CHAPTER – IV
DATA, ITS ANALYSIS
AND INTERPRETATION
CHAPTER - IV

DATA, ITS ANALYSIS AND INTERPRETATION

4.1 Introduction

This chapter deals with the data, its analysis and interpretation. Three hundred fifteen staff members from various Kendras of Doordarshan were trained in Film and Television Institute of India, Pune in six consecutive training courses from 20 11.95 to 13.2.97. These employees of Doordarshan were trained as Producers, Production Assistants, Floor Managers, Floor Assistants, Camerapersons, Editors, Graphic Artists and Engineers. Three questionnaires were used to evaluate the training courses. One questionnaire was given to the trainees when they reported for training. Another questionnaire was given to them at the end of training. The third questionnaire was sent to their respective Kendras after completion of three months of training to find the extent to which training had helped them to perform their job efficiently. By and large all training courses conducted at Film and Television Institute of India, Pune had almost the same content and methodology. As such the conclusions drawn in this study and recommendations made are applicable to all such courses conducted till the middle of 2001. Data received by the researcher was tabularized for each question and was later analyzed. In the following paragraphs of this chapter analysis of data is presented. However the tables are presented in Appendix-II as they would have occupied a large number of pages had they been included in this chapter.

4.2 Pre-training questionnaire

Pre-training questionnaire consisted of 31 questions. Questions were asked to know the Educational and Professional qualifications of trainees, their experience in the present cadre, their perception of need of training and whether they were motivated to undergo training. Trainees were asked whether they had experienced any difficulties for joining the training. Trainees were also asked
whether they could perform their various tasks (which they were expected to do as per Doordarshan manual) before joining training and the extent of knowledge of these tasks they possessed prior to training.

Following is the information about the training courses and the trainees as per their response to the pre-training questionnaire

Duration and number of trainees in various training courses.

By and large, the duration of each course was 9-12 weeks except the first course (Induction Course for Programme Executives).

Out of 315 trainees, 25 were Floor Assistants, 2 were Scenic Designers and 1 was a Make up Assistant. It was observed that Floor Assistants could not fully read, and understand the questionnaire when it was given to them in the first training course in which they were nominated. Therefore this category of staff was dropped from the study. Scenic Designers and Make-up Assistant were not involved in the study due to their small number. Therefore 287 (315-25-2-1) was the total number of respondents to this research study. However only 273 (95.12%) responded to the first two questionnaires. (Induction Course for Programme Executives) was the first course conducted on the recommendation of Balram Committee. In this course only one category of trainees (Producers) was trained. This maiden course was conducted with the help of number of resource persons from Doordarshan. Infact FTII faced lot of difficulties to arrange these resource persons. All other courses were conducted for all categories of staff. (Table 1).

Category - wise percentage of trainees who responded to the first two questionnaires.

100 % Graphic Artist and Floor Manager trainees responded to first two questionnaires. In other categories more than 90 % trainees responded. (Table 2).
Designation of trainees

Out of 54 Producer trainees, 38 (70.37%) trainees were Programme Executives, 8 (14.81%) were Assistant Station Directors, 4 (7.40%) were Executive Producers, 2 (3.70%) were Controller of Programmes, 1 (1.85%) was Assistant Controller of Programmes and Producer Grade II. (Table 3.1).

Out of 79 Production Assistant trainees, 78 (98.73%) trainees were Production Assistants and 1 (1.26%) trainee was transmission executive. (Table 3.2).

All the Floor Manager trainees (100.00 %) had the designation of Floor Manager. (Table 3.3).

Out of 32 Cameraperson trainees, 28 (87.50%) and 4 (12.50%) trainees were Cameraperson grade II and Cameraperson grade III respectively (Table 3.4).

Out of 16 Editor trainees, 14 (87.50%) trainees were Film / Video editors and 2 trainees (12.50%) were Video editors. (Table 3.5).

All the Graphic Artist trainees (100.00 %) had a designation of Graphic Artist. (Table 3.6).

Out of 69 Engineering trainees, 49 (71.01 %) trainees were Engineering Assistants and 28 trainees (28.98%) were Senior Engineering Assistants. (Table 3.7).

Age-wise distribution of trainees

Out of 273 trainees, 113(41.39%), 117 (42.86%), 39 (14.29%) and 3(1.10%) belonged to the age group of (21-30), (31-40), (41-50) and (51-60) years respectively. 1(0.36% trainees had not mentioned age. (Table 4).
Educational qualifications of trainees.

Out of 54 Producer trainees, 51 (94.44 \%) trainees were either graduates or post-graduates. 1 (1.85\%) trainee had an additional Ph.D. also. Out of 79 Production Assistant trainees, 78 (98.73 \%) trainees were either graduates or post-graduate. Out of 8 Floor Manager trainees, 7 (87.50 \%) were undergraduates. Out of 32 Cameraperson trainees, 27 (84.37\%) trainees had diploma in Cinematography, Applied Videography and Video Production. Out of 16 Editor trainees, 5 (31.25\%) trainees were graduates. An equal number had professional diploma in Editing and 1 (6.25\%) was a Post- Graduate. Out of 15 Graphic Artist trainees, 3 (20.00 \%) trainees had Professional degree in visual communication and fine arts. 11 (73.33 \%) trainees had professional diplomas in painting, fine arts, arts and crafts, Commercial art and graduate drawing art. Out of 69 Engineering trainees, 5 (7.24 \%) had degree in Electronics and Telecommunication Engineering and 45 (65.21 \%) trainees had diploma in Electronics and Telecommunication engineering, Electronics and Sound Engineering, Electrical Engineering and Computer Programming. 8 (11.59\%) and 4 (5.79\%) Engineering trainees were graduate and post-graduate respectively. (Table 5).

Professional qualifications

Out of 54 Producer trainees, 17 (31.48 \%) trainees had some professional qualification like diploma in dramatic art, music, advertising, journalism, theater arts, advertising and public relations, Script writing, management and postgraduate diploma in dramatic arts. Out of 79 Production Assistant trainees, only 13 (16.45 \%) trainees had Professional qualification like degree in journalism, diploma in music, dance, theater, still photography, computer application, journalism and mass communication, certificate course in Videography and course in Marine Communication also. Out of 15 Graphic Artist trainees, only 1 (6.66\%) trainee had professional qualification in screen-printing.
Experience of service before joining Doordarshan

Out of 273 trainees who reported, 76 (27.83%) trainees had an experience of two years service and 197 (72.16%) had an experience of more than two years in Government and private organizations before joining Doordarshan. (Table 6).

Particular Job interest in Doordarshan.

Trainees reported that their job interest in Doordarshan was because

- Doordarshan is a powerful medium of mass communication and therefore one can effectively reach rural masses and try bringing out desirable change of attitudes and behaviour.

- Because of their interest in creative work in visual medium like Doorsarshan.

- Doordarshan is a very vast audio -visual medium where one can reach to people through their talents.

- Engineering trainees reported their job interest in Doordarshan was because Doordarshan has lot of potential for technical work

Number of years of service in their present cadre in Doordarshan.

Out of 273 trainees, only 76 (27.83 %) trainees were deputed to training during first two years of their service. (Table 7).

Section of work in Doordarshan

All (100 %) Producer, Production Assistant and Floor Manager trainees reported that they were working in Programme production section. All Cameraperson, Editor and Graphic Artist trainees reported that they were working in their respective sections. Engineering trainees reported that they were working in technical section of Doordarshan.
Assignments in Doordarshan.

Producer trainees reported that their assignments in Doordarshan included Programme Planning, Programme administration and Programme production. Production Assistant trainees reported that their assignment in Doorsarshan include assistance to Programme Producers in their works. Floor Manager trainees reported that their assignment in Doordarshan was to manage studio floor during rehearsals, recordings and transmissions. Cameraperson trainees reported that their assignment in Doordarshan was to work as a Cameraperson in and outside the studio. Editor trainees reported that their assignment in Doordarshan was to edit various programmes. Graphic Artist trainees reported that their assignment in Doordarshan was to do Graphic work for various Programmes. Engineering trainees reported that their assignments in Doordarshan included the operation and maintenance of various technical equipments and preparation of monthly reports.

Responsibilities liked most:

Producer and Production Assistant trainees liked Programme Production the most. Floor Manager trainees liked interaction with talents the most. Camerapersons liked camera work in Programme Production the most whereas Editor trainees liked editing of Programmes the most. Similarly Graphic Artist trainees liked Professional Graphic work the most. Engineering trainees liked all technical works the most.

Responsibilities liked Least.

Most Producer trainees liked file work, administrative works, office management, preparing statements. Issue of memos to junior staff and supervision of transport section, the least. Production Assistant trainees liked paper and administrative work, working in wardrobe and property section and pleading and requesting Cameraperson. Engineers and floor staff to do their duties at the time of recording and transmission, the least. Floor Manager trainees liked wearing of headphones, the least. Cameraperson trainees liked least when they had to work with an inexperienced crewmembers and when there was no challenge in camera
work. Engineering trainees liked paper work like preparation of monthly reports, the least.

**Previous Trainings**

Out of 273 trainees, only 68 (24.90%) trainees had undergone some training earlier. However in the case of Engineering trainees, 50 (72.46 %) trainees had undergone some training earlier. **It is evident that Doordarshan has not only tremendous training lag but also does not seem to have uniform and clear training policy for various categories of staff.** (Table 8).

**Number of trainees who applied for training**

Out of 273 trainees only 77 (28.20 %) had applied for training and 196 (71.79 %) were nominated. Researcher feels that those who had applied for training had a better motivation than nominated ones. (Table 9).

**Agency of nomination**

Out of 273 trainees, 199 (72.89%) and 74 (27.10 %) trainees have been nominated by respective head of Doordarshan Kendra and Director General Doordarshan respectively. Researcher feels that the right of nomination should be with the respective Kendra Heads as he is expected to be more aware about the need of training to his staff than the office of Director General Doordarshan. (Table 10).

**Number of trainees whose colleagues were still untrained**

Out of 273 trainees, 218 (79.85%) trainees reported that their colleagues were still untrained. This indicates that Doordarshan has still large number of untrained staff. (Table 11)
Reason for nomination among untrained colleagues

All categories of trainees reported the following possible reasons for their nomination although there were many of their colleagues untrained.

- Senior most among untrained colleagues.
- Routine nomination.
- Some senior colleagues had domestic problems.
- More interest in job..
- Decision of senior officers.
- Transfer from All India Radio.
- Personal request for nomination.
- More satisfactory performance in the eyes of officers.

Nature of nomination

Out of 273 trainees, 247 (90.48%) were originally nominated and 26 (9.52%) were substitute nominations. Researcher feels that instead of making substitute nominations, original selection list should include waiting list also. This will enable waiting list candidates to be mentally ready for undergoing training at a short notice and relieve Doordarshan Directorate from making last minute nominations in case any nominated trainee is unable to report for training. (Table 12).

Suitable time for nomination

Out of 273 trainees, only 143 (52.38 %) trainees reported that they have been nominated at the right time of their career. 129 (47.25 %) trainees felt that they should have been nominated earlier for the training although only 1 (.36%) trainee felt that he should have been nominated in future. It is a clear indication that the trainees are not satisfied about the timing of their nomination for their in-service training. As such Doordarshan needs to review its training policy. (Table 13)
Response of trainees to nomination

Out of 273 trainees, 269 (98.53 %) trainees reported happiness over their nomination for the training. However 4 (1.47 %) trainees were not happy for their nomination. Researcher feels that nomination should not be made in case the employee is not willing. (Table 14).

Response of trainees to their need of training.

Out of 273 trainees, 266 (97.44 %) trainees reported that there was a need for undergoing training for their present job. However 7 (2.56 %) trainees did not feel so. Researcher feels that employees should not be nominated for training in case they do not feel need of training. (Table 15).

Administrative difficulty for undergoing training.

Out of 273 trainees, 77 (28.20 %) trainees experienced administrative difficulties of following nature (Table 16).

- Late intimation of nomination for training from Directorate. Problems of railway reservation and various arrangements at home.
- Last minute substitute nomination. Problems of railway reservation and various arrangements for family.
- Pressure from officers from Directorate and local Kendra to attend training.
- Non-receipt of full travelling and daily allowance from Kendra before relieving for training.
- Filling up of bond under pressure
- Apathy from senior officers from Directorate and local Kendra.
Domestic difficulty for undergoing training.

Out of 273 trainees, 45 (16.48 %) trainees experienced domestic difficulties of following nature. (Table 17).

- Children's studies and their examination
- Leaving old parents and their health problems.
- Health problems of family members
- Lady trainees felt very difficult to leave their 1 or 2 year old babies at home.
- Home sickness
- Financial problems due to double establishment.

- Keeping families alone in politically disturbed places like Kashmir and Northeast.

Number of trainees who received full traveling and dearness allowance before getting relieved for training.

