by the technical staff of the KVKs, so that the manageable constraints could be overcome.

Efficient Extension Management is very much essential for the success of any transfer of technology programme. Training programmes in KVKs can be better managed if the adequate infrastructure facilities, trained staff, adequate budget for lodging and boarding of the farmers and facilities for demonstration are made available in the KVKs. Though the Govt. is trying hard to equip the KVKs with all the required facilities still there are certain constraints which needs to be identified and resolved in order to improve the quality of the Training programmes.

Therefore the study has made an attempt to identify the constraints of technical staff including Senior Scientists cum Head, SMSs and Programme Assistants and beneficiaries of training programme *i.e.* farmers, farm women and rural youths. An effort has also been made to compare the constraints faced by the Technical staff as well as the beneficiaries of SAU, ICAR and NGO KVKs, to make the study more meaningful. Suggestions obtained from the

technical staff to improve the quality of the training, is expected to bring desired reform in the system.

Keeping in view the above fact, the present study entitled **“Constraints analysis of the training Programmes organized by the KVKs under SKNAU, Jobner (Rajasthan)”** has been undertaken with following specific objectives:

- (i) To study the profile of KVKs selected under study
- (ii) To identify constraints faced by the Technical staff and the beneficiaries during training programmes organized by the KVKs
- (iii) To compare the constraints faced by the technical staff and the beneficiaries of the selected KVKs
- (iv) To obtain the suggestions from the technical staff and the beneficiaries for improving the quality of the training programmes

### **Importance of the proposed investigation**

The findings of the present investigation showing a clear picture of the constraints faced by the beneficiaries and the technical staff, will be of paramount importance to the KVKs for modifying and strengthening the working condition and facilities to provide full benefits to the technical staff and beneficiaries so that they can give their best services and perform their duties in a better way.

The suggestions for improvement expressed by the respondents will help the policy makers for making necessary reforms in the policies for improving the situations and to improve the quality of the training programmes in the KVKs.

The results may prove useful to other KVKs of the country having the similar mandates.

## **Theoretical model of the study**

For the successful completion of present research work a theoretical model of the study has been developed on which the entire study is based.

## **Organization of thesis:**

The dissertation has been divided in to five chapters as follows:-

- T  
The first chapter - Introduction narrates objectives, scope, and importance of the study.
- T  
The second chapter - Review the relevant studies made in the past.
- T  
The Third chapter- includes methodology consisting of sampling technique, measurement of constraints, suggestion, tools used and the statistical techniques followed.
- T  
The fourth chapter deals with the findings of the investigation and discussion.
- T  
The fifth chapter consists of brief summary and conclusion of the dissertation appears at the end followed by the bibliography.
- T  
The appendices appear at the end.

### **Limitations of the study**

In lieu of the constraints of time and availability of resources, the study was subjected to the following limitations:

1. The findings of the study are based on the verbal expression of responses of the technical staff and beneficiaries of the KVKs. Hence, there may be chances of biasness from respondent's side.
2. The present study was restricted only to the KVKs under operational area of Sri Karan Narendra Agriculture University, Jobner.
3. The study was conducted on the technical staff and beneficiaries of the KVKs under SKNAU, Jobner (Rajasthan) only.
4. Only the constraints faced by the technical staff and beneficiaries during training programmes of KVKs were studied.
5. Though all possible effort was taken to make the best use of valid and reliable instruments for collecting the data, yet accuracy can't be guaranteed.

## REVIEW OF LITERATURE

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A review of literature regarding the similar studies conducted in past, forms an integral part of any scientific inquiry, to give a sound support to any novel research.

For supporting the findings of the present investigation, all available journals, books, periodicals and reports were referred for collecting relevant review of literature. Efforts have been made to collect most relevant review, but due to limited efforts done in past, it had not been possible to find out review directly related to the study. Therefore, the literature pertinent to the problem has been reviewed in light of the objectives of the study. It has been presented under the following sub heads:

1. Constraints faced by the technical staff and the beneficiaries during training programmes organized by the KVKs and comparison of the constraints faced by the SAU, ICAR and NGO KVKs.
2. Suggestions from the technical staff and beneficiaries for improving the quality of the training programmes.

### **2.1 Constraints faced by the technical staff and the beneficiaries**

Constraints faced by technical staff and beneficiaries includes administrative, technical, financial, infrastructure and other facilities related constraints faced by the technical staff and beneficiaries while organizing the training programmes in KVKs.

#### **2.1.1 Constraints faced by the Technical staff and comparison of the constraints faced by the technical staff of SAU, ICAR and NGO KVKs.**

Sharma and Sharma (2002) concluded that the lack of budget, lack of physical facilities, education, heterogeneity of extension personnel, lack of adequate staff, lack of proper response from the extension personnel were the major hurdles whereas, lack of co-operation between different departments, political interference and inadequate feedback system were

minor problems in effective execution of training programmes for the extension personnel as perceived by the administrators/coordinators.

Popat *et.al.* (2002) reported that non-availability of vehicle, more reporting work and paucity of funds to prepare teaching aids were the major constraints faced by the SMSs. The technical constraints like inadequate and proper technical guidance from superiors, lack of vehicle facility to arrange field trips and lack of new research recommendations and need-based research were mostly felt by large majority of SMSs.

Sharma *et al.* (2002) concluded that 54.00 per cent of the extension personnel considered “large area under village extension workers coverage” and “no provision of conveyance” were the major constraints and ranked I, “lack of coordination and cooperation among the *mandal* and *non-mandal* farmers” (48.00 per cent), “absence of official building for Kisan Seva Kendra and *mandal* meetings” (42.00 per cent) and “lack of incentives for good work” (38.00 per cent) were other constraints and ranked II, III and IV respectively.

Kumar (2004) revealed that majority of trainers in KVKs under SAUs perceived high extent constraints like “lack of motivation in the trainees” and “inadequate feedback system” (2.00 MS) which were jointly ranked first. Whereas, in case of KVKs under ICAR, the first rank was given jointly to “illiteracy among the farmers” and “lack of motivation in the trainees” (2.30 MS). In case of NGO-KVKs, the most perceived constraints were “lack of, promotional opportunities” and “lack of soil water testing laboratories” (2.85 MS). The second most important constraints perceived, by the of trainers of SAU-KVKs were “lack of crop museum or technical park at KVK farms” and “irregular supply of inputs” followed by “non-availability of funds in time” (1.85 MS) whereas, in case of ICAR-KVK, the second, most important constraint was “non- availability of funds in time” (2.20 MS) followed by “lack of sincerity in trainees” (1.90 MS) and in NGO-KVKs, the second most important constraints were “lack of incentives and

rewards” and “lack of different demonstration unit for training programme” (2.42 MS) jointly, followed by “lack of Govt. Policies like subsidies inputs, loan, etc. and “lack of accommodation facilities” (2.28 MS).

Tantray *et al.* (2005) revealed that constraints in the rank order were “lack of assistants for clerical work”, “cumbersome administrative procedure”, “paucity of funds for extension work”, “lack of leadership to SMS team”, “specialists being used as generalists”, “lack of incentives and recognition to the subject matter specialist”, “interpersonal relationship among co-workers”, “lack of motivation among the farmers”, “lack of resources and inputs with the farmers”, and “lack of adequate books, journals and study materials for teaching”.

Sawant and Nikam (2007) concluded that non availability of needed literature, lack of time and non-availability of funds were major constraints faced by trainers.

Bodake *et al.* (2009) revealed that 64.66 per cent respondents faced major constraints of non-availability of agricultural literature followed by 56.66 per cent as ‘absence of timely guidance by agricultural department’.

Mengistu (2009) studied that 92.50 per cent extension agents replied that they are performing ‘non-extension work. “Lack of infrastructural facilities” and “proximity of FTCs and farmers residence” were perceived as a second and third rank constraint with a mean score of (8.28) and (5.85), respectively by the extension Workers. Lack of teaching materials (55.00 per cent), “lack of support and absence of linkage” (27.50 per cent), “lack of budget” (25.00 per cent), “lack of educated farmers who can read and write”(22.50 per cent), “lack of awareness”, “low community participation and expecting some benefits” (20.00 per cent), “lack of skill and need of further training in the side of extension agents” (12.50 per cent) were the major constraints.

Meena *et al.* (2012) concluded that imparting quality practical training and periodical assessment of performance of lay inseminators for improving their skills and knowledge regarding anoestrus detection and insemination needs to be emphasized at periodical interval, which were major constraints.

Gaikwad and Suryawanshi (2012) revealed that majority of the extension personnel reported that non availability of need based literature, poor access to Internet, lack of proficiency in handling computers, unavailability of vehicles, lack of co-operation from colleagues, lack of knowledge about writing extension article, writing radio and TV script, and inconvenient period of training programme were the major constraints faced by the extension personnel.

Chauhan (2013) found that no promotion channel had been arranged for the staff of KVK, many post of the subordinate staff lying vacant, intermittent flow of the funds from organization to KVK head for carrying out mandated activities, fund for the extension activities and FLDs is not released in time by the council, Inadequate infrastructure facilities such as building, fencing, tube well, vehicle etc., unnecessary involvement of organizational head in taking decision regarding planning, execution and implementations of the KVK activities, inadequate required educational qualification among the subordinate staff, local organizational rules do not allow the KVK staff to work freely according to the guidelines of council were the other constraints experienced and expressed by the programme coordinators to restrict their extension management ability.

Jamagani (2013) reported that lack of fund (45.20 per cent) was the major constraint. Other constraints included were “lack of government encouragement” (16.10 per cent), “lack of adequate working materials” (13.70 per cent).

Kumari (2013) revealed that the constraints like “Lack of technical staff” (88.88 per cent ), “Lack of staff quarters” (83.83 per cent), “Paucity of budget” (77.77 per cent), “Lack of incentives and recognition to the scientist or KVK officials” (72.22 per cent ), “More emphasis on the table work” (66.66 per cent), “Lack of farmers hostel” (61.11 per cent) and “Farmers themselves are not interested” (55.55 per cent), were ranked at I, II, III, IV, V, VI and VII position, respectively. The constraints at eighth rank were “Inadequate technology suited to the farmers conditions” (50.00 per cent) and “Lack of resources/inputs with farmers” (50.00 per cent). The ninth ranked constraints were “Lack of transport facilities” (44.44 per cent), “Lack of leadership at KVK” (44.44 per cent). The tenth ranked constraints were “Lack of motivation to the farmers” (38.88 per cent) and “Political interferences” (38.88 per cent). Last and less serious problems were “Lack of training facilities of KVK” (33.33 per cent), “Lack of coordination with other developmental departments” (33.33 per cent ), “Lack of cooperation from farmers” (33.33 per cent) and “Specialists being used more as generalists then extensionists” (33.33 per cent ).

Kumar (2015) revealed that SMSs working in KVKs faced six major constraints viz. technological constraints, administrative constraints, socio-economic constraints in relation to farmers, input/other material constraints, personal and other constraints.

Kumar and Kaur (2015) studied that less posts of supporting staff, delay in recruitment on vacant posts, lack of incentive for working under hard conditions, too much reporting work, rivalries in the villages, labour shortage at farmer level, price fluctuations in crops other than paddy and wheat and untimely supply of various inputs were the widely spread constraints as expressed by more than 70 per cent of the respondents. However lack of location specific technologies (69.10 per cent), too much reporting work (85.60 per cent), price fluctuations in crops other than paddy and wheat (95.90 per cent), untimely supply of various inputs or budget

(80.40 per cent), lack of freedom to disagree with the decisions taken by superiors (52.60 per cent) and coterminous nature of the job in Himachal Pradesh (3.10 per cent) were the main constraints in each category respectively.

Meena and Singh (2013) found that 90.00 per cent of trainers reported the unwillingness of the trainees to attend on campus trainings and ranked first problem in KVKs. 82 per cent of trainers of ICAR KVK reported lack of transport for organizing on-campus trainings as the second most important problem.

Bashir and Narmatha (2016) indicated that the major constraints faced by SMS of NGO hosted KVKs were lack of incentives, lack of clerical staffs and political interventions from the host institution in delivering their duties whereas, constraints faced by SMS of state university hosted KVK was paucity of funds, frequent transfers, lack of coordination among staffs etc.

Kumar *et al.* (2016) reported that the instructors of K.V.K. Ranked the problems as no provision of honorarium/rewards etc. (I) lodging and transportation (II), no personal advancement (III), no opportunities at K.V.K. (IV), less TA/DA (V) and schooling facilities for children (VI). Recommendations of found inadequate at K.V.Ks and quality of the programme were not up to the mark and personal are not willing to work in K.V.Ks because of job insecurity, disparity in pay scale and less avenues etc.

### **2.1.2 Constraints faced by the beneficiaries and comparison of the constraints faced by the beneficiaries of the SAU, ICAR and NGO KVKs.**

Kumar (2004) observed that KVKs under SAU “Lack of crop museum at KVK farms” (1.96 MS) was found the most serious constraint among all 26 constraints. In case of ICAR-KVKs “Lack of wide publicity of

training programmes ” (1.86 MS) was the most serious constraint perceived by the farmer trainees whereas, in case of NGO-KVKs, “Non-suitability of time of training programme ” (2.27 MS) was the most serious constraint perceived by the farmer trainees. The second important constraint faced by farmer trainees in SAU-KVKs was “Non-availability of required inputs” (1.29 MS). The third rank was awarded jointly to the constraints “Lack of coordination with other agencies”, “Lack of transport facilities for field visits” and “Lack of technical staff” (1.25 MS). The second important constraint faced by the farmer trainees in ICAR-KVKs, were “Lack of coordination with other agencies” and “Lack of relevant literature” (1.79 MS), whereas, the third rank was given to “Lack of teaching learning environment” (1.74 MS). In case of NGO-KVKs, the second rank was given to “Inadequate demonstration facilities” (2.19 MS) while the third rank was jointly given to “Inadequate lodging and boarding facilities” and “Language of trainers were not understandable” (2.07 MS).

Chauhan and Singh (2007) found that the major constraints faced by beneficiaries of KVKs were “Lack of publicity of training programme”, “Non-availability of required inputs”, “Lack of coordination with other agencies”, “Needs are not assessed” and “Lack of transport facilities for field visit during training programmes”.

Singh (2007) studied that 93.33 per cent untrained farmers faced major economic constraints in relation to training like High price of Agricultural inputs, Poor economic condition, Poor credit facility, To treat agriculture as secondary profession, Lack of infrastructure for crop production, Lack of awareness towards financial agencies and Higher prices of inputs like seed and fertilizer, Lack of infrastructures and poor availability of credit facility followed by higher prices of inputs faced by 90.67 per cent, 79.33 per cent untrained farmers faced the constraints regarding Govt. policies followed by 70 per cent inadequate planning from Govt./NGOs in relation to training.

Singh *et al.* (2007) found that the main constraints faced by trained farmers were “Training method was not effective”, “Training subject not match with current problems and more distance from the villages to the training centers.

Singh *et al.* (2007) concluded that lack of awareness, lack of motivation among the farmers for training, communication gap among the scientist, farmers and extension workers, lack of education, lack of interests to get modern techniques, poor social status and small land holding were the major constraints of untrained farmers. Whereas 88.67 per cent farmers realized the communication gap among the scientists, farmers and extension workers followed by 80.67 per cent lack of motivation towards training. He further found that Lack of infrastructures and poor availability of credit facility were major economical constraints faced by untrained farmers in relation to training i.e. 93.33 per cent followed by higher prices of inputs (90.67 per cent). Poor Economic status of the farmers was also an important constraints faced by the farmers. Non availability of boarding and lodging facilities indicated by both the trained and untrained respondents. Many other farmers reported that training material including literature was not distributed during the training and they were also charged for training. The place of training was away from the village, was also the constraints faced by the respondents during the course of training.

Singh *et al.* (2007) observed that Political constraints comprising of, Government policy, Incapable local leadership, Inadequate planning from Govt./NGOs and Lack of co-ordination between political representative and farmers covered, was reported by 79.33 per cent of the untrained farmers followed by inadequate planning from Govt./NGOs was reported by 70 per cent of the farmers in relation to the training.

Samantaray *et al.* (2009) found that the major constraints like lack of post-harvest technologies, absence of storage facilities, inadequate training

programme and inadequate demonstration of new technology were faced by the vegetable growers.

Singh *et al.* (2013) studied that non availability of required inputs” was the major constraints (74 per cent) followed by lack of practical exercise during training programme (64 per cent) and less emphasis of practical’s (skill training) (64 per cent). “Lack of coordination with other agencies” (58 per cent) ranked third followed by “inadequate demonstration facilities (45 per cent). In the constraints series “needs are not assessed was ranked fifth in order. These constraints were followed by “lack of wide publicity of training programme (40 per cent) and “lack of physical facilities (40per cent) ranked sixth in order. “Lack of transport facilities for field visit (35per cent) ranked as seventh, “Non-suitability of time and duration of training programme” (30 per cent) ranked eight. These constraints were followed by “inadequate boarding and lodging facilities (29 per cent)”, “lack interest taken by trainers” (25 per cent),“lack of teaching learning environment” (25 per cent ) both ranked tenth in order.

Meena and Singh (2013) reported 85.00 per cent of trainees realized that more emphasis was given on lecture rather than practical and discussion methods in KVKs trainings. It is interesting to note that “lack of trained, field oriented and experienced staff was perceived by as many as 80.00 per cent of trainees and it was placed at second rank. About 77.00 per cent trainees perceived lack or inadequate facilities for practical demonstrations as third most important problem.

Kumar *et al.* (2016) reported the problems faced by trainees at the time of participation in training programmes in order of the merit, lack of incentives was ranked (I), Availability of conveyance (II) boarding and lodging (III), No proper follow up of activities (IV), problem regarding course contents (V) No proper services provided (VI) and problem regarding monthly training (VII). Lack of incentives (83.33 per cent), problems of conveyance (80 per cent), problems of boarding and lodging (71.66 per

cent), no proper follow up of activities (68.33 per cent), problems related to course content (51.66 per cent), irregular classes (38.33 per cent), and problems in monthly training (26.66 per cent) were among the other problems.

## **2.2 Suggestions from the Technical staff and the beneficiaries**

Bhople (2001) reported that suggestions given by SMS of NGO hosted KVKs were career advancement, co-ordination and linkage between other establishments and to reduce political interference by the host institutions.

Singh *et al.* (2010) indicated that the KVKs are realising the objectives of the vocational training programmes in terms of achieving desired outcomes and impacts. The follow-up of the trainings by the KVKs will provide much needed guidance to the trainees and avoid discontinuance of the enterprises. The KVKs should also provide marketing information to the trainees. More regular and robust evaluation studies are required to determine the value of investing in farmers' education and trainings by the KVKs. Evaluation should be part and partial of extension programmes, and should be undertaken on scientific lines to ensure the internal and external validity of the findings.

Patil (2011) suggested that the ICAR Research Institutes, National and Regional Level Extension Training Institutes and State Agricultural Universities should timely assess the training needs of Subject Matter Specialists and accordingly need based training module need to be designed for capacity building of the KVK professionals. The emphasis required on medium duration theory and practical oriented training program with experiential learning methods.

Singh *et al.* (2012) recommended that various KVKs should tailor and organize need based vocational training programs for

entrepreneurship development so that the rural people are benefited. This will help in achieving the sustainable production and in turn will increase the income and employment in the rural areas.

Chauhan (2013) revealed that major suggestions given by programme coordinators in performing their work as extension managers of KVKs' were related to appointment of staff, sufficient and timely grants, all the necessary infrastructural facility for the staff should be made easily available which indirectly influences in a positive manner on extension management work of KVK's. Incentives, vehicle facility, career advancement, restriction on frequent transfer which adversely affects the planning and implementation of pre-decided extension programmes. Modern information and communication technology such as computer, internet, fax, zerox, mobile phone, etc. should be made available to all KVK's, which are very essential for the development of extension management.

Meena and Singh (2013) concluded that the first rank suggestion given by trainers was "development of infrastructural facilities".

Meena and Singh (2013) reported that "Practical demonstration as a part of every training" as most important suggestion for greater impact of KVK trainings. 'Increase in stipend, well-developed infrastructural facilities', 'distribution of input after training' and 'more off-campus trainings' were the other important suggestions provided by the trainees in order to improve the effectiveness of KVK training programmes and require due attention by the host institutions. The suggestions to organize training on self-employment should be well taken to mitigate the problem of unemployment among rural youths.

