

# Suggestions from the academic staff for improving the organizational climate of agricultural university

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**ABSTRACT :** The present study was conducted in Marathwada region of Maharashtra state. The Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani was purposively selected for the study as one of the Agricultural University of Maharashtra State having integrated functioning of teaching, research and extension. 100 respondents selected from the various faculties of Vasantao Naik Marathwada Krishi Vidyapeeth, Parbhani on the basis of their involvement. Data collected through the questionnaire and data (result) were tabulated and analyzed to know the personal and professional profiles of the academic staff. It was observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, 55 per cent were educated upto Ph.D. degree level, 55 per cent were Assistant Professor, 58 per cent having medium service experience, 76 per cent of respondents were male, 66 per cent belonged to open category, 58 per cent belongs to rural background, 68 per cent were from medium income group, 76 per cent were in medium category of job satisfaction group, 39 per cent were of medium level achievement motivation. Suggestions were invited from the academic staff for improving the organizational climate, less than half (44.00%) of the respondent suggested that presently working staff position (Academic, research and extension) is very poor, it need urgently all positions are filled. Followed, less than one fourth of the respondents (21.00%) were suggested that encourage to academic staff by authority to participate in the international conference / symposium abroad.

**KEY WORDS :** Suggestions, Organizational climate, Profile, Academic staff

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## INTRODUCTION

Organization climate refers to member perceptions of organizational features like decision making, leadership and norms about work. Organizational culture refers more broadly to the norms, values, beliefs and assumptions shared by members of an organization or a distinctive subculture within an organization. In the past two decades, many studies of organizational culture have used standardized questionnaires

and cultural inventories, which rely on members perceptions and reports of cultural features. Some of these standardized culture inventories are quite close to the instruments originally developed for climate studies. Moreover, researchers have sometimes used the terms “culture” and “climate” interchangeably.

Vasantao Naik Marathwada Krishi Vidyapeeth was established on 18<sup>th</sup> May 1972 to fulfill the aspirations of the people of Marathwada region and to cater to the needs of

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farmers leading to comprehensive agricultural development of eight districts of Marathwada region *viz.*, Aurangabad, Beed, Jalna, Osmanabad, Latur, Nanded, Parbhani and Hingoli.

The significance of the present investigation lies in its practical application. The academic staff in Vasanttrao Naik Marathwada Krishi Vidyapeeth is expected and perform integrating functions namely teaching research and extension. The study will also facilitate the authorities to gear-up their activities in right direction by pinpointing the opportunities for upgrading their educational level, by creating promotional avenues, increasing their pay scales etc. General improvement on the level of academic staff, helps in developing a good climate in the organization and increases effectiveness.

#### Objectives :

- To study the personal and professional profiles of academic staff of Vasanttrao Naik Marathwada Krishi Vidyapeeth Parbhani.
- To invite the suggestions from the academic staff for improving the organizational climate.

## METHODOLOGY

The present study was conducted with the specific objective to study "suggestions from the academic staff for improving the organizational climate" under Vasanttrao Naik Marathwada Krishi Vidyapeeth there are seven faculties but for the purpose of this study only five faculties namely Agriculture, Food Technology, Home Science, Agricultural Engineering and Horticulture was selected purposively, total sample of 100 respondents consisting of these faculties were selected randomly.

## OBSERVATION AND ASSESSMENT

The experimental findings obtained from the present study have been discussed in following heads:

#### Personal and professional profiles of academic staff of Vasanttrao Naik Marathwada Krishi Vidyapeeth Parbhani :

The results from the Table 1, observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, followed by old age of 54 and above years (24 %) and 23 per cent respondents were in young age group ranging from upto 37. More than half of the respondents were (55 %) educated upto Ph.D. degree level followed by 45 per cent of respondents were M.Sc. degree holders, more than half of respondents were (55 %) Assistant Professor, followed by 40 per cent of respondent Associate Professor. Equal percentage (2%) of the respondent were Head and ADP. Remaining only 1 per cent of respondent were Professor. (58.00 %) respondents had 9 to 27 years of service experience followed by 24 per cent of respondents in high service experience (28 year and above). The low experienced respondents were 18 per cent (upto 8

**Table 1: Distribution of the profile of academic staff**

Sr. No.	Category	Frequency	Per cent
<b>Age</b>			
1.	Young age group (Upto 37)	23	23.00
2.	Medium age group (38 to 53)	53	53.00
3.	Old age group (54 and above)	24	24.00
<b>Qualifications</b>			
1.	M.Sc.	45	45.00
2.	Ph.D.	55	55.00
<b>Designation</b>			
1.	Assistant Professor	55	55.00
2.	Associate Professor	40	40.00
3.	Professor	01	1.00
4.	Head	02	2.00
5.	Associate Dean and Principal	02	2.00
<b>Service experience</b>			
1.	Less experience (Upto 8)	18	18.00
2.	Medium experience (9 to 27)	58	58.00
3.	High experience (28 and above)	24	24.00
<b>Sex</b>			
1.	Male	76	76.00
2.	Female	24	24.00
<b>Category</b>			
1.	Open	66	66.00
2.	OBC	8	8.00
3.	NT	10	10.00
4.	SC	15	15.00
5.	ST	1	1.00
<b>Rural/urban background</b>			
1.	Rural	58	58.00
2.	Urban	42	42.00
<b>Annual income</b>			
1.	Low income (Upto Rs. 4,36,608)	4	4.00
2.	Medium income (Rs. 4,36,609 to Rs. 10,64,787)	68	68.00
3.	High income (Rs. 10,64,788 and above)	28	28.00
<b>Job satisfaction</b>			
1.	Low (Upto 98)	13	13.00
2.	Medium (99 to 129)	76	76.00
3.	High (130 and above)	11	11.00
<b>Achievement motivation</b>			
1.	Low achievement (Upto 10)	25	25.00
2.	Average achievement (11 to 13)	39	39.00
3.	High achievement (14 and above)	36	36.00

