

Effectiveness of Tutors Training Workshop of DYDW Programme at Bangladesh Open University

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ABSTRACT

A three day long training programme of the tutors of Diploma in Youth in Development Work (DYDW) programme was held at Bangladesh Open University (BOU) during March 26-29, 2007 with the aim of upgrading the knowledge, skill, attitude, and quality for better educational exposure of the tutors in pertaining distance education. This evaluation was based on the views and opinion of the participants of the workshop which followed a questionnaire of regarding different parameters like resources personnel, discussed topics, duration of the workshop etc. Out of eighteen participants the highest number of respondents was found to make comment that the training programme was more effective. The participants were highly educated yet the success of the programme would be more if arranged with a training programme with a long duration. The result of the present evaluation demonstrated that the tutors training workshop was very much effective and such type of training workshop is needed at BOU to develop knowledge, skill, attitude, and quality for better performance of the tutors in DYDW Programme through distance mode.

Key words: Tutors, training, evaluation, DYDW programme, distance learning.

INTRODUCTION

The majority of youth development workers in Bangladesh are involved in various government and non-government youth development activities from different disciplines and educational background. Youth in the country are not appropriately educated, properly socialized, and skilled to face the odds and function in today's competitive, challenging and complex world. Youth work agencies in Bangladesh also lack in planning and guidance. They are short of experienced workers and do not have resources to pay proper attention to groom up their youth workers to deal with the multi-faced youth problems. In this regards, Bangladesh is in need to train more professional youth workers and provide effective educational system to the youth. In this context training can help people to acquire jobs, perform them efficiently and lead them to advancement of their chosen professions and generally fit them for their part in the competitive world (Mills, 1967). With this view, BOU took a pioneering role by launching a Diploma in Youth in Development Work Programme through distance mode for the youth workers and leaders to understand the nature, scope, purpose, problems and issues of youth development works, and also for self development and carrier achievement. This is one of the recognized programmes of the commonwealth youth program (CYP) having its intercontinental network with several countries of the world.

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This DYDW Programme is being guided by a group of experienced and specialized tutors of different disciplines from BOU and other government and non-government organizations. In distance learning the success and failure of education heavily depends on the quality of the materials as per requirements of the distance learners, and tutors skill and responsibility (Islam *et al.*, 2006). With the passage of time, new information on the operation and the methodology of distance mode, improved and new version of study materials along with very good support services are required for qualitative improvement of the courses. Moreover, there is always a need for the new tutors to build capacity in teaching the youth through distance mode and interaction with the other members of the programme on different academic aspects.

Learning effectiveness in the training and in the instructional or delivery system assume to be an essential pre-requisite for any training programme (Bazlur Rashid, 2006). Therefore, an evaluation was followed to assess the achievements of the participants of the workshop, to identify the problems of management facilities, and methodology used in the programme, and ultimately to investigate the effectiveness of the tutors training workshop.

MATERIALS AND METHODS

A training programme was designed and arranged for the training of the tutors of DYDW programme of BOU who are dealing with distance education during March 27-29, 2007 at BOU campus. This training programme was jointly organized by BOU and CYP Asia center, Chandigarh, India. An evaluation was carried out at the end of the whole training programme. Total eighteen highly experienced and specialized tutors of different disciplines from BOU and other government and non-government organizations participated in the training workshop. The post evaluation was based on a questionnaire which included 10 questions. The questions were as follows:

1. Do you feel that the objectives of the workshop have been achieved?
2. What do you think about the topic discussed in the workshop?
3. To what extent, the concept of distance learning (DL) is clear to you?
4. Did you get adequate opportunities to participate in the workshop sessions?
5. Please give your opinion on the methodology used in conducting the workshop.
6. Please give your opinion about the resource persons.
7. Please give your opinion on the overall management.
8. Please give your opinion on the facilities of the workshop.
9. Do you think the duration of the workshop was adequate? and
10. Do you think the topics discussed in workshop were useful?

Each participant was asked to respond the questions by circulating in four scales respond sheet. The response of the lowest one started with 1 (one) scale and it increased gradually up to the highest 4 (four) scale.

