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## Effects of Training on Beekeepers Performance

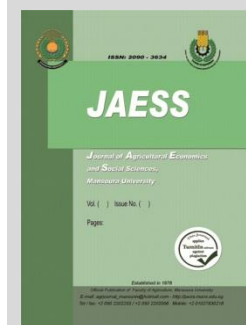
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### ABSTRACT

Training is the crucial method of developing the beekeepers towards enhancing their performance. This research paper investigates the impact of training on Sulaimani beekeepers performance in their beekeeping practice. In order to better understand the study aim, three objectives have been developed and these focused especially on, identifying the training programs' existing in the Bee Department, Directorate-General for Agriculture in Sulaimani, what methods are used and do these methods meet the training objectives, and finally investigate the impacts of training on beekeepers performance. For this research, a random sampling method has been used to select beekeepers. A quantitative research approach of the data collection was adopted. Data for the research were collected using Likert's scale tool from questionnaires surveys through the primary source distributed 23 questions to 85 beekeepers. Based on this sample the results obtained indicate that training has positively effect on the beekeepers performance. It is recommended the introduction further training programs for beekeepers that are more appropriate to the skills needed at work.

**Keywords:** Beekeeping; Beekeepers; Training; Performance

### INTRODUCTION

Beekeeping is an important farming, food safety and biodiversity activity as that directly and indirectly contributes to smallholder income generation. It is well known that beekeeping can provide a way of generating additional income for people in rural communities (Al-Ghamdi, 2016; Gebrekirstos, 2015; Marris, 2010). Beekeeping and honey production are the ancient crafts practiced by Mesopotamians; the Sumerians used honey with water in healing certain diseases while, the Babylonians used honey as medicine (Aljoburi, 2013). Beekeeping plays an important role in Iraq which contributing to agricultural production and then GDP through what is produced along with natural honey products is many and numerous and valuable including royal food, stinging bee, bee boxes, wax natural and pollen. As show by the fact that beekeeping contributed around (53) billion dinars in the GDP in 2007 for only three products such as natural honey, bees boxes and wax natural (Majid, 2011).

A more vibrant and holistic approach to beekeeping which requires practical training to beekeepers would help to raise the industry's profile (Mary, 2009). It is the fastest growing part of the workforce (Chauhani, 2018). Training is one of the most effective approaches for organizations to help individuals develop the necessary knowledge and skills needed to meet the environmental challenges and decreasing their nervousness (Tsai & Tai, 2003 & Sasidaran, 2018). Training is directly related with the workplace performance, moreover; it is one of the valuable systems as a way to improve current job of employee's performance (Jones *et al*, 2009; Afroz, 2018; Nunvi, 2006; Al-Mzary, 2015). The performance of the employee depends on different factors but, training is the most important factor in employee performance (Khan, 2012). "Training is defined as learning that is provided in order to improve performance on the present job" (Amin, 2013).

The training approach uses participatory criteria to raise the motivation, commitment and responsibility of the

beekeepers in addition, acquire knowledge and skills to develop the backward bee culture and increase honey and beeswax production (Gurung *et al*, 2012; Girma *et al*, 2008). After training, trained beekeepers adopted modern technology for beekeeping, which indicates that the training was effective (Eforuoku & Thomas, 2015).

In Sulaimani governorate, beekeeping center has provision several training course. To the knowledge of the investigators, there are no researches which examine the effect of training on beekeepers performance conducted in Bee District in Sulaimani governorate, Kurdistan region. In this regard, the main objective of our research is to examine the effect of training on beekeepers performance.

### MATERIALS AND METHODS

#### 1. Design of the study:

The use of questionnaire was adopted as it meant that data collection was structured in such a way that each respondent received the same question in same format. The questionnaire was in two parts; Part one investigates the beekeepers demographics. Part two consists (13) questions which explained the effects of training on beekeepers performance. The questionnaire was designed on Likert 5 Rating Scale (1=Strongly Disagree, 2= Disagree, 3=Neutral, 4= Agree and 5=Strongly Agree).

#### 2. Sample Size of the study:

For this study, which followed a quantitative approach, a random sampling method was used to select participants. The target sample for this study is 85 beekeepers.

#### 3. Population:

According to (Banerjee & Chaudhury, 2010) Population is "an entire group about which some information is required to be ascertained" Since data collection for the entire population is not possible, a sample was taken randomly from the beekeepers in Sulaimani governorate which is a representative of the population, was based on participation on training.

