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## A study on people orientation and motivations of gram Panchayat members in Manipur

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### Abstract

The study was conducted on 200 Gram Panchayat members in 38 Gram Panchayat of Imphal-East and Bishnupur districts of Manipur. Proportionate random sampling method was followed for selection of the respondents. Interview schedule was the main tools used in the present study to collect data from the respondents. For this purpose, scale developed by Mondal (1991) was used. The results of the findings reveals that total 69 percent of Gram Panchayat members agreed that Gram Panchayats in Manipur were highly people oriented organization. And also the mean scores of the three motivations of Gram Panchayat members were found to be differ significantly and the mean score of 'need for power' motivation (mean score 25.04) of Gram Panchayat members was found to be highest for working in Gram Panchayat.

**Keywords:** Motivations, orientation, Panchayat members, Manipur

### Introduction

Panchayat Raj system is an age-old concept of local self-government or democracy practiced in the history of civilization in India. Panchayati Raj Institutions are the local self governing bodies consisting of elected representatives from rural areas. The term "panchayat" is a Sanskrit word, which means assembly (Ayat) of five (Panch) wise and respected elders chosen and accepted by the local community and 'Raj' literary means 'governance' or 'government'. Conceptually, panchayat can be described as an assembly of the village people or their representatives. It enables participation of people, particularly weaker sections of the society in the decision making process and local self-management. It is a people institution and generally has a three tier structure at the district, block and village levels. The rationale for introducing Panchayati Raj System, according to Chowdhury (1989) <sup>[1]</sup> was to extend democracy upto the grass-root level and to ensure involvement of people in all governmental process and development activities. It is now accepted that no country could make progress in nation building work, unless people at large come forward with due enthusiasm to actively participate in developmental activities. Union and State Governments are run through elected representatives of the people. There is hardly any scope for people's participation at that level but, local Governments, such as Panchayats and Municipalities, which cater for day-to-day needs of the people, can provide for people's participation and initiative.

The first Panchayat system of Manipur was based on the established United Provinces Panchayati Raj Act 1947. Under this, Gram panchayats and Nyaya panchayats were established, for developmental works and judicial matters. This was followed by two important acts passed by Manipur state legislative assembly, namely Manipur Panchayati Raj Act 1975 and Manipur Panchayati Raj Act, 1994. The Panchayati Raj Act 1975 provided the three tier system of panchayat while the Manipur Panchayati Raj Act 1994 envisages two tier system of panchayat that was initiated at the time of the enactment of the constitution's 73rd amendment Act. The Manipur Panchayati Raj Act of 1994 extended only to the valley area as the hill areas come under the jurisdiction of the Manipur (Hill Areas) District Council Act, 1971 and the Manipur (Village Authorities in Hill Areas) Act, 1956. The municipality areas in the valley districts have been also excluded from its operation. Thus this Act is applicable only in the valley districts of Imphal East, Imphal West, Thoubal and Bishnupur (Oinam and Singh, 2014) <sup>[4]</sup>. At present Manipur panchayat consist of 166 gram panchayats and 4 Zilla parishad.

### Research Methodology

The study was conducted in two districts of Manipur, namely, Imphal-East and Bishnupur districts. The districts of Imphal-East has 3 Blocks namely Imphal East-I, Imphal East II and

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Jiribam and Bishnupur district has 2 Blocks namely, Moirang and Bishnupur. Out of five Blocks in two districts, only four Blocks, viz. Imphal East-I and Imphal East-II from Imphal East district and Bishnupur and Moirang Blocks from Bishnupur district were selected purposively. The Jiribam Block under Imphal East district has been excluded since it is far away from the Imphal city. There are 25 Gram Panchayats each in Imphal East-I and Imphal East-II Block and 12 Gram Panchayats each in Bishnupur and Moirang Block. For the present study 12 Gram Panchayats each from Imphal East-I and Imphal East-II Blocks and 7 Gram Panchayats each from Bishnupur and Moirang Blocks were selected randomly. Total numbers of members including Pradhans in Imphal East-I block are 125 and in Imphal East-II block are 117. Similarly, Moirang block has 62 Gram Panchayat members and Bishnupur block has 61 members including Pradhan. By proportionate random sampling method, 68 Gram Panchayat members from Imphal East-1 Block and 64 Gram Panchayat members from Imphal East -II Block, as well as, 34 Gram Panchayat members from Moirang Block and 34 Gram Panchayat members from Bishnupur Block have been selected. In this way a total 200 Gram Panchayat members have been selected as respondents.

To measure the people orientation of Gram Panchayat organisation in Manipur, People Orientation Scale developed by Mondal (1991) was used. The scale consists of eight items of which five were in positive and three in negative form. Each item was provided with a 5-point scale, strongly agree, agree, somewhat agree, disagree and strongly disagree with weights of 5,4,3,2 and 1 respectively. The mean score of responses from each of the Gram Panchayat members was found by dividing the total score of each respondent by the number of statements.

For present investigation McClelland three types of basic motivating needs - Need for affiliation, Need for achievement and Need for power which had special relevance to management were selected to find out the hierarchy of motivations of the Gram Panchayat member. The motivations of Gram Panchayat members were measured by using the scale developed by Mondal (1991) [3]. The scale consists of six items for each of the three motivating needs. Each item was provided with a 5-point scale, strongly agree, agree, somewhat agree, disagree and strongly disagree with weights of 5,4,3,2 and 1 respectively.

To find out whether there is any significant difference of three motivations among the Gram Panchayat members the following hypothesis have been formulated and tested.

### Hypothesis

**H<sub>0</sub>:** There is no significant difference among the mean scores of three motivations (viz, Need of Affiliation, Need for Achievement and Need for Power) of the Gram Panchayat members.

**H<sub>a</sub>:** The mean scores of the three motivations of Gram Panchayat members differ significantly.

Keeping in mind the objective of the study and the parameters to be studied an interview schedule was prepared to collect primary data from the respondents through personal interview. Collected data were analysed by using simple statistical tools viz frequency and percentage and Analysis of Variance (ANOVA).

## Results and Discussion

### People orientation of Gram Panchayat members

**Table 1:** Distribution of Mean Score of Responses on People Orientation of Gram Panchayat Organisation in Manipur

People Orientation		Frequency	Percentage
Category	Score		
Very high	4.5 - 5.5	36	18
High	3.5 - 4.5	102	51
Moderate	2.5 - 3.5	62	31
Little	1.5 - 2.5	-	-
Total		200	100

The data in Table-1 revealed that 51 percent and 18 percent of Gram Panchayat members (total 69 percent) agreed that Gram Panchayats in Manipur were highly people oriented organization. About 31 percent Gram Panchayat members opined that Gram Panchayats were moderately people oriented. Mondal (1991) [3] in his study revealed that about 62 percent Gram Panchayat Pradhans agreed that people orientation was high and about 38 percent opined that Gram Panchayats were very highly people oriented. In his study the respondents were only Pradhans (office bearer) of Gram Panchayats.

### Hierarchy of Motivations of Gram Panchayat members

**Table 2:** Analysis of Variance of three Motivations of Gram Panchayat Members

Source of Variance	Sum of Squares	Df	Mean Square Variance	F
Between group	871.803	2	435.902	44.491
Within group	5849.155	597	9.798	
Total	6720.958	599		

Table-2 reveals that the calculated value of F is 44.491. The table value of F at (2,597) d.f at 5 percent level of significance is 3.01. Since the calculated value is much higher than the table value, so the null hypothesis is rejected. Thus, the alternative hypothesis i.e. 'the mean scores of the three motivations of Gram Panchayat members differs significantly' is accepted.

Mondal (1991) [3] in his study found that all the three motivations (need for affiliation, need for achievement and need for power) were quite high amongst the Gram Panchayat Pradhans (office bearer) in West Bengal. In this study, the F-value was insignificant at 5 percent level which indicated that the motivations could not be discriminated according to their degree of importance. That is, all the three motivations were equally important for the Gram Panchayat Pradhans in West-Bengal.

Since the mean scores of the three motivations of Gram Panchayat members differ significantly, Duncan's Multiple Range Test was done to find out which motivation has highest mean score and which is lowest.

#### Duncan Multiple Range Test

Motivation	N	Subset		
		1	2	
Need for Affiliation	200	22.620		Medium
Need for Achievement	200	22.365		Low
Need for Power	200		25.040	Highest

In Manipur, Gram Panchayat members possess highest 'need for power' motivation (mean score 25.040) for working in Gram Panchayat but possess medium level of 'need for affiliation' motivation (mean score 22.620) and their 'need of achievement' motivation (mean score 22.365) was comparatively low. This indicates that 'need for power, motivation is the driving force for working in the Gram Panchayat in Manipur.

### **Conclusion**

Gram Panchayat, as a grass-root level organization of the two-tier system of panchayat raj in Manipur, had more direct face-to-face contact with the rural people in comparison to Zilla Parishad and Government Departments. The elected functionaries of Gram Panchayat were more concerned with the problems of the village people. They had more commitment to fulfill the expectations of rural people in comparison to the functionaries of Government Departments. As a representation of Gram Panchayat, the functionaries depended on people's mandate, they were more responsible to the people for proper implementation of development work in the rural areas and they had to stand by the rural people during natural calamities like flood, drought etc. Such wholehearted supports were not obtained by the people from the Government functionaries. The Gram Panchayat organisations were highly oriented to the people.

The mean scores of the three motivations of Gram Panchayat members differ significantly and the mean score of need for power motivation was found to be the highest.

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