RESULTS AND DISCUSSION

After 3 days of training i.e. in the post evaluation the respond of the participants as regards to the out come of the training programme was evaluated. The evaluation result has been presented in Fig. 1-7. The whole training programme assumed to be performed effectively on the following topics:

1. Teaching Methods in Distance Learning
2. Student Support Services in Distance Learning
3. How to Motive Distance Learners?
4. Reorientation of Examination System
5. Model of Teaching
6. Updates on Quality Assurance
7. How to make a course more Practical and Field Oriented?
8. Strengthening of Student Tutor and Tutor-Mentor Ties
9. Methodology of Research
10. E-learning in Open and Distance Education

Participant's response regarding achievement of the workshop is presented in Fig.1. It was observed that irrespective of the workshop most of the participants identified that the objective of the workshop as moderately achieved (61%) followed by highly achieved (33%) and less achieved (6%). This suggests a good level of achievability of the objectives of the workshop.

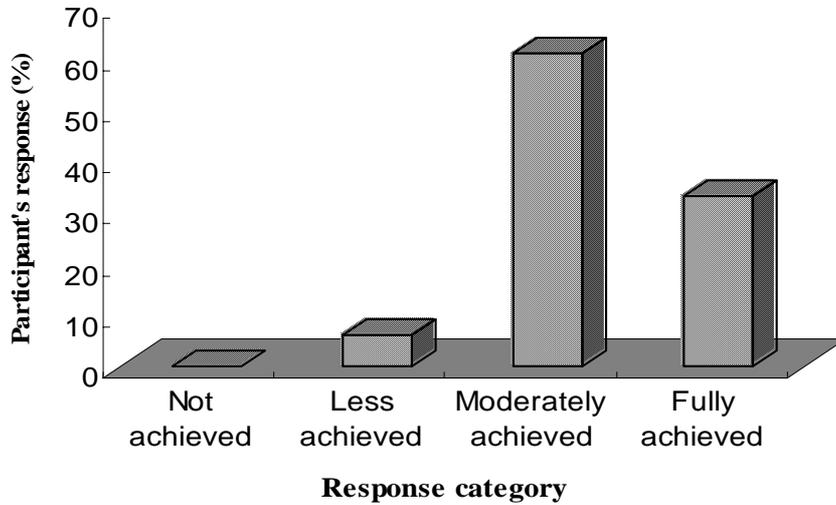


Fig. 1. Participant's response regarding achievements of objectives of the workshop

In the questionnaire all the participants were asked whether the topics discussed in the training programme were relevant or not. About 78% participants graded the topics of the workshop as moderately relevant (Fig. 2). At the beginning it was stated that the DYDW programme launched by BOU is through distance mode that's why it was important for the participants to have a clear idea about the educational system of distance learning.

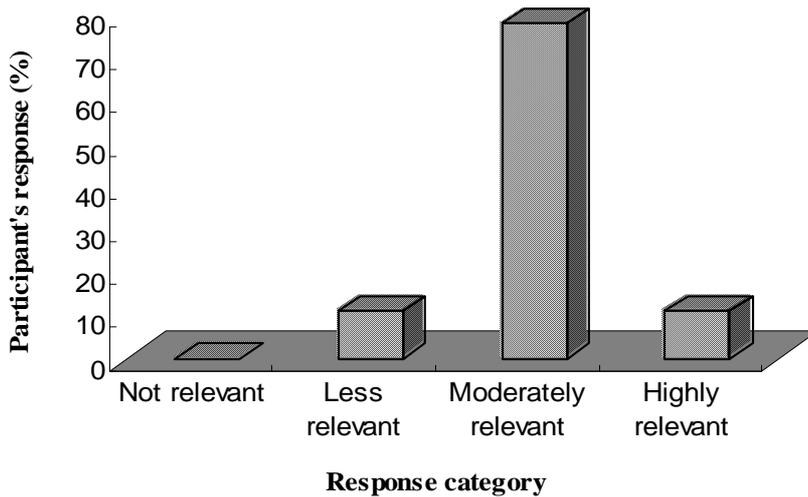


Fig. 2. Participant's response on the topics discussed in the training workshop

In the questionnaire, the participants were asked about their level of conception of distance mode of learning (DL). Results showed that 53% of the participants had fully clear conception about distance mode of learning (Fig. 3). So, clear idea about distance learning will enable tutors to transfer knowledge and skill to the youth properly.