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**4. Data Collection:**

Data was collected through questionnaire comprising of 23 questions distributed to 85 respondents. The researchers had to personally contact the beekeepers in order to obtain data from the respondents during the period from (15.08.2019 to 15.09.2019).

**5. Analysis of Data:**

Analysis of data is the process of editing and reducing the data collected to a manageable size (Cooper & Chandelier, 2000). The data analysis was being analyzed in Statistical Package for Social Sciences (SPSS) using the descriptive techniques of mean, standard deviation, distribution of frequency and percentages, which was used to determine the number of respondents who selected the different responses. The results will be presented by use of tables.

**RESULTS AND DISCUSSION**

**1. Beekeeping Gender**

Table (1) shows the distribution of socio-demographic among the study population. As shown in the table above, a total of 85 beekeepers responded to the questionnaire in this study.

**2. Beekeeping Age**

The majority of the respondents 77(90.6%) to the study were male, indicating that more males are involved in training course in Sulaimani governorate as compared to females 8(9.4%).

**3. Beekeeping Education**

The study also sought to find out the beekeepers' age groups. As shown in the table above that the majority of beekeepers aged between 32 years and 51 years at 70.6 percent. Those aged 22-31 years were 16.5 percent; 7.1 percent were 52-61 years old and only 5.9 percent older than 62 years old.

**Table 1. Socio-Demographic Characteristics of Respondents:**

Variable	Frequency	Percentage
<b>Beekeeping Gender</b>		
Male	77	90.6
Female	8	9.4
Total	85	100
<b>Beekeeping Age</b>		
22-31	14	16.5
32-41	30	35.3
42-51	30	35.3
52-61	6	7.1
<62	5	5.9
Total	85	100
<b>Beekeeping Education</b>		
Illiterate	6	7.1
Write and reading	3	3.5
Primary education	13	15.3
secondary education	13	15.3
Tertiary education	16	18.8
Diploma	5	5.9
Bachelor	28	32.9
Higher Education	1	1.2
Total	85	100
<b>Beekeeping Experience (year)</b>		
1-4	34	40.0
5-8	21	24.7
9-13	12	14.1
<14	18	21.2
Total	85	100

**4. Beekeeping experience**

The study was also interested in finding out if the education level of the beekeepers influenced their performance. The results indicate that most of the respondents were holders of Bachelor's graduates (32.9%). This is good because college graduates work like beekeepers and can apply what they have learned during they studies. And only (5.9%) had diploma,

tertiary education at (18.8%), secondary education at (15.3) also (15.3) had primary education, (7.1%) of beekeepers are Illiterate and only (1.2%) had higher education degree.

With regards to the years of experience, the results above show that 40 % of beekeepers had beekeeping experience for (1-4) years, while 21.2 % had more than 14 years.

**1. Reasons for selecting**

The data from table (2) represent that the majority of beekeepers 68(61.26%) had engaged with beekeeping like hobby, while only 28 (25.23%) of beekeepers had selected beekeeping such as source of income.

**2. Source of information**

The study was also interested in finding out if the source of information of the beekeepers 60(29.13%) of respondents had gaining information from their coworkers, 56(27.18%) of respondents gained their information from training course, while only 52(25.24%) of respondents gained information from social media.

**Table 2. Reasons for selecting beekeeping and source of information**

Variable	Frequency	Percentage
<b>Reasons for selecting</b>		
beekeeping		
Genetically	14	12.61
Hobby	68	61.26
Source of income	28	25.23
Environmental	1	0.9
Total	111	100
<b>Source of information</b>		
Training course	56	27.18
TV	11	5.34
Radio	3	1.46
Book	11	5.34
Newspaper & Magazine	3	1.46
Posters and Brochure	1	0.49
Social media	52	25.24
Friends/Coworkers	60	29.13
Exhibition	5	2.43
University & Institute	4	1.94
Total	206	100

The data of this study showed that 80% of beekeepers participated in (1-2) training courses, 14.1% beekeepers each between (3-6) training courses, and only 5.9% of beekeepers participated in more than 6 training course. The result indicates that the number of participating beekeepers in training course is very low. Also, in table 3 above, a verity of facilitation methods that are used comely during training course are illustrated.

