

## Level of job perception and their suggestions of Agriculture Assistants working in MPKV, Rahuri

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Apart from salary and other monetary benefits, other factors related to the job environment also influence the employees performance and job satisfaction towards their job. In view of this, the study was taken in the jurisdiction of Mahatma Phule Krishi Vidyapeeth Rahuri, out of 409 Agril. Assistants 120 Agril. Assistant were considered for interview purpose. The information received through personal interview of these selected assistants was analyzed. It was found that a majority (66.68 per cent) of the Agriculture Assistants had high level of job perception. 21.66 per cent reported medium job perception. Highest mean job perception score was observed in case of extension followed by management. A majority of the respondent Agriculture Assistants suggested that favourable to highly favourable attitudes towards job performance and moderately satisfied about their different nature of job facets. A majority of the respondent Agriculture Assistants suggested that University should organize in service refresher training on Information and Communication Technology and clearly redefine the role of Agriculture Assistants.

Agriculture is termed as Backbone of Indian Economy contributing over one third of total national income. Government of India decided to establish strong research units through Agriculture University.

In India at present there are 42 Agricultural Universities, one Central Agricultural University and four Deemed Agricultural University out of which four Agriculture Universities are in Maharashtra. Mahatma Phule Krishi Vidyapeeth (MPKV) established in 1969 has been a centre of human resource development to meet the growing demands of the state as well as nation for trained manpower specialized in agriculture. The University has made a spectacular progress in achieving its mandatory goals of teaching,

research and extension education over the last 40 years. As a result, the University has been awarded the Sardar Vallabai Patel Outstanding ICAR Institution Award in the year 2002 by the ICAR, New Delhi. Recently, Union Finance Minister, Government of India declared Institute of Excellence Award in 2008-09 with a special grant of Rs. One hundred crores. This University also ranked II in India in 2008-2009 for Agriculture Education.

Agricultural Assistants are the base level, professionally qualified employees in Agricultural University, who shoulder the major responsibility of successfully carrying out the field work in Agricultural Universities. The success of the research work and production obviously depend on the satisfaction they derive and performance they give. In Agricultural Universities the effectiveness of the quality research depends upon the assistance of Agriculture Assistants, their capacities and also the resource infrastructure provided to them in addition to the research scientists. These persons are the root level workers. They are also responsible to extract the work from the labourers. This also depends on their efficiency, mental make-up and satisfaction in their job. Therefore, it is a need to focus attention on their job satisfaction and job performance. The satisfaction which employees get from their job is the effect of the extent of which various components of their working environment meet their needs. Apart from salary and other monetary benefits, some other factors related to the job environment also influence the employees performance and job satisfaction towards their job. To sum up the satisfaction on the job has been attributed to the two main types of satisfiers, intangible or intrinsic and tangible or extrinsic. Satisfaction is a feeling associated with the perceived differences between what the worker expects and what he actually experiences in relation to his job. From the discussion made in the preceding

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