



EVALUATING EFFECTIVENESS OF TRAINING AND SKILL DEVELOPMENT PROGRAMME OF SWAYAMSIDDHA IN RURAL AREA OF KOLHAPUR DISTRICT

Gajanan J. Salunkhe

Assistant Professor,
Yashwantrao Chavan School of Rural Development
Shivaji University Kolhapur

Abstract

Swayamsiddha is run by women volunteers, and dedication and development consciousness are the only qualifications to become one. Swayamsiddha believes in empowering women and making them self reliant through informal, conventional and non conventional education. It is a center for Personality Development and making women self reliant and confident to undertake constructive work in the society.

Keywords: Self-employment, Human resource development, Rural Development

Introduction

In the area of HRD we can continuously develop the people so that, they are competent managers and competent workers and committed to the organizational goals. With growing importance of HRD movement, there has been significant increase in training programme budgets in the organizations. This trend is very noticeable, as many medium and even smaller sized organizations have begun to initiate training programmes. Late Dr. V.T. Patil alias Kakaji an Ex-MP & Ex-MLA of Kolhapur, founder and president of Tararani Vidyapeeth, Kolhapur and Mouni Vidyapeeth, Gargoti was an elite social leader, pioneering social activist and his wife Late Sou Sarojinidevi are the founder of the unique trust Sarojinidevi Vishwanatha Vishwastha Mandal, Kolhapur, which was started in 1968. With the zeal and urge for the development of girl's students of Tara Rani Vidyapeeth and women of the society and with the fullest inspiration they denoted their entire property to form the trust. The great sacrifice for the welfare of women has given rise to it's even unique project 'SWAYAMSIDDHA', initiated in may 1992. Development of women through informal conventional & non-conventional education is the principal goal of the institute. There are



2920 girls are benefitted through this project. Swayamsiddha is a center for Personality Development , Conventional, Non Conventional & Vocational training, for making women self reliant and confident to undertake constructive work in the society. Efforts are made to build their confidence levels and encourage them to become self employed. Many girl students have benefited from this project and have not only cleared their 10th have become successful entrepreneurs

Skill Development in Swyamsiddha Is done through transfer of vocational, manufacturing, marketing, leadership & soft skills. Specially module SHG training, leadership training is imported throughout Maharashtra with the request of NGOs & Govt. Dept. like Zilla Parishad, Forest, Social forestry etc. Designed and successfully implemented community development project under CSR for Hindalco, Ralys, Kirloskar.

The training programs are totally informal and 100% earning oriented. Apart from a meager Rs. 1 form fee, one can avail flexible timings for the various courses conducted here. There is no age limit for education criteria for enrolling here. organization activities and projects carried out for women development. They are then divided into groups as well wishers, volunteers, trainers, activists and entrepreneurs. Every first Wednesday of the month a meeting is held where members exchange their views and experiences. Exposure to new technology, study tours to other organizations, leadership camps, seminars and workshops etc. are continuous activities in the organization.

Objectives

1. To study the current practice of Training and skill development programme conducted by the Swayamsiddha
2. To find out the effectiveness of Training and skill development programme in Swayamsiddha
3. To assess the effectiveness of Training to increase the employability of candidates

Scope Of The Study

A similar study can be conducted in a organization to find out the existing training system and the expected changes in it. A comparative study among different training institute may be undertaken to know the relative strength of the training system. A similar



study can be conducted at all levels for employees to know the training system. A research study about the present conditions of different areas of a public enterprise may be undertaken in order to know the dominant area of the training system.

Limitations Of Study

1. Area covered for doing the project is limited to Swayamsiddha.
2. Respondents responses are variable according to situation.
3. Finding of the study may not be applicable to all other Training and Skill development Programme center.

Research Methodology

A) Data Collection:

For this study researcher has collected information from all the available sources. According to the title of research the researcher has chosen descriptive type of the research as it is suiGraph. As it is important to know the characteristics of individual or group, descriptive type of research is the helpful tool for the researcher to understand the characteristics.

Primary Data

Primary data was collected through questionnaire & personal interview of Women. Observation Method was also used so as to collect primary data. I am using two different methods for two different methods for two different classes of the women.

Secondary Data

Data was collected from books, magazines, websites, going through the records of the organization, etc. it I the data which has been collected by individual or someone else for the purpose of than those of our particular research study.