**Table 3. Attendance and Evaluation of Beekeeping Training Courses by Beekeepers**

Variable	Frequency	Percentage
<b>Number of training course</b>		
1-2	68	80
3-6	12	14.1
<6	5	5.9
Total	85	100
<b>Training method</b>		
lecture	56	25.00
Demonstration	46	20.50
discussion	45	20.00
presentation	43	19.19
seminar	34	15.10
Total	224	100
<b>Evaluation of training course</b>		
very good	50	58.8
good	27	31.8
medium	6	7.1
bad	2	2.4
Total	85	100

As shown above, the most common methods of facilitation that beekeepers identify as prevailing during their training practice is lecture which representing 25%. The other methods demonstrations, discussion, presentation and seminar represent the remaining, 20.5%, 20%, 19.19% and 15.1% respectively. As revealed above, indicate that the majority of the beekeepers 58.8% were contented with the quality of the training courses for which they participated as very good. This in turn is an indication of a training course that has clear

objectives and more relevant. While, only 2 beekeepers which represents 2.4% indicated otherwise (see Table 3).

Table (4) worked to find out the impact of training on the beekeepers' performance. Thirteen item statements were there under the beekeeping knowledge skill. Each item measured that the perceived level of change in beekeepers' knowledge and all the other parameters were included after training.

**Table 4. Beekeepers assessment of their beekeeping status with regards effecting training course of their performance.**

Statements	Strongly agree		Agree		Neutral		Disagree		Strongly Disagree		Mean	SD
	Freq	%	Freq	%	Freq	%	Freq	%	Freq	%		
4.1. Training has given me a clearer understanding of my duties and job responsibilities.	38	44.7	41	48.2	3	3.5	3	3.5	0	0	4.34	0.716
4.2. In my opinion the training helped me to improve skills, knowledge, and attitude change.	56	65.9	25	29.4	3	3.5	1	1.2	0	0	4.6	0.621
4.3. Training offered the opportunity to identify any potential for further development.	47	55.3	31	36.5	3	3.5	3	3.5	1	1.2	4.41	0.821
4.4. Training helped me to aware of any beekeeping development projections.	49	57.6	28	32.9	7	8.2	1	1.2	0	0	4.47	0.7
4.5. Training helped increase job satisfaction for the beekeepers.	38	44.7	38	44.7	7	8.2	2	2.4	0	0	4.32	0.727
4.6. Training helped me to improve my motivation to work.	39	45.9	42	49.4	2	2.4	2	2.4	0	0	4.39	0.656
4.7. Training helped me to reduce errors in my work.	46	54.1	35	41.2	4	4.7	0	0	0	0	4.49	0.59
4.8. Training gave a clear guidance in support of daily tasks.	44	51.8	39	45.9	2	2.4	0	0	0	0	4.49	0.548
4.9. I learned new things after participating in training course.	57	67.1	25	29.4	2	2.4	1	1.2	0	0	4.62	0.597
4.10. Training allowed me to perform my job better.	36	42.4	45	52.9	4	4.7	0	0	0	0	4.38	0.577
4.11. In my opinion training considers wasting of time and money.	1	1.2	2	2.4	4	3.5	25	29.4	53	62.4	1.47	0.796
4.12. Training helped me to increase the quality of my work.	29	34.1	47	55.3	9	10.6	0	0	0	0	4.24	0.63
4.13. Training improved my ability and creativity in solving the work problems.	34	40	49	57.6	2	2.4	0	0	0	0	4.38	0.534

Each item was designed on Likert 5 Rating Scale (1=Strongly Disagree, 2=Disagree, 3=Neutral, 4= Agree and 5=Strongly Agree).

**1. Training has offered me a better understanding of my duties and job responsibilities.**

Most of the responses lies in the Agree & Strongly agree criteria i.e. of the 85 respondents 38 (44.7%) strongly agree and 41 (48.2%) agree that training has increased their understanding of job duties and responsibilities. Therefore, from this we may conclude that the beekeepers respond positively to the item statement and training encourages them to perform duties without difficulty. Results of the present study were shown to be consistent with (Imran and tanveer, 2015) which indicates that training increased job responsibilities.

