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IMPACT OF TRAINING PROGRAMMES OF CENTRAL BOARD FOR WORKERS EDUCATION ON THE LABOUR FORCE OF KERALA

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ABSTRACT

Educating the working force has always been a challenge to a developing nation like India. The backbone of a nation is its working class people. The growth and development of a nation is measured to a great extent by the quality of its work force who labors to build it up. Every civilized nation which has sensed this point has invested earnestly to train and educate its working class people. In India, this role has been taken up mainly by the Central Board of Workers Education (CBWE), a pioneer institution under the central Ministry of Labour & Employment. The Board has, over the years, successfully weaved out a special adult education programme that covers a whole range of skills and knowledge, which contribute to the harmonious development of a worker's personality, his role in the society and the knowledge and attitudes required for such roles. The study brings out that, to a considerable extent the training programmes of CBWE have an impact on the quality of work life in organised, unorganised and rural labours sectors in Kerala.

KEYWORDS

CBWE, QWL, Training programmes, organized labour, unorganized labour.

INTRODUCTION

The Central Board for Workers Education was registered in 1958 as an autonomous body under the societies Act 1860. It gets Grants- in- Aid from the Ministry of labour and Employment to operate its activities. Since its inception the Board has been engaging in the herculean task of training the working class throughout the country and preparing them as an organized, well trained and responsible group united in common interest for the socio economic development of the country.

In order to achieve their objectives, the institution provides various training programmes for the workers of the organized and rural sectors at national, regional and unit levels through a network of 50 regional and 9 sub- Regional directorates spread all over the country and an apex training institute in Mumbai named the Indian Institute of Workers Education. The Board also trains its own staff at the apex training centre. It has done a yeoman's job to achieve its declared objectives all throughout these years. However, no serious study has been conducted so far to inquire into the effectiveness of these programmes and activities of the Board to bring about desirable behavioural changes in the life of the workforce in rural and urban areas. Hence it is proposed to conduct a study on the impact of the training programmes of the Board on the quality of work life of the unorganized labour in Kerala.

SIGNIFICANCE OF THE STUDY

India is the second largest populated country in the world and is rich in human resources. Where there are more human resources, more production and development should follow and the country is likely to emerge as a developed nation in all respects. But this has not been happened in the Indian context. The large and illiterate workforce in India instead of being an asset to the nation became a burden to it and the country ended up in poverty unable to cater to the needs of its citizens. This paradox of India remaining a third world country when there were more resources and hands to work was a baffling situation for the policy makers. A critical survey of this pathetic situation pointed to the poor quality of the Indian workforce. The workers were largely illiterate, unrecognized and unaware of the modern training methods and quality improving techniques. They were exploited in all walks of life and were made to their rights and responsibilities as member of the society or of the trade unions. They never felt being involved in nations building process. Every scheme implemented requires a feedback analysis of its effectiveness to carry forward the schemes with more vigor. Though the training programs are conducted by the Central Board of workers Education across the length and breadth of India for the last 55 years, no in-depth study has been conducted to gauge its impact and its efficiency. The study is hence relevant in this context.

OBJECTIVES

The overall objectives of the study are:

- To evaluate the effectiveness of the training programmes conducted by the CBWE in achieving its set goals.
- To identify the shortcomings, if any.
- To recommend suitable measures for the effective implementation of the training programs for optimum result.

METHODOLOGY

The study is delimited to the work force of the organised, unorganized and rural sectors of the state of Kerala. The entire work force in Kerala is trained by the CBWE through its two Regional Directorates. Regional Directorate of Kochi covers the districts from Thrissur to Thiruvananthapuram including Lakshadweep's. The rest of the districts in the state come under the Regional Directorate of Kozhikodu. For the purpose of study, samples are selected from the organized, unorganized and rural sectors from one district each from the North, Central and South region of Kerala. Sample survey method is employed for the study. Samples are proposed to be taken from each of these classes of workers on random basis from the selected districts. Structured questionnaire/ schedules will be used for collecting prim

HYPOTHESES

H₀: There is no significant relationship between Gender and effectiveness of programmes attended by the respondents.

H₀: There is no significant relationship between marital status and type of programme attended by the respondents.

LIMITATIONS

- Time has been an important limiting factor
- The method of data collection is questionnaire method and its inherent limitations are expected in the data collected.