Kumar and Kaur (2015) noticed that KVKs should be critically balanced otherwise time availability for mandated activities will be badly affected. Overlapping of activities of KVKs with that of line departments

should be removed and KVKs should have freedom to focus primarily on the job creation.

Bashir and Narmatha (2016) suggested that 60.60 per cent respondents realized that “career advancement scheme for the KVK staff should be implemented” and “there should be a provision for incentives for motivating the KVK staff”. Similarly, all posts lying vacant must be filled up to reduce the workload of the SMSs, modern information and communication tools should be made available at all KVKs, a strong coordination and linkage should be established among research institutions especially at NGO KVKs , line departments and KVKs. However, political interference in day-to-day activity of SMS’s must be avoided, funding toward the extension activities must be increased, demonstration unit / training laboratory as well as infrastructural premises should be well equipped, all the necessary infrastructural facility and educational facility for the staff should be made easily available and Vehicle facilities especially for carrying extension activities in village situation are highly essential.

Singh and Tripathi (2016) reported that the first suggestion observed was provision of reward to the KVK personnel (2.44 MS) followed by provision of future advancement of career and provision of medical facilities. The proper maintenance of adequate facilities of laboratory for different followed by provision of sufficient teaching material at KVK ranked second and third rank respectively.

**RESEARCH METHODOLOGY**

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This chapter describes the details of methods and procedures used in the selection of location and sample for present investigation. This also includes the construction and measuring devices used for data collection and statistical analysis. The detailed methodology has been described under the following sections:-

**3.1 Locale of study**

- i. Selection of Krishi Vigyan Kendras

**3.2 Selection of sample**

- i. Selection of the Technical staff
- ii. Selection of the Beneficiaries

**3.3 Tools and techniques for data collection****3.4 Statistical analysis of data****3.1 Locale of study**

The present investigation was conducted in the Krishi Vigyan Kendras (KVKs) under the operational area of the Sri Karan Narendra Agriculture University (SKNAU) Jobner.

The SKN Agriculture University is operating in 8 districts i.e. Ajmer, Tonk, Dausa, Bharatpur, Dholpur, Jaipur, Alwar and Sikar. There are 7 KVKs under the administrative control of SKNAU, Jobner. However the technical support is provided to 2 NGO KVKs (KVK Chomu and Banasthali) and One ICAR KVK (Bansur). The details of these KVKs are as under:

**Table 3.1:** Detailed information about the KVKs under operational area of the SKNAU, Jobner

Agro climatic zone	District	location of the KVK	year of establishment
Ila -Transitional Plain of Inland Drainage	Sikar	FatehpurShekhawati	1976
IIla- Semi arid Eastern Plain	Jaipur	Kotputli	2012
	Jaipur	Chomu	1992
	Ajmer	Tabiji	1992
	Dausa	KhedaKhurd	1994
	Tonk	Banasthali	1994
IIIb- Flood prone eastern Plains	Alwar	Navgaon	1982
	Alwar	Bansur	2012
	Bharatpur	Kumher	1988
	Dholpur	Masudpur	1992

As there may be a difference in the constraints faced by different KVKs on the basis of the administrative control i.e. the governing body, one KVK each from the, State Agriculture University (SAU) i.e. KVK FatehpurShekhawati Dist. Sikar, Non-government organization (NGO) i.e. KVKs Chomu District Jaipur and Indian Council of Agriculture Research (ICAR) i.e. KVK Bansur Dist. Alwar were selected randomly for comparison and to have the adequate representation of the SAU, ICAR and NGO KVKs.

### **3.2 Selection of sample**

There were two kinds of respondents in this study i.e. Technical staff working in the KVKs and the beneficiaries of these KVKs i.e. farmers, farm women and rural youths.

#### **(i) Selection of the Technical staff**

For selection of the Technical staff, a list of all the Technical staff including Senior Scientists cum Heads, Subject Matter Specialists (SMSs) and Programme Assistant (P.A.s) working in the KVKs under the

operational area of the SKNAU, jobner, during the year 2016-17 were prepared with the help of record available with the Directorate of Extension Education, SKNAU, Jobner. All the Technical staff was included from every KVK (under SKNAU) and make a sample of 50 technical staff.

**(ii) Selection of the Beneficiaries**

Training programmes organized in selected KVKs (Bansur, Chomu, Fatehpur) during 2016-17.

**Table: 3.2 Training programmes organized in selected KVKs during 2016-17.**

Name of KVK	On Campus training		Vocational training		Total	
	No. of trainings	Participant	No. of trainings	Participant	No. of trainings	Participant
<b>Bansur</b>	10	258	0	0	10	258
<b>Chomu</b>	52	1344	2	44	54	1388
<b>Fatehpur</b>	16	519	2	40	18	559

A list of all the beneficiaries who had attended at least 3 training programmes either on-campus or vocational training organized by the KVKs during last one year i.e. 2016-17 was prepared separately, with the help of the record for each selected KVK, based on their administrative control i.e. KVK Fatehpur-Shekhawati (SAU KVK), KVK Bansur (ICAR KVK) and KVK Chomu (NGO KVK) for comparing the constraints faced by the beneficiaries. Out of this, 25 beneficiaries from every KVK were selected randomly.

Thus a total of 125 respondents, 50 Technical staff (from all 10 KVKs) and 75 beneficiaries (from 3 selected KVKs) were included for present investigation.

**3.3 Construction of the tools for data collection**

In order to collect the required information, following Schedules were prepared with the help of available literature, expert's opinion and personal observations and experience.

### **I. Schedule for Profile of KVKs**

To study the profile of the selected KVKs, a check list of all required facilities as prescribed by the ICAR was prepared. Questions related to building, farm, infrastructure, equipment, laboratories, staff position, demonstration units was prepared. Various reports were also consulted to study the profile of KVKs.

### **II. Constraints faced by the Technical staff and Beneficiaries**

To find out the constraints faced by the technical staff, a check list of all possible constraints or problems under the sub-heads i.e. Administrative problems, Technical problems, Financial problems, Infrastructure and other facilities related problems, Personal Problems etc. were prepared with the help of review and literature, with the suggestions of the experts. The developed schedule and Questionnaire was discussed with subject matter specialists of KVK's Scientists. Necessary help and guidance was taken from the experts in the field of extension education working at the Department of Extension Education, SKNAU, Jobner including the members of advisory committee. Literature related to the present study was also reviewed.

Similarly a list of all possible constraints faced by the beneficiaries was also prepared with the help of available literature and schedules.

### **III. Scoring procedure**

The constraints rating scale consisted of 57 and 24 statements for the technical staff and beneficiaries respectively. The responses were obtained on a three point rating scale strongly agree, agree, disagree and 3, 2, 1 score was awarded respectively.

Strongly agree = 3                      Agree = 2                      Disagree = 1

### **IV. Suggestions from the technical staff and beneficiaries**

In order to obtain the suggestions from the technical staff and beneficiaries to improve the effectiveness of the training programmes organized by the KVKs, a separate schedule for technical staff as well as for the beneficiaries were prepared with the help of available literature and personal experience. The responses were compiled.

### **3.4 Data Collection**

The Data from the technical staff was collected by filling up the questionnaire by the respondents themselves during personal contacts, however data from beneficiaries were collected through personal interview with each and every respondent. The data were collected by personal interview technique for Beneficiaries. The investigator personally contacted all the respondents. An appropriate rapport was first established with the respondents to make them feel free to give answers. After explaining reasons and importance of the information to be taken, the interview was conducted by the investigator personally and data were recorded. All seventy five respondents were interviewed mainly at their residence and at their farm.

### **3.5 Statistical framework for analysis of the data**

After collecting the data from 125 respondents (50 technical staff and 75 beneficiaries) it was transferred to work tables and then tally sheets were prepared. They were processed, classified, analyzed and subjected to statistical analysis. The cross tables were prepared and data was interpreted in the light of the objective of the study.

The following statistical tools and methods were used to analyze the collected information and interpretation of the data.

**(i) Percentage:** Simple comparisons were made on the basis of frequency and percentage.

**(ii) Mean Percent Score (MPS):** Mean percent score was obtained by multiplying total obtained score of the respondents

by hundred and divided by the maximum obtainable score under each practice. Formula of MPS is given as under.

$$\text{MPS} = \frac{\text{Total score obtained by the respondent}}{\text{Maximum obtainable score}} \times 100$$

**(iii) Friedman rank test:**

To compare the constraints faced by the technical staff as well as the beneficiaries of the three selected KVKs, the Friedman rank test was used.

The Friedman test determines whether the rank totals ( $R_j$ ) differ significantly. To apply this test, the value of a statistic was computed which Friedman denotes as  $\chi_r^2$  is distributed approximately as chi-square with  $df = k - 1$ , when

$$\chi_r^2 = \frac{12}{(k+1)} \sum_{j=1}^k (R_j)^2 - 3N$$

Where  $N$  = number of rows

$K$  = number of columns

$R_j$  = sum of ranks in  $j^{\text{th}}$  columns

$\sum_{j=1}^k$  = directs one to sum the squares of the sums of ranks over all  $k$  conditions

$$\text{d.f.} = N - 2$$

The value of 'r' always lies between -1 to +1. The positive value of 'r' indicate a tendency of 'x' and 'y' to increase together. Where 'r' is negative, large value of 'x' are associated with small value of 'y'. For test of significance 'r' tabulated is located at  $(n-2)$  degrees of freedom.

**Operationalization of terms and Abbreviations used in the study**

In order to give operational meaning and to facilitate clarity in expression the terms which have been most frequently used in this research report are explained below.

**Definition of the terms used:**

**1. KVK:**

Krishi Vigyan Kendra (KVK) are agricultural extension centers created by ICAR (Indian Council for Agricultural Research) and its affiliated institutions at district level to provide various types of farm support to the agricultural sector.

**2. Training Programme:**

A programme in which systematic instructional *means* to develop knowledge, skills and attitude of the people in order to keep pace with the changes in life.

**3. Constraints:**

Constraints are defined as problems, impediments, obstacles experienced by trainers and trainees during the training programmes at the KVK.

**4. Age:**

Refers to the years on the date of interview with references to date of birth of the respondent.

**5. Education level:**

It is the level of literacy or the formal education obtained by the respondents.

**6. Technical staff:**

It includes senior Scientists cum Head, Subject Matter Specialist and Programme Assistant of the KVK.

**7. Beneficiaries:**

Farmers, Farm women, rural youths who have participated in the training programme organized by the KVKs of study area. They were the respondents for the study.

#### **8. SAU KVK:**

Those KVK which are working under the administrative control of State Agricultural Universities (SAU). eg. Fatehpur Shekhawati (SKNAU- Jobner).

#### **9. ICAR KVK:**

Those KVK which are working under the administrative control of Indian council of Agricultural Research. eg. Bansur (DRMR- Bharatpur).

#### **10. NGO KVK:**

Those KVK which are working under the administrative control of private organizations or NGOs or any trust like KVK Chomu (Pragati trust).

#### **11. Other KVKs:**

Includes SAU KVKs situated in the operational area of the SKNAU, Jobner. i.e. (Jaipur - Kotputli, Ajmer - Tabiji, Dausa - KhedlaKhurd, Alwar - Navgaon, Bharatpur - Kumher, and Dhaulpur - Masudpur) and the NGO KVK i.e. Tonk- Banasthali.

#### **Abbreviations**

COA	=	College of Agriculture
KVK	=	Krishi Vigyan Kendra
TTC	=	Trainer's Training Centers
<i>et.al.</i>	=	(et alibi) and others
Ext. Edu.	=	Extension Education
<i>i.e.</i>	=	That is
ICAR	=	Indian Council of Agricultural Research
IJEE	=	Indian Journal of Extension Education

IRJEE	=	Indian Research Journal of Extension Education
M.P.S.	=	Mean Percent Score
No.	=	Number
S. No.	=	Serial Number
S.D.	=	Standard deviation
Viz.	=	(Videlicet) namely
SAU	=	State Agriculture University
NGO	=	Non-Government Organizations
TOT	=	Transfer of technology
ICT	=	Information and communication technology

### **3.6 DERIVATION OF HYPOTHESES (STATED IN NULL FORM)**

H<sub>01</sub> There is no difference in the constraints faced by the technical staff of KVKs of SAU, ICAR, and NGO.

H<sub>02</sub> There is no difference in the constraints faced by the beneficiaries of KVKs of SAU, ICAR and NGO.

## Chapter-4

### RESULTS AND DISCUSSION

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This chapter deals with the findings of the present investigation in the light of specific objectives therein. Keeping in view the objectives of the study, the required information was collected from the respondents by personal interview with the help of structured schedule. The inferences derived after analysing the data have been presented in different sections given as under:

- 4.1** Profile of the selected KVKs- KVK Fatehpur Shekhawati (SAU KVK), KVK Chomu (NGO KVK) and KVK Bansur (ICAR KVK).
- 4.2** Constraints faced by the technical staff and the beneficiaries during training programmes organized by the KVKs.
- 4.3** Comparison of the constraints faced by the technical staff and the beneficiaries of selected KVKs.
- 4.4** Suggestions obtained from the technical staff and the beneficiaries for improving the quality of the training programmes.

#### **4.1 Profile of KVKs Selected under study**

The SKN Agriculture University is operating in 8 districts i.e. Ajmer, Tonk, Dausa, Bharatpur, Dholpur, Jaipur, Alwar and Sikar. There are 7 KVKs are under the direct administrative control of SKNAU, Jobner. However the technical support is provided to 2 NGO KVKs (KVK Chomu and Banasthali) and 1 ICAR KVK (Bansur), making a total of 10 KVKs.

As there may be a difference in the constraints faced by the technical staff and the beneficiaries of the KVKs, based on the administrative control, three KVKs from each category i.e. SAU, ICAR and NGO KVK (KVK Fatehpur Shekhawati-SAU KVK, KVK Chomu- NGO KVK and KVK Bansur -ICAR KVK) were selected randomly for in-depth study and comparison of the constraints faced by the technical staff and the beneficiaries during the training programmes.

**Table- 4.1.1: Profile of the selected KVKs**

S. No.	Particulars	Name of the KVKs		
		KVK Gunta-Bansur Dist. Alwar	KVK Tankarda, Chomu, Dist. Jaipur	Bhartia Krishi Vigyan Kendra, Fatehpur Shekhawati Dist. Sikar
1.	Administrative control	ICAR	NGO Pragati Trust	SAU (SKNAU, Jobner)
2.	Year of Establishment	2012	1992	1976
3.	Staff available			
i	Senior Scientist Cum Head (1)	1	1	0
ii	Subject Matter Specialists (6)	6	6	3
iii	Prog. Asst. ( 3 )	0	3	0
iv	Supporting staff	0	4	0
v	Drivers (2)	0	2	1
	Total ( 16)	7	16	4
4.	Farm Land Available	19.6 ha.	18 ha.	15.24 ha.

Table 4.1.1 shows that recent KVK is KVK Bansur, whereas the oldest KVK is Fatehpur Shekhawati. All the post are filled up in KVK Chomu, whereas most of the post are vacant in KVK Fatehpur and KVK Bansur.

**Table- 4.1.2: Infrastructure facilities available in the selected KVKs**

S.No.	Infrastructure	Availability with number		
		KVK (Bansur)	KVK (Chomu)	KVK (Fatehpur)
1.	Administrative Building	0	1	1
2.	Trainees Hostel	0	1	1
3.	Residential quarters	0	6	11
4.	Demonstration Units	1	1	1

5.	Threshing floor	0	1	1
6.	Tube well	1	2	2
7.	Irrigation Channel	0	1	1
8.	Implement shed	0	1	1
9.	Farm Go down	0	1	2
10.	Fencing of boundary wall	0	1	1
11.	Soil and Water testing lab	0	1	1
12.	Plant Health Diagnostic facility	0	1	1
13.	Processing unit	0	1	0
14.	E- Connectivity	1	1	1
15.	Integrated farming system	0	1	1
16.	Exhibition	0	1	1

Table 4.1.2 reveals that KVK Chomu has maximum infrastructure whereas KVK Bansur is not having building, trainees hostel, laboratories etc.

#### **4.1.3 Detailed information of Technical programmes undertaken by the KVKs during 2016-17**

In this part an attempt has been made to compile the various activities undertaken by three KVKs i.e. KVK Bansur, KVK Chomu, KVK

Fatehpur. For this purpose, the annual reports of KVKs were collected and a comprehensive list of on - going various activities undertaken by KVK, during 2016-2017 year was prepared.

**Table- 4.1.3: Detailed information of Technical programmes undertaken by the KVKs during 2016-17**

<b>S.No.</b>	<b>Technical Programmes</b>	<b>KVK (BANSUR)</b>	<b>KVK (CHOMU)</b>	<b>KVK (FATEHPUR)</b>
1.	OFTs	6	10	0
2.	FLDs	38	198	11
3.	On Campus, Off Campus and Sponsored Trainings.	65	136	44
4.	Field Days.	04	6	9
5.	Kisan Goasthies.	06	2	9
6.	Exhibitions.	25	315	6
7.	Film Show	65	155	18
8.	Lectures Delivered.	40	175	19
9.	TV Talk/ Radio Talk.	20	44	5
10.	Popular Articles.	17	15	9
11.	Publish Extension literature.	20	64	4
12.	Advisory Seminars.	02	50	20
13.	Diagnostic Visits etc.	21	58	2

Source: Annual Progress Report of the KVKs (2016-17)

Table 4.1.3 reveals that the maximum mandatory activities have been taken up by KVK Chomu and minimum by KVK Fatehpur. This may be because of shortage of technical staff.

#### **4.2 Constraints faced by the technical staff and the beneficiaries during training programmes organized by the KVKs**

The Technical staff including Senior Scientist cum Head, Subject matter specialists and Programme Assistants faces lot of problems in organizing training programmes in KVKs. At the same time, the beneficiaries (farmers, farm women, rural youths etc.) also face various types of problems while attending the training programmes. The problems faced by the technical staff and the beneficiaries during training programmes have been described in following sections.

4.2.1: Constraints faced by the Technical staff during training programmes

4.2.2: Constraints faced by the Beneficiaries during training programmes

#### **4.2.1 Constraints faced by the technical staff during training programmes**

##### **4.2.1.1 General profile about the Technical Staff**

**Table 4.2.1.1 Background profile about the Technical Staff of the KVK**

<b>n=50</b>						
<b>S.No.</b>	<b>Particulars</b>	<b>KVK Bansur (n<sub>1</sub>=7)</b>	<b>KVK Chomu (n<sub>2</sub>=7)</b>	<b>KVK Fatehpur (n<sub>3</sub>=3)</b>	<b>Other KVKs (n<sub>4</sub>=33)</b>	<b>Total Technical staff</b>
<b>A.</b>						<b>Age</b>
1	Young (Below 37.46 years)	4 (57.14)	2 (28.57)	0 (0.00)	4 (12.12)	10 (20.00)
2	Middle (From 37.46 to 53.26 years)	3 (42.85)	5 (71.42)	3 (100.00)	23 (69.69)	34 (68.00)

3	Old (Above 53.26years)	0 (0.00)	0 (0.00)	0 (0.00)	6 (18.18)	6 (12.00)
(Mean = 45.36 S.D. = 7.901847)						
<b>B.</b>				<b>Educati</b>		
<b>on Level</b>						
1.	Higher secondary	0 (0.00)	0 (0.00)	0 (0.00)	1 (3.03)	1 (2.00)
2.	B.Sc.	0 (0.00)	0 (0.00)	0 (0.00)	2 (6.06)	2 (4.00)
3.	M.Sc.	4 (57.14)	4 (57.14)	1 (33.33)	5 (15.15)	14 (28.00)
4.	Ph.D.	3 (42.85)	3 (42.85)	2 (66.66)	25 (75.75)	33 (66.00)
<b>C.</b>				<b>Workin</b>		
<b>g experience</b>						
1.	Below 10 Years	7 (100.00)	3 (42.85)	2 (66.67)	7 (21.21)	19 (38.00)
2.	From 10 to 20 Years	0 (0.00)	2 (28.57)	1 (33.33)	19 (57.57)	22 (44.00)
3.	Above 20 Years	0 (0.00)	2 (28.57)	0 (0.0)	7 (21.21)	9 (18.00)

(Figures in the parentheses indicate percentages)

### Age

Age of the technical Staff at the time of investigation was recorded by asking their age in completed years and data were classified into three groups' viz. Young, Middle and old age group.

