A Study on Job Performance of Rural Agriculture Extension Officers in Jabalpur District of Madhya Pradesh

THESIS

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(AGRICULTURE EXTENSION)

By

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CERTIFICATE- I

This is to certify that the thesis entitled, **"A Study on Job Performance of Rural Agriculture Extension Officers in Jabalpur district of Madhya Pradesh"** submitted in partial fulfillment of the requirement for the degree of **MASTER OF SCIENCE (Agriculture Extension)** of Jawaharlal Nehru Krishi Vishwa Vidyalaya, Jabalpur is a record of the bonafide research work carried out by **Ms**. **NEHA NAMBIAR** under my guidance and supervision. The subject of the thesis has been approved by the Student's Advisory Committee and the Director of Instruction.

No part of the thesis has been submitted for any other degree or diploma (Certificate awarded etc.) or has been published /published part has been fully acknowledged. All the assistance and help received during the course of the investigation has been acknowledged by her.

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Member: Dr. P.K.Awasthi ……

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CERTIFICATE - II

This is to certify that the thesis entitled, **"A Study on Job Performance of Rural Agriculture Extension Officers in Jabalpur district of Madhya Pradesh"** submitted by **Ms. NEHA NAMBIAR** to the Jawaharlal Nehru Krishi Vishwa Vidyalaya, Jabalpur, in partial fulfillment of the requirement for the degree of **Master of Science in Agriculture,** in the Department of **Extension Education, Jawaharlal Nehru Krishi Vishwa Vidyalaya, Jabalpur,** after evaluation has been approved by the External Examiner and by the student's Advisory Committee after an oral examination on the same.

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Date: …….

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Place: **Jabalpur**
Date: **(Neha Nambiar)**

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V I T A

The author of the thesis, **Neha Nambiar** was born on 2nd August, 1989 in Dist. Jabalpur, Madhya Pradesh. She passed her Higher Secondary School Certificate Examination with 1st Division in the year 2007 from Madhya Pradesh Board of Higher Secondary Education, Bhopal (M.P.).

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The author took admission in M.Sc. (Agriculture), Dept. of Extension Education in the same college in the year 2011 and cleared all the courses. For the partial fulfillment of the master's degree programme, she was allotted a research topic - "A study on job performance of Rural Agriculture Extension Officers in Jabalpur District of Madhya Pradesh" which was successfully conducted by her and being submitted in the form of this thesis.

The author is keen to disseminate recent technologies of Agriculture among the rural mass and taking up research work in solving the major problems of the farmers of the country.

* * *

INTRODUCTION

Agriculture production in India has increased many folds since independence, from a production capacity of 50 MT in 1951 to 223.07 MT in 2010-11. At the same time population has also been increasing at an alarming rate. Hence, the pressure on the natural resources is increasing day by day and in order to feed this ever-increasing population, a scientific and meticulous use of natural resources is required. This calls for a greater co-ordination of research and extension. The exploitation of farm production potential not only depends on availability of technology and other inputs, but also on the role performed by the concerned persons who have the responsibility to guide the farmers for proper use of farm resources for their greater advantage.

The rural community forms the bulk of Indian population. The prime motive of national leaders and administrators is the development of rural community. Even after 65 years of independence the rural development is lagging behind. The living standard of rural people is poor. Significant progress in the field of farm technology as achieved by the scientists working in different agriculture universities and research institutes have transferred the technology to the farmers, but it is not very challenging. Under the recognized set-up of extension system, the entire responsibility of transfer of technology rests upon the shoulder of Rural Agriculture Extension Officers, previously designated as village level workers. They should have up-to-date knowledge of all the latest developments made in the various fields like agricultural implements, seeds, fertilizers, plant protection measures etc. They should have a keen interest and convince the farmers for using the latest farm technology.

The regular training programmes will not only equip the RAEOs with best opportunity to develop their knowledge of agricultural technology, but will also help in developing confidence to face the rural community to solve their field problems. The farmers are facing several problems of varied

nature in the field of agriculture, animal husbandry, irrigation and in other such aspects. It is not possible for the specialists of agriculture alone to do all jobs effectively, unless they are given proper training in all the concerned branches. The term “job” means a set of expectations applied to an incumbent of a position and “job-performance” is the actual behaviour of the incumbent (Mishra *et al.*,1988).

The performance of an individual at work in an organization depends on his personal qualities and the environment where he works. It is quite logical to expect that those who are satisfied with their job are likely to perform their job in a better way and communication behaviour is also positively and significantly related with job performance. It is quite obvious that RAEOs who are more sociable with their farmers can communicate and influence them in adopting innovations. Job performance depends to a greater extent on the cooperation of contact farmers and fellow farmers (Reddy and Jayaramaiah,1988).

Large section of farming community is still unaware of technological developments and failed to achieve/derive the benefit from the results of research findings. There is a wide gap between the research and extension. It is true that the benefits will flow only when the scientific know-how reaches to its consumer, that is, the farmer. The grass root functionaries, extension workers, play an important role in the success or failure of any programme with which he is associated. If he has sincerity towards objectives, a sympathetic approach and confidence in the basic trends, we have to accept that he will try his best to make the programme a success. The only true measure of an employee’s effectiveness on the job is job performance (Bareth and Rathore, 2011).

Some key performance areas for extension personnel are to make regular and systematic visits to villages and farms to develop rapport with the clientele and to understand their problems, undertake educational activities in the form of meetings, campaigns, demonstrations, field days, training sessions and exhibitions, provide advisory services to the farmers and solve their production problems (Vijayaragavan and Singh,1997).

Management of human resources involves several important and complex issues in the form of multidimensional reactions. Today the impact of modern behavioural sciences has new insights and approaches to the management of human resources. This new insight has highlighted the concept of motivating people in the organization as an important strategy. The main concern in the management of human resources is the improvement in the performance of the people working in the organization with a view of increasing their efficiency through motivation.

One way of enhancing the performance of the employees is to know their level of performance and delineate the factors responsible for it. Employees performance refers to an act of fulfillment of the requirement of a given job i.e., the manner in which an employee carries out his/her job efficiently (Sharma, 1986).

Unless the employees are well informed about their performance and also their strong and weak points, it's very difficult for them to improve their level of performance. This is also considered as important for reinforcing the positive points and overcoming their weakness. Thus, measurement of job performance and its feedback plays an important role in knowing the efficiency of employees. In any organization, the attitude of its employees towards their work has a great bearing on its success or failure. The present study was undertaken to study the job performance of Rural Agriculture Extension Officers who are important functionaries positioned in the grass-root level. The important position of this crucial change agent in the extension approach makes it necessary to understand all dimensions. It is well-known that a professional extension service will not survive in its reality without technically competent, skilled and highly motivated field functionaries who are performing their roles as per the expectation of the organizations. In this background, the present study had the following objectives :-

1. To study the attributes of RAEOs .
2. To assess the extent of job performance of RAEOs.

3. To analyze the relationship, if any, between the attributes of RAEOs with their job performance.

4. To find out the problems faced by the RAEOs in performing their job and suggest ways to overcome them.

Scope and limitations of the study :

The findings of the study would reveal the level of job performance of Rural Agriculture Extension Officers. The study would also provide information on attributes associated with their level of performance. It gives information on the problems faced by the Extension Officers in discharging their duties and suggestions to overcome those problems. For efficient working of the extension projects, the problems faced by RAEOs in performing their job must be located and necessary solutions for such identified problems must be sought, enabling the RAEOs to achieve better performance of the assigned jobs. It is presumed that this information will be helpful to the planners and administrators in general to provide a suitable environment for increasing the performance of Extension Officers, thereby, contributing in agriculture development.

Since the results of this investigation is based on opinion of the respondents, as such, some measurement bias might have crept into the study, although every care has been taken to eliminate the same and as this study is conducted by a student researcher, the time and other resources at disposal of the researcher were limited. Due to these limitations, the study has been restricted to only four blocks of Jabalpur District namely Jabalpur, Panagar, Shahpura and Majholi. Therefore, the generalization of the findings for its wider application may be limited as the study was carried on to limited number of RAEOs, so the results may be applicable to the research area only.

* * *

REVIEW OF LITERATURE

This chapter represents the brief review of research work done by the researchers in the field of extension education. In order to develop a proper understanding of the research problem and to develop a conceptual framework to conduct the study, it is very essential on the part of the researcher to review the efforts made in the past by earlier researchers. In view of this fact, the available literature was reviewed and is presented in this chapter.

The conclusions of available researches were reviewed under the following heads :

1. Attributes of RAEOs.
2. Extent of job performance of RAEOs.
3. Relationship, if any, between the attributes of RAEOs with their job performance.
4. Problems faced by the RAEOs in performing their job and suggestions to overcome them.

1 . Attributes of RAEOs :

Patel and Leagans (1968) concluded that the most effective Village Level Worker was the son of a farmer who had a rural background of more than ten years, married and in the age group 26 to 35 years, educated up to high school or graduate with Agricultural diploma and extension training, recruited directly from the Agricultural Department, worked for a period of less than five years outside extension, but more than five years in extension, worked as Village Level Worker in the same block for more than three years.

Bhatia and Sandhu (1975) reported that the RAEOs had a moderate experience in the same block, stay at the head quarter with family,

existence of any other farm advisory service, supply of inputs, magazine reading, rewards availed were related with job effectiveness.

Nikhade and Kitey (1984) found that VLWs in the age group 30-40 years were more active as compared to higher level of age of the respondents.

Nataraj (1989) in his study on Assistant Directors or Agriculture and that 54 per cent of the Assistant Directors had high mass media participation and 46 per cent had low mass media participation.

Thombre (1990) found that majority (50.87%) of RAEOs had average satisfaction with their job, 48.69 per cent obtained average training, 43.99 per cent had graduate level education, 43.03 per cent of RAEOs were in average service experience (19 to 29 years) category.

Halakatti and Sundaraswamy (1991) found that the majority of the Agricultural Assistants had middle level of age and Job attitude, mass media exposure, job perception, job satisfaction, facilities and resources available significantly explained the variation in job performance. Job attitude, job satisfaction, mass media exposure and organizational climate had maximum positive effect on job performance in that order.

Mankar *et al*. (1992) reported that 48.83 per cent of VLWs had no previous experience of service and were the fresh recruits, 58.33 per cent had obtained two year agricultural diploma course, majority (75.00%) of them were in young and middle (18.75% age groups.

Bhadouria (1994) reported that majority (73.04%) of ADOs were belonged to medium facilities available category.

Girija *et al.* (1994) reported that a high majority (93%) of Agricultural Officers in Karnataka were graduates, while the remaining seven per cent were post graduates.

Mandve (1994) reported that the majority (67%) of RAEOs were in 31 to 45 years age groups, 62 per cent belonged to medium size of family, 48 per cent of the respondents were graduate, 47 per cent of them were in medium (11 to 20 years) length of the service category, 56 per cent

respondents were in high job performance category, 75 per cent of them were not satisfied with the government facilities available, 58 per cent were not satisfied with their job and 69 per cent respondents had obtained training.

Patel *et al.* (1994) reported that 49 per cent of Rural Agricultural Extension Officers working under Training and Visit system in Madhya Pradesh belonged to the age group of 31 - 45 years, while 37 per cent were below 30 years of age and 14 per cent were above 35 years of age.

Patel *et al.* (1994) reported that majority (93%) of Rural Agricultural Extension Officers working under T and V system in Madhya Pradesh were professionally untrained.

Rahad *et al.* (1994) observed that majority (70.42%) of the RAEO were moderately satisfied about their job.

Agrawal (1995) found majority of the extension personnel had up to 5 members in the family, maximum respondents had higher aspiration level and higher percentage of VLWs were in excellent job performance group.

Khare (1997) reported that higher percentage (38.53%) of RAEOs had graduate level education, 56.56 per cent of RAEOs had medium satisfaction with their facilities available, and 54.93 per cent of RAEOs were in average group of training obtained in service period.

Saxena and Thakur (1997) reported that higher percentage of extension personnel were in medium service experience group and dissatisfied with their job.