**2. In my opinion the training helped me to improve skills, knowledge, and attitude change.**

There, too, most of the responses fell into the Agree & Strongly agrees parts i.e. 56 (65.9%) respondents, out of 85, strongly agreed and 25 (29.4%) agreed that training helps to improve awareness of the skills needed for their work. So, this result indicates that training is significant role in increasing skills and knowledge of beekeepers. This finding was consistent with results of previous studies. For example, (kumar, 2018; Nassazi, 2013; Goldstein and Gilliam, 1990; proposed that in a similar circumstance. While, inconsistent with (Kum *et al*, 2014) which indicates 62% of respondents disagreed that employees gain new knowledge after training.

**3. Training offered the opportunity to identify any potential for further development.**

Most of the responses are in the Agree & strongly agree category i.e. 47 (55.3%) of the 85 respondents strongly agree and 31 (36.5%) agree that training offered the opportunity to identify any potential for further development. This result emphasized that the training course which performed in bee directorate clearly focuses on developing beekeepers in their work. This result is consistent with (Tahir *et al*, 2014) which indicates that training would provide opportunities to the employees to make a better career life.

**4. Training helped me to aware of any beekeeping development projections.**

Here also most of the responses fall into the Agree & Strongly agrees sections i.e. of the 85 respondents 49 (57.6%) strongly agree and 28 (32.9%) agree that training helped them to understand some predictions for career development. Hence, training is a key role for beekeepers to be aware of any career development projection.

**5. Training helped increase job satisfaction for the beekeepers.**

Most of the responses lies in the Agree & Strongly agree criteria i.e. of the 85 respondents 38 (44.7%) strongly agree and 38(44.7%) agree that training helped them to increase job satisfaction. So, from this we may conclude that the above item statement is responded positively by the respondents. These results are consistent with the results obtained by (Tsai *et al.*, 2007), who established that, employees who attended training program have a higher level of job satisfaction. Furthermore, the results obtained by (Motlokoa, *et al*, 2018) show that 91 % of the respondents argued that training had a positive impact on their job-satisfaction at the workplace.

**6. Training helped me to improve my motivation to work.**

The data show that 42(49.4%) of participants agreed that Training helped them to improve their motivation to work. 39(45.9%) of participants were strongly agree on the matter and a total of 6% disagreed that clear directions are provided during training. It is evident from the results that majority of the beekeepers feel motivated to work after training. This is important because motivation is generally aimed at enhancing the morale of beekeepers to work hard and thus improved their performance and productivity. This finding was consistent with results of previous studies. For instance, (Asfaw *et al*, 2015; Amadi, E.J., 2014; Elnaga and Imran, 2013) found that job motivation is improved by the training program.

### **7. Training helped me to reduce errors in my work.**

Most of the responses lies in the Agree & Strongly agree criteria i.e. of the 85 respondents 46 (54.1%) strongly agree and 35(41.2%) agree that training helped them to reduce errors. So, from this we may conclude that the above item statement is responded positively by the respondents. These result consistent with (Kum, 2014) which indicates, a total of 60% of participants agreed that training improves the quality of the products produced by employees as a result of fewer mistakes.

### **8. Training gave a clear guidance in support of daily tasks.**

Most of the responses are in the Agree & strongly agree category i.e. 44 (51.8 percent) of the 85 respondents strongly agree and 39 (45.9 percent) agree that training provided clear guidance to support day-to-day tasks. The findings indicate that training allows beekeepers to give best effort every day at work and performed their work very quickly. This finding was consistent with results of (Angela, 2014).

### **9. I learned new things after participating in training course.**

Most of the responses are in the Agree & strongly agree category i.e. 57 (67.1 percent) of the 85 respondents strongly agree and 25 (29.4 percent) agree that they are learned new things after engaging in training program. So, from this we may conclude that training course increases the desire to take new things. The result consistent with (Asfaw *et al*, 2015; Angla, 2014; Anonymous, 1998) which showed that training is crucial to give employees all information and added new capabilities they need to perform their jobs.

### **10. Training allowed me to perform my job better.**

Most of the responses lies in the Agree & Strongly agree criteria i.e. of the 85 respondents 36 (42.4%) strongly agree and 45(52.9%) agree that training enabled them to perform beekeeping better. So, from this we may conclude that the training courses improve efficiency and effectiveness of beekeepers in performing their jobs. This result is in line with other studies. For example; according to (Akilandeswari, 2014) research, 72% of the employees feels that attending in the training program leads them to perform better. Also, (McDowall, Saunders, 2010) indicates that training is investing in employees so that they are equipped to perform well.