The data indicate that majority 68.00 per cent of technical staff was in the middle age group (37.46 to 53.26 years) whereas 20.00 per cent was young age group (Below 37.46 years) and Only 12.00 per cent were in old age group (above 53.26 years).

It reflects that the staff is quite mature and experienced to take care of the situation during the training.

### Educational Level

The data indicate that majority of the technical staff 66.00 per cent were Ph.D. Whereas 28.00 per cent was M.Sc. that reveals that the staff working at the KVKs is highly qualified.

## Working Experience

Data show that majority (44.00 per cent) of the technical staff was having working experience of 10 to 20 years in the KVK whereas 38.00 per cent were having below 10 years of experience. Only 18.00 per cent of the technical staff was in above 20 years of experience group.

Results show that the staff very well know about their job and must be working with efficiency.

## Constraints faced by the technical staff

### 4.2.1.2 Overall constraints faced by the technical staff

Overall constraints faced by the technical staff have been worked out by summing up the scores obtained by the respondents in all the components of constraints i.e. Administrative, Technical, Financial, Infrastructure and others facilities related constraints, and Personal constraints.

**Table-4.2.1.2: Overall constraints faced by the technical staff  
n=50**

.No.	Cat egories	KVK Bansur (n <sub>1</sub> =7)	KVK Chom u (n <sub>2</sub> =7)	KVK Fatehpu r (n <sub>3</sub> =3)	Other KVKs (7) (n <sub>4</sub> =33)	Total Technica l staff
	Lea st constraints Sco re (<88.67)	14.28)	42.86)	0.00)	3.03)	10.00)
	Mo derate constraints Sco re(88.67-116.37)	71.43)	28.57)	66.67)	7 81.82)	6 72.00)
	Sev ere constraints Sco	14.28)	28.57)	33.33)	15.15)	18.00)

	re (>116.37)					
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Mean = 102.52, S.D. = 13.85

Table 4.2.1.2 and Fig. 4.1 Data reveal that majority (72.00 per cent) of the technical Staff were facing Moderate constraints, whereas 18.00 per cent technical staff were facing severe constraints and only 10.00 per cent Technical staff were facing least constraints. Data reveal that technical staff facing a lot of constraints (group Moderate constraints) is due to, the lack of staff, lack of technical equipment's, lack of teaching material to the farmers and many more in the KVKs. Technical staff will be able to do their job properly if the constraints of the technical staff are shorted out. Then outcome will be more from the KVKs and they will be in a better position for dissemination of the technologies or information to the farmers and they will properly achieve their (KVKs) targets.

**Component wise constraints faced by the technical staff of the KVKs**

The data presented in Table 4.2.1.3 reveal that technical staff of all KVKs are facing severe problem because of “No provision of Travelling Allowance to the trainees” (76.00 MPS) followed by “vacant posts of supporting staff” (74.66 MPS) and “staff going for lectures in other departments” (73.33 MPS). It may be attributed to the reason that most of the posts of technical staff are lying vacant in SAU KVKs.

The least observed administrative constraints were over “qualified subordinate staff do not cooperate” (41.33 MPS) followed by “Unnecessary involvement of Programme coordinator in taking decision regarding planning, execution and implementations of the trainings” (42.66 MPS) and “Lack of cooperation in organizing training programme from staff members” (44.66 MPS). These results show that the staff in KVKs is working with cooperation and coordination. Heavy work load on KVK staff due to teaching and other activities has also been a significant constraint.

The findings of the results support the findings of Chauhan (2013).

**Table - 4.2.1.3: Administrative constraints faced by the technical staff****n=50**

<b>S. No.</b>	<b>Administrative Constraints</b>	<b>MPS</b>	<b>Rank</b>
1	Post of programme coordinator is vacant	66.00	XI
2	Many posts of the Subject matter specialists are lying vacant	72.66	IV
3	Post of Supporting staff (Technical) are also lying vacant	74.66	II
4	Over qualified subordinate staff do not cooperate	41.33	XXVI
5	KVK staff have to organise trainings of other department also	68.00	IX
6	KVK staff has been given additional responsibility of teaching	72.00	V
7	KVK staff are over loaded with work on KVK farm and other extension activities	71.33	VI
8	KVK staff have to go to deliver the lecture in the trainings organised by other departments	73.33	III
9	Frequent transfer of the staff from KVK to other units of the university	62.00	XIV
10	Lot of paper and reporting work	70.00	VII
11	Lack of cooperation in organizing training programme from staff members	44.66	XXIV
12	Lack of staff for hostel	58.00	XVI
13.	Lack of opportunity to the staff for professional growth in KVK	64.66	XII
14	Trainees are not ready to come for on- campus trainings	56.12	XIX

15	Trainees do not turn up for the training even after they promise	56.00	XX
16	Target of trainings is more	60.00	XV
17	Duration of the on campus and vocational training is more	66.12	X
18	There is no means for publicity of the trainings	57.33	XVII
19	Unnecessary involvement of Programme Coordinator in taking decision regarding planning, execution and implementations of the trainings	42.66	XXV
20	Farmers are not interested in staying in the hostel during trainings	56.66	XVIII
21	As there is no provision of Travelling Allowance to the trainees, only the trainees of nearby areas come for the trainings	76.00	I
22	Unnecessary interference of the local Organizational Head like Sarpanch, Panchayat members	46.00	XXIII
23	Lot of problems in the arrangement of food for the farmers	50.66	XXII
24	Internal politics in the villages	51.33	XXI
25	Most of KVKs are located in remote areas which has poor connectivity to road and railways	62.66	XIII
26	No follow up of trainings due to various assignments	68.66	VIII

**Table-4.2.1.4: Technical constraints faced by the technical staff**

n=50

S. NO.	Technical Constraints	MPS	Rank
1.	Lack of training material (Pamphlet, Folder, Manual)	5.33	II
2.	Latest technology in some subjects like Animal Production and Home science are not made available	8.66	II
3.	Non-availability of teaching materials like charts , Posters etc	7.33	I
4.	Insufficient facilities like equipment's, training material etc. for imparting practical training	6.00	V
5.	No-cooperation from subordinates in designing and conducting the course	9.33	X
6.	Lack of favorable attitude of other SMSs for preparation and use of A.V. aids for training	4.00	III
7.	Un-favorable attitude of trainees towards new technologies	5.33	II
8.	Staff is not trained in handling of AV aids	8.00	
9.	Guest lecturers cannot be invited as there is no provision of honorarium in the budget	8.00	
10.	SMSs from other KVKs are not deputed for the trainings	2.00	I

Table 4.2.1.4 reveal that staff of KVKs is facing severe Technical problems because of “Guest lecturers cannot be invited as there is no provision of honorarium in the budget”, (68.00 MPS) followed by “SMSs from other KVKs are not deputed for the trainings” (62.00 MPS) and “New technology in some subjects like Animal Production and Home science are not made available” (58.66 MPS).

It may be due to the reason that there is only one post of SMS for each subject and that too is vacant in many KVKs. Further the research results in Animal Husbandry and Home Science are not communicated to the KVKs.

The least observed technical constraints were “No cooperation from subordinates in designing and conducting the course” (39.33 MPS) followed by “Lack of favorable attitude of others SMSs for preparation and use of A.V. aids for training” (44.00 MPS) and “Un-favorable attitude of trainees towards new technologies”, and “Lack of training material (Pamphlet, Folder, Manual)” (45.33 MPS).

These results shows that technical staff is working with cooperation and is eager to know the new technologies but the constraint is due to lack of technologies.

The findings of this study support the findings of Kumar and Kaur (2015).

**Table-4.2.1.5: Financial constraints faced by the technical staff**

**n=50**

<b>S.No.</b>	<b>Financial Constraints</b>	<b>MPS</b>	<b>Rank</b>
1.	Budget is not allotted by the council in time	57.49	VI
2.	Budget is not released by the Comptroller of the university in time	57.33	VII
3.	Budget for training per farmer is limited	67.33	III
4.	Improper bifurcation of the budget provided for the trainings	66.00	IV
5.	Lack of fund for trainings as compared to the target	59.33	V
6.	No provision of paying Travelling allowance to the trainees	77.33	I
7.	No provision of paying honorarium to the guest Lecturers	75.33	II

The data presented in Table 4.2.1.5 reveal that technical staff of all KVKs are facing severe financial problems because of “No provision of paying Travelling allowance to the trainees” (77.33 MPS) followed by “No

provision of paying honorarium to the guest Lecturers” (75.33 MPS) and “Budget for training per farmer is limited” (67.33 MPS).

If the Travelling allowance is provided then more number of farmers from distant places will be able come for the trainings at KVK and it will help in disseminating new technologies in wider area and larger section of the farmers. Therefore there is a need to restructure the budget provision by the ICAR.

The least observed financial constraints were “Budget is not released by the Comptroller of the University in time” (57.33 MPS) followed by “Budget is not allotted by the council in time” (57.49 MPS) and “Lack of fund for trainings as compared to the target” (59.33 MPS).

These results shows that budget is released and allotted timely by council and comptroller of the university but severe financial constraints are due to no travelling allowance, no provision of honorarium for the guest lecturer etc. by the ICAR.

The findings of this study support the findings of Kumar et al. (2016).

**Table- 4.2.1.6: Infrastructure and others facilities related constraints faced by the technical staff**

**n=50**

<b>S. No.</b>	<b>Infrastructure and others facilities related constraints</b>	<b>MPS</b>	<b>Rank</b>
1.	Inadequate infrastructure facilities like training Hall, farmers Hostel etc.	55.33	VII
2.	Lack of transport for carrying trainees to on-campus trainings	79.33	I
3.	Lack of facility for cleanliness	62.66	III
4.	Lack of Vehicle for KVK activities	55.66	VI
5.	Lack of schools and playgrounds for staff children	61.33	IV
6.	Irregular supply of electricity	64.00	II
7.	Irregular supply of water	58.66	V

The data presented in Table 4.2.1.6 reveal that technical staff of all KVKs are facing severe Infrastructure and others facilities related constraints problems such as “Lack of transport for carrying trainees to on-campus trainings” (79.33 MPS) followed by “Irregular supply of electricity” (64.00 MPS) and “Lack of facility for cleanliness” (62.66 MPS).

The least observed Infrastructure and others facilities related constraints were “Inadequate infrastructure facilities like training Hall, farmers Hostel etc.” (55.33 MPS) followed by “Lack of Vehicle for KVK activities” (55.66 MPS) and “Lack of facility for cleanliness” (62.66 MPS).

This result might be due to that provided fund to the KVKs for transport facility could not fulfill the requirement for afford any vehicle and the reason behind least severe constraint might be due to that there is well establishment of the infrastructure facility like, farm building, seminar hall, administrative block etc.

**Table- 4.2.1.7: Personal constraints faced by the technical staff**

<b>S. No.</b>	<b>Personal constraints</b>	<b>MPS</b>	<b>Rank</b>
1.	KVK staff is considered substandard	56.00	VI
2.	KVK is situated far away from the district head quarter	66.66	I
3.	Inadequate transport facility from residence to the KVK	62.00	IV
4.	No avenue for promotion	62.33	III
5.	No time bound transfers as there is no transfer policy	64.66	II
6.	Low job satisfaction	52.00	VII
7.	There is no scope for academic growth	56.66	V

**n=50**

The data presented above in Table 4.2.1.7 reveal that staff of the KVKs is facing severe personal problems because of “KVK is situated far away from the district head quarter” (66.66 MPS) followed by “No time bound

transfers as there is no transfer policy” (64.66 MPS) and “No avenue for promotions” (62.33 MPS).

The least observed personal constraints were “Low job satisfaction” (52.00 MPS) followed by “KVK staff is considered substandard” (56.00 MPS) and “There is no scope for academic growth” (56.66 MPS).

These results show that the technical staff is not much satisfied with their job. These findings support the findings of Kumar et al. (2016).

#### 4.2.2 Constraints faced by the Beneficiaries during training programmes organized by the KVKs

For in depth analysis of the constraints faced by the beneficiaries and its comparison only 3 KVKs namely KVK Bansur (ICAR), KVK Chomu (NGO) and KVK Fatehpur Shekhawati (SAU) were selected. The beneficiaries include farmers, farm women and rural Youths.

**Table- 4.2.2.1: Background profile about the Beneficiaries**

n=75					
S.No.	Particulars	KVK Bansur (n <sub>1</sub> =25)	KVK Chomu (n <sub>2</sub> =25)	KVK Fatehpur Shekhawati (n <sub>3</sub> =25)	Total
<b>A. Age</b>					<b>A</b>
1	Young (Below 34.78 years)	3 (12.00)	3 (15.00)	1 (4.00)	7 (9.33)
2	Middle (from 34.78 to 46.76 years)	21 (84.00)	20 (80.00)	16 (64.00)	57 (76.00)
3	Old (Above 46.76 years)	1 (4.00)	2 (8.00)	8 (32.00)	11 (14.66)
(Mean = 40.7733, S.D.= 5.9967)					
<b>B. Education Level</b>					
1.	Illiterate	2 (8.00)	2 (8.00)	1 (4.00)	5 (6.66)
2.	Primary	2 (8.00)	6 (24.00)	4 (16.00)	12 (16.00)
3.	Secondary	7 (28.00)	8 (32.00)	11 (44.00)	26 (34.66)
4.	Higher secondary	7 (28.00)	5 (20.00)	6 (24.00)	18 (24.00)

5.	Graduate	6 (24.00)	3 (12.00)	3 (12.00)	12 (16.00)
6.	Above Graduate	1 (4.00)	1 (4.00)	0 (0.00)	2 (2.66)

(Figures in the parentheses indicate percentages)

### **Age**

Table 4.2.2.1 shows age of the Beneficiaries at the time of investigation which was recorded by asking their age in completed years and data were classified into three group's viz., below 34.78 years, from 34.78 to 46.76 years and above 46.76 years.

The data indicate that majority (76.00 per cent) of beneficiaries were from 34.78 to 46.76 years age group, whereas 14.66 per cent beneficiaries were above 46.76 years. Only 9.33 per cent beneficiaries were below 34 years age group.

It may be because of the reason that farmers of age group 34.78 to 46.76 year are interested in knowing the new technologies and are in the right age of adoption.

### **Educational Level**

The data indicate that majority of Beneficiaries (34.66 per cent) were Secondary passed, whereas (24.00 per cent) were higher secondary. 16.00 per cent of the beneficiaries were either primary pass or Graduate. Only 6.66 per cent were Illiterate. It may be due to that the farmers belong to the rural areas and did not get the opportunity to go for higher education and therefore are dependent on agriculture.

### **Constraints analysis of the Beneficiaries**

The data for the constraints faced by the beneficiaries of the three selected KVKs i.e. ICAR, SAU and NGO KVKs have been analyzed and presented below.

**Table- 4.2.2.2: Overall constraints faced by the Beneficiaries**

n =75

.No.	Cat egories	KVK Bansur (n <sub>1</sub> =25)	KVK Chomu (n <sub>2</sub> =25)	KVK Fatehpur Shekhawati (n <sub>3</sub> =25)	Total
	Lea st constraints Scor e <30.24	0 (0.00)	7 (28.00)	4 (16.00)	11 (14.67)
	Mod erate constraints Scor e 30.24 to 40.44	7 (28.00)	18 (72.00)	21 (84.00)	46 (61.33)
	Sev ere constraints Scor e >30.24	18 (72.00)	0 (0.00)	0 (0.00)	18 (24.00)

Mean= 35.34, SD=5.10

Table 4.2.2.2 and Fig. 4.2 reveal that majority (61.33 per cent) of the beneficiaries were facing Moderate constraints, whereas 24.00 per cent of them were facing severe constraints. Only 14.67 per cent Beneficiaries were facing least constraints.

Result shows that farmers are not facing much constraints while attending the trainings which is an encouraging sign and it's an achievement for the KVKs.

**Component wise constraints faced by the beneficiaries****Table- 4.2.2.3: Administrative constraints faced by the Beneficiaries**

n=75

S.No.	Administrative constraints	Over all	
		MPS	Rank
1.	Unsuitable time and duration of training programme	35.11	VII
2.	Lack of trained, field oriented and experienced staff	52.00	III
3.	Lack of coordination in the management of the course	42.66	IV
4.	Lack of coordination with other agencies	53.33	II
5.	Lack of publicity of the programme	41.66	V

6.	Farmers of nearby areas of KVKs are called for the training	34.66	VIII
7.	Preference is given to farmers of some particular caste or acquaintance	36.00	VI
8.	No provision for the exposure visit and discussion with progressive farmers	59.55	I

Data presented in the above table 4.2.2.3 reveal that beneficiaries of the selected KVKs were facing severe administrative problems because of “No provision for the exposure visit and discussion with progressive farmers” (59.55 MPS) followed by “Lack of coordination with other agencies” (53.33 MPS) and “Lack of trained, field oriented and experienced staff” (52.00 MPS).

As the KVKs are working on the principle of “seeing is believing”, therefore the exposure visits are very important. Further, as many posts of technical staff are lying vacant especially in SAU KVKs, farmers might have faced this problem.

The least observed administrative constraints of the beneficiaries were “Farmers of nearby areas of KVKs are called for the training” (34.36 MPS). This may be because there is no provision of Travelling allowance to the trainees in the KVKs therefore though many farmers are called for the training but only the farmers of the nearby area attend the trainings as they need not pay any fare.

“Unsuitable time and duration of training programme” (35.11 MPS) and “Preference is given to farmers of some particular caste or acquaintance” (36.00 MPS).

This may be due to the biased attitude of the farmers otherwise KVKs are for all the farmers and there they have to organize the training as per season and the Action Plan which may be suitable to some farmers and may not be to others.

The findings of this study support the findings of Kumari (2013).

**Table- 4.2.2.4: Technical Constraints faced by the Beneficiaries**

n=75

S.No	Technical Constraints	MPS	Rank
1.	Non-availability of relevant literature	42.66	VII
2.	Non availability of required input	54.66	II
3.	Lack of adequate facilities for practical demonstration	72.88	I
4.	Lack of teaching learning environment	54.22	III
5.	Course content is finalized without ascertaining the needs	44.44	VI
6.	Less interest taken by trainer	35.11	VIII
7.	More emphasis on lecture method	50.22	IV
8.	Less emphasis of practical skill training	49.33	V

The data reflects in table 4.2.2.4 that “Lack of adequate facilities for practical demonstration” (72.88 MPS) was most severe constraint followed by “Non availability of required input” (54.66 MPS) and “Lack of teaching learning environment” (54.22 MPS) faced by the beneficiaries.

The least observed technical constraints of the beneficiaries were “Less interest taken by trainer” (35.11 MPS) followed by “Non-availability of relevant literature” (42.66 MPS) and “Course content is finalized without ascertaining the needs” (44.44 MPS).

These results show that technical staff is taking adequate interest in organizing training but there may be some issues related to funds or staff to prepare literature etc.

The findings of this study support the findings of Meena and Singh (2013).

**Table- 4.2.2.5: Financial constraints faced by the Beneficiaries**

n=75

S.No	Financial constraints	MPS	Rank
1.	No TA is given to the trainees	44.00	I
2.	Budget for meal arrangement (@ 150 /- per farmer/day) is insufficient	36.00	II

The data reflect in table 4.2.2.5 that beneficiaries of the KVKs are facing the problem as “No TA is given to the trainees (44.00 MPS) followed by “Budget for meal arrangement (@ 150 /- per farmer/day) is insufficient” (36.00 MPS).

This may be due to the reason as there is no provision of paying Travelling allowance to the trainees and therefore they find difficulty in coming for the training

The findings of this study support the findings of Kumar et.al. (2016).

**Table- 4.2.2.6: Infrastructure and others facilities related Constraints faced by the Beneficiaries**

n=75

S.No	Infrastructure and others facilities related Constraints	MPS	Rank
1.	Inadequate infrastructure facilities	56.00	V
2.	Inadequate demonstration facilities	57.33	IV
3.	Inadequate lodging facilities	63.55	II
4.	Unsatisfactory boarding facilities	61.77	III
5.	Lack of transport facilities for field visit	64.00	I
6.	Lack of AV aids	52.00	VI

The results show in table 4.2.2.6 that beneficiaries of the KVKs were facing “Lack of transport facilities for field visit” (64.00 MPS) followed by “Inadequate lodging facilities” (63.55 MPS) as major Infrastructure and others facilities related Constraints.

