

A study on the effective implementation of sericulture and silk development programs

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Abstract- Sericulture Organizations Sector enlightens the way for the world. They provide valuable input necessary for other organization to survive and grow. Human Resource Development opens the way for creating and manufacturing competent manpower for organizations at large. HRD is just a mere beginning and not an end towards the process of growth and development. bilaspur district sericulture Organizations is doing a commendable job in creating and developing competent workforce for satisfying long term business goals. The climate across the sericulture organisation is favourable for employees to march towards their objective. The organisational environment is favourable for developing collaboration, trust, authenticity, proactivity, autonomy, confrontation and experimentation among employees. Openness culture is deep seated among the employees and demands for revival. Fair deal of general climate and HRD Mechanism Implementation persists in the organisation. The overall HRD Climate in the organisation is found to be good or at desirable level. Issues related to welfare and organisational ethics were found to be satisfactory.

Key Words: sericulture cultivation. silkworm, goods and services, Performance Measurement, sericulture Organizations.

1 INTRODUCTION

Human Resource Management Various HRM programmes were organised for Transfer of Technology in view of sustainable development of sericulture. Regular training was imparted to the farmers/participants on different activities of sericulture, such as, sericulture cultivation, silkworm rearing technologies and disease & pest management etc., developed by the Institute[1]. Under HRM programme, Human wants are unlimited and endless. With the growing complexity of life need for improved and sophisticated goods and services, has

become an unavoidable requirement for mankind. Liberalization, privatization and globalization have integrated the world to become an open network for communication.

First subsection of this chapter attempts to highlight some important facts and figures of Indian sericulture sector. It presents a clear picture on the requirements, availability, consumption, generation, control and efficiency of sericulture sector in India. Second section identifies the role of sericulture in power generation and the third section provides idea on definition, concept, and theories of Human resource development [2].



Figure1. The rearing of silkworms

To study the effectiveness of the implementation of Human Resource Development in bilaspur District Silk Board, exposure of employees about new technologies in research field, improvement of subject knowledge etc. Effectiveness of the implementation of Human Resource Development programme for the advancement of its employees, enforcement of HRD policies for the progression of its employees [3].

[1]In the study the data/information regarding the Human Resource Development programmes.

[2]The study detailed field survey was conducted with a view to get feedback from implementers and the beneficiaries with structured questionnaires.

[3]The respondents included Human Resource Department who are managing various HRD

programmes in the areas of research, accounting, administration and beneficiaries

2. RELATED WORK

Sericulture cultivation since the quality of the sericulture fed to the silkworm greatly influences the rearing achievement of the silkworm (especially bivoltine), cultivating good quality sericulture is important. To do so, development of a sericulture field in a breezy and sunny location, and the use of high quality sericulture varieties which are adapted to the local weather, sericulture cordon and fertility management adjusted to the harvest are required. Since most farmers in Uganda and Ethiopia do not apply fertilizers to sericulture fields, the nutritional quality and yield of the sericulture leaves is not suitable for bivoltine silkworm rearing. Due to the lack of appropriate guidance in sericulture cultivation technology and the fact that most farmers are poor, it is difficult to achieving favourable fertility management. In the future, the selection and introduction of sericulture varieties and technical guidance of sericulture cultivation are needed for the thorough fertility management of a sericulture fields.[4]

Rearing equipment, devices, and sterilization the goal of bivoltine sericulture is the production of high quality cocoons by rearing silkworm breeds with high cocoon thread production potential. However, characteristics of the bivoltine silkworm include susceptibility to high-temperatures, humidity condition, and disease. As such, cleaning and sterilization of rearing equipment and devices are needed to maintain the appropriate rearing environment, and sanitary (not contaminated by disease-causing bacteria) condition [5]. For example, the rearing room for young silkworm larvae, rearing room for grown silkworm larvae, room for mounting of silkworm larvae, and tools for silkworm rearing (papers for the rearing bed for silkworms, sheets for the shelves for silkworm rearing, cocooning frame, etc) must be sanitized and cleaned before, during and after rearing, hands must be washed and shoes changed when entering the rearing room to prevent the introduction of disease-causing bacteria [6]. It also important to maintain a sanitized environment in the rearing room surroundings and the silkworm larvae and rearing beds must be disinfected to prevent an outbreak of diseases at the first feeding of newly hatched silkworm larvae, and at the initial

