

The Impact of Training Provided by Malteser International through Community Based Disaster Risk Management Committees (Cbdrmc) to Local People in Chail Valley District Swat

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ABSTRACT

The current study has been conducted to analyze the different impacts of training provided by Malteser International through Community Based Disaster Risk Management Committees (CBDRMC) to local community in Chail Valley of District Swat, Khyber Pakhtunkhwa, Pakistan. To analyze the issue a pure quantitative approach has been adopted during the field work and the data has been collected from 50 male respondents of the different Committee members been made by CBDRM in different communities of the research locale. Further, the study was delimited to three Union Councils in Chail Valley using simple random sampling method. A structured interview schedule has been used as a tool of data collection while the collected data was analyzed through SPSS version 20. Besides, the data has been presented in the form of tables using frequencies and percentages along with comprehensive discussion over the collected data. Results of the study show that by providing training to local people Malteser international has played a key role in the rehabilitation and preservation of huge damages during disasters. The trainings provided by Malteser International through CBDRM Committees have enabled people to work without waiting for external aid agencies during disasters while the activities have been positively perceived by the local people. The study suggests that to strengthen the CBDRM Committee in the area for future prevention of huge damages from disaster, the training duration as well as the use of different kinds of tools and resources with availability of funds shall be enhanced.

KEY WORDS: Disaster, Management, Training, Committee, Effectiveness, Development, Trainees, Utilization

INTRODUCTION

1.1. Background of the Study

Training is an important aspect related to modern organizational structure; particularly it is the source of polishing the capabilities and skills of individuals. Training is an activity which helps the individual to adopt as well as understand organizational structure (Bumpass, 1990). In this regard, training able the employees to adopt, cope and learn about the organizational structure, policies as well as process through acquisitions of skills and knowledge. Training is about knowing where an employee stand (no matter how good or bad the current situations looks) at present and where the employee will be in the future. The activities and process carried out in training is a source of bringing changes in an individual by providing them with certain defined skills which assist them to reduce deficiencies in their performances (Santos, 2003).

Similarly, research studies have shown that training included the practices affects organizational outcomes by modifying and shaping trainers behaviors and attitudes (Arthur, 1994). Training usually is based on programs which are aimed to build the capabilities of employees, empower them to strap up their true human social-economic potentials for enhancing their quality of life. Therefore, training has an eminent role in succeeding an organization (Buren, 1999). According to (Hassan, 2012) and (Pania, 2013) training is a great source of enhancing presentation skills, boost motivational level and bring adjustment in attitude as well as reduction in conflicting thoughts. Additionally, training increase consistency level, satisfaction and confidence to maintain, upgrade and update skills throughout working life (Kant, 2013). From the mentioned above facts it is concluded that training is an important aspect of human life improving skills and personal capacities for quality of life particularly during disaster.

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Moreover, training refers to a systematic approach to learn and develop individual, team and organizational effectiveness such as increase in ability to provide standard education (Golden & Ford, 2002). (Becker, 1964 and Vanormelingen, 2010) reflects the different types of training which includes:

- A) Specific objective training which refers to individual or group training regarding improvement of a particular aspect.
- B) Secondly the general training which refers to training given to a person in order to improve his/her general level of communication, potential and capability.
- C) Reaction level of trainees is the dimensions related to training which refers to response of individuals participating in training. In this regard, reaction towards instructor and presentation style is a considerable dimension. Instructor is the responsible person for the transfer of knowledge during training. The response of trainees towards instruction of instructor depends upon factors such as presentation style, skill, qualification and experience of the instructor (Barber and Mourshed, 2007; Hanushek, 2003; Varga, 2007).

Analyzing the importance of trainings, the current study has been designed to identify the impact of training in organizational structure for the enhancement of skill, knowledge and capabilities of the people to bring a positive change towards solving their problems and bring sustainable development.