Tomar and Gaur (1998) found that the majority of the RAEOs were from younger age group and had education below graduation. Regarding service experience, majority had up to 13 years of total length of service and was from junior group.

Singh (1999) reported that higher percentage (39.05%) of RAEOs belonged to middle age group (30 to 50 years), 53.33 per cent of RAEOs belonged to middle size of family, 47.62 per cent were in graduate group, 50.48 per cent respondents belonged to moderate service experience,

47.62 per cent respondents belonged to average number of training, 43.81 belonged to high attitude of fortnightly training, 42.86 per cent respondent have less satisfaction with their job, 42.86 per cent were not much satisfied with their working facilities .

Mohan (2000) revealed that 51.21 per cent of AOs were in the age group of 35-50 years, while 12.68 per cent were above 50 years of age. Remaining were below 35 years of age. He further reported that majority (75.66%) of the AOs had medium level of experience, while 14.63 and 9.75 per cent had high and low experience, 73.17 per cent of the AOs had medium level of information seeking behaviour. He also reported that 14.65 per cent of AOs had received training for more than 6 months duration, while 17.07, 29.26, 13.41 and 12.19 per cent of them received in service training for 4 to 6 months, 2 to 4 months, 1 to 2 months and less than 1 month duration, respectively. Nearly 14 per cent of the AOs had not undergone any training at all. He further observed that 20.73, 64.63 and 14.63 per cent of AOs were found to experience high, medium and low level of job stress.

Singh *et al.* (2001) in their study assessed the level of job satisfaction of 110 Agricultural Development Officers working under training and visit system in four district of Haryana, India. The data revealed that 52.72 per cent of the ADOs had moderate level of job satisfaction, 24.54 per cent were dissatisfied and only 20 per cent were satisfied with their job. Regarding essential job dimension, the ADOs were highly satisfied with cooperation from villagers as well as seniors and subordinates, whereas they were highly dissatisfied with the salary and other perks, career advancement and available physical facilities available.

Souvik and Vijayaragavan (2001) revealed that majority of the extension personnel were hardly satisfied with their job.

Adesope and Agumagu (2003) reported from the study conducted in Nigeria that most of the respondents have considerable work experience on the job but income level is considerably low. Agricultural extension agents in the study area have medium job stress. Work experience was

found to be the most significant factor related to job stress. Other factors such as age, education, income,gender marital status were not significantly related to job stress.

Das and Lahoria (2003) conducted a study in the State of West Bengal. The study revealed that two third majority (65.56%) of the respondents were in medium job satisfaction category, 22.22 per cent of the respondent were in low job satisfaction with their existing work job, on the other hand, only 11 out of 90 extension personnel (12.22%) had high level of job satisfaction.

Kalidasan and Santha Govind (2005) reported from the study conducted in 1998-2000 to evaluate the job performance of female agricultural officers (n=100) working under the Tamil Nadu Women in Agriculture (TANWA) scheme in Tamil Nadu, India. Results revealed that the respondents' performance was high in training activities (mean score=5.94), miscellaneous activities (5.84), post-training activities (5.56), and pre-training activities (5.38).

Nagananda *et al.* (2005) found that more number of the ADAs (40.00%) and AOs (50.00%) belonged to young and middle age group, respectively acquired the degrees of Master of Science in Agriculture and Doctor of Philosophy (70.00% and 19.70%, respectively). However, both categories were noticed in medium level of job experience, perceived work load, job satisfaction, job involvement, job stress, organization stress and job performance.

Banmeke *et al.* (2006) revealed in a study that 34.30 per cent of the respondents were between the ages of 40 to 44 years with 85.7 per cent being degree holders. Extension training (mean=4.37) was considered as an important factor affecting extension workers job performance and the extension personnel were more satisfied with the working relationship with their colleagues (mean=4.48) but unsatisfied with the working conditions (mean=1182) and salaries being paid (mean=2.11).

Nagananda *et al*. (2006) in a study conducted during 2004-05 in Karnataka state to measure the organizational climate perception of

Assistant Directors of Agriculture (ADAs) and Agricultural Officers (AOs) of Karnataka State Department of Agriculture in India found that more number of the ADAs (40.00%) and AOs (50.00%) belonged to young and middle age group, respectively.

Oladele (2006) indicated that extension agents had a mean age of 37.4 years and 71 .5 per cent were male and married. About 45 per cent had Masters Degree and above. Only 23 per cent were currently studying for higher degrees, while 32 per cent had spent between 21 and 30 years in office.

Mishra *et al.* (2007) reported from the study conducted to investigate the job performance and satisfaction of men and women extension officers who has important functions in the interface of grass-root workers and the high managerial cadres, and to analyse the personal, socioeconomic and psychological characteristics of extension officers. It was found that overall job satisfaction was experienced by 13.11 per cent extension officers, and medium job satisfaction was experienced by 68.85 per cent. Majority of the extension officers were middle-aged, had medium level of information seeking behaviour, and experienced almost the same level of stress.

Patel (2008) reported that majority of the respondents were in middle category of age, graduates, having medium size of family, were married persons, belonged to farming community, having medium professional experience, belonged to rural background, residing in government quarters with family in the circle, having medium communication behavior both in information input and information output, medium time spent at a particular place, medium in job perception, satisfied with salary, medium satisfaction from government facilities, satisfied with their job, having medium in-service training intensity and maximum of them were received incentives.

Walia and Dhillon (2008) reported from the study conducted in six randomly selected districts of Punjab that majority of the respondents were in the age group of 38 - 47 years and graduates in agriculture, married with nuclear families and had 16 - 21 years of service experience.

Dudwe (2009) reported that higher percentage (48.25%), majority of the RAEOs were of middle age group having education upto Graduation level (56.14%), having an agriculture base background (58.77%), urban back ground (63.16%), high exposure to training (78.17%), express medium mass media exposure (42.10%) and found medium job perception (56.14%).

2. Extent of job performance of RAEOs :

Dhakhore and Bhilegoankar (1987) found that 69.17 per cent of the Veterinary Extension Personnel in Maharashtra had medium level of job performance, whereas 15.83 per cent and 15.00 per cent of the Veterinary Extension Personnel were found to have high and low level of performance, respectively.

Siddaramaiah and Shivalingegowda (1987) reported that fifty per cent of Extension Guides working under the university extension system in Karnataka belonged to the high performance category.

Bhardwaj *et.al.* (1989) reported that among all activities assigned to RAEOs as per job chart, the higher level of job performance was noted in the activities like permanent stay at head quarter, personal contact with the farmers, writing of daily dairy, preparation of systematic records, information of field visit to the farmers and field visit of RAEOs on fixed days.

Hegde and Channegowda (1989) in their study concluded that a large number (68.70%) of Agricultural Assistants working under Agricultural Extension Project in Karnataka had medium level of job performance, while 15.00 per cent and 16.30 per cent had high and low performance, respectively.

Murthy and Somasundaram (1989) reported that 42.43 per cent respondents of village extension officers were in high role performance category and nearly two fifths (38.38%) of them were in low role performance category.

Narasimhagowda (1989) reported that 52.22 per cent of Assistant Horticultural Officers in Karnataka belonged to the high job performance category, while 48.78 per cent belonged to low performance category.

Nataraj (1989) studied the job performance of Assistant Directors of Agriculture in Karnataka and concluded that 72.00 per cent of the Assistant Directors were in medium job performance category.

Anantharaman and Ramanathari (1990) concluded that training programme not only provided knowledge input but also incremented the practical skills of the trainees on need based items to perform their job effectively.

Nagi Reddy (1990) reported that 63.33 per cent of Agricultural Officers working under training and Visit system Andhra Pradesh belonged to the medium category of job performance, whereas 20.00 per cent belonged to high and 16.67 per cent belonged to low performance category.

Thombre (1990) reported that 52.87 per cent RAEOs had average job performance, 23.22 per cent had poor, whereas 23.91 per cent had good job performance.

Halkatti (1991) in his study on job performance level of Agricultural Assistants working under T and V system concluded that 71.85 per cent of the Agricultural Assistants belonged to medium job performance category, while only 13.59 per cent and 14.56 per cent of the Agricultural Assistants belonged to low and high category, respectively.

Thippeswamaiah (1991) reported that 60.80 per cent of subject matter specialists working under National Agriculture Extension Project belonged to medium job performance category followed 21 per cent in low and 17.60 per cent in the high performance category.

Rath (1992) reported that 78.00 per cent of the Subject Matter Specialists under Training and Visit system in Orissa were in medium job performance category, while 21.00 per cent in high job performance and only one per cent of the Subject Matter Specialists were in low job performance category.

Venkateshprasad and Hanumanthappa (1992) in their study of job performance of Seed Farm Managers in Karnataka found that 54.00 per cent were in low performance category and 46.00 percent in high performance category.

Vijayalakshmi (1993) reported that majority (63.12%) of the Anganwadi workers had 'medium' level of job performance while there were more or less equal percentage of respondents (18.15% and 18.75%) with low and 'high' level of performance, respectively.

Rahad and Ingle (1994) reported that two third of VEWs (67.92%) were in moderate performances category whereas very few (16.66%) were good performances category.

Rahad *et al.* (1995) found that none of the Village Extension Workers working under Training and Visit system in Maharashtra performed poorly, whereas 0.42 per cent, 10.83 per cent, 48.92 per cent and 48.33 per cent of Village Extension Workers were found to perform either below average, average, good and excellent, respectively.

Jaiswal *et al.* (1997) in their study indicated that 59 per cent of the Rural Extension Officers in Maharashtra belonged to medium category of job performance, followed by 22 per cent in low and 19 per cent in the high job performance category.

Sandhu and Raghbir (1997) reported that characteristics namely; rural background and field work orientation were strongly related to job performance. Agriculture Extension Officers posted at a distance of 60 km from their home were found to have the highest performance. There is need to make provisions for more opportunities in the job with regard to recognitions and rewards like certificates, appreciations etc. Need for time to time inservice training and reference courses for the AEO.

Agrawal *et al.* (1998) reported that the job performance of agricultural extension personnel through self rating revealed that higher percentage of extension personnel had fair job performance, followed by average excellent, good and poor, while the supervisory rating indicated high

percentage of extension personnel had good job performance followed by average excellent, fair and poor levels.

Joshi (1998) conducted study in Lahar Sub-division of Bhind District of Madhya Pradesh, reveals that the majority of RAEOs had a medium to low level of job performance.

Prabhakar *et al.* (1998) reported that a majority (60.00%) of Horticultural Assistants in Karnataka were under low performance category, while remaining 40 per cent were under high performance category.

Tomar and Gour (1998) concluded that the job performance of RAEOs as rated by the supervisors i.e. ADO was effective in respect of the job viz., keeping daily dairy of work, visiting the farmers fields, suggesting solution to farmers problems and seeking solution to farmers through discussion. The least performed activities were diffusion of new programmes and providing benefit of these programmes to the farmers and contact the farmers in time.

Eswarappa *et al.* (1999) reported that the mean scores on role perception and role performance of the link worker were 46.79 and 74.45 per cent, respectively. Majority of them had medium role perception and role performance and both role perception and role performance of the link workers are significantly related.

Singh (1999) reported that maximum 39.05 per cent of RAEOs belonged to medium job performance category while 29.52 per cent belonged to high job performance category.

Mohan (2000) reported hat majority (85.36%) of AAO's working under KSDA belonged to medium performance category, while 14.63 per cent were in medium performance category.

Kalidasan (2005) in a study conducted in 1998-2000 to evaluate the job performance of female agricultural officers (n=100) working under the Tamil Nadu Women in Agriculture (TANWA) scheme in Tamil Nadu, India revealed that the respondents' performance was high in training

activities (mean score=5.94), miscellaneous activities (5.84), post-training activities (5.56), and pre-training activities (5.38).

Nagananda *et al.* (2005) in a study conducted during 2004-05 in Karnataka state found that more number of the ADAs and AOs were noticed in medium level of job experience, perceived work load, job satisfaction, job involvement, job stress, organization stress and job performance.

