

ASSESSMENT OF KNOWLEDGE TRAINING NEEDS OF PARAVETERINARIANS

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Abstract: The present study was designed to assess the training needs of paraveterinarians in Animal Husbandry (A.H) knowledge (as perceived by themselves and their superior officers) in Nalgonda district of Telangana state of India. A total sample of 105 respondents comprising of 75 paraveterinarians and 30 Veterinary Assistant Surgeons were selected by proportionate random sampling method from four divisions of Nalgonda district. The results revealed that nearly half of the paraveterinarians (50.67) belonged to medium training need group followed by 28.00 percent and 21.33 percent high and low need groups in A.H knowledge respectively. The immediate five training needs of paraveterinarians in A.H knowledge were in the rank order of knowledge on new or emerging live stock diseases and their preventive measures, latest trends in therapeutic use of drugs in veterinary practice, latest trends in animal breeding/feeding/reproductive management, knowledge on the new technologies in A.H evolved by research stations and diagnosis of different disease of animals. The study concluded that there is a significant association between the rankings of training needs of paraveterinarians in A.H knowledge given by the two categories of respondents i.e paraveterinarians and their superior officers and course content and curriculum of training should be developed with more emphasis on latest trends on emerging diseases and preventive measures, animal breeding, feeding and diagnostic techniques.

Keywords: Training needs, Knowledge, Paraveterinarians, Animal husbandry department.

Introduction

Animal Husbandry (A.H) technologies developed for farmers are not transferred in appropriate manner and adopted accordingly, all the efforts by the researchers who developed new technologies would have been in vain. The success of Animal Husbandry programmes largely depends on scientific management of livestock based on latest improvements in technology and its quick dissemination in an effective way for adoption by the farming community (Mustafa, 1992). To maintain organizational effectiveness in such situations, the skill of the personnel working in the department has to be continuously updated. Through training, the persons must keep abreast of the latest developments in the field otherwise, it

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will retrograde his potential and capabilities. The purpose of training is to upgrade the quality of human resources in order to increase efficiency and effectiveness of the job of the individual (Prasad, 1990). Several research studies brought out that training was considered as one of the important factors which influences the job effectiveness of the paraveterinarians. To give systematic training as already indicated, one should identify the actual training needs of paraveterinarians. This is of paramount importance in order to plan strategies for effective organisation of the training programmes to identify the training needs of paraveterinarians. There are practically no studies that have been conducted earlier in the state, hence there is a need for an attempt in this direction and the present study was designed to assess the training needs of paraveterinarians in Animal Husbandry knowledge (as perceived by themselves and their superior officers) in Nalgonda district of Telangana state, India.

Material and Methods

An ex post facto research design was followed to assess the training needs in A.H knowledge of paraveterinarians. A total sample of 105 respondents comprising of 75 paraveterinarians and 30 Veterinary assistant surgeons (VASs) were selected based on proportionate random sampling method from four divisions viz. Nalgonda, Miryalaguda, Suryapet and Bhongir of Nalgonda district of Telangana state, India. The data was collected by pre structured interview schedule and questionnaire method and analyzed by using appropriate statistical techniques.

Results and Discussion

It could be observed from the Table 1 that, nearly half of the paraveterinarians (50.67%) belonged to medium need group followed by 28.00 per cent and 21.33 per cent of the paraveterinarians belonged to high and low need groups in Animal Husbandry knowledge respectively with a mean score of 20.85 and S.D of 6.76. These findings revealed that majority of the paraveterinarians need training to upgrade their knowledge in Animal Husbandry. The reason may be that a large per centage of paraveterinarians who are in middle age and started their career in the department with intension to have high achievement motivation to improve their professional knowledge and skills in Veterinary profession hence, made them to indicate their training needs in knowledge. Also those respondents who are in low category of training needs (21.33%) were having high knowledge and requires no further training as they were already trained in Animal Husbandry and they do not need any further training. These findings are correlated with Kumar (1993) in training needs of

Agriculture Officers of Cuddapah district and Reddy (2001) in training needs of Veterinary Assistant Surgeons.