1.2 Statement of the Problem

The high degree of exposure, vulnerability, geo physical conditions and climate extremes has made Pakistan as a disaster prone country. In the past decade, Pakistan has faced many disasters both in the shape of social problems (human induced disasters) and natural disasters. A range of hydro meteorological, geo physical and biological hazards including avalanches, cyclone and storms, droughts, floods, glacial lake outburst floods (GLOF), earthquakes, landslides, tsunamis and epidemic pose risks to Pakistani society (NDMA DRR Policy, 2012). In October, 2005 northern Pakistan was hit by a massive calamity (earth quake) killing 74 thousand people and more than 150 thousands were injured (Pakistan, 2005). The recovery phase was near to an end that another major catastrophe in the shape of man made disasters occurred in the tribal areas and provincial administered areas of Pakistan where the conflict between armed forces and militants result in massive military operation. The people of the region were facing the conflict and militancy another calamity hit Pakistan specifically Swat in July 2010 in the form of massive flood. In such a monster round about 20 million people were affected throughout the country stretching from the northern areas to the southern plains of Sindh. International humanitarian aid was mobilized on a large scale, with the United Nations taking the lead in establishing and coordinating international efforts and the Pakistani government organizing relief efforts mainly through the National and Provincial Disaster Management Authority (PDMA&NDMA).

However, in the current study specific skills related to Disaster Management training given by Malteser international to local people of Chail Valley through community based committees were thoroughly studied concerning improvement in their skills, knowledge and methods during disasters. The Malteser International has been working since 2012 in Chail Valley of District Swat using different strategies for the prevention of disaster and for the motivation of the local people through skill development and utilization of knowledge to cope properly with disaster and its aftermath. Various Community Based Disaster Risk Management Committees have been established for community awareness and skill development. Such committees provided trainings to local people to enhance their capacities to tackle the emergency, emergency response, to promote disaster preparedness and give an understanding regarding the causes of flood, landslides as well as improve necessary skills to respond and cope with disasters of any kind.

1.3. Objectives of the Study

- To explore various dimensions of training and its effectiveness in the local community
- To study the impact of training in reducing disaster related damages
- To analyze the role of training in overall performance of the local people during disaster

1.4. Research Questions

1. What type of training has been provided by Malteser International?
2. What is the impact of such trainings on the capacity building process of the people?
3. How and where the trainings have been utilized for disasters?
4. What is the level of training effectiveness?
5. How people perceive trainings and how it minimizes the huge damages?

1.4. Methodology of the Study

Methodology refers to the philosophy of research process which includes assumptions and values that serve as rationale for research and standard criteria researchers used for interpreting data and researchers to conclusion (Bailey, 1978). The following research methodology has been used in the current research study.

1.4.1 Locale of the Study

The current study has been conducted in the Chail valley of district Swat Khyber Pakhtunkhwa. Chail Valley is a sub valley of Swat situated in the East of Madyan being rich in natural resources with its high mountains and perennial streams flowing to the main stream made even more sub-valleys. The Valley is a hazard prone especially floods are the recurring phenomena causing human and material losses. This study was undertaken in Chill Valley of District Swat, Khyber Pakhtunkhwa province, Pakistan focusing on three union councils. The total population of the mentioned union councils is 72,400 (SDC, 2009).

1.4.2 Nature of the Study

The current research study is based on quantitative approach which according to Babbie, (2005) is a type of inquiry explaining phenomenon by gathering numerical data analyzed using mathematically based methods i.e. statistics. Quantitative research design refers to the numerical representation, manipulation and analysis of data e.g. the use of statistical and mathematical tools is dominant in such design (Denzin, 1978).

1.4.3. Sampling and Sampling technique

Sampling refers to the procedure of application of technique for the selection of a sample where sample represent a subset of the population that is taken to be the representation of the entire population (Wimmer and Dominick, 1993). In the current study, researcher has selected 50 respondents from the total 780 CBDRM Committees members in the three union council of the study area through simple random sample technique.

