

## TRAINING NEEDS ASSESSMENT OF ACADEMIC STAFF MEMBERS

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### ABSTRACT

*The technical manpower in agricultural universities, who are specialists in their subjects, required orientation training in all the areas of pedagogy relevant to higher education for agriculture. Hence, training is an important mechanism for improving the human resources at all levels. The study was carried out with a random sample of 48 academic staff members from Dr. Panjabrao Deshmukh Krishi Vidyapeeth, Akola. Findings revealed that most of the respondents were middle age i.e. 36 to 50 years of age, having Ph.D. and working as assistant professor with more than ten years of service experience and also attended more than two training programmes. As regards to highly training needs, majority of the respondents reported that research project management, SWOT analysis, research evaluation or impact assessment methods in the agricultural research management areas, stress management, human resource management and personality development in the human resource development areas, computers applications in agriculture, effective communication & presentation skills and statistical software for data analysis in the information and communication management areas, advances in educational research, computer aided instruction, curriculum design and development in the education management areas, PRA for agricultural research & development, entrepreneurship development, public-private partnerships in extension in the transfer of technology areas and research & academic administration, administrative & financial management and vigilance procedure & disciplinary action in the administration and financial management areas. Majority of the respondents belonged to the needed training category. They opined that training programme should be refresher type, in university campus, before commencement of academic year, one week or 21 days duration and required all the free facilities.*

**KEYWORDS:** *Training Needs Assessment, Academic Staff, Research Management, Education Management & Extension Management*

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