The least observed Constraints of the beneficiaries were Lack of AV aids (52.00 MPS) followed by inadequate infrastructure facilities (56.00 MPS).

This may be due to the fact that the ICAR KVK i.e. Bansur is not having its own building and the building of KVK Fatehpur Shekhawti is quite old therefore farmers might be facing such problems.

The findings of this study support the findings of Kumari (2013).

#### **4.3 Comparison of the constraints faced by the Technical staff and beneficiaries of selected KVKs**

Under this section an attempt has been made to compare the constraints faced by the technical staff as well as the beneficiaries of the selected SAU, ICAR and NGO KVKs.

The least observed administrative constraints were over “qualified subordinate staff do not cooperate” (41.33 MPS) followed by “Unnecessary involvement of Programme coordinator in taking decision regarding planning, execution and implementations of the trainings” (42.66 MPS) and “Lack of cooperation in organizing training programme from staff members” (44.66 MPS). These results show that the staff in KVKs is working with cooperation and coordination. Heavy work load on KVK staff due to teaching and other activities has also been a significant constraint.

The findings of the results support the findings of Chauhan (2013).

**Table- 4.3.1.1: Comparison of Administrative constraints faced by the technical staff**

n=17

S.No.	Constraints	Mean percent score							
		VK Bansur) (n <sub>1</sub> =7)		VK Chomu) (n <sub>2</sub> =7)		VK Fatehpur hekhawati ) (n <sub>3</sub> =3)		ver all	
		PS	ank	PS	ank	PS	ank	PS	ank
1	Post of programme coordinator is vacant.	33.33	XIII	52.38	VIII	33.33	III	6.07	V
2	Many posts of the Subject matter specialists are lying vacant	42.85	XI	52.38	VIII	42.85	I	00.00	III
3	Supporting staff (Technical) are also lying vacant	76.19	IV	47.61	IX	42.85	I	01.76	II
4	Over qualified subordinate staff do not cooperate	33.33	XIII	47.61	IX	28.57	IV	4.11	VI

5	KVK staff have to organise trainings of other department also	80.95	III	52.3 8	VIII	33.3 3	III	15.68	I
6	KVKs staff has been given additional responsibility of teaching	71.42	V	61.9 0	VI	42.8 5	I	15.68	I
7	KVKs staff are over loaded with work on KVK farm and other extension activities	71.42	V	47.6 1	IX	38.0 9	II	09.80	III
8	KVKs staff have to go to deliver the lecture in the trainings organised by other departments	100.0 0	I	66.6 6	V	28.5 7	IV	29.41	
9	Frequent transfer of the staff from KVK to other units of the university	66.66	VI	52.3 8	VIII	19.0 4	VI	09.80	III
10	Lot of paper and reporting work	61.90	VII	71.4 7	III	38.0 9	II	15.68	I
11	Lack of cooperation in organizing training programme from staff Members	52.38	IX	42.8 5	X	14.2 8	VII	00.00	III
12	Lack of staff for hostel	57.14	VIII	47.6 1	IX	33.3 3	III	03.92	I
13.	Lack of opportunity to the staff for professional growth in KVK	76.19	IV	52.3 8	VIII	38.0 9	II	13.72	II

14	Trainees are not ready to come for on- campus trainings	61.90	VII	57.1 4	VII	33.3 3	III	09.80	III
15	Trainees do not turn up for the training even after they promise	71.42	V	71.4 2	IV	28.5 7	IV	19.60	V
16	Target of trainings is more	66.66	VI	47.6 1	IX	33.3 3	III	07.84	X
17	Duration of the on-campus and vocational training is more	95.23	II	52.3 8	VIII	42.8 5	I	21.56	II
18	There is no means for publicity of the trainings	66.66	VI	76.1 9	II	28.5 7	IV	19.60	V
19	Unnecessary involvement of Programme coordinator in taking decision regarding planning, execution and implementations of the trainings	33.33	XIII	33.3 3	XI	28.5 7	IV	8.23	VIII
20	Farmers are not interested in staying in the hostel during trainings	61.90	VII	76.1 9	II	28.5 7	IV	17.64	
21	As there is no provision of Travelling allowance to the trainees, only the trainees of nearby areas come for the trainings	80.95	III	80.9 5	I	42.8 5	I	27.45	I
22	Unnecessary interference of the local Organizational Head like Sarpanch, Panchayat members	52.38	IX	33.3 3	XI	14.2 8	VII	6.07	V

23	Lot of problems in the arrangement of food for the farmers	38.09	XII	52.3 8	VIII	28.5 7	IV	8.03	IV
24	Internal politics in the villages	38.09	XII	33.3 3	XI	23.8 0	V	0.19	VII
25	Most of KVKs are located in remote areas which have poor connectivity to road and railways	47.61	X	62.3 3	VI	28.5 7	IV	05.88	
26	No follow up of trainings due to various assignments	66.66	VI	52.3 8	VIII	14.2 8	VII	19.60	II

The data presented in Table 4.3.1.1 and Figure 4.3 reveal that technical staff of Bansur KVK facing most severe administrative constraints were “KVK’s staff have to go to deliver the lecture in the trainings organised by other departments” (100.00 MPS) followed by “Duration of the on campus and vocational training is more” (95.23 MPS) and “No provision of Travelling allowance to the trainees, only the trainees of nearby areas come for the trainings” (80.95 MPS) whereas, KVK Chomu was facing “No provision of Travelling allowance to the trainees, only the trainees of nearby areas come for the trainings” (80.95 MPS) followed by “Farmers are not interested in staying in the hostel during trainings, There is no means for publicity of the trainings” (76.19 MPS) and “Lot of paper and reporting work” (71.47 MPS) and KVK Fatehpur “Many posts of the Subject matter specialists are lying vacant, Supporting staff (Technical) are also lying vacant, KVKs staff has been given additional responsibility of teaching” (42.85 MPS) followed by “Lack of opportunity to the staff for professional growth in KVK” (38.09 MPS) and “Trainees are not ready to come for on- campus trainings, Post of programme coordinator is vacant,. Lack of staff for hostel, Target of trainings is more” (33.33 MPS).



		1.90	II	8.09	I	9.04	V	01.96	II
8.	Staff is not trained in handling of AV aids	2.85	I	7.61	V	9.04	V	8.03	
9.	Guest lecturers cannot be invited as there is no provision of the budget	3.33	II	6.66		3.33		01.96	II
10.	SMSs from other KVKs are not deputed for the trainings	6.66	I	7.61	V	8.57	I	07.84	I

Above presented data in table 4.3.1.2 and Fig. 4.4 reveal that technical staff of Bansur KVK facing most severe technical constraints were “Insufficient facilities like equipment’s, training material etc. for imparting practical training” (71.42 MPS) followed by “SMSs from other KVKs are not deputed for the trainings” (66.66 MPS) and “Un-favourable attitude of trainees towards new technologies” (61.90 MPS) whereas, KVK Chomu were facing “Guest lecturers cannot be invited as there is no provision of the budget” (66.66 MPS) followed by “Lack of favourable attitude of others SMSs for preparation and use of A.V. aids for training” (57.14 MPS) and “In sufficient facilities like equipment’s, training material etc. for imparting practical training” (52.38 MPS) and KVK Fatehpur “Guest lecturers cannot be invited as there is no provision of the budget” (33.33 MPS) followed by “Lack of favourable attitude of others SMSs for preparation and use of A.V. aids for training”, “New technology in some subjects like Animal Production and Home science are not made available” (28.57 MPS) and “Non-availability of teaching materials like charts, Posters etc.” (23.80 MPS).

**Table- 4.3.1.3 Comparison of Financial Constraints faced by the technical staff**

n=17

S. No.	Financial Constraints	Mean percent score							
		VK Bansur) (n <sub>1</sub> =7)		VK Chomu) (n <sub>2</sub> =7)		VK Fatehpur-Shekhawati) (n <sub>3</sub> =3)		ver all	
		MPS	Rank	MPS	Rank	MPS	Rank	PS	Rank
1.	Budget is not allotted by the council in time	38.09	VII	80.95	I	23.80	VII	09.80	
2.	Budget is not released by the Comptroller of the University in time	38.47	VI	71.42	II	33.33	VI	05.88	II
3.	Budget for training per farmer is insufficient	52.38	IV	70.12	VI	38.42	II	1.76	V
4.	Improper bifurcation of the budget provided for trainings	66.66	II	71.20	IV	38.89	I	17.64	I

5.	Lack of fund for trainings as compared to the target	42.85	V	71.05	V	33.76	V	07.84	I
6.	No provision of paying Travelling allowance to the trainees	80.95	I	71.25	III	38.20	III	23.92	
7.	No provision of paying honorarium to the guest Lecturers	61.90	III	66.66	VII	38.09	IV	13.72	II

The data in Table 4.3.1.3 and Fig. 4.5 reveal that technical staff of Bansur KVK facing most severe financial constraints were “No provision of paying Travelling allowance to the trainees” (80.95 MPS) followed by “Proper bifurcation of the budget provided to trainings” (66.66 MPS) and “No provision of paying honorarium to the guest Lecturers” (61.90 MPS) whereas, KVK Chomu were facing “Budget is not allotted by the council in time” (80.95 MPS) followed by “Budget is not released by the Comptroller of the university in Time” (71.42 MPS) and “No provision of paying Travelling allowance to the trainees” (71.25 MPS) and KVK Fatehpur was facing “Improper bifurcation of the budget provided for trainings” (38.89 MPS) followed by “Budget for training per farmer is insufficient” (38.42 MPS) and “No provision of paying Travelling allowance to the trainees”.

**Table- 4.3.1.4 Comparison of Infrastructure and other facility related Constraints faced by the technical staff**

n=17

S.No.	Infrastructure and other facility related Constraints	Mean percent score							
		VK Bansur) (n=7)		VK Chomu) (n=7)		VK Fatehpur-Shekhawati) (n=3)		ver all	
		MPS	Rank	MPS	Rank	MPS	Rank	PS	ank
1.	Inadequate infrastructure facilities like training Hall, farmers Hostel etc.	71.42	I	47.61	VII	14.28	VI	05.88	II
2.	Lack of transport for carrying	61.90	III	76.19	I	38.09	I		

	trainees to on-campus trainings							21.56	
3.	Lack of facility for cleanliness	47.61	V	66.66	III	23.80	II	07.84	V
4.	Lack of Vehicle for KVK activities	42.85	VI	57.24	IV	19.94	III	01.96	
5.	Lack of schools and playgrounds for staff children	66.82	II	57.16	V	19.09	V	11.76	I
6.	Irregular supply of electricity	57.14	IV	66.96	II	19.76	IV	11.76	I
7.	Irregular supply of water	38.09	VII	57.09	VI	14.06	VII	00.00	I

The data presented in Table 4.3.1.4 and Fig. 4.6 reveal that technical staff of Bansur KVK facing most severe Infrastructure and others facilities related constraints were “Inadequate infrastructure facilities like training Hall, farmers Hostel etc.” (71.42 MPS) followed by “Lack of schools and playgrounds for staff children” (66.82 MPS) and “Lack of transport for carrying trainees to on-campus trainings” (61.90 MPS) whereas, KVK Chomu were facing “Lack of transport for carrying trainees to on-campus trainings” (76.19 MPS) followed by “Irregular supply of electricity” (66.96 MPS) and “Lack of facility for cleanliness” (66.66 MPS) and KVK Fatehpur were facing “Lack of transport for carrying trainees to on-campus trainings” (38.09 MPS) followed by “Lack of facility for cleanliness” (23.80 MPS) and “Lack of Vehicle for KVK activities” (19.94 MPS).

**Table- 4.3.1.5 Comparison of Personal Constraints faced by the technical staff**

S. No	Constraints	Mean percent score			
		VK Bansur) (n=7)	VK Chomu) (n=7)	VK Fatehpur hekhawati )	ver all
					n=17

						(n=3)		PS	ank
		MPS	Rank	MPS	Rank	MPS	Rank		
1.	KVK staff is considered substandard	47.61	VII	76.19	IV	33.33	IV	11.76	V
2.	KVK is situated far away from the district head quarters	61.90	III	76.66	II	33.92	III	17.64	I
3.	Inadequate transport facility from residence to the KVK	52.06	VI	76.24	III	19.04	VII	13.72	II
4.	No avenue for promotion	66.66	I	80.95	I	33.24	V	21.56	
5.	No time bound transfers as there is no transfer policy	66.09	II	61.90	V	38.35	I	13.72	II
6.	Low job satisfaction	52.38	V	42.40	VII	23.80	VI	00.00	I
7.	There is no scope for academic growth	61.76	IV	42.85	VI	38.09	II	03.92	

The data presented in Table 4.3.1.5 and Fig. 4.7 reveal that technical staff of Bansur KVK facing most severe Personal constraints were “No avenue for promotion” (66.66 MPS) followed by “Lack of schools and playgrounds for staff children” (66.09 MPS) and “KVK is situated far away from the district headquarters” (61.90 MPS) whereas, KVK Chomu were facing “No avenue for promotion” (80.95 MPS) followed by “KVK is situated far away from the district head quarter” (76.66 MPS) and “Inadequate transport facility from residence to the KVK” (76.24 MPS) and KVK Fatehpur were facing “No time bound transfers as there is no transfer policy” (38.35 MPS) followed by “There is no scope for academic growth” (38.09 MPS) and “KVK is situated far away from the district head quarter” (33.92 MPS).

Parameters	Bansur Chomu	v/s	Chomu v/sFatehpur	Bansur v/sFatehpur
Friedman Csqr	85.58		114.00	111.08
Rank test d.f.	2		2	2
P	<0.0001		<0.0001	<0.0001

Constraints faced by the technical staff were tested in respect of KVKs i.e. Bansur, Chomu, Fatehpur Shekhawati using Friedman rank non parametric test and found to be significant at 0.05 level of significance. Therefore it reveals that there is a significant difference in the KVKs run by the SAU, ICAR and NGO. Thus the Null hypothesis ( $H_{01}$  There is no difference in the constraints faced by the technical staff of KVKs of SAU, ICAR, and NGO) is rejected.

**Table- 4.3.2.1 Comparison of Administrative Constraints faced by the Beneficiaries**

S. No	Constraints	Mean percent score							
		KVK (Bansur) (n <sub>1</sub> =25)		KVK (Chomu) (n <sub>2</sub> =25)		KVK (Fatehpur) (n <sub>3</sub> =25)		Overall	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1	Unsuitable time and duration of training programme	33.66	VIII	38.00	VI	33.33	VII	35.11	VII
2	Lack of trained, field oriented and experienced staff	34.66	VI	33.33	VIII	88.00	I	52.00	III
3	Lack of coordination in the management of the course	41.33	IV	42.66	IV	44.80	IV	42.66	IV
4	Lack of coordination with other agencies	61.33	I	50.66	II	48.00	III	53.33	II
5	Lack of publicity of the programme	48.00	III	44.00	III	34.00	V	41.66	V
6	Farmers of nearby areas of KVKs are called for the training	34.66	VII	36.66	VII	33.66	VI	34.66	VIII
7	Preferences is given to farmers of some particular caste or acquaintance	36.00	V	38.66	V	33.00	VIII	36.00	VI
8	No planning for the exposure visit and discussion with	53.00	II	62.66	I	62.66	II	59.55	I

n=75

	progressive farmers								
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The data presented in Table 4.3.2.1 and Fig. 4.8 reveal that beneficiaries of Bansur KVK facing most severe administrative constraints were “Lack of coordination with other agencies” (61.33 MPS) followed by “No planning for the exposure visit and discussion with progressive farmers” (53.00 MPS) and “Lack of publicity of the programme” (48.00 MPS) whereas, KVK Chomu were facing “No planning for the exposure visit and discussion with progressive farmers” (62.66 MPS) followed by “Lack of coordination with other agencies” (50.66 MPS) and “Lack of publicity of the programme” (44.00 MPS) and KVK Fatehpur “Lack of trained, field oriented and experienced staff” (88.00 MPS) followed by “No planning for the exposure visit and discussion with progressive farmers” (62.66 MPS) and “Lack of coordination with other agencies” (48.00 MPS).

**Table- 4.3.2.2 Comparison of Technical Constraints faced by the Beneficiaries**

n=75

S.No.	Constraints	Mean percent score							
		KVK (Bansur) (n <sub>1</sub> =25)		KVK (Chomu) (n <sub>2</sub> =25)		KVK (Fatehpur) (n <sub>3</sub> =25)		Over all	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1	Non-availability of Relevant literature	53.33	V	41.33	VI	33.66	VII	42.66	VII
2	Non availability of required input	72.00	III	45.33	V	46.66	I	54.66	II
3	Lack of adequate facilities for practical demonstration	80.00	II	46.00	IV	46.33	II	72.88	I
4	Lack of teaching learning environment	80.33	I	38.33	VII	44.33	IV	54.22	III
5	Course content is finalized without ascertaining the needs	46.66	VII	49.33	II	37.33	VI	44.44	VI

6	Less interest taken by trainer	36.00	VIII	36.00	VIII	33.33	VIII	35.11	VIII
7	More emphasis on lecture method	58.66	IV	48.00	III	44.00	V	50.22	IV
8	Less emphasis on practical skill training	49.33	VI	52.00	I	46.00	III	49.33	V

The data presented in Table 4.3.2.2 and Fig. 4.9 reveal that beneficiaries of Bansur KVK facing most severe technical constraints were “Lack of teaching learning environment” (80.33 MPS) followed by “Lack of adequate facilities for practical demonstration” (80.00 MPS) and “Non availability of required input” (72.00 MPS) whereas, KVK Chomu were facing “Less emphasis of practical skill training” (52.00 MPS) followed by “Course content is finalized without ascertaining the needs” (49.33 MPS) and “More emphasis on lecture method” (48.00 MPS) and KVK Fatehpur “Non availability of required input” (46.66 MPS) followed by “Lack of adequate facilities for practical demonstration” (46.33 MPS) and “Less emphasis on practical skill training” (46.00 MPS).

The results are in line with findings of Chauhan and Singh (2007).

**Table- 4.3.2.3 Comparison of Financial Constraints faced by the Beneficiaries**

**n=75**

S.No.	Constraints	Mean percent score							
		KVK (Bansur) (n <sub>1</sub> =25)		KVK (Chomu) (n <sub>2</sub> =25)		KVK (Fatehpur) (n <sub>3</sub> =25)		Total	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1	No TA is given to the trainees	38.66	I	41.50	I	52.00	I	44.00	I
2	Budget for meal arrangement (@ 150 /- per farmer/day) is insufficient	33.33	II	41.33	II	33.12	II	36.00	II

The data presented in Table 4.3.2.3 and Fig. 4.10 reveal that beneficiaries of Bansur, Chomu and Fatehpur KVK facing most severe

financial constraints were “No TA is given to the trainees” (38.66, 41.50, 52.00 MPS respectively) followed by “Budget for meal arrangement (@ 150 /- per farmer/day) is insufficient” (33.33, 41.33, 33.12 MPS respectively).

**Table- 4.3.2.4 Comparison of Infrastructure and other facility related constraints faced by the Beneficiaries**

**n=75**

S. No.	Constraints	Mean percent score							
		KVK (Bansur) (n <sub>1</sub> =25)		KVK (Chomu) (n <sub>2</sub> =25)		KVK (Fatenhpur) (n <sub>3</sub> =25)		Over all	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1	Inadequate infrastructure facilities	92.33	I	33.33	VI	42.66	V	56.00	V
2	Inadequate demonstration facilities	92.00	II	33.66	V	46.66	IV	57.33	IV
3	Inadequate lodging facilities	90.66	III	46.66	III	53.33	III	63.55	II
4	Unsatisfactory boarding facilities	86.66	IV	42.33	IV	56.00	II	61.77	III
5	Lack of transport facilities for field visit	73.33	V	52.00	I	66.66	I	64.00	I
6	Lack of AV aids	66.66	VI	50.66	II	38.66	VI	52.00	VI

The data presented in Table 4.3.2.4 and Fig. 4.11 reveal that beneficiaries of Bansur KVK facing most severe Infrastructure and others facilities related Constraints were “Inadequate infrastructure facilities” (92.33 MPS) followed by “Inadequate demonstration facilities” (92.00 MPS) and “Inadequate lodging facilities” (90.66 MPS) whereas, KVK Chomu were facing “Lack of transport facilities for field visit” (52.00 MPS) followed by “Lack of AV aids” (50.66 MPS) and “Inadequate lodging facilities” (46.66 MPS) and KVK Fatehpur “Lack of transport facilities for field visit” (66.66 MPS) followed by “Unsatisfactory boarding facilities” (56.00 MPS) and “Inadequate lodging facilities” (53.33 MPS).

