

ABSTRACT

RESEARCH PAPER : The Evaluation of Training Program on the Integrated Farming

According to the New Theory of the Phuphan Royal Initiated
Development Study Center

BY : Mr. Sujin Chooluck

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MAJOR : Social Analysis and Planning

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The study evaluated the outcome of the training program on integrated farming in accordance with the New Theory of the Phuphan Royal Integrated Development Study Center in order to find out the training problems and obstacles and to make some recommendations to solve these problems.

The CIPP Model was applied to the training program evaluation. The data were collected from 20 trainers in the center and 100 trainees from Sakon Nakhon Province and Khao Wang District in Kalasin Province. These trainees completed the training program in 1997. A questionnaire was used to collect the data from them. There were standard deviations were used for data analysis.

The findings were summed up below :

1) Demographic data. The female trainers at the center outnumbered the male counterparts. Their average age was 45. Most of them had a Bachelor's degree. Half of them worked as trainers for about 7.6 years. The majority had never been trained to be trainers before. Also, they thought that they had a "moderate" ability to transfer knowledge to farmers. Nearly all were satisfied with their job.

The trainee group was averagely 44 years old. They finished primary school. Most of them were married. Their principal occupation was farming. They were poor farmers and owned the arable land of 17.24 rai on an average. Almost all of them came for training because they still lack practical knowledge.

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2) When the environment was evaluated, the overall environment was satisfactory at a moderated level.

3) When the basic factors were evaluated, the training program Structure and adequacy of resources were found to be at a moderate level.

4) The training procedures were found to be moderately appropriate.

5) The products of the program were also appropriate at a moderate level when the trainers' knowledge and skills in training and the trainees' skills and application of knowledge were taken into consideration.

6) The success of the training program as a whole was found to be moderate.

7) Regarding the training problems and obstacles, it was found that the personnel could not work to their full capability because of their major responsibilities. On the other hand, the trainees were not quite ready to attend the program. They seemed not to taking training seriously and did not attend all the training sessions. Moreover, the training material and equipment were not sufficient and out of date.

Recommendations

As the current operational outcome has been found to be moderately satisfactory, some improvements are needed as follows:

To enhance the effectiveness of the training program, the contents should be improved with more emphasis on practice and more related substances should be added for the completeness of the program. Next, modern material and equipment should be provided, including some facilities such as toilets, lodgings, transportation and a library. Also, more strains of plants and animals should be given to those who completed the training program. A follow-up activity should be done to give further advice to them.