sericulture feeding at each instars. However, disinfection by farmers is merely spraying a bleach solution a few times, and no proper or sufficient disinfection is carried out. Disinfection on the rearing bed during rearing, washing hands before beginning rearing work or changing shoes when entering the rearing room are not carried out [7]. The rearing room surroundings cannot be said to be a sanitary, and rearing rooms that have a dirt floor, clay walls, and a wooden cocooning frame are difficult to disinfect. Furthermore, the rearing bed in direct contact with the silkworms is covered with a plastic sheet, which is used repeatedly, and is such that disinfection and cleaning cannot be completely carried out. Thus, once there is an outbreak of disease, there is a higher possibility of the source of the disease becoming established, and there is the risk that subsequent outbreaks will lead to a constant decrease in income [8].

3. OBJECTIVE

To strengthen the value chain in sericulture within the bilaspur district for better livelihood and higher earnings for the people. the sericulture industry as an effective socioeconomic tool for creation of gainful employment in the rural areas. Sericulture is ecological sustainable and commercial viable socio-economic activity requiring proper support aimed with creation of environment conducive to its healthy development

4. PROPOSED APPROACH

Data was collected both from primary and secondary sources for the present study. Some of the official and semi-official reports like reports of sericulture bilaspur district. India, Office of sericulture bilaspur district, Annual report of sericulture office. Station report of bilaspur district. Data from government sericulture of district, and programme implementation, State Bureau of sericulture Statistics and Economics were also used in the study [9].

Inferential Statistics is used to test hypothesis formulated for the present study. Analysis of Variance (ANOVA) and Independent sample t-test is used to test the hypothesis in the study. Analysis of variance (ANOVA) is a parametric test used to determine whether significant difference exists between three or more independent groups. Independent sample t-test is a parametric test used to determine whether significant difference exists between means of two independent groups [10].

DEMOGRAPHIC PROFILE OF THE RESPONDENTS

The demographic profile of the respondent under study is presented in table The profile variables included in the present study are age, gender, educational qualification, experience, nature of job, employee class, monthly income, marital status, family size, family type and religion. A total of 240 respondent employees of Sericulture Ltd. bilaspur district are grouped into following categorical variables[11].

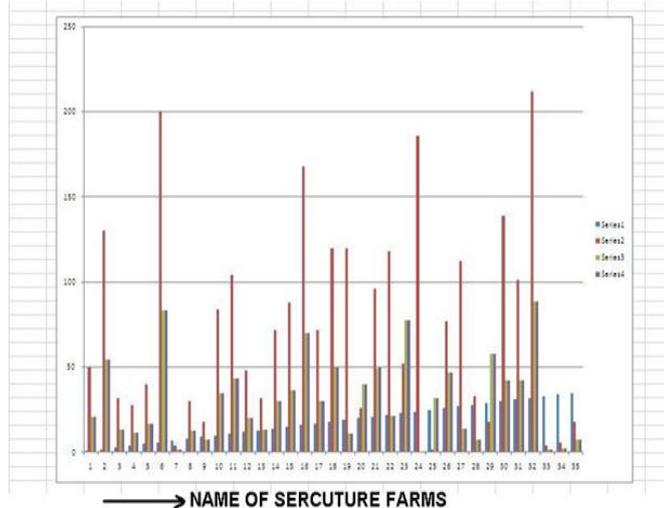


Figure 4.1 demographic profiles

of respondents

Red line represent the total area of frequency and green line represent the production of sericulture, blue line represent the production percentage of sericulture.

Adopting correct plans and procedure guides the research in the right direction. This chapter provides the researcher, a deep insight to understand the structure and framework of research. It enables him to prepare a roadmap for analysis and interpretation of facts through various statistical tools and methodologies [12].

