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Job satisfaction of field extension functionaries in northern hills zone of Chhattisgarh state

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Abstract

The purpose of the study was to assess the extent of job satisfaction of field extension functionaries in extension service delivery in northern hills zone of Chhattisgarh state. to evaluate field extension functionaries' job satisfaction. Four blocks were purposefully chosen from each of the Northern Hills districts of Sarguja, Surajpur, and Jashpur in Chhattisgarh state, taking into account the largest number of field extension personnel posted in these regions. As a result, twelve blocks overall were taken into account for the study. The researcher made two periodic visits to the headquarters of each chosen block in order to attend the planned fortnightly meeting. For this study, all field extension functionaries who presented in their respective blocks in the chosen district for the planned fortnightly meeting were regarded as respondents. 240 field extension functionaries totaling selected for the study in that way. For the study, an ex-post-facto research design was used. The collected data was analyzed, classified and tabulated. To evaluate results and make inferences, statistical methods including frequency, percentage, mean percent score, and class interval were applied. Among the 240 field extension functionaries the majority (60.42%) of the FEFs belonged to the medium job satisfaction category while 34.58 and 5 per cent of them belonged to the low and high job satisfaction categories respectively. The overall job satisfaction index was 62.45.

Keywords: Field extension functionaries, job satisfaction, northern hills, extension service

Introduction

Information and communication technology (ICT) in agriculture is emerging field focusing on the enhancement of agricultural and other development in India. The agriculture sector is gearing itself to make optimal use of the new information and communication technologies. The job of the extension personnel in the present day situation is complex and crucial for the acceleration of transfer of farm information. At present the extension personnel in department of agriculture has the major responsibility of transferring technologies to the farming community from time to time. The enhancement in the performance of the extension personnel is job satisfaction. An employee's assessment of how well their employment is meeting their needs overall is known as job satisfaction. The term "job satisfaction" describes one's general mindset or state of wellbeing in relation to one's work and surroundings. It increases productivity and offers internal desire to work. Thus, keeping in view it became essential to assess field extension functionaries' job satisfaction levels.

Methodology

The present study was carried out in Chhattisgarh state's

Northern Hills with the objective "To study the job satisfaction of field extension functionaries". Three districts namely Sarguja, Surajpur and Jashpur were selected purposively based on maximum field extension functionaries from the Northern Hills. Four blocks from each selected district were selected purposively for the study. Two frequent visits were taken to each selected block headquarters by the researcher for attending the scheduled fortnightly meeting. All field extension functionaries presented during the scheduled fortnightly meeting at respective blocks of the selected district were considered respondents for this study, in this way total of 240 respondents were considered for the study. In consideration of the study's objective, an interview schedule was created, and information was gathered. For the study, an ex-post-facto research design was used. A well-structured interview schedule developed with the study's objectives in mind was used to collect the data. The gathered information was analyzed, categorized, and tabulated. Frequency, percentage, mean percent score and class interval were used as statistical tools to analyze data and draw conclusions. Job satisfaction as "an individual's positive affective reaction of the target environment as a result of the individual's

appraisal of the extent to which his or her needs are fulfilled by the environment". The variable was measured with slightly modified job satisfaction scale developed by the Abdul Fazely (2016) [1]. The scale consists of 25 items/statements that were asked to the respondents, with a point scale representing "very much satisfied," "satisfied," "partially satisfied," "dissatisfied," and "very much dissatisfied," with assigned scores of 5, 4, 3, 2, and 1, respectively. The respondent's overall satisfaction score was determined by adding up their scores for all statements and items. These scores have a satisfaction level that might be anywhere between 25 and 125. Three levels of satisfaction with the extension personnel were identified: low, medium, and high by using the class interval method.

Results and Discussion

The data in Table 1 shows the statement wise response given by the Field Extension Functionaries on job satisfaction. As per the mean per cent score order it was observed that the highest MPS 70.67 belongs to the statement "The policies and procedures of the department in relation to the job" which has ranked Ist. Similarly, the MPS of the statement "The pre service training given at the time of joining the post" is 70.50, which has ranked IInd and the statement "The description of job and responsibilities as extension personnel" got ranked IVth with MPS 67.58. Likewise, the MPS of the statement "The recognition given by the farmers and colleagues" is 66.92, which has ranked Vth.

The data revealed about the job satisfaction of FEFs for the statement "Help guidance and encouragement from superiors" with MPS 66.50 (rank VI) followed by "Status and prestige as an employee in the agriculture department"

with MPS 65.83 (rank VII), "The promotional opportunities provided in the present job" with MPS 65.58 (rank VIII), "The budget provided to organize extension activities" with MPS 65.34 (rank IX), "The scope and opportunity available for self-development" with MPS 65.33 (rank X), "The scope and opportunity available for self-development" with MPS 64.92 (rank XI) and "regarding demonstration facilities available for the farmers" with MPS 63.75 (rank XII).

Further, the statement "With regard to the opportunities in the job to utilize personal abilities" with MPS 62.75 (rank XIII), "Freedom for flexibility in work provided by the agriculture department" with MPS 62.42 (rank XIV), "Appropriate extension program leading to promotions are available" with MPS 62.25 (rank XV), "The rewards, recognition and incentives provided by agriculture department for good work" with MPS 61.50 (rank XVI), "Medical feasibilities provided by the agriculture department" with MPS 61.00 (rank XVII), "Encouragement to participate in seminars, symposia/ conferences" with MPS 60.17 (rank XVIII), "Provision of equipment, vehicle and other resources necessary to execute the responsibilities" with MPS 58.75 (rank XIX), and "Opportunities to express the professional developmental needs" with MPS 57.34 (rank XX).

It was found that the statement "With respect to transport facilities provided at the agriculture department" with MPS 57.33 (rank XXI), "The present salary commensurate with the work" with MPS 56.83 (rank XXII), "Scope to prove the merit and excellence in the agriculture department" with MPS 56.58 (rank XXIII), "Residential facilities provided by the university" with MPS 56.08 (rank XXIV) and "Education facilities available for the children" with MPS 46.92 (rank XXV).

Table 1: Distribution of respondents (Field Extension Functionaries) according to their job satisfaction