Out of 273 trainees, 163 (59.70 %) trainees received full traveling and dearness allowance before getting relieved for training. Trainees cannot be expected to concentrate on training if their mind is pre-occupied with financial problems. (Table 18).

Number of Producer trainees who could perform their tasks (which they were expected to do as per Doordarshan Manual) before training.

Number of Producer trainees who have produced television programmes in the various formats which have been telecast before training.
Out of 54 Producer trainees, 15 (27.78%) trainees could produce News before training. 39 (72.22%) Producer trainees could not produce News before the training. On an average, only 16.35 (30.27%) Producer trainees could produce various Programmes even before training. (Table 19).

Amount of knowledge of Producer trainees of their various tasks at the entrance of training.

Programme Production

To sit on the Panel and Produce Programmes

Out of 54 Producer trainees, 29 (53.70%) trainees reported that they have 75% and more knowledge. 20 (37.03%) trainees reported that they have 25% and more knowledge, whereas 5 (11.11%) trainees did not have any knowledge for sitting on the panel and Producing Programmes. (Table 20.1).

To work in collaboration with the team members

Out of 54 Producer trainees, 29 (53.70%) trainees reported that they have 75% and more knowledge, 19 (35.19%) trainees reported that they have 25% and more knowledge, whereas 6 (11.11%) trainees did not have any knowledge of working in collaboration with the team members (Table 20.2).

To acquaint with the details of Programmes

Out of 54 Producer trainees, 22 (40.74%) trainees reported that they have 75% and more knowledge, 24 (44.44%) trainees reported that they have 25% and more knowledge of getting acquainted with the details of programmes. 8 (14.81%) trainees did not have any knowledge of getting acquainted with the details of programmes. (Table 20.3).
Planning and co-ordination of programmes

Preparation of daily transmission cue sheets

Out of 54 Producer trainees, 30 (55.55%) trainees reported that they have 75% and more knowledge, 17 (31.48%) trainees reported that they have 25% and more knowledge, whereas 7 (12.96%) trainees did not have any knowledge of preparation of daily transmission cue-sheets. (Table 20.4).

Preparation of rehearsals and production charts.

Out of 54 Producer trainees, 26 (48.14%) trainees reported that they have 75% and more knowledge, 23 (42.59%) trainees reported that they have 25% and more knowledge, whereas 5 (9.25%) trainees did not have any knowledge of preparation of rehearsals and production charts. (Table 20.5).

Programme Administration

Transmission duty

Out of 54 Producer trainees, 34 (62.96%) trainees reported that they have 75% and more knowledge, 16 (29.62%) trainees reported that they have 25% and more knowledge, whereas 4 (7.41%) trainees did not have any knowledge to do duty during transmission. (Table 20.6).

Budgeting of programme expenditure

Out of 54 Producer trainees, 37 (68.51%) trainees reported that they have 75% and more knowledge, 12 (22.22%) trainees reported that they have 25% and more knowledge, whereas 5 (9.26%) trainees did not have any knowledge of budgeting of programme expenditure. (Table 20.7).

Submission of requisitions

Out of 54 Producer trainees, 36 (66.66%) trainees reported that they have 75% and more knowledge, 13 (24.07%) trainees reported that they have 25% and
more knowledge, whereas 5 (9.26 %) trainees did not have any knowledge about submission of various requisitions of recordings, video tapes etc. (Table 20.8).

Supervision of junior staff

Out of 54 Producer trainees, 40 (74.07%) trainees reported that they have 75% and more knowledge, 11(20.37%) trainees reported that they have 25 % and more knowledge of supervision of junior staff. 3 (5.56 %) trainees did not have any knowledge of supervision of junior staff.(Table 20.9).

Public Relations

Out of 54 Producer trainees, 41 (75.92 %) trainees reported that they have 75 % knowledge and more, 10 (18.51 %) trainees reported that they have 25% and more knowledge of Public Relation. 3(5.56 %) trainees did not have any knowledge of Public Relations. (Table 20.10).

Production Assistant Trainees

Number of Production Assistant trainees who could perform their various tasks before training.

Provide assistance to Producer /Programme Executive in Doordarshan Kendra in respect of the various tasks

Out of 79 Production Assistants trainees, 73 (92.40%) Production Assistant trainees could prepare budget estimate for productions before training. 6 (7.59%)trainees could not prepare budget estimate for productions before training. On an average 74 (93.67%) Production Assistant trainees could perform various tasks before training. More than 90% Production Assistant trainees could perform their various tasks even before training. (Table 21).

Amount of knowledge of Production Assistant trainees of their various tasks at the entrance of training.
Preparation of budget estimate for each production.

Out of 79 Production Assistant trainees, 50 (63.29%) trainees reported that they have 75 % and more knowledge. 24 (30.38%) trainees reported that they have 25 % and more knowledge and 5 (6.33%) trainees did not have any knowledge of preparation of budget estimate for production. (Table 22.1)

Arrangements of basic facilities for programmes i.e. studio, etc.

Out of 79 Production Assistant trainees, 64 (81.01 %) trainees reported that they have 75 % and more knowledge and 15 (18.98 %) trainees reported that they have 25% and more knowledge of arrangement of basic facilities for programmes. (Table 22.2).

Sending scripts and charts to artists.

Out of 79 Production Assistant trainees, 54 (68.35%) trainees reported that they have 75 % and more knowledge, 19 (24.05%) trainees reported that they have 25 % and more knowledge and 6 (7.59%) trainees did not have any knowledge of sending scripts and charts to artists. (Table 22.3).

Ordering of graphics and design requirements for production.

Out of 79 Production Assistant trainees, 57 (72.15%) trainees reported that they have 75 % and more knowledge, 21 (26.58 %) trainees reported that they have 25 % and more knowledge and 1 (1.26%) trainees did not have any knowledge of ordering graphics and design requirements for productions. (Table 22.4)

Arrangements of Planning Meetings with team members.

Out of 79 Production Assistant trainees, 51 (64.55 %) trainees reported that they have 75 % and more knowledge, 23 (29.11 %) trainees reported that they have 25 % and more knowledge and 5 (6.32%) trainees did not have any knowledge of arrangement of Planning Meeting with team members. (Table 22.5)
Booking of facilities likes sound recording, camera and transport for outdoor shooting.

Out of 79 Production Assistant trainees, 72 (91.13 %) trainees reported that they have 75% and more knowledge and 7 (8.86 %) trainees reported that they have 25% and more knowledge of booking of facilities like sound recording, camera and transport for outdoor shooting. (Table 22.6).

Section's routine paper work and maintenance of all records.

Out of 79 Production Assistant trainees, 73 (92.40%) trainees reported that they have 75% and more knowledge and 6 (7.59%) trainees reported that they have 25% and more knowledge of section's routine paper work and maintenance of all records. (Table 22.7).

Produce the programme in the absence of the Producer.

Out of 79 Production Assistant trainees, 67 (84.81 %) trainees reported that they have 75% and more knowledge, 11 (13.92 %) trainees reported that they have 25% and more knowledge, whereas 1 (1.26%) trainee did not have any knowledge of producing the programme in the absence of the producer (Table 22.8).

Helping the Producers /Programme Executives in charge of transmission for smooth telecast.

Out of 79 Production Assistant trainees, 75 (94.93 %) trainees reported that they have 75% and more knowledge, 3 (3.79 %) trainees reported that they have 50 % knowledge and 1 (1.26%) trainee did not have any knowledge of helping Producer / Programme executive in charge of transmission for smooth telecast. (Table 22.9)
Floor Manager trainees

Number of Floor Manager trainees who could perform their various tasks before training.

All the Floor Manager trainees (100.00%) could perform their various tasks before training. (Table 23).

Amount of knowledge of Floor Managers trainees of their various tasks at the entrance of training.

Communicate Producer's direction to artists on the studio floor by accepted signals.

Out of 8 Floor Managers trainees, 4 (50.00%) trainees reported that they have 75% and more knowledge and 4 (50.00%) trainees reported that they have 50% knowledge of Communicating Producer's direction to artists on the studio floor by accepted signals. (Table 24.1).

Maintain studio discipline during the rehearsals, recordings and transmissions.

Out of 8 Floor Managers trainees, 5 (62.5%) trainees reported that they have 75% and more knowledge and 3 (37.50%) trainees reported that they have 50% knowledge of maintaining studio discipline during the rehearsals, recordings and transmissions. (Table 24.2)

Look after the comforts of artists inside the studio.

Out of 8 Floor Managers trainees, 7 (87.50%) trainees reported that they have 75% and more knowledge and 1 (12.50%) trainees reported that he has 25% knowledge of looking after the comforts of artists inside the studio. (Table 24.3)
Supervise the work of Floor Assistants.

All the Floor Managers trainees, (100.00 %) trainees reported that they have 75 % and more knowledge of supervising the work of Floor Assistants. (Table 24.4)

Maintain the log book of studio floor activity in detail.

Out of 8 Floor Managers trainees, 7 (87.50 %) trainees reported that they have 75 % and more knowledge and 1 (12.50 %) trainee reported that he has 50 % knowledge of maintaining the log book of studio floor activity in detail. (Table 24.5)

Cameraperson Trainees

Number of Cameraperson trainees who could perform their various tasks before training.

Out of 32 Cameraperson trainees, 31 (96.87%) trainees could compose and frame pictures in the studio before training. On an average, 29.66 (92.68%) trainees could perform their tasks even before the training. (Table 25)

Amount of knowledge of Cameraperson trainees of their various tasks at the entrance of training.

Compose and frame pictures as instructed by Producer in the studio

Out of 32 Cameraperson trainees, 25 (78.12%) trainees reported that they have 75% and more knowledge, 6 (18.75%) trainees reported that they have 25% and more knowledge, whereas 1 (3.12%) trainee did not have any knowledge of Composing and framing pictures. (Table 26.1).

Compose and frame pictures as instructed by Producer on Single Camera (ENG).

Out of 32 Cameraperson trainees, 23 (71.87%) trainees reported that they have 75% and more knowledge, 5 (15.62 %) trainees reported that they have
50% knowledge, whereas 4 (12.50%) trainees did not have any knowledge of composing and framing pictures on ENG. (Table 26.2).

Search for shots on your initiative on news assignments and unrehearsed Shows.

Out of 32 Cameraperson trainees, 28 (87.50%) trainees reported that they have 75% and more knowledge, 2 (6.25%) trainees reported that they have 25% and more knowledge, whereas 2 (6.25%) trainees did not have any knowledge of searching for shots on their initiative on news assignments and unrehearsed shows. (Table 26.3)

Editor Trainees

Number of Editor trainees who could perform their various tasks before training

Out of 16 Editor trainees, 14 (87.50%) trainees could edit mute and sound tapes before training. On an average, 13.50 (84.37%) trainees could perform their various tasks even before the training. (Table 27).

Amount of knowledge of Editor trainees of their various tasks at the entrance of the training.

Editing of mute and sound tapes.

Out of 16 Editor trainees, 10 (62.50%) trainees reported that they have 75% and more knowledge and 6 (37.50%) trainees reported that they have 50% knowledge of editing of mute and sound tapes. (Table 28.1).

Putting in order, stock shots, sound effects.

Out of 16 Editor trainees, 12 (75.00%) trainees reported that they have 75% and more knowledge, 2 (12.5%) trainees reported that they have 25% and
more knowledge, whereas 2 (12.50%) trainees did not have any knowledge of putting in order stock shots, sound effects. (Table 28.2).

Graphic Artists Trainees

Number of Graphic Artist trainees who could perform the various tasks before training.

All the Graphic Artist trainees (100.00%) trainees could prepare graphic material before training. On an average all trainees could perform their tasks even before the training. (Table 29).

Amount of knowledge of Graphic Artist trainees of their various tasks at the entrance of training.

Prepare graphic material

Out of 15 Graphic Artist trainees, 14 (93.33%) trainees reported that they have 75% and more knowledge and 1 (6.66%) trainees reported that he has 50% knowledge of preparing graphic material. (Table 30.1).

Prepare graphics during transmission.

Out of 15 Graphic Artist trainees, 12 (80.00%) trainees reported that they have 75% and more knowledge and 3 (20.00%) trainees reported that they have 50% and more knowledge of preparing graphics during transmission. (Table 30.2).

Engineering Trainees

Number of Engineering Trainees who could perform their various operational tasks before training.

Out of 69 Engineering trainees, 45 (65.21%) trainees could do Lighting before training. On an average, 38.55 (55.86%) trainees could perform their various tasks before the training. (Table 31)
Amount of knowledge of Engineering Trainees of their various operational tasks at the entrance of the training.

