

Determinants of role performance of tribal women Sarpanches under Panchayati Raj system

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ABSTRACT

Present investigation was conducted with 88 tribal women sarpanches of Dahod district of Gujarat State, to know their actual role performance under Panchayati Raj System. The study revealed that more than half of the tribal women sarpanches had medium level of role performance as an administrator, whereas, less than half of them had performed their role upto medium level as a communicator, representative, initiator, harmonizer, helper, executer, opinion maker and motivator. Personal, socio-economical, communicational and psychological variables of the tribal women sarpanches viz., age, education, size of family, political contact, mass media exposure, change agency contact and achievement motivation had influenced their role performance positively and significantly, whereas annual income and cosmopolitaness failed to show any significant influence.

INTRODUCTION

The key leadership role at the grass-root level is the chief agency through which most of the rural development works are carried out. Generally the formal leadership in rural area could transmit the message, mobilize people support and intensify their participation. Leaders of different areas vary in performing the leadership roles. Role performance of women leader depends upon how she perceives her role, whether she considers her role correctly or not. The role perception of an individual is influenced by certain personality traits and thereby they determine role performance. Keeping this view in mind present study was carried out with the objectives to study the extent of different roles and overall role performed by tribal women sarpanches under Panchayati Raj System and to find out the influence of different personal socio economic characters of tribal women sarpanches on their overall role performance.

METHODS

The present investigation was carried out in Dahod district of Gujarat state for selecting talukas, a list of talukas along with their total number of female sarpanches was obtained from the Office of the District Development Officer, Dahod. Talukas viz, Dahod, Zalod and Limkheda were selected purposive as it having maximum total number of women sarpanches. Afterwards villages having women sarpanches from each selected taluka, a list of was obtained from of respective taluka and all villages having woman sarpanch were selected for the study. Thus, in all, 88 woman sarpanches were selected as the respondents. The independent and dependent variables were measured by using suitable scales. The data of this study were collected by arranging personal interview. The data so collected were given statistical treatment for data presentation.

To study different roles of sarpanches, roles like Planner, Administrator, Communicator, Representative, Initiator, Harmonizer, Helper, Executer, Opinion Maker and as

Motivator were selected. The data presenting to extent of different types of role performance by the tribal women sarpanches are presented in Table 1.

OBSERVATIONS AND ANALYSIS

The findings of the present study as well as relevant discussion have been summarized under following heads:

Role performance of the tribal women sarpanches in relation to different types of roles:

There are many leadership roles describes by various authors and school of thought. Due to lack of resources and time constraints ten formal leadership roles were identified and studied. The data presenting to extent of different types of role performance by the tribal women sarpanches are presented in Table 1.

As a planner:

Good planner used to set the goals and objectives by identifying the needs of the community from the information collected through the census survey and secondary data of the villages and design detailed organizational structure to mobilize the resources with appropriate procedures and methods to achieve the stated goals in stipulated time for rural development.

The data presented in Table 1 indicated that slightly more than half (53.41 %) had medium level of role performance as a planner, followed by 28.41 and 18.18 per cent had high and low level of role performance as planner, respectively.

As a administrator:

Administration deals with legal procedure and sarpanches have to choose most appropriate alternative timely and legally among the array of promising alternatives available suiting to local situation to meet the requirements for the achievement

of objectives and goals of village panchayat.

The data presented in Table 1 indicated that majority (67.04 %) of tribal women sarpanches had medium level of role performance as an administrator, followed by 20.45 and 12.51 per cent had high and low level of role performance as administrator, respectively.

As a communicator:

As a communicator sarpanches must have good communication skill to address the problems of villagers to higher authorities and must have communicational contacts with their villagers for knowing the actual situation and problems. She has to communicate government schemes and various aspects of welfare schemes to the villagers. Data pertaining to role performance of tribal women sarpanches as a communicator are presented in Table 1.

The data presented in Table 1 indicated that more than half (52.28 %) of woman sarpanches had medium level of role performance as communicator, followed by 29.54 and 18.18 per cent had high and low level of role performance as communicator, respectively.

As a representative:

For the panchayat work and developmental work of village, sarpanch must be representative of entire village. Sarpanch is only person who was elected by the villagers for the representing the village situation and problems against the government to find useful solutions for them.

The data presented in Table 1 indicated that more than half (52.28 %) of tribal women sarpanches had medium level of role performance as representative, followed by 28.41 and 19.32 per cent had high and low level of role performance as representative, respectively.