B) Sample Design

i) *Sample unit (area):* Kolhapur District, State - Maharashtra, India.

ii) *Sampling Method:* Convenient sampling method

iv) *Sample Size:* 50 Women from Kolhapur district.

C) *Research Instruments:* Questionnaire was prepared having 15 questions.



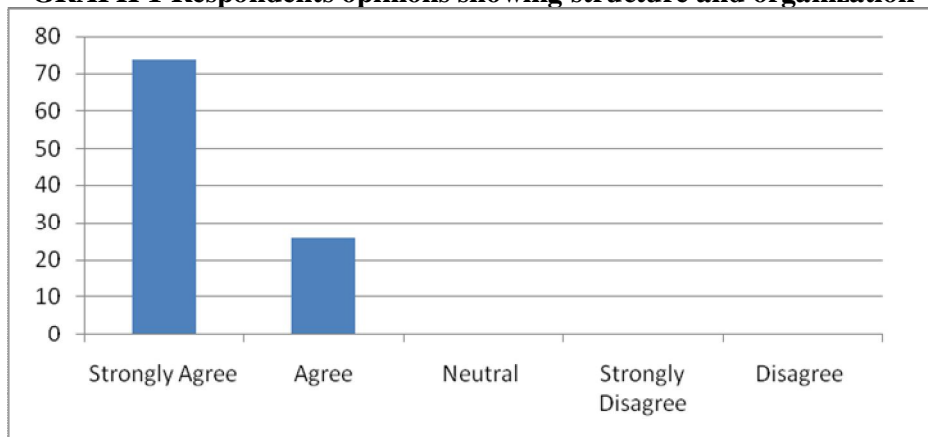
Initiatives Taken By Swayamsiddha

After Training, the institute insists the women to make marketable products. For this purpose special guidance of costing, product development, marketing, organizing spot/door to door sale and exhibition sale is given by experts. Sharing the experiences of established "SWAYAMSIDDHAS" is more encouraging to new women. Round about 2500 women are engaged in various business of producing quality products at competitive rates. Small entrepreneurs have formed their co-operative society on 24-11-1994 named "SWAYAMPRETIKA MAHILA SAHKARI AUDYOGIK SANSTHA" which has been profit oriented since the very beginning. Minimum supervision and Maximum Profit through collective efforts is the strategy adopted by the society. The institute has kept itself totally away from all approaches and political influences and restricted itself to various development activities through informal education, constructive guidance and has been giving stress on self dependence in each and every field of activity.

A woman after fulfilling the responsibilities of her family, should think of herself, come out of the four walls, and educate herself for keeping the family intact in shaping the generation. Swayamsiddha movement is eager in forming alert, alive, and dynamic women who are confident in their every move for the development of the society.

Presentation, Analysis and Interpretation of Data

GRAPH 1 Respondents opinions showing structure and organization

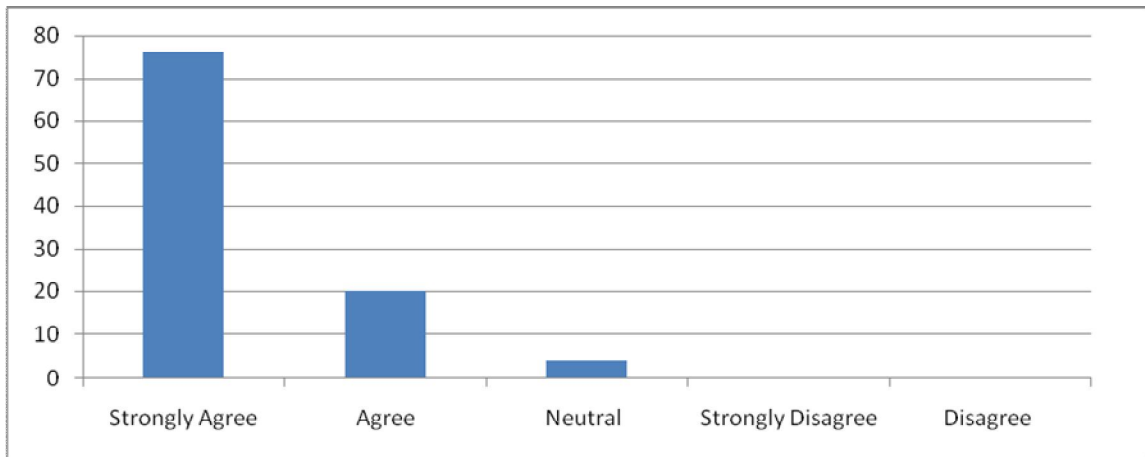


Interpretation:



From Graph it could be observed that 76% respondents are strongly agreed and 26% respondents agreed of structure and organization programme met objective in training and skill development programme. Mostly respondents are met objectives in training and skill development programme.