Lighting

Out of 69 Engineering trainees, 22 (31.88 %) trainees reported that they have 75% and more knowledge, 42 (60.86 %) trainees reported that they have 25% and more knowledge, Whereas 5 (7.24%) trainees did not have any knowledge of Lighting. (Table 32.1)

Camera Control Unit

Out of 69 Engineering trainees, 26 (37.68%) trainees reported that they have 75% and more knowledge, 37 (53.62%) trainees reported that they have 25% and more knowledge, whereas 6 (8.69%) trainees did not have any knowledge of Camera Control Unit. (Table 32.2)

Vision Mixer

Out of 69 Engineering trainees, 27 (39.13 %) trainees reported that they have 75% and more knowledge, 30 (43.47%) trainees reported that they have 25% and more knowledge, whereas 12 (17.39%) trainee did not have any knowledge of Vision Mixer. (Table 32.3)

Audio Operation

Out of 69 Engineering trainees, 33 (47.82%) trainees reported that they have 75% and more knowledge, 33 (47.82 %) trainees reported that they have 25% and more knowledge, whereas 3 (4.34%) trainee did not have any knowledge of Audio Operation. (Table 32.4)

Master Switching Room

Out of 69 Engineering trainees, 19 (27.53%) trainees reported that they have 75% and more knowledge, 20 (28.98%) trainees reported that they have 25%
and more knowledge, Whereas 30 (43.47%) trainee did not have any knowledge of Master Switching Room (Table 32.5).

**Video Tape Recording**

Out of 69 Engineering trainees, 28 (40.57%) trainees reported that they have 75% and more knowledge, 36 (52.17%) trainees reported that they have 25% and more knowledge, whereas 5 (7.24%) trainee did not have any knowledge of Video Tape Recording. (Table 32.6).

**Electronic News Gathering (ENG)**

Out of 69 Engineering trainees, 24 (34.78%) trainees reported that they have 75% and more knowledge, 30 (43.48%) trainees reported that they have 25% and more knowledge, whereas 15 (21.73%) trainee did not have any knowledge of Electronic News Gathering. (Table 32.7).

**Sync Sound Studio**

Out of 69 Engineering trainees, 7 (10.14 %) trainees reported that they have 75% and more knowledge, 16 (23.18%) trainees reported that they have 25% and more knowledge, whereas 46 (66.66%) trainee did not have any knowledge of Sync Sound Studio. (Table 32.8).

**Outside Broadcast.**

Out of 69 Engineering trainees, 17 (24.63%) trainees reported that they have 75% and more knowledge, 22 (31.88%) trainees reported that they have 25% and more knowledge, whereas 30 (43.47%) trainees did not have any knowledge of Outside Broadcast. (Table 32.9)
Expectations from the course.

Producer trainees expected to learn the following:

- Various Production techniques to produce good programmes.
- Technical knowledge of equipments used in Programme Production.
- To know editing techniques.
- Special effects like Animation and Computerized effects.
- Digital technology used in television transmission.
- Different Shots, Shot Composition and Camera angles.
- Production of documentaries.
- Music Programmes and Children’s Programmes
- Outdoor Recording
- Sound Recording and dubbing
- Systematic approach to Programme Production.

Production Assistant trainees expected to learn the following:

- Basic Production grammar like camera movements, Camera angles, scripting, editing and graphics.
- Develop team spirit
- Knowledge about News Production.
- Budget estimate for Programmes.
- Sharing of experience with programmers from all over the country.

Floor Manager trainees expected to learn the following:

- Practical experience of working in television studio floor
- To be an effective team member of a TV Production team.

Cameraperson trainees expected to learn the following.

- How to develop aesthetic sense
- To get Professional tips from learned faculty
- To exchange knowledge and experience from colleagues from all-over the country.
- Right Camera work and operation
Editor trainees expected to learn the following:

- To learn basics of video editing and basic principles of editing
- To learn non-linear editing
- Learning and working with different colleagues from different parts of the country and thus get a broader exposure
- Aesthetic sense of editing

Graphic Artist trainees expected to learn the following:

- To learn Computerized and silicon graphics.
- To become a better graphic Professional.

Engineering trainees expected to learn the following:

- Operation of various equipments in various technical areas
- To develop confidence for doing various technical operations in Doordarshan Kendra
- Clear doubts and enhance concepts from interaction with FTII faculty.
- Develop team spirit for Programme Production
- To learn Digital technology for television transmission.
4.3 Post-Training questionnaire

The post-training questionnaire given to the trainees at the end of training was divided into eight sections to evaluate the following aspects of training. It consisted of 71 to 79 questions for various categories of trainees.

4.3.1 The course contents and the structure.

4.3.2 The demonstrations, practicals, exercises and lectures.

4.3.3 Academic and other facilities.

4.3.4 Trainer Skills.

4.3.5 General Aspects.

4.3.6 The course as a whole.

4.3.7 The gain of the course.

4.3.8 Suggestions.
4.3.1 The course contents and the structure.

In this section responses to questions related to various academic inputs, their sequencing, duplication, proportion between theory and practicals, rating of instructional video programmes, handouts, guest lectures and study tours have been reported. In addition, this section contains the activities liked most and least by trainees. It not only includes the activities by which attitude of trainees about the profession has changed but also activities responsible in bringing that change.

Rating of various academic inputs in the overall training curriculum.

Lectures

Out of 273 trainees, 258 (94.51 %) trainees reported that the “lectures” were either good, very good or excellent. 15 (5.49%) trainees stated that the "lectures" were either fair or poor. (Table 33).

Preview and discussion after Previews

Out of 273 trainees, 236 (86.45 %) trainees reported that the " Preview and discussion after previews " were good, very good or excellent. 37 (13.55%) trainees stated that the " Preview and discussion after preview " were either fair or poor. (Table 34).

Equipment demonstrations

Out of 273 trainees, 232 (84.98 %) trainees reported that the " equipment demonstrations " were good, very good or excellent. 41 (15.02 %) trainees rated it either fair or poor. (Table 35).

Weekly Previews

Out of 273 trainees, 229 (83.88 %) trainees reported that the " Weekly Previews" were either good, very good or excellent. 44 (16.12 %) trainees rated it either fair or poor. (Table 36).
**Briefing of exercises**

Out of 273 trainees, 235 (86.08 %) trainees reported that the "Briefing of exercises" was good, very good or excellent. 38 (13.92 %) trainees reported it either fair or poor. (Table 37)

**Routine studio exercises**

Editors and Graphic Artists were not involved in Routine studio exercise. As such this question was not asked to them. Out of 242 trainees, 214 (88.42 %) trainees reported that the "Routine studio exercises" was either good, very good or excellent. 28 (11.57%) trainees rated it either fair or poor. (Table 38).

**Routine Single Camera (ENG) exercises**

Graphic Artist and Floor Manager trainees were not involved in Routine Single Camera (ENG) exercises. Therefore this question was not asked to them. Out of 250 trainees, 222 (88.80 %) trainees reported that the "Routine Single Camera (ENG) exercises" were good, very good or excellent. 28 (11.20 %) trainees rated it either fair or poor. (Table 39).

**Preview of Routine Single Camera (ENG) exercises**

Out of 273 trainees, 258 (94.51%) trainees reported that the “Preview of Routine Single Camera (ENG) exercises” were good, very good or excellent. 15 (5.49 %) trainees rated it either fair or poor. (Table 40)

**Final Studio exercises:**

Editors are not involved in final studio exercises. Therefore this question was not asked to them. Out of 257 trainees, 232 (90.27 %) trainees reported that the "Final Studio exercises" either good, very good or excellent. 25 (9.72 %) trainees rated it either fair or poor. (Table 41)
Final Single Camera (ENG) exercises

Floor managers are not involved in the exercise. Therefore this question was not asked from them. Out of 265 trainees, 240 (90.56%) trainees reported that the "Final ENG exercises" were either good, very good or excellent. 25 (9.43%) trainees rated it either fair or poor. (Table 42).

Previews of Final exercises

Out of 273 trainees, 249 (91.21%) trainees reported that the "Final exercises Previews" were either good, very good or excellent. 24 (8.79%) trainees rated it either fair or poor. (Table 43).

Transmission exercises

Out of 273 trainees, 241 (88.28%) trainees reported that the "Transmission exercises" was either good, very good or excellent. 32 (11.72%) trainees rated it either fair or poor. (Table 44)

Outside Broadcast (O. B) exercise

In three training courses, Outside Broadcast exercise was not held. Editor and graphic artist trainees were not involved in this exercise. Therefore this question was not asked from them. Out of 140 trainees, only 45 (32.14%) trainees reported that the "Outside Broadcast exercise" was either good, very good or excellent. 95 (67.85%) trainees rated it either fair or poor. (Table 45)

Practicals for Camerapersons

Out of 32 Cameraperson trainees, 29 (90.63%) trainees reported that the "Camera Practical" were either good, very good or excellent. 3 (9.37%) trainees rated it either fair or poor. 31 (96.88%) trainees reported that the "Lighting Practical" were good, very good or excellent and 1 (3.12%) trainee rated it either fair or poor. (Table 46)
Practicals for Editors

Out of 16 Editing trainees, 13 (81.25%) trainees reported that the “Editing Practicals” were either good, very good or excellent. 3 (18.75%) trainees rated it either fair or poor. (Table 47).

Practicals for Graphic Artist

All the Graphic Artist trainees (100%) rated graphic Practicals good, very good or excellent. (Table 48)

Practicals for Engineers

Out of 69 Engineering trainees, 63 (91.30%) trainees reported that the “Lighting Practicals” were either good, very good or excellent. 6 (8.70%) trainees rated it either fair or poor. 63 (91.30%) trainees reported that the "Audio Practicals in studio " were either good, very good or excellent, 6 (8.70%) trainee rated either fair or poor. 64 (92.75%) trainees rated " Audio Practicals in outdoor " either good, very good or excellent and 5 (7.25%) rated it either fair or poor. (Table 49).

Activities liked most by trainees from Professional point of view

Producer and Production Assistant trainees have liked final studio and final Single Camera (ENG) exercises the most. Camerapersons have not only liked final studio and final ENG exercises but also Camera and Lighting Practicals. Editors have liked final ENG exercises and Practicals in Non-Linear Editing, whereas Graphic Artist have liked practicals in Graphic the most. However Engineering trainees have liked final studio and final ENG exercise. In addition they have liked Practicals in Lighting, Studio and Outdoor Audio.

Activities liked least by trainees from professional point of view

Majority of trainees from all categories have reported that none of the activities was liked least by them. However some trainees have not liked some lectures and working on outdated equipments.
Activities which brought change in attitude about profession

Producer and Production Assistant trainees have reported that final studio exercise, final single camera exercise, Previews, discussion after previews and discussion after Previews of exercises have brought some change in attitude about profession. These trainees have developed team spirit and learnt the advantages of teamwork. These trainees have also learnt the importance of maintaining time for various activities. Floor Manager trainees have reported that Practical input of training has resulted in positive change in their attitude towards Profession. Cameramen trainees have indicated that Lighting Practicals, Camera Practicals and Previews of various exercises brought some change in their attitude. They have reported that mistakes pointed in earlier routine exercises were corrected in latter exercises. Editor trainees have reported that Practicals in Non-linear editing and exchange of professional views of trainee mates from all over country have brought change in their attitude about their profession. Graphic Artist trainees indicated that not only Graphic Practicals, most significant impact on bringing change in their attitude were Previews of final exercises and discussion following them. Practicals in Lighting and Audio has brought some change towards profession in the attitude of Engineering trainees. Some Engineering trainees have indicated coverage of Single Camera (ENG) exercises as an activity which brought change in their attitude towards their profession. In addition to this, Engineering trainees have reported that due to theoretical input they developed confidence in working in various technical areas. They have also got convinced that television Programming needs team work.

Sequencing of academic content

Out of 273 trainees, 261 (95.60%) trainees reported that the academic content of training was properly sequenced while 12(4.39%) stated that it was poorly sequenced. (Table 50).
Logical Sequencing of academic input and any suggestions to improve it;

Producer trainees suggested that each theory lectures should be followed by Practical demonstration whereas Production Assistant trainees suggested theory should be on spot with Practicals. Some Producer trainees have reported that some theory lectures could not give sufficient details and could not clear all doubts. They have suggested that each lecture should be supported by visual demonstration, which should be got developed by the concerned faculty to establish their practical credibility. Cameraperson and Editor trainees suggested that theory should be given during practicals. In addition to this Cameraperson trainees suggested that three-hour lecture class should not be arranged. Engineering trainees also suggested that theory and practicals input should synchronize. In addition they have also suggested that the academic input can be improved if history about the equipment is not covered. They have also desired to have enough practicals before starting of exercises.

Repetition of content

Out of 273 trainees, 60 (21.98%) reported that there was no duplication, 213 (78.02%) trainees stated that there was duplication. It is evident from the above that the duplication could be avoided. (Table 51)

Theoretical and Practical inputs

Out of 273 trainees, 171 (62.63 %) reported that there was good balance between theoretical and practical inputs. 67 (24.54 %) and 35(12.82 %) trainees stated that the input content was too theoretical and too practical respectively. (Table 52)

Academic input of Instructional video / film Programme

Out of 273 trainees, 243 (89.01 %) trainees reported that the academic content of Instructional video and film programmes were either good, very good
or excellent. However 30 (10.99%) trainees stated that the academic input of instructional video / film programmes were either fair or poor. (Table 53).

