Impact of Trainings on the Gain in Knowledge of the Field Veterinary Professionals

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ABSTRACT

Training is the framework for helping employees to develop their personal and organizational skills, knowledge, and abilities with a focus of developing the most superior workforce so that the organization and employees can accomplish their work goals in service to the needy clients. Education and training are the important factors for organizational effectiveness. In fact, training must be tied to the enterprise’s strategic business requirements and maintain the organization’s core competencies in every field at every level. Workers need some vocational education and training to perform well in the workplaces. Training helps people to become qualified and proficient in doing some jobs. Training is concerned with those activities which are designed to improve human performance on the job that employees are at present doing or are being hired to do. Training is essential because technology is developing continuously and at a very fast rate. Systems and practices get outdated soon due to the new discoveries in technology including technical, behavioral and managerial aspects. Usually an organization facilitates the employees’ learning through training so that their modified behaviour contributes to the attainment of the organization’s goals and objectives. In most of the organizations in-service training of a specific duration at various intervals of a staff’s service carrier is essential. This type of training promotes the professional growth of individuals. In-service trainings especially the Refresher courses have been made mandatory in certain organizations for promotions. Such trainings help to update and maintain the specialized subject-matter knowledge of the incumbents.

Key words: Training, Impact, Grain in knowledge

INTRODUCTION

Refresher training keeps the specialists, administrators, subject-matter officers, extension supervisors and frontline workers updated and enables them to add to the knowledge and skills they have already. Maintenance or refresher training usually deals with new information and new methods, as well as review of older materials. This type of training is needed both to keep employees at the peak of their possible production and to prevent them from getting into a rut (Van Dersal, 1962).

But it is essential that each and every training is evaluated to assess whether it has achieved its objective or not. Raab et al. (1987) defined training evaluation as “a systematic process of collecting information for and about a training activity which can then be used for guiding decision making and for assessing the relevance and effectiveness of various training components.”

The State Department of Animal Husbandry (SDAH) is entrusted with responsibility of transferring various technological advancement to field level apart from the major task of clinical and health care services. The veterinary officers and the Pharmacists are deputed for In-service/ refresher courses, to update their knowledge regarding the newer techniques on animal disease control, management and production. The Indian Veterinary Research Institute is one such organization, which is frequently organizing training courses for the Veterinary officers and other veterinary Pharmacists. Therefore, present study was undertaken to assess the impact such training programmes being organized by
the institute for the various Veterinary professionals of SDAH in terms of the enhancement of knowledge.

MATERIALS AND METHODS

The impact of the training programmes for veterinary professionals (VO and pharmacists) serving in the SDAH was assessed through the Pre-Post test experimental research design. The pre-training knowledge score was calculated before the trainings for each of the training programme and then the post test knowledge score was calculated at the end of the training. The data were analysed using the mean, percentage & paired ‘t’ test.

