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Constraints in job performance of agriculture extension assistant

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Abstract

The present study was conducted in Latur district to study the job performance and job satisfaction of Agriculture Extension Assistant who are important functionaries positioned in the interface of grass root workers and the higher managerial cadres. The important position of this crucial change agent in the extension approach makes it necessary to understand him/her all dimensions. The ex-post-facto research design was adopted for this study. The major constraints faced by the respondents of Latur district were reported that unnecessary political involvement (25.00%), delay in getting important letters (23.33%), vacant posts and less manpower in Department creating overburden on working staffs (20.83%) followed by delay in receiving minikits and other inputs (20.83%), unexpected job assignments (15.83%) this are the constraints faced by the AEA according to research survey.

Keywords: Job performance, agriculture extension assistant (AEA), constraint, ex-post-facto research design

Introduction

The Agriculture Department is entrusted with the task of ensuring all-round development of Agriculture. Since its inception in 1913, Department of Agriculture has under gone a sea change. Today Maharashtra State Department of Agriculture has several well-defined and specific objectives. In order to achieve these objectives, various activities and programmes are being carried out by the department through the extension personnel. It is being increasingly realized that the ultimate implementation of management strategies comes through the people working in the organization. Unless the employees are well informed about their performance and also their strong and weak points, it's very difficult for them to improve their level of performance. Job satisfaction of the employees in organization is an important indicator of the health of the organization. The same holds good for the organization in Agriculture sector as well. Job performance implies how an incumbent actually perform in given situation, as distinct from how he is supposed to perform. Job performance is the function of both role and personality of an individual. Job satisfaction is the sum total of an individual's met expectations on the job. Job satisfaction simply means the satisfaction of an employee in his job. Behavioral and social science research suggested that job satisfaction and job performance are positively correlated. The job performance is the actual behavior of an individual and is an important criterion for measuring the effectiveness of an organization. The will of the agriculture extension assistant to perform the duties assigned to him determine his efficiency and effectiveness in the field. The job satisfaction of agriculture extension assistant is very important as far as his performance in his job concerned. For successful dissemination of services and latest technologies at farmer's field by the agriculture extension assistant effective job performance as well as job satisfaction is required.

Objective

To analyze the constraints faced by agriculture extension assistant in job performance.

Methodology

The present study was conducted in Latur district of the Marathwada Region of Maharashtra state. There were ten tahsils in Latur district were selected randomly. All the agriculture extension assistant in each of selected talukas were considered for the purpose of study and those assistant present for weekly meeting was considered for study. Thus 20 agriculture assistant from each tahsil was selected randomly to comprise a total sample size 120.

Ex-post facto design of social research was used in the present study. Frequency and percentage are the statistical parameters were included for analysis.

Result and discussion

Table 1: Constraints faced by respondents in their job performances.

Sr. No.	Constraints	Number	Percentage
1.	More meetings and work burden on working staffs	17	14.16
2.	Unnecessary political involvement	30	25.00
3.	Vacant posts and less manpower in Dept. creating overburden on working staffs	25	20.83
4.	No remuneration or recognition for any achievement (leads to mental depression)	10	08.33
5.	Non cooperation from subordinates and excessive interventions from higher authorities.	12	10.00
6.	Delay in receiving minikits and other inputs.	25	20.83
7.	Delay in getting important letters	28	23.33
8.	Unexpected job assignments	19	15.83
9.	Interior villages communication is difficult	15	12.50

The major constraints faced by the respondents of Latur district were reported that unnecessary political involvement (25.00%), delay in getting important letters (23.33%), vacant posts and less manpower in Dept. creating overburden on working staffs (20.83%) followed by delay in receiving minikits and other inputs (20.83%), unexpected job assignments (15.83%), more meetings and work burden on working staffs (14.16%), interior villages communication is difficult (12.50%), non cooperation from subordinates and excessive interventions from higher authorities (10.00%), no remuneration or recognition for any achievement (leads to mental depression) (08.33%) were reported by the respondents. The findings of the present study were similar to the finding of Mande *et al.* (2012) [2] the "comparative study of role performance of female and male extension workers".

Conclusions

The difficulties faced by the number of an individual at the time of their job performance.

1. The study indicated that, the majority of agriculture extension assistant faced constraints in Latur district in their service were reported that Unnecessary political involvement and delay in getting important letters.
2. Further it concluded that majority of the respondent were overload of vacant posts and less manpower in Department creating overburden on working staffs followed by delay in receiving minikits and unexpected job assignments.

The findings of the present study were similar to the finding of Mishra (2005) [1].

Implications:

1. In the present investigation indicated that Agriculture Extension Assistant were facing the major constraints like more meeting and work burden on working staffs, unnecessary political involvement, vacant posts and less manpower in department creating overburden on working staff, delay in getting important letter, unexpected job assignment and interior village communication was difficult etc. therefore, Government of Maharashtra Agriculture Department recruitment can fill the vacant post and solve their problems. Also provide different communication media to agriculture extension assistant for reduce difficulties of communication at village level and provide other different facilities to agriculture extension assistant.

Implication for future research work

1. The present study was conducted in Latur district of Maharashtra with limited tahsils as well as limited sample size. In order to derive wider generalizations a study could be conducted with more numbers of tahsils and large sample size covering more area.

References

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