1.4.4. Data Collection and Tool of Data Collection

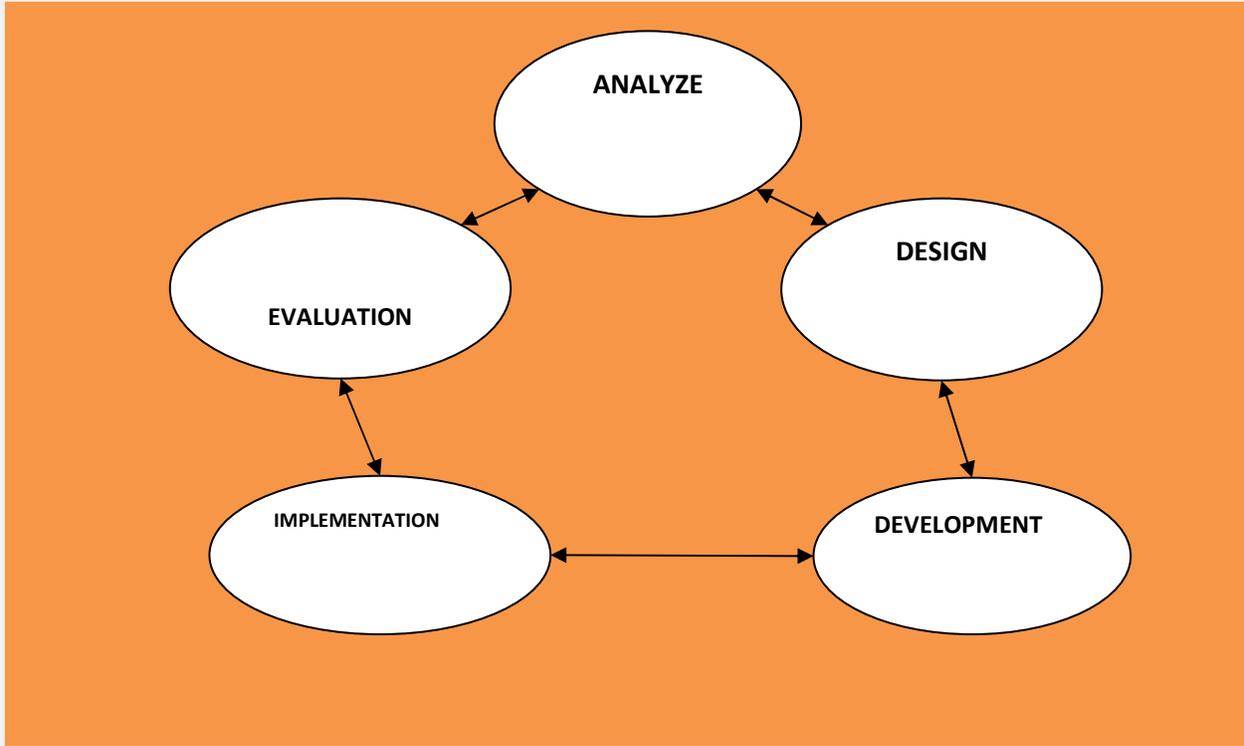
Data collection is one the important step in the research process which is a stage in the research process where information is gathered through different means i.e. Questionnaire, Interview schedule, or observation (Singh, 2007). Thus, the current study utilized interview schedule with structured questions as a tool of data collection.

1.4.5. Data Analysis

As discussed earlier that the current study is quantitative in nature and the analysis has also been framed under quantitative format. In explanation, quantitative data is a numerical evidence or record that results from a course of measurement and on which basic mathematical operation can be done. Thus, the current study presents the analyzed data in the form of tables along with frequencies, percentage, mean, median and mode and also Chi-Square test has been applied on the tables with the help of Statistical Package for Social Sciences (SPSS) version 20.

1.5. Theoretical Model of the Study:

The research study follows and lies under the following theoretical model adopted from the literature review and analysis of the field data:



RESULTS AND DISCUSSION

1.6. Types of Trainings Provided to the CBDRM Committees

Disasters put hard won development achievements at risk, reversing economic growth and progress towards the elevation of poverty, cause environmental damage and result in human sufferings (Asad, 2015). Investing in disaster preparedness before a natural hazard occurs reduces the need for humanitarian action. In this regard the Malteser International provided different kinds of training to the CBDRM Committees members to reduce the damage which has been presented in the table-1 below.