Quality of handouts

Out of 273 trainees, 258 (94.51%) trainees reported that the quality of handouts were either good, very good or excellent. However 15 (5.49%) trainees stated that the quality of handouts was either fair or poor (Table 54).

Quality of guest lectures

Out of 273 trainees, 208 (76.19%) reported that academic input of guest lectures were either good, very good or excellent. However 65 (23.81%) trainees stated that academic input of guest lectures was either fair or poor. (Table 55)

Quality of Study tours

Study tour was not held during the first two courses. That is why the number of trainees is less. Out of 208 trainees, only 88 (42.30%) trainees reported that the academic input of study tours during training courses was either good, very good or excellent. 120 (57.69%) trainees reported input as fair or poor. (Table 56).

4.3.2 The demonstrations, practicals, exercises and lectures

In this section demonstrations, practicals, exercises and lectures held during all the six courses are evaluated. Evaluation of questions related to demonstrations of an 'Ideal' production, news exercise and transmission exercise have been also reported in this section.
Demonstrations.

Graphic Artist trainees do not attend equipment demonstrations. Therefore this question was not asked from them. During all the six training courses, out of total number of 250 demonstrations, 189 (75.60%) were reported to be either good, very good or excellent. 61(24.40%) demonstrations were reported to be fair or poor. More details were requested for 56(22.40%) demonstrations and lesser coverage was requested for 32(12.80%) demonstrations. Trainees suggested to drop 14(5.60%) demonstrations but suggested to add 13 more demonstrations. The number of demonstrations attended by production group (consisting of Producers, Production Assistants and Floor Managers) was more than other group of trainees because first Course (Programme Executives' course) had only Producer trainees. That course was only for that category of staff. Therefore no other categories of trainees were deputed for that course (Table 57).

Practicals

Practicals are attended by Cameraperson, Editor, Graphic Artist and Engineering trainees. Out of a total of 211 Practicals, which were conducted during all six courses under review, 186 (88.15%) practicals were reported to be either good, very good or excellent. 25 (11.84%) practical were reported to be fair or poor. Only Graphic Artist trainees has suggested dropping 5 practicals (Table 58).

Routine Studio Exercises

Editor and Graphic Artist trainees are not involved in these exercises. Therefore this question was not asked from them.

Out of a total of 62 Studio exercises which were held during all the six courses under review, 52.(83.87 %) exercises were reported to be either good,
very good or excellent. 10 (16.12%) exercises were reported to be either fair or poor. Only Cameraperson has suggested to drop 2 exercises. However trainees have suggested to add 38 more exercises (Table 59).

**Routine Single Camera Exercise**

Floor Managers and Graphic Artist trainees are not involved in these exercises. Therefore this question was not asked from them.

Out of a total of 82 Single Camera exercises which were held during all the six courses under review, 69 (84.14 %) exercises were reported to be either good, very good or excellent. 13 (15.84%) exercises were reported to be fair or poor. Trainees have suggested to drop 12 (14.63%) exercises and add 63 more exercises (Table 60).

**Lectures**

Out of a total of 983 lectures which were held during all the six courses under review, 831 (84.53 %) were reported to be either good, very good or excellent. 152 (15.46%) lectures were reported to be fair or poor. Trainees have suggested for more details in 158 (16.07%) lectures and lesser coverage in 63 (6.40%) lectures. Trainees have suggested to drop 21 (21.13%) lectures and add 43 new lectures. (Table –61).

**Demonstration of an ideal Production**

Out of 273 trainees, 146 (53.48 %) trainees reported that an “Ideal Production” was demonstrated during the course. 127 (46.52%) trainees reported otherwise. (Table 62)
Transmission Exercise

Out of 273 trainees, 187 (68.50 %) trainees reported that the transmission exercise should be done by many teams. 86 (31.50%) trainees reported that the transmission exercise should be done by only two teams. (Table 63).

News Exercise

Out of 273 trainees, 203 (74.36 %) trainees reported that the News exercise should be done by many teams. 70 (25.64%) trainees reported that the News exercise should be done by only two teams. (Table 64).

4.3.3 Academic and other facilities

In this section questions related to various facilities like library, weekly schedules, rotation charts for exercises, equipment facilities and other facilities required for programme production have been evaluated. In addition to this, questions related to additional facilities like classroom environment, ventilation, lighting, medical, accommodation, mess and co-curricular activities / sports facilities for all the six training courses have been evaluated.

Condition of book library

Was the library well equipped?

Out of 273 trainees, 253 (92.67 %) reported that the library was well equipped. 20 (7. 33 %) trainees stated that the library was not well equipped. (Table 65).

Availability of all sorts of Reference books

Out of 273 trainees, 242 (88.64 %) reported that the library had all sorts of reference books available whereas 31 (11.36 %) trainees stated that the library did not have all sorts of reference books. (Table 66).
Availability of Sufficient number of books?

Out of 273 trainees, 235 (86.08 %) reported that the library had sufficient number of books available whereas 38 (13.92 %) trainees stated that the library did not have sufficient number of books. (Table 67).

Service in the library?

Out of 273 trainees, 258 (94.51 %) reported that the library had good service whereas 15 (5.49 %) trainees stated that the library did not have good service. (Table 68).

Availability of time for library work during training?

Out of 273 trainees, 169 (61.90 %) reported that time was available for library work whereas 104 (38.10 %) trainees stated that time was not available for library work. (Table 69)

Suitability of library time?

Out of 273 trainees, 165 (60.44 %) trainees reported that the library time suited them, whereas 108 (39.56 %) trainees stated that the library time did not suit them. (Table 70)

Suggestions of alternative timing for library working

Majority of trainees have suggested that library should be open from 0800 hr. to 2100 hrs. It should be open on holidays also. Library should arrange for latest edition of books. Reference books should be kept in cupboards with glass doors so that the reference book could be seen from outside.

Equipment used during training

Out of 273 trainees, only 87 (31.87 %) trainees reported that there were 75 % and more equipments used during the training the same as at their Kendra, 94 (34.43 %) trainees reported that there were 50 % equipments used during the
training were the same as at their Kendra and 92 (33.70 %) trainees reported that there were 25 % and less equipments used during the training were the same as at their Kendra (Table 71)

Rating of following academic facilities during the training

Weekly schedules

Out of 273 trainees, 257 (94.14 %) trainees reported that the weekly schedules of the training were good, very good or excellent. However 16 (5.86 %) trainees reported that the weekly schedules of the training were either fair or poor (Table 72)

Rotation Charts for exercises

Out of 273 trainees, 239 (87.54 %) trainees reported that the rotation charts for exercises were good, very good or excellent. However 31 (11.36 %) trainees reported that the rotation charts for exercises were either fair or poor (Table 73).

Time gap between Idea Meet and Plan Meet

Out of 273 trainees, 221 (80.95%) trainees reported that the time gap between Idea Meet and Plan Meets were either good, very good or excellent. 52 (19.05 %) trainees reported that the time gap between Idea Meets and Plan Meets were either fair or poor (Table 74)

Time gap between Plan Meet and Recording

Out of 273 trainees, 224 (82.05%) trainees reported that the time gap between Plan Meets and Recordings were either good, very good or excellent. 49 (17.95 %) trainees reported that the time gap between Plan Meets and Recordings were either fair or poor (Table 75).
Studio time facilities

Editors and Graphic artists are not involved in studio activities. Therefore this question was not asked to Editors and Graphic Artists. Out of 242 trainees, 214 (88.43%) trainees reported that the Studio time facilities were either good, very good or excellent. 28 (11.57%) trainees reported it either fair or poor (Table 76).

Equipment facilities

Out of 273 trainees, 257 (94.14%) trainees reported that the equipment facilities were either good, very good or excellent. 16 (5.86%) trainees reported that the equipment facilities were either fair or poor. (Table 77)

Preparation time for exercises

Out of 273 trainees, 235 (86.08%) trainees reported that the preparation time for exercises was either good, very good or excellent. 38 (13.91%) reported it as fair or poor. (Table 78).

Transport facilities for Programme Production

This question was not asked to Editor, Graphic Artist and Floor Manager trainees, as they did not use transport during exercises. Out of 234 trainees, 196 (83.76%) reported that the transport facilities for programme production were either good, very good or excellent. 38 (16.24%) trainees reported it as fair or poor. (Table 79)

Research facilities for Programme Production

This question was asked only to Producers and Production Assistants, as they are only involved in research activities for programme production. Out of 133 trainees, 88 (66.17%) trainees reported that the research facilities for programme production were good, very good or excellent. 45 (33.83%) trainees reported it as fair or poor. (Table 80).
Graphic facilities for Programme Production

Graphic facilities are used by only Producers and Production Assistants. Therefore this question was asked only to these trainees. Out of 133 trainees, 125 (93.98 %) trainees reported that Graphic facilities for programme production as good, very good or excellent. 8 (6.02 %) trainees reported the facilities as fair or poor (Table 81).

Set and Design facilities for Programme Production

Producers, Production Assistants and Floor Managers are mainly involved in the Set and Design facilities for Programme Production. Therefore this question was asked only to them. Out of 141 trainees, 124 (87.94 %) trainees reported the Set and Design facilities as good, very good or excellent. 17 (12.05%) trainees reported the facilities as fair or poor. (Table 82).

Talent fees for Programme Production

Producers, Production Assistants and Floor Managers are mainly involved with the talents in Programme Production. Therefore the question was asked to them. Out of 141 trainees, only 69 (48.93%) trainees reported the talent fees for programme production as good, very good or excellent 72 (51.06 %), trainees reported it as fair or poor. (Table 83).

Additional facilities

Classroom Environment, Ventilation and lighting

Out of 273 trainees, 256 (93.77%) trainees, reported Classroom environment, ventilation and lighting as good, very good or excellent. 17(6.22 %) trainees reported it as fair or poor. (Table 84).

Seating arrangement in class

Out of 273 trainees, 242 (88.64 %) trainees reported seating arrangement in class as good, very good or excellent. However, 31 (11.36 %) trainees stated that the seating arrangement in class was either fair or poor. (Table 85)
Medical facilities during training

Out of 273 trainees, 147 (53.84%) trainees reported that Medical facilities during training were good, very good or excellent. However 126 (46.15 %) trainees reported the facilities as fair or poor. (Table 86)

Accommodation facilities

Out of 273 trainees, only 108 (39.56 %) trainees reported the accommodation in hostels as good, very good or excellent. 165 (60.43%) trainees reported the accommodation in hostels as fair or poor (Table 87).

Mess facilities

Out of 273 trainees, 129 (47.25 %) trainees reported the Mess facilities as good, very good and excellent. 144 (52.75 %) trainees stated the facilities as Fair or poor. (Table 88).

Co-curricular activities / sports facilities

Out of 273 trainees, 82 (30.04 %) trainees reported the co-curricular activities / sports facilities as good, very good and excellent. 191 (69.96 %) trainees reported it as fair or poor. (Table 89).

4.3.4 The Trainers / Trainers' Skill

In this section evaluation of questions about trainers skills as perceived by trainees have been evaluated.

Thorough understanding of the subject

Out of 273, 195 (71.43 %) trainees reported that 75 % and more trainers demonstrated a thorough understanding of the subjects they taught during the training.(Table 90)
Natural ability to teach

Out of 273, 171 (62.63%) trainees reported that 75% and more trainers demonstrated natural ability to teach. (Table 91).

Objective of training session

Out of 273, 182 (66.66 %) reported that 75% and more trainers made clear the objectives of each session. (Table 92).

Tolerance and Fair.

Out of 273, 191 (69.97 %) reported 75 % and more trainers were tolerant and fair. (Table 93).

Concern for needs of individual trainees and the group as a whole.

Out of 273 trainees, 169 (61.90%) trainees reported that 75 % and more trainers showed concern for the needs of individual trainees. (Table 94).

Respect for different opinions of the group.

Out of 273 trainees, 179 (65.57 %) trainees reported that 75% and more trainers respected the different opinions of the group. (Table 95).

Encouragement to group participation.

Out of 273 trainees, 203 (74.36%) trainees reported that 75% and more trainers encouraged group participation. (Table 96).

Genuine interest in trainees

Out of 273 trainees, 194 trainees (71.06 %) reported that 75 % and more trainers have genuine interest in trainees and were sociable (Table 97).
Checking of trainees' understanding frequently.

Out of 273 trainees, 158 (57.88%) trainees reported that 75% and more trainers checked the understanding of trainees frequently. (Table 98).

Feedback to trainees about their progress

Out of 273 trainees, 153 (56.04 %) trainees reported that 75% and more trainers gave frequent feedback to trainees of their progress. (Table 99)

Interpersonal skill

Out of 273 trainees, 138 (50.55 %) trainees reported that 75% and more trainers demonstrated high level of interpersonal skill. (Table 100).

