

## **Job perception and job performance of agricultural officers (TANWA)**

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### **ABSTRACT**

Women play an important role in agriculture and allied enterprises. Women's roles in agriculture could be strengthened through TANWA Programme. In this programme women farm graduates are employed to disseminate farm technologies among the farm women. Hence, an attempt has been made to study the job perception and job performance of the TANWA extension personnel. The present study was conducted in coimbatore and Madurai districts. The total number of TANWA extension personnel posts available in each district were selected as sample size. Questionnaire method was used to collect relevant information from the respondents. To find out the activity wise perception and performance of job duties, mean scores were worked out and the results concluded that "imparting training to farm women at village level" "act as a facilitator" and "motivate them to form self help groups" have received highest job perception mean scores among the TANWA extension personnel. Almost all job activities were found to be perceived and performed at medium level may be due to the successful Implementation of TANWA scheme through out the stage. And also the facilities, foreign training and recognition given for their job.

**Key words:** TANWA, Job perception, Job performance and Job activities.

### **INTRODUCTION**

Women play an important role in agriculture and allied enterprises. In India according to the 1991 census 38 per cent of all agricultural labourers, 20 per cent of cultivators and 29 per cent of all livestock and forestry workers are women. So, it is necessary to recognise their contribution to agriculture and support and encourage their role for further agricultural development. Involving women farmers in mainstream development programmes is a sound strategy and the Tamil Nadu women in agriculture (TANWA) programme is a major thrust area in the eighth five year plan. Women's roles in agriculture could be strengthened through this programme. TANWA is implemented by the state department of agriculture in 21 districts of Tamil Nadu with financial assistance from the Danish International Development agency (DANIDA). Women farm graduates are employed in this scheme to disseminate latest farm technologies among the farm women. The TANWA scheme is successfully implemented by the AOs (TANWA). Sudarmathi (1996) reported that 61.33 per cent of the women agricultural officers' job performance level was found to be high and moderate role perception of the teachers of an agricultural university was reported by Mishra and Talukdar (1998). Hence, an attempt has been made to study their job perception and job performance of the TANWA extension personnel.

### **MATERIALS AND METHODS**

This study was conducted in 20 blocks of Coimbatore

district and 13 blocks of Madurai district. The total number of TANWA extension personnel posts available in each district we selected as sample size. The sample size consisted of 13 AOs (TANWA) in Coimbatore district and 15 posts of AOs (TANWA) in Madurai districts. The total number of posts are 26 were included in the study. Questionnaire method was used to collect relevant information from the respondents. The collected data and the results are presented below.

### **RESULTS AND DISCUSSION**

To find out the activity wise perception and performance of job duties among the TANWA extension personnel, mean scores were worked out and the results are presented in the table.

An overview of the table revealed that out of eight different job duties and responsibilities of the TANWA extension personnel, almost all the activities received more job perception and job performance mean scores.

Out of eight activities, "imparting training to farm women at village level" (3.73 and 3.62), "act as a facilitator" (3.68) received highest mean score followed by the duties "motivate them to form self-help groups", "conducting farm women conferences", "follow-up and extension" and "giving group concretisation training" (3.65) received more job perception mean score.

With respect to job performance, the duties "conducting farm women conferences" (3.58), "follow-up and extension", "giving orientation training", "Giving group concretisation training" (3.54) received more mean

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Table: Job activities as perceived and performed by the Agricultural Officers (TANWA)

S No.	Job duties and responsibilities of Agricultural Officer(TANWA)	Mean score		Levels of job perception				Levels of job performance			
		Job Perception	Job Performance	Low		Medium		Low		Medium	
				No.	%	No.	%	No.	%	No.	%
1	Imparting training to farm women at village on latest agricultural technologies	3.73	3.62	7	26.92	19	73.08	10	38.46	16	61.54
2	Motivating them to form self help groups	3.65	3.42	9	34.62	17	65.38	14	53.85	12	46.15
3	Giving training on agriculture and allied activities to trained farm women	3.58	3.42	11	42.31	15	57.69	14	53.85	12	46.15
4	Conducting farm women conferences	3.65	3.58	9	34.62	17	65.38	11	42.31	15	57.69
5	Follow-up and extension	3.65	3.54	9	34.62	17	65.38	12	46.15	14	53.85
6	Giving orientation training to trained farm women	3.58	3.54	11	42.31	15	57.69	12	46.15	14	53.85
7	Act as a facilitator	3.68	3.46	8	30.77	17	65.38	39	34.62	16	61.54
8	Giving group concredisation training	3.65	3.54	9	34.62	17	65.38	11	42.31	15	57.69

scores. Further, it could be inferred from the table that among the AOs (TANWA) personnel low level perception was observed in the case of "giving training on agriculture and allied activities to trained farm women(42.31%) and "giving orientation training to trained farm women".

Medium level of perception of job duties was found in the case of "imparting training to farm women at village level on latest agricultural technologies" (73.08%), "motivating them to form self help groups'," conducting farm women conferences" and "act as a facilitator" (65.38%)among the TANWA extension personnel.

Low level performance was noticed on the activities such as "motivating them to form self help groups" (53.85%) and "giving training on agriculture and allied activities to trained farm women (53.85%).

The activities "imparting training to farm women at village level"(61.54%) and "act as a facilitator" were found to be performed at medium level by the T ANW A extension personnel.

It could be concluded that the activities, "imparting training to farmwomen at village level", "act as a

facilitator" and "motivate them to form self help groups" have received highest job perception mean scores among the TANWA extension personnel. Out of the eight different job duties of TANWA personnel all were found to be perceived and performed at medium level by almost all the respondents. It may be one of the reasons for the successful implementation of TANWA scheme throughout the stage, and also the facilities, foreign training and recognition given for their job.

## REFERENCES

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