APPENDIX I to VI
5.2 TENTATIVE TRAINING PLAN

This appendix presents the session-wise training plan, with the topics, summary of content, venue, size of the trainee batch, seating arrangement, trainer, training methods, audio-visual aids and material, and duration, along with the objectives.

5.2.1 TUP: A list of 12 topics were identified for the training programme:

(1) MLP in village panchayats: an overview
(2) Environment building and motivating the trainees
(3) Steps and process of preparing micro plans in village panchayats
(4) Project identification and selection of viable projects
(5) Setting goals and objectives
(6) Technical and economic analysis
(7) Preparation of work plan
(8) Resource planning
(9) Financial planning
(10) Planning for monitoring and evaluation
(11) Part-A Final appraisal
     Part-B Triangular model of plan appraisal
(12) Preparing the draft panchayat plan.

5.2.2 CONSTANT COMPONENTS:

(1) Number of Trainees : 26
(2) Number of training days : 3 (non-residential)
(3) Daily training timings : 10.00 a.m to 5.30 p.m
(4) Number of daily sessions : 4
(5) Duration of each session : 75 to 90 minutes
(6) Training methods
   i) Lecture-cum-discussion
   ii) sharing experience by the trainees
   iii) discussion

(7) Audio-visual aids
   i) 01 IP transparency
   ii) Distribution of topic synopsis and reading material on MLP
   iii) Video film on relevant development projects

(8) Seating arrangement
   Chairs in semi-circle

(9) Trainers
   Staff members of GRI

(10) Monitoring and feedback methods
   i) Summarising the learning by the trainees
   ii) Daily review at day’s end
   iii) Still-photographing important events
   iv) audio recording the lectures
   v) Formal end evaluation through feedback schedule and SWOT analysis
   vi) Employing observers to monitor the content & process of training

(11) Training period
   19-21 December 1997

(12) Venue
   New Conference Hall, GRI, Gandhigram

5.2.3 SESSION-WISE TRAINING PLAN

5.2.3.1 INAUGURATION AND SESSION 1

<table>
<thead>
<tr>
<th>Topic</th>
<th>MLP in Village Panchayat: An Overview</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trainer</td>
<td>Dr. N. Markandan, Research Supervisor</td>
</tr>
<tr>
<td>Objective</td>
<td>To make the trainees understand the importance of preparing micro plans in village panchayats</td>
</tr>
</tbody>
</table>

Summary of Content:
* Rationale behind MLP
* Drawbacks of the existing centralised planning system
* Main focus and salient features of MLP

Reading Material: A booklet, *Planning in Urban and Rural Local Bodies*, written in the vernacular (Tamil) by the trainer, to be distributed to the trainees for ready reference
5.2.3.2 TRAINING SESSION 2

**Topic**
- Steps and Process of Preparing Micro Plans in Village Panchayats

**Trainer**
- Dr. B.S. Nagarajan, Professor of Agricultural Extension

**Objective**
- To orient the trainees in the steps and process of preparing micro plans and projects

**Summary of Content:**
- Broad outline of the subject content of training programme
- Steps in preparing micro plans in village panchayats
- Process of preparing projects with people’s participation

5.2.3.3 TRAINING SESSION 3

**Topic**
- Environment Building and Motivating the Trainees

**Trainers**
- (1) Dr. N. Narayanasamy, Professor of Extension and PRA Training Coordinator
- (2) V. Ragupathy, Senior Lecturer in Political Science

**Objectives**
- (1) To make the trainees understand the process of organising the planning team and subject committees and to motivate them to undertake the task of planning
- (2) To acquaint the trainees with the salient features of the 73rd Constitutional (Amendment) Act of 1992

**Summary of Content:**
- Sharing of expectations by the trainees and fine-tuning the training plan
- Organising village planning team and subject committees
- 73rd Constitutional (Amendment) Act of 1992 and the 29 items of work and other guidelines related to planning

5.2.3.4 TRAINING SESSION 4

**Topic**
- Project Identification & Selection of Viable Projects

**Trainer**
- Dr. S. Ramachandran, Reader in Economics

**Objective**
- To orient the trainees in identifying and selecting viable projects

**Summary of Content:**
- Ways and means of identifying development projects
- Classification and selection of projects
- Initial screening and selection of viable projects
- Justification for the selected projects
- Defining the selected projects
5.2.3.5 TRAINING SESSION 5