### **11. In my opinion training considers wasting of time and money**

The results show that 53(62.4%) of participants strongly disagree and 25(29.4%) disagree that training considers wasting of time and money. So, from this we may conclude that beekeepers believes positively on training and emphasizes that training courses reduce the routine of daily work and also crucial in cost saving. This finding was consistent with results of previous studies. For example, (Al-Mzary, 2015 and Rothwell and Kazanas, 2006)

### **12. Training helped me to increase the quality of my work.**

Most of the responses lies in the Agree & Strongly agree criteria i.e. of the 85 respondents 29 (34.1%) strongly agree and 47(55.3%) agree that training helped them to improve the quality of their work. As a result, we can conclude that training is one of the valuable systems as a way to improving the quality of work. This result is in line with other studies. For example, (Al-Mzary *et al*, 2015; Degraft-Otoo, E., 2012; Noor and Dola , 2011)

### **13. Training improved my ability and creativity in solving the work problems.**

The results show that 49(57.6%) of participants agree and 34(40%) strongly agree that training improved their ability and creativity in solving the work problems. We can therefore

infer from this that the beekeepers respond positively to the above item statement and feel that training increase their ability and creativity to solve problems.

## **CONCLUSION**

The research started from highlighting the impact of training on performance in the present day. Pervious researches highlight the important of training and provide empirical evidence in support of direct and indirect link between training and employees' performance with resultant positive effect on organizational performance. This is because every organizations success and failure to achieve its objectives dependent extremely on training of its work force. Therefore, the main objective of this research is to examine the effects of training on beekeepers performance. In addition, sub objectives are established to facilitate a clear achievement of the purpose of the research. These are, firstly, identifying the training programs' existing in the Bee Department, Directorate-General for Agriculture in Sulaimani, secondly, what methods are used and do these methods meet the training objectives, and finally investigate the impacts of training on beekeepers performance. The result indicated in this research that the majority of beekeepers agreed to the item statement by making it clear that training had a positive effect on their Job knowledge and Skill, their motivation to work, job satisfaction, and work quality. Hence, the research concluded up with training has a positive impact on the beekeepers performance of with regards to their jobs. This result is generally consistent with other researches which conducted on training. In addition, the result indicated that the efforts of the bee department in Sulaimani governorate to improve the performance and efficiency, through the training course had been significant effect on the beekeepers. The different methods of facilitating training were lecture, demonstration, discussion, presentation and seminar by trainees. We can conclude that the facilitation method of training has a positive outcome that has been demonstrated in beekeepers performance.

Based on the results of the study, the researcher recommends the introduction further training programs for beekeepers that are more appropriate to the skills needed at work. Therefore, the beekeepers will be more than proficient when they have the knowledge and skill of doing the task. Moreover, it is also recommended that modern methods be used to deliver the trading content.

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## آثار التدريب على أداء مربى النحل

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التدريب هو الطريقة الأساسية لتطوير مربى النحل نحو تحسين أدائهم. تبحث هذه الدراسة في تأثير التدريب على أداء مربى النحل في ممارسة تربية النحل في محافظة السليمانية بإقليم كردستان العراق. من أجل فهم هدف الدراسة بشكل أفضل، تم تطوير ثلاثة أهداف ركزت عليها بشكل خاص، تحديد برامج التدريب الموجودة في قسم النحل، المديرية العامة للزراعة في محافظة السليمانية، ما هي الأساليب المستخدمة وهل تحقق هذه الطرق أهداف التدريب، وأخيراً تبحث في آثار التدريب على أداء مربى النحل. في هذه الدراسة تم استخدام طريقة عشوائية لأخذ العينات لاختيار مربى النحل. اعتمد نهج البحث الكمي لجمع البيانات. تم جمع بيانات البحث باستخدام أداة مقياس ليكرت من المسح الاستبيانات من خلال المصادر الأولية، ووزعت 23 سؤالا على 85 من مربى النحل. بناءً على هذه العينة، تشير النتائج التي تم الحصول عليها إلى أن التدريب له تأثير إيجابي على أداء مربى النحل. يوصى بتقديم برامج تدريبية إضافية لمربى النحل تكون أكثر ملائمة للمهارات المطلوبة في العمل.

الكلمات المفتاحية: تربية النحل؛ مربى النحل؛ التدريب؛ الأداء