Table-1. Types of Training Provided to the CBDRM Committees

Type of Training	Frequency	Percent	Cumulative Percent	Mean	Median	Mode
No	4	8.0	8.0			
Rescue operation during disaster	4	8.0	16.0	2.56	3.00	2
Providing first aid relief	16	32.0	48.0			
Way of preventing huge damage	12	24.0	72.0			
Inform people about the disaster	14	28.0	100.0			
Total	50	100.0				

The statistical analysis elucidates the views of the community members about the types of trainings provided to them by Malteser International. The given data shows that among the total numbers of respondents 4 (8%) of the respondents were of the view that Malteser International had not provided the variety of trainings to them for disaster management while majority of the remaining sample data i.e. 46 (92%) were of the views that Malteser International had provided them trainings of different varieties to cope with disaster management and skill development. Among the various trainings provide to committee members, 4 (8%) of the respondents were of the opinion that Malteser International had given them training of rescuing people during disaster while 16 (32%) of the respondents were of the opinion that they had receive training for providing first aid relief to the injured during the disaster. The analysis further reveals that 12 (24%) of the respondents were of the view that the organization had given them training in the prevention of huge damages while 14(28%) were of the view that Malteser International had provided them the training of how to inform the community people before the actual occurring of disaster. In

addition, the mean in the above table is 2.56, the median is 3.00 and the mode is 2 results the data in positive relation.

1.7. Effectiveness of training given by Malteser International trainers

The trainers of Malteser international provided different types of training to the CBDRM Committee members to prevent huge damages before and after disasters in the area. The trainings included rescue operation of people during disasters, providing first aid relief to the injured people, techniques of preventing huge damages and to provide information to the people about the disasters etc. However, the information regarding different aspects of the effectiveness of the training has been presented in the table-2 below.

Table-2. Effectiveness of Training Given by Malteser International Trainers

Effectiveness of Training	Frequency	Percent	Cumulative Percent	Mean	Median	Mode
No	5	10.0	10.0	1.40	1.00	1
It Minimizes the damage	30	60.0	70.0			
It makes people capable to help themselves	5	10.0	80.0			
It is the source of rescuing people in short time	10	20.0	100.0			
Total	50	100.0				

The statistical information and its analysis presented in the table mentioned shows the different dimensions of trainings effectiveness of the various training given by Malteser International to the committee members. In this regard, the tabular information shows that among total number of the respondents 5 (10%) respondents were of the opinion that the training given by the Malteser International have no such effectiveness in controlling disasters while the remaining 45 (90%) of the respondents were in favor of the effectiveness of the training in various dimensions. Among such dimensions, the statistical information reveals that 30 (60%) of the sample data were of the opinion that the training was very effective in the minimization of huge damages in the locality while 5 (10%) of the respondents were of the view that the trainings were effective because it makes people capable to work themselves without waiting of other. The tabular data further indicates that 10 (20%) of the respondents were of the opinion that the training given by Malteser International was a source to rescue people in short time and majority (60%) of the respondents were feeling good that the trainings given by the organization was very effective in the minimizing of the huge damages. For the mentioned table the mean is 1.40, the median is 1.00 and the mode is 1 which shows a positive relations. The tabular data has been also tested with Chi-Square Test and the result of the test has been given in the mentioned table.

Test Statistics

	Effectiveness of training given by Malteser International trainers
Chi-Square	34.000 ^a
Df	3
Asymp. Sig.	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.

Chi-Square test has been used to judge the association of variables. Test statistics chi-Square with value 34.000a, degree of freedom=3 and with $p < 0.05$ shows that there is significance relations in the effectiveness of training given by Malteser International.

