

## Role of Extension Education Institute (EEI) in Indian agriculture

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Most of the extension organizations in India rely on the policy of promotion for middle and top level positions. The advantage is that, while experience counts and promotes loyalty, it falls back on competency, as lateral performances take a back seat. This is a unique but persistent hindrance, to quality performances and to combat this, many institutes are depending highly on training of employees, as it has a direct impact on development of human resources in any organization. For effective management, training could be used as an effective tool of planning and control. It develops skills among the employees and prepares them for handling present and future jobs. It helps in increasing the productivity and quality which are the cherished goals of any modern organization. Training not only improves the morale of employees but also enhances their job security and satisfaction. The more satisfied the employee is, the greater is the morale, the more he/she will contribute to organizational success. A well trained employee will show both quantitative and qualitative performances. EEI as a guiding force shapes the personal and professional outlook of the extension officers of various line departments of client states and never stops going that extra mile ahead in providing greater value to the training in terms of quality, quantity and promoting client satisfaction by following a highly application oriented and participative style of training. Only after understanding the quality and skilled work force requirement of the sector, the institute designs

the course content. The institutes created a record of hundred per cent client coverage and satisfaction with respect to quality and quantity.

**Aims and objectives :** The main aims and objectives of the Institutes are as under:

- To provide in-service training to staff of the State Training Institutes/Staff of Line Departments/State Agril. Universities in Extension Teaching Methods and Communication Media.
- To organize Workshops on Communication and Extension Teaching Methods/Training Methodology for Master Trainers/ Sub Divisional Agricultural Officers/ Subject Matter Specialists working under broad based Agricultural Extension.
- To conduct Workshops in specialized fields like Monitoring and Evaluation, Supervision and Extension Management for Middle Level Extension personnel working under Broad based Agricultural Extension.
- To undertake programme of publication and production of basic teaching/ training material as relevant to extension personnel.
- To have continuous programme of field studies on Extension Education and allied subjects.

**Need of training :** Education to rural masses to improve their vocation of livelihood was one of the felt needs of independent India. Community Development programme followed by N.E.S. in 1953 paved the way. But the workers, functionaries who were charged with

**Table 1 : Year of establishment, financed by and administrative control under**

| Sr. No. | Location of Institute | Year of establishment | Financed By                             | Administrative control under   |
|---------|-----------------------|-----------------------|---|--|
| 1.      | EEI, Nilokheri        | 1959                  | Ministry of Agriculture, Govt. of India | C.C.S. Haryana Agricultural University                                 |
| 2.      | EEI, Anand            | 1962, 17 Sept.        | Ministry of Agriculture, Govt. of India | Anand Agricultural University  |
| 3.      | EEI, Hyderabad        | 1962                  | Ministry of Agriculture, Govt. of India | Professor Jayshankar Telangana State Agricultural University (PJ TSAU) |
| 4.      | EEI, Jorhat           | 1987                  | Ministry of Agriculture, Govt. of India | Assam Agricultural University  |

responsibilities of rural development experienced difficulties in making head-way. The reason was obvious that they were untrained to work with people. They lacked in adequate methods and techniques to educate rural people. Training has been viewed as one of the most vital things now-a-days. It is more a practice than a concept. It helps in developing and strengthening capabilities for better performance of job. After the introduction of Training and Visit System the reorganized agricultural extension system in 1978-79, the large number of subject matter specialists are to trained with modern technology of agriculture as well as communication skill for transfer the same. The EEI, have conducted various workshops on communication and Extension Methodology for SMSs / Assistant Directors / SDAOs etc. working in T & V system of states. The existing T & V system has played a dominant role in increasing production of crops in irrigated areas, however, it had limited relevance to small and marginal farmers particularly under rain fed conditions. There is a growing realization that for suitable agriculture development the existing services should be broad based so that farmers could be advised on all their land based and live stock based activities. The broad based agriculture extension services would need to take a holistic approach in improving the production, productivity and income of the farmers. Extension training in India has passed through three decades. But the decade of eighties is significant. The varieties of training programmes, new areas of training intensity and approach etc. are some of the important features of the current decade. The Directorate of Extension, Ministry of Agriculture, New Delhi has also adopted a suitable strategy for increasing the effectiveness of the training. The first step towards this direction taken was systematic planning of programmes as per needs of the state and their personnel. Therefore, an exercise of

planning at the Annual Training Planning Workshop has become a regular yearly feature of the Directorate of Extension, Government of India, since 1981.

