

Research Article

A study on job satisfaction regarding Panchayati Raj system among government officials and elected representatives

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SUMMARY : The present study was conducted to assess the job satisfaction among government officials and elected representative under Panchayati Raj system. For the purpose, 150 respondents were selected at random from two CD blocks, namely Shankar Garh and Zasra of Bara Thasil of Allahabad District. A majority (60%) of the Government Officials were having Job satisfaction score between 28-48 whereas a majority (65.34%) of elected representatives were having Job satisfaction score between 27-47. The independent variable like family size, materials possession and social participation of G.O. were found to be positively and significantly correlated with their Job satisfaction. In case of E.R. family type and cast was observed to be significantly and positively correlated with their Job satisfaction.

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KEY WORDS :

Panchayati Raj system, Government officials, Elected representatives, Job satisfactionsss, Independent variables, Correlation, Level of significance

BACKGROUND AND OBJECTIVES

The concept behind the Panchayat is local governance of the people, by the people and for the people. Panchayati Raj has the objective of placing more powers in the hand of rural people, enhancing their capabilities to involve themselves in the process of decision making, preparation and implementation of programme for economic development and social justice.

Panchayati Raj has made excellent progress in India. It covers almost 98-99 per cent of rural population as a whole in India. The Panchayati Raj system has been launched in India since 1959 and Uttar Pradesh implemented it in 1947. Uttar Pradesh has the fortune to firstly buildup and passed the U.P. Panchayati Raj Act 1947 on 7th December.

Sharma and Singh (2001) concluded that, 35.00 per cent of respondents expressed high level of job satisfaction, 31.67 per cent expressed medium level of job satisfaction and 33.33 per cent of them expressed low level of satisfaction with their job. With item with job satisfaction

respondents were highly satisfied with job security (4.48 mean score) followed by co-operation from their colleagues/seniors (4.10), leave (4.08) and freedom of work (4.02). As far as the nature of work, present salary and scope to prove merit and excellence are concerned, they were neither satisfied nor dissatisfied as the mean scores were very close to the mid value on the score(s). The respondents however, were dissatisfied with their residential accommodation, promotion policy of the department and availability of funds for day to day work.

They also observed that, out of nine socio-personal characteristics, five variables namely designation, education, training, physical facilities and supervision were found to have positive and significant relationship with their job satisfaction. The employees who have higher designation, more education qualification, attended more training, have more facilities and close supervision were highly satisfied with their job then the lower cader workers having low educational qualification, attended minimum training with very

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little facilities and minimum supervision.

Sharma *et al.* (2001) observed that, majority of respondents expressed medium level of job satisfaction and life satisfaction, whereas, job attraction was reported to be high. Reason could be inferred here that the personal and economic factors also influence the level of job satisfaction as well as in life. Because working in a reputed institute perhaps lead high attraction towards job.

Rajneesh (2002) observed that, elected representatives (85 %) and government officials (87 %) show a higher level of satisfaction with their job in Panchayat bodies. Since they are a party to the system, the villagers satisfaction on PRIs performance is rather moderate (63 %).

Das and Laharia (2003) concluded that, VLWs working in two district of West Bengal had moderate level of job satisfaction. The causes for this might be high qualification, *vis-à-vis* position of the VLWs. Other reasons may be low salary, lack of career development, less status attached to the job, and no reward for good work. The department should take the necessary steps like career advancement, better status, higher level responsibility, etc. that may reduce prevailing dissatisfaction among the VLWs.

Objectives of the study:

- To assess the job satisfaction about Panchayati Raj among Government officials and elected representatives.
- To assess association of selected independent variables with level of awareness of the two groups of respondents.

RESOURCES AND METHODS

From the two C.D Blocks, namely Shankar Garh and Zarsa of Bara Tahsil of Allahabad district, 10 village panchayats were purposively selected as the locale of the study. Stratified random sampling was used for the selection of two categories of respondents' *viz.*, Government officials and elected representatives, each group comprised of 50 persons. A pretested and pre-coded structured interview schedule was used for data collection. Data were collected by using person to person contact method to assess the level of awareness of the respondents regarding Panchayati Raj system.

Correlation co-efficient was computed to assess the association of selected independent variables with the level of awareness of the respondents.

OBSERVATIONS AND ANALYSIS

Respondents (G.O.) were categorised under three heads on the basis of their job satisfaction. A largest portion of the respondents (60%) were having job satisfaction score between 28 - 48 followed by 20 per cent respondents with more than 48,

whereas 20 per cent respondents were having job satisfaction with less than score 28.

Respondents (E.R.) were categorized under three heads on the basis their job satisfaction. A largest portion of the respondents (65.34%) were having job satisfaction score

Table 1 : Distribution of respondents (G.O.) on the basis of job satisfaction

Sr. No.	Job satisfaction	Frequency	Percentage
1.	< 28	15	20
2.	28 - 48	45	60
3.	> 48	15	20
Mean = 38.00		SD = 10.0	

Table 2 : Distribution of respondents (E.R.) on the basis of job satisfaction

Sr. No.	Job satisfaction	Frequency	Percentage
1.	< 27	13	17.33
2.	27 - 47	49	65.34
3.	> 47	13	17.33
Mean = 37.04		SD = 9.70	

Table 3 : Association between selected independent variables and job satisfaction (G.O.)

Sr. No.	Independent variables	'r' Value
1.	Age	- 0.076
2.	Education	- 0.078
3.	Caste	0.004
4.	Occupation	0.058
5.	Family type	- 0.041
6.	Family size	0.0299**
7.	House	0.033
8.	Material possession	0.249*
9.	Land possession	- 0.045
10.	Farm power	0.043
11.	Social participation	0.311**

Table 4 : Association between selected independent variables and area and job satisfaction (E.R.)

Sr. No.	Independent variables	'r' value
1.	Age	0.181
2.	Education	0.114
3.	Caste	0.249*
4.	Occupation	- 0.124
5.	Family type	0.274*
6.	Family size	- 0.282*
7.	House	0.008
8.	Material possession	- 0.129
9.	Land possession	- 0.172
10.	Farm power	- 0.186
11.	Social participation	- 0.030

between 27 - 47, followed by 17.33 per cent respondents with more than 47 score for their job satisfaction, whereas 17.33 per cent respondents were having job satisfaction below.

The independent variables like family size, material possession and social participation were found to be significantly and positively correlated with job satisfaction of respondents (Government officials) while rest of the variables were having no correlation with job satisfaction of respondents.

Job satisfaction of elected representatives was found to be significantly and positively correlated with independent variables like caste and family type while family size was observed to be negatively associated with job satisfaction.

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