

Participation of sugarcane growers in human resource development activities*

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Abstract: A Study was conducted in Bijapur district of Karnataka on the human resource development activities initiated by Nandi Sugar Factory during 2007. Bijapur taluk was purposively selected, out of total 111 sugarcane growing villages, twenty five respondents each were selected in six villages by following random sampling method to make the total sample size of 150 farmers. The results of the study revealed that 45.00 per cent of respondents belonged to high participation category with an average sugarcane yield of 65.80 tonnes per acre. Majority of the respondents participated in integrated nutrient management (75.33%), sugarcane production technology (72.00%), integrated pest management (68.00%) and biocontrol agents (45.33%) trainings. Similarly, 64.00 per cent, 55.33 per cent, 66.00 per cent, 84.00 per cent and 88.00 per cent of respondents participated in krishimela, demonstrations, exposure visits, field days and exhibitions, respectively. Nearly two-third (61.33%) of respondents participated in the HRD activities organized by development departments, 58.00 per cent of respondents participated in HRD activities organized by non-government organizations, 54.00 per cent of respondents participated in HRD activities organized by University of Agricultural Sciences, Dharwad. Cent per cent of the respondents were aware about sugarcane growers associations formed, schools for children of farmers started by sugar factory and honoring of farmers. The major problems expressed by respondents were non-availability of labour (80.67%), irregular supply of electricity for irrigation (71.33%), price problem at factory (30.67%), technical problems in production (27.33%) and payment problem (12.00%), respectively. Majority (25.33%) of the respondents expressed the suggestion that factory should provide incentives for shareholders.

Key words: Demonstrations, development department, human resource development, non-government organization

Introduction

Sugarcane is an important commercial crop of the world and is cultivated in about seventy five countries, the leading countries being India, Brazil, Cuba, Mexico and Thailand. The sugar industry plays an important role in the agricultural economy of India. Today, sugarcane cultivation and sugar industry stands as supporting pillars of Indian economy. Besides, the sugar industry also supports the alcohol and paper industries with its by products and the cattle feed is assuming importance for the development of animal husbandry in India.

Under the present circumstance of complex environmental situation, farmers have to be motivated to take up the improved practices by initiating some human resource development activities. In this regard, a few factories have already made some efforts, one such factory, Nandi Sugar Factory (NSSK) in Bijapur district of Karnataka has made certain strides in human resource development. In the present era of competition, it is essential to motivate the farmers to go in for sugarcane cultivation and encourage them to take higher yields by practicing improved methods. This can be achieved by following certain HRD practices by the factory management. HRD activities by factory play a vital role in enthusing confidence and motivating farmers for sugarcane production.

When we talk of HRD, training is an essential human resource development activity. It is an investment on people, since people are primary in all endeavours in life in making things better. Training is for action, accomplishment, improved performance, managing men and material. The importance of human resource

arises from the non-economic factors. For increasing the level of adoption, farmers need to be convinced about the practices to get higher yield and motivate them through Human Resource Development activities initiated by factory. However, there are no studies on HRD activities initiated by sugar factory to know the level of participation by farmers. Hence, the present study was designed to know the participation of sugarcane growers in HRD activities of Nandi sugar factory.

Material and methods

The present investigation was carried out during 2007 in Bijapur district of north Karnataka which was purposively selected based on the criteria Human Resource Development activities initiated by factories operating. Bijapur district comprises five taluks namely Indi, Sindagi, Bijapur, Basavanabagewadi and Muddebihal. Of these, the sugar factories are located in Indi and Bijapur taluks. Bijapur taluk was purposively selected based on area of sugarcane and the location of cooperative sugar factory *i.e.* Nandi Sugar Factory, which has undertaken HRD activities. A list of sugarcane growers was obtained from the supervisor of factory for each of the villages selected separately. From this list, twenty five respondents each in the selected villages were selected by following random sampling method to make the total sample size of 150 farmers. The dependent variable; HRD activities participation was operationalised for the study as to the various human resource development activities initiated by Nandi Sugar factory to motivate primarily the sugarcane growers to increase their

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productivity and to bring overall development among the farming community. In this direction, an exhaustive list of activities that directly contribute to production technology and other HRD activities related to motivation and welfare of sugarcane growers was prepared in consultation with factory management and experts in extension, sociology and psychology. The variable was measured taking the participation of sugarcane growers in each of the activities of production technology by assigning a score of one for participation and zero for non participation. The maximum possible score was 12 and minimum was 0. The total score on HRD activities for each individual was assessed and used in studying the participation and benefit by sugarcane growers from HRD activities initiated by Nandi Sugar Factory. To know the problems faced by the sugarcane growers, a list of likely problems was made separately in the schedule. Then farmers were asked to indicate the problems they faced in cultivation and marketing of sugarcane. These problems were expressed in frequency and percentage and the farmers were asked for their suggestions about HRD activities initiated by Nandi Sugar Factory and the suggestions were expressed in frequency and percentage.

