



RESEARCH PAPER

Training need analysis: A study of fisheries guards of district Srinagar of Kashmir valley

Rizwana Malik and Mudasir M. Kirmani*

Division of Social Sciences, Faculty of Fisheries, Rangil Ganderbal, SKAUST-Kashmir (J&K) India
(Email: mmkirmani@gmail.com)

Abstract : Training need analysis (TNA) has been regarded as the most significant step to develop successful training programmes. Existing literature on TNA shows that hardly any studies have been conducted on training need analysis of officials of J & K state fisheries department. Therefore, the present study was carried out to know and prioritize the training needs of fisheries guards so as to enable the state department as well as faculty of fisheries to conduct need-based training programmes. A total of 89 fisheries guards from district Srinagar were interviewed. Purposive sampling was done as the sample of the study constituted whole population of fisheries guards in the district. Questions pertaining to various aspects of culture fisheries were put under different headings and response as 'yes' and 'no' was sought. Data was analyzed using SPSS (Statistical package for Social Sciences). On the basis of the total score obtained by the individual farmer and the mean scores and standard deviation, farmers were classified into three categories, farmers with low, medium and high-level knowledge. This study not only assessed but also prioritized the needs of fisheries officials. It could be concluded from the study that need based training programmes must be organized for fisheries officials that will not only enhance their knowledge, skills, expertise, make them proficient in their respective jobs but shall also lead to conducting of result-oriented training programmes.

Key Words : Fisheries guards, Training need analysis, Knowledge, Proficiency, Result oriented trainings

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