



ISSN (E): 2277-7695  
ISSN (P): 2349-8242  
NAAS Rating: 5.23  
TPI 2022; SP-11(6): 2792-2794  
© 2022 TPI  
[www.thepharmajournal.com](http://www.thepharmajournal.com)  
Received: 15-03-2022  
Accepted: 19-04-2022

#### Ekhande YS

Ph.D. Scholar, Department of Extension Education, College of Agriculture, Dr. B.S.K.K.V., Dapoli, Maharashtra, India

#### Sawant PA

Head, Department of Extension Education, College of Agriculture, Dr. B.S.K.K.V., Dapoli, Maharashtra, India

#### Holkar SC

Ph.D. Scholar, Department of Extension Education, College of Agriculture, Dr. B.S.K.K.V., Dapoli, Maharashtra, India

#### Raykar SS

Ph.D. Scholar, Department of Extension Education, College of Agriculture, Dr. B.S.K.K.V., Dapoli, Maharashtra, India

#### Corresponding Author

#### Holkar SC

Ph.D. Scholar, Department of Extension Education, College of Agriculture, Dr. B.S.K.K.V., Dapoli, Maharashtra, India

## Constraints faced by the academic staff of agricultural universities

Ekhande YS, Sawant PA, Holkar SC and Raykar SS

### Abstract

The present study was undertaken with the main objective to study the constraints faced by the academic staff members of agricultural universities. The study was conducted in four Agricultural Universities of Maharashtra state. In all 240 respondents were selected by using proportionate random sampling method. The “Ex-Post-Facto” research design was used for conducting the study. The data were collected through the personal interview. The data collected were processed and statistically analyzed by using statistical techniques like frequency and percentage. The major constraints were “Institution has not sufficient staff and funds for conducting teaching, research, extension activity (71.66 per cent)”, “There is no required laboratory facilities for conducting the experiments (65.83 per cent)” and “The decision regarding programs are made at higher levels without consulting subordinates (50.83 per cent)” were the major constraints experienced by the academic staff. Most of the academic staff suggested that institution should be provided with sufficient staff and fund for teaching, research and extension education activity (74.58 per cent), more laboratory facilities should be created (68.33 per cent) and teachers/scientists should be given training annually (55.83 per cent).

**Keywords:** Constraint, academic staff and agricultural universities

### Introduction

Perception is our sensory experience of the world around us and involves both recognizing environmental stimuli and actions in response to these stimuli. Organizational climate studies address attitudes and concerns that help the organization work with employees to instill positive changes. The result if implemented can help to increase productivity. Climate surveys give employees a voice to assist in making desired transitions as smooth as possible. It also serves as a basis for quality improvements. By identifying areas of inefficiency and acting on performance barriers identified by employees of all levels, an organization gains a fresh and different perspective. It helps to identify areas of employee satisfaction and dissatisfaction to facilitate management in the creation of greater workplace harmony productivity.

State Agricultural Universities are academic organization which contributes significantly to agricultural development. They operate on the concept of integration of three basic functions: Teaching, Research and Extension function with a many number of specialized disciplines and departments. The technical expertise and commitment of academic staff of various agricultural universities is of paramount importance which has a direct bearing on the generation and transfer of improved agricultural technology. The congenial organizational climate provides for efficient functioning of the academic staff working in these organizations and ultimately helps in achieving the objectives of the organization. The work productivity of the teachers, researchers and extension workers working in SAU's is the resultant outcome of performance being influenced by their personal and professional variables such as age, qualification, salary, cadre, service experience, training, promotion opportunity, working environment, attitude towards job and aspiration enjoyed by the employee. Organizational climate factors such as job performance, job satisfaction, academic climate, social climate, physical climate and administrative climate, all have direct or indirect influence on job perspective of the academic staff which ultimately influences on their teaching, research and extension productivity through interaction with each other. In order to aim at a higher scientific productivity, it is imperative that right kind of climate is created and sustained for higher return. Any organization needs constant studies and evaluation with a view to ascertain the measures necessary to improve areas of deficiency, so as to attain a faster rate of growth and development towards achieving its goals. The study of organizational climate is one of the most important academic and applied subjects of research, as it constitutes the core of

organizational effectiveness and socio-psychological adjustment of an individual worker.

There are four Agricultural Universities in Maharashtra state. Academic staffs are the most important group of professionals for any university. Therefore, it is important to know the perception of organizational climate by college academic staff members about university. Keeping above fact in view, the present study was designed to analyse the constraints faced by the academic staff members of agricultural universities with the following specific objective

1. To study the constraints faced by the academic staff members of agricultural universities.

### Methodology

The present study was conducted in four Agricultural Universities of Maharashtra state. A proportionate random sampling procedure was adopted for the selection of academic staff. In all 240 respondents were selected for study from the

four Agricultural Universities of Maharashtra state. The “Ex-Post-Facto” research design was used for conducting the proposed study. The data were collected through the personal interview. The data collected were processed and statistically analyzed by using statistical techniques like frequency and percentage.