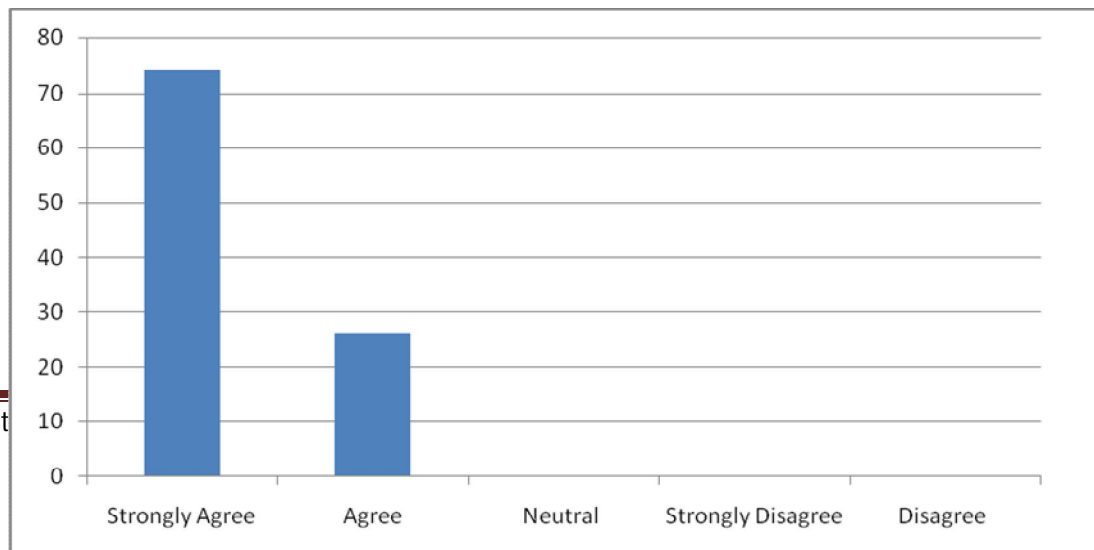
GRAPH 2 Respondents opinions showing instructor encouraged their interest



Interpretation:

From the Graph 2 it could be inferred that 4.6% respondents are strongly agreed that instructor encouraged their interest in the specific subject in training and skill development programme. 20 % respondents are agreed and 4% respondents' are neutral of instructor encouraged their interest in the specific subject in training and skill development programme. In organization the instructor encourage to candidate's in the interest subject of training and skill development programme.