Good listeners

Out of 273 trainees, 183 (67.03%) trainees reported that 75% and more trainers were good listeners. i.e. trainers listen to the needs, quarries, doubts, complaints etc. of the trainees. (Table 101).

Good Questioners (asking good questions)

Out of 273 trainees, 167 (61.17 %) trainees reported that 75 % and more trainers were good questioners. (Table 102).

Flexibility in training strategies and methods

Out of 273 trainees, 159 (58.24 %) trainees reported that 75 % trainers and more were flexible in the use of training strategies and methods. (Table 103).

Need for thorough planning and preparation

Out of 273 trainees, 168 (61.54 %) trainees have reported that 75% and more trainers valued the need for thorough planning and preparation. (Table 104)
Higher directive style of teaching

Out of 273 trainees, 68 (24.91%) trainees stated that 75% and more trainers adopted a higher directive style of teaching, which does not allow participation or confirmation that learning has taken place. (Table 105).

Too much guidance by not giving sufficient autonomy and independence.

Out of 273 trainees, 76 (27.83%) trainees reported that 75% and more trainers have been giving too much guidance to trainees by not giving sufficient autonomy and independence. (Table 106).

Feedback to trainees about their performance

Out of 273 trainees, only 100 (36.63%) trainees reported that 75% and more trainers have been informing them at every stage how well they were performing. (Table 107).

Unrealistic assumption about trainees’ knowledge

Out of 273 trainees, 61 (22.35%) trainees reported that 75% and more trainers made an unrealistic assumption about the trainee’s level of knowledge. (Table 108).

Over inform trainees about their failures.

Out of 273 trainees, 46 (16.85%) trainees reported that 75% and more trainers had a tendency to over inform some trainees about their failures. (Table 109).

4.3.5 General Aspects;

Introduction: In this section questions related to strength of class during lectures, demonstrations, practicals and the desired strength of class during these activities for all the six courses have been evaluated.
Strength of class during lectures.

Out of 273 trainees, 63(23.07%), 84(30.76%), 42(15.38%) and 84(30.76%) trainees reported that strength of their class during lectures was (1-10), (11-20), (21-30) and (31-40) respectively. (Table 110)

Desired strength of class during lectures.

Out of 273 trainees, 114 (41.75 %) trainees desired that the class strength during lectures for such a training should be (11-20). 79 (28.93%) and 48 (17.72%) trainees desired the class strength to be (1-10) and (21-30) respectively. However cent percent Cameraperson and Editor trainees desired the class strength during lectures to be (10-1). (Table 111)

Strength of class during demonstrations.

Graphic Artist trainees do not attend equipment demonstrations. Out of 258 trainees, 36(13.95%), 191(74.03%), and 31(12.01%) trainees reported that strength of their class during demonstrations was (1-10), (11-20) and (21-30) respectively. (Table 112).

Desired strength of class during demonstrations.

Out of 258 trainees, 174 (67.44%) trainees desired the class strength during demonstration to be (1-10). (Table 113)

Strength of class during practicals

Cameraperson, Editors, Graphic Artist and Engineering trainees do Practicals and therefore the question was asked only from these categories of trainees. All the trainees reported that the class strength during practicals was (1-10). (Table 114)

Desired strength of class during practicals

All the trainees desired the strength of class during practicals should be (1-10). (Table 115)
Seating arrangements

All the trainees reported that they were seated in conventional way of rows and columns. (Table 116)

Desired seating arrangements

Out of 273 trainees, 163 (59.70 %) trainees felt conventional way better than the circular way. (Table 117)

Where you forced to take leave?
Leave during the course

Out of 273 trainees, 88 (32.23%) trainees reported that they were forced to take some leave during the training, whereas 185 (67.77 %) trainees did not take any leave during the training. (Table 118)

Trainees were forced to take leave due to following reasons.

- Ailment of old parents and family members.
- Unavoidable domestic work / Family Problem
- Self-ailment

Administrative difficulty

Out of 273 trainees, only 18 (6.59%) trainees experienced some administrative difficulties. (Table 119)

Nature of administrative (Official) difficulty during training.

Producers Trainees have reported that they have faced following official difficulties.

- Non-availability of telephone facilities during office hours.

- Formality of getting no-objection certificate at the end of the course.
• Non-cooperation of junior staff (i.e. Production Assistants did not listen to them).

• Some Kendras did not give full TA/DA

• Salaries were received late from some Kendras.

Production Assistant trainees have expressed official difficulty of not getting casual leave.

Editor trainees have reported that they found editing room closed whenever they wanted to practice

Domestic difficulty

Out of 273 trainees, only 31 (11.35%) trainees experienced some domestic difficulties. (Table 120)

Nature of domestic difficulty during training.

• All categories of trainees faced following domestic difficulties during training course.

• Ailment of old parents and family members.

• Children's studies suffered due to their absence.

• Ladies had to leave their babies of less that two years behind, which was very painful for them.

• Trainees from North-East and Kashmir had to shift their families elsewhere due to political disturbances there.

4.3.6 The Course as a whole

In this section questions related to duration of training, strength of trainees, seminar during training, achievement of training objectives, feedback from trainees and overall reaction of trainees to the outcome of course, have been analysed.
Recommendation to untrained colleagues to undergo this Course.

Out of 273 trainees, 260 (95.24 %) trainees reported that they will recommend their untrained colleagues to undergo this training whereas 13 (4.76 %) trainees stated that they will not recommend their untrained colleagues to undergo this training. (Table 121)

Adequacy of number of trainees

Out of 273 trainees, 161 (58.97 %) trainees reported that the number of trainees in their discipline were adequate. However 44 (16.12 %) and 68 (24.91 %) trainees reported that the number of trainees in their discipline were small and large respectively. (Table 122).

Length of the course:

Out of 273 trainees, 102 (37.36 %) trainees reported that the length of the course was adequate. However 131 (47.99 %) and 40 (14.65 %) trainees reported that the length of the course was short and long respectively. (Table 123)

Suitable times for training

Out of 273 trainees, 169 (61.90 %) trainees reported that the training should be held six months after joining their present post. 61 (22.34 %) and 43 (15.75 %) trainees reported that the training should have been held before joining their present post and one year after joining their present post respectively. (Table 124)

However majority of trainees from all the seven categories of staff have reported that six months duration will enable them to know their organization and basics of their professional work. This initial experience will also enable them to pickup required information about their profession during training.
Seminar during training

Out of 273 trainees, 249 (91.21 %) trainees reported that there should be presentations and discussion of excellent programmes of national level in the form of seminar by senior programmers of Doordarshan/private Producers during the training. 24 (8.79%) trainees reported otherwise. (Table 125).

Suggestion from trainees for changes in academic content of training.

When the trainees were asked a question as to how many times they were asked to give suggestions for any change in academic content of training, their reaction was as follows.

Out of 273 trainees, 141 (51.65 %) trainees reported that they were never asked for any suggestion. However 41 (15.02 %) reported that they were asked once, 46 (16.85 %) trainees were asked twice, 19 (6.96%) trainees were asked thrice and 11 (4.03%) trainees were asked four times. However 15(5.49 %) trainees were asked their suggestions many times. (Table 126).

Suggestions from trainees for changes in method of training

When the trainees were asked a question as to how many times they were asked to give suggestions for any change in the method of training, their reaction was as follows.

Out of 273 trainees, 143 (52.38 %) trainees reported that they were never asked for any suggestion. However 45 (16.48 %) reported that they were asked once, 48 (17.58 %) trainees were asked twice, 18 (6.59%) trainees were asked thrice and 12 (4.40%) trainees were asked four times. However 7 (2.56%) trainees were asked their suggestions many times. (Table 127).
Feedback Sessions for reaction to the course as a whole

When the trainees were asked as to how many feedback sessions were held to know their reaction to the course as a whole, their response was as follows.

Out of 273 trainees, 86 (31.50 %) trainees reported that no feedback sessions were held to know their reaction to the course as a whole. However 78 (28.57 %) reported that only once feedback session was held. 61 (22.34 %) trainees reported that two-feedback session were held. 23 (8.42%) trainees reported that three feedback sessions were held. 11 (4.03%) trainees reported that four feedback sessions were held. However 14 (5.12 %) trainees stated that many feedback sessions were held. It appears from the above that the trainees suggestions were not invited in an organized way (Table 128)

Relations with course participants

Out of 273 trainees, 267 (97.01%) trainees reported that their relations with course participants were good, very good or excellent. (Table 129).

Achieving Training objectives

Out of 273 trainees, 206 (75.45 %) trainees reported that the course objective was achieved to the extent of 75% and above (Table 130).

Suitability of course objectives to Professional needs

Out of 273 trainees, 202 (73.99 %) trainees reported that course objectives were suitable to their professional needs to large extent. (Table 131).

Clarity of training objective

Out of 273 trainees, only 80 (29.30%) trainees had clarity of training objectives before or while joining training. Researcher feels that a brochure containing the essential information about training and training objectives should be sent to trainees as soon as their nomination for training is announced. (Table 132).
Clarity of Social objective of Doordarshan.

Out of 273 trainees, only 189 (69.22 %) trainees had clarity of Social objectives of Doordarshan before or while joining training. (Table 133)

Overall Outcome of the Course

Out of 273 trainees, 261 (95.60 %) trainees reported that the overall outcome of the course was either good, very good or excellent considering the content, lectures, previews and discussion, demonstration, and various exercises. 12 (4.39) trainees reported the outcome as fair or poor. (Table 134).

Preference between present course and specialized Course.

Out of 273 trainees, 178 (65.20%) trainees reported that they should have been deputed for specialized course and 95 (34.79 %) trainees preferred the present course. (Table 135).

4.3.7 The gain of the course.

In this section trainee’s perception about the quality of their final Studio and Single Camera (ENG) exercises are reported. Gain in number of trainees who could perform their respective tasks (which they were expected to do as per Doordarshan manual) and gain in knowledge of various tasks as a result of training is also reported in this section.

Telecast Worthy quality of final Studio productions.

Editors are not involved in studio production. As such this question was not asked to Editors. Out of 257 trainees, 203 (78.99 %) trainees reported that the quality of final studio productions were telecast worthy whereas 54 (21.01 %) trainees reported that the quality of the final studio production were not telecast worthy. (Table 136).
Reasons for not all telecast worthy final studio productions and how they could have been produced telecast worthy

All the categories of trainees reported the following reasons for not being able to produce all (or assist in production) telecast worthy final Studio programmes.

- Lack of coordination among team members.
- Inexperience of trainees.
- Poor Preparation and Planning.
- Lack of adequate guidance and individual freedom from some trainers.
- Inexperienced artists.
- Shortage of time for planning and rehearsal.
- Set, design, lighting and audio people take major time.

In addition to above following additional reasons have been reported by some categories of trainees.

Producer Trainees

- Wrong Commands given by Production Assistants.
- Irresponsible attitude by some technical trainees.

Production Assistants

- Post-Production editing is not allowed.
- Producer trainees do not consult their Production Assistants.

Cameraperson Trainees

- Some Producers trainees have a tendency to satisfy their faculty supervisors. As such they do not use their creative mind.

Engineering Trainees

- Producers’ ideas were too ambitious keeping the facilities in mind.
Telecast Worthy quality of final Single Camera productions.

Floor Managers were not involved in Single Camera Production. As such this question was not asked to them. Out of 265 trainees, 225 (84.90%) trainees, reported that the quality of final Single Camera production were telecast worthy where as 40 (15.09%) trainees reported that the quality of the final single camera production were not telecast worthy.(Table 137).

Reasons for not all telecast worthy final Single Camera productions and how they could have been produced telecast worthy

All the categories of trainees reported the following reasons for not being able to produce all (or assist in production) telecast worthy final Single Camera Productions.

- Neither proper research was done nor the Programme was properly planned.
- Inexperience of trainees
- Shortage of time for Preparation and research.
- Artists were not up to the mark

In addition to above, following additional reasons have been reported by some categories of trainees.

Producer Trainees

- Rigidity of Camerapersons and Editors
- All members of team were not of same caliber and experience

Production Assistant Trainees

- Producers were confused and need more practice

Cameraperson trainees

- Production is teamwork. Unless all members of the team contribute equally well, production cannot be good.
• Programme had not clear concept for viewers. It looked as if the programme was produced by an immature producer.

• Patience was lacking on the part of producer trainee.

• Short duration was available for shooting

Gain of training even if all the final programmes were not telecast worthy.

All the categories of trainees reported the following

• Although all the final Programmes were not telecast worthy, they came to know their mistakes during Preview sessions, which can be corrected in future productions. This itself was the gain of the course.

• Course participants reported that they received basic Knowledge of Production grammar and developed confidence in Programme Production.

• There is always gain of experience.

• Training made basic foundation in their Professional Career.

• Training helped them to understand the Spirit of teamwork.

In addition to above, following additional gains have been reported by some categories of trainees.