RESULTS AND DISCUSSION

Effect of Training on knowledge enhancement for Veterinary Professionals: A large numbers of training programs have been organized till now at IVRI. Since the period from 2007 till 2010 a total of 13 number of trainings were organized for veterinary officers. Of all the trainings, a total of eight trainings were randomly selected to assess the impact. These eight training Programmes for Veterinary Professionals were Model Training Course on “Entrepreneurship promotion in livestock sector” during 9-16 Oct, 2007, for Veterinary Professionals, from all over the country, which mainly focused on commercial enterprises that could be set up especially in the fields of livestock sector. In addition various other topics related to animal health, production, nutrition, breeding and marketing were also covered, another National Training Course Sponsored by SDAH Himachal Pradesh on “Health Management of Livestock”, was organized during 11-18 March 2008, for Veterinary Professionals, from various districts of Himachal Pradesh, which mainly focused on the various aspects of livestock health management especially with respect to the hilly regions. Topics mainly were focused on infectious and non-infectious diseases, parasitic diseases (internal and external parasites), first aid and indigenous/ herbal treatment for livestock ailments, appropriate feeding technologies, breeding management, housing and neonatal management etc. A Model Training Course on “Recent advances in Livestock health and Management for Optimum Production”, was organized during 2-9, March 2008, for Veterinary Professionals, from all over the country. This training course mainly emphasized on the recent advances that had taken place in the field of animal disease diagnosis, and the various advances in the prophylactic and therapeutic measures for treatment and prevention of various livestock diseases. Further one more Model Training Course on “Recent advances in Livestock Health and Management for Optimum Production”, was organized during 2-9, March 2009, for Veterinary Professionals, from all over the country. This training course also mainly emphasized on the recent advances that had taken place in the field of animal disease diagnosis, and the various advances in the prophylactic and therapeutic measures for treatment and prevention of various livestock diseases. One more Model Training Course on “Newer approaches to improve Health and Productivity of Livestock” was organized during 15-22 Sep, 2009, for Veterinary Professionals, from all over the different states of the country. The training course focused on the various aspects dealing with the improvement of animal health and productivity, especially the newer approaches related to the diagnosis and treatment of various ailment of livestock and latest methods of improving the productivity of the livestock. National Training Course by SDAH-UP entitled “Livestock Production and Management and Entrepreneurship development” was conducted during 3-10 March 2010, for Veterinary officers from various districts of Uttar Pradesh. This training course was especially designed and executed to impart knowledge and skills in livestock management especially the disease management, feeding regimes for various category of animals and the breeding management for optimum production from animals. The course also focused on various issues related to the entrepreneurship generation in the livestock sector and other related issues like WTO and IPR issues, technology commercialization, credit facilities and insurance for livestock enterprises and the marketing of livestock produce. The National Training Course on “Disease Diagnosis and their Treatment” organized during 8-15Feb. 2010, for Veterinary Professionals from various districts of Himachal Pradesh, focused on the latest diagnostic techniques available for animal disease diagnosis and the various newer methods of animal treatment which included various newer drugs and therapies using herbal drugs, indigenous validated medicines and homeopathy and acupuncture/ accupuncture techniques. The National
Training Course on “Animal Disease Control and Management” held during 8-15 March 2010, for veterinary pharmacist from various districts of Himachal Pradesh. This training course focused on the basic topics/techniques involved in the animal disease control and management such as knowledge about infectious and non-infectious diseases, parasitic diseases, collection of sample and dispatch, fluid therapy, Artificial Insemination technique etc.

Total Participants for each of the above trainings were 12, 16, 18, 15, 17, 15 and 15 respectively. The average pre-test score for first training entitled Model Training Course on “Entrepreneurship promotion in livestock sector” was 9.75 and post-test score was 25.67 showing a very high gain in knowledge. Further the ‘t’ value 15.19 reveals that the gain in knowledge was highly significant.

In second training entitled National Training Course Sponsored by SDAH Himachal on “Health Management of Livestock” the pre-test score was 10.62 and post-test score was 24.75 showing a very high gain in knowledge. Further the ‘t’ value of 13.81 indicates a highly significant gain in knowledge of the trainees.

In third training entitled Model Training Course on “Recent advances in Livestock health and Management Table 1. Details and impact of various training programmes on the knowledge level of the Veterinary professionals