GRAPH 3 Respondents opinions showing the instructor organized and prepared

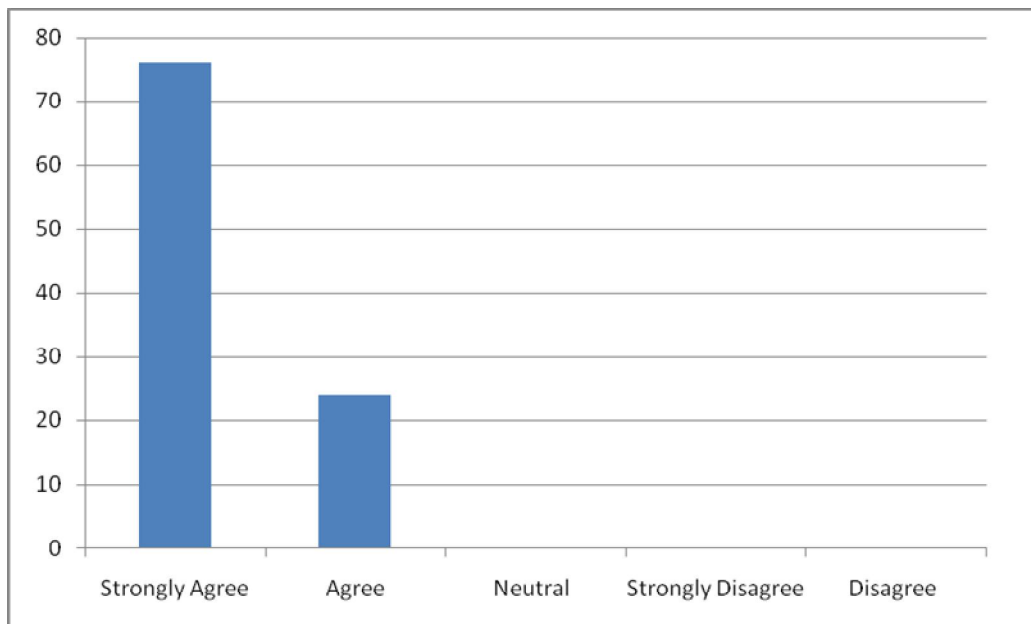




Interpretation

It is observed that 74% respondents are strongly agreed of instructor prepared for every class in training and skill development programme. 26% respondents are agreed of instructor's was prepared for every class in training and skill development programme. In organization instructor prepared to before start class in training and skill development programme.

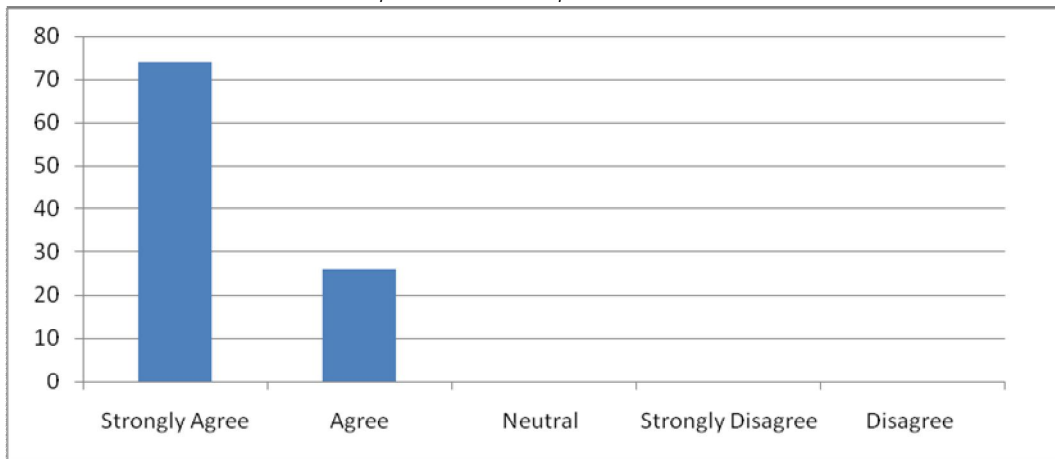
GRAPH 4 Respondents opinions showing the instructor encouraged discussion



Interpretation:

From the graph it is observed that the instructor encouraged discussion among the respondents and also responded to the question of the trainees, 76% are strongly agreed and 24% agree about this instructor encouraged discussion and responded to questions. The above responses, we can interpret that most of the time instructor encouraged the discussions and respondent to questions of the candidates during training and skill development programme.

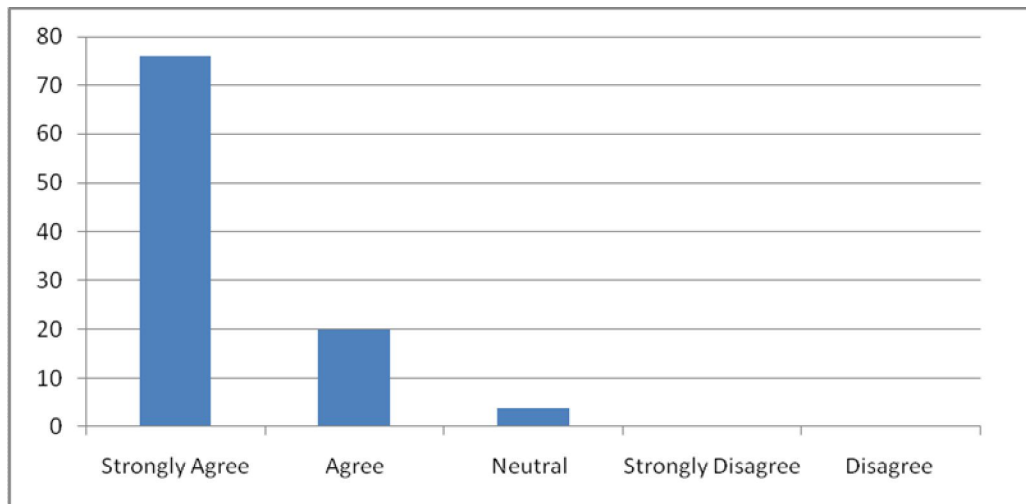
GRAPH 5 Respondents opinions showing the instructor demonstrated



Interpretation

It could be inferred from Graph 5 respondents are strongly agreed that 74% about instructors in depth knowledge of the subject also 26% respondent agree upon the same. The instructor demonstrated in depth specific knowledge of the subject during training and skill development programme.