**Producer Trainees**

• They reported that they not only gained knowledge of Planning and Production technique but also gave them ability to think freely and execute their idea.
Production Assistant Trainees

- They reported that they learnt a lot from healthy Criticism during preview sessions.

- They reported that they learnt the important role of a Producer in Television Production.

Cameraperson Trainees

- They reported that training cleared their doubts, which were in their mind.

- Improved a lot in the selection of proper Camera angles and Shots.

Engineering Trainees

- Engineers have reported that even if all the Programmes were not telecast worthy, training has enabled them to work at various technical areas, which has given them new experience and confidence.

The Professional things liked most by trainees about the training course

All trainees except Floor Manager trainees have reported the following professional aspects liked most by them about training.

- Practical aspect of training.

- Professionally organized training.

- Patience of trainers and their involvement in training.

- Various opinions and analysis by trainers and trainees during preview sessions.

- Regional interaction among trainees from whole of country, which is very essential for Media people.
• Proportionate combination of theory and practicals in training.
• Informal interaction with the faculty and staff.
• Good technical facilities.
• Development of good team spirit.

In addition to above, following categories of trainees reported the following aspects also, which they liked.

**Producer Trainees**

• Trainers’ explanation with the help of Previews and discussion.

**Production Assistant Trainees**

• Good Work culture
• Punctuality and discipline of faculty
• Professional teaching methodology
• Lectures of guest Professionals

**Graphic Artists**

• Knowledge of Silicon Graphics

**Engineering Trainees**

• Getting an experience of working in various technical areas independently which is not ordinarily possible in a working Kendra.
• Teaching Methodology of some trainers.

**One Strong Professional achievement (gain) from training.**

• Trainees of all categories reported that they received knowledge of basic production grammar and gained systematic professional approach about Programme Production.
• Developed Punctuality for any assigned activity.
In addition to above, various categories of trainees reported the following as professional achievements.

**Producer trainees**
- Learnt planning and systematic approach to programme production.
- Got trained from an internationally known institute.
- Viewed various films with varying visual content.

**Production Assistant Trainees**
- Learnt how to see programme critically
- Developed aesthetic sense of production.
- Learnt the technique of News reporting and News Production

**Floor Manager Trainees**
- To manage the studio floor professionally during recording and transmission.
- Learnt the use of Teleprompter

**Cameraperson Trainees**
- After training they can interact with Professionals and make a place in industry.

**Video Editor Trainees**
- Systematic knowledge of video editing.

**Graphic Artist Trainees**
- Developed confidence to do every type of Graphic Work.

**Engineering Trainees**
- Strong achievement is to get exposed to various operational positions through rotation charts, to learn little of everything.
- Developed self-confidence in television technical operation.
- Learnt Professional way of evaluating programme.

**Gain in various tasks of trainees as a result of training.**

**Producer trainees**

Gain in number of Producer trainees who could produce Programmes in various formats as a result of training.

Out of 54 Producer trainees, 15 (27.78 %) trainees could produce News before training. 47 (87.04%) producer trainees could produce the same after training. Thus the gain was of 32 trainees (59.26 %). On an average, 16.43 (30.42%) trainees could produce various Programmes even before training. However 47.78 (88.48 %) trainees reported that they could produce these programmes after training. Thus there was a gain of 31.35(58.05 %) trainees as a result of training.(Table 138).

**Gain in knowledge of various tasks of Producer trainees as a result of training.**

**To sit on the Panel and Produce Programmes**

Out of 54 Producer trainees, 15 (27.77%) trainees reported that they gained 75% and more knowledge as a result of training. 33 (61.11%) trainees reported that they gained 25 % and more knowledge, whereas 6 (11.11%) trainees did not gain any knowledge for sitting on the panel and Producing Programmes.(Table 139.1).

**To work in collaboration with the team**

Out of 54 Producer trainees, 9 (16.66%)trainees reported that they gained 75% and more knowledge as a result of training.37 (68.51%) trainees reported that they gained 25 % and more knowledge, whereas 8 (14.81) trainees did not gain any knowledge for working in close and continuous collaboration with the Programme production staff at every stage of the rehearsals, recording and actual presentation of programmes. (Table 139.2).
To acquaint with the details of Programmes

Out of 54 Producer trainees, 9 (16.67%) trainees reported that they gained 75% knowledge as a result of training. 38 (70.37%) trainees reported that they gained 25% and more knowledge, whereas 7 (12.96%) trainees did not gain any Knowledge to acquaint with every bit and detail of the entire programme and to give suggestions and advise to the existing production staff from the professional and technical angle. (Table 139.3).

Planning and co-ordination of programme

Preparation of daily transmission cue sheets

Out of 54 Producer trainees, 5 (9.26%) trainees reported that they gained 75% knowledge as a result of training. 38 (70.37%) trainees reported that they gained 25% and more knowledge, whereas 11 (20.37%) trainees did not gain any knowledge for preparation of daily transmission cue – sheets, incorporation last minute changes and adjustments. (Table 139.4).

Preparation of rehearsals and production charts.

Out of 54 Producer trainees, 9 (16.67%) trainees reported that they gained 75% and more knowledge as a result of training. 37 (68.51%) trainees reported that they gained 25% and more knowledge, whereas 8 (14.81%) trainees did not gain any knowledge for preparation of rehearsals and production charts involving allocation of artists, studios equipments and other facilities. (Table 139.5).

Programme Administration.

Transmission duty

Out of 54 Producer trainees, 3 (5.56%) trainees reported that they gained 75% and more knowledge as a result of training. 37 (68.51%) trainees reported that they gained 25% and more knowledge, whereas 14 (25.93%) trainees did not
gain any Knowledge to been duty during transmission of programmes and be responsible for smooth telecast of programmes. (Table 139.6).

**Budgeting of programme expenditure**

Out of 54 Producer trainees, 2 (3.70%) trainees reported that they gained 75% and more knowledge as a result of training. 31 (57.40%) trainees reported that they gained 25% and more knowledge, whereas 21 (38.88%) trainees did not gain any knowledge, to watch the progress of expenditure under the relevant Budget Head in terms of allotment made to different programme production staff, working out these and expenses to be paid to the artists, according to the scales prescribed and submission of detailed proposals pertaining thereto for sanction by the head of the Kendra (Sanctioning authority). (Table 139.7).

**Submission of requisitions**

Out of 54 Producer trainees, 3 (5.56%) trainees reported that they gained 75% and more knowledge as a result of training. 31 (57.40%) trainees reported that they gained 25% and more knowledge, whereas 20 (37.03%) trainees did not gain any knowledge, to submit the requisitions of recordings, video tapes and scripts for uses in telecast as per schedule. (Table 139.8)

**Supervision of junior staff**

Out of 54 Producer trainees, 2 (3.70%) trainees reported that they gained 75% and more knowledge as a result of training. 31 (57.40%) trainees reported that they gained 25% and more knowledge, whereas 21 (38.88%) trainees did not gain any knowledge, to supervise over the functioning and discipline of the staff progress of expenditure under the relevant Budget Head in terms of allotment made to different programme production staff, working in the unit, programme production staff, artists, clerical staff etc. (Table 139.9).
Public Relations

Out of 54 Producer trainees, 26 (48.14 %) trainees reported that they gained 25 % and more knowledge, whereas 28(51.85 %) trainees did not gain any knowledge, to deal with the artist and talkers who are booked, attending the various public activities and functions which take place in the sphere of literature, art, industry, social welfare, national development etc. activities with which the programmers must keep in constant touch so that these can be reflected in the programmes in one way or the other and also be aware of public reaction to the programme as expressed in letters ,in conversation and through the press. (Table 139.10)

Production Assistant trainees

Gain in number of Production Assistant trainees who could perform their various tasks as a result of training.

Out of 79 Production Assistants trainees, 73 (92.40%) and 78 (98.73%) Production Assistant trainees could prepare budget estimate for each productions before and after training respectively. Thus there was a gain of 5 (6.32%) trainees for preparation of budget estimates as a result of training. On an average 74.00 (93.67%) and 78.33 (99.15%) Production Assistant trainees could perform their other tasks before and after training respectively. On an average there was a gain of 4.33 (5.48%) trainees who could perform their various tasks as a result of training (Table 140).

Gain in Knowledge as a result of training.

Gain of Knowledge of Production Assistant trainees of their tasks as a result of training.

Preparation of budget estimate for each production.

Out of 79 Production Assistant trainees, only 1 (1.26%) trainee reported that he has gained knowledge of 75 % as a result of training for preparation of budget estimate for productions .39 (49.36 %) trainees reported that they have gained 25 % and more knowledge and 39 (49.36%) trainees did not gain any
knowledge for preparation of budget estimate for productions as a result of training. (Table 141.1).

Arrangements of basic facilities for programmers i.e. studio, etc.

Out of 79 Production Assistant trainees, only 11 (13.92%) trainees reported that they have gained knowledge of 50% and more as a result of training for arrangements of basic facilities for programmes. 23 (29.11%) trainees reported that they have gained 25% knowledge and 45 (56.96%) trainees did not gain any knowledge as a result of training. (Table 141.2).

Sending scripts and charts to artists.

Out of 79 Production Assistant trainees, only 2 (2.53%) trainees reported that they have gained 75% and more knowledge as a result of training for sending scripts and charts to artists. 34 (43.03%) trainees reported that they have gained 25% and more knowledge and 43 (54.43%) trainees did not gain any knowledge for sending scripts and charts to artists as a result of training. (Table 141.3).

Ordering of graphics and design requirements for production.

Out of 79 Production Assistant trainees, 14 (17.72%) trainee reported that they have gained knowledge of 50% and more as a result of training for ordering graphics and design requirements for production. 39 (49.36%) trainees reported that they have gained 25% and more knowledge and 39 (49.36%) trainees did not gain any knowledge as a result of training. (Table 141-4).

Arrangements of planning meetings with team members.

Out of 79 Production Assistant trainees, only 3 (3.79%) trainee reported that they have gained knowledge of 75% as a result of training for arrangements of planning meeting with team members. 40 (50.63%) trainees reported that they have gained 25% and more knowledge and 36 (45.56%) trainees did not gain any
knowledge for arrangement of planning meeting with team members as a result of training. (Table 141.5).

**Booking of facilities likes sound recording, camera and transport for outdoors shooting.**

Out of 79 Production Assistant trainees, only 1 (1.26%) trainee reported that he has gained knowledge of 75% as a result of training for booking of facilities like sound recording, camera and transport for outdoor shooting. 30 (37.97%) trainees reported that they have gained 25% and more knowledge and 48 (60.75%) trainees did not gain any knowledge. (Table 141.6).

**Section's routine paper work and maintenance of all records.**

Out of 79 Production Assistant trainees, 22 (27.84%) trainees reported that they have gained knowledge of 25% and more as a result of training for section’s routine paper work and maintenance of all records. 57 (72.15%) trainees did not gain any knowledge as a result of training. (Table 141.7).

**Produce the programme in the absence of the Producer.**

Out of 79 Production Assistant trainees, 29 (36.70%) trainees reported that they have gained knowledge of 25% and more as a result of training for producing the programme in the absence of the producer. 50 (63.29%) trainees did not gain any knowledge as a result of training. (Table 141.8).

**Helping the Producers /Programme Executives in charge of transmission for smooth telecast.**

Out of 79 Production Assistant trainees, only 2 (2.53%) trainee reported that they have gained knowledge of 75% as a result of training for helping the producer / programme Executive in charge of transmission for smooth telecast. 27 (34.17%) trainees reported that they have gained 25% and more knowledge and 50 (63.29%) trainees did not gain any knowledge. (Table 141.9).
Floor Manager Trainees

Gain in number of Floor Manager trainees who could perform their various tasks as a result of training.

All the Floor Manager trainees (100.00%) could perform their various tasks before training. Thus there was no gain from training for Floor Managers as far as their various tasks were concerned. (Table 142).

Gain of Knowledge of Floor Manager trainees of their tasks as a result of training.

Communicate Producer's direction to artists on the studio floor by accepted signals.

Out of 8 Floor Managers trainees, 4 (50.00 %) trainees reported that they have gained 75 % and more knowledge and 4 (50.00 %) trainees reported that they have gained 50 % and more knowledge of Communicating Producer's direction to artists on the studio floor by accepted signals. (Table 143.1).

Maintain studio discipline during the rehearsals, recordings and transmissions.

Out of 8 Floor Managers trainees, 5 (62.5 %) trainees reported that they have gained 75 % and more knowledge and 3 (37.50 %) trainees reported that they have gained 50% and more knowledge of maintaining studio discipline during the rehearsals, recordings and transmissions. (Table 143.2).

Look after the comforts of artists inside the studio.

Out of 8 Floor Managers trainees, 7 (87.50 %) trainees reported that they have gained 75 % and more knowledge and 1 (12.50 %) trainees reported that they have gained 50 % and more knowledge of Looking after the comforts of artists inside the studio. (Table 143.3).
Supervise the work of Floor Assistants.