The results are in line with the findings of Chauhan and Singh (2007).

<b>Parameters</b>	Bansur Vs. Chomu	Chomu Vs. Fatehpur	Bansur Vs. Fatehpur
Friedman Csqr	36.52	36.08	40.08
Rank test d.f.	2	2	2
Significant at 0.05 level of significance			

Constraints faced by the beneficiaries were tested in respect of KVKs i.e. Bansur, Chomu, Fatehpur using Friedman rank non parametric test and found to be significant at 0.05 level of significance. Therefore it reveals that there is a significant difference in the KVKs run by the SAU, ICAR and NGO. Thus the null hypothesis  $H_{02}$  (There is no difference in the constraints faced by the beneficiaries of KVKs of SAU, ICAR and NGO) is rejected.

#### **4.4 Suggestions from the Technical staff and Beneficiaries**

Suggestions for improvement by the technical staff and beneficiaries help the policy makers (Senior scientist cum Head/ SMSs) for making necessary reforms in the policies for improving the situations and

to improve the quality of the training programmes for betterment of knowledge and skill to the technical staff and beneficiaries in the KVKs.

#### 4.4.1 Suggestions by Technical staff

Suggestions were obtained by the technical staff of all the KVKs (ICAR, SAU, NGO) under SKNAU, Jobner (Rajasthan) and data Collected was analyzed and is presented as below.

**Table- 4.4.1: Suggestions by technical staff**

S. No.	Suggestions	n=50 Total	
		MPS	Rank
1.	Vacant posts especially programme Coordinators/SMS should be filled up immediately	80.00	I
2.	Frequent transfer of the KVK technical staff should be avoided	68.00	X
3.	Career advancement scheme for the KVK staff should be implemented time to time	77.33	II
4.	Demonstration unit/training laboratory as well as infrastructural premises should be well equipped.	80.00	I
5.	KVK grant should be released to the KVK in time.	76.00	IV
6.	Additional grant should be provided to the KVK to carryout extension activities like Kisan Mela, exhibition etc	75.33	V
7.	Power and authority should be delegated to the programme coordinators adequately, considering their responsibility	72.00	IX
8.	Vehicle facility is highly essential for carrying extension activities in villages	76.66	III
9.	Modern information and communication technology should be made available to all KVKs	76.00	IV
10.	Facility of staff quarters should be there	60.66	XII
11.	There should be a provision for work motivation and	73.33	VII

	incentives for the staff of KVKs		
12.	Mechanism of strong linkages and coordination with other extension agencies and line departments is necessary	72.66	VIII
13.	Standard and uniform evaluation system for extension work should be suggested by the ICAR to all the KVKs	74.00	VI
14.	There should be a transfer policy	64.00	XI

The data presented in Table 4.4.1 reveal that Technical staff of overall KVKs were mostly suggested for “Vacant posts especially programme Coordinators/SMS should be filled up immediately” and “Demonstration unit/training laboratory as well as infrastructural premises should be well equipped” (80.00 MPS) followed by “Career advancement scheme for the KVK staff should be implemented time to time” (77.33 MPS) and “Vehicle facility is highly essential for carrying extension activities in villages” (76.66 MPS).

These results show that there are lot of vacancies of technical staff in the KVKs. And youth searched the job through KVKs provided technologies. It may be due to the less no. of SMSs available in the SAUs.

The findings of this study support the findings of Chauhan (2013) and Bashir and Narmatha (2016).

#### **4.4.2 Suggestions by Beneficiaries**

Suggestions were obtained by the beneficiaries of the selected KVKs (Bansur, Chomu, Fatehpur) under SKNAU, Jobner Rajasthan. Collected data was analyzed and presented as below.

The data presented in Table 4.4.2 reveal that beneficiaries of overall KVKs (KVK- Bansur, Chomu, Fatehpur) mostly suggested “Organize more no. of off-campus training” 97.77 MPS (200.25 MPS, 202.97 MPS, 208.33 MPS respectively) followed by “Separate trainings should be provided to farm women” (96.88 MPS) and “Promotion of Skill oriented/Self-employment generation trainings” (95.95 MPS).

These result shows that the farmers or the beneficiaries want to take information or the technologies at their village or home level and the female farmers want to separately learn about the technology and they also want to search for jobs through skill oriented trainings.

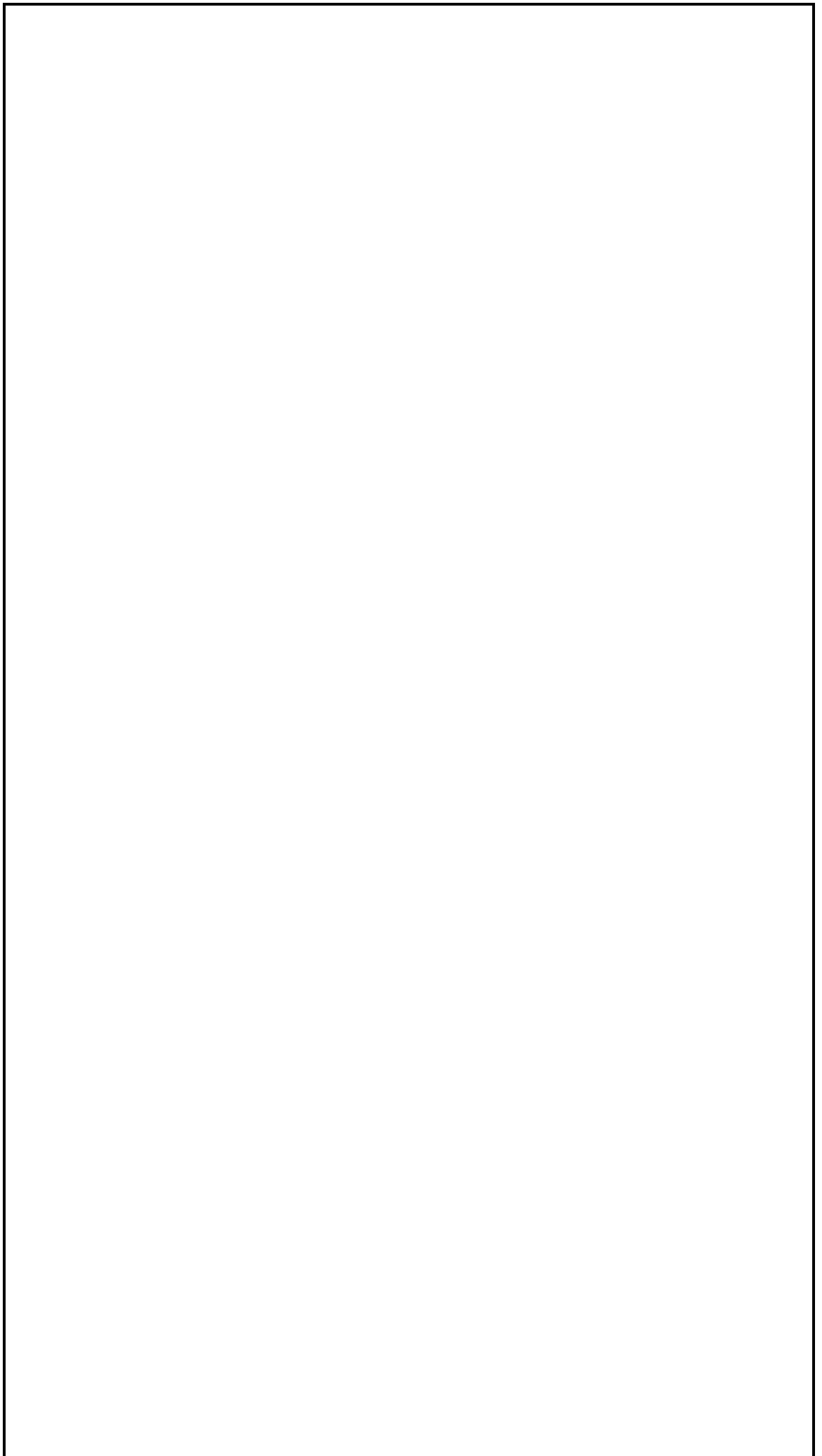
The findings of this study support the findings of Meena and Singh (2013).

**Table- 4.4.2: Suggestions by beneficiaries**

**n = 75**

S.No.	Suggestions	KVK Bansur (n <sub>1</sub> =25)		KVK Chomu (n <sub>2</sub> =25)		KVK Fatehpur (n <sub>3</sub> =25)		Total	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Practical demonstration should be a part of every training	180.55	VI	161.2 9	X	177.7 7	VI	83.1 1	V
2.	KVK should be strengthened with well-developed infrastructural facilities	175.00	IX	175.1 4	VI	141.6 6	XII	78.6 6	IX
3.	Distribution of inputs at the end of training	161.70	X	172.2 2	V	169.4 4	VII	80.4 4	VII
4.	Organize more no. of off-campus training	200.25	I	202.9 7	I	208.3 3	I	97.7 7	I
5.	Promotion of Skill oriented /Self-employment generation trainings	200.00	II	202.7 0	II	194.4 4	III	95.5 5	III
6.	Follow-up action by KVK trainers	141.66	XII	166.6 6	VIII	150.0 0	XI	73.3 3	XI
7.	Need based trainings programmes should be formulated	183.33	V	163.8 8	IX	152.7 7	X	80.0 0	VIII
8.	Provision of Awards/rewards/certificate to based trainers	194.44	III	197.2	IV	188.8	IV	92.8	IV

				2		8		8	
9.	Availability of transport facilities at KVKs	161.11	XI	175.0 0	VII	180.5 5	V	82.6 6	VI
10.	Trainers must used audio-visual aids	175.45	VII	155.5 5	XII	158.3 3	VIII	78.2 2	X
11	Training must be formulated on the basis of common interest of the farmers separately	175.20	VIII	161.1 1	XI	155.5 5	IX	78.6 6	IX
12.	Separate trainings should be provided to farm women	194.09	IV	202.0 7	III	208.0 9	II	96.8 8	II



## SUMMARY AND CONCLUSION

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This chapter is devoted to summary and conclusion of the present investigation along with the major findings of this study. Beside findings, some recommendation of constraints faced by the technical staff and beneficiaries for improving the functioning of KVKs and some suggestions has also been given in this chapter.

### 5.1 Introduction

Modernization of agriculture greatly depends on development of farm and its dissemination. A large number of agricultural technologies are available, but full use of it is not being done in many parts of the country. Thus there is a big gap in the technology generated and the technology disseminated. The work of transfer of farm technology is mainly by the State Department of Agriculture and State Universities through Krishi Vigyan Kendras (KVKs).

The major constraints for low agricultural production in India are lack of irrigation facilities, uncertain, rainfall, low fertility status of soil and lack of transfer of technology from the research laboratories to its ultimate users *i.e.* the farmers. Although SMSs of the KVKs are working day and night for the fulfilment of aspiration of farmers and authorities, but there are many constraints which affect their working adversely. On the other hand it is also true that absence of constraints will improve the functioning of any organization and so is the KVKs. Authorities or managers should have the first hand information on the constraints to which technical staff of the KVKs so that the manageable constraints could be overcome.

The present study entitled “**Constraints analysis of the training Programmes organized by the KVKs under SKNAU, Jobner (Rajasthan)**” has been undertaken with following specific objectives:

- I. To study the profile of KVKs selected under study.
- II. To identify constraints faced by the Technical staff and beneficiaries during training programmes organized by the KVKs.
- III. To compare the constraints faced by the Technical staff and beneficiaries of the selected KVKs.
- IV. To obtain the suggestions from the Technical staff and beneficiaries for improving the quality of the training programmes.

## **5.2 Methodology**

### **5.2.1 Selection of locale and sample**

Based on relevant literature reviewed, a theoretical orientation was developed and various concepts and terms used were operationalized.

The present investigation was conducted in Bansur, Chomu and Fatehpur KVKs of Rajasthan state. The data analysis and interpretation work was accomplished by the student researcher at the SKN College of Agriculture, Jobner. The SKN Agriculture University is operating in 8 districts i.e. Ajmer, Tonk, Dausa, Bharatpur, Dholpur, Jaipur, Alwar and Sikar. There are 7 KVKs are under the administrative control of SKNAU, Jobner. However the technical support is provided to 2 NGO KVKs (KVK Chomu and Banasthali) and One ICAR KVK (Bansur).

For selection of the respondents a list of all the Technical staff including Senior scientist cum Head, SMSs and Programme assistant of KVKs under SKNAU, jobner, 2 supporting NGO KVKs (Chomu and Banasthali) and 1 ICAR KVK (Bansur). Out of these, 50 technical staff would selected and a list of all the beneficiaries who had attended at least 3 training programmes either on-campus or vocational training organized by the KVK

during last one year was be prepared separately for each selected KVK. Out of this, 25 trainees from each KVK were selected randomly.

Thus a total of 125 respondents 50 Technical staff (from all KVKs under SKNAU) and 75 beneficiaries (from 3 selected KVKs) selected for present investigation.

The data were collected with the help of Questionnaire and interview schedule consisting of measuring constraints along with the face to face contact from the respondents on the basis of objectives formed for the study. Data from the technical staff collected through by filling up the questionnaire by themselves. However data from beneficiaries collected through personal interview. In formulating the questions and statements for the schedule and questionnaire the investigator had taken opinion and guidance of the experts and other extension personnel's. The data so collected were tabulated and analysed. Inferences were drawn after subjecting the data to statistical analysis. The salient findings of the study are as follow:-

### **Profile of the KVKs**

- ❖ KVK Bansur was under the control of ICAR and established recently in 2012 so there is no any facility related to KVK building, infrastructure, equipment's, machineries etc. whereas KVK Chomu established in 1992 and under the control of NGO so there was lot of facilities related to infrastructure, Staff position, equipment's etc. and Fatehpur (SAU) was oldest KVK established in 1976.
- ❖ Availability of Land in KVK Bansur 19.6 ha., Chomu 18.0 ha. Was approximate similar and KVK Fatehpur had 15.24 ha.
- ❖ KVK Chomu organized more no. of technical programmes as compare to Fatehpur and Bansur KVK.

### **1. General profile of technical staff**

- ❖ It was found that the majority of technical staff (68.00 per cent) was from 37.46 to 53.26 years age group, whereas Technical staff (20.00 per cent) was less than 37.46 years and only 12.00 per cent technical staff was above 53.26 years.

- ❖ It was found that the majority of technical staff (66.00 per cent) was Ph.D., whereas 28.00 per cent was either M.Sc. or B.Sc. (4.00 per cent).
- ❖ Majority (52.00 per cent) of the technical Staff was having 5 to 20 years of experience of working in KVKs, whereas 32.00 per cent of them were having below 5 years and only 16.00 per cent of the technical staff was having working experience of above 20 years.

## **2. General profile of the beneficiaries**

- ❖ It was found that the majority of beneficiaries (76.00 per cent) were in middle age group (from 34.78 to 46.76 years), whereas 14.66 per cent beneficiaries were in old age group. Only 9.33 per cent were in less than 34.78 years of age group.
- ❖ The results shows that majority of beneficiaries (34.66 per cent) were secondary pass whereas (24.00 per cent) were higher secondary followed by primary and graduate (16.00 per cent) and illiterate (6.66 per cent). Only 2.66 per cent beneficiaries were educated above graduate level.

## **3. Section A:- Constraints faced by technical staff**

- ❖ **Administrative Constraints:-**The most important constraints faced by technical staff was “No provision of Travelling allowance to the trainees” (76.00 MPS) followed by “vacant posts of supporting staff” (74.66 MPS) and “staff going for lectures in other departments” (73.33 MPS) and least constraint was “Over qualified subordinate staff do not cooperate” (41.33 MPS).
- ❖ **Technical constraints:-**The technical constraints faced by the technical staff was “Guest lecturers cannot be invited as there is no provision of honorarium in the budget” (68.00 MPS) followed by “SMSs from other KVKs are not deputed for the trainings” (62.00 MPS) and “New technology in some subjects like Animal Production and Home science are not made available” (58.66 MPS).

- ❖ **Financial constraints:-** The severe constraints faced by the technical staff was “No provision of paying Travelling allowance to the trainees” (77.33 MPS) followed by “No provision of paying honorarium to the guest Lecturers” (75.33 MPS) and “Budget for training per farmer is limited” (67.33 MPS) and least constraint faced “Budget is not released by the Comptroller of the university in time” (57.33 MPS).
- ❖ **Infrastructure and others facilities related constraints:-** The most important constraints was faced “Lack of transport for carrying trainees to on-campus trainings” (79.33 MPS) followed by “Irregular supply of electricity” (64.00 MPS) and “Lack of facility for cleanliness” (62.66 MPS) and least constraints was faced “Inadequate infrastructure facilities like training Hall, farmers Hostel etc.” (55.33 MPS).
- ❖ **Personnel constraints:-** The most severe constraint faced in personal constraint was “KVK is situated far away from the district head quarter” (66.66 MPS) followed by “No time bound transfers as there is no transfer policy” (64.66 MPS) and “No avenue for promotions” (62.33 MPS) and least constraint was “Low job satisfaction” (52.00 MPS).

#### **Section B:- Constraints faced by Beneficiaries**

- ❖ **Administrative Constraints:-** The severe constraint faced by beneficiaries was “No provision for the exposure visit and discussion with progressive farmers” (59.55 MPS) followed by “Lack of coordination with other agencies” (53.33 MPS) and “Lack of trained, field oriented and experienced staff” (52.00 MPS) and least constraint faced “Farmers of nearby areas of KVKs are called for the training” (34.66 MPS).
- ❖ **Technical constraints:-** The most severe constraint faced by beneficiaries was “Lack of adequate facilities for practical demonstration” (72.88 MPS) was most severe constraint followed by “Non availability of required input” (54.66 MPS) and “Lack of teaching learning environment” (54.22 MPS) and least constraint faced by “Less interest taken by trainer” (35.11 MPS).

- ❖ **Financial constraints:-** The most important constraint faced in financial constraint was “No TA is given to the trainees” (44.00 MPS) followed by “Budget for meal arrangement (@ 150 /- per farmer/day) is insufficient” (36.00 MPS).
- ❖ **Infrastructure and others facilities related constraints:-** The most important constraints faced by beneficiaries was “Lack of transport facilities for field visit” (64.00 MPS) followed by “Inadequate lodging facilities” (63.55 MPS) as major Infrastructure and others facilities related Constraints and was least “Lack of AV aids” (52.00 MPS).

#### **4. Overall constraints faced by the technical staff**

It was found that the majority of technical staff (72.00 per cent) were “moderate constraints” whereas 18.00 per cent of technical staff were “severe constraints” and only 10.00 per cent of technical staff were “Least constraints” during organizing a training programme in KVKs.

#### **Conclusion**

The salient findings reported in the study leads to following conclusions:

1. Majority of the technical staff (68.00 per cent) were from middle age group.
2. Majority of the technical staff (66.00 per cent) were Ph.D. level.
3. Majority of the technical staff (44.00 per cent) were 10 to 20 years work experience.
4. Most important constraints faced by technical staff “Lack of transport for carrying trainees to on-campus trainings”, “No provision of travelling allowance to the trainees”, “Supporting staff (Technical) are vacant”, “KVKs staff have to go to deliver the lecture in the trainings organised by other departments”. Whereas least perceived constraints faced by technical staff “Non-cooperation by over qualified subordinate staff”.
5. Most important technical constraints faced by the technical staff “Guest lecturers cannot be invited as there is no provision of honorarium in the budget”, “SMSs from other KVKs are not deputed for the trainings”, “New technology in Animal Production and Home science are not

made available". Whereas least perceived constraints faced by technical staff "No cooperation from subordinates in designing and conducting the course".

