

**CONSCIENTIOUSNESS OF TRAINING EFFECTIVENESS ON WOMEN PARTICIPATING
IN SELF HELP GROUPS**

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ABSTRACT

Establishment of the groups was envisaged under the women development and empowerment component of the Self Help Movement Programme. This would be the instrument to provide women with collective access to services of different governmental programs and schemes that were hitherto usually denied them as individuals. Although Self Help Groups were originally viewed as a minor component of the Self Help Movement Programme, they gained so much momentum that they were eventually used to launch many of the awareness and skill training programs under Self Help Movement Programme. The groups presented forums that were highly effective in reaching the overall communities. The present study deals with the SHGs in Coimbatore district. The empirical findings of this study would pave the way for taking certain policy decisions for strengthening the SHGs training programmes.

INTRODUCTION

The Tamil Nadu Corporation for Women Development is the nodal agency implementing the SHG programme in Tamil Nadu. Its main aim is to empower the women economically, socially and also ensure skill development through training. The forums of SHGs and the Federations quickly became effective ways to reach the communities.

The awareness level and the learning capacities of the women had increased. SHGs, in most cases, chose the beneficiaries for the skill training programs. Entrepreneurship development programs were also prepared, as an important component of skill training program which facilitated the establishment of micro-enterprise. Awareness on health related issues—personal hygiene, communicable diseases, effects of malnutrition and sanitation—have increased as a result of training programs. More importantly, awareness of the rights of women—as prescribed by the Constitution and as prescribed by the religious doctrines—has also increased. Training on simple accounting and financial management, including budgeting; Advisory and information services on technology management, taxes, laws and regulations, market opportunities, and product development; Access to skilled workers, as well as to skills development for existing workers; Training in business concepts, business environment and business planning; Training in entrepreneurship development and opportunity identification were some of the training provided to the self help group members.

The training programmes must promote critical analysis in women and encourage them to think independently and challenge unequal gender relations and exploitations.

REVIEW OF LITERATURE

Sabyasachi Das (2003) reported on the functioning of Self-Help Groups and microcredit. It included social, economic, political and spiritual development of the poorer section of the society. NGOs gave some training to the SHGs for awareness building, entrepreneurship and skill training and some help in arranging inputs, and marketing, introduced saving and internal lending, helped in the maintenance of accounts and linked them with the banks for credit requirements.

A study by Gsyhani Mohideen et. al [2002] found that majority of the group were homogeneous in terms of occupation and income. The key activities include dairy, minor irrigation, fisheries, weaving, agarbathi and brick making. The members felt that the training on specific information on inculcating savings, credit and book keeping skills was inadequate and training was extended only to few activities like agarbathi and durrie weaving.

Suman Jain [2000], noted that women are assisted for income generating in number of ways by NGOs. They are given financial assistance directly or as facilitated by NGO functionaries to have access

to finance from banks, financial institutions donors, corporate sector and government schemes etc. NGOs also help women for skill development by conducting training programmes through various resource agencies.

STATEMENT OF THE PROBLEM

A successful intervention for empowering women necessitates several elements – an important one is imparting of new skills: the consequence of women assuming new roles is also supported through training for enabling them to perform these roles. Training can contribute significantly to the success of SHG bank linkage programme and shall provide increased opportunities for self-employment through the provision of skill based training. Appropriate training at each stage of SHG's growth is one of the essential inputs required. Training has served two purposes of extending self employment opportunities for the SHG members on the one hand with assured marketing and at cheap rate on the other.

Women joining in Self-Help Groups are helped to acquire capability and competence to maintain and manage their groups in a productive way. For this, they are exposed to various training programmes to provide them with the necessary knowledge skills, motivation and competence. Fund support is provided for conducting/sponsoring various types of training programmes for group members.

Hence, it is imperative to study whether the training programmes organized for the SHG members are of great significance for economic and social upliftment on the selected Self Help Group members of Coimbatore district, Tamilnadu.

OBJECTIVES OF THE STUDY

- To study the demographic profile of Selected Self Help Group Members
- To evaluate the conscientiousness of training programmes of selected Self Help Group Members

RESEARCH METHODOLOGY

The study is undertaken in Coimbatore district. The primary data is collected through structured interview schedule. The size of the sample for the study is 300 women Self help group members who have attended training programmes applying simple random sampling technique.

