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Dr. Subhash Chander

Agriculture Development Officer
Cane, Department of Agriculture
& Farmer Welfare, Karnal,
Haryana, India

Dr. Satpal Singh

Assistant Professor (Training),
SNIATTE, CCSHAU, Hisar,
Haryana, India

Research Note

Job performance of agriculture development officers in Haryana

Dr. Subhash Chander and Dr. Satpal Singh

Abstract

The study was conducted on 100 respondents to assess the level of job performance of Agriculture Development Officers (ADOs) working in the system of Agricultural Extension in Haryana during 2018. Majority of respondents (55%) possessed medium level of job performance regarding transfer of technology to the farmers and 35 per cent possessed high job performance followed by 10.00 per cent who have low performance. The study further indicated that 53 per cent of the respondents possessed medium level of job performance regarding feedback whereas, 32 per cent per cent of them possessed high level followed by low level of job performance (15%). rural background (0.3425) and parental occupation (0.4460) were found to have positive and significant correlation with transfer of technology dimension of job performance. The feedback dimension was found to be influenced by the variables of rural background (0.3257) and parental occupation (0.5165), positively and significantly while training (-0.2836) influenced negatively and significantly.

Keywords: Agricultural Extension, performance, feedback

Introduction

The job performance is one of the most important criteria by which the effectiveness of an organization is measured. The performance of an individual is a function of both role and personality. The efficiency and effectiveness of the extension services depend upon his will to perform the duties assigned to him. The performance of individuals in an organization has become an important variable as the productivity of any organization depends to a great extent on the performance of its employees. The extent to which individuals successfully deal job related demands and challenges is assessed through their overall job performance. Assessing job performance has been accepted as an integral part of the management process in many organizations and Agriculture & Farmer Welfare Department is no exception. The dissemination of agricultural technology at operational level greatly hinges upon the job performance of the Agriculture Development Officers (ADOs) working in the system of Agricultural Extension. The job performance of extension personnel is influenced by several factors such as personal characters, the conditions and environment around the job and satisfaction within the job. All these factors may influence the job performance in a different manner depending upon the nature of job and organization in which they work.

Research Methodology

The study was conducted on 100 ADOs working in Agriculture & Farmer Welfare Department in Haryana. The data was collected with the help of pre-tested structured schedule by holding personal interview with the ADOs during 2018. The job performance was taken as dependent variable. For measuring the job performance a scale was developed. After thorough investigation of literature, based on the observation, discussion with ADOs two dimensions of job performance were identified such as (a) activities related to the transfer of technology to the farmers (included 20 job items), and (b) feedback (5 job items) for the preparation of job performance scale.

The scale was administered to the respondents and responses were obtained on 3 point continuum, i.e. 'always performed', 'seldom performed' and 'never performed' and the scores assigned were 2, 1, and 0, respectively. The scores on each item were added up to obtain the overall job performance score. Thus, the minimum and maximum possible obtainable scores were 0 and 50, respectively. Nine personality traits such as age, education, experience, rural background, parental occupation, training attended, aspiration, source of information an

Correspondence

Dr. Subhash Chander

Agriculture Development Officer
Cane, Department of Agriculture
& Farmer Welfare, Karnal,
Haryana, India

constraints perceived were included and treated as independent variables. These variables were measured by developing a structured schedule.

Results and Discussion

Distribution of ADOs on the basis of their job performance

The job performance scores of the respondents' were arranged

Table 1: Distribution of Agriculture Development officers on the basis of their job performance, (N= 100).

Job dimension	Categories	Score range	Frequency	Percent	Mean
Transfer of technology	Low	Upto 27	10	10	34.29
	Medium	28-36	55	55	
	High	37 and above	35	35	
Feed Back	Low	Upto 5	15	15	7.61
	Medium	6-8	53	53	
	High	9 and above	32	32	

It is apparent from the data in Table 1 that majority of respondents (55%) possessed medium level of job performance regarding transfer of technology to the farmers and 35 per cent possessed high performance followed by 10.00 per cent who have low performance. The study further indicated that 53 per cent of the respondents possessed medium level of job performance regarding the feedback. Whereas, 32 per cent per cent of them possessed high level followed by low level of job performance (15%). Similar contentions have been reported by Halakatti (1996) [1].

The results further revealed that majority of the ADOs were found to have moderate level of job performance followed by high level in both the dimensions. This means that there is a need to bring about improvements in job performance by ADOs. Hence, it is suggested that the decision makers in the Department of Agriculture & Farmer welfare should pay due attention and take necessary action to weed out undesirable conditions which might have prevented the ADOs for achieving desired performance.

Association of ADOs' background variables with their job performance

A minute examination of the data contained in Table 2 revealed that the rural background (0.3425) and parental occupation (0.4460) were found to have positive and significant correlation with transfer of technology dimension of job performance.

Table 2: Correlation coefficient ('r' values) between Agriculture Development officer's background variable and their job performance.

Sr. No.	Independent variables	Job performance	
		Transfer of technology	Feedback
1.	Age	0.0524	0.0024
2.	Education	-0.0710	0.0260
3.	Experience	-0.0714	-0.0651
4.	Training attended	-0.1528	-0.2836*
5.	Rural background	0.3425*	0.3257*
6.	Parental occupation	0.4460*	0.5165*
7.	Source of information	0.0082	0.0291
8.	Constraints perceived	-0.1430	0.0021
9.	Aspiration	-0.0340	-0.0132

*Significant at 1 per cent level

The feedback dimension was found to be influenced by the variables of rural background (0.3257) and parental occupation (0.5165), positively and significantly while

and divided into three categories, i.e. low, Medium and high level of job performance on the basis of mean and one standard deviation.

training (-0.2836) influenced negatively and significantly. A cursory look at the data further indicated that the variables of rural background and parental occupation emerged to be influential in terms of association as these variables did influence both the dimensions of job performance. The findings of this study are in line with the contention of Siddaramaih (1987) [2] who observed that rural urban background of the respondents had a highly significant relationship with job performance.

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