Training needs of paraveterinarians in A.H knowledge as perceived by themselves

The results of training needs in Animal Husbandry knowledge as perceived by paraveterinarians with mean scores and rank has given in Table 2. The results indicated that knowledge on new or emerging livestock diseases and their preventive measures was ranked as the most important need. It is inferred that the paraveterinarians are sought to know the latest trends in the new and emerging livestock diseases and measures to prevention and control in view of frequent reporting of such cases in field areas, hence the above trend was observed. Consequently the knowledge of latest trends in therapeutic use of drugs in veterinary practice was preferred as the second most important training need in the rank order since the field paraveterinarians are to have a sound knowledge on the use of latest drugs for treating chronic and emerging diseases in livestock, hence the urgent need of such knowledge. It was also indicated by the respondents that a comprehensive knowledge on the latest trends in animal breeding, feeding and reproductive management is essential for paraveterinarians so as to transfer the latest scientific information on livestock production to the farmers at field level. Hence the above training need was attributed by them and perceived it as a third major need in the rank order.

The other major training needs perceived by paraveterinarians to have knowledge on A.H as given in the rank order brings out that there is a need for the respondents to have a knowledge on the new technologies in A.H evolved by research stations which is most essential, as these new technologies will enhances the accuracy in diagnosis and treatment. The knowledge of paraveterinarians on diagnosis of different diseases, identification and curative treatment of reproductive problems, knowledge on zoonotic and wild life diseases, detection of heat symptoms in different animals, first aid procedures, knowledge on basic principles of animal management and disease control, knowledge in selection of livestock breeds, knowledge on fodder production and enrichment of fodder, were perceived by paraveterinarians. Apart from that knowledge in maintaining the both technical and non technical registers, knowledge on deworming schedule in different livestock species, knowledge on conducting census work and household survey procedures, knowledge in preparation of ointments, lotions and stock solutions required for the institution, knowledge on the prevention and control of ecto and endo parasites on livestock species, knowledge in castration of scrub bulls, sheep and goat, knowledge in organising sheep and goat cooperative

societies were the other major training needs perceived by paraveterinarians as given in rank order. These results are in agreement with Reddy (2001) in training needs of Veterinary Assistant Surgeons and Sastry and Raju (2008) in para-veterinary training programmes.

Training needs in A.H Knowledge as perceived by their superior officers.

The results of training needs of paraveterinarians in A.H knowledge as perceived by their superior officers with mean scores and ranks are presented in Table 3. The most preferred training need of paraveterinarians in A.H knowledge as perceived by their superior officers was knowledge on new or emerging livestock diseases and their preventive measures. This is very important training need because now a days the infections are arising from multiple sources. So the pathogenicity, course of diseases and symptoms and their preventive measures are very important to diagnose at initial level and further avoiding of spreading of diseases and ultimately to reduce economic losses of farmers. The second preferred training need is latest trends in therapeutic use of drugs in veterinary practice. This may be due to the fact that most of the diseases have specific drugs and now a days diseases caused by multiple infectious agents require various specific drugs, so there is need of knowledge on latest trends in therapeutic use of drugs are essential to reduce the intensity of the diseases and as well as avoid indiscriminate use of antibiotics as well as elimination of antibiotic resistance. Next preferred training needs are knowledge on the new technologies in A.H evolved by research institutions, knowledge on latest trends in A.H breeding/feeding/reproductive management, knowledge on diagnosis of different diseases of animals, knowledge on identification and treatment of reproductive problems, knowledge on zoonotic and wild life diseases, collection and preservation of specimens and samples, knowledge on first aid procedures, knowledge in selection of livestock breeds, knowledge on basic principles of animal management and disease control, knowledge in maintaining the technical and non technical registers, knowledge in detection of heat symptoms in different animals, knowledge on fodder production and enrichment of fodder, deworming schedule in different livestock species, conducting census work and house hold survey procedures, knowledge in preparation of ointments, lotions and stock solutions required for the institution, knowledge on the prevention control of ecto and endo parasites in Livestock species, knowledge in castration of scrub bulls, sheep and goat and finally knowledge on organizing sheep and goat co-operative societies. These results are in accordance with Yadav and Verma (1998) in assessor's views in various training