ANALYSIS AND INTERPRETATION

TABLE 1: GENDER OF THE RESPONDENTS

Gender	Male	%	Female	%
Organized	17	68%	21	28%
Unorganized & Rural	8	32%	54	72%
Total	25	100%	75	100%

Source: Primary data

Table 1 analyses the gender pattern of the respondents. As per the table it is clear that 68% of the respondents in organized sector are male and rest of the 28% are female. And 32% of the unorganized sector respondents are male and remaining 72% are female. Thus, it is observed that majority of the organized sectors are male whereas in unorganized sectors are female.

TABLE 2: MARITAL STATUS

Marital Status	Organized	%	Unorganized & Rural	%
Married	34	89.48%	41	66.13%
Unmarried	2	5.26%	14	22.58%
Divorced	0	0%	0	0%
Separated	0	0%	0	0%
Widowed	2	5.26%	7	11.29%
Others	0	0%	0	0%
Total	38	100%	62	100%

Source: Primary data

Table 2 analyses the marital status of the respondents. As per table 2 it is found that, in organized sector 89.48 percent are married, 5.26 percent are unmarried and remaining 5.26 percent are widowed. Where as in the case of Unorganized and rural sector 66.13 percent are married respondents, 22.58 percent are unmarried while 11.29 percent are widowed. Thus, it is observed that majority of the respondents are married while minor section belongs to unmarried and remaining are widows.

TABLE 3: EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Education	Organized	%	Unorganized & Rural	%
<10	3	7.90%	20	32.26%
10	4	10.52%	14	22.58%
+2	6	15.79%	16	25.81%
Graduate	14	36.84%	9	14.52%
Post Graduate	8	21.05%	2	3.22%
Others	3	7.90%	1	1.61%
Total	38	100%	62	100%

Source: Primary data

Table 3 analyses the level and pattern of educational qualification of the respondents. In organized sector 36.84 percent of the respondents are graduates, 21.05 percent are post graduates, 15.79 percent are plus two holders, 10.52 percent are matriculation passed, 7.90 percent respondents have other qualification and remaining 7.90 percent are below 10 qualifications. And in case of Unorganized and rural sector 32.26 percent are below 10 qualifications, 25.81 percent are plus two scholars, 22.58 are possess matriculation, 14.52 percent are graduates, 3.22 percent are post graduates and remaining 1.61 percent have other qualification. Thus, it is observed that in organized sector most of the respondents are graduate where as in case of unorganized and rural sector majority of the respondents are below matriculation qualification.

TABLE 4: EFFECTIVENESS OF PROGRAM

Effectiveness of Program	Organized	%	Unorganized & Rural	%
Highly Effective	19	50%	46	74.19%
Moderate Effective	18	47.36%	16	25.81%
Not Effective	1	2.64%	0	0%
Total	38	100%	62	100%

Source: Primary data

Table 4 analyses the effectiveness of programs provided for the respondents. As per the table it is clear that in organized sector, 50 percent of the total respondents are of the opinion that the training programs are highly effective, 47.36 are of the opinion that it is moderately effective and 2.64 percent opined that it is not effective. Where as in case of the unorganized and rural sector 74.19 percent of the respondents are of the opinion that training effective and remaining 25.81 percent is highly are of the opinion that it is moderately effective.

TABLE 5: TYPE OF PROGRAM ATTENDED BY THE RESPONDENTS

Program	Organized	%	Unorganized & Rural	%
QWL	10	26.32%	2	3.34%
SCSP	1	2.63%	4	6.56%
STSP	1	2.63%	6	9.68%
Empowerment	10	26.32%	15	24.29%
Special Seminar	9	23.68%	22	35.58%
Re-training	3	7.89%	3	4.41%
Others	4	10.53%	10	16.14%
Total	38	100%	62	100%

Source: Primary data

Table 5 reveals the type of program attended by the respondents. As per table 5 it is found that 26.32 percent of the organized sector are attend the Quality of Work Life program and empowerment program, 23.68 percent of respondents attend the special seminars, 7.89 percent attend the re-training program and 2.63 percent attend the SCSP and STSP program. As in case of unorganized and rural sector, 35.58 percent of the total respondent attend the special seminars, 24.29 percent attend the empowerment program, 16.14 percent attend the other training program, 9.68 percent attend the STSP program, 4.41 percent attend the re-training program and remaining 3.34 percent attend the quality of work life program. Thus, it is clear that in organized sector majority of the respondents attended the employee empowerment program where as special seminars were mostly conducted among unorganized and rural sectors.