### Results and Discussion

The findings of the present study as well as relevant the discussion have been summarized under the following heads:

#### Constraints faced by the academic staff members of agricultural universities

In the present study, constraints experienced by the academic staff of agricultural universities of Maharashtra state in their organizational climate were studied. Frequency, percentage and rank order for each problem were calculated. The data in this regard are depicted in Table 1.

**Table 1:** Constraints faced by the academic staff members of agricultural universities

| Sl. No. | Constraints   | F   | %     | Rank |
|---------|---|-----|-------|------|
| 1       | Institution is not providing audio-visuals aids during teaching                                       | 19  | 7.91  | XIV  |
| 2       | Salary is unsatisfactory comparable with job  | 7   | 2.91  | XV   |
| 3       | There is no help from the administration in doing job   | 32  | 13.33 | XI   |
| 4       | The institutional tasks are not target oriented   | 38  | 15.83 | X    |
| 5       | Training opportunities are not provided for professional growth                                       | 56  | 23.33 | IX   |
| 6       | There is no opportunity to participate in decision making   | 87  | 36.25 | VII  |
| 7       | Institution not providing chances to attend seminars, workshops                                       | 20  | 8.33  | XIII |
| 8       | There is no opportunity for independent thought   | 92  | 38.33 | VI   |
| 9       | There is no required laboratory facilities for conducting the experiments                             | 158 | 65.83 | II   |
| 10      | Institution not providing enough funds for research work  | 102 | 42.5  | V    |
| 11      | Institution have not sufficient staff and funds for conducting teaching, research, extension activity | 172 | 71.66 | I    |
| 12      | Institution have not required library facility for undertaking teaching, research, extension activity | 106 | 44.16 | IV   |
| 13      | Do not get adequate chances to express your difficulties with superiors                               | 67  | 27.91 | VIII |
| 14      | The decision regarding programs are made at higher levels without consulting subordinates             | 122 | 50.83 | III  |
| 15      | Lack of co-operation from other department  | 25  | 10.41 | XII  |

At critical look at the data presented in Table 1 bring into focus that out of fifteen constraints experienced by the academic staff engaged in teaching, research and extension education activity in their organizational climate, “Institution have not sufficient staff and funds for conducting teaching, research, extension activity (71.66 per cent)” was the major constraint, followed by “There is no required laboratory facilities for conducting the experiments (65.83 per cent)”, “The decision regarding programs are made at higher levels without consulting subordinates (50.83 per cent)”, “Institution have not required library facility for undertaking teaching, research, extension activity (44.16 per cent)”, “Institution not providing enough funds for research work (42.5 per cent)”, “There is no opportunity for independent thought (38.33 per cent)”, “There is no opportunity to participate in decision making (36.25 per cent)”, “Do not get adequate chances to express your difficulties with superiors (27.91 per cent)”, “Training opportunities are not provided for professional growth (23.33 per cent)”, “The institutional tasks are not target oriented (15.83 per cent)”, “There is no help from the administration in doing job (13.33 per cent)”, “Lack of co-operation from other department (10.41 per cent)”, “Institution not providing chances to attend seminars, workshops (8.33 per cent)”, “Institution is not providing audio-visuals aids during teaching (7.91 per cent)”, and “salary is unsatisfactory comparable with job (2.91 per cent)” were the constraints faced by academic staff of agricultural universities of Maharashtra state.

### Conclusion

Institution has not sufficient staff and funds for conducting teaching, research, extension activity, there is no required laboratory facilities for conducting the experiments, the decision regarding programs are made at higher levels without consulting subordinates, institution has not required library facility for undertaking teaching, research, extension activity, there is no opportunity for independent thought and there is no opportunity to participate in decision making were some of the major constraints experienced by the academic staff of agricultural universities Maharashtra State.

### References

1. Eker M, Anbar A, Kirbiyik L. Job satisfaction of academicians in Turkey and the factors affecting job satisfaction. *Is Guc Endustri Iiskileri ve Insan Kaynaklari Dergisi*, 2007;9(4):67-90.
2. Houston D, Meyer LH, Paewai S. Academic staff workloads and job satisfaction: Expectations and values in academe. *Journal of Higher Education Policy and Management*. 2006;28(1):17-30.
3. Khan Alamdar Hussain, Nawaz Muhammad Musarrat, Aleem Muhammad, Hamed Wasim. Impact of job satisfaction on employee performance: An empirical study of autonomous Medical Institutions of Pakistan. *African Journal of Business Management*. 2012;6(7):2697-2705.
4. Murai AM. Job Performance and Job Satisfaction of

academic staff of Vasantao Naik Marathwada Krishi Vidapeeth, Parbhani, M.Sc. (Agri.) thesis, College of Agriculture, Parbhani, 2016.

5. Yunus M. Perception of Scientists of Agricultural University towards Organizational Climate. Ph.D. (Agri.) Thesis, Anand Agricultural University, Anand, Gujrat (India), 2016.