**EEI, Nilokheri :** The Extension Education Institute, Nilokheri, established in 1959, is one of the premier and pioneer training Institutes of the country. The Institute caters to the training needs of the Middle Level functionaries such as Sub-Divisional Agricultural Extension Officers/Subject Matter Specialists/Staff of Regional Institutes of Rural Development/Agriculture Training Institutes/Staff working under the Departments of Agriculture, Animal Husbandry, Soil Conservation, Agricultural Engineering and Master Trainers of State Agricultural Universities of Northern States.

**Training methodology, EEI, Nilokheri :** In the recent past, Extension Training Programmes have witnessed multifarious changes in the training methodology. The old days' training methods like lecture are now being replaced with different multi dimensional training methods. With the introduction of modern communication techniques, the extension training has received numerous improvements. Senders (1965) commented that to make a training effective it should be based on the fundamentals that people learn by seeing with their own eyes, hearing with their own ears, saying with their mouths and doing with their own hands. Considering the above factors and all the modernization in the field of training methodology, the Institute has also incorporated latest training techniques and extension teaching methods. The tentative course content developed by the faculty members is put up before the participants during inaugural session. They are requested to go through the course content and indicate their training need through additions and deletion of any particular topic in course content. After inaugural session, the participants are divided in 2-3 sub-groups to discuss

**Table 2 : Client states**

| Sr.No. | EEI, Nilokheri    | EEI, Anand         | EEI, Hyderabad          | EEI, Jorhat       |
|--------|-------------------|--------------------|-------------------------|-------------------|
| 1.     | Delhi             | Gujarat            | Telangana               | Assam             |
| 2.     | Haryana           | Maharashtra        | Andhra Pradesh          | Arunachal Pradesh |
| 3.     | Punjab            | Rajasthan          | Tamil Nadu              | Nagaland          |
| 4.     | Jammu and Kashmir | Madhya Pradesh     | Karnataka               | Manipur           |
| 5.     | Himachal Pradesh  | Chattisgar         | Kerala                  | Mizoram           |
| 6.     | Uttarakhand       | Goa                | Odisha                  | Tripura           |
| 7.     | Uttarpradesh      | Dadra Nagar Haveli | Puducherry              | Meghalaya         |
| 8.     | Bihar             | Daman and Diu      | Andaman and Nicobar Is. | Sikkim            |
| 9.     | Jharkand          | -                  | Lakshadweep Is.         | West Bengal       |
| 10.    | Chandigarh        |                    |                         |                   |

(No. of States=29; No. of UTs. =7; Total=36)

their role and responsibilities while performing the present job and their training needs are assessed. A brief discussion of the training approach/methodology presently being followed by the Institute is given hereunder :

**Lecture-cum-discussion** : The participants of the training courses conducted by this Institute usually are Master Trainers/Scientists of State Agricultural Universities and State, Distt. and Sub Divisional level Extension Officers from State Govts. Since the adult/senior people do not relish too much listening to others, the talk-cum-discussion method is used to orient the participants about concept of a particular module during the training session. The opportunity is provided to the participants to discuss their field experiences and problems related to the particular module. This method is used for the modules on extension talk, skill teaching, A.V.aids and other topics like communication process and broad based agricultural extension etc. To make deliberations more effective, faculty members also conduct some simulation exercises which have been designed to acquaint the participants with the basic principle involved.

**Planning session** : In all the courses conducted by the Institute, before practice or presentation on any module, the participants are provided with an opportunity to plan the particular topic in each module under the guidance of faculty members.

**Practice session** : After planning the topic, the participants are provided with an opportunity to practice it. The practice on letter writing and drawing techniques are given to the participants in order to develop skill in preparation of visual aids. Similarly participants practice for extension talk session as well as skill session before the actual presentation. This helps in developing confidence among the participants in use of various extension methods and A.V. aids in the field situation.

**Presentation** : The presentation of extension talks and the skill teaching plans by the participants forms one of the important techniques adopted in all the courses. These presentations may either be an individual or a group activity. The extension talks delivered by the participants would invariably be supported by some kinds of visual aids which they would prepare by themselves in consultation with the faculty members. The participants are requested to present their talk plans and skill plans, after proper planning and practice/rehearsal.

**Appraisal** : The appraisal of the presentations of extension talks and skill teaching plans is done by the faculty members and participants on certain norms. The appraisal of the visual aids is part of the appraisal of extension talks. In

the process of appraisal, the strong points are highlighted and points for improvement are given in the form of suggestions for further improvement.

**Recall session** : The recall is done with the specific objectives to strengthen the remembrance of the participants on the major learning's daily/weekly. The participants are asked to recall the important/major learning's on individual/group basis, which are visualized on chart's) and kept displayed in the class room till concluding session.

**Back home application** : At the end of the course the participants are requested to indicate about the major learning's during the course and their application in their back home situation.

