

Impact of Human Resource Training Programs in Agriculture Sector of District Amritsar

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Abstract—This paper is focused on the impact of human resource training programs in agriculture sector. In this regard, the study was conducted to examine the affect of factors in human resource training programs among farmers. The study was conducted on 100 farmers of Amritsar district of Punjab. Data were collected through structured questionnaire and analyzed by using factor analysis. The Findings of this study highlighted that the two components mainly satisfaction level of farmers towards human resource programs regarding and Aid from government most effective factors of the HR training programs. All factors together explained 71.569% of variance. It is concluded that effective human resource training programs are helpful to encourage farmers to use latest training programs for their production purposes. There is dire need to give subsidies, insurance plans, credit facilities etc. at a government level which helps to increase the standard of living of farmers.

Keywords: Training needs, Technology, human resources, farm productivity, Agriculture sector.

1. INTRODUCTION

Agriculture is a largest industry of Punjab because majority of people living in rural area spread in 12581 villages with agriculture as main stay of their livelihood. Agriculture provides gainful employment to nearly 2\3 of population and contributes about 30% to the national income. [12]. Organizations are considering their labor force as an important resource and a valuable core of an organization. [1] Agriculture development is a valuable part of national development [5]. Punjab agriculture has made the country self sufficient in food grain production. It all has happened on an account of technological innovations, creation of irrigation infrastructure [3]. Presently the main focus to increase the agriculture yields of different farming system and to be revamped with use of latest module like use of Information and Communication technology [ICT], participatory extension approach, provision and financing capacity, training of farmers to express their demand and capability, training of services providers and respond to the demands of farmers which have provided high productive [7]. Human resource training is one of the important tools in development of human resource of the country. There is a need of human resource training for proper utilization of resources which will lead to

development of the whole country. Training is a critical need for developing human resources. For this, initial efforts related to farmer training under Farmer Training and Education Programms were launched in 1966-67. Training camps are regularly organized and to provides latest technology information to the farmers in the villages. Organization of farmer training made under Krishi Council of Agriculture Research {ICAR} [2]. Agriculture is the backbone of Indian economy. The human resource training programs needs to meet various activities related to agriculture development which is critical to attain the goal of the country towards rural development, employment generation and host of related activities leading to sustainable growth and development. [13] The general goal of the human resource training programs is total transformation in the quality of the life of the farmers. Human resource training programs is directed towards improving their job efficiency in farming. Farmers who acquire training and use it into practically to bring out the best productivity as compare to ones who had no training.[15]. In the particulars case of agriculture, most of the studies show that education and skills of agriculture people are significant factors for explaining the differences in agriculture performance, along with conventional factors such as availability of land and water resources, inputs, credit etc. [6]. The growth achieved in agriculture sector has been attributed to the consorted efforts of available skilled human resource.[10]. It is the changing context of agricultural development that farmers training are assuming the important aspect for empowering the majority of human resource in rural areas. At present number of organizations involved in the task of training viz. the government department of agriculture, KVKs etc [14]. For practical purpose this study does not cover the entire set of variables whose evaluation determines the human resource training outcomes. This study focused on the development of rural area by applying suitable human resource training parameters and mainly analyzed the training needs of farmers in Amritsar district. The purpose of the study is to examine the affect of factors in human resource training programs among farmers

2. NEED OF THE STUDY

Human resource training programs are one of the most imperative tools in progress of human resources of the country. Therefore here is a great need to start human resource training programs for the proper utilization of the manpower which will outcome in whole progress of country. Agriculture is backbone of Indian economy. The human resource needs to meet diverse activities associated to agriculture development. Thus the need of the study is to examine the impact of human resource training programs in agriculture sector of district Amritsar. This study is attempted to find out the factors that affect the training needs of the farmers. The impact of various variables like pulse of farmer, increasing knowledge, satisfaction level, credit facilities, impact on economy, subsidies, government plan and polices, use of new training programs has been analyzed. The study is based on the primary data collection from farmers of district Amritsar with the help of structured questionnaire.

3. REVIEW OF LITERATURE

The aim of the study is to examine the factors affecting the Human resource training programs. For this, review of literature done on different aspects like latest technology, knowledge, government facilities, and training needs. Past experience is always helpful to identify the needs of training. So In this context, existing relevant literature are also considered.