**Topic**: Setting Goals and Objectives  
**Trainer**: Dr. B.R. Dwaraki, Reader in Sociology  
**Objective**: To educate the trainees in setting goals & objectives  
**Summary of Contents:**  
* Parameters for setting goals and objectives  
* Identification between goals and objectives  
* Process of setting goals and objectives  
* Firming-up the selected goals and objectives with reference to field realities

5.2.3.6 TRAINING SESSION 6

**Topic**: Technical and Economic Analysis  
**Trainer**: Dr. N. Thillainayagam, Reader & Head, Dept. of RIM  
**Objective**: To educate the trainees in assessing project demand potential and in preparing project production plan  
**Summary of Content:**  
* Primary tasks under technical and economic analysis  
* Method of assessing project scope and demand potential  
* Evolving project production strategy  
* Guidelines for selecting various components of production strategy  
* Selection of project beneficiaries  
* Criteria for final selection of project production strategy  
* Final analysis and selection of appropriate production strategy

5.2.3.7 TRAINING SESSION 7

**Topic**: Preparation of Work Plan  
**Trainer**: Dr. P. Arumukham, Reader and Dean, RD  
**Objective**: To inculcate the required knowledge in preparing project work plan  
**Summary of Content:**  
* Identifying project milestones, events and activities  
* Classifying and arranging activities  
* Determining relationship among the activities  
* Project duration estimation  
* Levelling the work plan with reference to resources  
* Drafting the final work plan
5.2.3.8 TRAINING SESSION 8

Topic: Resource Planning

Trainer: Reader in Community Development

Objective: To train participants in estimating project resource requirements

Summary of Content:
- Assessing the types and nature of resource requirements
- Estimating the required material and manpower requirements
- Classifying them into non-recurring, standing, and recurring resources
- Evolving the total resource requirements
- Identifying substitutes
- Identifying local resources and matching them with the project resource requirements
- Identifying the source of supply
- Estimating the cost
- Final appraisal of the resources

5.2.3.9 TRAINING SESSION 9

Topic: Financial Planning

Trainer: Dr. N. Meenakshisundaram, Reader, Dept.of RIM

Objective: To educate the trainees in estimating project financial requirements, identifying sources of funds, and preparing budget

Summary of Content:
- Estimating project capital cost and operating cost
- Estimating project operating benefits and revenue
- Identifying internal and external sources of funds
- Appraising financial viability
- Preparing project budget

Reading Material: Printed reference material on sources of funds for panchayats to be handed out to the trainees

5.2.3.10 TRAINING SESSION 10

Topic: Planning for Monitoring and Evaluation

Trainer: Dr. M.P. Boraian, Reader in Extension

Objective: To educate the trainees in choosing measures of project monitoring & evaluation

Summary of Content:
- Knowledge of the present practice of monitoring & evaluation
- Types of monitoring & evaluation
- Tools and techniques of monitoring & evaluation
- Social audit
- Selection of monitoring and evaluation methods
5.2.3.11 TRAINING SESSION 11

Part A: Topic: Project Final Appraisal

Trainer: A. Easwaran, Senior Lecturer in Extension Education

Objective: To impart knowledge of project final appraisal

Summary of Content:
* Importance of project final appraisal
* Social cost benefit analysis
* Comprehensive appraisal through feasibility matrix

Part B: Topic: Triangular Model of Plan Appraisal

Trainer: A. Easwaran

Objective: To educate the trainees in assessing the feasibility of the plan in consultation with project partners & experts

Summary of Content:
* Presenting of the projects by the village panchayat presidents in the triangular meeting
* Justifying the projects proposed
* Finalising the accepted projects

5.2.3.12 TRAINING SESSION 12

Topic: Preparing the Draft Panchayat Plan

Trainers: Dr. N. Narayanasamy and A. Easwaran

Objective: To familiarise the trainees with the contents and formats of the draft plan and educate them in presenting them in simple form

Summary of Content:
* Content and format for presenting the projects
* Preparation of simple charts & tables for presenting the draft plan
* Preparation of the final draft panchayat plan

5.2.3.13 VALEDICTORY SESSION

Purpose: Review and evaluation

Moderators: Dr. N. Narayanasamy and A. Easwaran

Objective: To review & summarise the learning acquired in the training programme

Summary of Content:
* Summarising the training content and presenting a comprehensive picture of the topics covered
* Reviewing the learning acquired by the trainees
* SWOT Analysis
* Final or end evaluation
* Vote of thanks
* Closing the training programme
### 5.2.4 TENTATIVE TRAINING TIME TABLE