1.8. Utilizing Training Skills Given by Malteser International during disaster

Rapid population growth and urbanization combined with extreme climatic events are causing a rapid increase in vulnerability of communities exposed to hazardous events. As a result, disasters are increasingly taking heavy toll of life and property. Unplanned growth both in urban and non-urban areas calls for an adequate preparation to reduce the impact of disasters. There is a great need to utilize disaster risk information in planning for effective coping mechanisms of disaster risk reduction (GIS Conference, 2014). There is a significant need to create awareness among people and to provide training to the local people. In this regard, Malteser International through their trainers provided different types of trainings to the CBDRM committee’s members to cope with issues before

and after disasters to prevent huge damages during the disaster time. The different area of utilizing the training skills has been presented in the table-3 below:

Table-3. Utilizing the Training Skills Given by Malteser International During Disaster

Utilizing Training Skills	Frequency	Percent	Cumulative Percent	Mean	Median	Mode
Reached disaster location on time	15	30.0	30.0			
Start work without wasting of time	15	30.0	60.0			
To keep injured in triage	10	20.0	80.0	2.30	2.00	1a
Providing first aid relief on time	10	20.0	100.0			
Total	50	100.0				

The statistical information with respect to the utilization of skills by community members during disasters show that almost all of the committee members have supported the idea of the utilization of the trainings skill in one form or the others. Among the total respondents, 15 (30%) were of the view that after training, the access to the affected area and to utilize disaster management skills have become easy to the community and they reach to the disaster location on time. Similarly, 15 (30%) of the respondents were of the opinion that due to training, they are able to start work immediately without wasting time in the area while 10 (20%) of the respondents were of the view that they utilized their skills in keeping the injured in triage. In addition, 10 (20%) respondents reported that they have utilized their skills in providing first aid relief to the injured on time. The tabular information also confirm the data with a mean of 2.30, median 2.00 and mode 1a while the test statistics in the form of Chi-Square test has been used for the given data and the result of the test has been presented in the following table.

Test Statistics

Utilizing the training skills given by Malteser International during disaster	
Chi-Square	2.000 ^a
Df	3
Asymp. Sig.	.572

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.

The given test statistics i.e. chi-Square with value 2.00, degree of freedom=3 and with $p < 0.05$ shows that there is significance relation in the utilizing of training skills given by Malteser International and skill development of the community members.

1.9. Training Impact of CBDRM Committees Members

Training is very important in achieving the goals of the organization as it increases the efficiency and effectiveness of the people who get trainings and enhance the performance of the trainees. The performance of trainees depends on different factors but training is most important because it enhances capabilities, skills and competencies of the individuals as well as reduces work related anxiety (reference). The communal as well as organizational performances depend on employee's performance and again training is a key factor. Mivita (2004) says that training has impact on the return of investment and most of the organization spends money on training and development in order to bring effectiveness and efficiency in the behaviors and personality of the peoples. The effectiveness and success of an organization therefore lies on the people who work within the organization, and employees in the organization will be able to perform their duties and could make meaningful contribution to the success of the organizational goal (Michal, 2006). In this regard, Malteser International also had focus on the provision of training to the members of Community Based Disaster Risk Management Committees members. Therefore, such trainings have multiple impacts on the capacity building, motivation as well as skill development of the local people. The different impacts have been presented in the table-4 below.

Table-4. Impact of Training to CBDRM Committees Members

Impact of Training	Frequency	Percent	Cumulative Percent	Mean	Median	Mode
Training has improved your overall performance	10	20.0	20.0			
Training has reduced anxiety level in the time of disaster	12	24.0	44.0	2.66	3.00	4
Training has increased your skills regarding disaster	13	26.0	70.0			
Training has enhance your competency level regarding disaster	15	30.0	100.0			
Total	50	100.0				

The mentioned tabular information shows the impacts of training provide by Malteser International to the Community Based Disaster Risk Management Committees members in the Chail valley of district Swat. The statistical data shows that 10 (20%) of the field participants were in the favor that the training has improved their overall performance and it also shows that training have significant impacts on the people. Similarly, the tabular information also elucidates that 12 (24%) of the respondents among the total sample size were of the views that the training reduced their anxiety level during the disaster. Furthermore, the tabular data indicates that 13 (26%) of the respondents agreed with the notion that the training has increased their skills regarding disaster while 15 (30%) of the field participant were of the opinion that the training provided by Malteser International has enhanced the competency level regarding disaster. Majority i.e. 30% of the respondents were in the favor that the training has enhanced their competency level regarding the disaster. The mean of the data is 2.66; median is 3.00 while the mode of the data is 4. The table has been also tested with Chi-Square test and the result has been presented the below table.