**Evaluation** : The training programmes conducted by the Institute are being evaluated which help in monitoring the training progress and also provide opportunity to the faculty to incorporate the topic(s)/revise methodology as per the need of the trainees while planning for future course.

**Inductive learning** : Generally in most of the courses the above mentioned training methodology is adopted. However, in some courses like Extension Management, Monitoring and Evaluation Project Management and PRA Techniques and Management of Training Programme "COVERDALE" Training Methodology, in which participants are divided in sub groups and task is given, is used. The group members are requested to assemble in general session for presentation/appraisal/inputs. This provides 100 per cent involvement of the participants.

**EEI, Anand** : The Extension Education Institute (EEI), Anand is one of the four premier institutes for training of extension personnel in India. it was established on 17<sup>th</sup> September, 1962 with initial financial assistance from Ford Foundation through Ministry of Food and Agriculture, Government of India, New Delhi. The foundation stone of this institute was laid by Dr. Douglas Ensminger of Ford Foundation Representative in India on Friday the 6<sup>th</sup> October 1961. In India's National Extension Programme, professional workers constitute the link between the people and the institute created to advance economic and social change upon the character philosophy, technical knowledge and compliance of these workers largely rests for the success of the programme. Hence the quality of these workers and their training is the important element to be dealt with properly and guided wisely. In early fifties, the Gramsevak / VLW's served as a key-man in Community Development Programme and therefore the Government of India aimed at imparting him by better

training and supervisory assistance. As a step in this direction. Gramsevak Training Centers were started to impart training to GramSevaks / VLW's and Extension Officers were appointed in block for better supervisory assistance.

**EEI, Hyderabad :** The institute is specialized to cater to the training needs of middle level extension functionaries of Southern region line departments. Besides this, the trainers of training institutes like FTCs (Farmers' Training Centres), KVKs (Krishi Vigyan Kendras) and SAMETIs (State Agricultural Management and Extension Training Institutes) are also trained at this institute. EEI is bestowed with experienced faculty in different areas of training with excellent knowledge and communication skills. The institute is provided with a well equipped training environment to meet all the training needs of the clientele. EEI, one of the India's four regional training institutes, stands out as a notable premier training provider in Southern India with efficient, reliable and cost effective solutions to meet the emerging challenges in agriculture and allied sectors. EEI designs and fine tunes need based training programmes for the line department officials of client states that enable to capitalize on their strengths and work towards facing the current challenges in the respective fields. Apart from the pre-scheduled programmes, EEI also co-ordinates with esteemed organizations like MANAGE (National Institute of Agricultural Extension Management), SAMETIs, ICRISAT (International Crops Research Institute for the Semi-Arid Tropics), DRR (Directorate of Rice Research), NAARM (National Academy of Agricultural Research Management), NGOs, Farmer Federations etc., to provide training to extension functionaries and lead farmers on recent advancements in agriculture and allied sectors. Since inception up to March, 2015, the institute trained 24,240 officers of development departments of client states, union territories in addition to targeted the farmers. To meet current demands, EEI also undertakes consultancy services *viz.*, monitoring and evaluation and impact studies on development programmes of the state and centre besides consultancy trainings.

**Types of training of EEI, Hyderabad :** EEI, Hyderabad organizes On-campus and Off-campus training programmes. These programmes are designed considering the training needs of middle level extension functionaries of client states with a view to improve the overall socio-economic status of farming community with extension

backstopping. The trainings are organized by EEI are categorized broadly as follows:- (a) Extension Methodologies, (b) Management Trainings, (c) Technology Oriented Trainings, (d) Sensitization Trainings.

For attaining the best results, the institute follows a planned systematic approach in conducting the programmes. Systematic consideration of the issues related to pre –training phase, training phase and post training phase will be carefully addressed. The Institute follows novel methodologies to impart training. The sessions are conducted through participatory experiential learning modules which includes lecture cum discussions, case studies, role plays, individual and group presentations, brain storming, buzz sessions, group assignments, panel discussions, field visits and institutional visits, simulated exercises, management games, video conferencing, demonstrations, mid-term training reviews.

**Experts' call :** The location of Extension Education Institute in the midst of national and international organizations in the field of agricultural development like MANAGE, NAARM, NIRD (National Institute of Rural Development), NPPTI (National Plant protection Training Institute), NRCS (National Resource Conservation Service), DRR, DOR (Department of Revenue), CRIDA (Central Research Institute for Dryland Agriculture), NRSA (National Remote Sensing Centre), ICRISAT, Dr. MCR HRD-IAP (Dr. Marri Channa Reddy Human Resource Development Institute of Andhra Pradesh) and IIIT (International Institute of Information Technology) is unique for utilizing their expertise for effective organization of training programmes besides the faculty of its own. Greater Hyderabad is well connected by Air, Rail and Road with all parts of the country. Participants may reach the Extension Education Institute located in the Professor Jayashankar Telangana State Agricultural University Campus, Rajendranagar by Taxi/Auto/RTC bus.