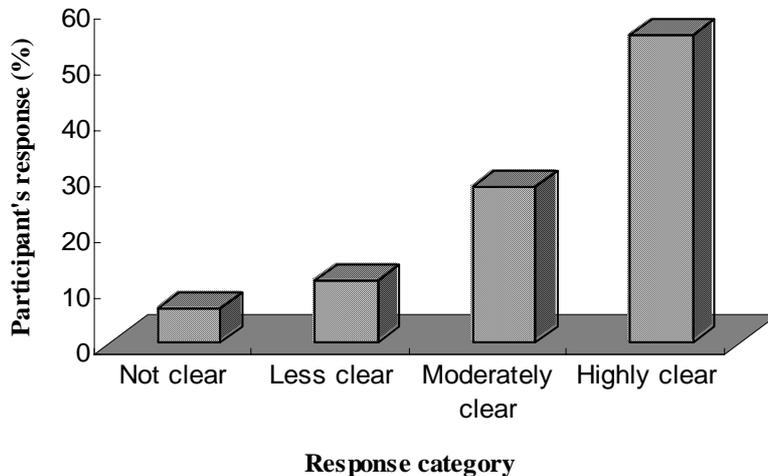


Fig. 3. Participant's response about their level of conception of distance mode of learning at the end of the workshop

Participants response on getting adequate opportunities to participate in the workshop was also evaluated (Fig. 4). A total of 69% of the participants expressed their high level of satisfaction. Participants response on the methodology used in this workshop is depicted in Fig. 5. It was found that 53% of the participants rated the methodology used in the workshop as highly effective. This is indeed a good indicator for the followed methodology to be highly acceptable and useful to conduct further such training programme in future.

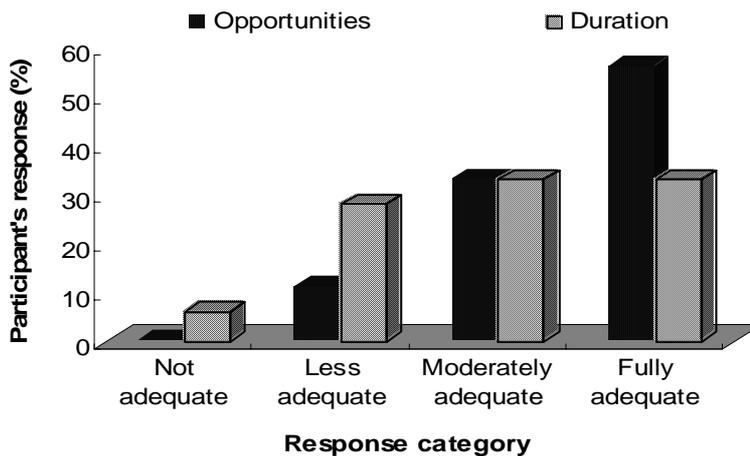


Fig. 4. Participant's response regarding the adequate opportunities to participate in the workshop and duration of the workshop

Effectiveness of tutors training workshop of DYDW programme at BOU

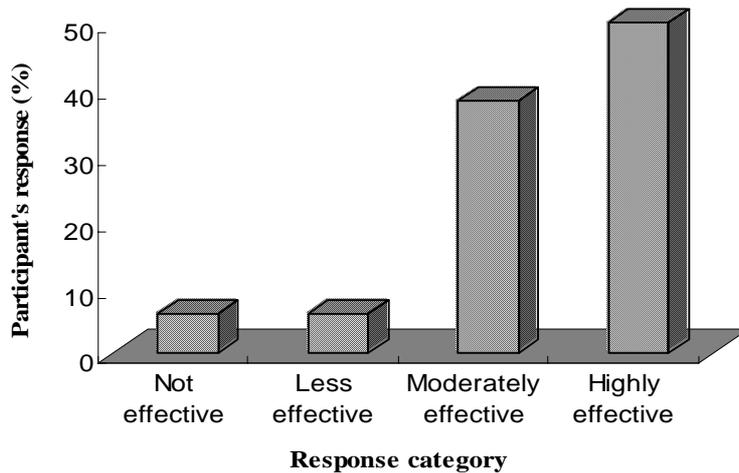


Fig. 5. Participants response on the methodology used in this workshop

Participant's assessments on the resource persons were also taken. To majority of the participants (55%) resource persons were excellent and 33% participants judged them as good (Fig. 6). This means that the personality and the way of delivery system of the resource persons were appropriate and satisfactory in conducting the training programme and to yield desired benefit to the participants in enriching their knowledge and skill for youth improvement activities through distance mode.