Palani (2010): The study was conducted come to know about the real challenges of HR Training into global competition in agriculture sector in India. The author explored the study to investigate that how training can enhance employee's knowledge, skill, attitude and also goals and objectives in agriculture sector in India. The aim of this study was to examine the factor affecting HR training effectiveness and its implications. Six hypothesis were selected in which the author examine employee's positive relationship with organizational goals, participation, higher performance, efficiency, employee engagement, expectation, job satisfaction, employee motivation and productivity. Author used secondary source of data for research purpose. The author found many factors affecting HR training effectiveness like motivation, attitude, emotional intelligence, training style etc. At the end author concluded that HR training was a crucial role to developing and analyzing the future scenario on employment and over all development of agriculture sector in India.[13]

Ullah et al. (2011): explored their objective to find out the impact on Australian dairy farms performance with the use of Human resource practices. The hypothesis was framed that whether the use of HRM practices positively influenced farm financial performance and also employee turnover. The other hypothesis was framed that a lower employee turnover helped to improve the financial performance of dairy farm. The data

was collected by face to face interview of 10 dairy farms. Survey questionnaires were used to gather the data. The sample size was 678 dairy farms. The authors used regression analysis to test the hypothesis. Regression analysis results supported that the use of HRM practices contributes positively to farm financial performance and employee retention. The authors suggested that the lower employee turnover help to improve the financial performance of dairy farms.[17]

Singh et al.(2015) made efforts to study the various problems faced by farmers in adoption of dairy as entrepreneurship in Punjab. The main objective is to explore the constraints faced by farmers in order to adoption of dairy as an entrepreneurship. Data were collected through personal interview method. The majority of the educated dairy farmers were taken as a sample size. The author used factor analysis technique to study the objectives. The author concluded that inadequate facilities of artificial insemination AI centre low economic gain, lack of knowledge, high cost of construction, non availability of input for production and enrichment of green fodder etc were the major constraints in adoption of dairy as entrepreneurship. The authors also suggest that there was a need to frame a suitable polices at government level to get rid of bottlenecks faced by commercial dairy farmers in order to adopt dairy as an entrepreneurship.[16]

Zachrison (2012) explored the need of human resource management in agriculture sector. The objectives of the study were discussed the need for a globalized approach to human resource management and to find the role of educational development for human resource development in agriculture sector. Data was collected from secondary sources. The researcher concluded that countries, historic and social construction had a great influence on the development of agriculture and training.[18]

Nazeerudin (2014) wants to explore the need of sustainable agriculture and also wants to advocate the policies of sustainable agriculture and organic farming in India. The author set objectives to identify the need of agricultural technologies and practices with regards to improvement in food productivity, effect of the environment on farming. Researcher used descriptive and explorative methodology for research purposes. Secondary data, web sites, news paper reports was also used to identify the objectives. Researcher was compared the three broad types of farming such as traditional production system, conventional modern agriculture and sustainable agriculture in his study. Author concluded that agriculture technologies need to shift from production oriented farming to profit oriented sustainable farming. Researcher suggested that there is an ominous need to improve productivity of small and farm management.[11]

4. RESEARCH METHODOLOGY

Research methodology is a tool of systematically solving the particular research problem.

- **Research Design:** Descriptive research has been applied, which is also known as satisfied research, describe data and characteristics about population being studied.
- **Sources of Data:** For research purposes we have used primary data {self construct structured questionnaire} as well as secondary data {journals, web sites}.
- **Data collection Tool:** structure questioner was prepared to conduct the interview from the through farmer training camps. It included 13 parameters like farmer satisfaction, credit facilities, government technologies etc measured on likert five point rating scale which was later reduced to 2 factors with the help of factor analysis. Reliability and validity also checked. The value of cronbach's alpha is .947.
- **Sampling Method:** Under the sampling method non-probabilistic Sampling technique, convince sampling was done
- **Sample Size:** sample size of 100 farmers included in research purposes.100 farmers randomly selected from 'kisan Mela' at Village Naag Kalan District Amritsar.
- **Statistical Tool:** We have used IBM SPSS 16.0 {Statistical Package for social science} for data analysis.

Time project: Time project has 5 month...

5. RESULTS AND DISCUSSION:

To find out major factors that contribute towards the human resource training programs, data reduction technique was used.

