

Organisational climate perception of subject matter specialists in the Department of Agriculture in Tamil Nadu, India

J. MEENAMBIGAI* AND R. NETAJI SEETHARAMAN

Department of Agricultural Extension, Annamalai University, ANNAMALAINAGAR (T.N.) INDIA

ABSTRACT

Agriculture is the main and only source of livelihood for over three- fourths of the population in India. The agricultural development in India has always been on the forefront for the past four decades as a result of constructive government policies and priorities formulated in agricultural sector on one hand and the dedicated efforts of the farm scientists, extension workers and farmers on the other. Among the extension workers the agricultural officers (SMS) were play a vital role in the diffusion of farm technologies. This study aims to study about their perception on their working environment. The present investigation was carried out in coimbatore and Madurai districts. The total sample size includes 53 AO (SMS). A well constructed questionnaire was developed on organizational climate and distributed among the respondents. Selfrating method was followed to collect relevant data and the results concluded that adequate delegation of authority, job satisfaction, teaching aids and equipments, supervision by supervisors and scale of pay. were perceived by AO(SMS)

Key words : Organisational climate, Subject Matter Specialists

INTRODUCTION

Agriculture is the main and only source of livelihood for over three fourths of the population in India. Nearly half of the country's national income is derived from agriculture and its allied activities. The agricultural development in India has always been on the forefront for the past four decades as a result of constructive government policies and priorities formulated in agricultural sector on one hand and the dedicated efforts of the farm scientists, extension workers and farmers on the other. Among the extension workers the Agricultural Officers (SMS) were play a vital role in the dissemination of farm technologies. These SMS are specialised in Agronomy, plant protection, Information and training, quality control, seeds, monitoring and evaluation, oil seeds, and Bio control. Athisakthi (1992) indicated that the organisational climate appeared to be highly encouraging and Ranganathan (1989) reported that majority of the respondents (78.18%) felt that the good organisational climate in the T & V system. The study of Ravichandran (1993) revealed that more than two-fourth (42.62%) of the respondents perceived the organisational climate as favourable. An attempt has been made to study about their perception on their working environment.

MATERIALS AND METHODS

This study was conducted in Coimbatore and Madurai districts of Tamil Nadu. The AO (SMS) were posted in each taluk at the ADA offices. The total number

of SMS working in the state Department of Agriculture in the both districts were selected as a sample, for this study. There were 31 AOs (SMS) in Coimbatore district and 22 AOs (SM.S) in Madurai district. The total SMS were 53. A well constructed questionnaire was developed on organizational climate and distributed among the respondents. Self-rating method was followed to collect relevant data and the results are presented here.

RESULTS AND DISCUSSION

To find out the perceived opinion about organisational climate among the AOs (SMS) data were collected and the results are depicted in the Table. A perusal of the Table revealed that only a lesser percentage of then AOs (SMS) felt the items of organisational climate as highly adequate. Work load per week was felt as sufficient by 24.53 per cent, job stress and scale of pay by 16.98 per cent. Adequate delegation of authority was felt by 54.72 per cent. But 52.83 per cent felt that there was adequate job satisfaction and 50.94 per cent had felt that teaching aids and equipments, supervision by supervisors, well defined roles, scale of pay and adequacy of subordinates job as adequate. Provision and access to computer facilities were considered inadequate by 60.38 per cent and 52.83 per cent respectively. The inadequate medical facilities was felt by 54.72 per cent and 43.40 per cent felt that the opportunities for career advancement were less. From the findings of the study it could be concluded that adequate delegation of authority, job satisfaction

* Author for correspondence.

Table : Distribution of AOs (SMS) according to their perception on organisational climate items.