<table>
<thead>
<tr>
<th>Date</th>
<th>Sl.No. of Session</th>
<th>Daily Timings From</th>
<th>To</th>
<th>Duration (in minutes)</th>
</tr>
</thead>
<tbody>
<tr>
<td>19.12.1997</td>
<td>I (Inauguration)</td>
<td>10.00 am 11.30 a.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>II</td>
<td>11.45 a.m 1.15 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>III</td>
<td>2.00 p.m 3.30 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>IV</td>
<td>3.45 p.m 5.15 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>20.12.1997</td>
<td>V</td>
<td>10.00 a.m 11.30 a.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VI</td>
<td>11.45 a.m 1.00 p.m</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VII</td>
<td>2.00 p.m 3.30 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>VIII</td>
<td>3.45 p.m 5.15 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>21.12.1997</td>
<td>IX</td>
<td>9.30 a.m 11.00 a.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td></td>
<td>X</td>
<td>11.15 a.m 12.30 p.m</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td></td>
<td>XI</td>
<td>1.45 p.m 3.00 p.m</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td></td>
<td>XII</td>
<td>3.00 p.m 4.15 p.m</td>
<td>75</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Valediction</td>
<td>4.30 p.m 6.00 p.m</td>
<td>90</td>
<td></td>
</tr>
<tr>
<td>Daily</td>
<td>Coffee/tea</td>
<td>11.30 a.m 11.45 a.m</td>
<td>15</td>
<td></td>
</tr>
<tr>
<td>Daily</td>
<td>Lunch</td>
<td>3.30 p.m 3.45 p.m</td>
<td>15</td>
<td></td>
</tr>
</tbody>
</table>

The tentative training design presented above was evolved based on the views and opinions of the selected VPPs, the assessing respondents and experts, subject to local constraints, modified and fine-tuned wherever necessary and possible according to the felt needs of the trainee VPPs.
APPENDIX II

QUESTIONNAIRE FOR IDENTIFYING
PROFILE OF THE SAMPLE

Name of the respondent

1.2 Name of village panchayat and block

1.3 Sex
1.4 Age
1.5 Religion
1.6 Caste
1.7 Educational status
1.8 Marital status
1.9 No. of members in the family
1.10 Land ownership status

Assets (specify) Yes/No ... acres

1.11 Occupation i) Main:
1.12 Monthly income (total)
1.13 Monthly expenditure (total)
1.14 Debt position
1.15 Are you affiliated to any political party? Yes/No
1.16 If yes, i) Specify the party: ii) Duration:
1.17 Are you associated with any other village level organisatio? Yes/No
1.18 If yes, specify:
1.19 Do you have any previous experience of serving in panchayats? Yes/No
1.20 If yes, specify i) Where
1.21 ii) In what capacity
1.22 iii) How long :
1.23 Did either of your parents serve in panchayats earlier? Yes/No
1.24 What motivated you to become panchayat president? (Tick V)
i) desire to serve community
1.25 ii) persuasion by individuals and community
1.26 Have you undergone any training previously? Yes/No
1.27 Your present address:
llle 2: INTERVIEW GUIDE FOR IDENTIFICATION OF TRAINING NEEDS

: of the respondent

i of the village panchayat : lock

on aware of the duties and rights of the VPPs? Y/N

, your views about them :

on aware that you have the right to prepare development plans for
tville panchayat? fully aware/moderately aware/not aware

:, record your response: know before explication/know after
nation

ling of projects/programmes requires knowledge of certain items.
tems are listed below. Could you please tell whether you have any
ledge of the items listed? (Mark A/B/C in the box given fol-
ding your response for fully aware/moderately aware/not aware)

Project identification

velops of assessing people's problems
velops of identifying projects
Classification and prioritisation of identified projects
Analysis and selection of viable projects
usification for the selected projects
Defining the selected projects
2.7.2 Selling goals and objectives

1) Assessing the capacity of the implemented
2) Understanding the present status of the people
3) Extent of involvement of government and other organisations in the selected project(s)
4) Scope for people's participation
5) Government goals and objectives
6) Process of setting goals and objectives
7) Defining the goals and objectives of project(s)

2.7.3 Technical and economic analysis

1) Assessing the demand potential of projects
2) Selecting suitable strategy along with size, location and inputs of project(s)
3) Assessing technology and skill requirement
4) Identifying beneficiaries