Test Statistics

Impacts of Training Provided by Malteser International to CBDRM committees	
Chi-Square	1.040 ^a
Df	3
Asymp. Sig.	.792

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.

The table mentioned shows the results of Chi-Square test. The results of the test indicates with the Chi-Square value of 1.040a, degree of freedom 3 while $p < 0.5$ shows significant relations of the impacts of training on the people.

Discussion over the findings

Responsibilities for disaster risk management do not lie with disaster managers alone. It is rather a concern for everyone, from citizens who must be empowered to make decisions, which reduce risk of disasters not only to political leaders, government institutions, private sector, civil society organizations, professional bodies, and scientific and technical institutions. The study findings reveal that the trainings provided by the organization through local committees have positive impact on the social and physical well being of the people living with disasters. The level of understanding of the population has been widened and people are much open to learn and adopt the skill in their daily lives to reduce the risk of disasters. The current study also focuses on the training provided by Malteser International to the local people of Chail Valley. Malteser International has conducted disaster trainings, which has developed people's potentials to learn how to handle disasters through hands-on activities. Similarly, the study has augmented that the capacity of the locale people have been enhanced towards controlling disasters and the data confirm that people have learned to help and ensure the safety of the public in the midst of disasters. The disaster based training has significant impacts on the people and they have positively utilized the training during the recent floods in the study area. Another aspect of the study, which has been asserted regarding the ideological mindset of the people and their acceptance towards organizational relations. In this context, people of the locality positively perceive the activities of the organization and majority of the community members were found happy.

Conclusion and Recommendation

The current study was about to explore the impact of training and the utilization of the training during the disaster's time given by the Malteser International to the local community in the Chill valley of District Swat. The analysis of the information conclude that the organization had created multiple committees in the valley and have been assigned the role of informing people about the occurrence, reduction and safety from huge damages in the form of disasters. Furthermore, the study shows that all of the respondents were of the opinion that the CBDRMC has been created by Malteser International and through such committees, the organization has to intervene in the community through community participation. Most of the respondents were of the view that Malteser International had given various trainings including first aid relief to the injured during any disaster, providing information to people during or before the disaster occurrence and even rescue trainings during disasters were quite useful. Similarly, majority of the respondents were of the view that the trainings given by the Malteser International were useful enough in the minimization of huge damages occurring due to disasters. In addition, Malteser International has given various equipments of first aid in the form of complete kits for treating injured during the disasters and such kits have played a key role in disaster management in the locality. Most of the respondents have utilized their training skills in reaching the disaster location on time during the disaster. The study further shows that most of the respondents believed that the Malteser International had provided them tools of digging used for the reduction and prevention of huge damages caused by disasters. Further, the study indicates that the committee's members believed that Malteser International had succeeded in achieving its goals by training the local people in the prevention of

huge damages during disasters as well as coping with them effectively. The study thus concluded that the training provided to CBDRMC had played very effective and efficient role in the reduction of disasters. The CBDRM committees have been found effective during disasters and positively respond to cope with disasters through the spirit of voluntarism without wasting time to save the lives of people and the reduces damages. In a nutshell, people of the area were satisfied from the work of the organization and of the committees and they have played a vital role to prevent, minimize and control disaster's damages.

1.7.2. Recommendations

The study also recommends the following:

- The study shows that in many places, there was lack of resources in the form of funds, tools, transport facilities, offices etc. In this regard, it is suggested that to strengthen the CBDRM Committee in the area for future prevention from the huge damages from disaster, it is necessary to provide them facilitation.
- In addition, the local government bodies need to be involved in the process of implementation and ownership as well

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