As an initiator:

As a leader, sarpanch has to create condition for making

Types of roles	Tribal women sarpanches					Total	Rank	Mean
	Mean	S.D.	Low	Medium	High			
			No (%)	No (%)	No (%)			
Planner	68.47	16.95	16 (18.18)	47 (53.41)	25 (28.41)	185	IV	2.10
Administrator	67.47	18.33	11(12.51)	59(67.04)	18(20.45)	183	VI	2.08
Communicator	57.67	16.35	16(18.18)	46(52.28)	26(29.54)	186	III	2.11
Representative	64.63	19.44	17(19.32)	46(52.28)	25(28.41)	184	V	2.09
Initiator	62.78	20.32	22(25.00)	43(48.86)	23(26.14)	177	X	2.01
Harmonizer	51.70	19.89	19(21.59)	45(51.14)	24(27.27)	181	VIII	2.06
Helper	64.35	20.98	23(26.14)	38(43.18)	27(30.68)	180	IX	2.05
Executer	68.04	17.25	22(25.00)	38(43.18)	28(31.82)	182	VII	2.07
Opinion maker	68.04	18.94	9(10.23)	49(55.68)	30(34.09)	197	I	2.24
Motivator	66.48	20.64	17(19.32)	41(46.59)	30(34.09)	189	II	2.15
Overall roll performance	42.60	6.83	13(14.77)	62(70.46)	13(14.77)	--	--	--

changes and has to take lead from the front to address the problems of the villagers.

The data presented in Table 1 indicated that less than half (48.86 %) of tribal women sarpanches had medium level of role performance as an initiator, followed by 26.14 and 25.00 per cent had high and low level of role performance as an initiator, respectively.

As a harmonizer:

As a serpanch it is moral duty to have equality in society and have conflict free social system, keeping in view role performance as harmonizer of sarpanches was studied.

The data presented in Table 1 indicate that slightly more than half (51.14 %) of tribal women sarpanches had medium level of role performance as a harmonizer, followed by 27.27 and 21.59 per cent had high and low level of role performance as a harmonizer, respectively.

As a helper:

As an elected leader of the village, sarpanch must help the people to solve the problems of the villagers due to their strong faith and credibility.

The data presented in Table 1 indicated that more than two-fifth (43.18 %) of tribal women sarpanches had medium level of role performance as a helper, followed by high and low level 30.68 and 26.14 per cent of role performance as a helper, respectively.

As an executer:

Being an elected leader it is most important for a sarpanch to be an executer either by laws or by following their own culture and norms. Understanding this fact executer role of sarpanches was studied and results were discussed in Table 1.

The data presented in table indicated that more than two-fifth (43.18 %) of them had medium level of role performance as executer, followed by 31.82 and 25.00 per cent of them had high and low level of role performance as executer, respectively.

As an opinion maker:

“Sarpanch has the responsibilities to speak for the villagers and representing the villagers need, interest and position faithfully and accurately. To create followers one must have opinion making ability which may create faith towards her and finally resulted into good quality leadership. Thus role performance as an opinion maker was studied and result was presented in Table 1.

The data in Table 1 clearly indicated that more than half (55.68 %) of tribal women sarpanches had medium level of role performance as opinion maker, followed by 34.09 and 10.23 per cent of them had high and low level of role performance as opinion maker, respectively.

As a motivator:

Motivation is required on the part of sarpanch to mobilize resources to achieve desirable goal by stimulatly and encourage villagers for their active involvement in the all developmental activities. The data pertaining to role performance as motivator were presented in Table 1.

The data presented in Table 1 indicated that more than two-fifth (46.59 %) of the tribal women sarpanches had medium level of role performance as motivator, followed by 34.09 and 19.32 per cent had high and low level of role performance as motivator, respectively.

According to the extent of role performance hierarchy, Opinion maker ranked first with mean score of 2.24 followed by Motivator, Communicator, Planner, Representative, Administrator, Executer, Harmonizer, Helper and Initiator got mean score 2.15, 2.11, 2.10, 2.09, 2.08, 2.07, 2.06, 2.05 and 2.01, respectively.

Overall role performance by tribal women Sarpanches:

It is evident from the data presented in Table 1 that majority (70.46 %) of tribal women sarpanches had medium level of overall role performance, followed by equal numbers (14.77 %) had high and low level of overall role performance. Thus, it can be concluded that majority (70.46 %) of the Tribal women sarpanches had medium level of overall role performance.

Relationship between overall role performance of tribal women Sarpanches and their profile :

To ascertain the relationship between profile of women sarpanches and their role performance, the coefficient of correlation was worked out. The correlations are presented in Table 2.