**EEI, Jorhat :** The Extension Education Institute (EEI), Jorhat is a regional training institute for capacity building of extension functionaries engaged in agricultural development in the north eastern states. It was established in the year 1987, and thus, youngest among the four EEIs established by Ministry of Agriculture, Govt. of India for the four regions of the country *viz.*, Northern region, Western region, Southern region and North-eastern region. EEI Jorhat is functioning under the administrative control of Assam Agricultural University, Jorhat, and fully funded by the Ministry of Agriculture, Govt. of India, New Delhi.

The Director of the Institute is responsible for managing day to day activities and training programmes. The EEI Management Committee is the apex body of the institute. The Vice Chancellor, Assam Agricultural University is the chairman of the committee, and the Director of EEI is its member secretary. The Management Committee meeting is generally held once in a year to review the performance of the institute, and to make policy decisions for its effective functioning. Organizing training courses on need based learning areas of extension education has been the main activity of the institute. However, since 2006-07, the institute started to organize a few training courses on frontline agricultural technologies as per recommendation of the EEI Management Committee. The district, sub-division and block level extension officers of the departments of agriculture, horticulture, soil conservation, animal husbandry and veterinary, fishery and sericulture are the core target groups of EEI's training courses. The trainers of KVKs and SAMETIs are also the target group of the training courses of the institute. The extension functionaries of NGOs are invited to participate in some of the training courses. The institute sometimes organizes courses for field functionaries in order to meet special training needs of client departments.

#### **Some of important functional guidelines of EEI, Jorhat :**

- Free boarding and lodging will be provided to the participants during the course.
- The institute will reimburse the travel expenses of the Govt. officers upon submission of valid tickets/receipts of travelling by public transport *i.e.* by bus or railway services (II class A/C). Taxi hiring charges is not reimbursed.
- As per policy of GOI, priority is to be given on capacity building of lady officers.
- The nominated officers may kindly confirm participation on telephone at 0376-2340133 / 2341227(F) or by E-mail:eei.jorhat@yahoo.com.
- Travelling expense of participants from KVKs is to met from the respective KVK. As per GOI guideline EEI does not provide Travel expense to none other than officers of land based departments.

**Conclusion :** World's two most important civilizations were Indus Valley Civilization and Egyptian Civilization. Place of origin of Indus Valley Civilization was India, after that Aryan Civilization was grown. Therefore, our country had a glorious past but Britishers' had made our country a beggar state which occupies largest illiterate

population in the world. Hence, after independence, Indian Govt. tried to implement a all round development programme as Community Development Programme (CDP) in 1952. After five years of implementation of the programme a committee, Balvant Rai Meheta Committee was formed in 1957 to evaluate the performance level of CDP. In its' report (1958) committee projected that the programme's performance level was not upto the mark due to lack of local govt. and the Committee recommended to introduce three-tier panchayat raj system (village level, block level and district level). Another projection of the Committee was that the officials of CDP were not performing efficiently due to their lack of training. Hence, Govt. of India realized to set up a type of institute which will train the officials of the programme. In this respect, first Extension Education Institute was established at Nilokheri the then Punjab state (presently at Haryana State) in 1959. These institutions are providing training to various officials and extensionists properly and they are carrying the various extension activities properly. In 1950-51, the foodgrain production was 50.8 million tonnes and in 2015-16, the foodgrain production is 252.23 million tonnes means production has increased many folds, in its' background trained personnel's contribution is outstanding. In developed countries, especially U.S.A. and U.K. only 2 per cent of population of their countries are managing agriculture, but in our country 64 per cent of populations are involved in agriculture though, they are unable to manage agriculture properly. The central cause is lack of education in our countrymen. Therefore, first and foremost, our government must have strict measures to educate all the countrymen, because, education trains one to think clearly and act rightly. According to the words of Swami Vivekananda, "Education is the manifestation of the perfection already in man." When all the farmers of our country will be educated then technology adoption rate will enhance (presently it is only 33%), crop diversification will come, farming diversification will come, market information and market intelligence will get new momentum, above all professionalism will grow in agriculture. When professionalism will come in agriculture then role of Extension Education Institute in agriculture will be more meaningful. Elizabeth II, Queen of Great Britain, rightly told-"It's all to do with the training: you can do a lot if you're properly trained".

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