Patel (2008) conducted study in Bhopal Division of Madhya Pradesh, revealed that the majority of RHEOs was found in high category of job performance.

Dudwe (2009) concluded that 53.51 per cent of RAEOs performed low job performance, followed by 31.58 per cent middle category and 14.91 per cent belonged to high category.

3. Relationship, if any, between the attributes of RAEOs with their job performance :

Dhilon and Sandhu (1977) found that independent variables having significant relationship with job effectiveness were rural background, attitude towards organization and job satisfaction. Only two factors mainly rural background and job satisfaction were found statistically significant.

Kherde and Sahay (1979) reported that age, father's occupation and family at head quarters, VLWs attitude towards bureaucracy, attitude towards villager's perception of role, knowledge of multiple cropping were positively related with the role performance. The study also revealed that education of VLWs and perception about the need for more time were negatively related with the role performance.

Sharma (1988) reported that a large number of the Rural Agriculture Extension Officers who had high and medium performance level of their role were of young age group i.e. between 25 to 35 years of age. Similarly, educational qualification was related to role performance and was found to increase with the increase in educational qualifications. The factors like services experience and job satisfaction had also significant relationship

with performance. Those with higher job satisfaction and more years of service had higher rote performance.

Thombre (1990) found that the age of RAEOs did not show much effect on the job performance and specific job trainings had positive and significant association with the job performance of RAEOs. He also reported that the job satisfaction did not directly affect performance but indirectly it has contributed. It would work as motivational reinforcement for further improvement in performance.

Vosoya and Halyal (1990) concluded that there was positive and significant association between job performance of VLWs and the characteristics like education, training acquired and rural/urban background. There was positive but not significant association between job performance of VLWs and the characteristics like marital status, family obligation, distance from headquarter, age, length of service and residential facilities.

Bhadourla (1994) reported that education, facilities available and training received by the ADDs was found to be positively correlated and significant with job performance.

Patel *et al.* (1994) reported that Rural Agricultural Extension Officers, who belonged to middle age and had nuclear family was significantly associated with role performance. Expectation of salary was shown high association with role performance. Other factors like work experience, size of family, nature of family, education level, extension participation and physical facilities are found negative relationship between role performance of Rural Agriculture Extension Officers.

Rahad *et al.* (1995) reported that it can also be concluded that the association between marriage obligations of the respondents with his job performance was found to be significant while association between back ground, residence with family and mode of recruitment, with his job performance was found to be not significant.

Agrawal *et al.* (1998) reported that the organizational factor viz. total services length, facilities available, job involvement and job satisfaction were significantly and positively correlated with job performance of extension personnel.

Singh (1999) reported that maximum RAEOs belonged to the category of medium level of job performance. Age and job satisfaction of RAEOs was non significantly associated with their job performance. There was significant association of RAEOs with their education, size of family, service experience, in-service training, attitude towards training facilities available and aspiration level with their job performance.

Swarnkar and Agrawal (1999) reported that the variable perceived effectiveness of fortnightly training was positively and significantly correlated with the job performance of RAEOs. As regards SADOs varIables like education, place of residence and attitude were found significantly correlated with job performance. Variable like length of service in T&V system and number of in service training were found positively and significant associated with job performance.

Singh *et. al.* (2001) found that rural background farming as their parental occupation and source of information were found to have significant and positive correlation but education and constraints perceived were found to have negative and significant relationship with job satisfaction of ADOs. Rural background, farming as their parental occupation and source of information were found to have significant and positive correlation but education and constraints perceived were found to have negative and significant relationship with job performance of the ADOs.

Ravindra and Reddi (2002) found that the job productivity of 110 rural development officers in Andhra Pradesh, India, was examined in relation to 11 independent variables. Five variables were found have significant relationship to job productivity, namely - work load, job

involvement, organizational climate, emphatic ability and time management.

Kashem *et al.* (2003) reported the distance from home and travel time to significant negative relationship with job performance, while extension knowledge, contact with local organization and place of posting ,technical knowledge, cosmopoliteness had significant positive correlations with job performance.

Chauhan *et al*. (2005) concluded that the in service training and mass media exposure of the respondents was found to have positive influence on the over all performance of VLWs.

Mishra *et al.* (2007) in a study carried out during 2004-05 on extension officers of KSDA to ascertain their job performance and job satisfaction revealed that the variables namely - age, experience, job stress, organizational commitment and job satisfaction were significantly correlated with job performance. Among men extension officers age, experience and annual income were significant but had negative relationship with job performance. Whereas, among women extension officers age, experience and information seeking behaviour were found significant. Results from multiple regression analysis followed by step-wise multiple regression showed that job involvement, job stress, organizational climate, information seeking behaviour and achievement motivation were the five major factors affecting the job satisfaction of extension officers.

4. Problems faced by the RAEOs in performing their job and suggest ways to overcome them :

4 A. Problems of RAEOs :

Bhardwaj *et al.* (1989) found that majority of RAEOs reported the pending claims, non-cooperation with other departments, lack of technological resources, non availability of inputs to the farmers and lack of contact with research scientists were main problem faced by RAEOs.

Hegde and Channegowda (1989) found that the reasons for large percentage of Agriculture Assistants not having high job performance may be ascribed to lack of promotion opportunities and incentives in their job.

Another reason may be non-educational work entrusted to the Agricultural Assistants.

Asiabake and Bamisile (1991) found that the Extension Agents had problems in areas of transportation, lack of incentives and distribution of inputs to the farmers, others problems were lack of office space, problem of T.A., no chance of promotion and inadequate staffing.

Singh and Ray (1991) reported that lack of specialists in all the subjects was the most important constraints perceived by trainees. The other constraints perceived by them in order of importance were lack of audio visual aids, lack of field visits and lack of skill teaching and inadequate provision of TA.

Thippeswamaiah (1991) in his study on Subject Matter Specialists working under National Agriculture Extension Project reported that the important problems faced by them were non availability of vehicles for movement, inadequate working facilities and lack of direct control over field functionaries.

Manohari and Perumal (1996) reported that the Women Farm Graduates in Tamil Nadu faced the problems of inadequate conveyance facilities, lack of guidance from supervisors, target oriented work, need to work during odd hours and no faith shown on them by the farmers.

Jaiswal *et al.* (1997) reported that the major problems faced by Rural Agricultural Extension Officers working under Training and Visit system in Madhya Pradesh were absence of contact farmers on the day of visit, tribal farmers are habitual in drinking country wine, lack of training inputs and audio visual aids, non settlement of present claims in time, lack of interdepartmental coordination and interference of local leaders.

Kurbeti *et al.* (1997) reported that the problems of less use of visual aids during fortnightly trainings, message are not received in time, lack of farmers participation in various extension programmes, non-availability of inputs in time for minikit trials, restrictions in use of printed material due to literacy, farmers are traditions minded, solution for some problems are not

received in time, with regard to barriers in communication of messages, it was found that lack of farmers participation in various extension programmes (47.33%), language barriers (44.66%), non-availability of literature on location specific technology (64%) and lack of skill in preparation and use of audio video aids (50.66%) were somewhat severe barriers etc. were some of the major problems faced by the VLWs in role performance under T & V system.

Ashalatha *et al.* (1999) found that the major constrains faced by Agricultural Assistants working in Krish Bhavans in Kerala were frequent transfers, too much workload, lack of promotional opportunities lack of conveyance facilities, poor supply and services, low salary, area of operation to large, supply of spurious inputs like damaged seeds, adulterated fertilizers and pesticides etc.

Ravindra and Reddy (1999) reported from Data collected from 110 Rural Development Officers (RDOs) working in Andhra Pradesh Bank, India. The most important problems listed by RDOs were - heavy workload, difficulty of loan collection, lack of proper transport and residential facilities, non-professional work, inadequate clerical staff and opportunities to update knowledge. Suggestions made were - avoidance of political interference, provision of more transport facilities, reducing non-professional work, provision of adequate clerical staff and provision of training for updating knowledge.

Mohan (2000) reported that the important problems expressed by AAOs were non-availability of transport (28.12%), lack of co-operation and interest from farmers (28.12%), political interference (21.87%), interest of farmers in physical inputs rather than technology (21.87%), lack of interest in adoption of technology by the farmer (15.62%), lack of freedom for decision making (12.50%). Whereas, 6.25 per cent of the AAOs expressed the problems as lack of support from seniors, urgency to get the work done and non-availability of inputs on time.

Prasad *et al.* (2000) in their study assessed the agriculture training needs of the village extension officer (n=60) in 6 subdivisions of Kurnool

district of Andhra Pradesh. The results indicated that village extension officers require training to improve their knowledge about pests and diseases plant protection measures, improved varieties of important crops etc. They also need to improve their skill in the identification of pest and diseases of major crops performing of pests and disease control measures in their local area.

Nagananda *et al.* (2006) in a study conducted during 2004-05 in Karnataka state reported that the important problems expressed were lack of promotional opportunities and political interference in implementing programmes or schemes.

4 B. Suggestions of RAEOs :

Bhatia and Sandhu (1975) reported that stay at headquarter, supply of inputs, existence of any other farm advisory, magazine reading, rewards availed were positively related with job effectiveness.

Ramkumar and Rai (1979) suggested that a suitable training programme may be arranged for panchayat members, village level workers and other village leaders for performing their duties more effectively. Block officers should render guidance to panchayat member for performing their role more effectively particularly in respect of agriculture development. More over panchayat members need special training in such social, psychological aspect as co-operative outlook, social participation, democratization and attitude change.

Reddy and Ramaiah (1993) reported that the incentives of status, power, good physical condition, opportunities of participation and good social conditions are very important. Incentives must be equal to or greater than the effort involved. Hence the VLWs should be given due share and recognition on the priority basis to improve their level of productivity to a considerable extent.

Nagananda *et al.* (2006) in a study conducted during 2004-05 in Karnataka state suggested that providing opportunity for the subordinates to plan programme at grass-root level, promotion based on experience,

providing good audiovisual aids, good transport facilities and cash reward should be done to encourage workmanship.

Dudwe (2009) reported that the RAEOs suggested that required material, inputs and facilities should be provided for effective extension work communication to increase of new technology and claims, promotion should be made timely and judicially.

Khalid Masud *et al.* (2011) in a study conducted in the Department of Agricultural Extension, University of Agriculture, Faisalabad during 2006-07 to formulate development strategy for Agricultural Officers (AOs) who are serving as front line agents in the agricultural extension organization. A total of 108 AOs and 42 Deputy District Officers Agriculture (DDOAs) were taken as respondents. The results revealed that majority of the AOs (65%) and DDOAs (73.80%) was in favour of arranging the induction training. The AOs reported the availability of extension magazines (78.70%), extension bulletins (68.52%), departmental progress reports and newspapers articles (50.93%) for their self learning through print material. They were found satisfied with these tools except for news papers articles. Availability of audio documentaries (37.96%) and video documentaries (19.44%) was reported to be limited for self-learning through electronic material and respondents were less satisfied with both. Internet facility was available to only 6.48 percent of the AOs. The AOs reported the availability of short-term training opportunities through training institutes/organizations (81.480%) and on-job training (78.70%). They showed satisfaction with both types of trainings. The overall view of the DDOAs (serving as supervisors) was similar to that of AOs (supervisees) about the professional development opportunities for the AOs.

* * *

MATERIAL AND METHODS

This chapter deals with the method and procedures used for collection and analysis of data for the study. This chapter has been presented under the following sub-heads :

1. Locale of study.
2. Sampling technique used.
3. Variables and their measurement.
4. Method of data collection.
5. Statistical method used .
6. Derivation of hypotheses.

(1) **Locale of study** :

The Jabalpur district is situated in the central southern part of the state of Madhya Pradesh. The district lies between 23.17 North latitude and 79.95' East longitude. The district is situated in the Mahakaushal region of the state. This district has been divided into seven blocks i.e. Jabalpur, Panagar, Kundam, Sihora, Patan, Shahpura and Majholi. The total geographical area of the district is 10,160 sq. km. The district covers an area of 267.3 thousand hectares and 333.8 thousand hectares in KharIf and Rabi season, respectively.

The study was conducted in Jabalpur district of Madhya Pradesh. The district was purposively selected because in this area no such type of study was conducted and the researcher is well acquainted with the geographic climatic and social situation of the area.

(2) Sampling technique used:

The data of the study were collected through two stage sampling method. These were:

(A) Selection of blocks :

The district comprises of seven blocks, out of which four blocks, namely Jabalpur, Panagar, Shahpura and Majholi were selected randomly for the study.

(B) Selection of Respondents :

In the study, all the RAEOs of the selected blocks were considered as respondents. Thus, 68 respondents have been selected, out of total 99 RAEOs working in Department of Kishan Kalyan And Krishi Vikash in Jabalpur district of Madhya Pradesh. The list of all RAEOs was obtained from the Deputy Director of Agriculture Office, Jabalpur (M.P).

Table 3.1 : Showing the number of RAEOs in different blocks :

Particulars	Area (ha)	No. of RAEOs	Selected RAEOs
Jabalpur	117690	24	24
Panagar	45790	21	21
Kundam	104242	09	00
Patan	60734	13	00
Shahpura	81551	12	12
Sihora	49265	09	00
Manjholi	60485	11	11
Jabalpur District	519757	99	68

(3) Variables and their measurement:-

The independent and dependent variables, their operationalization and measurement were as follows:-

Variables and their measurement

S. No	Variables	Measurement
(A)	**Independent Variables**	
1.	Age	Actual chronological age
2.	Education	Education attained
3.	Family Background	Self scoring
4.	Service Experience	In Years
5.	Training Exposures	In Numbers
6.	Contact with devp. Agencies	Self- Scoring
7.	Facilities available	Self- Scoring
8.	Mass Media Exposure	Index
9.	Job Satisfaction	Scale
10.	Information Seeking Behaviour	Self scoring
(B)	**Dependent variable**	
1.	Job Performance	Index developed

(A) Independent variables :

(1.) Age :

It refers to the actual chronological age of the respondents in completed years and it was categorized into three categories :-

S.No.	Categories
1.	Young (27 – 35 years)
2.	Middle (36 – 55 years)
3.	Old (Above 55 years)

(2) Educational level :

Education level refers to the educational qualification received by the respondents and variable was categorized in to three categories **:-**

S.No.	Categories
1.	Higher secondary
2.	Graduate
3.	Post Graduate

(3) Family Background :

It indicates the parental occupation and family background of the respondents from which the family obtained a major portion of their income for livelihood. Based on this, four categories were made :

S.No.	Categories
1.	Farming
2.	Business
3.	Service
4.	Skill oriented occupation

(4) Service experience :

This refers to completion of number of years of service by a respondent in the Department of Kisan Kalayan And Krishi Vikas. It was categorized into three categories :-

S.No.	Categories
1.	Less service experience (1-10 years)
2.	Moderate service experience (11-20 years)
3.	More service experience (21 or more years)

(5) Training Exposure :

Training exposure refers to number of training in agriculture aspect received by respondents in a year. This variable was categorized in to three categories:-

S.No.	Categories
1.	Low training exposure (1 to 2 trainings)
2.	Medium training exposure (3 to 4 trainings)
3.	High training exposure (5 to 6 trainings)

(6) Contact with development agencies :

Contact with development agencies refers to degree of involvement of respondents in different development departments and the respondents were categorized into three groups :

S.No.	Categories
1.	Low Contact (1 to 5 scores)
2.	Medium Contact (6 to10 scores)
3.	High Contact (11 to 15 scores)

(7) Facilities available :

This refers to the working facilities made available to an individual by the Department of Kishan Kalayan And Krishi Vikash on virtue of his job. In this

study facility available were ascertained by putting direct questions to the respondents and measured on three point continuum. On the basis of scores obtained, three categories were made:-

S.No.	Categories
1.	Low (1 to 5 scores)
2.	Medium (6 to 10 scores)
3.	High (11 to 15 scores)

(8) Mass media exposure :

It was operationalised as the degree to which a respondent was exposed to the information technology from various mass media and was measured with the help of structural scheduled. The responses were recorded on 3 point continuum as often, sometime and never and were given 2 ,1 and 0 score, respectively. The total scores revealed the degree of exposure of a respondent. On the basis of range of scores, the respondents were categorized into three groups :-

S.No.	Categories
1.	Low (1 to 4 scores)
2.	Medium (5 to 8 scores)
3.	High (9 to 12 scores)

(9) Job satisfaction :

The term job-satisfaction refers to an individual's general attitude towards his job. A person with a high level of job-satisfaction holds positive attitude towards the job, while a person who has dis-satisfaction with his job holds

negative attitude about the job. In this study, job-satisfaction was measured by using structural scheduled. The responses were recorded on 3 point continuum as more satisfaction, less satisfaction and no satisfaction and were given 2 , 1 and 0 scores, respectively. The total score revealed the level of satisfaction and dis-satisfaction of a respondent. On the basis of range of scores, the respondents were categorized into three groups :-

S.No.	Categories
1.	Low Job satisfaction (1 to 12 scores)
2.	Medium Job satisfaction (13 to 24 scores)
3.	High Job satisfaction (25 to 36 scores)

(10) Information Seeking Behaviour :-

It was operationaled as the degree to which respondents utilizes different sources and channels of communication to receive agriculture information and was measured on 4 point continuum as most often, often, sometime and never and were given 3, 2, 1 and 0 scores, respectively. On the basis of range of scores, the respondents were categorized into four groups :-

S.No.	Categories
1.	Low (1 to 4 scores)
2.	Medium (5 to 8 scores)
3.	High (9 to 12 scores)

(B) Dependent variable :

Job Performance :

The job performance was operationalised as the degree to which the RAEOs'accomplish the task assigned to him/her. The task was divided into sub

tasks and measured on 4 point continuum as never, sometimes, often and most often and were given 0,1,2 and 3 scores respectively. On the basis of range of scores, the respondents were grouped into 4 categories :-

S.No.	Categories
1.	Low performance (1 to 26 score)
2.	Medium performance (27 to 52 score)
3.	High performance (53 to 78 score)

(4) Method of data collection:-

The structured schedule was used as an instrument of data collection, which was prepared on the basis of objectives and various variables considered in the present study. Before collecting the data the schedule was pre-tested and necessary correction were made on the basis of responses which were recorded in free and frank manner. The purpose of investigation was made clear to the respondents.

The data were collected personally by contacting all the respondents and with a few respondents tele-conferencing was also used to register the exact responses of the respondents. The Rural Agriculture Extension Officers were contacted at the Block Office and also at their head quarter according to their availability. They were assured that information obtained will be utilized for the study purpose only.

(5) Statistical methods used :

The collected data were scored, classified analyzed and presented in the form of frequency count and percentage in the tables. In order to ascertain the association between two variables, chi-square test was applied. χ^2 test of independence of two characters and its goodness of fit.

Here each of the two characters A and B has several classes. The data can be classified in m x n contingency table a_1, a_2 ..... a_m are 'm' classes of attribute A and b_1, b_2……. b_n are 'n' classes of attribute B. Let O_{ij} be observed

frequency of (ij) th cell, where i=1.2….. m and j=1.2 ..... N. Let A_1, A_2…… A_m be totals of m classes of *A* and B_1, B_2 ……..B_n be totals of n classes of B. Then $\Sigma\ \Sigma\ O_{IJ} = \Sigma\ A_i = \Sigma\ B_j = N$ = Total number of observations. Now for each of the mn cells, we find expected frequency using -

$$E_{ij} = \frac{A_i \text{ X } B_j}{N} = \frac{\text{Row total x Column total}}{\text{Grand total}}$$

Now null and alternate hypothesis are formulated as under;-

H_0 = characters A and B are independent

H_1 = characters A and B are not independent

and level of significance '∞' is chosen, say 0.05 and 0.01.

If H_0 is true, then -

$$\chi^2 \text{ cal} = \sum_{i=1}^{m} \sum_{j=1}^{n} \frac{(o_{ij}-e_{ij})^2}{e_{ij}}$$

$$\chi^2 \text{ cal} = \sum_{i=1}^{m} \sum_{j=1}^{n} \frac{(o_{ij})^2}{e_{ij}} - N$$

With (m-I) (n-1) degrees of freedom.

When any of the cell frequency is small (<5), then applied Yates correction of continuity and used -

$$\chi^2 \text{ cal} = \sum_{i=1}^{m} \sum_{j=1}^{n} \left\{ \frac{| o_{ij}-e_{ij} |^{-1/2}}{e_{ij}} \right\}^2$$

With (m-1) (n-1) degrees of freedom.

Coefficient of Contingency :

It measures the degree of association or dependence between the two characters in a contingency table and is given by -

$$\sqrt{\chi^2}$$

$$C = \sqrt{\frac{\chi^2}{\chi^2 + N}}$$

Obviously $0 < C < 1$ and larger is the value of C higher is the degree of dependence between two characters. This property may be used in grading of several characters in respect of their degree of relationship with a common main character under study.

(6) Derivation of hypotheses:

Relevant hypotheses were formulated on the basis of objectives of the study and were tested in the null form. These were:

General hypothesis :

(1) There will be positive relationship between attributes and job performance of RAEOs.

Null hypotheses:-

1. There is no relationship between the age and job performance of RAEOs.
2. There is no relationship between educational level and job performance of RAEOs.
3. There is no relationship between the family background and job performance of RAEOs.
4. There is no relationship between the service experience and job performance of RAEOs.
5. There is no relationship between the training exposures and job performance of RAEOs.
6. There is no relationship between the contact with development agencies and job performance of RAEOs.

7. There is no relationship between the facilities available and job performance of RAEOs.
8. There is no relationship between the mass media exposure and job performance of RAEOs.
9. There is no relationship between the job satisfaction and job performance of RAEOs.
10. There is no relationship between the information seeking behaviour and job performance of RAEOs.

* * *

RESULTS

This chapter describes the results of the research considering greater attention on how the Rural Agriculture Extension Officers performed their duties and responsibilities as a grass root level extension workers. Thus, the RAEOs have to play an important role in attaining the prime objective of the Department of Kisan Kalyan And Krishi Vikas. In an effective effort to plan the strategies and course of action increasing agriculture production, it is necessary to have an understanding of the contribution of different factors influencing the job performance of RAEOs who are directly related to the farmers. The primary data collected from respondents for the study have been tabulated, organized and analyzed by the appropriate statistical methods as per the objectives. Keeping in view the objectives of the study, the results are presented under the following sections:

4.1 Attributes of RAEOs.

4.2 Job performance of RAEOs.

4.3 Relationship, if any, between characteristics of RAEOs with their job-performance.

4.4 Problems faced by the RAEOs in performing their job and suggested way to overcome them.

4.1. Attributes of RAEOs :

The major selected variables of the RAEOs were considered in this study which have already been described in the chapter of materials and methods. Basic statistical values of these different selected characteristics were analyzed and briefly described for clarity of understanding. The frequency distribution of the RAEOs based on their attributes are presented in table 4.1 to 4.10.

4.1.1. Age:

Table: 4.1.1 : Distribution of the respondents according to their age

S. No	Categories	Frequency	Percentage
1.	Young (27 to 35 years)	15	22.05
2.	Middle (36 to 55 years)	45	66.18
3.	Old (Above 55 years)	08	11.77
	Total	68	100.00

The data presented in table 4.1.1 reveals that majority of the respondents 66.18 per cent were of medium age group followed by young age group 22.05 per cent and old age group 11.77 per cent.

Thus, it can be concluded that among the total respondents the majority of the respondents were of middle age group.

4.1.2. Education level :

Table: 4.1.2: Distribution of the respondents according to their education

S. No	Categories	Frequency	Percentage
1.	Higher secondary	11	16.18
2.	Graduate	40	58.82
3.	Post Graduate	17	25.00
	Total	68	100.00

The data in table 4.1.2 shows that maximum 58.82 per cent of respondents were graduate, followed by 25 per cent post graduate and 16.18 per cent passed higher secondary.

Thus, it can be concluded that majority of the respondents were graduates.

4.1.3. Family background:

Table: 4.1.3: Distribution of the respondents according to their family background

S. No	Categories	Frequency	Percentage
1.	Farming	25	36.76
2.	Business	11	16.18
3.	Service	25	36.76
4.	Skill oriented occupation	07	10.30
	Total	68	100.00

The data in table 4.1.3 indicate that the higher percentage of respondents 36.76 per cent belonged to farming and service background, followed by 16.18 per cent had business background and 10.30 per cent had skill oriented occupation.

Thus, it can be concluded that the higher percentage of respondents were of farming and service background.

4.1.4. Service Experience:

Table: 4.1.4 : Distribution of the respondents according to their service experience

S. No.	Categories	Frequency	Percentage
1.	Less service experience (1-10 years)	13	19.12
2.	Moderate service experience (11-20 years)	15	22.06
3.	More service experience (more than 20 years)	40	58.82
	Total	68	100.00

The data in table 4.1.4 showed that the majority (58.82%) of the respondents had more service experience, followed by moderate (22.06%) and less service experience (19.12%).

Thus, it can be concluded that the majority of the respondents were found in the category of more service experience (more than 20 years).

4.1.5. Training Exposures:

Table: 4.1.5: Distribution training of the respondents according to their training exposures

S. No.	Categories	Frequency	Percentage
1.	Low training exposure (1 to 2 trainings)	23	33.82
2.	Medium training exposure (3 to 4 trainings)	21	30.88
3.	High training exposure (5 to 6 trainings)	24	35.30
	Total	68	100.00

The data in table 4.1.5 shows the distribution of respondents according to their number of training received. Out of the total respondents, the higher percentage (35.30%) of the respondents were in high training exposure, followed by 33.82 per cent in low exposure to training and 30.88 per cent medium training exposure.

Thus, it can be concluded that the higher percentage of the respondents had high exposure to training .

4.1.6. Contact with development agencies:

Table: 4.1.6: Distribution of the respondents according to their contact with development agencies

S. No.	Categories	Frequency	Percentage
1.	Low Contact (1 to 5 scores)	02	02.94
2.	Medium Contact (6 to10 scores)	34	50
3.	High Contact (11 to 15 scores)	32	47.06
	Total	68	100.00

The data in table 4.1.6 shows that half of the total respondents (50.00%) had medium contact, followed by 47.06 per cent had high contacts and 2.94 percent had low contact with development agencies.

Thus, it can be concluded that majority of the respondents were found in medium contacts with development agencies.

4.1.7. Facilities available :

Table: 4.1.7: Distribution of the respondents according to their facilities available.

S. No.	Categories	Frequency	Percentage
1.	Low (1 to 5 scores)	21	30.88
2.	Medium (6 to 10 scores)	36	52.94
3.	High (11 to 15 scores)	11	16.18
	Total	68	100.00

The data in table 4.1.7 revealed that more than half of the total respondents (52.94%) had medium level of facilities, followed by 30.88 per cent had low level of facilities and 16.18 per cent respondents availed high level of facilities.

Thus, it can be concluded that the maximum number of respondents availed medium level of facilities.

4.1.8. Mass media exposure:

Table: 4.1.8: Distribution of the respondents according to their mass media exposure

S. No.	Categories	Frequency	Percentage
1.	Low (1 to 4 scores)	05	07.40
2.	Medium (5 to 8 scores)	31	45.60
3.	High (9 to 12 scores)	32	47.00
	Total	68	100.00

The data in the table 4.1.8 shows that out of the total respondents, 47.00 percent respondents were in high mass media exposure category, while 45.60 per cent were in medium mass media exposure category and only 7.40 per cent respondents were in low mass media exposure.

Thus, it can be concluded that the highest number of respondents were in high category of mass media exposure.

4.1.9. Job satisfaction :

Table: 4.1.9: Distribution of the respondents according to their job satisfaction

S. No.	Categories	Frequency	Percentage
1.	Low Job satisfaction (1 to 12 scores)	29	42.65
2.	Medium Job satisfaction (13 to 24 scores)	34	50.00
3.	High Job satisfaction (25 to 36 scores)	05	07.35
	Total	68	100.00

The data in table 4.1.9 shows that half of the total i.e 50.00 per cent respondents were moderately satisfied with their job, while 42.65 per cent were found to be less satisfied with their job and 7.35 per cent were more satisfied with their job.

Thus, it can be concluded that maximum number of the respondents were moderately satisfied with their job.

4.1.10. Information Seeking Behaviour :

Table: 4.1.10: Distribution of the respondents according to their information seeking behaviour.

S. No.	Categories	Frequency	Percentage
1.	Low (1 to 4 scores)	02	02.94
2.	Medium (5 to 8 scores)	25	36.76
3.	High (9 to 12 scores)	41	60.30
	Total	68	100.00

The data in table 4.1.10 shows that the majority 60.30 per cent of the respondents had high utilization of different sources and channels of

communication to receive agricultural information followed by 36.76 per cent had medium and only 2.94 per cent had low utilization.

Thus, it can be concluded that the majority of the respondents were found in high utilization of information sources and channels.

4.2. Job performance :

In the present study, the job performance of RAEOs was taken as dependent variable and was measured on the basis of performance of their job description.

Table 4.2.1 : Distribution of the respondents according to their job performance.

S. No	Categories	Frequency	Percentage
1.	Low performance (1 to 26 score)	08	11.80
2.	Medium performance (27 to 52 score)	21	30.80
3.	High performance (53 to 78 score)	39	57.40
	Total	68	100.00

The table 4.2 shows the distribution of respondents according to their job performance. It is evident from the data that 57.40 per cent had high job performance, 30.80 per cent had medium job performance and.11.80 per cent had low job performance.

Thus, it can be concluded that majority of the respondents belonged to high job performance category.

The various dimensions covering all the aspects of RAEOs job was determined and was measured on the basis of performance of their job description.

Table 4.2.2:Showing different job performance ;

S. No	Job Items	Job performance				Total
		Never	Sometimes	Often	Most often	
1	Contact with farmers	0 (0.00)	10 (14.70)	18 (26.47)	40 (58.82)	68 (100)
2	Knowing the problems of farmers through discussion	0 (0.00)	08 (11.76)	23 (33.82)	37 (54.41)	68 (100)
3	Contact with scientist to seek help for solution of collected problems.	0 (0.00)	11 (16.17)	18 (26.47)	39 (57.35)	68 (100)
4	Securing help from subject matter specialist or scientists	0 (0.00)	12 (17.64)	14 (20.58)	42 (61.76)	68 (100)
5	Time taken for solution of problems	0 (0.00)	09 (13.23)	18 (26.47)	41 (60.29)	68 (100)
6	Conducting demonstration	0 (0.00)	11 (16.17)	19 (27.94)	38 (55.88)	68 (100)
7	Number of demonstration plots inspected.	0 (0.00)	11 (16.17)	14 (20.58)	43 (63.23)	68 (100)
8	Completion of office work .	0 (0.00)	08 (11.76)	23 (33.82)	37(54.41)	68 (100)
9	Attending or Participation in training.	0 (0.00)	12 (17.64)	16 (23.52)	40 (58.82)	68 (100)
10	After training, knowledge incremented	0 (0.00)	10 (14.70)	19 (27.94)	39 (57.35)	68 (100)
11	Low input agriculture technology transfer and dissemination.	0 (0.00)	10 (14.70)	21 (30.88)	37 (54.41)	68 (100)
12	Utilization of information by farmers derived from training.	0 (0.00)	11 (16.17)	16 (23.52)	41 (60.29)	68 (100)
13	Extent of adoption of transferred technology.	0 (0.00)	09 (13.23)	24 (35.29)	35 (51.47)	68 (100)
14	Organizing farmers' forum.	0 (0.00)	15 (22.05)	08 (11.76)	45 (66.17)	68 (100)
15	Arranging regular meeting with farmers and preparation of programme.	0 (0.00)	08 (11.76)	21 (30.88)	39 (57.35)	68 (100)
16	Discussion regarding cropping pattern	0 (0.00)	10 (14.70)	22 (32.35)	36 (52.94)	68 (100)
17	Conducting field visit with number of farmers.	0 (0.00)	08 (11.76)	17 (25)	43 (63.23)	68 (100)

18	Block office visit in one month.	0 (0.00)	13 (19.11)	19 (27.94)	36 (52.94)	68 (100)
19	Taking soil samples.	0 (0.00)	12 (17.64)	12 (17.64)	44 (64.71)	68 (100)
20	Encouraging women to make self help group	0 (0.00)	11 (16.17)	16 (23.52)	41 (60.29)	68 (100)
21	Help in survey for implementation of programme & conducting survey for rural projects	0 (0.00)	10 (14.70)	21 (30.88)	37 (54.41)	68 (100)
22	Providing knowledge to farmers and awaring farmers regarding new programmes and projects under three tier system of Panchayati Raj.	0 (0.00)	09 (13.23)	23 (33.82)	36 (52.94)	68 (100)
23	Use of communication media and channels for transfer of agriculture technology.	0 (0.00)	08 (11.76)	22 (32.35)	38 (55.88)	68 (100)
24	Publicizing about field visit day & important agriculture related operations	0 (0.00)	08 (11.76)	23 (33.82)	37 (54.41)	68 (100)
25	Helping farmers in specific conditions & giving support at extreme conditions such as insect pest attack.	0 (0.00)	11 (16.17)	17 (25)	40 (58.82)	68 (100)
26	Daily dairy progress report maintenance.	0 (0.00)	10 (14.70)	25 (36.76)	35 (51.47)	68 (100)

(Figures in parentheses indicate percentage)

The performance with respect to the prescribed job of RAEOs need special attention in order to evaluate the success of job. The data in table 4.2.2 shows that the majority of the respondents were performing their job most often, this is relevant to table 4.2.1 showing maximum respondents belonged to high job performance category. The important job performance of the respondents were, organizing farmers' forum (66.17%) , taking soil samples (64.71%), inspection of demonstration plots (63.23%), conducting field visit with number of farmers (63.23%), securing help from Subject Matter Specialists and Scientists (61.76%), solution of problems (60.29%), utilization of information by farmers derived from training (60.29%), encouraging women to make self help group (60.29%), contact with

farmers (58.82%), attending or participation in training (58.82%) and helping farmers in specific conditions and giving support at extreme conditions such as insect pest attack (58.82%).

4.3. Relationship between attributes of RAEOs with their job performance :

Table:4.3.1: Association between age and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Young (27 to 35 years)	2 (13.33)	3 (20.00)	10 (66.67)	15 (100.0)
2.	Middle (36 to 55 years)	5 (11.11)	16 (35.56)	24 (53.33)	45 (100.00)
3.	Old (Above 55 years)	1 (12.50)	2 (25.00)	5 (62.50)	8 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five;therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Young	05	10	15
2.	Middle + Old	24	29	53
	Total	29	39	68

X^2 = 0.683, Non-significant at 0.05 level of Probability, DF = 1. C = 0.09969

The data illustrated in table 4.3.1 shows the association between age of respondents and their job performance. It was recorded that in the category of young age group, 13.33 per cent respondents belonged to low job performance category, while 20 per cent respondents and 66.67 per

cent respondents were in the categories of medium and high job performance, respectively. Similarly, in middle age category, 11.11 per cent respondents belonged to low job performance, while 35.56 per cent respondents belonged to medium job performance and 53.33 per cent belonged to high job performance. In case of old age group category, 12.50 per cent belonged to low job performance, while 25 per cent respondents and 62.5 per cent respondents belonged to medium and high categories of job performance, respectively.

Thus, it can be concluded that maximum respondents belonged to middle age group with high job performance.

The chi-square value 0.683 was found non-significant at 0.05 level of probability. The value of C was 0.09969. Hence, it can be concluded that there was no significant association between age of respondents and their job performance.

Table: 4.3.2.: Association between level of education and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Higher secondary	1 (9.09)	4 (36.36)	6 (54.54)	11 (100.00)
2.	Graduates	3 (7.50)	10 (25.00)	27 (67.50)	40 (100.00)
3.	Post Graduates	4 (23.52)	7 (41.17)	6 (35.29)	17 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Higher secondary + Graduate	18	33	51
2.	Post Graduate	11	6	17
	Total	29	39	68

X^2 = 4.509 Significant at 0.05 level of Probability. DF = 1, C = 0.24938

The data illustrated in table 4.3.2 shows the association between level of education of respondents and their job performance. It was recorded that in the category of higher secondary, 9.09 per cent respondents belonged to low job performance category, while 36.36 per cent and 54.54 per cent respondents were in the category of medium and high job performance, respectively. Similarly, in graduate category 7.50 per cent respondents belonged to low job performance, followed by 25 per cent belonged to medium job performance and 67.50 per cent belonged to high job performance. In case of post graduate category 23.52 per cent belonged to low job performance while 41.17 per cent respondents and 35.29 per cent respondents belonged to medium and high categories of job performance, respectively.

Thus, it can be concluded that maximum respondents belonged to graduate category associated with high job performance.

The chi-square value 4.509 was found significant at 0.05 level of probability. The value of C was 0.24938. Hence, it can be concluded that there was significant association between level of education of respondents and their job performance.

Table: 4.3.3: Association between family background and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Farming	4 (16.00)	12 (48.00)	9 (36.00)	25 (100.00)
2.	Business	1 (9.09)	2 (18.18)	8 (72.72)	11 (100.00)
3.	Service	1 (4.00)	6 (24.00)	18 (72.00)	25 (100.00)
4.	Skill oriented occupation	2 (28.57)	1 (14.28)	4 (57.14)	7 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Farming + Business	19	17	36
2.	Service + Skill oriented occupation	10	22	32
	Total	29	39	68

X^2 = 3.210 Significant at 0.05 level of Probability, DF = 1, **C = 0.21231**

The data illustrated in table 4.3.3 shows the association between family background of RAEOs and their job performance. It was recorded that in the category of farming 16 per cent belonged to low job performance, 48 per cent belonged to medium job performance and 36 per cent belonged to high job performance. In case of business category, there was 9.09 per cent respondents who belonged to low job performance, 18.18 per cent belonged to medium job performance and 72.72 per cent belonged to high job performance category. Similarly, in case of service

category, there was 1 per cent respondents who belonged to low job performance, 24 per cent belonged to medium job performance and 72 per cent high job performance. In case of other occupation category, 28.57 per cent respondents belonged to low job performance, while 14.28 per cent respondents and 57.14 per cent respondents belonged to medium and high job performance categories, respectively.

Thus, it can be concluded that maximum respondents belonged to service category with high job performance.

The chi-square value 3.210 was found significant at 0.05 level of value of C was 0.21231. Hence, it can be concluded that there was significant association between family background of respondents and their job performance.

Table: 4.3.4 : Association between service experience and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Less service experience (1-10 years)	0 (0.00)	1 (7.69)	12 (92.31)	13 (100.00)
2.	Moderate service experience (11-20 years)	3 (20.00)	4 (26.66)	8 (53.33)	15 (100.00)
3.	More service experience (21 or more)	5 (12.5)	16 (40)	19 (47.5)	40 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Less service experience + Moderate service experience	8	20	28
2.	More service experience	21	19	40
	Total	29	39	68

X^2 — 3.856 Significant at 0.05 level of Probability. DF = 1, **C = 0.23164**

The data illustrated in table 4.3.4 shows the association between service experience of RAEOs and their job performance. It was recorded that in the low service experience 7.69 per cent respondents and 92.31 per cent were in the categories of medium and high job performance. Similarly, in moderate service experience category, 20 per cent belonged to low job performance, followed by 26.66 per cent medium job performance and 53.33 per cent belonged to high job performance. In case of more service experience category in the low service experience, there were12.50 per cent respondents and 40 per cent belonged to medium job performance, while 47.50 per cent respondents belonged to high job performance category.

Thus, it can be concluded that maximum respondents belonged to more service experience category with high job performance.

The chi-square value was found to be 3.856. The value of C was 0.23164. Hence, it can be concluded that there was significant association between service experience and job performance.

Table: 4.3.5: Association between Training Exposure and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Less No. of training received (1 to 2 trainings)	2 (8.69)	7 (30.43)	14 (60.86)	23 (100.00)
2.	Average No. of training received (3 to 4 trainings)	4 (19.04)	2 (09.52)	15 (71.42)	21 (100.00)
3.	More No. of training received (5 to 6 trainings)	2 (8.33)	12 (50.00)	10 (41.66)	24 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Less number of training received	9	14	23
	Average number of training received	6	15	21
	More number of training received	14	10	24
	Total	29	39	68

X^2 — 3.995 Significant at 0.05 level of Probability. DF = 2**, C = 0.23555**

The data illustrated in table 4.3.5 shows the association between training exposure of RAEOs and their job performance. It was recorded that in the category of less number of training, 8.69 per cent respondents belonged to low job performance category, while 30.43 per cent respondents and 60.86 per cent respondents were in the categories of medium and high job performance, respectively. Similarly, in average number of training category, 19.04 per cent respondents belonged to low job performance, followed by 9.52 per cent medium job performance and 71.42 per cent belonged to high job performance. In case of more number of training category, 8.33 per cent respondents belonged to low, while 50 per cent respondents and 41.66 per cent respondents belonged to medium and high job performance categories, respectively.

Thus, it can be concluded that maximum respondents belonged to average number of training category with high job performance.

The chi.-square value 3.995 was found significant at 0.05 level of probability. The value of C was 0.23555. Hence, it can be concluded that there was significant association between training exposure of respondents and their job performance.

Table: 4.3.6: Association between contact with development agencies and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Low Contact (1 to 5 scores)	0 (0.00)	1 (50.00)	1 (50.00)	2 (100.00)
2.	Medium Contact (6 to10 scores)	5 (14.70)	14 (41.17)	15 (44.11)	34 (100.00)
3.	High Contact (11 to 15 scores)	3 (9.37)	6 (18.75)	23 (71.87)	32 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Low Contact + Medium Contact	20	16	36
2.	High contact	9	23	32
	Total	23	39	68

X^2 = 5.212, Significant at 0.05 level of Probability, DF = 1, **C = 0.26681**

The data illustrated in table 4.3.6 shows the association between contact with development agencies of RAEOs and their job performance. It was recorded that in the category of low contact there was only 1 respondent who belonged to medium and high job performance. Similarly, in medium contact 14.70 per cent respondents belonged to low job performance, followed by 41.17 per cent belonged to medium job performance and 44.11 per cent belonged to high job performance. In case of high contact category, 9.37 per cent respondents belonged to low, while 18.75 per cent respondents and 71.87 per cent respondents belonged to medium and high job performance categories, respectively.

Thus, it can be concluded that maximum respondents belonged to high contact category with high job performance.

The chi-square value 5.212 was found significant at 0.05 level of probability. The value of C was 0.26681. Hence, it can be concluded that there was significant association between contact with development agencies of respondents and their job performance.

Table 4.3.7: Association between facilities available and job performance of RAEOs'.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Low (1 to 5 scores)	3 (14.28)	10 (47.61)	8 (38.09)	21 (100.00)
2.	Medium (6 to 10 scores)	4 (11.11)	10 (27.77)	22 (61.11)	36 (100.00)
3.	High (11 to 15 scores)	1 (9.09)	1 (9.09)	9 (81.82)	11 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Low	13	8	21
2.	Medium + High	16	31	47
	Total	23	39	68

X^2 — 4.607 Significant at 0.05 level of Probability. F = 1, C**= 0.25189**

The data illustrated in table 4.3.7 shows the association between facilities available of RAEOs and their job performance. In case of low facilities category, 14.28 per cent respondents belonged to low, while 47.61per cent and 38.09,per cent respondents belonged to medium and high job performance category, respectively. Similarly, in case of medium facilities category, 11.11 per cent respondents belonged to low job performance category, while 27.77 and 61.11 per cent in medium and high job performance category respectively. In case of high facilities category,

9.09 per cent respondents belonged to low as well as medium job performance, while 81.82per cent respondents belonged to high job performance category.

Thus, it can be concluded that maximum respondents belonged to medium facilities category with high job performance.

The chi-square value 4.607 was found significant at 0.05 level of probability. Hence, it can be concluded that there was significant association between facilities available of respondents and their job performance.

Table 4.3.8: Association between mass media exposure and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Low (1 to 4 scores)	0 (0.00)	0 (0.00)	5 (100)	5 (100.00)
2.	Medium (5 to 8 scores)	3 (9.67)	17 (54.83)	11 (35.48)	31 (100.00)
3.	High (9 to 12 scores)	5 (15.62)	4 (12.5)	23 (71.88)	32 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Low + Medium	20	16	36
2.	Medium + High	9	23	32
	Total	29	39	68

X^2 = 5.212 Significant at 0.05 level of Probability. DF = 1, C =0.26681

The data illustrated in table 4.3.8 shows the association between mass media exposure of RAEOs' and their job performance. It was recorded that in the category of low exposure there was no respondent who belonged to low and medium job performance. Similarly, in medium exposure, 9.67 per cent respondents belonged to low job performance, followed by 54.83 per cent in medium job performance and 35.48 per cent belonged to high job performance. In case of high exposure category, 15.62 per cent respondents belonged to low, while 12.5 per cent and 71.88 per cent respondents belonged to medium and high job performance categories, respectively.

Thus, it can be concluded that maximum respondents belonged to high exposure category with high job performance.

The chi-square value 5.212 was found significant at 0.05 level of probability. The value of C was 0.3653. Hence, it can be concluded that there was significant association between mass media exposure of respondents and their job performance.

Table 4.3.9: Association between job satisfaction and job performance of RAEOs.

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	Low job satisfaction (1 to 12 scores)	2 (6.89)	6 (20.68)	21 (72.41)	29 (100.00)
2.	Medium job satisfaction (12 to 24 scores)	6 (17.64)	13 (38.24)	15 (44.11)	34 (100.00)
3.	High job satisfaction (24 to 36 scores)	0 (0.00)	2 (40.00)	3 (60.00)	5 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Low	8	21	29
2.	Medium + High	21	18	39
	Total	29	39	68

X^2 = 4.689, Significant at 0.05 level of Probability, DF = 1, C = 0.25399

The data illustrated in table 4.3.9 shows the association between job satisfaction of RAEOs and their job performance. It was recorded that in the category of less satisfaction, 6.89 per cent respondents belonged to low job performance category, while 20.68 per cent and 72.41 per cent respondents were in the categories of medium and high job performance, respectively. Similarly, in medium satisfaction category, there was 44.11 percent respondents who belonged to high job performance category. In case of high satisfaction category, 40 per cent and 60 per cent respondents belonged to medium and high job performance categories, respectively.

Thus, it can be concluded that maximum respondents belonged to less satisfaction category with high job performance.

The chi-square value 4.689 was found significant at 0.05 level of probability. The value of C was 0.25399. Hence, it can be concluded that there was significant association between job satisfaction of respondents and their job performance.

Table: 4.3.10: Association between information seeking behaviour and job performance of RAEOs

S. No.	Categories	Job Performance			Total
		Low	Medium	High	
1.	No (0 score)	0 (0.00)	0 (0.00)	0 (0.00)	0 (0.00)
2.	Low (1 to 4 scores)	1 (50.00)	0 (0.00)	1 (50.00)	2 (100.00)
3.	Medium (5 to 8 scores)	3 (12.00)	12 (48.00)	10 (40.00)	25 (100.00)
4.	High (9 to 12 scores)	4 (9.76)	9 (21.95)	28 (68.29)	41 (100.00)
	Total	8	21	39	68

(Figures in parentheses indicate percentage)

As the cell frequencies were less than five therefore, it was pooled for the purpose of calculating chi-square test and table as follows :-

S. No.	Categories	Job Performance		Total
		Low + Medium	High	
1.	Low + Medium	16	11	27
2.	High	13	28	41
	Total	29	39	68

X^2 = 5.052 Significant at 0.05 level of Probability, DF = 1, C = 0.26299

The data illustrated in table 4.3.10 shows the association between information seeking behavior of RAEOs and their job performance. It was recorded that in the category of low information seeking behavior, 50 per cent respondents belonged to low job performance. In the category of medium information seeking behavior, 12 percent and 48 per cent respondents were in the category of low and medium job performance, while 40 per cent were in high job performance category, whereas 68.29 per cent respondents belonged to high information seeking behavior had high job performance categories .