Association between different categories of respondents in the assessment of training needs of paraveterinarians in A.H knowledge

It could be seen from the Table 4 that there was significant association among the paraveterinarians and their superior officers in assessing the training needs of paraveterinarians in A.H knowledge. The paraveterinarians have given first rank to knowledge on new and emerging livestock diseases and their preventive measures, followed by latest trends in therapeutic use of drugs in veterinary practice, latest trends in animal breeding/feeding/reproductive management, knowledge on the new technologies in Animal Husbandry evolved by research stations, knowledge in diagnosis of different diseases of animals and sixth rank was given to knowledge in identification and treatment of reproductive problems. Where as in the case of superior officers the first six ranked training need items were, knowledge on new emerging livestock diseases and their preventive measures followed by latest trends in therapeutic use of drugs in veterinary practice, knowledge on the new technologies in A.H evolved by research institutions, knowledge on latest trends in animal breeding/feeding/reproductive management, knowledge on identification and treatment of reproductive problems and the sixth rank was given to knowledge on diagnosis of different diseases of animals. Even though it was seen that in the first six rankings there was slight difference in the order of preference in training needs items preferred and also that association existed in most of the need items preferred between the two categories of respondents. This may be due to similar working nature of paraveterinarians and their superior officers and hence the above trend. These findings are in accordance with the findings of Kumar (1993) in Agriculture Officers of cuddapah district and Reddy (2001) in farmer training centre.

Conclusion

Nearly half of the paraveterinarians (50.67) belonged to medium training need group followed by 28.00 percent and 21.33 percent high and low need groups in A.H knowledge respectively. The immediate five training needs of paraveterinarians in A.H knowledge were in the rank order of knowledge on new or emerging live stock diseases and their preventive measures, latest trends in therapeutic use of drugs in veterinary practice, latest trends in animal breeding/feeding/reproductive management, knowledge on the new technologies in A.H evolved by research stations and diagnosis of different disease of animals. Based on the identified needs course content and curriculum of training should be developed with more

emphasis on latest trends on emerging diseases and preventive measures, animal breeding, feeding and diagnostic techniques.

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TABLES**Table 1. Distribution of paraveterinarians based on their training needs in Animal Husbandry knowledge**

S.No	Category	Frequency	%
1	Low need group	16	21.33
2	Medium need group	38	50.67
3	High need group	21	28.00
	Total	75	100

Mean: 20.85

S.D: 6.76

Table 2. Training needs in Animal Husbandry knowledge as perceived by paraveterinarians with mean scores and rank

S.No	Training need item	Mean Score	Rank
1	Knowledge on new or emerging livestock diseases and their preventive measures	2.92	I
2	Latest trends in therapeutic use of drugs in veterinary practice	2.84	II
3	Latest trends in animal breeding /feeding / reproductive management	2.62	III
4	Knowledge on the new technologies in Animal Husbandry evolved by research stations	2.58	IV
5	Diagnosis of different diseases of animals	2.38	V
6	Identification and treatment of reproductive problems	2.31	VI
7	Zoonotic and wild life diseases	2.22	VII
8	Collection and preservation of specimens and samples	2.17	VIII
9	Knowledge on first aid procedures	2.09	IX
10	Basic principles of animal management and disease control	2.00	X
11	Knowledge in selection of livestock breeds	1.90	XI
12	Knowledge on fodder production and enrichment of fodder	1.80	XII
13	Detection of heat symptoms in different animals	1.72	XIII
14	Knowledge in maintaining the technical and non technical registers	1.61	XIV
15	Deworming schedule in different livestock species	1.58	XV
16	Conducting census work and house hold survey procedures	1.49	XVI
17	Knowledge in preparation of ointments, lotions, and stock solutions required for the institution	1.45	XVII
18	Knowledge on the prevention and control of ecto and endo parasites on livestock species	1.39	XVIII
19	Knowledge in castration of scrub bulls, sheep and goat	1.32	XIX
20	Organising sheep and goat co-operative societies	1.29	XX

Table 3. Training needs of paraveterinarians in Animal Husbandry knowledge as perceived by their superior officers with mean scores and ranks.