TOOLS USED

- Simple Percentage Analysis
- ANOVA

DEMOGRAPHIC PROFILE OF SELF HELP GROUP MEMBERS

Demographic profile of the selected 300 Self help group members have been presented in the below table based on percentage analysis. The profile is sub classified as general and group profile.

DEMOGRAPHIC PROFILE OF RESPONDENTS

Sl.No.	Particulars	No. of Respondents	%
GENERAL PROFILE			
1	Age Group		
	Less than 25	51	17.00
	26-30	92	30.67
	31-35	84	28.00
	>40	73	24.33
2	Educational status		
	Illiterate	23	7.67
	Primary Level	142	47.33
	High School	47	15.67
	Higher Secondary	48	16.00
	Graduates	40	13.33
3	Monthly Income		
	1000-5000	62	20.67
	5001-10000	157	52.33
	Above 10000	81	27.00
GROUP PROFILE			
4	Position in the Group		
	Animator	78	26.00
	Representative-I	114	38.00
	Member	108	36.00
5	No. of years in the Group		
	Less than 2 years	84	28.00
	2-5 years	111	37.00
	Above 5 years	105	35.00
6	Source of Motivation to participate in training		
	Self	81	27.00
	Animator	189	63.00
	Family	30	10.00
7	Number of Training Programmes attended		
	One	113	6.33
	2 - 4	92	30.67
	4 - 6	49	16.33
	6 - 8	27	9.00
	Above 8	19	37.67
8	Training Providers		
	NGO and Representatives	145	48.33
	Government Officials	27	9
	Educational Institutions	98	32.67
	Others	30	10

Source: Primary data

The above table describes the demographic profile of the respondents. 30.67% are in the age group of 26 to 30 years, 47.33% of the total members have completed their primary education, 52.33% have monthly income of 5001 to 10000, 38% of the respondents are in representative-I position in the group, 37% have 2 to 5 years of experience in the group, 63% of the respondents have been motivated by their leaders to attend the training programmes, 37.67% have attended more than 8 training programmes and 48.33% have been trained by NGOs and representatives.

TRAINING PROGRAMMES ATTENDED BY THE RESPONDENTS

Sl. No.	Training Programmes	No. of Respondents	%
1	Orientation / Group Functional Activities	300	100
2	Confidence Building / Skill Development	63	21
3	Entrepreneurial Activities/Opportunity Identification	89	29.67
4	Book Keeping and Maintenance of Accounts	47	15.67
5	Bank Linkage Programmes	74	24.67
6	Technological Training	85	28.33
7	Health / Community Oriented Programmes	159	53

Source: Primary Data

(Multi Choice Responses)

The above table shows that all the respondents have attended the orientation/ group functional activities training programme followed by Health/Community oriented programmes (53%), Entrepreneurial activities/opportunity identification(29.67%), business concepts(28.33%), bank linkage programmes(24.67%), confidence building/skill development(21%) and finally 15.67% have attended bank linkage programmes.

SATISFACTION LEVEL OF RESPONDENTS WITH THE TRAINING ATTENDED

Sl. No.	Training Programmes	Satisfied	Not Satisfied	Total
1	Orientation / Group Functional Activities	201 (67%)	99 (33%)	300 (100%)
2	Confidence Building / Skill Development	32 (50.79%)	31 (49.21%)	63 (21%)
3	Entrepreneurial Activities/Opportunity Identification	53 (59.55%)	36 (40.45%)	89 (29.67%)
4	Book Keeping and Maintenance of Accounts	34 (72.34%)	13 (27.66%)	47 (15.67%)
5	Bank Linkage Programmes	45 (60.81%)	29 (39.19%)	74 (24.67%)
6	Technological Knowledge Training	58 (68.24%)	27 (31.76%)	85 (28.33%)
7	Health / Community Oriented Programmes	98 (61.64%)	61 (38.36%)	159 (53%)

Source: Primary Data
(percentages)

(Figures in parenthesis are given in

The above table shows majority satisfaction of respondents in (72.34%) Book Keeping and Maintenance of Accounts training, (68.24%) Technological Knowledge Training, (67%) Orientation / Group Functional Activities training programmes, (60.81%) Bank Linkage Programmes, (61.64%) Health / Community Oriented Programmes, (59.55%) Entrepreneurial Activities/Opportunity Identification and (50.79%) confidence building/skill development.