Thus, it can be concluded that maximum respondents belonged to high information seeking behavior with high job performance.

The chi-square value 5.052 was found significant at 0.05 level of probability. The value of C was 0.26299. Hence, it can be concluded that there was significant association between information seeking behavior of respondents and their job performance.

4.4: Problems faced by the RAEOs in performing their job and suggestions to overcome them :

(1) Problems faced by RAEOs during the job performance :

Table: 4.4.1: Problems related to area

S. No.	Problems	No. of respondents	Percentage to Total	Rank
1.	Area of jurisdiction relatively large in context to nature of job	54	79.41	I
2.	Unavailability of contact farmers as per schedule	22	32.35	IV
3.	Obstacles in scheduled visit due to other official work.	39	57.35	II
4.	Lack of awareness and traditional attitude of farmers	20	29.41	V

5.	Problem of mobility	17	25	VII
6.	Local leader pressure effected	18	26.47	VI
7.	Communication is not proper due to heavy work load	36	52.94	III
8.	Groupism and enmity among farmers causes the farmers contact	9	13.23	VIII

The data illustrated in table 4.4.1 shows that the main problem faced by the RAEOs related to area is the 'Area of jurisdiction relatively large in context to nature of job' which has got rank first. This problem expressed by 79.41 per cent of the respondents. The second ranked problem was 'Obstacles in scheduled visit due to other official work' expressed by 57.35 per cent respondents. The problem of 'communication is not proper due to heavy work load' ranked third (52.94%), Unavailability of contact farmers as per visit schedule' ranked fourth (32.35%), 'Lack of awareness and traditional attitude of farmers' ranked fifth (29.41%), 'Local leader pressure effected' ranked sixth (26.47%), 'Problem of mobility' ranked seventh (25.00%) and 'Groupism and enmity among farmers causes the farmers contact' ranked eight (13.23%) were the main problems faced by RAEOs related to area in their job performance.

Table 4.4.2: Problems related to technology :

S. No.	Problems	No. of respondents	Percentage to Total	Rank
1.	Lack of literacy and technical Knowledge of farmers	22	32.35	IV
2.	Unavailability of latest technical literature	60	88.23	I
3.	Lack of guidance by superior staff	27	39.70	III
4.	Lack of Audio-Visual AIDS used in training	35	51.47	II

The data illustrated in table 4.4.2 shows that the main problem faced by the RAEOs related to technological is the 'Unavailability of latest technical literature' which has got rank first. This problem expressed by 88.23 per cent of the respondents. The second ranked problem was 'Lack of A-V AIDS are used in training' expressed by 51.47 per cent respondents. The problem of 'Lack of guidance by superior staff' ranked third (39.70%) and 'Lack of literacy and technical knowledge of farmers' ranked fourth (32.35%) were the main problems faced by RAEOs related to technology in their job performance.

Table 4.4.3 : Problems related to administration

S. No.	Problems	No. of respondents	Percentage to Total	Rank
1.	Pending claims	44	64.70	II
2.	No chance of promotions	57	83.82	I
3.	Appointment of unqualified staff	10	14.70	IV
4.	Unnecessary transfers	30	44.11	III

The data illustrated in table 4.4.3 shows that the main problem faced by the RAEOs related to administration is the 'No chance of promotion' which has got rank first. This problem was expressed by 83.82 per cent of the respondents. The second ranked problem was 'Pending claims' expressed by 64.70 per cent respondents. The problem of 'Unnecessary transfers' ranked third (44.11%) and 'Appointment of un-qualified staff' ranked fourth (14.70%) were the main problems faced by RAEOs related to administration in their job performance.

Table 4.4.4: Other problems related to job performance of RAEOs

S. No.	Problems	No. of respondents	Percentage to Total	Rank
1.	Irregularity of inputs supply	47	69.11	III
2.	Other Government works on a fixed visit day.	50	73.52	I
3.	Non cooperation with other departments	36	52.94	IV
4.	Low payment	49	72.05	II
5.	Communication and link gap between Subject Matter Specialists, Agril. scientists and other specialists	27	39.70	V

The data illustrated in table 4.4.4 shows that some of the other problems expressed by the respondents were - 'Other Government work on a 'Fixed visit day' ranked first (73.52%), 'Low payment' ranked second (72.05%), 'Irregularity of inputs supply' ranked third (69.11%), 'Non-cooperation with other departments' ranked fourth (52.94%) and 'Communication link gap between SMS, Agricultural scientists and other specialists' (39.70%) were the some other problems faced by RAEOs in performing their job.

(2) Suggestions of RAEOs in view of increasing their working efficiency.

The suggestions made by the RAEOs for increasing their working efficiency has been presented in Table 4.4.5.

Table 4.4.5 : Suggestions made by the RAEOs for increasing their working efficiency.

S. No.	Suggestions	No. of respondents	Percentage to Total	Rank
1.	Inputs should be provided on time.	44	64.70	IV
2.	Claims, promotion and proper facilities should be made timely and judiciously.	52	76.47	II
3.	Increase of field staff.	40	58.82	VI
4.	Regular and timely training should be provided.	37	54.41	VII
5.	In training, A-V AIDS used & practical knowledge should be provided.	35	51.47	VIII
6.	Work other than scheduled works should not be given.	55	80.88	I
7.	Timely visit of Subject Matter Specialist & Scientists in the village to solve the farmers' problems.	43	63.23	V
8.	Meeting of some contact farmers should be arranged at block level.	25	36.76	IX
9.	Current literature should be provided on time.	45	66.17	III

The data illustrated in table 4.4.5 shows that 80.88 per cent respondents suggested "Work other than scheduled work should not be given". The other valuable suggestions given by them were "Claims, promotion and proper facilities should be made timely and judiciously" 76.47 per cent respondents suggested this. "Current literature should be provided on time" was suggested by 66.17 per cent respondents. 64.70 per cent respondents suggested that 'Inputs should be provided on time', 63.23

per cent respondents suggested that ‘Timely visit of SMS and Scientists in the village to solve the farmers problems’ (58.82%) and 54.41 per cent respondents suggested that ‘Increase of field staff and regular and timely training should be increased’ and ‘In training, A-V AIDS used and practical knowledge should be provided’ suggested by 51.47 per cent of respondents.

It can be concluded from table that the first rank was given by RAEOs to the suggestion - ‘Work other than schedule works should not be given’, second and third rank were given to ‘Claims, promotion and proper facilities should be made timely and judiciously’ and ‘Current literature should be provided on time’, respectively.

* * *

DISCUSSION

The findings of the investigation are presented here with the discussion for drawing generalizations. The findings are presented under the following sub heads:-

1. Attributes of RAEOs .
2. Extent of job performance of RAEOs.
3. Relationship between the attributes of RAEOs with their job performance.
4. Problems faced by the RAEOs in performing their job and suggest ways to overcome them.

1. Attributes of RAEOs :

It was recorded in the study that majority of respondents belonged to middle age group. The middle age group of respondents may be possibly due to not requirement of RAEOs for last few years. Therefore, the percentage of young respondents was only 22.05 per cent. This finding is also supported by Halakatti *et.al.* (1991), Mandve (1994), Patel *et.al*. (1994), Singh (1999), Mohan (2000), Nagananda *et al.* (2005), Banmeke *et al.* (2006), Oladele (2006), Mishra *et.al.* (2007), Patel (2008), Walia and Dhillon (2008) and Dudwe (2009).

In the study it was found that most of the respondents viz. 58.82 per cent acquired education up to graduate level which was the minimum qualification for the recruitment of RAEOs. Only 16.18 per cent respondents belonged to the category of higher secondary level of education. This is due to some senior RAEOs who were recruited long back in the Department of Agriculture when the minimum qualification of recruitment was higher secondary school. This finding is also supported by Thombre (1990), Girija *et al.* (1994), Mandve (1994), Singh (1999), Mohan (2000), Patel (2008), Walia and Dhillon (2008) and Dudwe (2009).

It was recorded in the study that majority of respondents belonged to farming and service background. The nature of work of RAEOs is dissemination of improved technology in rural areas among the farmers, the person belonged to rural areas engaged in the farming occupation might have preferred the job of RAEOs, as they have sound background of farming and rural social settings. This finding is supported by Patel and Leagans (1968) and Patel (2008).

The study concluded that majority of respondents belonged to high category of service experience. This might be due to the fact that most of the respondents have longer period of experience due to recruitment policy of government. This finding is also supported by Mandve (1994), Saxena and Thakur (1997), Tomar *et.al.* (1998), Singh (1999) Mohan (2000), Adesope and Agumagu (2003), Oladele (2006) and Walia and Dhillon (2008).

In the study it was found that high number of the RAEOs viz. 35.30 per cent acquired high numbers of training. Training is the integral part of the service to enhance the competency of the workers. This finding is also supported by Mankar *et.al.* (1992), Khare (1997), Mohan (2000) and Kalidasan and Santha Govind (2005).

The contact with development agencies was of medium and high order i.e.50 and 47.06 per cent. In most of the agriculture programmes the convergence with line departments is essential to achieve the goal of agriculture development in rural areas.

Most of the respondents reported that the facilities provided by the Department for the performance of job was of medium and low category i.e 52.94 and 30.88 per cent. This may be due to the fact that the Department could not properly asses the needs of the RAEOs and the budget allocation to meet out the requirement of RAEOs could not be made. This finding is also supported by Bhadouria (1994), Mandve (1994), Khare (1997) and Banmeke (2006).

It was recorded in the study that most of the respondents belonged to the category of high and medium mass media exposure. This might be due to the fact that mass media plays an important role in acquiring the latest information about agriculture and allied enterprises which are essential for RAEOs in performing their job effectively in rural areas. This finding is also supported by Nataraj (1989) and Halakatti *et.al.* (1991).

The study indicated that highest number of respondents 50.00 per cent and 42.65 were moderately and less satisfied with their job. This finding possibly may be due to fact that there is no sound promotion policy, larger area of coverage and involvement of other activities not related to the job assigned by the Department. This finding is also supported by Mandve (1994), Rahad *et.al.* (1994), Saxena and Thakur (1997), Singh (1999) ,Singh *et.al.* (2001) and Mishra *et al.* (2007).

The study highlighted that the majority 60.30 per cent of the respondents had high utilization of different sources and channels of communication to receive agricultural information, most of the respondents respondents were found to have high utilization of information sources and channels as it is essentially required for the job performance. This finding is also supported by Mishra *et al.* (2007)

2. To assess the extent of job performance of RAEOs :

The job performance of RAEOs through self rating revealed that higher percentage of RAEOs were in high job performance. In the present study they have performed their job perfectly as expected by them. This might be due to the fact that maximum respondents were middle age group, maximum were graduate level of qualification, good service experience, maximum attained more number of trainings, high contact with development agencies and high information seeking behaviour were the major attributes responsible for high job performance. This finding is also supported by the studies of Bhardwaj *et.al.* (1989), Murthy and Somasundaram (1989), Rahat *et al.* (1995), Agrawal *et al.* (1998) and Patel (2008).

3. Relationship between the attributes of RAEOs with their job performance.

The profile of RAEOs in term attributes reveals that age has played non-significant role in the job performance. This may be due to the fact that in this increasingly competitive world on-field job performance requires youthful activity. Again, with growing years, the Extension Officers get used to the system with same monotonous routines and get motivated for work as age advances. This finding is slightly different from the earlier findings of Sharma (1988), Thombre (1990) and Patel *et.al.* (1994).

The maximum respondents acquired bachelor degree this has become essential qualification for recruitment on the post of RAEOs. The qualificational qualification helped RAEOs to a greater extent in performance of the job as they were trained in many subjects related to agriculture which helped them in performing the job effectively. This finding is supported by the studies of Sharma(1988) and Bhadoria (1994).