5. RESULT

The HRD component of the scheme includes project monitoring activities coming Cells need induction of additional skilled manpower for effective functioning and operation. There are many important technical activities in DSB HQs and Regional Offices like Bivoltine development, Cluster development programmes, Ser-business enterprises development, Seed Act Implementation, Post Cocoon Affairs, Corporate and Entrepreneur Development, Product

Design Development and Diversification, Silk Market Promotion, Parliament Affairs, Research Coordination, Capacity Building, price support system, Development of Community Based Organizations, Insurance support, Foreign Affairs, Women and Tribal affairs, Credit facilitation, etc., which needed focused attention and required to be manned by middle level Officers[13]. These Middle Level Officers must have profound knowledge in sericulture besides expertise on project preparation, monitoring and reviewing, managerial concept on sericulture, sensitized on socio-economic aspects, good proficiency in language and computer literacy[14]. At present, adequate Officer level staffs are not readily available to undertake these activities in a focused manner. The analysis of organizational need necessitates organizing refresher courses/ seminars/ workshops for scientific community to discuss innovations, technological Breakthroughs, disseminating the new developments in science & other related fields to the field on a regular basis. Bilaspur district were considered as the boon to the sericulture farmers and were found to be of high utility and importance. Most of the stakeholder was not aware with the various aspects of Silkworm Seed Act and its implementation. During the field survey, it was observed that demonstration training programme practically were helpful in better acceptance of technology and good sericulture practise.

7. SUGGESTIONS

1- bilaspur district Seed Organizations, over the Plan periods, had invested much of its material and manpower to develop well organized and systematic “Seed Organizations”, separately for Sericulture, Tasar, Muga & Eri. The Seed organizations have been playing a major role in supplying quality seed to meet the demand for seed at various levels [15].

2-Each of these organizations have been provided with necessary functional freedom supported by adequate facilities to upkeep a three tier multiplication system for retaining the inherent genetical characteristics like, hybrid vigour and disease freeness and above all maintain and regulate high quality standards among all the stakeholders in the seed production scenario.

3-bilaspur district Seed Organisations have also been entrusted with the responsibilities of implementing the recently enacted "Seed Act" bring in quality standards in Seed production process[16].

4-Quality and cost of production are the key factors for sustaining in the Post liberalization and free trade regime. Technology is critical, therefore modernization of the Seed organizations and up gradation of technology is imperative.

5-During the field survey , it was observed that in some cases commercial cocoon was fetching better prices than the Seed cocoon.

6-Most of the seed organizations were of the view that the equipments and technologies available were not upgraded over the years.

7-An effective recording of the seed based operations of all the seed organizations shall require the linking of all the units with the Information Technology network and data base of the stake holders[17].

8-Adoption of strict pruning schedule & application of inputs for some plants, field sanitation, cellular rearing following P-4 level production norms coupled with adherence to effective microscopic examination of silkworm larvae, pupae & moth following Fujiwara technique has immensely reduced the disease incidence besides

improving quality and productivity in the unit.

9-Officers and staff dealing with the seed production at the state level were relative less aware of advanced techniques, usage of the computer/internet for regular feedback and online support mechanism.

10-During the discussions with official of bilaspur district it was found that during the last few years the firmly established Licensed Seed Producers network in bilaspur district is showing signs of weakness.

11- Seed Zone receive lesser cooperation from DOS and the zones are considered to be the responsibility of bilaspur district Seed Organisations for improvement in the productivity and quality of Silkworm seed.

12- The Assistance given for the construction of Rearing house and raising the plantation was not sufficient as discussed with most of the seed cocoon farmers. The adopted seed rears are given rearing bays & training under the ASR component.

13- Provision of suitable transport facilities to seed organizations for the extension of field related sericulture activities of seed organizations at grass root level for various sericulture a activities need to be ensured.

8. Future Work

1. Individual dimensions of HRD Climate variables can be further broaden, to formulate new research objectives for purposive study.

2. Since HRD is relatively new concepts in Indian sericulture organizations, similar work can be undertaken in different sericulture organizations, to find out congenial climate for survival and growth.

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BIOGRAPHIES



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