TABLE 6: SHORTCOMINGS IN TRAINING PROGRAM OF CBWE

Sl. No	District	Inadequate Duration	Lack of awareness	Improper methodology	Lack of follow up
1	Ernakulam Organised	7	1	1	6
	Unorganised	10	0	0	5
2	Kollam Organised	7	0	0	4
	Unorganised	19	0	0	0
3	Thrissur Organised	6	0	0	4
	Unorganised	14	1	1	14

Source: Primary data

63 respondents have the opinion that the duration of training programmes are inadequate. 33 respondents are having the opinion that lack of follow up is the major shortcoming of the training programmes. For 2 each of the respondents, lack of awareness and improper methodology is the major problem. Inadequate duration and lack of follow up are the major drawbacks of the training programmes of CBWE.

HYPOTHESIS

Hypothesis – 1

H₀: There is no significant relationship between Gender and effectiveness of programmes attended by the respondents.

H₁: There is significant relationship between Gender and effectiveness of programmes attended by the respondents.

Test statistics: Chi Square Test

TABLE 7: RESULT OF CHI-SQUARE TEST

Test statistics	Degree of Freedom	Level of Significance	Computed Value of χ^2	Table value	H0 Accepted or Rejected
χ^2	1	0.05	9.1572	3.841	Rejected

Since the calculated value of χ^2 is greater than the Table value, it is significant. Hence the null hypothesis is rejected at 5% level of significance and we may conclude that there is significant relationship between Gender and effectiveness of programmes attended by the respondents.

Hypothesis – 2

H₀: There is no significant relationship between marital status and type of programme attended by the respondents.

H₁: There is significant relationship between marital status and type of programme attended by the respondents.

Test statistics: Chi Square Test

TABLE 8: RESULT OF CHI-SQUARE TEST

Test statistics	Degree of Freedom	Level of Significance	Computed Value of χ^2	Table value	H0 Accepted or Rejected
χ^2	4	0.05	4.6912	9.468	Accepted

Since the calculated value of χ^2 is less than the Table value, it is not significant. Hence the null hypothesis may be accepted at 5% level of significance and we may conclude that there is no significant relationship between marital status and type of programmes attended by the respondents.

FINDINGS

The major findings of the study are:

- Majority of the respondents from organized sectors are male whereas that of unorganized sectors are female.
- Majority of the respondents are married while minor section is unmarried and remaining are widowed.
- In organized sector most of the respondents are graduate where as in case of unorganized and rural sector majority of the respondents are below matriculation qualification.
- In organized sector majority of the respondents attended the employee empowerment programme where as special seminars were mostly conducted among unorganized and rural sectors.
- In organized sector the programmes conducted are highly effective in the opinion of 50% respondents while it is moderately effective as per 47% of respondents. But more than 74 % of the respondents from organized sector opines that the programmes attended are highly effective.
- The respondents are of the opinion that CBWE is effective in imparting the training programmes.
- Inadequate duration and lack of follow up are the major drawbacks of the training programmes of CBWE.

SUGGESTIONS

- ❖ Majority of the programmes conducted are either employee empowerment programme or special seminars. Other type of programmes should also be given importance. The duration for training programmes should be increased in order to make it more effective.
- ❖ Follow up measures should be undertaken by the board. Better results can be achieved only if there is proper follow up.

CONCLUSION

Quality of work life is a process in which the organization recognizes their responsibility for excellence of organizational performance as well as employee skills. Training implies constructive development in such organizational motives for optimum enhancement of quality of work life of the employees. The Scheme of Workers Education aims at achieving the objectives of creating and increasing awareness and educating the workforce for their effective participation in the socio-economic development of the country. The study reveals that the training programmes of CBWE are helping the labour force both in organized and unorganized sectors which resulted in the up gradation of their skills and knowledge. Highly effective training Methodology, very good attitude of Trainer’s, highly effective training content and adequate facilities offered by the CBWE helps it to achieve its set goals.

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