6. Most important financial constraint faced by technical staff "No provision of paying Travelling allowance to the trainees", "No provision of paying honorarium to the guest Lecturers", "Budget for training per farmer is limited". Whereas least perceived constraints faced by technical staff "Budget is not released by the Comptroller of the university in time".
7. Most important infrastructure facility constraints faced by the technical staff "Lack of transport for carrying trainees to on-campus trainings", "No follow up of trainings due to various assignments", "Irregular supply of electricity". Whereas least perceived constraints faced by technical staff "Inadequate infrastructure facilities like training Hall, farmers Hostel etc."
8. Most important personal constraints faced by the technical staff "KVK is situated far away from the district head quarter", "No time bound transfers as there is no transfer policy", "No Avenue for promotion". Whereas least perceived constraints faced by technical staff "Low job satisfaction".
9. Majority of the beneficiaries (76.00 per cent) were from middle age group.
10. Majority of the beneficiaries (34.66 per cent) were secondary level of education.
11. Most important administrative constraints faced by the beneficiaries "No provision for the exposure visit and discussion with progressive farmers", "Lack of coordination with other agencies", "Lack of trained and experienced staff". Whereas least perceived constraints faced by the beneficiaries "Farmers of nearby areas of KVKs are called for the training".
12. Most important technical constraints faced by beneficiaries "Lack of adequate facilities for practical demonstration", "Non availability of required input ". Whereas least perceived constraints faced by the beneficiaries "Less interest taken by trainer".

13. Most important financial constraints faced by the beneficiaries “No TA is given to the trainees”.
14. Most important infrastructure facility related constraints faced by the beneficiaries “Lack of transport facilities for field visit”, “Inadequate lodging facilities”, “Unsatisfactory boarding facilities”. Whereas least perceived constraints faced by the beneficiaries “Lack of AV (Audio Visual) aids”.
15. Over all most important constraint faced by the beneficiaries “Lack of adequate facilities for practical demonstration”, “Lack of transport facilities for field visit”, “No provision for the exposure visit and discussion with progressive farmers”. Whereas overall least perceived constraints faced by the beneficiaries “Farmers of nearby areas of KVKs are called for the training”.
16. Most important suggestion given by the technical staff “Vacant posts especially programme Coordinators/SMS should be filled up immediately”, “Demonstration unit/ training laboratory as well as infrastructural premises should be well equipped”, “Career advancement scheme for the KVK staff should be implemented time to time”, “Vehicle facility is highly essential for carrying extension activities in villages”.
17. Most important suggestion given by the beneficiaries “Organize more no. of off-campus training”, “Separate trainings should be provided to farm women”, “Promotion of Skill oriented /Self-employment generation trainings”.

### **Recommendations**

Based on the results of the research, following corrective measures are suggested to improve the quality of the training programmes in KVKs.

1. Vacant posts especially the senior scientists and Head and SMS should be filled up on priority basis as the technical staff is feeling overloaded due to lot of paper work and reporting.
2. There should be Provision of paying honorarium to the guest lecturers

and so that in case of shortage of SMSs, guest lecturers can be hired for maintaining the quality of the training programmes .

3. KVKs staff should be given equal opportunity in promotions.
4. There should a well defined and transparent transfer policy so that KVKs staff can get the opportunity for the transfer to their home town
5. There should be provision of paying travelling allowance to the trainees so that even the trainees from long distances can participate in the trainings.
6. There should be a provision of bus for carrying trainees for on-campus trainings and field visits as the KVK works on the principle of “seeing is believing”.
7. Basic infrastructure like office building, laboratory and other facilities etc. in KVK Bansur should be created on priority basis.
8. KVKs should be instructed to give more emphasis on practical demonstrations during trainings.
9. KVKs should be instructed to avoid preferences to the farmers of some particular caste or acquaintance or any other biasness during the training programme.
10. A system for close monitoring and impact evaluation of the KVKs should be developed.
11. More emphasis should be given to skill oriented training programmes for generating Self-employment.

### **Suggestions for future research**

The following are the suggestions for future research.

1. Similar research study can be taken up in other districts and states to have the scenario of the KVKs in other areas.
2. Similar research can be taken up in larger area.
3. Comparative study on KVKs of different states can be taken up.

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**Constraints analysis of the training Programmes  
organized by the KVKs under SKNAU, Jobner (Rajasthan)**

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**ABSTARCT**

The KVKs are evolving as the future grass root level institutions for empowering the farming community. KVKs have made dent and has become part of decentralized planning to achieve desired level of growth in agriculture and allied sector. They act as linkers between agricultural universities, research institutes and farmers.

The work of transfer of farm technology is mainly taken up by the State Department of Agriculture and State Agricultural Universities through Krishi Vigyan Kendras (KVKs). Training is one of the most important mandates of the KVKs for transfer of latest technologies to the farming community. Although SMSs of the KVKs are working day and night for the fulfilment of aspiration of farmers and authorities, but there are many constraints which affect their working adversely.

Review of literature revealed that limited researches have been undertaken to observe the constraints faced by the technical staff and beneficiaries during training programmes in kvks. Thus the present study entitled “constraints analysis of the training programmes organized by the kvks under sknau, jobner (rajasthan)” has been undertaken with the objective to study the profile of kvks selected under study. Further an attempt been made to identify constraints faced by the technical staff and beneficiaries during training programmes organized by the kvks.

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as there may be a difference in the constraints faced by the kvks operated by the saus, icar and the ngos, the comparison has also been made among these three categories. suggestions from the technical staff and beneficiaries have been obtained for improving the quality of the training programmes.

the present investigation was conducted in the krishi vigyan kendras (kvks) under the operational area of the sri karan narendra agriculture university (sknau) jobner. i.e. ajmer, tonk, dausa, bharatpur, dholpur, jaipur, alwar and sikar. 7 kvks under the administrative control of sknau, jobner, 2 kvks (chomu and banasthali) of ngos and one icar kvk (bansur) were selected for the study. however for the comparison of the constraints three kvks i.e. kvk fatehpur shekhawati (sau), kvk chomu (ngo) and kvk bansur (icar) were selected.

technical staff from 10 kvks (50) and 75 beneficiaries (25 each from 3 selected kvks) were selected for present investigation, making a total of 125 respondents.

the data were collected with the help of questionnaire from the technical staff and personal interview with the beneficiaries.

the salient findings show that 66.00 per cent of the technical staff was ph.d., was from 37.46 to 53.26 years age group. the technical staff (52.00 per cent) were having 5 to 20 years of experience of working in kvks, 34.66 per cent of the

beneficiaries were secondary passed, 76.00 per cent were 34.78 to 46.76 years old.

most important constraints faced by technical staff was “no provision of travelling allowance to the trainees (76.00 mps), “lack of transport for carrying trainees to on-campus trainings” (79.33 mps), “no provision of honorarium to guest lecturers” (68.00 mps), “no provision of paying travelling allowance to the trainees” (77.33 mps), “kvk is situated far away from the district head quarter” (66.66 mps) and least constraints faced “over qualified subordinate staff do not cooperate” (41.33 mps), “inadequate infrastructure facilities like training hall, farmers hostel etc.” (55.33 mps), “budget is not released by the comptroller of the university in time” (57.33 mps) and “low job satisfaction” (52.00 mps).

Further severe constraints faced by the beneficiaries were “No planning for the exposure visit and discussion with progressive farmers” (59.55 MPS), “Lack of transport facilities for field visit” (64.00 MPS), “Lack of adequate facilities for practical demonstration” (72.88 MPS), “No TA is given to the trainees” (44.00 MPS) and least constraint faced “Farmers of nearby areas of KVKs are called for the training” (34.66 MPS), “Lack of AV aids” (52.00 MPS) and “Less interest taken by trainer” (35.11 MPS).

Based on the findings of the study, it could be concluded that the technical staff and the beneficiaries of Krishi Vigyan Kendra perceived various constraints which need to be sorted out at the earliest, so that functioning and implementation of training programmes of KVKs be improved. The suggestions provided by technical staff and beneficiaries are useful and could be used to improve the functioning of KVKs. The findings of present study are beneficial for policy planners and

Programme Coordinators of KVK's in developing training policies and action plans to perform their activities smoothly.

श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, जोबनेर (राजस्थान) के कृषि विज्ञान केन्द्रों द्वारा आयोजित प्रशिक्षण कार्यक्रमों में आने वाली बाधाओं का विश्लेषण

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सारांश

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कृषि समुदाय को सशक्त बनाने के लिए कृषि विज्ञान केन्द्र भविष्य की आधार भूत संस्थाओं के रूप में विकसित हो रहा है। तथा कृषि और इससे संबद्ध क्षेत्र में वांछित स्तर को प्राप्त करने के लिए विकेन्द्रीकृत योजना का हिस्सा बन गया है। ये कृषि विश्वविद्यालय, अनुसन्धान संस्थानों और किसानों के बीच संबधक के रूप में कार्य करते हैं। कृषि तकनीकी के हस्तांतरण का कार्य मुख्य रूप से कृषि विभागों और राज्य कृषि विश्वविद्यालयों द्वारा कृषि विज्ञान केन्द्र के माध्यम से किया जाता है। कृषि समुदाय के लिए नवीनतम तकनीकों के हस्तांतरण के लिए कृषि विज्ञान केन्द्र द्वारा प्रशिक्षण महत्वपूर्ण जनादेशों में से एक है। हालांकि कृषि विज्ञान केन्द्र के विषय विशेषज्ञ किसानों और अधिकारियों की आकांक्षाओं की पूर्ति के लिए दिन-रात काम कर रहे हैं लेकिन कई बाधाएं हैं जो उनके काम पर प्रतिकूल प्रभाव डालती हैं।

साहित्य की समीक्षा से पता चलता है कि कृषि विज्ञान केन्द्र में तकनीकी कर्मचारियों और लाभार्थियों को प्रशिक्षण कार्यक्रम के दौरान आने वाली बाधाओं का सामना करने के लिए सीमित शोध किए गए हैं अतः "श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, जोबनेर (राजस्थान) के कृषि विज्ञान केन्द्रों द्वारा आयोजित प्रशिक्षण कार्यक्रमों में आने वाली बाधाओं का विश्लेषण" पर अध्ययन किया गया है। इसके अन्तर्गत तकनीकी कर्मचारियों और लाभार्थियों को आने वाली बाधाओं की पहचान करने के लिए राज्य कृषि विश्वविद्यालय, भारतीय कृषि अनुसन्धान परिषद और गैर सरकारी संगठन द्वारा संचालित कृषि विज्ञान केन्द्रों को आने वाली बाधाओं का तुलनात्मक अध्ययन किया।

प्रशिक्षण कार्यक्रमों की गुणवत्ता में सुधार के लिए तकनीकी कर्मचारियों और लाभार्थियों के सुझाव प्राप्त किये गये। यह अध्ययन श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय जोबनेर के परिचालन क्षेत्र के अन्तर्गत आने वाले कृषि विज्ञान केन्द्रों जैसे- अजमेर, टौक, दौसा, भरतपुर, धोलपुर, जयपुर, अलवर और सीकर में आयोजित की गई थी अध्ययन के लिए चुने गए कृषि विज्ञान केन्द्रों में 7 कृषि विज्ञान केन्द्र श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, 2 कृषि विज्ञान केन्द्र (चौमू व वनस्थली) गैर सरकारी संगठन तथा 1 कृषि विज्ञान केन्द्र (बानसूर) भारतीय कृषि अनुसंधान परिषद के अन्तर्गत थे ! कृषि विज्ञान केन्द्र फतेहपुर

\*स्नातकोत्तर छात्र, प्रसार शिक्षा विभाग, श्री कर्ण नरेन्द्र कृषि महाविद्यालय, जोबनेर, श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, जोबनेर, जयपुर (राजस्थान)।

\*\* आचार्य, प्रसार शिक्षा विभाग, श्री कर्ण नरेन्द्र कृषि महाविद्यालय, श्री कर्ण नरेन्द्र कृषि विश्वविद्यालय, जोबनेर !

शैखावाटी (कृषि विश्वविद्यालय) बानसूर (भारतीय कृषि अनुसंधान परिषद्) एवं चौमू (गैर सरकारी संगठन) चूने गये। सभी 10 कृषि विज्ञान केन्द्रों से 50 तकनीकी कर्मचारी तथा 75 लाभार्थी (चुने गए 3 कृषि विज्ञान केन्द्रों) अतः इस अध्ययन में कुल उतरदाता 125 थे तकनीकी कर्मचारियों के आँकड़े प्रश्नावली तथा लाभार्थियों के आकड़े व्यक्तिगत साक्षात्कार के माध्यम से प्राप्त किये गये। निष्कर्ष दर्शाते हैं कि 66.00 प्रतिशत तकनीकी कर्मचारी विधावाचस्पति, 37.46 से 53.26 वर्ष आयु समूह एवं 5 से 20 वर्ष का कार्यानुभव वाले थे। लाभार्थियों में से 34.66 प्रतिशत उच्च माध्यमिक व 34.78 से 46.76 वर्ष के थे।

तकनीकी कर्मचारियों को आने वाली सबसे प्रमुख बाधाएँ प्रशिक्षुओं के लिए यात्रा भत्ता का कोई प्रावधान नहीं होना (76.00 एम पी एस), प्रशिक्षण में भाग लेने हेतु परिवहन व्यवस्था का अभाव (79.33 एम पी एस), अतिथि व्याख्याताओं को मानदेय का कोई प्रावधान नहीं होना (68.00 एम पी एस), प्रशिक्षुओं को यात्रा भत्ते का भुगतान करने का कोई प्रावधान नहीं होना (77.33 एम पी एस) तथा कृषि विज्ञान केन्द्र जिला मुख्यालय से दूर स्थित होना (66.66 एमपीएस) मुख्य थी योग्य अधिनस्थ कर्मचारीयों का सहयोग नहीं करते। (41.33 एम पी एस), प्रशिक्षण होल, किसानों के लिए छात्रावास आदि की अपर्याप्त सुविधाएं (55.33 एम पी एस), समय पर विश्वविद्यालय के नियंत्रक द्वारा बजट जारी नहीं करना (57.33 एम पी एस) तथा नौकरी से कम संतुष्टी (52.33 एम पी एस) आदि थी।

लाभार्थियों को आने वाली सबसे प्रमुख बाधाएँ प्रगतिशील किसानों के खेत पर भ्रमण की व्यवस्था न होना (59.55 एम पी एस) क्षेत्रीय भ्रमण के लिए परिवहन का अभाव (64.00 एम पी एस), प्रायोगिक प्रदर्शन के लिए पर्याप्त सुविधाएं होना (72.88) प्रशिक्षुओं को यात्रा भत्ते का प्रावधान न होना (44.00 एम पी एस) आदि थी कम बाधाएं, कृषि विज्ञान केन्द्र द्वारा पास के किसानों को प्रशिक्षण के लिए बुलाया जाता है। (34.66 एम पी एस) श्रव्य दृश्य साधनों का अभाव (52.00 एम पी एस) तथा प्रशिक्षक के द्वारा कम रूची (35.11 एम पी एस) आदि थीं।

वर्तमान अध्ययन के निष्कर्षों से पता चलता है कृषि विज्ञान केन्द्रों के तकनीकी कर्मचारियों और लाभार्थियों को विभिन्न बाधाओं का सामना करना पड़ रहा है जिन्हे जल्द से जल्द सुलझाया जाना आवश्यक है, ताकि कृषि के प्रशिक्षण कार्यक्रमों के कार्यान्वयन में सुधार किया जा सके। तकनीकी कर्मचारियों और लाभार्थियों द्वारा दिये गए सुझाव बहुत उपयोगी है और कृषि के कामकाजों में सुधार के लिए इनका इस्तेमाल किया जा सकता है

## Covering letter sent to the experts

Extn./S.K.N./2017.

**From: Dr. Madhuri Joshi**

Professor and Head  
Dept. of Extension Education  
S.K.N. College of Agriculture  
Jobner (Jaipur) Rajasthan

No...

Dated: ...../2017

To,

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Dear Sir/Madam

One of my M.Sc. (Ag.) students **Jitendra Kumar Meena** has undertaken a research study entitled, "**Constraints analysis of the training Programmes organized by the KVKs under SKNAU, Jobner (Rajasthan).**" for completion of M.Sc. (Ag.) degree in Department of Extension Education. We are trying to develop a comprehensive schedule for measuring following objectives of the said study. (i) To study the profile of KVKs selected under study. (ii) To identify constraints faced by the Technical staff and beneficiaries during training programmes organized by the KVKs.(iii)To compare the constraints faced by the Technical staff & beneficiaries of the selected KVKs. (iv) To obtain the suggestions from the Technical staff & beneficiaries for improving the quality of the training programmes.

The statements in the Questionnaire and interview schedule have been developed on the basis of relevant literature, reviewed, personal experience, discussions held with subject matter specialists and Extension personnel's which were incorporated in the schedule already developed by another investigator as mentioned in the related Questionnaire an interview schedule/past of the study. In this context, we want to take advantage of your vast experience and knowledge. Kindly spare some time and go through the schedule very critically and feel free to comment upon / add / delete and or modify the statements, if necessary, so that the final schedule can be developed prior to undertake the study.

Kindly mail the schedule to the under signed after your necessary comments in the self-addressed stamped envelope attached with schedule.

Thanking you for kind co-operation.

Yours faithfully

Encl: As above

**(Dr. Madhuri Joshi)**

## Profile of KVK

S. No.	Particulars	Observations
1.	Name of the KVK	
2.	Address & phone no.	
3.	Category	SAU/NGO/ICAR
4.	Name of the Senior Scientist and Head	

### Staff at KVK:

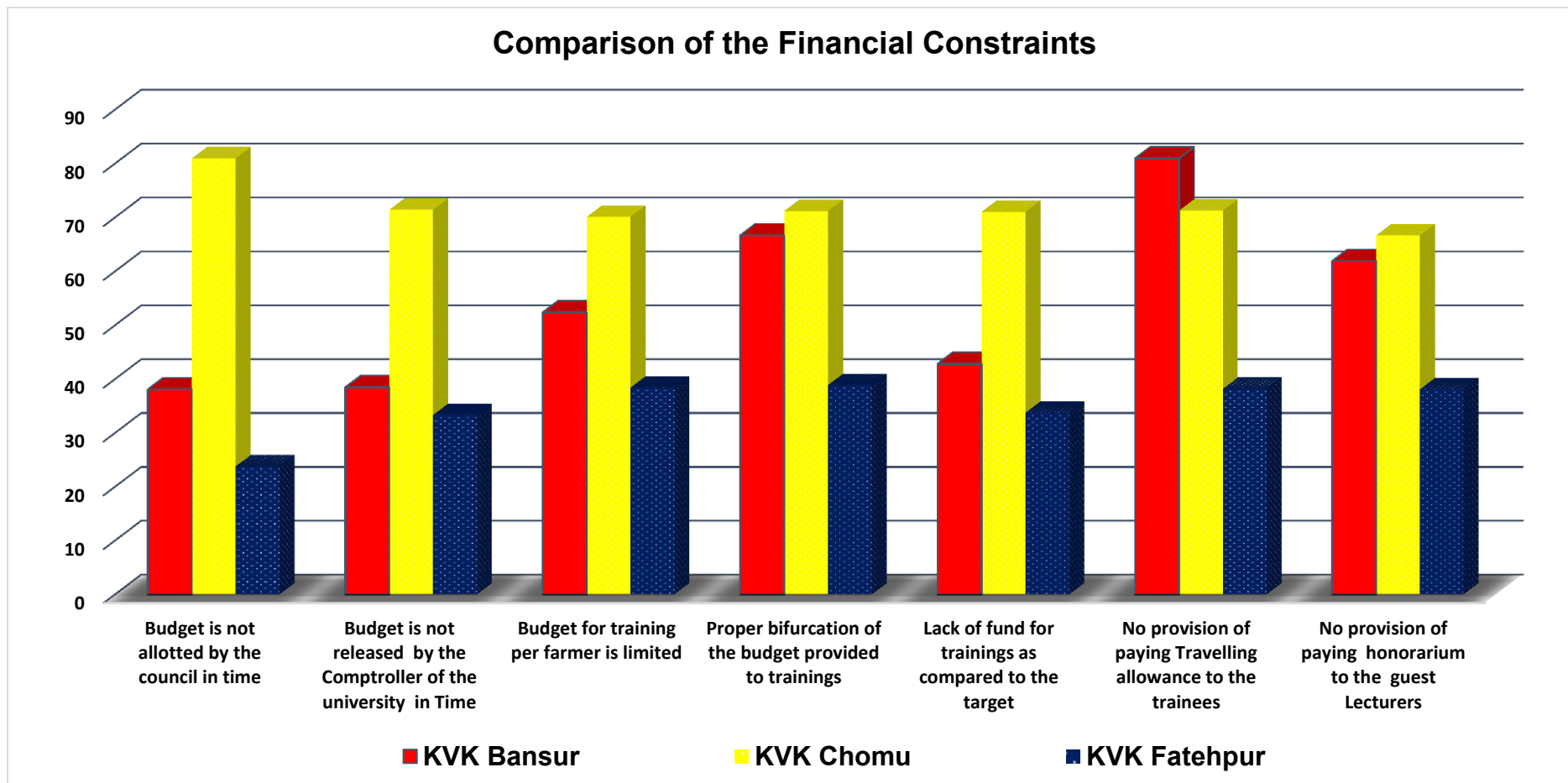
S. No.	Particulars	Name of the KVKs		
		KVK Gunta-Bansur Dist. Alwar	KVK Tankarda, Chomu, Dist. Jaipur	BhartiaKrishiVigyan Kendra, FatehpurShekhawati Dist. Sikar
1.	Administrative control			
2.	Year of Establishment			
3.	Staff available			
i	Senior Scientist Cum Head (1)			
ii	Subject Matter Specialists (6)			
iii	Prog. Asst. ( 3 )			
iv	Supporting staff			
v	Drivers (2)			
	Total ( 16)			
4.	Farm Land Available			