year). More than seventy five per cent ( 76%) of respondents were male and 24 per cent were female respondents. It was also observed that near about two third of the respondents were 66 per cent belonged to open category, followed by 15 per cent belongs to SC category, there after 10 per cent of respondents NT category, while 8 per cent of respondents to OBC category and only 1 per cent belongs to ST category. 58 per cent of respondents belongs to rural background, whereas 42 per cent respondents belongs to urban area.

It was noticed from Table 1, sixty eight per cent of the respondents were from medium income group, 28 per cent were from high income group and only 4 per cent of respondents were from low income group. 76 per cent of respondents were in medium category of job satisfaction group. 13 per cent were from low category and 11 per cent from high category of job satisfaction group. About 39 per cent respondents were of medium level achievement motivation. Whereas, about 36 per cent of respondents were high level of achievement motivation and 25 per cent were observed in low achievement motivation category. The above all suggestions are more or less in confirmity with Bairathi and Sharma (1999); Samanta (1985); Sontakki (1995); Tondare (2008) and Veeraswamy *et al.* (1999).

#### **Suggestions from the academic staff for improving the organizational climate :**

Suggestions were invited from the academic staff for improving the organizational climate are presented in Table 2.

It was observed from Table 2 less than half (44.00%) of the respondent suggested that presently working staff position (Academic, research and extension) is very poor, it need urgently all positions are filled. Less than one fourth of the respondents (21.00%) were suggested that encourage to academic staff by authority to participate in the international conference / symposium abroad.

One fifth (20.00%) of the respondents suggested that

training, workshop or seminar should be organized on teaching/research activities. While, 18.00 per cent respondent expressed that everybody should be know his own responsibility and self evaluation to act accordingly for the betterment of the institutions.

The 16.00 per cent of the respondents suggested that adequate facility (new techniques projector, computer) should be provided by the university for teaching, research and extension. However, 13.00 per cent of respondents suggested that overburden of other activities should be avoided for completions of their objective of scientist/ teacher post.

From Table 2 it was also observed that 8.00 per cent of the respondent suggested that staff members should be discuss their problem and interact friendly with each other. While, 7.00 per cent respondents suggested that regular interaction between scientist/teacher of other SAUs/ICAR institutions and administrator of university.

The equal number of the respondents (6.00%) suggested that university should make arrangement for inservice Ph.D. degree programme within the university for the employee and give regular promotion without any delay or to award some special increments for best staff. Only 4.00 per cent of respondents suggested that university must provide fund to publish paper / book etc.

The above all suggestions are more or less in conformity with Rao (2000); Nagananda (2005) and Sandika (2006).

#### **Conclusion :**

It was observed that more than half respondents had medium age group (53 %) ranging in 38 to 53 years, 55 per cent were educated upto Ph.D. degree level, 55 per cent were Assistant Professor, 58 per cent having medium service experience, 76 per cent of respondents were male, 66 per cent belonged to open category, 58 per cent belongs to rural background, 68 per cent were from medium income group, 76 per cent were in medium category of job satisfaction group,

Sr. No.	Suggestions	Frequency	Per cent
1.	Presently working staff position (Academic, research and extension) is very poor. It need urgently all positions are filled	44	44.00
2.	Encourage academic staff by authority to participate in the international conference/ symposium abroad	21	21.00
3.	Training, workshop and seminar should be organized on teaching/research activities	20	20.00
4.	Everybody should be know his own responsibility and self evaluation to act accordingly for the betterment of the institutions	18	18.00
5.	Adequate facility (new techniques, projector, computer etc.) should be provided by the university for teaching, research and extension	16	16.00
6.	Overburden of other activities should be avoided for completions of their objective of scientist/ teacher post	13	13.00
7.	Staff member should discuss problem and interact friendly with each other	8	8.00
8.	Regular interaction between scientist/teacher of other SAUs/ICAR institutions and administrator of university	7	7.00
9.	University should make arrangement for inservice Ph.D. programme within the university for the employee	6	6.00
10.	Give regular promotion without any delay or to award some special increments for best staff	6	6.00

39 per cent were of medium level achievement motivation.

It was observed from the study that most of the respondents suggested that less than one half of the respondent suggested that presently working staff position (Academic, research and extension) is very poor it need urgently attend so that all positions are filled. Less than one fourth were suggested that encourage academic staff by authority to participate in the international conference/ symposium abroad.

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