



Job satisfaction and problem faced by Agriculture Assistant under single window system

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ABSTRACT

The present investigation was carried out during the year 2009-2010. A study of 120 selected sample of Agriculture Assistant of single window system of Agriculture Department from Morshi Sub Division of Amravati district of Amravati division (Vidarbha) in Maharashtra revealed that majority of Agriculture Assistant (66.66%) had unsatisfied in their job due to heavy work load and large area of operation under single window system. Variable like age, length of service, social participation, training, were positive and significantly correlated with their job satisfaction. The relationship of education, family income, family background, extension contact are positive and non-significant correlated with job satisfaction where as family type was negative and non-significantly correlated with job satisfaction. Majority of Agriculture Assistant under single window system were young age and diploma holder, having medium annual income, low social participation and medium extension contact belongs to joint family, rural background undergoes special training and medium length of service. Major problem faced by Agriculture Assistant was conflict with higher officers heavy work load and large area of operation under single window system.

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INTRODUCTION

Economic development of developing countries like India completely depend on development of Agriculture sector. The extension worker are not only responsible for transfer of technology but also providing feed back to researcher which is essential for solving problem of farming community and conducting further research. The state department of Agriculture is one of the main extension agency responsible for transfer of technology and development in agriculture sector.

Government Maharashtra launched the new system of extension named as "Single Window System", Agriculture with the partial broad based extension approach. The Maharashtra state Government has brought three development department under one umbrella from 1st July 1998, for increasing the transfer of Agriculture technology activities and helping farmers to get advice from the same extension person on various agriculture and allied activities which was brought under one roof.

Single Window System has well organizational set up with Agriculture Assistant and Krushi Sevak as the village level Extension functionaries performing the role of change agent among the farming community. Here, an effective and efficient transfer technology depends on the role played by agriculture assistant.

The importance of satisfaction in work also cannot be overlooked. Job satisfaction of the employee has a great significance in effective functioning of any organization. Greater job satisfaction is likely to lead to a more effective functioning of the individual and the organization as a whole. Bhagoliwal (1999) stated that Job satisfaction is the result of various attitude that the employees hold towards his job related factor and life in general.

METHODOLOGY

Morshi Sub-division of Amravati district was purposively selected for study. Keeping in views the requirement of the study of four taluka like Warud, Morshi, Chandur Bazar, Tiosa were selected in Morshi Sub-division

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from these four taluka, 10 mandal. 120 Agriculture Assistant who had job satisfaction and problem faced in single window system were selected randomly. In information from Agriculture Assistant is collected by personnel interview method with the help of pre-tested schedule. The relationship between dependent variable and independent variable were shown with the help of correlation coefficient method.

RESULTS AND DISCUSSION

The result obtained from the present study are presented below:

A majority (68.33%) of the Agriculture Assistant were from the young age group (upto 35 year) these findings are supported by the findings of Bosco (2000). In case of education (65%) of Agriculture Assistant were diploma holder. Majority (44.16%) of Agriculture Assistant undergoes special training upto 6 month. Nearly (64.16%) of the Agriculture Assistant had middle length of service (4 to 12 years) followed by 18.34% (3 years) and 17.5% (13 and above years). Majority of (63.33%) Agriculture Assistant belonged to joint family. Most of Agriculture Assistant (69.17%) belonged to rural family followed by 30.83 per cent in urban family. Regarding to annual family income majority of (67.5%) of Agriculture Assistant were of medium income category. Nearly (75.83%) of the Agriculture Assistant had low level of social participation. Majority of (46.66%) of the Agriculture Assistant had medium level of extension contact with extension agency.

Table 1 : Distribution of agriculture assistants according to job satisfaction

Sr. No.	Category	Frequency (N=120)	Percentage
1.	Highly unsatisfied	20	16.66
2.	Unsatisfied	80	66.66
3.	Satisfied	5	4.1
4.	Highly satisfied	15	12.5

The distribution analysis pertaining to job satisfaction of the respondents in table indicate that only 4.1 % respondents Agriculture Assistants were satisfied with their job. The percentage of Agriculture Assistants expressing highly satisfaction and unsatisfaction were 12.5% and 16.66%, respectively. Majority of Agriculture Assistants 66.66% were unsatisfied with these job due to various factors.

Above findings were similar to the findings of Ali Asal (2008) which shows that majority of extension workers 65.5% belonged to intermediate / unsatisfied level

of job satisfaction.

Reason for job unsatisfaction and constraints faced agriculture assistant:

Heavy work load in single window system, large area of operation, lots of vacancies in Agricultural Department, lack of farmers response, lack of time for completion of work, lack of pension facility, lack of regular training for adopting knowledge officers were the main reason for job unsatisfaction and inadequate support and conflict with the seniors.

Relational analysis:

Finding the relationship between personal and social characteristics with job satisfaction of Agriculture Assistant and are presented in Table 2. Age, length of service, social participation, training received for Agriculture Assistant were found positive and significantly correlated with job satisfaction of Agriculture Assistant. Education, family background, family income, extension contact are positive and non-significantly correlated with job satisfaction and family type negative and non-significantly correlated with the job satisfaction. These result are in line with this result of Raut (2006).

Table 2 : Relationship dependent and independent variable

Sr. No.	Characteristics	Coefficient of correlation (r)	Coefficient of correlation (T)
Personal			
1.	Age	0.304**	3.478306
2.	Education	0.0084	0.091832
3.	Training	0.20884*	2.3197
4.	Service length	0.2997**	3.412968
5.	Type of family	-0.13213	-1.448922
6.	Family background	0.0579	0.630597
7.	Family income	0.1992	0.535429
Social characteristics			
8.	Social participation	0.0263*	2.20846
9.	Extension contact	0.1399	0.286617

* and ** indicate significant of values at P=0.05 and 0.01

Conclusion:

Majority of Agriculture Assistant under single window system were young aged and diploma holder. They were having medium annual income, low social participation and medium level of extension contact.

Majority of Agriculture Assistant were from joint family and rural background, under went special training and medium level of length of service.

Majority of Agriculture Assistant were unsatisfied

with their job because of heavy work load and large area of operation in single window system.

The characteristics namely age, length of service and social participation were positively and significantly correlated with their job satisfaction. The relationship of education, training, family type, family income, family background, extension contact was negatively non-significant with their job satisfaction.

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