### Infrastructure available at KVK

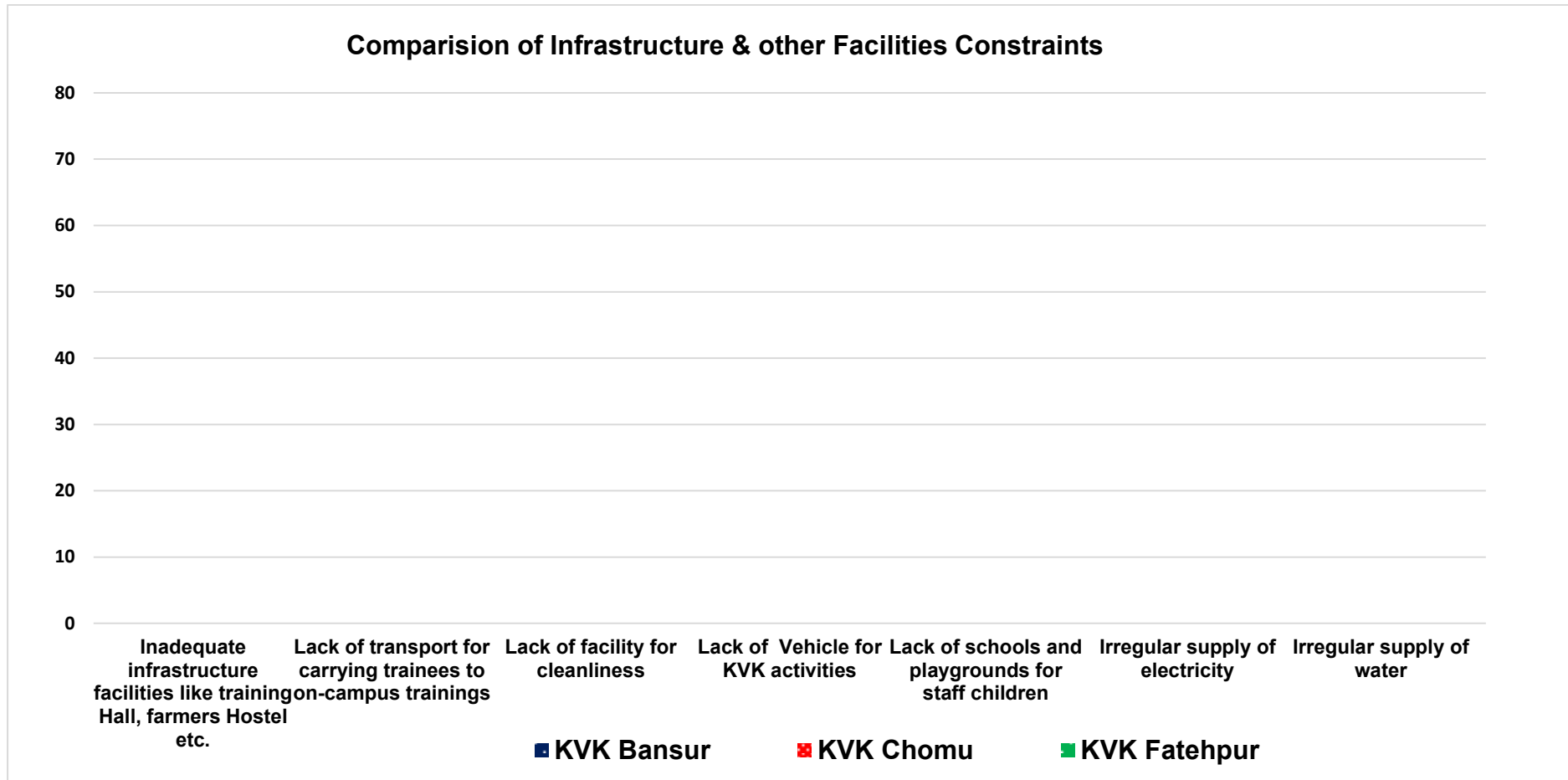
S. No.	Infrastructure	Availability with number		
		KVK (Bansur)	KVK (Chomu)	KVK (Fatehpur)
1.	Administrative Building			
2.	Trainees Hostel			
3.	Residential quarters			

4.	Demonstration Units			
5.	Threshing floor			
6.	Tube well			
7.	Irrigation Channel			
8.	Implement shed			
9.	Farm Go down			
10.	Fencing of boundary wall			
11.	Soil and Water testing lab			
12.	Plant Health Diagnostic facility			
13.	Processing unit			
14.	E- Connectivity			
15.	Integrated farming system			
16.	Exhibition			

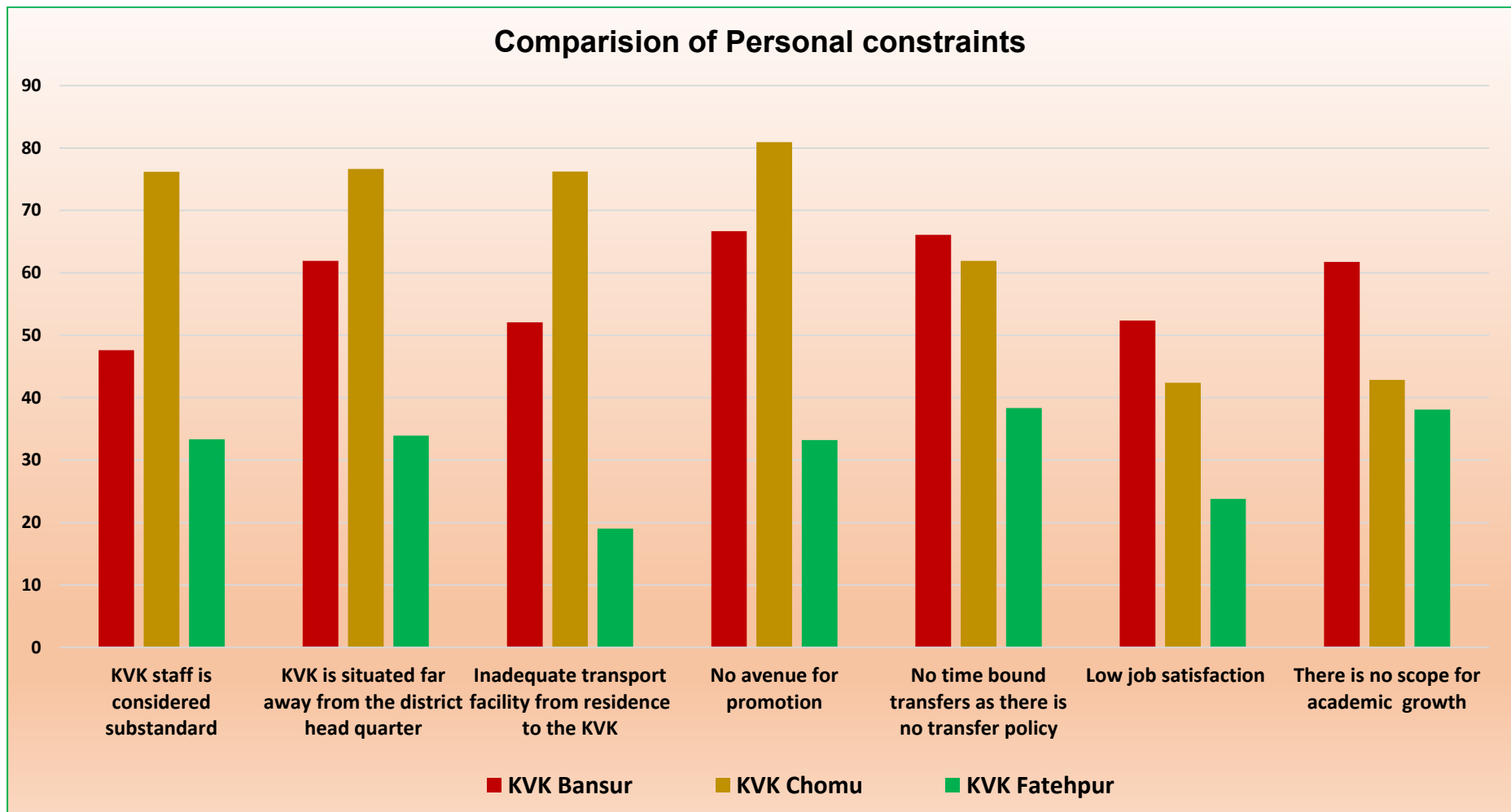




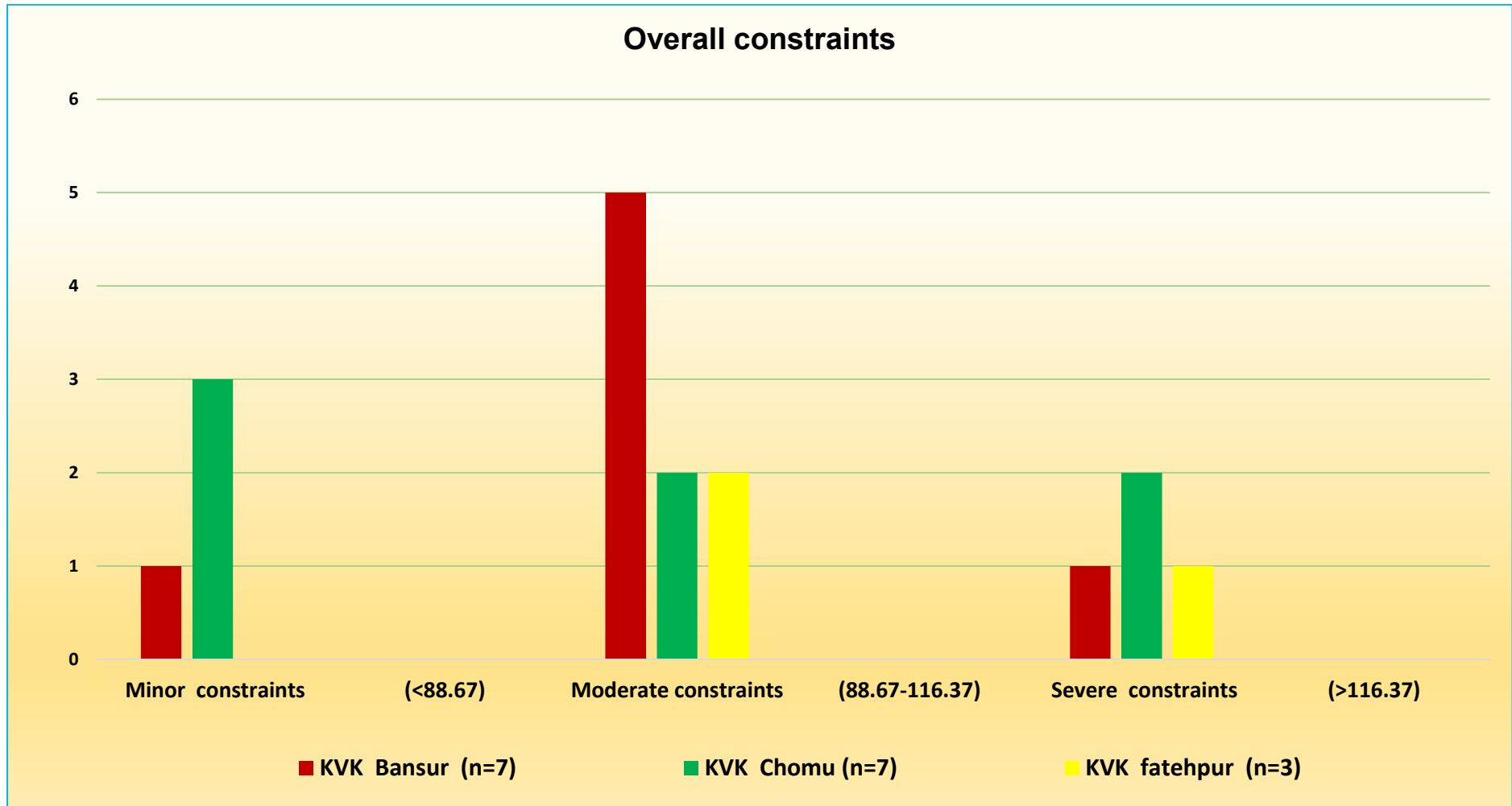
**Fig.4.5 Comparison of Financial constraints faced by the technical staff**



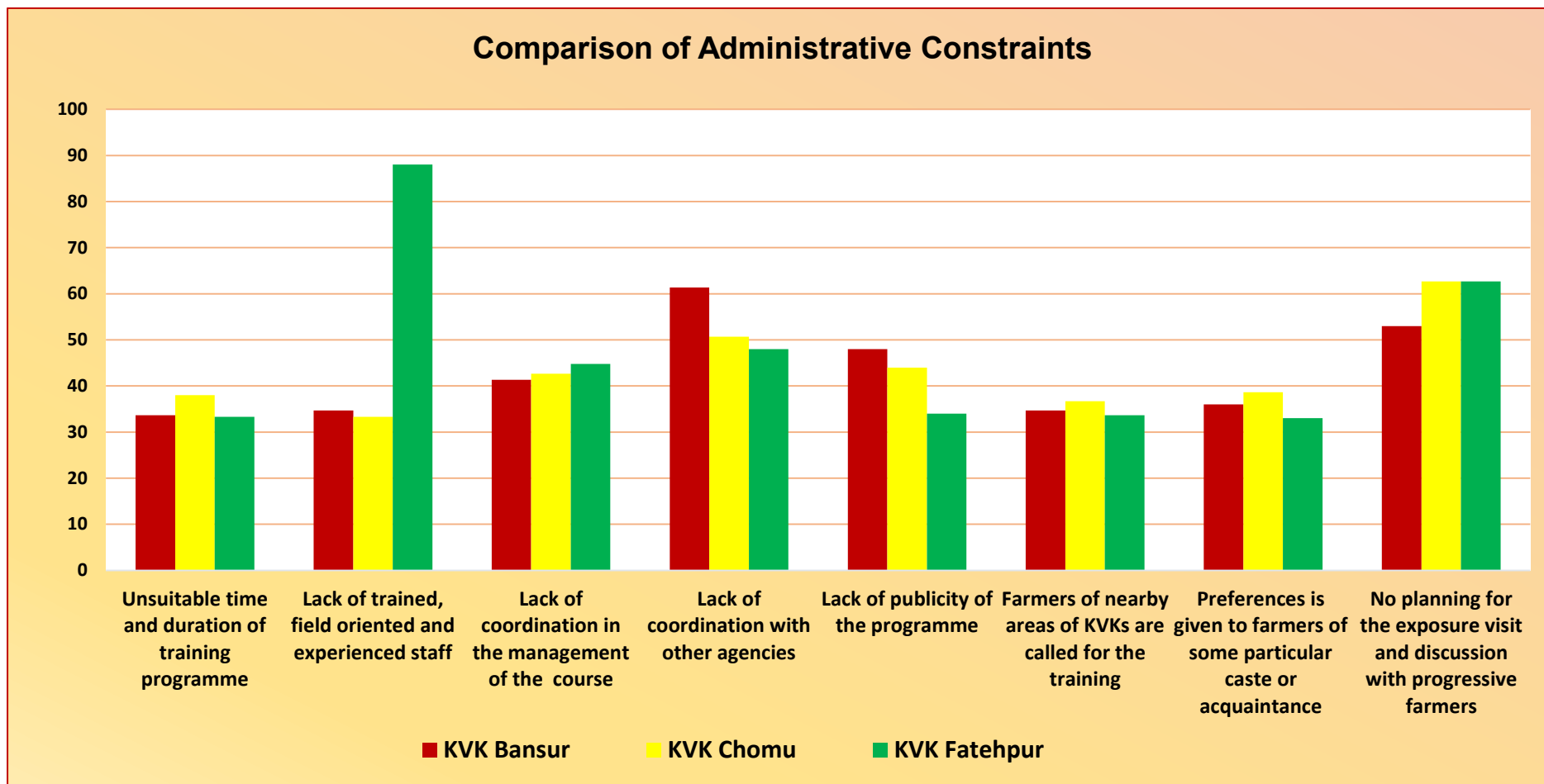
**Fig.4.6 Comparison of Infrastructure and Other facilities related constraints faced by the technical staff**



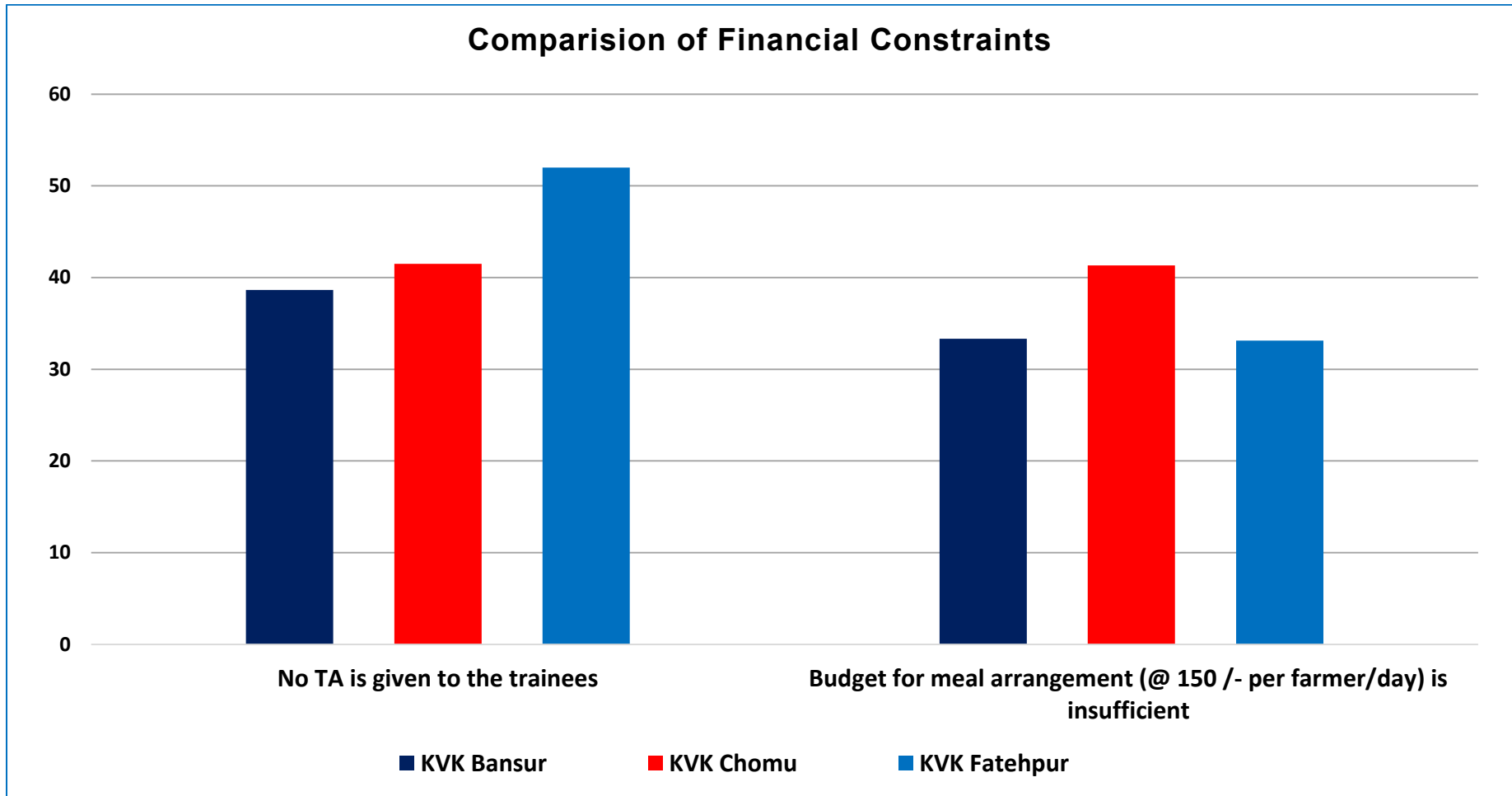
**Fig.4.7 Comparison of Personal constraints faced by the technical staff**



