CHAPTER - IV

PROGRAMMES AND ACTIVITIES OF HOME GUARDS

Every organization has its own programmes and activities. The success of organization depends on the effective implementation of programmes activities. Every member of the organization has to strive hard in carrying out these functions. In this context an attempt in this chapter has been made to examine the activities of the members of Home Guards organization.

Attendance for Parade and duties

Regular parade for the personnel contribute much for their physical and mental development. It helps to develop a sense of discipline and dedication. Therefore a question was asked with the respondents to state whether they are regularly attending the parade and duties. The information about the same is given in table No. 4.1

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regularly</td>
<td>384</td>
<td>96.0</td>
</tr>
<tr>
<td>Occasionally</td>
<td>16</td>
<td>4.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>400</td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>
The table No 4.1 shows that majority (96.05%) of the respondents reported that they are attending the parades and duties regularly. Attending the parades is a part and parcel of Home Guards organization. This helps in the development of organization. Those who were unable to attend regularly because of illness to attend household activities, festivals at home etc.

**Frequency of Attendance to Parade**

The Basic objective of performing parade on the ground is to inculcate high standard of discipline, behaviour, and to create pride about Home Guards organization among the Home Guards. It also imbibe strength and unity among the Home Guards to co-ordinate their mind and body and also provides basic foundation which is essential for the unity of the organization. It also plays important role in preparing Home Guards for field work. It also develops a sense of faithfulness, obedience, and it creates a sense of unity and a spirit the core which is part and partial of the Home Guards organization. Therefore an effort was made to collect the information about attendance of the Home Guards for parade. The responses are given in table 4.2.
Table No 4.2

Frequency of Attending Monthly Parade

<table>
<thead>
<tr>
<th>Number of Parades</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>4 Parades</td>
<td>235</td>
<td>58.7</td>
</tr>
<tr>
<td>3 Parades</td>
<td>120</td>
<td>30.0</td>
</tr>
<tr>
<td>2 Parades</td>
<td>37</td>
<td>9.3</td>
</tr>
<tr>
<td>1 Parades</td>
<td>08</td>
<td>2.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The data shown in table 4.2 reveals that majorities (88.7%) of the respondents have attended 3 to 4 parades in a month and small portion of the respondents have attended to 2 to one parade. Normally there will be 4 parades in a month. All the personnel expected to attend all the parades. Those who do not attend parades regularly they will be giving a show cause notice. They may be removed if they are not attending parades regularly.

Opinion about parade timings and durations.

As per the rules of the home guards manual act, the parade training will be in morning hours and will be two and half hours duration. Therefore an effort is made to know the attitude of home guards about the timings as well as duration of the parade. The data pertaining to same are given in table 4.3.
Table No 4.3

Opinion About Parade Timings and Durations

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfied</td>
<td>360</td>
<td>90.0</td>
</tr>
<tr>
<td>Not Satisfied</td>
<td>21</td>
<td>5.25</td>
</tr>
<tr>
<td>No response</td>
<td>19</td>
<td>4.75</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table 4.3 indicates that majority of the respondents 90.00 per cent are satisfied about the timing and duration of the parade where as 21 (5.25 per cent) of the respondents are not satisfied. This may be because of the fact that they find it difficult in the early morning to go to parade ground which is far away from their dwelling units.

Distribution of Parade allowances

Home Guards get Parade allowances according to their attendance for the parade and training. In this context an effort is to know the opinion of the respondents about the distribution of Parade allowances to them. The information presented in table 4.4
Table No 4.4

Opinion on Distribution of Parade Allowances

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Should be given Every months</td>
<td>46</td>
<td>11.5</td>
</tr>
<tr>
<td>Distributed Every 2 months</td>
<td>110</td>
<td>29.0</td>
</tr>
<tr>
<td>Distributed Every 3 months</td>
<td>226</td>
<td>56.5</td>
</tr>
<tr>
<td>Distributed Every 6 months</td>
<td>12</td>
<td>3.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The table 4.4 shows that about two-thirds (56.5%) of the respondents have opined that distribution of allowances must be done once in three months. They said they get meager amount if is distributed every month. If it is given once in three month, it helps them to utilize that amount for some constructive use. (See Table 4.4. details)

Number of day's of work (duties)

The earning of the Home Guards is depends upon how many days they work. Therefore an effort was made to know the number of day's they engaged in duties. The collected information is presented in table 4.5
Table No 4.5

Numbers of the Day's of Service In A Year (Duties)

<table>
<thead>
<tr>
<th>Days</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>30 Days</td>
<td>148</td>
<td>37.5</td>
</tr>
<tr>
<td>60 Days</td>
<td>115</td>
<td>28.5</td>
</tr>
<tr>
<td>90 Days</td>
<td>67</td>
<td>16.5</td>
</tr>
<tr>
<td>90 days &amp; above</td>
<td>70</td>
<td>17.5</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table 4.5 shows that 148 respondents have stated that they got 30 day's work whereas 115 respondents 60 days, 67 respondents 90 days, and 70 respondents got 90 days of work.