2.7.4 Preparation of work plan

1) Identification of project activities
2) Classifying and arranging the activities
3) Estimating duration and inputs
4) Preparing detailed work plan

2.7.5 Resource planning

1) Assessing the type of resources required at different stages
2) Estimating the quality, quantity & cost of required resources
3) Identifying locally available material resources
4) Assessing the possible non-financial resource support from people and outside
5) Identifying substitutes
6) Selecting ways and means of acquiring and storing resources
7) Estimating total resource requirement
2.7.6 Financial Planning

1) ZZ Government guidelines on financial matters
2) Present financial status of the panchayat
3) Source of funds-internal and external
4) Ways and means of raising additional funds
5) Financialization fixed and recurring investments
6) Assessing financial requirements at various stages
7) Preparing budget and balance sheet
8) Appraising financial viability

2.7.7 Manpower Planning

1) Assessing the present manpower status
2) Assessing skilled and technical manpower required
3) Planning the role and responsibilities of people and others
   i) Estimating the followings: i) total manpower requirement
   ii) employment generation in) training requirement

2.7.8 Planning for monitoring and evaluation

1) Knowledge of the current practice of monitoring & evaluation
2) Selecting suitable type of monitoring and evaluation
3) Selecting tools and techniques for monitoring and evaluation
4) Fixing the person and agency for monitoring and evaluation

2.7.9 Final appraisal of the formulated project(s)

7 10 Preparing comprehensive village panchayat plan

7 11 Format and forms for presenting the prepared plan
iic 3: ASSESSING RESPONDENTS’ CHOICE OF THE FACTORS FACILITATING FA V()l I RABLE TRAINING CLIMATE

ry of respondent

Trainee BDO/Schemes BDO/
GRI Training Staff

lg Strategy

/ the relevant training strategies:

me training : To enhance knowledge and
avoid mere information
Sensitivity training, developing
qualities, values, attitudes
Application of the learning
oriented training : Focus on individual development & not limited to the job situation
nil development

ig content sequence

y the sequence(s) of topics suited to the trainees:

general to specific known to unknown
theory to practice observation to analysis
simple to complex stimulation to reflection

ing agency

city the suitable agency for imparting training:
ernment/non-governmental organisations/educational institutions/PR
itutions/specialised training institutions

ify the facilities required at the training centre:

icily the expectation(s) of the trainees from the training agency

two-way communication equal treatment
insurance against insecurity transparency
non-threatening situation flexibility
congenial atmosphere unbiased
climate of respect freedom from prejudice
provision for follow-up committed to the task
Specify the expected role of the trainer:

<table>
<thead>
<tr>
<th>Teacher</th>
<th>Information Provider</th>
<th>Facilitator</th>
<th>Coordinator</th>
<th>Catalyst</th>
<th>Guide</th>
</tr>
</thead>
</table>

Specify the required qualities of the trainer:

<table>
<thead>
<tr>
<th>Knowledge</th>
<th>Flexibility</th>
<th>Ability to communicate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Experience</td>
<td>Patience</td>
<td>Efficient management</td>
</tr>
<tr>
<td>Commitment</td>
<td>Good Listener</td>
<td>Understand trainees</td>
</tr>
<tr>
<td>Helping Attitude</td>
<td>Good Learner</td>
<td>Involve trainees</td>
</tr>
<tr>
<td>Innovative Teaching</td>
<td>Unbiased</td>
<td>Equal Treatment</td>
</tr>
<tr>
<td>Use Local Language</td>
<td>Use AVA</td>
<td>Non-judgmental</td>
</tr>
<tr>
<td>Tact</td>
<td>Stimulative</td>
<td>Good Character</td>
</tr>
</tbody>
</table>

Trainees

Specify whether the training should be voluntary/compulsory

Do trainees need any pre-training motivation? Y/N

Do trainees need any monetary support? Y/N

Specify the optimum number of trainees in a batch:

Opinion on the gender combination: mixed/unisex

Specify the relevant areas of trainees' involvement in the training:

<table>
<thead>
<tr>
<th>Selection of Projects</th>
<th>Day-to-Day Arrangements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Decision-Making</td>
<td>Planning Co-curricular Activities</td>
</tr>
<tr>
<td>Programme Planning</td>
<td>Evaluating Trainers</td>
</tr>
<tr>
<td>Coordination</td>
<td>Concurrent &amp; End Evaluation</td>
</tr>
<tr>
<td>Running the Mess</td>
<td>Managing Trainees</td>
</tr>
<tr>
<td>Arranging Field Visits</td>
<td>Problem-Solving</td>
</tr>
<tr>
<td>Promoting Team Work</td>
<td>Welcoming and Thanking Trainers</td>
</tr>
<tr>
<td>Sharing Experience</td>
<td>Documentation and Reporting</td>
</tr>
</tbody>
</table>

Specify the expectation(s) of trainees from co-trainees:

<table>
<thead>
<tr>
<th>Transparency</th>
<th>Attitude of Self-Discovery</th>
</tr>
</thead>
<tbody>
<tr>
<td>Active Participation</td>
<td>Attitude of Trust</td>
</tr>
<tr>
<td>Listen to Others</td>
<td>Sharing Experience</td>
</tr>
<tr>
<td>Admit Differences</td>
<td>Participate in Team Work</td>
</tr>
<tr>
<td>Freedom from Inhibition</td>
<td>Freedom from Family Burden</td>
</tr>
<tr>
<td>Improve Self-Image</td>
<td>Attitude of Acceptance</td>
</tr>
<tr>
<td>Tolerate Ambiguity</td>
<td>Non-judgmental</td>
</tr>
<tr>
<td>Emotional Control</td>
<td>Freedom from Prejudice</td>
</tr>
<tr>
<td>Unbiased</td>
<td>Non-domination</td>
</tr>
</tbody>
</table>
Types of Training
Specify the suitable type of training:
pre-service/in-service  residential/non-residential
ad hoc/periodical  continuous/discontinuous
full-time/part-time  structured/semi-structured/unstructured

3. Training methods
Specify suitable methods of training:
farm and home visit  brainstorming
lecture-cum-discussion  syndicate method
group discussion  case study
PRA and RRA  role play
demonstration  games
Panel discussion  film show
question & answer  observation visit
quiz session  field placement
buzz groups  learning by doing

4. Training aids
1. Specify the relevant training aids:
reading material  computer
charts and posters  radio
diagrams and maps  audio-cassettes
chalk and board  television
flash cards  songs
flip charts  drama
OHP transparency  film

2. Specify the type of field training suitable for trainees:
household survey/visiting a model panchayat/model project
formulation/placement in NGOs

10. Venue and seating
10.1 Specify suitable venue for conducting the training:
rural/urban, service village/outside, central place/remote area.
10.2 Specify suitable type of training venue:
classroom/open place/field/classroom and field
10.3 Specify suitable type of seating for trainees: chain/floor
10.4 Specify suitable pattern of seating for trainees:
circle/semi-circle/U shape/rows
11. Timings and duration

11.1 Specify desirable duration of the training programme:
    maximum --- days, optimum --- days, minimum --- days

11.2 Specify desirable total training time per day:

11.3 Specify desirable starting and closing time daily:
    starting --- a.m.; lunch --- to --- p.m.; closing --- p.m.

11.4 Specify desirable number of sessions per day:

11.5 Specify desirable duration of each session:

11.6 Specify distribution of time for various activities.
    listening: discussion: group work:
    lunch: tea break: field.

11.7 Specify the suitable month(s) for conducting the training:

11.8 Specify the desirability of holidays:
    necessary: not necessary

12. Specify the suitable type of follow-up activities

13. Specify your suggestions for making training more effective:

   i)

   ii)

   iii)

   iv)

14. Anything else you wish to say:
APPENDIX V

Schedule 4: PRE-TRAINING EXPECTATIONS OF THE VPPS INVITED FOR THE TRAINING

4.1 Name of the VPP

4.2 Name of Village panchayat

4.3 Name of the block

4.4 Sex

4.5 How did you feel on being invited to the training programme?

4.6 What are your initial expectations from the training programme?
   i)
   ii)
   iii)
   iv)

4.7 Do you feel that the learning from the training will be useful to you?
   i)
   ii)
   iii)
   iv)
APPENDIX VI

Schedule 5 : FEEDBACK (Continued)

Name: 
Panchayat: 
Block: 

Please tick the appropriate response against each item. If your response is other than the given alternatives, please specify:

5.1. The training should be: 

Voluntary compulsory

5.2. Did you participate in training activities other than listening? 

participated not participated

5.3. Trainee-trainer relationship: 

good fair poor

5.4. Adjustability of the trainers: 

good fair poor

5.5. Overall performance of the trainers: 

good fair poor

5.6. Synopses and reading material handed out: 

very useful fairly useful not useful

5.7. Degree of clarity of communication: 

clear fairly clear not clear

5.8. Overall quality of instruction: 

good fair poor

5.9. Relevance of illustrations provided: 

relevant fairly relevant not relevant

5.10. Effectiveness of teaching methods used: 

effective fairly effective not effective

5.11. Effectiveness of the AVAs used: 

effective fairly effective not effective

5.12. Adequacy of physical facilities provided: 

quite adequate inadequate
5.13 Nature of subject content : predominantly theoretical, predominantly practical, equally theoretical and practical

5.14 Opinion of emphasis on various subjects : over-emphasised, optimal, under-emphasised

5.15 Received an integrated picture of the topics : received, not received

5.16 Duration of the training : optimal, too long, too short

5.17 Number of sessions per day : optimal, too many, too few

5.18 Duration of individual sessions : optimal, too long, too short

5.19 Opinion on the various components & training sessions : satisfactory, unsatisfactory

5.20 process of conducting the training: good, fair, poor

5.21 Level of understanding of the training inputs

Tick G, A or P (GOOD, AVERAGE, POOR) for recording your response:

1) MLP in village panchayat-an overview G/A/P
2) Environment building and 73rd Amendment and 29 items of work G/A/P
3) Planning process under MLP G/A/P
4) Project identification and selection G/A/P
5) Setting goals and objectives G/A/P
6) Technical and economic analysis G/A/P
7) Preparation of work plan G/A/P
8) Resource planning G/A/P
9) Financial planning G/A/P
10) Planning for monitoring and evaluation G/A/P
11) Final appraisal G/A/P
12) Triangular model of plan appraisal G/A/P
13) Preparation of draft plan G/A/P
14) Content and format of draft plan G/A/P
15) Draft plan-charts and tables G/A/P
5.22 The most gratifying features oflic (raining pios>iamnu/ uric

5.23 Is there any feeling of change in you'.
perceived positive change/
feel confident of formulating viable development pioicch ,nd plan

5.24 To what extent will this training help you to formulaic ullage paneha\ at
plans and to discharge your duties'.
to large extent/to some extent/not at ail

5.25 What were the major outcomes of the training '• I 'w./ tiic rc\ç\æi< i
* developed greater understanding of lic planning piooce ◁
* gained new knowledge
* acquired new skills related to planning
  * developed better understanding of own role and ie^nsn>ihmu:>
    in planning
  * understood the roles and responsibilities of otheis m planning

5.26 Did the training fulfil your expectation ?

5.27 Rating of overall impact oflic training, gomj !,m 'pooi

5.28 Specify suitable type of follow-up activities

5.29 Specify your suggestions for improving lic mining iumuamn.,'

')

hi)

iv)

5.30 Anything else you wish to say:
5.22 The most gratifying feature of the training programme was...

5.23 Is there any feeling of change in you?

perceived positive change
feel confident of formulating viable development plans and goals

5.24 To what extent will this training help you to formulate village development plans and to discharge your duties?

to large extent to some extent not at all

5.25 What were the major outcomes of the training?

* developed greater understanding of the planning process
* gained new knowledge
* acquired new skills related to planning
* developed better understanding of one's role and responsibilities in planning
* understood the roles and responsibilities of others in planning

5.26 Did the training fulfil your expectations?

5.27 Rating of overall impact of the training: poor | fair | good | very good | outstanding

5.28 Specify suitable type of follow-up activities:

5.29 Specify your suggestions for improving the training programme:

i)

ii)

iii)

iv)

5.30 Anything else you wish to say?
5.22 The most gratifying features of the training programme were

5.23 Is there any feeling of change in you?

perceived positive change
feel confident of formulating viable development projects and plan

5.24 To what extent will this training help you to formulate village panchayat plans and to discharge your duties?

to large extent to some extent not at all

5.25 What were the major outcomes of the training? (Tick the relevant)
* developed greater understanding of the planning process
* gained new knowledge
* acquired new skills related to planning
* developed better understanding of own role and responsibilities in planning
* understood the roles and responsibilities of others in planning

5.26 Did the training fulfil your expectation?

5.27 Rating of overall impact of the training: good/fair/poor

5.28 Specify suitable type of follow-up activities:

5.29 Specify your suggestions for improving the training programme:

i)

ii)

iii)

iv)

5.30 Anything else you wish to say: