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Job performance of women extension personnel of state agriculture department

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Abstract

The Agriculture Assistants are very important entities, who play as a vital link between research and farm technology transfer for its effective dissemination and ultimate implementation for the agriculture developmental initiatives. Agriculture Assistant working at the grass root level plays a very important role in the process of agriculture development through transfer of farm technology.

The present study entitled, 'Job performance of Women Extension Personnel of State Agricultural Department' was carried out in Akola and Washim districts under Vidarbha Zone of Maharashtra State. The sample for the study was confined to the 80 women extension personnel working in the state agriculture department to ascertain the job performance of the women extension personnel.

Job performance of the women extension personnel were studied as dependent variables, the findings with regard to the job performance of the women extension personnel revealed that, 75.00 percent of the women extension personnel recorded themselves under above average job performance category as per their self-rating whereas, 55.00 percent of the women extension personnel falls under above average job performance category as per the superior rating obtained from the Agriculture Supervisor about the job performance of the women extension personnel.

Keywords: Agriculture, Job performance, Women

Introduction

The Agriculture Assistants are very important entities, who play as a vital link between research and farm technology transfer for its effective dissemination and ultimate implementation for the agriculture developmental initiatives. Some of the mandatory activities of AAs are:

1. To implement, various agricultural schemes which are being sponsored by the Central and State Governments related to horticulture, soil and water conservation.
2. To conduct various crop production trials and demonstrations etc. on the farmer's field based on research developed by the agriculture universities.
3. To arrange workshops, farmers' trainings, agriculture exhibitions, farmers' tours to various research institutions etc.
4. To prepare of location specific crop plan (Based on weather, soil, water and geographic conditions).
5. For effective dissemination of the agriculture knowhow to the farmers in an effective manner. AAs have to take help of various communication media, eg audio-visual aids, publicity of the agriculture literature etc.
6. To ensure peoples' participation and other institutions / organizations who are engaged in agriculture development.
7. To acquire various training programmes to update their knowledge.

Thus, Agriculture Assistant working at the grass root level plays a very important role in the process of agriculture development through transfer of farm technology.

Women are the backbone of agriculture workforce, but worldwide her hard work has been mostly unpaid. On an average there are 43 percent of women agricultural force in the developing countries.

Gender equality is a very necessary foundation for very gender equality is necessary foundation for a peaceful, prosperous and sustainable world. It is also a precondition for advancing development and reducing poverty. Though several initiatives been taken to address this issue, still gender equality remains an unfulfilled promise. Development that is inclusive, equitable and that respects and protects everyone's human rights is central to resilience.

Objective of the study

1. To study the personal, situational, socio-economic, psychological and job related characteristics of women extension personnel.
2. To study the extend of job performance of women extension personnel.
3. To study the relationship between socio-economic, psychological and job related variables with job performance

Methodology

The present research investigation was confined in the

purposively selected Akola and Washim districts of Maharashtra State. In context to the objectives planned under the study and in view of methodology adopted an 'Exploratory Research Design' of Social Research has been used in the present study. All the talukas of Akola and Washim district were selected. All the agricultural assistants working in the state agricultural departments of Akola and Washim districts i.e. 80 agricultural assistants were selected for the present study. The list of all these AA's was obtained by State Agriculture Department. Multistage random sampling technique was adopted for the study. The data was collected by personal interview method. Researcher collected the data personally. The questionnaires were distributed to AA's and AS's. The respondents were requested to fill all the information in appropriate space provided against each item in the questionnaire. The data was collected in the form of primary data. The primary data was collected through survey method using structured and semi-structured Interview schedules.

Results and Discussion

Table 1: Distribution of the women extension personnel s according to personal, communication, psychological and organizational characteristics

Sl. No.	Characteristics	Category	Respondents	
			Frequency	Percentage
1	Age (Years)	Young (Upto 35)	24	30
		Middle (36 to 50)	56	70
		Old (51 and above)	0	0
2	Education	Agri Diploma	36	45.00
		Graduation	26	32.50
		Post-Graduation	18	22.50
		Above post-graduation	0	0
3	Experience	Low	6	7.50
		Medium	23	28.75
		High	51	63.75
4	Family Background	Rural	28	35.00
		Urban	52	65.00
5	Annual Income	Low	16	20.00
		Medium	47	58.75
		High	17	21.25
6	Infrastructure Facility	Low	30	37.50
		Medium	46	57.50
		High	04	5.00
7	Training	Short duration (Up to one week)	32	40.00
		Medium duration (One week to one month)	12	15.00
		Long duration (More than a month)	36	45.00
8	Job Involvement	Poor	0	0.00
		Below average	4	5.00
		Above average	63	78.75
		Good	13	16.25
9	Job Stress	Low	5	6.25
		Medium	68	85.00
		High	7	8.75
10	Job Commitment	Poor	0	0.00
		Below average	6	7.50
		Above average	62	77.50
		Good	12	15.00
11	Organizational Climate	Low	15	18.75
		Medium	48	60.00
		High	17	21.25

Distribution of the women extension personnel's according to personal, communication, psychological and organizational characteristics presented in Table 1.

The age wise distribution of the respondents presented in Table 1 shows that nearly three fourth of the women

extension personnel (70.00%) were upto 36 to 50 years of age. Nearly half of the respondents 45.00 percent are having Agri diploma. In case of experience 63.75 per cent of the respondents under the study had observed in the high category (11 to 18 years) of service experience. In case of family

background the 35.00 per cent of the women extension personnel were belonging to the rural area and remaining 65.00 per cent of the women extension personnel's were from the urban area. In case of annual income more than half (58.75%) of the women extension personnel were in medium category. In case of infrastructure facility more than half (57.50%) of the women extension personnel expressed medium level availability of infrastructure facilities. In case of training received 45.00 per cent respondents had participated for a period of more than a month. In case of job involvement indicated that majority (78.75%) of the women

extension personnel were observed under above average category of job involvement. In case of job stress majority (85.00%) of the women extension personnel were having job stress to medium extent. In case of job commitment 77.50 percent of the women extension personnel found to be in above average category. In case of organizational climate above half of the respondent's (60.00%) were found in medium category about the organizational climate.

Job performance

Table 2: Distribution of the women extension personnel on the basis of their statement wise response about job performance

Sr. No.	Statements	MO	O	ST	R	N
1.	Visit farmers field on the fixed time as per schedule	69 (86.25)	3 (3.75)	5 (6.25)	1 (1.25)	2 (2.5)
2.	Understanding problems and situations of farmers through personal visits	5 (6.25)	65 (81.25)	6 (7.5)	2 (2.5)	2 (2.5)
3.	Convince the farmers and local leaders to accept new farm technology	5 (6.25)	36 (45)	33 (41.25)	3 (3.75)	3 (3.75)
4.	Ensure coordination in distributions of important farm input according to demand, availability, supply, quality etc.	4 (5)	9 (11.25)	41 (51.25)	23 (28.75)	3 (3.75)
5.	Attending scheduled as well as time to time training programs organized by agricultural department	17 (21.25)	53 (66.25)	8 (10)	0 (0)	2 (2.5)
6.	Motivating farmers regarding maximum utilization of biofertilizers, biopesticides, organic farming etc.	2 (2.5)	9 (11.25)	17 (21.25)	46 (57.5)	5 (6.25)
7.	Providing information, trainings to the farmers regarding postharvest technology practices like grading, packaging, marketing etc.	3 (3.75)	10 (12.5)	30 (37.5)	30 (37.5)	7 (8.75)
8.	Keep close contact with higher officers for guidance	67 (83.75)	11 (13.75)	2 (2.5)	0 (0)	0 (0)
9.	Conducting Krishi melavas, farmers training, seminars, workshops etc.	6 (7.5)	65 (81.25)	4 (5)	1 (1.25)	4 (5)
10.	Provide on spot solutions to identified agricultural problems	2 (2.5)	10 (12.5)	43 (53.75)	23 (28.75)	2 (2.5)
11.	Identify progressive farmers and local leaders and secure their partnership in agricultural development programme	0 (0)	4 (5)	21 (26.25)	38 (47.5)	17 (21.25)
12.	Implement programmes given by higher officers time to time	31 (38.75)	47 (58.75)	2 (2.5)	0 (0)	0 (0)

(MO: Mostly; O: Often; ST: Sometimes; R: Rarely; N: Never)

The responses of the women extension personnels towards the statements of the scale used to measured the job performance had been ascertained on five point continuum i.e. 'most often', 'often', 'sometimes', 'rarely' and 'never'. The obtained findings of the same presented in Table 2.

