

## ATTITUDE OF THE EXTENSION WORKERS TOWARDS, IN-SERVICE TRAINING

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### ABSTRACT

The study was designed to explore the attitude of the extension workers of Lyallpur District towards the necessity of their in-service training. All (19) the Agricultural Assistants and fifty percent (157) of the Field Assistants working in Lyallpur District, selected at random, were taken as a sample for the present study. They were personally interviewed with the help of an interview schedule to collect the study data. A majority of the respondents felt the need for in-service training in Agronomy, Plant Protection, and Extension Education. It was also observed that the in-service training programmes arranged by the Department of Agriculture, Punjab, were scanty, irregular, and ill-planned; and there was found to be no coordination between Extension training institutions and the field extension agencies.

### INTRODUCTION

Extension workers constitute the connecting link between the fountain-heads of knowledge, on the one hand, and the village people, on the other, who are the end-users of knowledge, techniques and innovations generated by the specialized institutions. The present era has seen scientific and technological advancements at an unprecedented pace. The inventiveness and innovativeness of man during the present era necessitated, more than before, a consistent updating of knowledge in extension techniques of the extension workers concerned with the task of bringing changes in social and physical domains. The sum of accumulated knowledge and extreme specialization has changed the nature and complexion of all agricultural operations. An extension worker trained in the skill for his degree requirements can confidently and

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competently steer through the change in this situation only if the new techniques and new knowledge about diffusion and social change is continually and regularly transmitted to him through a planned programme of in-service training. Keeping in mind these factors, the present study was designed to explore the attitudes of the extension workers of Lyallpur District toward the necessity of their in-service training. In order to accomplish this general objective, the following specific objectives were designed.

1. To determine gaps (deficiencies) in the training of extension workers in subject matters.
2. To ascertain gaps in the training of extension workers in extension techniques, and the techniques to approach farmers.
3. To find out the in-service training facilities already available in Agriculture Department, Punjab.
4. To determine the type of in-service training already received by the respondents.
5. To study the problems which the agricultural extension workers face in the performance of their normal functions.

#### LIMITATIONS OF THE STUDY

The study is limited to 176 extension workers i.e., 19 Agricultural Assistants and 157 Field Assistants, in Lyallpur District and is valid to the extent the questions yielded accurate information from the respondents. It is further limited to the degree to which the respondents were typical of those from other areas.

#### METHODOLOGY

All (19) the Agricultural Assistants and fifty percent (157) of the Field Assistants working in Lyallpur District, selected at random, were taken as a sample for the study. In order to collect relevant information, an interview schedule was developed specifically for the present study. The interview schedule was pre-tested upon ten extension workers. In the light of the pre-test, necessary changes were made in the interview schedule to make it more valid, reliable and objective. The revised interview schedule was then used for collecting the study data. The personal interview method was adopted for collecting the needed data. The data collected were tabulated systematically and analysed by applying simple percentage method. (not given in the text).

#### RESULTS AND DISCUSSION

It was assumed that the information obtained from the respondents will

be helpful in determining the extent of need for in-service training. The data collected in this regard shows that, although majority of the respondents (Agricultural Assistants and Field Assistants) received sufficient and exhaustive training in nearly all fields related to agriculture, they felt the need for in-service training in Agronomy, Entomology, Plant Protection, and Extension Education. These findings are in agreement with those of Ahmad (1972).

The data also, show that the majority of the respondents strongly favoured, some favoured, while none disagreed, that in-service training helped the worker to strengthen his extension work, to evaluate his field work, to enhance his professional competence and to update his professional knowledge and skill. These observations have also been confirmed, in one way or the other, by Khan (1965), Hussain (1965) and Chandranoi (1967), as they asserted that the agricultural graduates should be imparted in-service training at regular intervals, so as to refresh their knowledge about the modern scientific advances and techniques.

It was established that in-service training needs and problems of the extension workers were not viewed and tackled with a scientific approach. Some facilities i.e., residential facilities, T.A., D.A. and study leave, were noticed to be available to the graduate extension workers, but these facilities were not provided to Field Assistants during their in-service training. Thus they faced many difficulties.

It was observed that the in-service training programmes being arranged by the Agriculture Department, Punjab, were scanty, irregular, and ill-planned, because these generally were of casual and occasional nature and were not specifically based on the raining requirements of the participants. Majority of the respondents (68.4 percent Agricultural Assistants and 91.1 percent Field Assistants) reported that to enhance in-service training of extension workers there was no coordination between the Extension Training Institutions and the field Extension Departments. These findings are in agreement with those of Jilani (1966), as he concluded that the agricultural extension workers did not have contact with the research workers.

The data also, show that majority of the respondents felt difficulty in effective performance of their role as extension workers on account of illiteracy of the farmers, conservativeness of the farmers, farmers' small holdings, poor economic conditions of the farmers and lack of their adequate in-service training in Agricultural Extension. These factors have

been confirmed by the studies done by Chatha (1959), and Khan (1970), as they concluded that illiteracy of the farmers, their conservative nature, their small holdings, and their poor economic conditions were the stumbling blocks in the smooth working of the extension staff.

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