EVALUATION OF MODEL TRAINING COURSE ON SYSTEM OF RICE INTENSIFICATION: APPLYING THE CRITERIA OF KIRKPATRICK MODEL

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ABSTRACT

Evaluating the effectiveness of training programs is very important as it aids in identifying the extent of learning that has taken place and also provides insight on how to improve it. The Model Training Courses are organized to improve the professional competence, upgrade the knowledge and develop technical skills of subject matter specialists/extension workers. It also provides an opportunity for experience sharing, problem solving and interaction between experts and subject matter specialists. The present analysis pertains to the evaluation of the effectiveness of Model Training Course on System of Rice Intensification organized by the Indian Institute of Rice Research, Hyderabad. In the present study, the first two levels of the Kirkpatrick's Four-Level Training Evaluation Model were used. This model helps in objectively analyzing the effectiveness and impact of the training in order to improve it in the future. The *reaction* criterion indicated that majority of the participants were very highly satisfied with all the aspects of the program, i.e., the course content, methodology of conducting the training program, field visits, practical sessions, board and lodging facilities and other logistic arrangements in connection with the program. *Learning* measures the trainees' skills and knowledge which they were able to absorb at the time of training. In the pre-evaluation test 39% of the participants were in the low score category and only 13% were in the high score category. Whereas, in the post evaluation stage it was observed that only 4% were in low and majority were in medium 61% and high score category 35%. It can be concluded that training has resulted in substantial gain in knowledge about SRI method of rice cultivation.

KEYWORDS: Evaluation, Model Training Course, System of Rice Intensification, Kirkpatricks' Evaluation Criteria