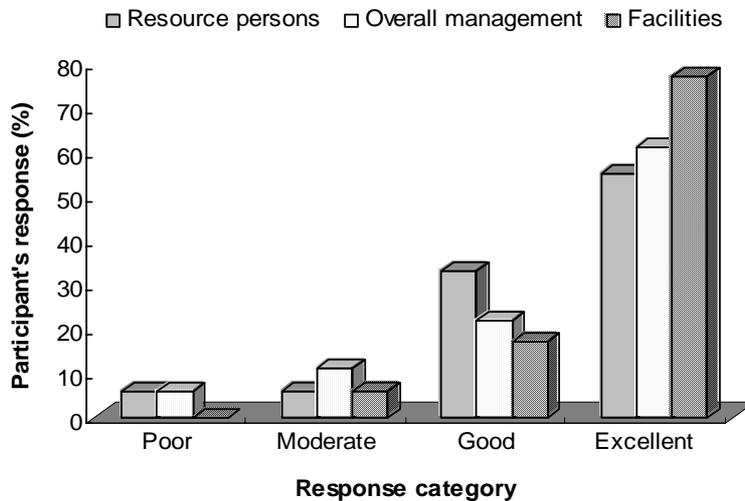


Fig. 6. Participant's assessments on the resource persons, overall management, and facilities of the workshop.

Participants also gave their opinion on the overall management of the workshop. Most of them (61%) commented as 'excellent' (Fig. 6) and 77% of the participants stated that the facilities of the workshop room were also 'excellent' (Fig. 6). These means that the overall management and facilities including accomodation, refreshment, timing, arrangement teaching aids etc were satisfactory to enable them to enjoy training programme.

As effectiveness of any training programme correlates a lot with its duration the participants of the training workshop were asked about the adequacy of duration of the workshop. A total of only 33% participants were fully satisfied with the 3 days long duration whereas other 33% assumed as only moderately adequate (Fig. 4). Here the reason behind the satisfaction of majority of the participants may be due to their high level of qualification, experience, and exposure in this field. Yet if the duration of the workshop can be increased in future it would be helpful for the new comers in this field to acquire maximum benefit.

Finally participants commented on the usefulness of the training programme. The percentage of the participants who graded the programme as 'highly useful' was higher (56%) than those who commented as moderately useful (38%) (Fig. 7). This result indicates that the participants were benefited from this workshop. Similar result was also noticed in other training programme of BOU (Anonymous 2005).

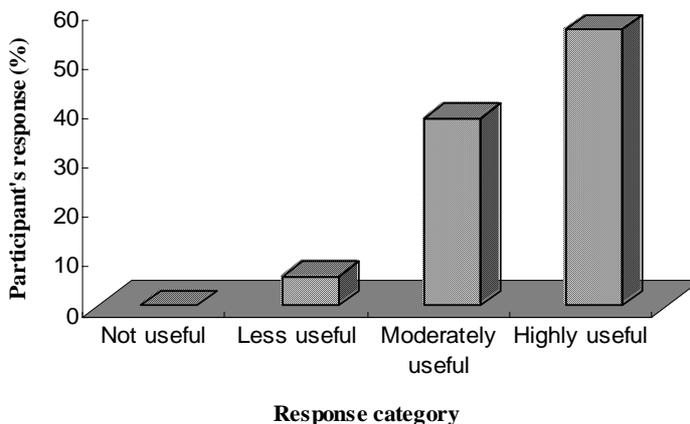


Fig. 7. Participant's response on the usefulness of the training programme

CONCLUSION

The results of the present evaluation demonstrated that such type of tutor oriented training workshop is needed for the tutor's of DYDW programme at BOU to enhance their competitive and updated knowledge on the modern concepts of distance learning for providing better education through distance mode. Hence, it can be concluded that the training programme was very much effective.

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