GRAPH 6 Respondents opinions showing this training and skill development program



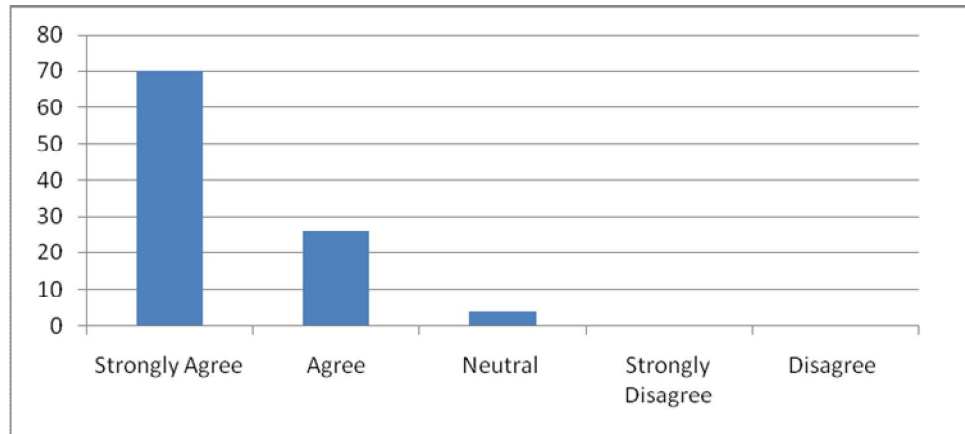
Interpretation:

Graph 6 it is observed that 76% respondents are strongly agree, 26% agreed of helpfulness in training and skill development programme in present work. Only 4% respondents' are neutral.



In organization the training and skill development programme is immediately helpful in present work.

GRAPH 7 Respondents opinions showing this training and skill development is useful



Interpretation:

It could be observed that 70% respondents are strongly agreed, 26% agreed to handle to a future job use a training and skill development programme. 4% respondents are neutral. The current training development programme is relevant to the candidate’s future job which they are going to handle.

Conclusion

The structure and organization of the swayamsiddha center meets objectives of the women who joined training and skill development programme. At Swayamsiddha organization the instructor are encouraging candidate’s interest in subject of training and skill development programme. Instructors were organized prepared for every class of training and development programme. Most of the time instructors encouraged the discussion and responded to questions of the candidates. Instructors demonstrated in depth in knowledge. The training and skill development programme at organization will be immediately helpful to most of the candidates in their work. The swayamsiddha should implement one-candidate one skill policy. Organization providing good administrative help to candidates during skill development programme. Swayamsiddha organization and campus facilities are good. Over all organization is providing excellent facilities.



References

- B.Saguna, D. (2006). *"Empowerment of Rural women Through*. NewDelhi: Discovery publishing.
- Chand, S. (2016). Human Resource Development.
- Flippo, E. B. (1984). Principles of Personnel Management. In *Principles of Personnel Management*. Principles of Personnel Management.
- <http://www.skilldevelopment.gov.in>. (n.d.). Retrieved Nov. 25, 2016, from <http://www.skilldevelopment.gov.in>
- <http://www.swayamsiddhakop.org/>. (n.d.). Retrieved from <http://www.swayamsiddhakop.org/>
- https://www.google.co.in/?gfe_rd=cr&ei=i1ZGWOWhEfTH8gfp856wDQ. (n.d.). Retrieved from https://www.google.co.in/?gfe_rd=cr&ei=i1ZGWOWhEfTH8gfp856wDQ
- Karl, M. (1995). *Women & Empowerment participation Decision Making*. New-Jersey: Zed Books Ltd.
- Kumnoor, F. H. (2015). PERFORMANCE OF PRIME MINISTER'S. *Golden Research Thoughts* , 1-7.
- Leelamma. (1995). *Empowering woman for sustainable*. New-Delhi: Ashish Publishing House.
- PRACTICES, C. T. CURRENT TRENDS IN H. R. PRACTICES . PRAGATI BOOKS PVT. LTD.