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

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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

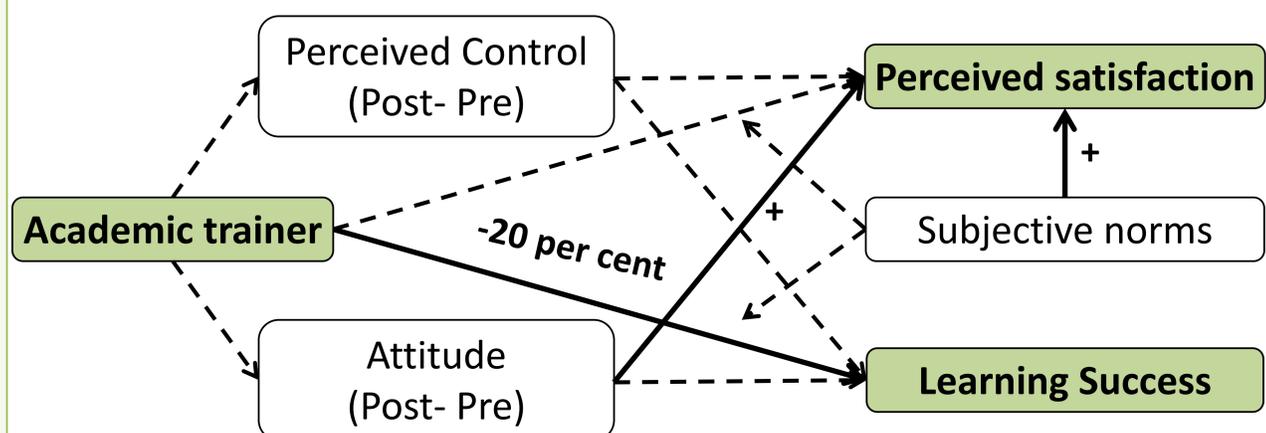
Descriptive Results

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



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