The analysis of table shows that only 70 (17.5 per cent) of the respondents have got the duties more than 90 days, majority of the respondents have got 30 and 60 days of work. It clearly indicates that the home guards have to be involved and there is a scope to assign the duties so as to utilize their services in maintaining the law and order and other difficult situations.

Respondent's opinion about efficiency of Instructors

The instructor in Home Guards organization is full paid staff and is being appointed as a full time staff by the Government is having a crucial role in the organization. He acts as a bridge between the Home Guards
staff and the higher officials. It is through trained efficiently. And it is his primary organization, which is how he plays an important role.

Hence an attempt is being made to gather information. Table 4.6 shows the responses of respondents obtained in this regard. Table 4.6

Table No 4.6

**Respondent's Opinion About Efficiency of Instructors**

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Efficient</td>
<td>244</td>
<td>61.0</td>
</tr>
<tr>
<td>Not efficient</td>
<td>30</td>
<td>7.5</td>
</tr>
<tr>
<td>No answer</td>
<td>126</td>
<td>31.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>400</td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The majority of the respondents 244 (61.0 per cent) have opined that the instructors are efficient in their duties. They conduct Parades and training on time. Their attitude towards Home Guards are good. 30 (7.5 per cent) of the respondents have told that they are not efficient. This may be because of the fact that some instructors are not punctual in their duties, 126 (31.5 per cent) have not given any responses. This is because of the fact that the instructors are immediately reporting authority if they say any thing of the against them. As a result they may have to face some problems.
Attending Training Programme

Home Guards organization conducts the different training programmes such as basic training, First aid, Fire fighting, Leadership, Traffic control, use of wireless equipment, flared rescue to improve the efficiency and technical know how of its members. Therefore an attempt is made to collect the information as to how many respondents attend such training programmes conducted by the organization, and to understand their level of participation. The details are given in the table No 4.7.

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attended</td>
<td>360</td>
<td>90.0</td>
</tr>
<tr>
<td>Not attended</td>
<td>40</td>
<td>10.0</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The analysis of table 4.7 clearly indicates that the significant majority of respondents 90.0 per cent have attended the training Programme. This was mainly because of rules and regulations, motivation and encouragement given by the organization to home guards to participate in training programmes and get the benefits. 40 (10.0 per
percent) have not attended; it may because of sickness, personal problems, festivals.

**Different kinds of Training**

In this study the information is also collected about the different training programmes and attendance of the respondents to different programmes the information given in table 4.8.

**Table No. 4.8**

**Kinds of Training**

<table>
<thead>
<tr>
<th>Multiple responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Basic training camp</td>
<td>390</td>
<td>97.5</td>
</tr>
<tr>
<td>First aid training</td>
<td>290</td>
<td>72.5</td>
</tr>
<tr>
<td>Fire fighting training</td>
<td>50</td>
<td>12.5</td>
</tr>
<tr>
<td>Leadership training</td>
<td>30</td>
<td>7.5</td>
</tr>
<tr>
<td>Traffic control training</td>
<td>40</td>
<td>10.0</td>
</tr>
<tr>
<td>Wireless training</td>
<td>50</td>
<td>12.5</td>
</tr>
<tr>
<td>Instructor training</td>
<td>60</td>
<td>15.0</td>
</tr>
<tr>
<td>Flood rescue training</td>
<td>79</td>
<td>19.75</td>
</tr>
<tr>
<td>Refresher course training</td>
<td>50</td>
<td>12.5</td>
</tr>
</tbody>
</table>
Table No. 4.8 shows that, majority 390 (97.5 per cent) have attended basic training camp, as it is compulsory for all Home Guards to attend this training. In this training programme instructors train the personal in handling of arms and ammunition Drills, parades, basic discipline. 290 (72.5 per cent) respondents have attended first aid training attendance of the respondents to other trainings like fire, fighting, leadership, training, traffic control, wireless flood rescue are less in number because these trainings are conducted at level in Central Training Academy Bangalore. The Home Guards Organization deputes the Home Guards as and when such trainings are conducted.

