

SUMMARY AND RECOMMENDATIONS

Agricultural Extension is considered one of the most important existing organization in the agricultural sector because its most important objective is creating a group of behavioural changes for most people through the extension educational process in which the extension agent is the change agent. Because of the importance of the extension agents' role, the extension organization must develop his knowledge and skills through organizing training courses for developing any deficiency occurring in his performance.

Taking in consideration that trainers is the corner stone in the training process, where any deficiency in their abilities, capabilities, and performance will affect undoubtedly the general training level and realizing its desired objectives.

For that, the training administration should care about choosing the trainers according to some agreed upon criteria to guarantee the success of training process. Consequently, it became a must to determine the most important of these criteria from both the points of view of training experts and extension agents for reaching a list which could be utilized in choosing efficient trainers.

From that and due to the lack of studies in that field this present study was carried aiming to realizing the following objectives:

1. Determining the characteristics of the successful extension trainers from both the points of view of extension experts and extension agents and the degree of their agreement about such characteristics.
2. Determining the opinion of extension agents about the existence of these characteristics for those trainers of the studied training course.
3. Deducting the most important criteria utilized in choosing extension trainers in A.R.E.

Five assumptions were set up for realizing the objectives of determining differences in the opinion of both extension experts and extension agents about the most important characteristics of the successful extension trainers.

This study was carried out in the 4 governorates of Domietta, Dakahlia, Beni-Swief and El-Menia representing all A.R.E. training governorates in which the studied process was executed among governorates. 8 districts were chosen from these 4 governorates at a rate of 2 districts from each

governerotes. This studied extension agents in the 4 governerotes of the study amounted is 945 ones. Data was collected from all the 8 randomly choosen districts of the 4 studied governerotes who amountedto 208 extension agents represinting 22% of their population and about only 8.05% of the total extension agents attending this training cource in the 11 governerotes. Also 17 extension experts were chossen who 10 for them were been qualified academic personnal having Ph.D in agricultural extension and 7 of them were executive personnal from well experienced at least for 10 years in extension training from the general administration of training.

Data was collected from the extension experts during November and December 1991 and collected from the sample of extension agents during May 1992 through 2 sepearte designed and tested queetionnaires.

The experts and the extension questionnaires included information about the most important characterstics of successful extension trainer under five main groups of characterstics which were:

Knowledge and skills characterstics including 5 ones, leadership characterstics including 8 ones, communication characterstics including 12 ones, personal characterstics including 10 ones and bodial and featurel characterstics including 3 ones. That made the total characterstics amounting to 38 ones.

After collecting data, it was treated quantitatively in which the importance of characterstics and their existance were given degrees on the premention 3 degrees scals equal to 3,2 and 1 respectively.

In presenting and analyzing data, tabulation, frequencees, percentages and 'Z' test statistical criteria and techniques were utilized.

The most important results of the study would be summerized under the following major 4 findings:

1. First: Extension experts openion about characteristics of successful extension trainers:

Most of the experts agreed upon the importance of a group of characteristics with percentages ranging from 76.0% to 94.0%.

The experts agree with 24 characteristics among 38 characteristics that is very important.

2. Second: Extension agents opinion about characteristics of successful extension trainer:

The vast majority of the trainees agreed upon with ranging

from 76.0% to 92.0% the importance of some characteristics.

The extension agents agree with 33 characteristics.

3. Third: Related to difference in both extension experts and agents about the importance of the characteristics of extension trainer:

Both the experts and extension agents was an agreement between the two studied categories about 27 characteristics for the successful extension trainer.

4. Fourth: Related to trainees opinion about the existence of these characteristics for the studied training course trainees:

The majority of the trainees agreed upon that the present of studied course trainers have completely the six following characteristics which are:

Correctness of senses, correctness of the body and its vitality, good lookness and appearance, enthusiasm, self control and humbleness.

RECOMMENDATIONS

In the light of this research results:

1. The care of the responsible bodies about extension training with including the demonstration side, practical training and field visits in the future extension training courses and with caring about elongating the period of these training courses to a more suitable period.
2. Taking in consideration the personal opinion of the extension agents when nominating them for attending the training courses, informing them with the content of the training course before the course with a suitable time for guaranteeing more benefiting and knowledge about the suitability of the courses subjects for their objectives and needs.
3. The care of responsible bodies about extension training in choosing the trainers having the maximum possible number of characteristics of the successful extension trainer.
4. Trying to develop most of these characteristics for potential extension trainers specially the new persons through continuous and serious training courses to be held for those potential trainers.

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**"Selecting and Evaluating of Trainers
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