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Title of Training</th>
<th>Total participants</th>
<th>Durations pre-training</th>
<th>Average knowledge score</th>
<th>Average post training knowledge score</th>
<th>‘t’ value</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.</td>
<td>Model Training Course on “Recent advances in Livestock health and Management for Optimum Production”</td>
<td>18</td>
<td>2-9, March 2008</td>
<td>4.56±4.96</td>
<td>8.50±2.14</td>
<td>13.81**</td>
</tr>
<tr>
<td>4.</td>
<td>Model Training Course on “Recent advances in Livestock health and Management for Optimum Production”</td>
<td>18</td>
<td>2-9, March 2009</td>
<td>8.83±10.73</td>
<td>22.33±18.11</td>
<td>13.15**</td>
</tr>
<tr>
<td>6.</td>
<td>National Training Course by SDAH “Livestock Production and Management and Entrepreneurship development” for Veterinary officers</td>
<td>17</td>
<td>3-10 March 2010</td>
<td>0.85±0.96</td>
<td>9.20±0.78</td>
<td>26.57**</td>
</tr>
<tr>
<td>7.</td>
<td>National Training Course on “Disease Diagnosis and their Treatment” for Veterinary officers of Himachal Pradesh</td>
<td>15</td>
<td>8-15 Feb2010</td>
<td>8.0±2.28</td>
<td>22.66±12.38</td>
<td>20.32**</td>
</tr>
<tr>
<td>8.</td>
<td>National Training Course on “Animal Disease Control and Management” for Veterinary Pharmacist of HP</td>
<td>18</td>
<td>8-15 March2010</td>
<td>5.72±2.09</td>
<td>19.88±5.86</td>
<td>19.56**</td>
</tr>
</tbody>
</table>

** (P < 0.01)
for Optimum Production” average pre-test score was 8.83 and post-test score was 8.50 which also indicates the gain in knowledge & ‘t’ value was 13.81 indicating their highly significant gain in knowledge.

In fourth training for veterinary professionals entitled Model Training Course on “Recent advances in Livestock health and Management for Optimum Production” the average pre-test score was 8.83 and post-test score was 22.33 also showing a very high gain in knowledge. Further the ‘t’ value 13.15 which reveals that the gain in knowledge was highly significant.

In fifth training entitled National Model Training Course on “Newer approaches to improve Health and Productivity of Livestock” for veterinary professionals from various state of the country the average pre-test score was 11.2 and post-test score was 23.4 which also indicates very high gain in knowledge. Further the ‘t’ value was 14.61 indicating a highly significant gain in knowledge.

In sixth training program entitled National Model Training Course on “Livestock Production and Management and Entrepreneurship Development” for veterinary professionals of Himachal Pradesh the average pre-test score was 0.85 and post-test score was 9.20 revealing a very high gain in knowledge. Further the ‘t’ value 26.57 indicates that the gain in knowledge was highly significant.

Similarly in seventh and eight training entitled “Disease diagnosis and their treatment” and “Animal Disease control and management” respectively, the average pre-test score was 2.28 and 12.09 & post-test score was 12.38 and 5.86 respectively, which again revealed very high gain in knowledge. The ‘t’ value was 20.32 and 19.56 which reveals that the gain in knowledge was highly significant. The impact of training on labour productivity has been studied by Corvers (1997) wherein he has reported that that computer training increases labour productivity by more than 20% in farm. Dubey and Srivastava (2007) studied the knowledge effect of wheat production technologies among trainees and non-trainees and reported that 100 per cent of the trainees had high level of knowledge whereas only 52 per cent of non-trainees had high knowledge.

Rapid changes in business and technology are forcing organizations to learn at an unprecedented rate. Many are realizing that unless knowledge collection and transfer occurs at an equally rapid rate, their competitiveness is affected, leading them to focus more intently on their knowledge assets.(Min-Huei, Chien.) The SDAH is also such an organization which need very efficient and well trained staff for delivery of veterinary services in the field. Refresher type of training should be provided regularly to the field veterinarians to keep them abreast with the latest technological advances in the field of diseases diagnosis, treatment, prevention and control.

**CONCLUSION**

The present paper highlights the importance of imparting the trainings to the field veterinarians, since such short trainings of eight days have brought significant gain in knowledge of the veterinarians and this enhanced knowledge will lead to a greater work efficiency in the field thereby improving the livestock health delivery service in the country. Olaniyan and Ojo (2008) have also recommended that organizations are encouraged to train and develop their staff to the fullest advantage in order to enhance their effectiveness.

The paper implicates that such short duration trainings should be regularly conducted for the field veterinary professionals to update their knowledge and skills with regards to the latest technological advancements in the veterinary field so as to cater to the need of livestock owner in a more effective and efficient manner.

**REFERENCES**


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