All the Floor Manager (100%) trainees reported that they have gained 75% and more Knowledge of supervising the work of Floor Assistants. (Table 143.4).

Maintain the log book of studio floor activity in detail

Out of 8 Floor Manager trainees, 7 (87.50 %) trainees reported that they have gained 75 % and more knowledge and 1 (12.50 %) trainees reported that they have gained 25 % and more knowledge of maintaining the log book of studio floor activity in detail. (Table 143.5).

Cameraperson trainees

Gain in number of Cameraperson trainees who could perform their various tasks as a result of training.

Out of 32 Cameraperson trainees, 31 (96.87%) and 32 (100.00%) trainees could compose and frame pictures in the studio before and after training respectively. Thus there was a gain of 1 (3.12%) trainee as a result of training. On an average 29.66 (92.68%) and 30.33 (94.78%) Cameraperson trainees could perform their other tasks before and after training respectively. On an average there was a gain of .67 (2.09%) trainees who could perform their various tasks as a result of training. (Table 144).

Gain of knowledge of Cameraperson trainees of their tasks as a result of training.

Compose and frame pictures as instructed by Producer in the studio

Out of 32 Camera person trainees, only 1 (3.12%) trainee reported that he has gained knowledge of 75 % as a result of training for composing and framing pictures in the studio .14 (43.75 %) trainees reported that they gained 25 % and more knowledge and 17 (53.12%) trainees did not gain any knowledge for composing and framing pictures in the studio as a result of training. (Table 145.1).
Compose and frame pictures as instructed by Producer by Single Camera (ENG).

Out of 32 Camera person trainees, only 1 (3.12%) trainee reported that he has gained knowledge of 75% and more as a result of training for composing and framing pictures by Single Camera (ENG). 16 (50.00%) trainees reported that they have gained 25% knowledge and more as a result of training. 15 (46.87%) trainees did not gain any knowledge for composing and framing on the ENG as a result of training. (Table 145.2).

Search for shots on your initiative on news assignments and unrehearsed shows.

Out of 32 Camera person trainees, 9 (28.12%) trainees reported that they have gained 25% and more knowledge as a result of training to search for shots on their initiative on news assignments and unrehearsed shows. 23 (71.87%) trainees did not gain any knowledge for searching of shots on their initiative on news assignments and unrehearsed shows as a result of training. (Table 145.3).

Editor trainees

Gain in number of Editor trainees who could perform their various tasks as a result of training.

Out of 16 Editor trainees, 14 (87.50%) and 16 (100.00%) trainees could Edit mute and sound tapes before and after training respectively. Thus there was a gain of 2 (12.50%) trainees as a result of training. On an average, 13.50 (84.37%) and 16 (100.00%) trainees could perform their various tasks before and after the training respectively. On an average there was a gain of 2.5 (15.62%) trainees who could perform their various tasks as a result of training. (Table 146).
Gain of knowledge of Editor trainees of their tasks as a result of training.

Editing of mute and sound tapes.

Out of 16 Editor trainees, only 1 (6.25%) trainee reported that he has gained 75% knowledge and 14(87.50%) trainees reported that they have gained 25% and more knowledge of Editing of mute and sound tapes as a result of training. 1(6.25%) trainee reported that he did not gain any knowledge about Editing of mute and sound tapes as a result of training. (Table 147.1).

ii) Putting in order stock shots, sound effects.

Out of 16 Editor trainees, only 1 (6.25%) trainee reported that he has gained 75% knowledge and 12(75.00%) trainees reported that they have gained 25% and more knowledge of putting in order stock shots and sound effects as a result of training. 3(18.75%) trainee reported that they did not gain any knowledge of putting in order stock shots and sound effects as a result of training. (Table 147.2).

Graphic Artist Trainees

Gain in number of Graphic Artist trainees who could perform their various tasks as a result of training.

All the Graphic Artist trainees (100.00%) could perform their various tasks before the training. Thus there was no gain of training for Graphic Artist trainees as far as their tasks are concerned as a result of training. (Table – 148)

Gain of knowledge of Graphic Artist trainees of their tasks as a result of training.

Preparing Graphic material

Out of 15 Graphic Artist trainees, 5(33.33%) trainees and 10 (66.66%) trainees reported that they have gained 50% and 25% knowledge respectively of preparing graphic material as a result of trainees. (Table 149.1).
Prepare graphics during transmission.

Out of 15 Graphic Artist trainee, 1 (6.66%) and 11 (73.33%) trainees reported gain of 50% and 25% knowledge respectively of prepare graphic during transmission as a result of training. 3 (20.00%) trainees reported that they have not gained any knowledge for preparing Graphic during transmission material as a result of training. (Table 149.2).

Engineering Trainees

Gain in number of Engineering trainees who could perform their various tasks as a result of training.

Out of 69 Engineering trainees, 45 (65.21%) and 68 (98.55%) trainees could do Lighting before and after training. Therefore there was gain of 23 (33.33%) trainees who could do Lighting as a result of training. On an average, 38.55 (55.86%) and 63.88 (92.57%) trainees could perform their tasks before and after training. On an average there was a gain of 25.33 (36.71%) trainees (Table 150).

Gain of Knowledge of Engineering trainees of their tasks as a result of training.

Lighting

Out of 69 Engineering trainees, 8 (11.59 %) reported that they have gained 75% knowledge in Lighting as a result of training. 56 (81.15%) trainees reported that they gained 25% and more knowledge in Lighting as a result of training. However 5 (7.24%) trainees reported that they did not gain any knowledge in Lighting as a result of training. (Table 151.1).

Camera Control Unit

Out of 69 Engineering trainees, 9 (13.04 %) trainees reported that they have gained 75% and more knowledge in Camera Control Unit as a result of training. 58 (84.05%) trainees reported that they gained 25% and more knowledge
in Camera Control Unit as a result of training. However 2 (2.89%) trainees reported that they did not gain any knowledge in Camera Control Unit as a result of training. (Table 151.2).

Vision Mixer

Out of 69 Engineering trainees, 9 (13.04 %) trainees reported that they have gained 75% and more knowledge in Vision Mixer as a result of training. 50 (72.46%) trainees reported that they gained 25% and more knowledge in Vision Mixer as a result of training. However 10 (14.49%) trainees reported that they did not gain any knowledge in Vision Mixer as a result of training. (Table 151.3).

Audio Operation

Out of 69 Engineering trainees, 6 (8.69 %) trainees reported that they have gained 75% knowledge in Audio Operation as a result of training .52 (75.36%) trainees reported that they gained 25% and more knowledge in Audio Operation as a result of training. However 11 (15.94%) trainees reported that they did not gain any knowledge in Audio Operation as a result of training. (Table 151.4).

Master Switching Room

Out of 69 Engineering trainees, 7 (10.14 %) trainees reported that they have gained 75% knowledge in Master Switching Room as a result of training. 39 (56.52%) trainees reported that they gained 25% and more knowledge in Master Switching Room as a result of training. However 23 (33.33%) trainees reported that they did not gain any knowledge in Master Switching Room as a result of training. (Table 151.5).

Video Tape Recording

Out of 69 Engineering trainees, 6 (8.69 %) trainees reported that they have gained 75% knowledge in Video Tape Recording as a result of training. 49 (71.01%) trainees reported that they gained 25% and more knowledge in Video Tape Recording as a result of training. However 14 (20.28%) trainees reported
that they did not gain any knowledge in Video Tape Recording as a result of training. (Table 151.6).

**Electronic News Gathering (ENG)**

Out of 69 Engineering trainees, 8 (11.59 %) trainees reported that they have gained 75% knowledge in Electronic News gathering as a result of training. 53 (76.81%) trainees reported that they gained 25% and more knowledge in Electronic News Gathering as a result of training. However 8 (11.59%) trainees reported that they did not gain any knowledge in Electronic News Gathering as a result of training. (Table 151.7).

**Sync Sound Studio**

Out of 69 Engineering trainees, 13 (18.84 %) trainees reported that they have gained 75% knowledge in Sync Sound Studio as a result of training. 40 (57.97%) trainees reported that they gained 25% and more knowledge in Audio Mixing as a result of training. However 16 (23.18%) trainees reported that they did not gain any knowledge in Sync Sound Studio as result of training (Table 151.8).

**Outside Broadcast.**

Out of 69 Engineering trainees, 4 (5.79 %) trainees reported that they have gained 75% knowledge in Outside Broadcast as a result of training. 36 (52.17%) trainees reported that they gained 25% and more knowledge in Outside Broadcast as a result of training. However 29 (42.02%) trainees reported that they did not gain any knowledge in Outside Broadcast as a result of training. (Table 151.9).

In conclusion, gain in number of trainees who could perform their various tasks as a result of training was maximum (58.05%) for Producer trainees, followed by (36.71%) for Engineering trainees. There was only a gain of (15.62%), (5.48%) and (2.09%) for Editor, Production Assistant and Cameraperson trainees respectively who could perform their various tasks as a result of training. There was no gain in number of trainees in respect of Floor
Managers and Graphic Artists. The reason for less gain in these categories of trainees has been that most of them had reported that they could perform their various tasks in the pre-training questionnaire. Researcher feels that selection of trainees in these categories was faulty. (Table 152).

Similarly in conclusion, number of trainees who gained knowledge of 50% and more of their first task (as per Doordarshan Manual) as a result training who maximum (59.25%) for Producer trainees followed by (56.51%) for Engineering trainees. Number of trainees who gained knowledge of 50% and more of their first task as a result of training was 50%, 33.33%, 31.24%, 18.75% and 17.71% for Floor Manager, Graphic Artist, and Cameraperson, Editor and Production Assistant trainees respectively. The gain of other tasks is report in their respective tables. (Table 153)

**Extent the training will enable trainees to conceive the Social objectives of Doordarshan in programme production at respective Kendra.**

Out of 273 trainees, 157 (57.50%) trainees reported that the training would enable them to conceive the social objectives of Doordarshan in programme production in their Kendra to the extent of 75% and more (Table 154).

**Area/disciplines for specialized training in future.**

**Producer and Production Assistant trainees** have desired to have specialized training in following aspects of television production.

- Drama
- Music
- Documentary
- Script writing
- Production Management
- Sports
- News and current affairs
- Talk Show
- Dance
• Production of commercials
• Developmental Journalism
• Transmission

Cameraperson trainees have desired to specialize training in the following areas.
• Documentary
• Telefilms
• Special effect cinematography
• Song picturisation

Editor trainees have desired to specialize training in the following areas.
• Non-linear editing
• Special effects of Editing
• Sound Mixing

Graphic Artist trainees have desired to specialize training in the following areas.
• Silicon Graphics
• Advanced Computer graphics and animation

Engineering trainees have desired to specialize training in the following areas.
• Lighting
• Audio
• Maintenance of equipment.

Number of trainees interested in becoming trainer in their department.

Out of 273 trainees, 148 (54.21%) trainees expressed their desire to become trainers in their department. 125 (45.79%) desired otherwise. (Table 155).
4.3.8 Suggestions

Introduction: In this section evaluation of following questions has been reported.

i) Trainees suggestions for improvement in guidelines for final multi-camera (studio) and single camera productions.

ii) Trainees perception upon what should have been greater and lesser emphasis during training for the course to be more useful.

iii) Whether the present course should be replaced or supplemented by short term specialized courses on various aspects of television production and technical operation,

iv) Professional things about the training disliked by trainees.

v) Drawbacks on the part of FTII in the management of the training.

vi) Drawbacks on the part of Doordarshan in the management of training.

vii) Additional suggestions.

i) Suggestions for improvement in guidelines for final Studio and final single Camera exercises.

Trainees have not given any specific suggestion for improvement in guidelines for final studio and single Camera exercises. However they have given some suggestion for improvement of management of training as a whole. All such suggestions have been covered in additional suggestions of this report.

ii) All the categories of trainees reported that the course could have been more useful if curriculum had greater emphasis on more practicals and exercises.

In addition to this, various categories of trainees have suggested following points for greater emphasis.

Producer and Production Assistant trainees

- How to do research about Programme Production
• More transmission and Outside Broadcast Exercises.

• First three weeks were too theoretical. Some simpler exercises should have been given during these weeks also.

• More time should be provided for library work.

• Programmes produced by previous batches should also be shown and discussed

Cameraperson and Editor trainees

• More emphasis should be on guidance during practicals.

Graphic Artist trainees

• More emphasis should be on computer animation.

• More study tours should be arranged for visualization etc.

Engineering trainees

• More emphasis should be on software aspects of production than hardware information.

All the categories of trainees have reported that the course could have been more useful if there would have been lesser emphasis on theory lectures.

iii) Short Term Specialized training courses

Replacement / Supplementing, present course by Short term Specialized Courses.

Out of 273 trainees, 238 (87.18 %) reported that the present course should be supplemented by short term specialized Course on various aspects of television production and technical operation, whereas 35 (12.82 %) trainees thought that the present Course should be replaced by short-term course. (Table 156). 

