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Relationship Between trainers' Qualification, Learning Success and Satisfaction for Agricultural Capacity Development in Bihar, India

Dirk Landmann¹, Sabrina Kimmig¹, Carl Johan Lagerkvist²¹Göttingen University, Department of Agricultural Economics and Rural Development²Swedish University of Agricultural Science, Department of Economics

Introduction- Agricultural extension

- Small-scale farmers in developing countries depend on knowledge to successfully participate in value chains and improve living standards
- Training are used as primary method to strengthen farmers capacities regarding agriculture
- Extension can bridge the knowledge and capacity gap by educating farmers in production and management.
- Extension serves as the intermediary between farmers and scientists



Agricultural trainer

- Crucial role in promoting farmers' capacity
- Businesses worldwide have standardized qualifications (e.g. master's degree)
- 'Extension and Advisory Services' (EAS) for agricultural development have only recently begun to increase their level of professionalism

Research Objectives

- Broadening well established behavioural theories
- Examine the relationship between trainers' qualification and learning success and satisfaction of small-scale farmers during training activities in Bihar, India
- Recommend strategies and methods to stakeholders for the implementation of agricultural training

Data and Analysis

- 217 farmers were interviewed in December 2016
- 10 villages in Gaya and Nalanda (Bihar state, India)
- Framework is based on Five-Point-Likert scale statements and multiple-choice
- Analysed with moderated mediation in a structural-equation-model

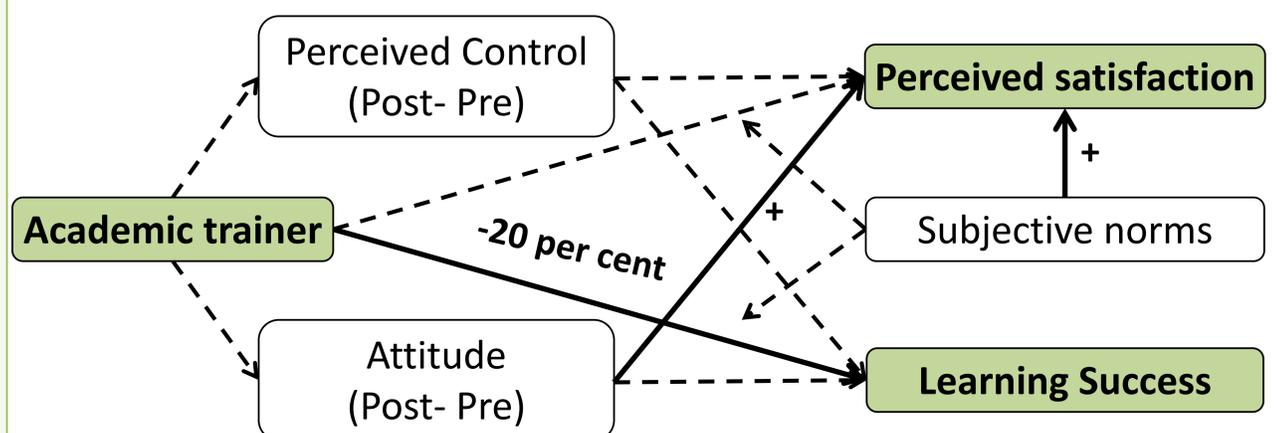
Descriptive Results

Gender:	66% female, 34% male
Age (average):	44 years
No educational degree:	59%
Trained by academic trainer/ expert:	52% / 48%

Methodology

- Moderated mediation analysis is utilized to measure the direct and indirect effects of trainers' qualification on learning success and satisfaction
- Mediators: attitude and perceived control
- Moderator: subjective norms
- Mediators and moderator are behavioural constructs of *Theory of Planned Behaviour*
- Covariates: gender and age

Conceptual Framework and Results



Black lines: statistic significant path coefficient with the respected sign next to it
Dashed lines: non significant path coefficient

Results

- Satisfaction does not change among farmers regarding trainer qualification
- Learning success decreases with an academically educated trainer
- Change of attitude during the training has a significantly positive influence on satisfaction
- Subjective norms also influence the participants' satisfaction positively

Implications

- Behavioural constructs are relevant in the field of agricultural education and extension
- Expert trained on-the-job and academically educated trainer should be combined
- Academic trainer could be integrated via modern technologies
- Farmers social environment has to be addressed within the training
- Besides the professional background, it is important that trainer gets trained on teaching methods and other soft skills

Contact



Dirk Landmann
Dep. of Agricultural Economics and Rural Development
University of Goettingen, Germany
Dirk.landmann@agr.uni-goettingen.de

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