CONSCIENTIOUSNESS OF TRAINING

The effectiveness of training is measured by summing the ratings for e

ANOVA has been applied to find out whether there is any significant difference in the demographic profile and satisfaction level of training in SHG members concerned.

A) GENERAL PROFILE AND SATISFACTION LEVEL OF TRAINING

H₀: There is no significant difference between general profile of the members and Satisfaction level of training

GENERAL PROFILE AND SATISFACTION LEVEL OF TRAINING

Personal Factors	SATISFACTION LEVEL OF TRAINING					
		Mean	SD	No.	F	Sig.
Age	Less than 25	20.64	1.68	51	6.372	**
	26-30	20.84	2.12	92		
	31-35	21.16	2.10	84		
	>40	20.40	2.49	73		
Educational status	Illiterate	20.72	1.74	23	1.685	Ns
	Primary Level	20.99	2.34	142		
	High School	20.92	2.01	47		
	Higher Secondary	20.45	2.12	48		
	Graduates	20.32	2.27	40		
Monthly Income	1000-5000	20.63	2.61	62	3.230	*
	5001-10000	21.05	2.01	157		
	Above 10000	20.80	2.08	81		

Source: computed ** significant 1% level Ns: Not Significant Level * significant 5% level

The ANOVA result shows that there is a significant difference between age at 1% level of significance and Monthly income at 5% level of significance. Hence hypothesis is rejected for the above personal factors

Educational status found to be not significant and hypotheses is accepted for the personal factor educational status and rejected for age and monthly income.

B) GROUP PROFILE AND SATISFACTION LEVEL OF TRAINING

H₀: There is no significant difference between group profile of the members and Satisfaction level of training

GROUP PROFILE AND SATISFACTION LEVEL OF TRAINING

Group Factors	SATISFACTION LEVEL OF TRAINING					
		Mean	SD	No.	F	Sig.
Position in the Group	Animator	20.95	1.90	78	3.076	**
	Representative-I	20.87	2.20	114		
	Member	21.05	1.88	108		
No. of years in the Group	Less than 2 years	21.30	1.87	84	6.448	*
	2-5 years	20.87	1.97	111		
	Above 5 years	20.80	2.35	105		
Source of Motivation to participate in training	Self	20.90	1.97	81	1.087	Ns
	Animator	20.78	2.10	189		
	Family	21.32	2.35	30		
Number of Training Programmes attended	One	20.91	2.38	113	3.828	**
	2 - 4	20.74	2.05	92		
	4 - 6	21.44	2.19	49		
	6 - 8	21.47	2.33	27		
	Above 8	21.35	2.33	19		
Training Providers	NGO and Representatives	20.88	2.29	145	.255	Ns
	Government Officials	20.87	1.91	27		
	Educational Institutions	21.11	2.34	98		
	Others	19.89	3.97	30		

Source: computed ** significant 1% level Ns: Not Significant Level * significant 5% level

The ANOVA result shows that there is a significant difference between Position in the Group and Number of Training Programmes attended at 1% level of significance and No. of years in the Group at 5% level of significance. Hence hypothesis is rejected.

Source of Motivation to participate in training and Training Providers are not significant and hypotheses is accepted.

FINDINGS AND SUGGESTIONS

- All the respondents have attended the orientation/ group functional activities training programme
- Majority of the respondents are satisfied in the Book Keeping and Maintenance of Accounts training programme
- Educational status found to be not significant and hypotheses is accepted for the personal factor educational status and rejected for age and monthly income

- Source of Motivation to participate in training and Training Providers are not significant and hypotheses is accepted **for the above factors and** Position in the Group and Number of Training Programmes attended and No. of years in the Group showed significance and hypothesis got rejected

CONCLUSION

Self Help Groups undergo a well conceived and well-structured training through specifically developed training modules. Gradually they become more conscious of their capabilities and start exhibiting them, through their action plans and programmes. This is a movement to empower women socially, economically and politically through capacity building of the poorest and most disadvantaged. Thus the training programmes must promote critical analysis in women and encourage them to think independently and challenge unequal gender relations and exploitations.

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