168
iv) The Professional things disliked most by trainees about the training course

- Variation of Professional views of some trainers during preview sessions
- Non-professional and biased views of some trainers during preview sessions
- Imposing of ideas and treatment by some trainers to trainees during final exercises as it does not give any scope to show creativity of producers.

In addition to above, following categories of trainees reported the following aspects, which were not liked by them about training.

**Producer trainees**

- Communication gap among some faculty members.
- Non-cooperation of some trainers and trainees
- Poor content of some lectures
- Some handouts have not been updated.
- Difference in setup between FTII and working Doordarshan Kendra.
- Long two hours theory lectures

**Production Assistant Trainees**

- Comments without explanations during preview sessions sometimes cause misunderstanding among trainees.
- Highlighting of some mistakes of trainees by some trainers
- Lengthy two hours lectures

**Cameraperson Trainees**

- Some doubts do not get clear during preview sessions
• Three hours lectures

Editor Trainees

• Although there were good equipment facility, but there were some restriction for the trainees to operate it.
• During editing of exercises, producers were not taking the suggestions of Editors.

Graphic Artist Trainees

• Outdated practicals in graphics.

Engineering Trainees

• Some theoretical lectures were not properly planned. They were not up to mark.
• Demonstration of outdated equipment
• Information about history of equipments.
• Electronic field production (EFP) exercise was not well planned.

v) Drawback in the planning and management of FTII training on the Part of FTII

Trainees have reported the following as the drawback in the planning and management of training on the part of FTII.
• Too much emphasis on theory.
• Some trainers teach as if trainees were high school students, although trainees belong to the officer cadre of Doordarshan. In such a situation it was difficult to have interaction between trainees and trainers. :
• Lack of coordination among faculty members.
• Limited Budget for Programme Production.
• Study tours are not well planned academically.

• All equipments at FTII are not familiar.

• Practical requirements of Programme Production at Kendras are over looked during training.

• Practical experience of some trainers is not enough

• Very poor lodging and boarding facilities. Lady trainees were not allowed to keep one or two year old baby with them in ladies hostel. 90% trainees are married. Therefore family accommodation should be made available to trainees so that they can concentrate better on training activities. Otherwise they remain worried about the welfare of their families. Moreover study and reading environment was not always available in the hostel.

In addition to above, following category of trainees have also reported the following as drawback in the planning and management of television training on the part of FTII.

**Producer and Production Assistant Trainees**

• Too much is taught in little time.

• Training management / administration should be decentralized.

**Floor Manager Trainees**

• There is not much scope of practical learning for floor staff. There should be at least fifteen days training separately for floor Managers.

**Engineering trainees**

• Master Control Room duty is not given from start of training.

• All theory lectures were not planned properly
vi) **Drawback in the planning and management of FTII training on the part of Doordarshan**

Trainees have reported the following as the drawback in the planning and management of training on the part of Doordarshan.

- Doordarshan does not have a clear training policy. Training of its employees does not seem to be a priority for Doordarshan.

- Director General Doordarshan’s office does not take FTII training seriously. Doordarshan does not oversee the training program of its employees so that it is conducted as per its requirement.

- Trained staff in television is transferred to ALL India Radio and Transmitters.

- Indiscriminate selection of trainees where it should have been selective. Doordarshan should give more attention to the selection of trainees. Some trained employees of previous batches are not interested in producing Programmes. Doordarshan deputes some trainees forcefully and against their interest. Hence selection of trainees is very important.

- Doordarshan deputes all Programme cadres like controller of Programmes, Station Director, Deputy Director, Assistant Station Director, Programme Executive, Production Assistant, Floor Manager, and Floor Assistants for the same training course.

- Sponsoring staff for basic training at late stage of carrier and inhomogeneous group of trainees in terms of seniority. There is very little to learn for more experienced people during basic course.
• There is a communication gap between various Kendras, Directorate General Doordarshan and FTII.

• One training center is not sufficient to train all employees of Doordarshan. Better to provide training center in each zone.

• Some equipments in Kendra are different than used during training in FTII.

• All Kendra do not give full TA / DA, when relieved for training. Due to financial problems trainees remain in tension and therefore cannot concentrate on training.

• Intimation of selection for training reached late to some Kendras.

In addition to above, following categories of trainees have also reported the following as additional drawback in the planning and management of training on the part of Doordarshan.

**Producer and Production Assistant Trainees**

• In Doordarshan there is too much concentration of decision about the selection of trainees at the level of Directorate of Doordarshan.

• Doordarshan deputes trainees without intimating them details of the course.

• Nomination of excess number of trainees than prescribed strength in some categories of staff.

• Doordarshan depute some officers for Production training who are not interested in producing Programmes.
Engineering training

- Some Officers in some Kendras are not always cooperative in regard to deputing them for staff training. They always avoid by saying that there was shortage of staff.

Additional suggestions.

- Independent Productions are more important for trainees as they give more confidence. Therefore number of independent final exercises should be increased.

- Positive approach of trainers at previews of exercise will definitely encourage the trainees and they will perform better in future productions.

- All employees trained in basic course should be deputed for specialized course as per their aptitude and need of Doordarshan at a latter stage of their career.

- Training should be in Hindi and English

- Doctor should visit hostel daily in the morning also.

- FTII should depute its faculty and trainers to some foreign training centres like BBC etc. This would not only enhance their Knowledge but also keep them in tune with the latest technique of television production and training methodology.

Following categories of trainees have reported also following as additional suggestions.

Producer and Production Assistant Trainees

- The trainees should be engaged in-group discussions and on various subject under the guidance / association of faculty members.
• Only experts of subjects should be allowed to give comments on various aspects of programmes. (not at all Floor Managers and Floor Assistants)

• Separate classes for Producers should be conducted. Senior officer must be given proper respect and due facilities according to their status.

• More time for library work, sports, games and screening of good educative, informative and entertainment programmes should be scheduled in time table.

• Prize should be given to the various production teams for best studio and single camera production.

• Approved list of artists in every field should be ready before training starts.

• More Make up demonstration should be arranged during training.

• Study tour should be arranged before Idea Meets and Plan Meets.

• Some practical classes should be conducted by Producers of Doordarshan and private channels.

• FTII faculty should produce programs on every subject like imaginary line, basic Lighting, and Camera Angles, Shot Composition, etc. both in Hindi and English and show them to trainees as teaching aid.

• Trainees should be divided in smaller groups of 4 to 5 during demonstrations and practicals to get individual attention of trainers.

• There should be more informal interaction between trainees and trainers.

Camerasperson trainees

• There should be more professional talks by outside professionals
• Weekly tests should be held.

• Proper discipline should be maintained in the Preview Theater. Once Preview starts, entering and leaving of trainees disturbs the educative environment.

• While giving comments on exercises, contribution of Cameraperson should not be overlooked. Concerned trainers should give their expert opinion on the work of camerapersons.

• There should be Xerox facilities for trainees.

• More time should be provided for library work.

• Aerial and underwater photography should be included in the course.

Editor trainees

• Professional Views of Editors should be considered by Producers.

Engineering trainees

• FTII should remove old equipments, which are not used anywhere now.

• There should be preview of selected programmes and be discussed from technical point of view by the concerned technical faculty. It will be more useful for Lighting and Audio.

• Every trainer should ask questions from trainees at the end of their presentations to confirm the transfer of what they have been taught. This practice is already adopted by some trainers.

• More time should be available for library.

• More attention should be paid to departmental promotee trainees as they are lesser qualified.
• Audio Panel should be replaced with latest digital panel.

• Multichannel recording should be introduced.

• Handouts given by different trainers should be of same size and preferably bounded..

• Teaching skill of some trainers need improvement although they are knowledgeable.

• During preview of exercises, the discussion should be point by point.

• There should not be any distinction between production and technical trainees. This gap speaks for not achieving cent percent output of training.

• There should be previews of more ideal programme produced by Doordarshan producers.

• Trainees should be given more practice of using various equipments.

4.4 Questionnaire administered 3 months after training.

Introduction:

The Third questionnaire was sent to trainees to their respective Doordarshan Kendra after three months of completion of training. The questionnaire consisted of 14 questions.

Number of respondents who responded to the questionnaire

Out of 273 trainees, 145 (53. 11%) trainees responded to the questionnaire. (Table 157)
Whether Job they were trained was assigned after training.

Out of 145 trainees who responded, 101 (69.65%) trainees reported that they have been assigned a job after training for which they have been trained at FTII. (Table 158)

Assignment in case job not given for which they were trained.

Producer trainees, who have not been given job for which trained, have been assigned administrative work such as supervision of programme staff, preview of programmes, duties of drawing and disbursing officer and correspondence of parliamentary questions. Engineering trainees have been given job of equipment maintenance and duty at transmitter and transferred to All India Radio.

Number of new topics, practicals, studio and single camera exercises that should be added in the FTII training course.

Number of new topics proposed by Producer, Production Assistant, Floor Manager, Cameraperson., Editor, Graphic Artist and Engineering trainees to be added in the FTII training course were 15, 5, 1, 10, 4, 5 and 10 respectively. Number of new Studio exercises proposed by Producer, Production Assistant, Floor Manager, Cameraperson, Graphic Artist and Engineering trainees were 5, 3, 1, 6, 3 and 4 respectively. Number of new ENG exercises proposed by Producer, Production Assistant, Cameraperson, Editor, Graphic Artist and Engineering trainees were 4, 5, 8, 7, 5, 3 respectively. Similarly number of practicals proposed by Cameraperson, Editor, Graphic Artist, Engineering trainees to be added in the FTII course were 8, 4, 5 and 10 respectively. (Table 159).

Professional achievements as a result of training?

Producer Trainees reported that professional achievement as a result of training was reflected from the fact that they have been producing programme independently and confidently as a result of training. They reported that they have been participating and contributing in discussions in programmes meetings only as a result of training. They have further reported that training has not only helped
them to understand the media but has helped them in developing confidence in panel work and programme work. The training had a great impact on their working by helping them to update themselves and enlightened them to learn systematic approach in the process of programme planning and production. Training has also made them media professionals and gave them professional expertise to aim for the improvement of quality of programme production at their Kendra.

**Production Assistant trainees reported** that training has not only put them on the right track of media professionals but also helped them to develop confidence in panel work. Training has also helped them to understand importance of time.

**Cameraperson, Editor, Graphic Artist trainees** reported professional training by professional trainers has given them confidence in their respective professional work.

**Engineering trainees stated** that the training not only gave them basic knowledge of Television Production and Technical Operation but also gave them confidence to work in any technical area of a Doordarshan Kendra. Before training they knew operation of equipments but training has taught them application of equipments in Programme Production.

**Extent of doing job better as compared to pre- training period.**

Out of 145 trainees, 135(93.10%)trainees reported that they have been doing job better as compared to pre-training period (Table 160)

**Overall impression of the effectiveness of training at FTII.**

Out of 145 trainees, 138 (95.17%) trainees reported the effectiveness of training either good, very good or excellent (Table 161).
Extent to which the training achieved its objectives.

Out of 145 trainees, 110 (75.86%) reported that training achieved its objectives to the extent of 75% and more. (Table 162).

Area/disciplines for specialized training in future.

All categories of trainees have desired to have specialized training in the same disciplines which they reported in the Post-training questionnaire.

Suggestions to improve the FTII training as a whole

Producer and Production Assistant trainees

- Theory period should be reduced.
- Number of transmission exercises should be increased.
- Talent fees should be increased.
- Training should be more practical oriented.
- Duration of training courses should be increased
- Communication gap among faculty members should be bridged.
- Preview sessions should be for motivation and not for leg pulling.
- FTIT should conduct short time specialized training courses in various fields of TV Production and technical operation.
- Medium of instruction should be Hindi and English.
- All trainers must work in a Doordarshan Kendra for some time to gain practical experience of Doordarshan.
- During all training courses only one cadre should be trainees. All other team members should be trained Professionals.
- Trainers should not indicate their ego while giving instructions to trainees.
• Theory lectures as far as possible should be replaced by group activities.

• Study tours should be arranged in such a way that academic activity gets developed.

• Well known professionals from practical field should be invited to share their practical experience with the trainees.

• Some trainers lack enough practical experience. Trainers should themselves produce programme and show them to trainees to demonstrate their practical credibility.

**Floor Managers**

• Producers should be made to work as Floor Managers since most of the Producers get irritated and shout on Floor Managers during recordings since most of them do not know the problems of Floor Managers.

• All trainees should be given the feeling of programme professionals instead as Engineers, Camerapersons or Editors.

**Engineering trainees**

• Number of practicals in Lighting and Audio should be increased.

• Eminent external faculty should be invited as guest faculty

• Short term specialization training courses should be started by FTII

• Engineers must be given basic concepts of programme production like camera shots and camera angles to increase their aesthetic sense.

• Lodging and boarding facilities should be improved.

• Mistake done by trainees during exercises should be corrected by the trainers there and then.