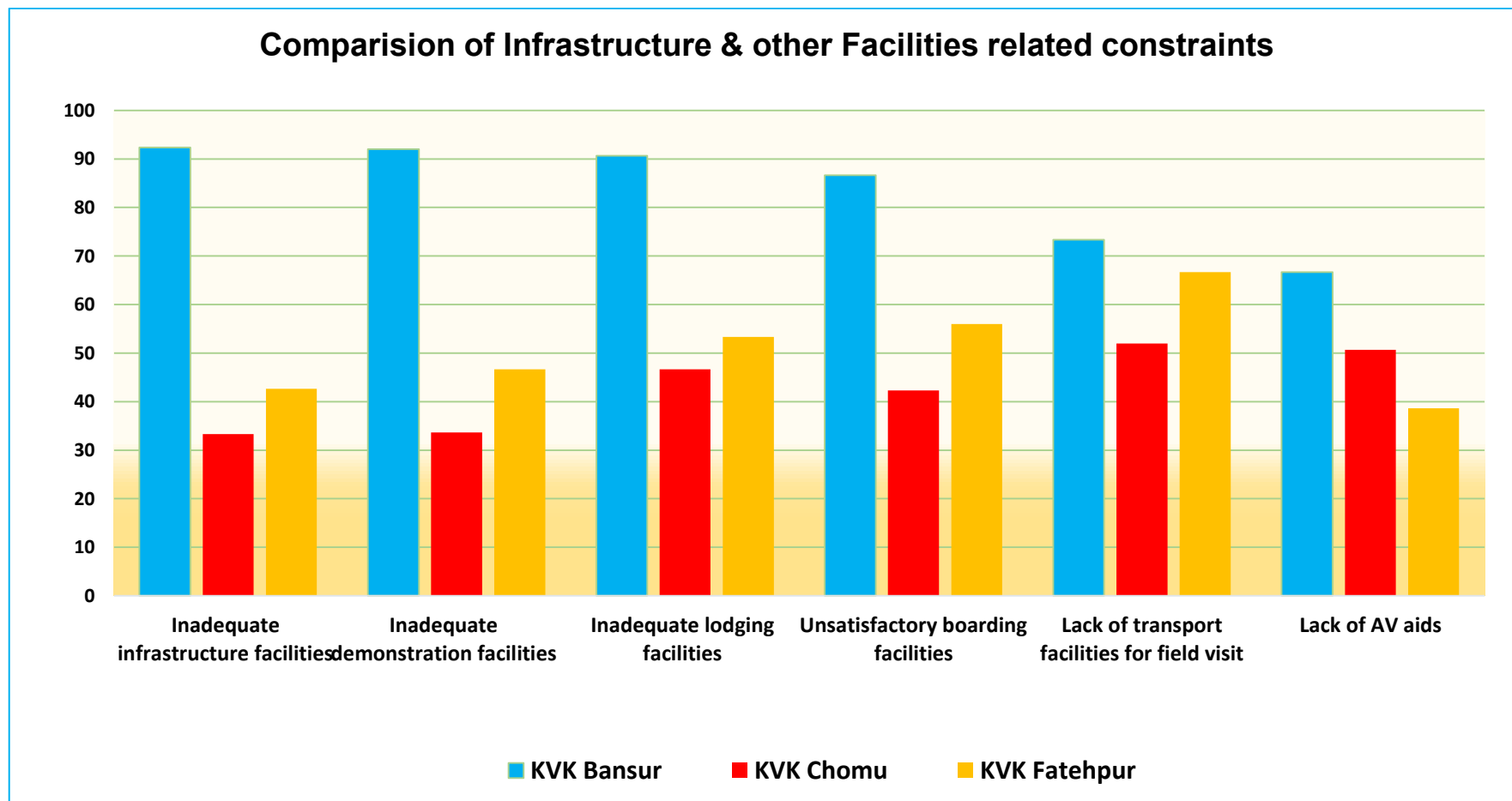
**Fig.4.1 Overall constraints faced by the technical staff**



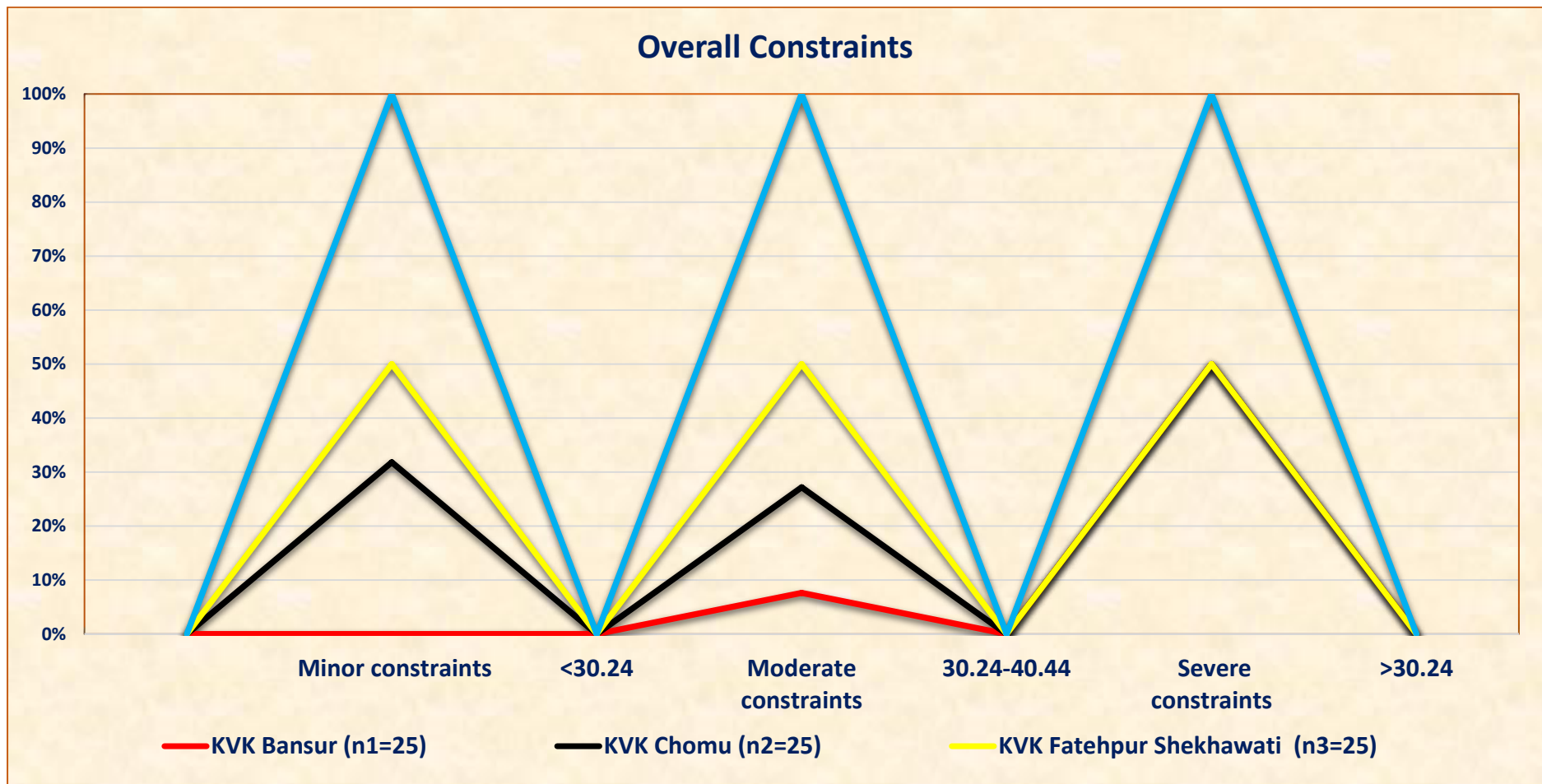
**Fig.4.8 Comparison of Administrative constraints faced by the beneficiaries**



**Fig.4.10 Comparison of Financial constraints faced by the beneficiaries**



**Fig.4.11 Comparison of Infrastructure and other facilities related constraints faced by the beneficiaries**



**Fig.4.2 Overall constraints faced by the Beneficiaries**

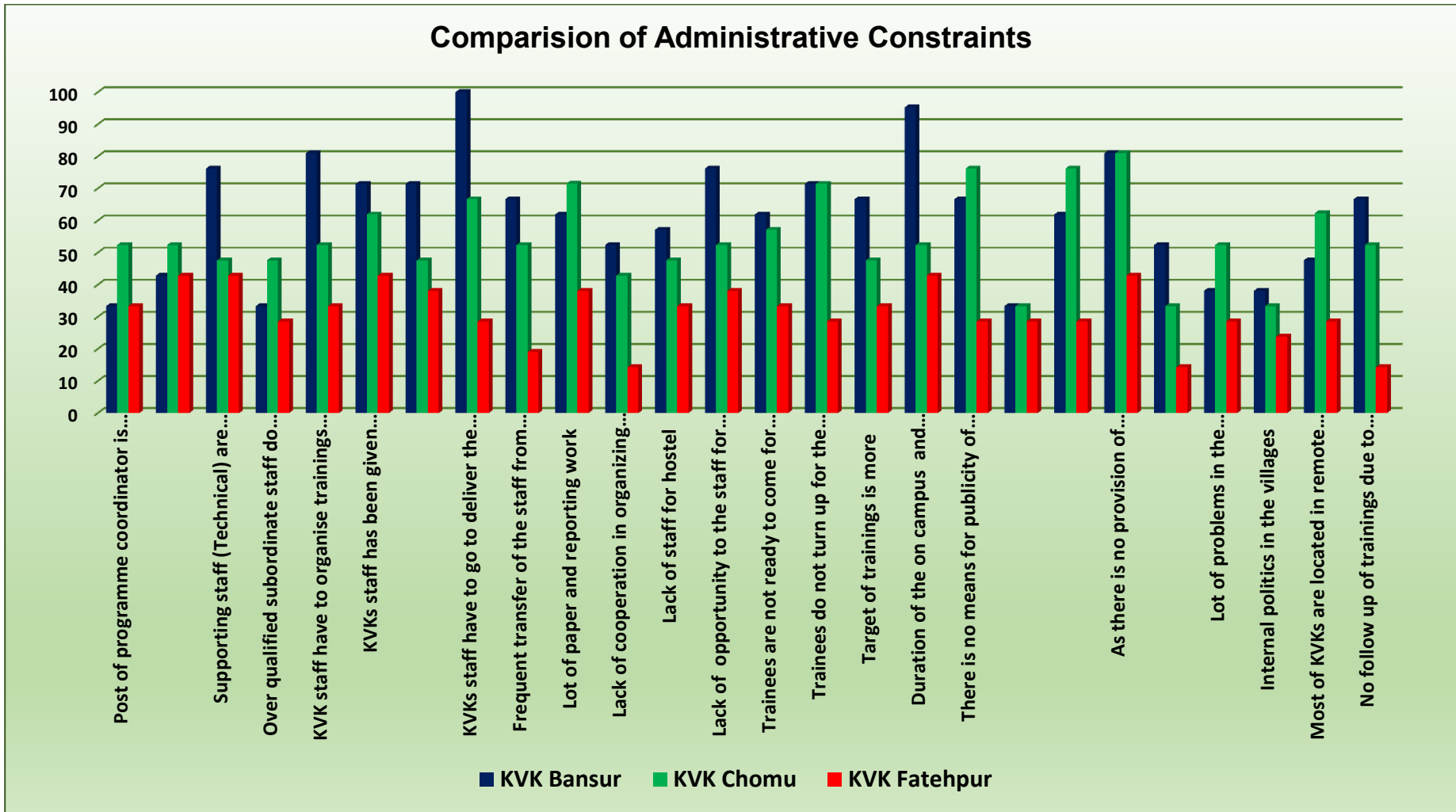
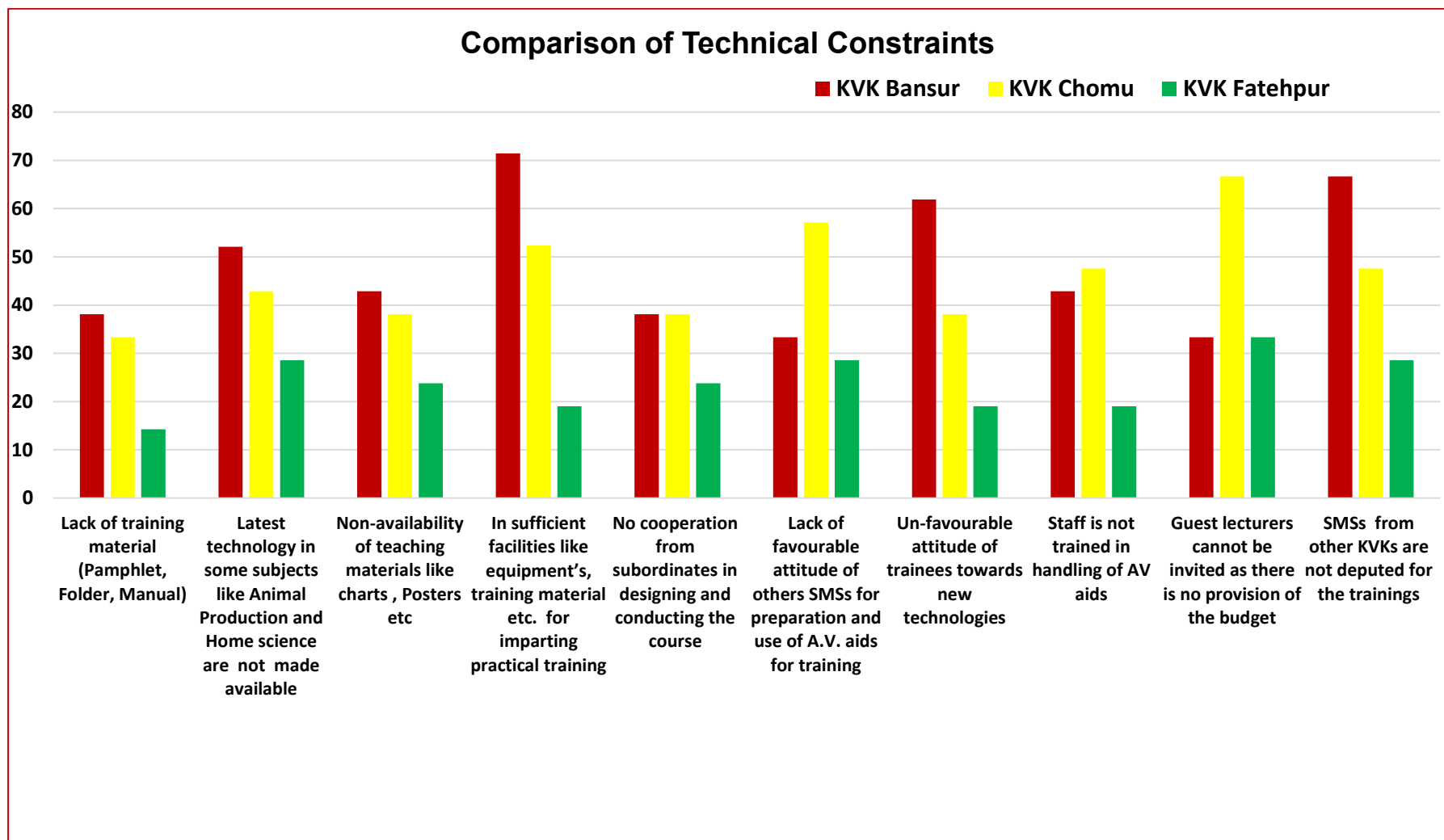
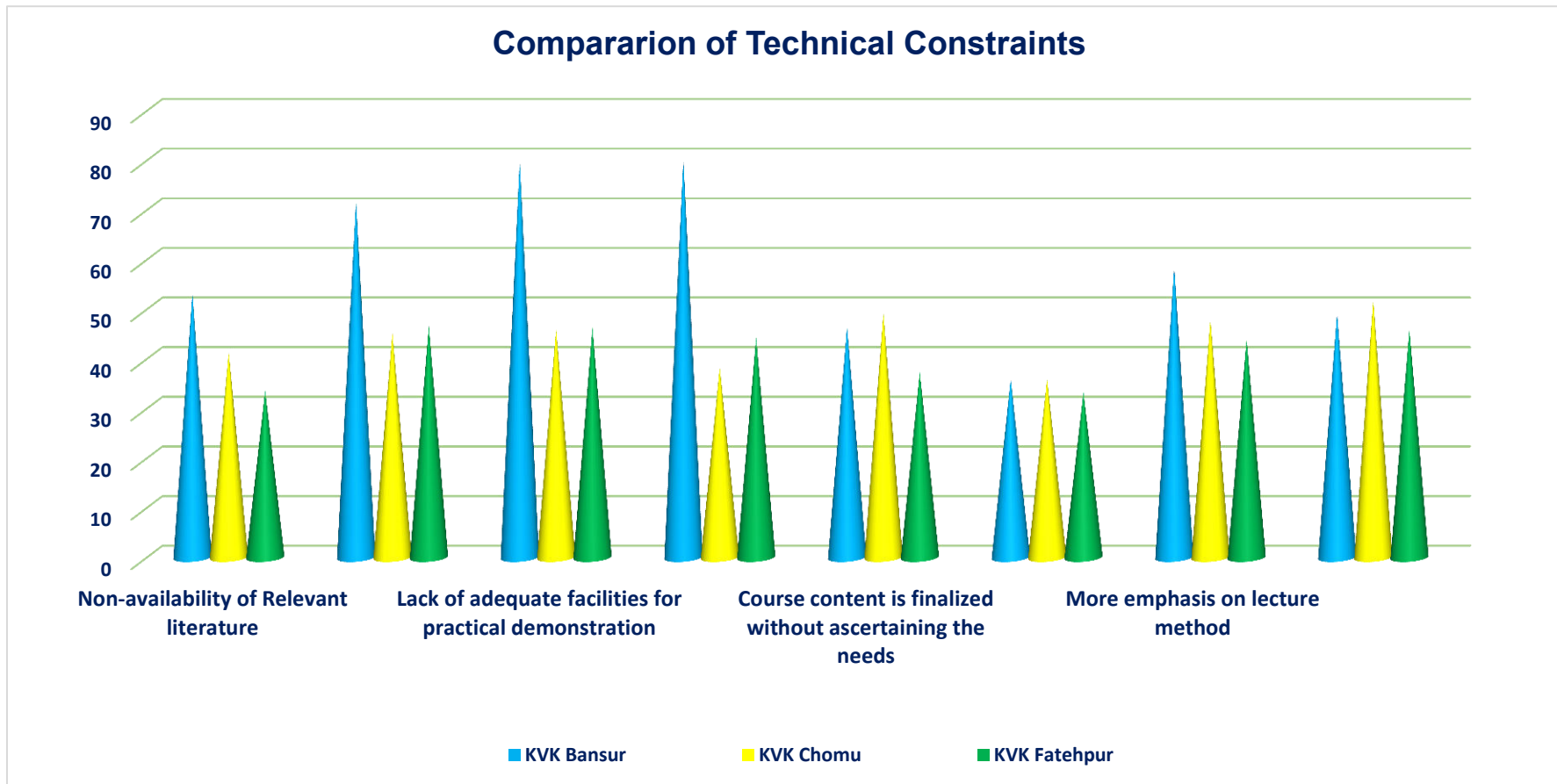


Fig. 4.3 Comparison of Administrative constraints faced by the technical staff



**Fig. 4.4 Comparison of Technical constraints faced by the technical staff**



**Fig. 4.9 Comparison of Technical constraints faced by the beneficiaries**