**The efficiency of Training Programme**

The trainers have vital role to play in the implementation of training programmes as they have a crucial link between the programmes and the respondents. It is through them that the information is disseminated. Hence an attempt is made to gather information about the efficiency of the instructors as to teach different subjects. Table No 4.9 shows the responses of respondents obtained in this regard.
Table No. 4.9

Respondent's Opinion About Training

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Efficient</td>
<td>230</td>
<td>57.5</td>
</tr>
<tr>
<td>Not efficient</td>
<td>142</td>
<td>35.5</td>
</tr>
<tr>
<td>Poor</td>
<td>28</td>
<td>7.0</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table No. 4.9 shows that more than half of them (57.5%) have fully agreed that the instructors are efficient and teaching the subject every well, whereas 142 (35.3 per cent) of the respondents have said that they are not efficient 28 (7.0 per cent) have opined that the training are poor.

Suggestion to improve the training Programme.

All the training programmes are aimed at meeting the requirements of the personnel. But still there may be some scope for improvement. Hence an attempt to make collect suggestions for the improvement in the training programmes. The information is provided in 4.10.
Table No. 4.10

Suggestion to improve the training programme.

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training should be more comprehensive</td>
<td>320</td>
<td>80.0</td>
</tr>
<tr>
<td>Training should be more practical</td>
<td>350</td>
<td>87.5</td>
</tr>
<tr>
<td>Invite good resource persons</td>
<td>250</td>
<td>62.5</td>
</tr>
<tr>
<td>Training should be conducted often</td>
<td>275</td>
<td>68.75</td>
</tr>
<tr>
<td>Basic infrastructure</td>
<td>150</td>
<td>37.5</td>
</tr>
</tbody>
</table>

Table No 4.10 reveals that, majority 32 (80.0 per cent) of the respondents have opined that the training should be still more comprehensive and it should be includes more details about various aspects of training. 350 (87.5 per cent) have suggested training should be more practical then they can learn better than theoretical knowledge. 250 (62.5 per cent) have opined and suggested that the resource persons who will be called for training the personnel should be more resourceful. 275 (68.75 per cent) suggest that the training programmes should be conducted more oftenly which helps them to review the subject taught and learn better 150 (37.5 per cent) have suggested that the basic infrastructure such as class rooms, black boards, water facilities lighting, should be improved.
Training in arms and ammunition:

The home guards organization in the state is authorized to hold various types of arms for the purpose of training. As per the records in the home guards organization scale of 303 Rifles is prescribed at 20% of the actual strength of the Home Guards in the state. It is also observed that the training in other arms and ammunition is also being given. Such trainings equip the personnel to use some modern arms and ammunition. An effort is made to collect information about such trainings.

Table No. 4.11

<table>
<thead>
<tr>
<th>Response</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trained</td>
<td>367</td>
<td>91.7</td>
</tr>
<tr>
<td>Untrained</td>
<td>33</td>
<td>8.3</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table No 4.11 shows that 91.7 per cent of the respondents stated that training has been given remaining of the respondents have said that they did not.

Respondent’s opinion about the Welfare activities.

As a part of the Welfare activities a home guards fund has been instituted for the Welfare of home guards to provide ameliorative measures and to promote the general interest of the organization.
Subscription from all the Home Guards, are being collected at the rate of prescribed from time to time, according to Home Guards fund rules, the collected subscription will be credited to this fund. The members of the home guards are ministerial staff and including paid staff. Who are both the ministerial staff and paid staff are directly appointed by Government. The Government sanctions matching grants from time to time. The fund can be utilized for the purposes specified in the rules. The fund shall be managed by a central committee. Hence an attempt has been made to know the membership.

Table No 4.12

Membership of Welfare Fund

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member</td>
<td>345</td>
<td>86.2</td>
</tr>
<tr>
<td>Not member</td>
<td>55</td>
<td>13.7</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table 4.12 revels that 86.2 per cent of the respondents are the members of the Welfare fund. It means that the members of the Home Guards organization are aware about the welfare activities of the organization.
Respondent’s Opinion about promotion.

