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Analyzing constraints experienced by technical Staff in KVK Training Programs Under SKNAU, Jobner

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Abstract

This study aimed to analyzing constraints experienced by technical staff in KVK training programs under SKNAU, Jobner, Rajasthan. The research was conducted in KVK Bansur (ICAR), KVK Chomu (NGO) and KVK Fatehpur (SAU), covering 50 technical staff members. Data were collected using a structured questionnaire and analyzed through Mean Percent Score (MPS). Major constraints included lack of travelling allowance for trainees (MPS 77.33) in all three KVKs, especially affecting participation in KVK Bansur; vacant technical posts in KVK Fatehpur and no provision of honorarium for guest lecturers (75.33), notably in KVK Chomu. Inadequate transport facilities (79.33) and remote KVK locations further hampered training delivery. These findings emphasize the need for administrative, financial and infrastructural improvements to enhance training effectiveness across KVKs under SKNAU, Jobner.

Keywords: Technical staff, training programs, SKNAU Jobner

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. 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 firsthand information on the constraints to which technical staff of the KVKs so that the manageable constraints could be overcome.

2. Methodology

The present study was undertaken to identify constraints faced by technical staff during trainings organized by KVKs under SKNAU, Jobner. The investigation was conducted in three KVKs—Bansur (ICAR, Alwar), Chomu (NGO, Jaipur), and Fatehpur (SAU, Sikar)—across eight districts of Rajasthan. Out of seven KVKs under SKNAU and three supported KVKs (ICAR and NGO), 50 technical staff members, including Senior Scientists, SMSs, and Programme Assistants, were selected as respondents. A structured questionnaire was developed covering administrative, technical, financial, infrastructural, and personal constraints. Inputs were refined through consultations with KVK experts and extension education specialists at SKNAU, Jobner. Responses were recorded

using a three-point Likert scale (3 = strongly agree, 2 = agree, 1 = disagree). Data were analyzed using percentage and Mean Percent Score (MPS) methods to determine the intensity of each constraint.

Statistical Methods

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

- **Percentage:** Simple comparisons were made on the basis of frequency and percentage.
- **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.

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

3. Results and Discussion

Constraints faced by the technical staff of the KVKs

The data presented in Table 1 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). 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)^[3].

Table 1: Administrative constraints faced by the technical staff n=50

S. No.	Administrative Constraints	MPS	Rank
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 2: Technical constraints faced by the technical staff n=50

S. No.	Technical Constraints	MPS	Rank
1.	Lack of training material (Pamphlet, Folder, Manual)	45.33	VII
2.	Latest technology in some subjects like Animal Production and Home science are not made available	58.66	III
3.	Non-availability of teaching materials like charts, Posters etc	47.33	VI
4.	Insufficient facilities like equipment's, training material etc. for imparting practical training	56.00	IV
5.	No-cooperation from subordinates in designing and conducting the course	39.33	IX
6.	Lack of favorable attitude of other SMSs for preparation and use of A.V. aids for training	44.00	VIII
7.	Un-favorable attitude of trainees towards new technologies	45.33	VII
8.	Staff is not trained in handling of AV aids	48.00	V
9.	Guest lecturers cannot be invited as there is no provision of honorarium in the budget	68.00	I
10.	SMSs from other KVKs are not deputed for the trainings	62.00	II

Table 2 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). 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). 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 (2013)^[8].

Table 3: Financial constraints faced by the technical staff n=50

S. No.	Financial Constraints	MPS	Rank
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 3 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). 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.

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). 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.

Table 4: Infrastructure and others facilities related constraints faced by the technical staff n=50

S. No.	Infrastructure and others facilities related constraints	MPS	Rank
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 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). 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 5: Personal constraints faced by the technical staff n=50

S. No.	Personal constraints	MPS	Rank
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

The data presented above in Table 5 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). The least observed personal constraints were “Low job satisfaction” (52.00 MPS) followed by “KVK staff is considered substandard” (56.00 MPS). These results show that the technical staff is not much satisfied with their job. These findings support the findings of Kumar.

4. Conclusion

The study revealed that technical staff at KVKs under SKNAU, Jobner face significant administrative, technical, financial, infrastructural, and personal constraints. Major

issues include lack of travel allowance for trainees, vacant technical posts, absence of honorarium for guest lecturers, and poor transport facilities. Addressing these constraints through timely policy and administrative interventions can enhance the efficiency of training programs and overall functioning of KVKs.

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