



## A study on work environment among subject matter specialists of Krishi Vigyan Kendras in Karnataka

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### ABSTRACT

The study was conducted during the year 2010 by covering 10 Krishi Vigyan Kendra's Subject Matter Specialists and Programme Co-ordinators, located at various district of Karnataka State. The study revealed that majority of the respondents (65.71%) were satisfied with the job components like the interest in the extension work followed by 64.29 per cent of the respondents were satisfied with the efforts in implementation extension programmes. The study also showed that majority of the Subject Matter Specialists trainer respondents were satisfied with the various sub-components of team work in the Krishi Vigyan Kendras like, 65.71 per cent with confidence in delegated authority, 57.14 per cent with procedural design to work together and 54.30 per cent with mutual desire to give and take. The study also indicated that all most all the eleven sub-components of job satisfaction, the Subject Matter Specialists trainer respondents had perceived that as they were satisfied.

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### INTRODUCTION

The concept of conducive work environment through an open organizational climate, has emerged as an effective way of studying the inter group dynamics of organizational behaviour pattern and structure of the organization. Organisational behaviour studies mainly aim at integrating the individual with the organization.

The organization's responsibility is to provide an congenial climate and satisfying environment, in which people can gain overall satisfaction in their quality of work life and help organization to attain its objectives. Runcie (1980) stated that if employee has a positive perception of quality of work life in the organization, he or she will strive to further improve the working conditions and increasing productivity. This is more so, and very much applicable, to an organization like Farm Science Centre' popularly known as Krishi Vigyan Kendra (KVK) established by Indian Council of Agricultural Research (ICAR).

The working environment for Subject Matter Specialists in Krishi Vigyan Kendra is pivotal to make themselves fit into the system

which generates motivation commitment and dedication to transfer the technological information and skill to the farmers through training (Senthil and Samanta, 2007). The studies also revealed that job satisfaction is of great significance in the functioning of any organization. Hence, the assessment of satisfaction of Subject Matter Specialists in the Krishi Vigyan Kendras will therefore, indicate the type of improvement needed in the Krishi Vigyan Kendras. Keeping the central themes of work environment of the organization, the present study was undertaken to find out the perception of Subject Matter Specialists of Krishi Vigyan Kendras, working under State Agricultural Universities and Non-Government Organisations about their work environment relating to their degree of satisfaction with subcomponents of organizational communication, peoples' participation, team work and job satisfaction.

### METHODOLOGY

The study was carried out during the year 2010, in 10 Krishi Vigyan Kendras located at various districts of Karnataka, under zone VIII

### Key words :

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of ICAR Transfer of Technology Projects. Programme Co-ordinators and Subject Matter Specialists constituted the sample for the study. The respondents also belonged to different educational qualifications and disciplines. The four important components of respondents satisfaction *viz.*, people's participation, teamwork, organizational communication and job satisfaction were chosen for the present study. Using these items, the questionnaire was prepared and administered to all 70 respondents. Three point scale was used against each of the components with satisfied, some extent satisfied, and not satisfied. The instruments were tested for their reliability by following test-re test reliability method. The reliability co-efficient for the components was highly significant (0.01 level), indicating that the instruments were highly dependable.

## RESULTS AND DISCUSSION

The findings of the present study have been presented under following heads:

### Satisfaction with people's participation:

The data presented in Table 1 reveal that 61.43 per cent of the trainer respondents were some extent satisfied with financial and other help, followed by 54.30 per cent with voluntary participation. However, 65.71 per cent of the participants were satisfied with sub components like the interest in extension work followed by 64.29 per cent

effort in implementation of extension programmes. It was also observed from the Table 1 that 48.60 per cent of the respondents were to some extent satisfied with local response and seeking advice and guidance of them were not satisfied with the same sub component of financial and other help 15.71 per cent. Interestingly, 58.60 per cent and 45.70 per cent of respondents were satisfied with seeking advice and guidance and local response, respectively. Only 4.29 per cent of the respondents expressed their non-satisfaction with interest in extension work. A closer look at the data in the table indicate that most of the Subject Matter Specialist trainer respondents were satisfied and some extent satisfied to all the seven components of people's participation in the Krishi Vigyan Kendras work. This definitely shows that the Subject Matter Specialists trainers of the Krishi Vigyan Kendras have better working environment and satisfaction for discharging their day to day responsibilities, so far as people's participation is concerned.

### Satisfaction with team work:

The degree of satisfaction with teamwork by the trainer respondents was also studied and are presented in Table 2. It shows that majority of the Subject Matter Specialist trainer respondents were satisfied with various sub-components of team work in the Krishi Vigyan Kendras, like 65.71 per cent with confidence in delegated

**Table 1: Per cent of KVK SMS indicating their degree of satisfaction with sub-components of people's participation (n=70)**

Sr. No	Sub-components of people's participation	Response categories		
		Satisfied	Some extent satisfied	Not satisfied
1.	Effort in implementation of extension programmes	64.29 (45)	25.71 (18)	10.00 (7)
2.	Interest in extension work	65.71 (46)	30.00 (21)	4.29 (3)
3.	Acceptance of technology	37.10 (26)	48.60 (34)	14.30 (10)
4.	Seeking advice and guidance	58.60 (41)	34.30 (24)	7.10 (05)
5.	Local response	45.70 (32)	48.60 (34)	5.70 (04)
6.	Voluntary participation	40.00 (28)	54.30 (38)	5.70 (04)
7.	Financial and other help	22.86 (16)	61.43 (43)	15.71 (11)