In the home guards organization there are different designations such as Assistant Section Leader, Section Leader, Sargent, Platoon commanders, adjutant, Staff officers, and Second-in command appoint to the posts of in second in command adjutent, staff offices shall be made either by direct appointment or by promotion from among the Home Guards. All commandants can make promotions of Home Guards up to the rank of Platoon Sergeant. Copies of orders of such promotions should be submitted to the commandant General. It must be ensured that promotion to higher ranks go step by step. The basic qualification for a promoter from the rank of Home Guards to only higher posts is a pass in unit officers course training.

As a part of the study the respondents were asked regarding the promotion according to their seniority, experience in their regularity, in attending parade and duties. The information is collected are presented in table 4.13
Table No 4.13

Respondent's Opinion About Promotion.

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Given</td>
<td>320</td>
<td>80.0</td>
</tr>
<tr>
<td>Not given</td>
<td>80</td>
<td>20.0</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The analysis of the table No. 4.13 shows that majority of the respondents (80 per cent) has been given promotion according their seniority and experience. Remaining of the respondents has said that they did not get promotion as they might not fulfill requirements for the promotion.

Awards and Medals for outstanding work

Generally awards are granted in recognitions of conspicuously good works or work of outstanding nature. Such awards and medals boost the morale of the individuals and also it increases the confidence level. In order to know whether the organization is giving such awards and medals a question was asked the collected information is presented in table 4.14
Table No 4.14

Awards and Medals for Outstanding Work

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Given</td>
<td>311</td>
<td>77.7</td>
</tr>
<tr>
<td>Not Given</td>
<td>78</td>
<td>19.5</td>
</tr>
<tr>
<td>We don’t know</td>
<td>11</td>
<td>2.8</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table 4.14 shows that, 77.7 per cent of the respondents said that the organization is giving awards and medals in recognition of their outstanding services.

Educational qualification for appointment

As per home guards manual act 1961 the educational qualification for the appointment as a home guard is 4th standard. In the changing circumstances this has to be raised. Keeping this in view an effort has been made to collect information about education for the appointment.
Table No 4.15

Education Qualification for Appointment

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Necessary to change</td>
<td>325</td>
<td>81.3</td>
</tr>
<tr>
<td>Not necessary</td>
<td>75</td>
<td>18.7</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table No 4.15 shows that 325 (81.3 per cent) of the respondents opined that educational qualification 4th standard for the appointment of home guard should be changed, 75 (18.7 per cent) of respondents opined that the educational qualification 4th standard for appointment of the home guard is sufficient.

**Minimum educational qualification for appointment.**

Further an effort has been made to know the respondents opinion with regard to minimum qualification excepted to be for to appointment of home guards.
Table No 4.16

Minimum Educational Qualification

<table>
<thead>
<tr>
<th>Minimum education</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>VII&lt;sup&gt;th&lt;/sup&gt; Standard</td>
<td>149</td>
<td>37.3</td>
</tr>
<tr>
<td>X&lt;sup&gt;th&lt;/sup&gt; Standard</td>
<td>233</td>
<td>58.3</td>
</tr>
<tr>
<td>P.U.C</td>
<td>18</td>
<td>4.5</td>
</tr>
<tr>
<td>Degree</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table no 4.16 indicates that majority of the respondents have opined that minimum educational qualification should be raised from 4<sup>th</sup> standard to X<sup>th</sup> standard, 149 (37.3 per cent) of the respondents said VII<sup>th</sup> standard is sufficient. A small portion 18 (4.5 per cent) felt that the educational qualification should be up to the level of place. It clearly reveals that a changing circumstances the Home Guards should have more education so as to unable themselves to equip with modern technology and modern equipments.

Responses with regard to the changed age of retirement

Further an effort was undertaken to know the respondents opinion as to what should be the retirement age.
Table No 4.17

Responses With Regard of the Change of Age of Retirement

<table>
<thead>
<tr>
<th>Retirement age</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>58 Years</td>
<td>111</td>
<td>27.8</td>
</tr>
<tr>
<td>60 Years</td>
<td>242</td>
<td>60.5</td>
</tr>
<tr>
<td>60 to 65 Years</td>
<td>47</td>
<td>11.7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

It is quite clear from the table No. 4.17 that majority of the respondents have opined that the retirement age should be raised from present 55 years to 60 years. 111 (27.8 per cent) respondents have said that the age retirement may be changed 58 years. Where as 47 (11.7 per cent) of the respondents felt that even it may be raised to 65 years. They are quite aware that state Government as well as Central Government have raised the retirement age to 60 years they feel that it may be applicable to them also.

**Regularity in getting allowances**

In order to know whether the personnel are getting their allowances regularly a question was asked. The responses about the are given in table 4.18.
Table No 4.18

Regularity in Getting Allowances

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>286</td>
<td>71.5</td>
</tr>
<tr>
<td>No</td>
<td>114</td>
<td>28.5</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table No 4.18 shows that about three fourth (71.5%) of the respondents have said that they are getting their allowances in time. However 28.5 % respondents have remarked that they are not getting allowances in time. It is taking too much time to prepare the allowances bills as it has to go to head office(Bangalore) for the counter signature, then the cheque has to go to treasury and the like. This involves lengthy process.

Encouragement by professional and sports meet

The Home Guards organization holds annual state Home Guards and professional and sports meet. The meet will however be held prior to the all India meet so that competitor could be selected and given sufficient training to participate in the all India meet. The information is collected about the encouragement to the personnel. The same is given table. 4.19.
Table No. 4.19

Encouragement by Professional and Sports Meet

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>350</td>
<td>87.5</td>
</tr>
<tr>
<td>No</td>
<td>50</td>
<td>12.5</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The table 4.19 reveals that 87.5 per cent of the respondents have opined that they have been given encouragement to professional and sports meet. During the course of investigation it is found that the Home Guard are much happy about such sports meet which gives them a kind of booster dose and break from the monotony.

Opinion regarding recruitment procedure

In any organization there is certain procedure of recruitment. It is so with home guards organization. There is recruitment committee consisting Deputy commissioner of the district is Chairman, Superintendent of Police of the district, Deputy director of the public instruction as members and district commandant of the home guards as a ex-officio member as per the home guards manual act of 1962 as per the recruitments of the organization for recruitment advertisements will be given in both print and electronic media. The eligible candidates are called for interview and at the same time the physical fitness test will also
be done. After selection verification of the records of the candidates will be done through the district police officer. If they found correct in all respects the recruitment order will be issued. A question was asked to know the respondents opinion the collected information is given in table 4.20.

**Table No 4.20**

**Opinion Regarding Recruitment Procedure**

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Satisfactory</td>
<td>325</td>
<td>81.25</td>
</tr>
<tr>
<td>Un Satisfactory</td>
<td>39</td>
<td>9.8</td>
</tr>
<tr>
<td>Can’t say</td>
<td>36</td>
<td>9.5</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>400</td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The analysis of the table 4.20 is clearly indicates that a significant majority of the respondents are satisfied about the recruitment procedure. This is so because the recruitment is being done strictly according rules and regulations of the organization, and also it indicates that there is no any scope for the favour or influence.

**Opinion about the activities of the organization**

Among the public as there is awareness and information about police organization there is not much awareness among the public about
the Home Guards organization. Therefore an effort was made to collect
the information about public awareness in table 4.21

Table No. 4.21

Awareness of the Organization

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aware</td>
<td>342</td>
<td>85.5</td>
</tr>
<tr>
<td>Not aware</td>
<td>58</td>
<td>14.5</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100.0</td>
</tr>
</tbody>
</table>

The analysis of the table 4.21 reveals that, majority 342 (85.5 per
cent) of the respondents said that public has lack of knowledge and
information about the functional activities and services of the Home
Guards organization. Small section of the respondents are satisfied with
information and knowledge of the home guards organization.

Publicity about the organization

In this study the information is also collected publicity about the
organization the information is given in table 4.22.
Table No 4.22

Publicity About the Organization

<table>
<thead>
<tr>
<th>Responses</th>
<th>Number</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness to be created</td>
<td>400</td>
<td>100.0</td>
</tr>
<tr>
<td>Awareness not to be created</td>
<td>--</td>
<td>--</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
<td><strong>100.0</strong></td>
</tr>
</tbody>
</table>

The above table No 4.22 indicates that, 400 (100.0 per cent) respondents are of the opinion that home guards organization still needs more publicity for its effectiveness.

The analysis of the table is clearly indicates that, there is need of publicity about the home guards organization and its contribution to the society.

Thus it is clear from the above analysis that majority of the respondents have attended different kinds of training programs such as basic training camp, fire fighting training, first training, flood rescue training, progressive fire disaster training etc. It is found that majority of the respondents have attended 2 to 3 trainings. The findings also reveals that majority of the respondents area not satisfied with the 6 hours of work, they said that sometimes they have to work more than 10 to 12 hours. The finding shows that majority of the respondents have opined
that they got promotion according their seniority and experience. Overall most of the home guards are satisfied with activities of the organization.