

Research Article

Job performance of village panchayat leaders of Rajnandgaon district of Chattisgarh

■ LEKH RAM VERMA

ARTICLE CHRONICLE :

Received:
22.08.2012;
Revised :
03.10.2012;
Accepted:
29.10.2012

SUMMARY : The present study was conducted in Rajnandgaon district of Chhattisgarh to assess the job performance of selected village panchayat leaders. The findings of this study revealed that the majority (74.36%) of the village panchayat leaders had medium level of overall job performance. The social job performance of village panchayat leaders shows that the majority (73.08%) had medium level. The majority (77.56%) of the village panchayat leaders had medium level of economical job performance. The majority (76.28%) of the village panchayat leaders had medium level of developmental job performance. Majority (65.38%) of the village panchayat leaders had medium level of decisional job performance. Majority (67.31%) village panchayat leaders had medium level of policy making job performance. Majority (73.08 %) of the respondents had medium level of political job performance.

How to cite this article : Verma, Lekh Ram (2012). Job performance of village panchayat leaders of Rajnandgaon district of Chattisgarh. *Agric. Update*, 7(3&4): 423-426.

BACKGROUND AND OBJECTIVES

Gram Panchayats are the smallest unit of elected local-self governance, situated at the village level. Each Gram Panchayat area is divided into not less than ten and not more than twenty wards and each ward elect one Panch. The Gram Panchayat consists of the elected Panchs plus a Sarpanch, who is the head of the Gram Panchayat. A deputy Sarpanch is also elected, who acts as the Sarpanch's deputy. Each Gram Panchayat also has a secretary, who may serve one or more Gram Panchayats. The Gram Sabha is a general body of electors, whereas the Gram Panchayat is an executive, elected body. (Shrivastava, 2003). The executive has to perform its duties as per directions given by the general body.

Every Gram Panchayat has four standing committees constituted by the elected members:

General administration committee:

Responsible for recommending construction works in the Gram Panchayat area, revenue, land development, budget, accounts and other finance related issues.

Construction and development committee:

Responsible for preparation of the Gram Panchayat annual plan, all construction works, improvements in communication, village electrification, public health, development of small and cottage industries, and forest development.

Education, health and social welfare committee:

Responsible for inspection of all schools, angan wadis and bal wadis (playschools for infants), certification of primary health centres, cleanliness in the panchayat area, preparing and implementing programmes for the weaker sections of the community, women and child development.

Agriculture and animal rearing committee:

Responsible for agriculture, animal husbandry, power, reclamation (including soil conservation and contour bunding), fisheries, seed distribution and other matters connected with agriculture and live-stock. (www.cg.gov.in)

In the history of Panchayati Raj in India, on 24 April 1993, the constitutional (73rd Amendment) Act, 1992 came into force to provide constitutional

KEY WORDS:

Village panchayat leaders, Job performance

Author for correspondence :

LEKH RAM VERMA
Department of
Agricultural Extension,
Indira Gandhi Krishi
Vishwa Vidyalaya,
RAIPUR (C.G.) INDIA
Email: lrextension@gmail.com

status to the Panchayati Raj institutions. This Act was extended to Panchayats in the tribal areas of eight states, namely Andhra Pradesh, Bihar, Gujarat, Himachal Pradesh, Maharashtra, Madhya Pradesh, Orissa and Rajasthan from 24 December 1996 (Rathi *et al.*, 2004). Now panchayati raj system exists in all the states except Nagaland, Meghalaya and Mizoram. Also all the UTs except Delhi.

PRIs function at the village, intermediate (block) and district level. There are proximately 2,34,030 Gram Panchayats at the village level, 6053 Janpad Panchayats at the block level and 535 Zila Panchayats at the district level in India. There are more than 31 lakhs elected representatives in all three tiers (www.cg.gov.in).

PRIs offer India's rural villagers a practical opportunity to participate in village planning processes, to engage with the various developmental schemes being implemented by the Government and to interact with their elected representatives directly to ensure that their interests are being effectively served and their money properly spent (Rathi *et al.*, 2004).

RESOURCES AND METHODS

The present investigation was carried out during the year of 2009-10 in two blocks namely Rajnandgaon and Khairagarh of Rajnandgaon district. From each block thirteen village panchayat and from each village panchayat six panchayat leaders *viz.*, Sarpanch, Deputy Sarpanch, and four Chairman of standing committees were randomly selected. Thus, total $13 \times 2 = 26$ village panchayat and $26 \times 6 = 156$ village panchayat leaders were selected for the present study (Shrivastava, 2003). Open ended questions were asked from the respondents regarding constraints faced by the village panchayat leaders in their job performance and the suggestions given by them to minimize the constraints. Responses were obtained and tabulated on the basis of multiple frequencies and classified into different categories of constraints. Ranking was done on the basis of percentage calculated from frequencies. The data were collected through personal interview and analyzed by using appropriate statistical methods like mean, percentage, correlation and multiple regression analysis for the interpretation of the data.

OBSERVATIONS AND ANALYSIS

The observations of the present study as well as relevant analysis have been summarized under the following heads:

Overall job performance of village panchayat leaders:

The data in Table 1 revealed that the overall job performance of village panchayat leaders was medium with the 74.36 per cent respondents, where as an equal percentage

Table 1 : Distribution of village Panchayat leaders according to their overall Job performance

Sr. No.	Category	Frequency	Per cent
1.	Low (< 121 score)	20	12.82
2.	Medium (121-163 score)	116	74.36
3.	High (above 163)	20	12.82
	Total	156	100.00

(12.82%) of respondents had low and high level of job performance.

Thus it may be concluded that majority of the village panchayat leaders had medium level of overall job performance. Similar findings were given by Pachouri (2007), Rathi *et al.* (2004), and Tarde *et al.* (1991).

Various types of job performance of village panchayat leaders:

In the Table 2, the social job performance of panchayat leaders shows that majority (73.08%) of the village panchayat leaders had medium level of social job performance, 17.30 per cent village panchayat leaders had high level of social job performance where as only 9.62 per cent respondents had low level of social job performance.

From the economic aspect, the majority (77.56%) of the village panchayat leaders had medium level of economical job performance, 12.18 per cent village panchayat leaders had low level of economical job performance where as only 10.26 per cent respondents had high level of economical job performance.

In case of developmental performance, the majority (76.28%) of the village panchayat leaders had medium level of developmental job performance, 15.38 per cent village panchayat leaders had high level of developmental job performance where as only 8.34 per cent respondents had low level of developmental job performance.

So far as the decisional job performance of panchayat leaders is concerned, maximum (65.38%) of the village panchayat leaders had medium level of decisional job performance, 17.95 per cent had high level of decisional job performance and 16.67 per cent had low level of decisional job performance.

In case of policy making job performance, majority (67.31%) of the village panchayat leaders had medium level of policy making job performance. Remaining 17.95 and 14.74 per cent of respondents had high and low level of policy making job performance, respectively.

From the political frame, 73.08 per cent of the respondents had medium level of political job performance followed by 15.38 per cent village panchayat leaders had low and 11.54 per cent had high level of political job performance. Result was also depicted by Khare *et al.* (1998), Khalge *et al.* (2010) and Kudbe *et al.* (1989).

Table 2 : Distribution of respondents according to various types of job performance

Sr. No.	Job performance	Category	Frequency	Per cent
1.	Social	Low (< 23 score)	15	09.62
		Medium (23-32 score)	114	73.08
		High (above 32)	27	17.30
		Total	156	100.00
		$\bar{X} = 28.13$		S.D = 4.86
2.	Economical	Low (< 14 score)	19	12.18
		Medium (14-20 score)	121	77.56
		High (above 20)	16	10.26
		Total	156	100.00
		$\bar{X} = 16.97$		S.D = 3.37
3.	Developmental	Low (< 23 score)	24	15.38
		Medium (23-32 score)	119	76.28
		High (above 32)	13	08.34
		Total	156	100.00
		$\bar{X} = 27.15$		S.D = 4.40
4.	Decisional	Low (< 30 score)	26	16.67
		Medium (30-43 score)	102	65.38
		High (above 43)	28	17.95
		Total	156	100.00
		$\bar{X} = 36.60$		S.D = 6.85
5.	Policy Making	Low (< 11 score)	23	14.74
		Medium (11-19 score)	105	67.31
		High (above 19)	28	17.95
		Total	156	100.00
		$\bar{X} = 15.21$		S.D = 4.15
6.	Political	Low (< 14 score)	24	15.38
		Medium (14-22 score)	114	73.08
		High (above 22)	18	11.54
		Total	156	100.00
		$\bar{X} = 17.93$		S.D = 4.09

From the Table 3 it is obvious that the variables gender, knowledge about rural development activities and attitude towards panchayati raj institutions were positively, highly and significantly correlated with overall job performance of village panchayat leaders.

Whereas education, occupation, cosmopolitaness and experience were found to be positively and significantly correlated with overall job performance of village panchayat leaders at 0.05 level of probability, remaining variables namely age, caste, family size, size of land holding, annual income, contact with extension agents and training showed no significant relation with the overall job performance of village panchayat leaders at 0.01 level of probability. Khare *et al.* (1998), Khalge *et al.* (2010), Kudbe *et al.* (1989) and Tawde *et al.* (1995) depicted similar findings in their study.