S.No	Training need item	Mean score	Rank
1	Knowledge on new or emerging livestock diseases and their preventive measures	3.00	I
2	Latest trends in therapeutic use of drugs in veterinary practice	2.93	II
3	Knowledge on the new technologies in Animal Husbandry evolved by research institutions	2.89	III
4	Latest trends in animal breeding/feeding/ reproductive management	2.81	IV
5	Identification and treatment of reproductive problems	2.75	V
6	Diagnosis of different diseases of animals	2.70	VI
7	Zoonotic and wild life diseases	2.69	VII
8	Collection and preservation of specimens and samples	2.58	VIII
9	Knowledge on first aid procedures	2.55	IX
10	Knowledge in selection of livestock breeds	2.53	X
11	Knowledge on basic principles of animal management and disease control	2.50	XI
12	Knowledge in maintaining the technical and non technical registers	2.42	XII
13	Detection of heat symptoms in different animals	2.31	XIII
14	Knowledge on fodder production and enrichment of fodder	2.26	XIV
15	Deworming schedule in different livestock species	2.19	XV
16	Conducting census work and house hold survey procedures	2.11	XVI
17	Knowledge in preparation of ointments, lotions and stock solutions required for the institution	2.02	XVII
18	Knowledge on the prevention and control of ecto and endo parasites in livestock species	1.96	XVIII
19	Knowledge in castration of scrub bulls, sheep and goat	1.90	XIX
20	Organising sheep and goat co-operative societies	1.60	XX

Table 4. Training needs of paraveterinarians in Animal Husbandry knowledge as perceived by themselves and superior officers along with mean scores and ranks.

S.No	Training need item	Para veterinarians		Superior officers	
		Mean score	Rank	Mean score	Rank
1	Knowledge on new or emerging livestock diseases and their preventive measures	2.92	I	3.00	I
2	Latest trends in therapeutic use of drugs in veterinary practice	2.84	II	2.93	II
3	Latest trends in animal breeding/feeding/reproductive management	2.62	III	2.81	IV
4	Knowledge on the new technologies in Animal Husbandry evolved by research institutions	2.58	IV	2.89	III
5	Diagnosis of different diseases of animals	2.38	V	2.70	VI
6	Identification and treatment of reproductive problems	2.31	VI	2.75	V
7	Zoonotic and wild life diseases	2.22	VII	2.69	VII
8	Knowledge on collection and preservation of specimens, samples etc.,	2.17	VIII	2.58	VIII
9	Knowledge on first aid procedures	2.09	IX	2.55	IX
10	Basic principles of animal management and disease control	2.00	X	2.50	XI
11	Knowledge in selection of livestock breeds	1.90	XI	2.53	X
12	Knowledge on fodder production and enrichment of fodder	1.80	XII	2.26	XIV
13	Knowledge on detection of heat symptoms in different animals	1.72	XIII	2.31	XIII
14	Knowledge in maintaining the technical and non technical registers	1.61	XIV	2.42	XII
15	Knowledge on deworming schedule in different livestock species	1.58	XV	2.19	XV
16	Conducting census work and house hold survey procedures	1.49	XVI	2.11	XVI
17	Knowledge in preparation of ointments, lotions and stock solutions required for the institution	1.45	XVII	2.02	XVII
18	Knowledge on the prevention and control of ecto and endo parasites in livestock species	1.39	XVIII	1.96	XVII I
19	Knowledge in castration of scrub bulls, sheep and goat	1.32	XIX	1.90	XIX
20	Organising sheep and goat co-operative societies	1.29	XX	1.60	XX

$$\chi^2 = 50.09 **$$

** = Significance at 1% level of probability

$$S = 63.67$$