Abstract: This study aimed at the development and validation of Modular Instruction: An alternative Delivery Mode for Manpower training and development on the culture and management of honeybees. The modules were prepared based on the operant conditioning model of learning by Skinner emphasizes the use of the principles of reinforcement, reward, active responding, individual differences in learning rate, and use of behavioral objectives.

The modular instructions are valid in terms of objectives, content, activities, evaluative items and instructional characteristics. This implies that they can be effectively used to fulfill the purposes for which they intended. The modules were content validated by panel of experts and assessed as to usefulness by respondents and beekeepers.

The study made used of the research and development or R&D (often called the research-based development) methodology.

The significant findings of the study are the following: All the modules received “highly satisfactory” ratings as revealed by the overall means of 4.6, 4.5, 4.5, 4.5, and 4.5 for the five main components of the five modules and the general mean ratings of 4.5, 4.5, 4.6, 4.5, and 4.5 for the five modules respectively. As a whole, the evaluator’s general appraisal of the five essential aspects of the module is that they meet all the criteria set with a “highly satisfactory” rating.

Very significant mean difference exist between the pretest and posttest scores of the respondents. This finding is revealed by the computed t-value of 17.41 with a probability of less than .01.

As to the perceptions regarding the usefulness of the programmed texts, the composite mean of 4.56 with a descriptive rating of “strongly agree” by the respondents
indicated the usefulness of the materials in teaching the culture and management of honeybees. The beekeepers have the same reaction; they found the modules as useful guides in performing tasks.