



A study on work environment among subject matter specialists of Krishi Vigyan Kendras in Karnataka

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ABSTRACT

The study was conducted during the year 2010 by covering 10 Krishi Vigyan Kendra's Subject Matter Specialists and Programme Co-ordinators, located at various district of Karnataka State. The study revealed that majority of the respondents (65.71%) were satisfied with the job components like the interest in the extension work followed by 64.29 per cent of the respondents were satisfied with the efforts in implementation extension programmes. The study also showed that majority of the Subject Matter Specialists trainer respondents were satisfied with the various sub-components of team work in the Krishi Vigyan Kendras like, 65.71 per cent with confidence in delegated authority, 57.14 per cent with procedural design to work together and 54.30 per cent with mutual desire to give and take. The study also indicated that all most all the eleven sub-components of job satisfaction, the Subject Matter Specialists trainer respondents had perceived that as they were satisfied.

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INTRODUCTION

The concept of conducive work environment through an open organizational climate, has emerged as an effective way of studying the inter group dynamics of organizational behaviour pattern and structure of the organization. Organisational behaviour studies mainly aim at integrating the individual with the organization.

The organization's responsibility is to provide an congenial climate and satisfying environment, in which people can gain overall satisfaction in their quality of work life and help organization to attain its objectives. Runcie (1980) stated that if employee has a positive perception of quality of work life in the organization, he or she will strive to further improve the working conditions and increasing productivity. This is more so, and very much applicable, to an organization like Farm Science Centre' popularly known as Krishi Vigyan Kendra (KVK) established by Indian Council of Agricultural Research (ICAR).

The working environment for Subject Matter Specialists in Krishi Vigyan Kendra is pivotal to make themselves fit into the system

which generates motivation commitment and dedication to transfer the technological information and skill to the farmers through training (Senthil and Samanta, 2007). The studies also revealed that job satisfaction is of great significance in the functioning of any organization. Hence, the assessment of satisfaction of Subject Matter Specialists in the Krishi Vigyan Kendras will therefore, indicate the type of improvement needed in the Krishi Vigyan Kendras. Keeping the central themes of work environment of the organization, the present study was undertaken to find out the perception of Subject Matter Specialists of Krishi Vigyan Kendras, working under State Agricultural Universities and Non-Government Organisations about their work environment relating to their degree of satisfaction with subcomponents of organizational communication, peoples' participation, team work and job satisfaction.

METHODOLOGY

The study was carried out during the year 2010, in 10 Krishi Vigyan Kendras located at various districts of Karnataka, under zone VIII

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