S. No.	Items	Perceived organisational climate							
		HA		A		SWA		NA	
		No.	%	No.	%	No.	%	No.	%
1.	Teaching aids and equipments	7	13.21	27	50.94	14	26.42	5	9.43
2.	Transport facilities for tour programmes	4	7.55	17	32.07	20	37.74	12	22.64
3.	Provision of supporting staff	3	5.66	21	39.62	25	47.17	4	7.55
4.	Furnitures in the office	3	5.66	25	47.17	20	37.74	5	9.43
5.	Supply of needed stationary materials and postages	5	9.43	14	26.41	19	35.85	14	26.42
6.	Work load per week/quantum of work	13	24.53	29	54.72	10	18.86	-	-
7.	Provision of funds for extension activities	2	3.77	14	26.41	14	26.42	22	41.51
8.	Supply of inputs for conducting training to farmers	7	13.21	14	26.42	16	30.18	16	30.19
9.	Opportunities for career advancement	3	5.66	10	18.86	17	32.08	23	43.40
10.	Time available for extension activities	3	5.66	20	37.73	22	41.51	7	13.21
11.	Permission to attend seminars, workshops etc., at department cost	3	5.66	22	41.51	17	32.07	10	18.87
12.	Opportunities provided for attending training at national/international	1	1.89	18	33.96	16	30.18	17	32.08
13.	Medical facilities	1	1.89	10	18.86	13	24.53	29	54.72
14.	Leave travel facilities	-	-	20	37.73	14	26.42	18	33.96
15.	Accommodation facilities like quarters	-	-	7	13.20	25	47.17	20	37.74
16.	Guidance from superior	8	15.09	23	43.40	16	30.19	5	9.43
17.	Involvement in decision making	5	9.43	24	45.29	16	30.19	8	15.09
18.	Co-operation from superior/subordinates	5	9.43	23	43.40	18	33.96	6	11.32
19.	Scheme for rewarding goodwork	3	5.66	11	20.75	17	32.08	22	41.51
20.	Methods of punishment	5	9.43	20	37.74	19	35.85	8	15.09
21.	Supervision by supervisors	5	9.43	27	50.94	13	24.54	8	15.09
22.	Chance for leadership development	4	7.55	20	37.73	17	32.08	12	22.64
23.	Transfer and promotion policy	4	7.55	14	26.42	12	22.64	23	43.39
24.	Access to computer facilities	7	13.21	8	15.09	10	18.87	28	52.83
25.	Facility for storing inputs	2	3.77	12	22.64	17	32.08	20	37.74
26.	Fixing up prices of fertilizers, pesticides, micronutrients well in advance	3	5.66	17	32.07	16	30.19	17	32.08
27.	Supply of publicity material for AEC	3	5.66	20	37.73	14	26.42	16	30.19
28.	Separate space for AEC	1	1.89	23	43.40	12	22.64	17	32.07
29.	Provision of computer facilities	1	1.89	7	13.21	13	24.53	32	60.37
30.	Communication facilities	-	-	12	27.64	22	41.51	19	35.85
31.	Feedback and counselling mechanism	2	3.77	23	43.40	22	41.50	5	9.43
32.	Motivation from superiors	4	7.54	23	43.40	23	43.40	3	5.66
33.	Encouraging employees to participate in determining specific objectives	2	3.77	22	41.51	22	41.51	7	13.21

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34. Scope for self development and growth	4	7.55	17	32.07	16	30.19	15	28.30
35. Freedom to experiment with new ideas, take risks and commit honest mistakes without fear of punishment	4	7.55	11	20.75	17	32.08	21	39.62
36. Socio-economic support to each other and work as a team	4	7.54	21	39.62	15	28.30	12	22.64
37. The extent of formalisation	6	11.32	21	39.63	19	35.85	5	9.43
38. Centralisation	4	7.55	17	32.08	24	45.28	8	15.09
39. Direct supervision	2	3.77	22	41.52	21	39.62	8	15.09
40. Rewards and incentives	-	-	11	20.75	20	37.74	22	41.51
41. Retirement benefits	4	7.55	26	49.05	14	26.42	9	16.98
42. Team spirit	4	7.55	19	35.85	22	41.51	8	15.09
43. A general climate of trust	2	3.77	22	41.51	21	39.62	7	13.20
44. Openness of communication	2	3.77	20	37.73	20	37.74	10	18.87
45. Delegation of authority	3	5.66	29	54.71	17	32.08	4	7.55
46. Job rotation	3	5.66	21	39.63	24	45.28	5	9.43
47. Infrastructure facilities	1	1.89	16	30.19	23	43.40	13	24.52
48. Multi-dimensional role	4	7.55	17	32.08	22	41.50	10	18.87
49. Hierarchy	7	13.21	25	47.17	15	28.30	6	11.32
50. Freedom of expression	1	1.89	23	43.40	17	32.07	12	22.64
51. Job stress	9	16.98	21	39.62	18	33.96	4	7.54
52. Job satisfaction	2	3.77	28	52.84	18	33.96	5	9.43
53. Single line of control	2	3.77	26	49.06	21	39.62	4	7.55
54. Well defined roles	1	1.89	27	50.94	16	30.19	8	15.09
55. Role ambiguity	7	13.21	20	37.73	19	35.85	6	11.32
56. Scale of pay	9	16.98	27	50.95	12	22.64	5	9.43
57. Adequacy of subordinates job	2	3.77	27	50.95	18	33.96	6	11.32
58. Appreciation of good work	1	1.89	18	33.96	20	37.73	14	26.42

HA - Highly adequate

A- Adequate

SWA - Somewhat adequate

NA - Not at all adequate

(54.72%) teaching aids and equipments, supervision by supervisors and scale of pay (50.74%) were perceived by AOs (SMS).

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