From table 1 KMO value is more than {0.5} .718 which is acceptable for further analysis and Bartlett's Test of sphericity has significant value less than 0.05 at 5% level of significance .000. So factor analysis could be conducted successfully for data reduction.

One the basis of table 2 it is found that 2 components for our 13 variables. So according to item loadings these factors are respectively labeled as: The factor "Satisfaction level of farmers towards human resource training programs" explain 1st component.

It depicts that training camps actually helpful to

Increase the farmer knowledge; increase their standard of living by encouraging use of new technologies.

The factor "Aid From government" explain 2nd component. It depicts that there is a dire need to frame policies like Subsidies, insurance plan for farmers' credit facilities etc which helps to raise their income level and its leads to have a great impact on economy.

From the table 3 it is found that few important factors that that normally contribute to human resource training programs. All of the above factors together are capable of explaining

71.569% of variance. Other components 28.431% are beyond the part of study.

KMO and Bartlett's Test

Table 1

Kaiser-Meyer-Olkin Measure of Sampling Adequacy		0.818
Bartlett's Test of Sphericity	Approx. Chi-Square	104.253
	Df	78
	Sig.	.000

Source survey data. N=100

Rotated Component Matrix

Table 2

Components	1	2
Satisfied from training camps	.892	
Information given in tanning camps is satisfied	.837	
Increase standard of living	.835	
Training provides for increasing farmer knowledge	.834	
Encourage to use new technologies	.831	
Training have a great impact on economy	.685	
Information provided to farmer useful for increasing income	.673	
Government provide latest technology information	.669	
Insurance necessary for farmer and their family		.857
Subsidiaries is necessary for farmer		.764
Government is interested on the pulse of farmer		.672
Awareness of government plan and policies		.637
Credit easily available from government companies. Market		.582

Source survey data. N=100

Likert scale 1= strongly disagree, 2=disagree, 3= neutral,4=agree, 5= strongly agree

Total Variance Explained

Table 3

Components	Rotated Sum of Square Loading	% of variance	Cumulative %
	Total		
1	5.840	44.925	44.925
2	3.464	26.644	71.569

Source survey data, N=100

6. FINDINGS AND CONCLUSION

It is concluded that human resource training programs have a high impact among farmers. From the factor analysis it has

been observed that satisfaction level of farmers towards human resource training programs and aid from government these factors play an important role in deciding about the training needs of the farmers which influence the human resource training programs. The human resource training programs are realizing the objectives of the training program in terms of achieving desired outcome and impacts. The follow up of the training by training programs will provide much needed guidance to the trainees and avoid discontinues of enterprises. The findings also indicate that the factors satisfaction level, credit facilities, government incentives, knowledge are mostly influence the human resource training programs. It also concluded that farmer training camps are highly useful and effective in the agriculture production. There is an increase in knowledge and skills taught to them during training. Adequate training in areas of technologies and skills are necessary. It will leads to increases in the standard of living farmers, level of awareness and knowledge of the farmers

7. SUGGESTION

Following the results of this research, the following suggestions are given below:-

- The number of training camps should be increased and farmers should be encouraged in receiving training to enhance farm productivity.
- Technical education should be made accessible to the farmers in different areas to enhance farm productivity.
- Government should initiate easy loaning scheme and subsidy must be there on each item especially for poor farmer
- The number of farm training educator should be increased so that maximum number of farmer receives training.
- The sample size can be increased for further research
- The comparative study can be conducted on two or more district
- The present study can be taken for other fields' i.e. textile farmers, fruit farming related farmers etc.
- The human resource programs can be increased up to two months.
- Some other pertinent demographic variables such as education level, experience in farming, location etc can be taken for further research

8. LIMITATIONS OF THE STUDY

We are sure that there would be few shortcomings in this project also. Sincere efforts have been made to eliminate discrepancies as far as possible but few would have remained due to the limitation of the study. These are:

- Sample size taken is small and may not sufficient to predict the results with 100% accuracy and hence find cannot be generalized.
- The results are based on the collected data and hence there may be some deviation due to incorrect filling of the questionnaire by the respondents.
- All the variables were incorporated to the best of the knowledge of the researcher. Yet the chances of some variable not appearing in the study are not ruled out.
- The study was confined to Amritsar City could not be generalized which could have been done by increasing the geographical coverage.
- Lack of time and financial resources prevented an in depth study of the problem.

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