Multiple regression analysis of independent variables with overall job performance of village panchayat leaders:

To predict the contribution of the variables on the job performance of village panchayat leaders, the data were subjected to multiple regression analysis. The results presented in Table 4 show that out of 14 independent variables, the three variables *viz.*, education, knowledge about rural development activities, and attitude towards Panchayati Raj institutions had significant contribution at 0.01 level of probability. Whereas, gender, occupation, cosmopolitaness and experience were found to make significant contribution at 0.05 level of probability.

The remaining variables namely age, caste, family size, size of land holding, annual income, contact with extension agents and training were not found to have significant contribution towards job performance of village panchayat

Table 3 : Correlation analysis of independent variables with overall job performance of village panchayat leaders

Sr. No.	Independent variables	Correlation coefficient (r)
		Job performance
1.	Age	0.024
2.	Education	0.546*
3.	Caste	0.053
4.	Gender	0.206**
5.	Family size	-0.048
6.	Size of land holding	0.069
7.	Occupation	0.160*
8.	Annual income	0.146
9.	Contact with extension agents	0.013
10.	Cosmopolitaness	0.201*
11.	Experience	0.172*
12.	Training	0.028
13.	Knowledge about rural development activities	0.312**
14.	Attitude towards panchayati raj institutions	0.554**

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

Table 4 : Multiple regression analysis of independent variables with overall job performance

Sr. No.	Independent variables	Regression coefficient (b)	't' value
1.	Age	-0.056	0.422
2.	Education	1.144**	2.814
3.	Caste	1.622	0.979
4.	Gender	0.372*	2.287
5.	Family size	0.276	0.613
6.	Size of land holding	-0.092	0.672
7.	Occupation	0.399*	2.131
8.	Annual income	1.139	1.072
9.	Contact with extension agents	-0.354	1.093
10.	Cosmopolitaness	0.298*	2.488
11.	Experience	0.247*	2.255
12.	Training	-2.302	0.731
13.	Knowledge about rural development activities	0.709**	3.172
14.	Attitude towards panchayati raj institutions	2.190**	8.029

* and ** indicate significance of values at P=0.05 and 0.01, respectively
R² = 0.6994

leaders.

The data also showed that all the 14 variables collectively explained 69.94 per cent variation in overall job performance of the village panchayat leaders. Though 69.94 per cent of the variation has been explained by these variables, yet it would be worth while to look for some more variables comprising personality traits of the village panchayat leaders so that a higher level of variation in the performance level could be explained. As evident from the significant 't' value of the variables we can infer that if there is one unit increase in education, gender, occupation, cosmopolitaness, experience, knowledge about rural development activities and attitude towards panchayati raj institutions there would be 1.144, 0.372, 0.399, 0.298, 0.247, 0.709 and 2.190, unit increase, respectively in job performance of village panchayat leaders.

REFERENCES

- Khale, M.I., Chole, R.R. and Bhosale, P.B.** (2010). Role performance of gram panchayat members. *Agril. Update*, **5** (1&2) : 47-51.
- Khare, Y.R., Khare, N.K. and Dubey, M.K.** (1998). Role perception of village panchayat sarpanch in agricultural development. *Madhya. J. Extn. Edn.*, **1**(1) : 49-52.
- Kudbe, V.R., Kalantri, L.B. and Joshi, A.M.** (1989). Role performance of opinion leaders in agricultural development. *Maharashtra J. Extn. Edu.*, **8**: 213-216.
- Pachouri, Pranita** (2007). A study of role performance of women panchayat leaders in village development of Narshinghpur district of M.P., M.Sc. (Ag.) Thesis, J.N. Krishi Vishwa Vidyalaya, Jabalpur, M.P. (INDIA).
- Rathi, R.J., Srivastava, K.K. and Sarkar, J.D.** (2004). Role performance of panchayat leaders towards village development activities in C.G. State. *J. Agril Issues*, **9** (1&2): 87-91.
- Shrivastava, P.** (2003). Job performance of village panchayat leaders of Jabalpur block, district Jabalpur M.P., M.Sc. Thesis, J.N. Krishi Vishwa Vidyalaya, Jabalpur, M.P. (INDIA).
- Tarde, V.J., Sawant, P.S. and Bhoite, H.S.** (2001). Role Performance of Local Leaders in Agricultural Development. *Maharashtra J. Extn. Edu.*, **20**(1): 102-105.
- Tawde, N.D. Nirban, A.J., and Shinde, S.B.** (1995). Constraints of local leaders in relation to their Agril. Development activities *J. Extn. Edu.*, **14**: 235-238.