Results and discussion

The data in Table 1 revealed that, majority (45.00%) of sugarcane growers were in high level of participation in the HRD activities of factory. Also, the average yield obtained by these farmers was considerably high (65.80 tonnes/acre), whereas, about equal percentage of farmers (28.00 and 27.00%) were in low and medium participation category.

Table 1: Overall participation level of sugarcane growers in Human Resource Development activities initiated by sugar factory.

Participation categories	Respondents		Average yield/acre (tonnes)
	Percentage	Frequency	
Low (Less than 5.28)	42	28.00	50.70
Medium (5.28-7.38)	40	27.00	61.40
High (More than 7.39)	68	45.00	65.80
Average yield			59.32
Total	150	100.00	
Mean = 6.34	SD = 2.47		

The data in Table 2 revealed that, training and capacity building activities, such as integrated nutrient management, sugarcane production technology, integrated pest management and bio-control agents were participated by 75.33 per cent, 72.00 per cent, 68.00 per cent and 45.33 per cent of the respondents, respectively. For the activities namely technology dissemination activities like krishimela, demonstrations, exposure visit, field days and exhibitions 64.00 per cent, 55.33, 66.00, 84.00 and 88.00 per cent of the respondents had participated, respectively. The possible reason might be that the respondents were thinking that these activities help them in getting knowledge about new technology.

Nearly two third (61.33%) of the respondents participated in the HRD activities organized by development departments. Over half (58.00%) of the respondents participated in the HRD activities organized by non-government organizations. The

Table 2: HRD activity wise participation of sugarcane growers (n=150)

HRD Activities	Respondents	
	Freq	%
Training and Capacity Building Activities		
Sugarcane Production Technology	108	72.00
Integrated Pest Management	102	68.00
Integrated Nutrient Management	113	75.33
Bio Control Agents	68	45.33
Technology Dissemination Activities		
Krishimela	96	64.00
Demonstrations	83	55.33
Exposure Visits	99	66.00
Field days	126	84.00
Exhibition	132	88.00
Institutional level collaborative activities		
Development Department	92	61.33
Non Govt. Organizations	87	58.00
UAS Dharwad	81	54.00

plausible reasons for considerably high percentage of farmers participating with development departments and non-government organizations may be to take the benefits from these organizations with respect to the inputs and organizational capacity building.

The data in the Table 3 indicated that, 80.67 per cent and 71.33 per cent of the respondents expressed non-availability of labour and irregular supply of electricity for irrigation, respectively. It might be due to the fact that, the sugarcane

Table 3: Problems faced by sugarcane growers (n=150)

Problems	Respondents	
	Frequency	%
Technical problems in production	41	27.33
Price problems	46	30.67
Irregular supply of electricity for irrigation	107	71.33
Non availability of labour	121	80.67
Delay in cutting order	8.0	53.33

Table 4: Suggestions for improvement of sugarcane growers (n=150)

Suggestions	Respondents	
	Freq	%
Adult education for illiterates and higher education for their children	38	25.33
Communication facilities	16	10.67
Special extension programmes like information support, TV, computer, internet	15	10.00
Incentives for shareholders	22	14.67
Crop competition	06	4.00
Awards to best sugarcane growers	34	22.67
Good transport facilities	08	5.33
Health campaign	11	7.33
Total	150	100.0

crop needs more labour for different operations in sugarcane cultivation, but respondents were facing the problem of non-availability of labour.

The data in the Table 4 revealed that 25.33 per cent of the farmers suggested adult education and higher education for their children, followed by 22.67 per cent of the respondents

expressed the suggestion that factory should award to best sugarcane growers and 14.67 per cent of the respondents expressed the suggestion to provide the incentives for shareholders. It implies that, incentives and awards encourage the sugarcane growers to increase their productivity and quality of the produce.

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