The data clearly shows that majority of the women extension personnel (86.25%) mostly visit the field on the fix time as per schedule and majority of the WEPs (81.25%) often understand the problems and situations of farmers through the personal visits.

Nearly half of the WEPs (45%) often convince the farmers and local leaders to accept new technology and 41.00 percent sometimes convince the local leaders and farmers to accept new technology.

Just above the half of the WEPs (51.25%) sometimes ensures coordination in distributions of farm inputs according to their demand, availability, supply etc. and about two third of the WEPs (66.25%) often attend the training programmes organized by agricultural department and 21.25 percent WEPs mostly attend the training programmes organized by agricultural department.

The data shows that the (21.25%) WEPs sometimes motivate

the farmers regarding maximum utilization of biofertilizers, biopesticides, organic farming etc. and 57.50 percent WEPs rarely motivate the farmers regarding maximum utilization of biofertilizers, biopesticides, organic farming etc.

The data shows that (37.50%) and (37.50%) WEPs sometimes and rarely provide information, trainings to the farmers regarding postharvest technology practices like grading, packaging, marketing etc. respectively.

Majority of the WEPs (83.75%) mostly keep close contact with higher officers for guidance and 81.25 percent of WEPs often conduct Krishi melavas, farmers training, seminars, workshops etc.

Just above the half of the WEPs (53.75%) sometimes provide on spot solutions to identified agricultural problems and 26.25 percent and 47.50 percent of WEPs sometimes and rarely identify the progressive farmers and local leaders and secure their partnership in agricultural development programme

The data shows that the (38.75%) WEPs mostly implement programmes given by higher officers time to time and 58.75 percent of WEPs often implement programmes given by higher officers time to time. All these findings were confined with the findings of Ramannanavar and Nagnur (2016) [4].

Table 3: Distribution of the women extension personnel according to their job Performance

Sl. No	Category	Self-rating of WEPs		Superior's rating of ASs	
		Frequency (n= 80)	Per cent	Frequency (n= 40)	Per cent
1	Poor	0	0.00	0	0.00
2	Below average	4	5.00	3	7.50
3	Above average	60	75.00	22	55.00
4	Good	16	20.00	15	37.50
	Total	80	100.00	40	100.00

It may be observed from Table 3 that majority (75.00%) of the women extension personnel in their self-ratings and 55.00 per cent of the women extension personnel as per their superior's rating were observed under above average job performance category. This was followed by, (20.00%) of the women extension personnel were recorded their job performance in the good category in their self-rating whereas job performance of 37.50 per cent of the women extension personnel were recorded in good category in their superior ratings and 5 percent of women extension personnel were recorded their job performance in below average category in their self-rating whereas job performance of 7.5 percent women extension personnel were recorded under below average category.

Correlation analysis

Table 4: Coefficients of correlation between selected characteristics of respondents with job performance

Sr. No.	Variables	r' value
1.	Age	-0.0888
2.	Education	-0.2314
3.	Experience	-0.1920
4.	Family background	-0.0591
5.	Income	0.0444
6.	Infrastructure facilities	-0.1091
7.	Training	0.2563*
8.	Job involvement	0.2413*
9.	Job stress	0.1495
10	Job commitment	-0.3655
11	Organizational climate	0.1177

*Significant at 0.05 level of probability

**Significant at 0.01 level of probability

The findings of correlation analysis depicted in Table 4 reveals that the training and job involvement significant relationship with the job performance and rest of the variable viz. age, education, experience, family background, income, Job stress Job commitment, organizational climate did not show any significant relationship with job performance of women extension personnel.

Conclusion

It can be concluded that most of the (75.00%) of the women extension personnel in their self-ratings and 55.00 per cent of the women extension personnel as per their superior's rating were observed under above average job performance category. and job performance of women extension personnel only training and job involvement were found to be positive and significant relation with job performance and rest of variable did not show any significant relationship.

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