Figures in parentheses denote number of respondents

**Table 2: Per cent of KVK SMS indicating their degree of satisfaction with sub-components of team work (n=70)**

Sr. No	Sub-components of team	Response categories		
		Satisfied	Some extent satisfied	Not satisfied
1.	Confidence in delegated authority	65.71 (46)	25.71 (18)	8.58 (6)
2.	Mutual desire to give and take	54.30 (38)	35.71 (25)	10.00 (7)
3.	Appreciative attitude	55.70 (39)	38.60 (27)	5.70 (4)
4.	Procedural design to work together	57.14 (40)	32.86 (23)	10.00 (7)
5.	Proper incentive for team work	37.10 (26)	51.43 (36)	11.70 (8)

Figures in parentheses denote number of respondents

authority, 57.14 per cent with procedural design to work together and 54.30 per cent with mutual desire to give and take. This clearly indicates that most of the trainer respondents in the Krishi Vigyan Kendras were content with mutual support and help in teamwork to accomplish their tasks and responsibilities. The positive and significant characteristics of the teamwork of the Krishi Vigyan Kendras are to be exploited more efficiently to make Krishi Vigyan Kendras training programme activities meaningful, purposeful and result oriented.

#### Satisfaction with organizational communication:

The Subject Matter Specialists trainers' perception about their degree of satisfaction with organizational communication and their sub components were collected, tabulated and presented in Table 3 with three response categories *viz.*, satisfied, some extent satisfied and not satisfied. The data in Table 3 express that majority of the trainer respondents (64.29%) were satisfied with programmes are well informed followed by 62.86 per cent of respondents with freedom to exchange ideas and 60.00 per cent with method of communication. Further, the table reveals that 67.14 per cent and 32.86 per cent respondents

were some extent satisfied with clear and complete message or instructions are sent, respectively. Only 4.29 per cent and 5.71 per cent of respondents were not satisfied with programmes were well informed and freedom exchange ideas, respectively.

#### Satisfaction with job:

The degree of satisfaction with the job by the trainer respondents was also studied and presented in Table 4. The table shows that almost all the 11 sub-components of job satisfaction, the trainer respondents had perceived that they were satisfied. It was found that 72.86 per cent of respondents were satisfied with professional social prestige followed by 62.86 per cent with leave facility, 57.14 per cent with salary. The Table also indicates that 40.00 per cent of respondents were some extent satisfied and 25.71 per cent were not satisfied with incentives and rewards and promotion. Similarly, in case of allowance like PF, pension etc. 22.86 per cent Subject Matter Specialist trainer respondents had perceived it as not satisfied and 20.00 per cent were some extent satisfied only. However, analyzing overall satisfaction of the Subject Matter Specialist trainer respondents, it is to be stated

**Table 3: Per cent of KVK SMS indicating their degree of satisfaction with sub-components of organizational communication (n=70)**

Sr. No	Sub-components organizational communication	Response categories		
		Satisfied	Some extent satisfied	Not satisfied
1.	Programmes are well informed	64.29 (45)	31.47 (22)	4.29 (3)
2.	Freedom to exchange ideas	62.86 (44)	31.43 (22)	5.71 (4)
3.	Clear and complete message or instructions are sent	22.86 (16)	67.14 (47)	10.00 (7)
4.	Method of communication	60.00 (42)	32.86 (23)	7.10 (5)

**Table 4: Per cent of KVK SMS indicating their degree of satisfaction with sub-components of job satisfaction (n=70)**

Sr. No.	Sub-components job satisfaction	Response categories		
		Satisfied	Some extent satisfied	Not satisfied
1.	Professional social prestige	72.86 (51)	22.86 (16)	4.29 (3)
2.	Incentives and rewards	34.29 (24)	40.00 (28)	25.71 (18)
3.	Salary	57.14 (40)	28.57 (20)	14.29 (10)
4.	Promotion	34.29 (24)	22.86 (16)	42.86 (30)
5.	Job authority	52.90 (37)	37.10 (26)	10.00 (7)
6.	Professional official prestige	58.60 (41)	32.86 (23)	8.58 (6)
7.	Service security	54.30 (38)	15.71 (11)	30.00 (21)
8.	Work distribution	51.43 (36)	35.71 (25)	10.00 (7)
9.	Service rules	45.70 (32)	32.86 (23)	21.43 (15)
10.	Allowance like PF, Pension etc.	47.14 (33)	20.00 (14)	32.86 (23)
11.	Leave facility	62.86 (44)	22.86 (16)	14.29 (10)

that most of the trainers were content with various subcomponents of their job presently they are performing at Krishi Vigyan Kendras excepting promotion, incentive and reward and allowance like PF and pension etc. This finding highlights the good work environment prevailing in Krishi Vigyan Kendras and may be utilized suitably to improve the efficiency of trainers for their discharge of duties.

It is concluded from the above findings that out of 28 sub-components pertaining to work environment of Subject Matter Specialists trainers in relation to people's participation, teamwork, organizational communication and job satisfaction, more than 62 per cent of respondents were satisfied with 18 sub-components and some extent satisfied with 4 sub-components. The respondents were not satisfied with the components, namely, financial and other help, proper incentive for teamwork and feedback facility available in the organization, less chances for promotion and allowances like PF, pension etc. Looking to the perception of trainers in the non-satisfied items, it is suggested that Krishi Vigyan Kendra staff should be treated at par with government employees and more funds are to be provided for strengthening the infrastructural facilities and various demonstration units for effective

conduct of vocational training programme etc. The studies conducted by Prasad and Singh (1998) also justify the above facts for better improvement on the Krishi Vigyan Kendra management and to improve the quality of work life of trainers working in Krishi Vigyan Kendras.

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