Sl. No	Statements	VMS		S		PS		DS		VMDS		MPS	Rank
		F	%	F	%	F	%	F	%	F	%		
1	With respect to the posting to the place of liking.	17	7.08	105	43.75	85	35.42	18	7.50	15	6.25	67.58	IV
2	The pre service training given at the time of joining the post.	19	7.92	134	55.83	51	21.25	26	10.83	10	4.17	70.50	II
3	The policies and procedures of the department in relation to the job.	50	20.83	88	36.67	55	22.92	36	15.00	11	4.58	70.67	I
4	The budget provided to organize extension activities.	12	5.00	95	39.58	86	35.83	39	16.25	8	3.33	65.34	IX
5	The description of job and responsibilities as extension personnel.	14	5.83	131	54.58	47	19.58	37	15.42	11	4.58	68.33	III
6	Help guidance and encouragement from superiors.	23	9.58	94	39.17	75	31.25	35	14.58	13	5.42	66.50	VI
7	The scope and opportunity available for self-development.	16	6.67	105	43.75	60	25.00	45	18.75	14	5.83	65.33	X
8	Freedom for flexibility in work provided by the agriculture department.	9	3.75	79	32.92	98	40.83	40	16.67	14	5.83	62.42	XIV
9	Medical feasibilities provided by the agriculture department.	13	5.42	73	30.42	93	38.75	37	15.42	24	10.00	61.00	XVII
10	Scope to prove the merit and excellence in the agriculture department.	15	6.25	44	18.33	83	34.58	83	34.58	15	6.25	56.58	XXIII
11	Status and prestige as an employee in the agriculture department	18	7.50	101	42.08	69	28.75	38	15.83	14	5.83	65.83	VII
12	With regard to the opportunities in the job to utilize personal abilities.	12	5.00	95	39.58	68	28.33	49	20.42	16	6.67	62.75	XIII
13	The recognition given by the farmers and colleagues.	16	6.67	114	47.50	56	23.33	46	19.17	8	3.33	66.92	V
14	The promotional opportunities provided in the present job.	15	6.25	102	42.50	71	29.58	39	16.25	13	5.42	65.58	VIII
15	The present salary commensurate with the work.	15	6.25	51	21.25	69	28.75	93	38.75	12	5.00	56.83	XXII
16	The rewards, recognition and incentives provided by agriculture department for good work.	17	7.08	96	40.00	38	15.83	68	28.33	21	8.75	61.50	XVI
17	With respect to transport facilities provided at the agriculture department.	7	2.92	65	27.08	82	34.17	59	24.58	27	11.25	57.33	XXI
18	Regarding demonstration facilities available for the farmers.	15	6.25	103	42.92	48	20.00	62	25.83	12	5.00	63.75	XII
19	Provision of equipment, vehicle and other resources necessary to execute the responsibilities.	9	3.75	70	29.17	82	34.17	54	22.50	25	10.42	58.75	XIX
20	Appropriate extension program leading to promotions are available.	9	3.75	99	41.25	66	27.50	42	17.50	24	10.00	62.25	XV
21	Opportunities to express the professional developmental needs.	6	2.50	57	23.75	93	38.75	68	28.33	16	6.67	57.34	XX
22	With regard to the literature facilities available in the agriculture department	11	4.58	109	45.42	62	25.83	44	18.33	14	5.83	64.92	XI
23	Residential facilities provided by the university.	8	3.33	56	23.33	97	40.42	38	15.83	41	17.08	56.08	XXIV
24	Education facilities available for the children.	6	2.50	26	10.83	84	35.00	54	22.50	70	29.17	46.92	XXV
25	Encouragement to participate in seminars, symposia/ conferences.	7	2.92	83	34.58	84	35.00	38	15.83	28	11.67	60.17	XVIII

VMS= Very much satisfied, S=Satisfied, PS=Partially satisfied, DS=Dissatisfied, VMDS= Very much dissatisfied
 F= Frequency, %= Percentage, MPS= Mean Percent Score

The data presented in Table 2 indicate that majority of the respondents (60.42%) were having moderate job satisfaction with MPS 66.35, followed by 34.58 per cent, 5.00 percent were having less satisfied and highly satisfied category respectively with MPS 53.13 and 79.66. the overall job satisfaction index of the FEFs was 62.45.

Table 2: Distribution of respondents according to their level of job satisfaction

Sl. No	Category	Field Extension Functionaries		
		F	%	MPS
1	Low (up to 73)	83	34.58	53.13
2	Medium (74 to 95)	145	60.42	66.35
3	High (above 95)	12	5.00	79.66
Overall Job Satisfaction Index (%)		62.45		

F= Frequency, %= Percentage, MPS= Mean Percent Score



Fig 1: Distribution of the respondents according to their level of job satisfaction

The results of the present study were in confirmation with the earlier studies like Kiran et. al. (2010) [3] Gopika (2014) [2] and Madhavrao (2020) [4] who reported that the majority of respondents belonged to medium level of job satisfaction category.

Conclusion

This research attempted to assess the field extension functionaries' job performance. Majority (60.42%) of the FEFs belonged to the medium job satisfaction category while 34.58 and 5 per cent of them belonged to the low and high job satisfaction categories respectively. The overall job satisfaction index was 62.45. Achievement, recognition, responsibility, growth, and other factors relating to an individual's motivation in his job are reasons for job satisfaction. Job satisfaction is influenced by work recognition, job security, freedom of work, and favourable organizational relationships. Enhancing job satisfaction among extension workers in the study area requires, among other things, a development of a favorable work environment that encourages and sustains positive social outcomes and motivation among workers.

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