Table 2 : Relationship between personal, social, economical, communicational and psychological characteristics of the women sarpanches and their role performance (n=88)

Sr. No.	Variable	Correlation co-efficient (r value)
1.	Age	0.2528**
2.	Education	0.265**
3.	Size of family	0.2272*
4.	Annual income	0.071NS
5.	Political contact	0.2405**
6.	Cosmopolitaness	0.0695NS
7.	Mass media exposure	0.2649**
8.	Change agency contact	0.2687**
9.	Achievement motivation	0.2904**

NS=Non-significant

* and ** indicate significance of values at P=0.05 and 0.01, respectively

Age and role performance:

The data given in Table 2 clearly indicated that age of the respondents had positive and highly significant relationship ($r = 0.2528^{**}$) with their overall role performance. The probable reason might be that as age increases accumulated experience increases resulted in to maturity and had better political and social contacts than young aged sarpanches which in turn proved helpful to visualized role to be performed resulted in to actual role performance.

Education and role performance:

The data given in Table 2 clearly indicated that education of the respondents had positive and highly significant relationship ($r = 0.265^{**}$) with their overall role performance. As education opens mental horizons of an individual, which resulted in to promotion of analytical thinking to find different ways and means for better role performance.

Family size and role performance:

The data given in Table 2 clearly indicated that family size of the respondents had positive and significant relationship ($r = 0.2272$) with their overall role performance. It can be concluded that as family size of the tribal women sarpanches increases, the role performance increases. Women have to bear social responsibilities apart from duties of sarpanch. More members in family helped her to spare time for social and political contact to exercise their duties and power as a sarpanch might be possible explanation of this type of result.

Annual income and role performance:

The data given in Table 2 clearly indicated that annual income of the respondents had positive and non-significant relationship ($r = 0.071$) with their overall role performance. It can be concluded that irrespective of annual income of the respondent, their role performance was found to be uniform and did not play any role in determination of their role performance.

Mass media exposure and role performance:

The data given in Table 2 clearly indicated that there was positive and highly significant co-relationship ($r = 0.2649^{**}$) between mass media exposure of the respondents and their overall role performance. These findings conclude that, generally, tribal women sarpanches exposed more mass media, favourably predisposed to acquire information, consequently raising their knowledge and confidence level to achieve their goals which might reinforce them to participate in decision making process which in turn reflected in to their role performance.

Political contact and role performance:

The data given in Table 2 clearly indicated that political

contact of the respondents had positive and highly significant relationship ($r = 0.2405^{**}$) with their overall role performance. To epitomized the result it can be said that political contact of respondents is an important variable which affect their overall role performance. The probable reason might be that the political contact of sarpanches helped them in performing their different role. It also helped them to get clue from higher level authorities / political leader as well as other government offices for receiving financial aids for rural development works.

Cosmopolitaness and role performance:

The data given in Table 2 clearly indicated that cosmopolitaness of the respondents had positive and non-significant co-relation ($r = 0.0695$ NS) with their overall role performance. It can be concluded that role performance of tribal women sarpanches was homogeneous with respect to different levels of cosmopolitaness and hence increasing or decreasing of external contact did not affect the role performance of sarpanches as their work deals with village situation and bounded up to their village and villagers only.

Change agency contact and role performance:

The data given in Table 2 clearly indicated that change agency contact of the respondents had positive and highly significant relationship ($r = 0.2687^{**}$) with their overall role performance. The probable reason might be that the contact of women sarpanches with change agencies, enable them to get clue to use financial aids and up dated technologies which helped them to form favorable attitude towards developmental activities.

Achievement motivation and role performance:

The data given in table indicated that achievement motivation of the respondents had positive and highly significant relationship ($r = 0.2904^{**}$) with their overall role performance. It can be concluded that positive and highly significant correlation was found in case of achievement motivation of respondents and their overall role performance. Achievement motivation of an individual is the basic character upon which other motives and drives are built. When one develops high level of achievement motivation and wants to achieve it, he would tried hard and get internalize himself about the ways and means of better role perception and thereby role performance. Hence, it is quite natural to accept the influence of achievement motivation of tribal women sarpanches on their role performance.

Conclusion:

More than half of the tribal women sarpanches had medium level of role performance as an administrator, where as less than half of them had performed their role up to medium

level as a communicator, representative, initiator, harmonizer, helper, executer, opinion maker and motivator.

Personal, socio-economical, communicational and psychological variables of the tribal women sarpanches *viz.* age, education, size of family, political contact, mass media exposure, change agency contact and achievement motivation had influenced their role performance positively and significantly, whereas annual income and cosmopolitaness failed to do so.

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