



Job satisfaction of agricultural scientists of selected state Agricultural Universities and its relationship with their socio-personal characteristics

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ABSTRACT

Job satisfaction is a qualitative aspect and cannot be understood in strict quantitative terms. It is an intangible and psychological concept. The job satisfaction of agricultural scientist is the most important factor in the agricultural universities. If the scientists of agricultural universities are not satisfied with their profession, they will not be able to increase their performance and thus will not contribute to their three fold function of teaching, research and extension which they have to perform. The sample size of the present study comprised of 300 agricultural scientists selected from the three agricultural universities viz., PAU, GBPUAT and HAU. A structured questionnaire was prepared for collecting the relevant data. The data were tabulated and analysed with the help of appropriate statistical tools by using Statistical Package for Social Sciences (SPSS). It was found that GBPUAT was significantly different from PAU and HAU at 1 per cent level of significance in many factors affecting the job satisfaction of agricultural scientists in totality. Opportunity for professional growth and comforts of physical working conditions (place of work, transportation, light etc.) at 1 per cent level of significance and feeling of accomplishment at 5 per cent level of significance showed significant difference between PAU and GBPUAT whereas in some factors of job satisfaction, GBPUAT and HAU were significantly different at 5 per cent confidence level. Assistant Professors, Associate Professors and Professors showed insignificant difference with respect to job satisfaction in all the three agricultural universities. In HAU, there was negative and significant correlation between the job satisfaction and distance (kms) of respondents from their permanent home. In GBPUAT, the job satisfaction varied in nuclear and joint families and a significant difference ($p < 0.01$) was found among the families residing with respondents and not residing with the respondents in respect to job satisfaction.

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INTRODUCTION

Job satisfaction is a qualitative aspect and cannot be understood in strict quantitative terms. It is an intangible and psychological concept. The job satisfaction of agricultural scientists is the most important factor in agricultural universities. If effectiveness and productivity of the system and academic community are to be enhanced, then we must examine what factors influence the job satisfaction of the agricultural scientists working in the State Agricultural Universities.

As teaching does require a great deal of thoroughness and commitment, so in teaching it is more important to have mental commitment and loyalty than physical presence (Akhter *et al.*, 2008). But if the scientists of agricultural

universities are not satisfied with their profession, they will not be able to increase their performance and thus will not contribute to their three fold function of teaching, research and extension which they have to perform. Therefore, the focus of the present study was to reveal the level of job satisfaction of scientists in agricultural universities. The present investigation was conducted with the objectives to determine the job satisfaction of the agricultural scientists, factors affecting their job satisfaction and the relationship of their socio-personal characteristics with job satisfaction.

METHODOLOGY

The present study was conducted in three

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