Most of the RAEOs belonged to farming and service community, which helped in effective job performance as they have got sound traditional background of farming and service occupation. This finding is supported by the studies of Dhilon and Sandhu (1997), Kherde and Sahay (1979), Rahad *et al.* (1995) and Singh *et.al.* (2001).

The service experience played very significant role in job performance. The experience brings maturity in dealing the various issues related to transfer of technology of agriculture among the farmers. As long as an individual gains experience he becomes expert in different fields and in turn leads to satisfaction in job performance. This finding is supported by the studies of Sharma (1988) and Patel (1994).

The RAEOs who had received average number of trainings their job performance was of high order. As the training enhances the competence in discharging their duties effectively. This finding is supported by the studies of Singh (1999), Swarnkar and Agrawal (1999).

The contact of RAEOs with development agencies was of high level. The contact with development agencies helped RAEOs to know about various development programmes related to agriculture and allied enterprises which helped RAEOs in effective job performance. This finding is supported by the study of Kashem *et.al.* (2003).

Facilities available for the respondents were found significantly associated with job performance. This shows that the good working facilities led to better job performance. This finding is supported by the studies of Bhadouria (1994), Patel (1994) and Agrawal *et al.* (1998).

Mass media exposure of the respondents was found significantly associated with job performance. Mass media exposure helped RAEOs to know about latest farm technologies and different messages or informations for the development of rural community. This finding is supported by the study of Patel *et al.* (1994).

Job satisfaction of the respondents was found significantly associated with job performance. This finding is different from the studies of Dhilion and Sandhu (1977), Thombre (1990) and Singh (1999) and Gangrade (2009).

Information seeking behaviour .of the respondents was found significantly associated with job performance. This finding is supported by the studies of Singh *et al.* (2001) and Mishra *et al.* (2007)

4. Problems faced by the RAEOs in performing their job and suggest ways to overcome them :

Area of jurisdiction relatively large in context to nature of job, unavailability of latest technical literature, no chance of promotion, other government works on a fixed visit day were the major problems faced by the respondents in performing with their job. The work of Hedge and Channegowda (1989), Bhardwaj *et.al.* (1989), Asiabake and Bamisile (1991), Jaiswal *et al.* (1997), Kurbeti *et al.* (1997), Prasad *et al.* (2000) supported the finding.

As per working guideline other than scheduled work, other work should not be given, timely visit of SMS and Scientists in the villages to solve the farmers problems, promotion and proper government facilities should be made timely and judiciously were the major valuable suggestions given by the respondents for performing better job. The work of Bhatia and Sandhu (1975), Ram Kumar and Rai (1979), Reddy and Ramaiah (1993) and Dudwe (2009) supported the finding.

* * *

SUMMARY, CONCLUSION AND SUGGESTIONS FOR FURTHER WORK

The agriculture department is entrusted with the task of ensuring all-round development of Agriculture. Sustained high level of agricultural production and income are not possible without an effective agriculture extension service system supported by agricultural research that is relevant to the farmers need. Since its inception, Department of Kisan Kalyan and Krishi Vikas has been working in this direction. The Department of Agriculture has several well-defined and specific objectives. In order to achieve these objectives, various activities and programmes are being carried out by the department through the extension personnel.

It is being increasingly realised that the ultimate implementation of management strategies comes through the people working in the organization. Unless the employees are well informed about their performance and also their strong and weak points, it is very difficult for them to improve their level of performance. The same holds good for the organization in Agriculture sector as well.

The Rural Agriculture Extension Officer is the key person who transfers production recommendations to farmers. The main responsibility of the RAEOs is to visit regularly each of the eight farmers groups of his area of jurisdiction (the ”circle”) and to teach and try to convince farmers to adopt recommended production practices. There is a crucial link between the contact and fellow farmers. The success of the task largely depends on the working of functionaries and effective performance of job of RAEOs in village. In the present study an attempt was made to deal with some selected factors with following specific objectives :

Objectives of the study:

1. To study attributes of RAEOs.
2. To assess the extent of job performance of RAEOs.

3. To analyze the relationship, if any, between the attributes of RAEOs with their job-performance.
4. To find out the problems faced by the RAEOs in performing their job and suggest ways to overcome them.

For the fulfillment of the objectives the study was conducted in Jabalpur district of Madhya Pradesh. The district comprises of seven blocks, out of which four blocks namely Jabalpur, Panagar, Shahpura and Majholi were selected randomly for the study.

In the study, 68 respondents were selected purposively, out of total 99 RAEOs after obtaining list of all RAEOs from Deputy Director of Agriculture Office, Jabalpur. The data was collected with the help of interview schedule, which was prepared on the basis of objectives of the study.

The data was collected personally by the researcher through a well structured and pre-tested interview schedule. The researcher personally met respondents and explained them about the purpose of this study. After establishing rapport with the respondents they were interviewed and their responses were recorded in the interview schedule.

The data thus collected were analyzed, tabulated and presented in the form of tables and figures. The interpretation was made with the help of statistical test like frequency, percentage and Chi-square.

Conclusions:

On the basis of the findings of the study, following conclusions have been drawn :

1. Maximum respondents were from middle age group, had education upto graduate level, were from farming and service background, having high service experience, exposed to high number of training ,having medium contact with development agencies, not much satisfied with the working facilities available, having high mass media exposure and moderately satisfied with their job and involved in high information seeking behavior.

2. Maximum respondents belonged to high level of job performance category.
3. As regard to association is concerned, significant association was found between educational level, family background, service experience, training exposure, contact with development agencies, facilities available, mass media exposure, job satisfaction and information seeking behavior with job performance of respondents. However, age was found non-significantly associated with job performance of respondents.
4. As regard to problem of respondents, area of jurisdiction were relatively large in context to nature of job, unavailability of latest technical literature, no chance of promotions, other government official works on a fixed visit day were the major problems faced by the respondents performing with their job.
5. It was suggested in the study that as per working guideline other than scheduled work should not be given, timely visit of Subject Matter Specialist and scientists in the villages to solve the farmers' problems should be made, promotion and proper facilities should be made timely and judiciously for performing better job.

Suggestions for future work :

1. The study may be repeated in other areas.
2. Emphasis should be given on the various aspects of practices which have medium and low performance to improve the job performance of RAEOs.
3. The attention should be paid on the problems faced by RAEOs in their job performance.
4. The Department of Agriculture should introduce the policy of rewarding and issuing letter of appreciation to those personnel whose performance is better and successful.

5. This study was conducted with small sample and therefore this study may be conducted taking large sample to draw precise conclusions for larger application in the state.
6. More in-depth comparative studies on the significantly associated variables are needed to further authenticate or revise the findings of the present study
7. A comparative study on the job competence of the men and women Extension Officers can be taken up.
8. In order to draw valid conclusion, a comprehensive research project covering different states of the country need to be taken up.

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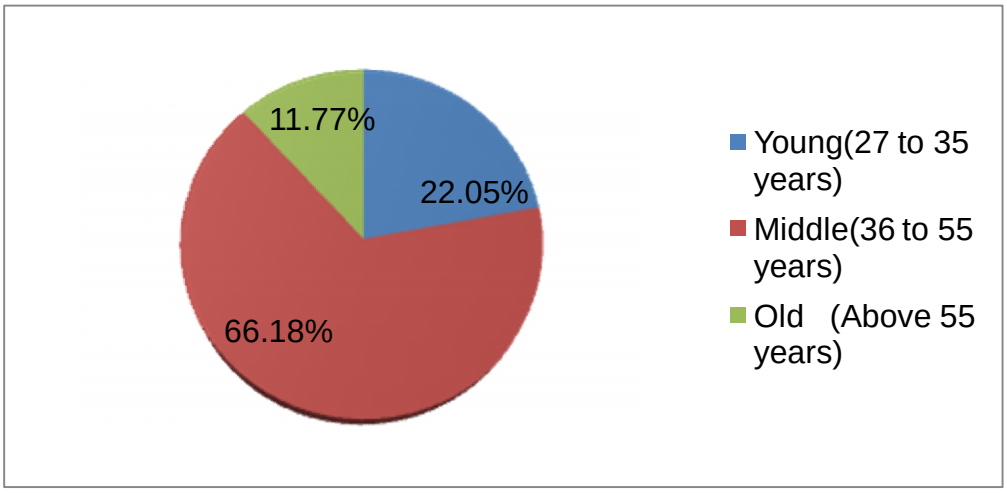

Figure.2 : Distribution of the respondents according to their age.

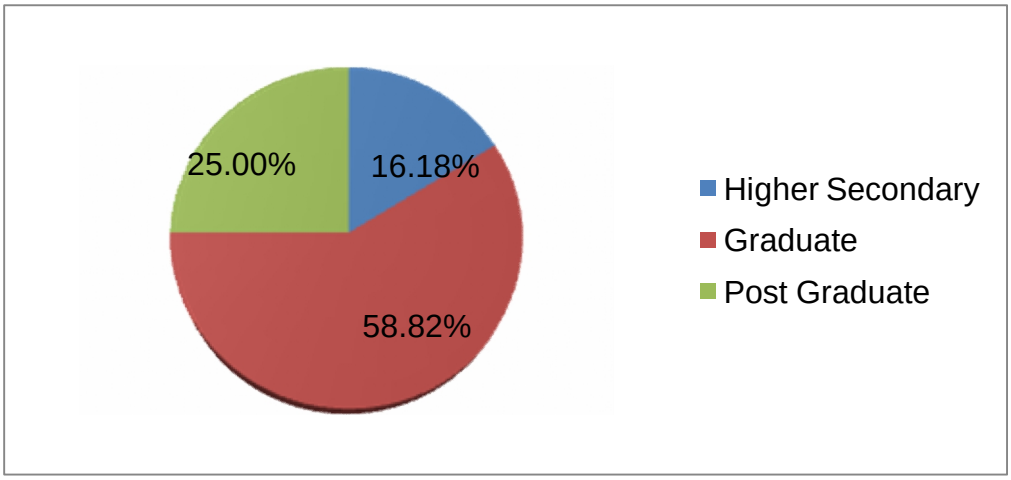

Figure.3 : Distribution of the respondents according to their education.

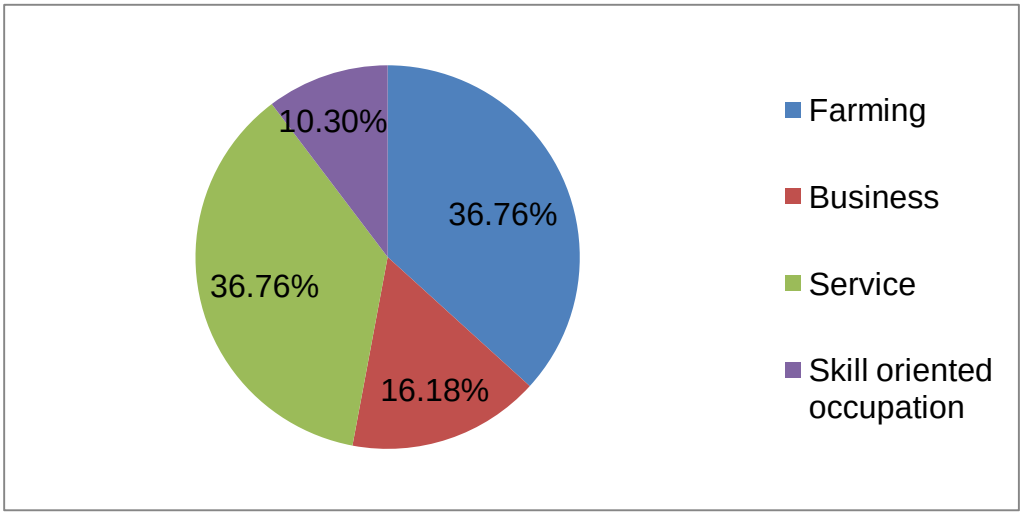

Figure.4 : Distribution of the respondents according to their family background.

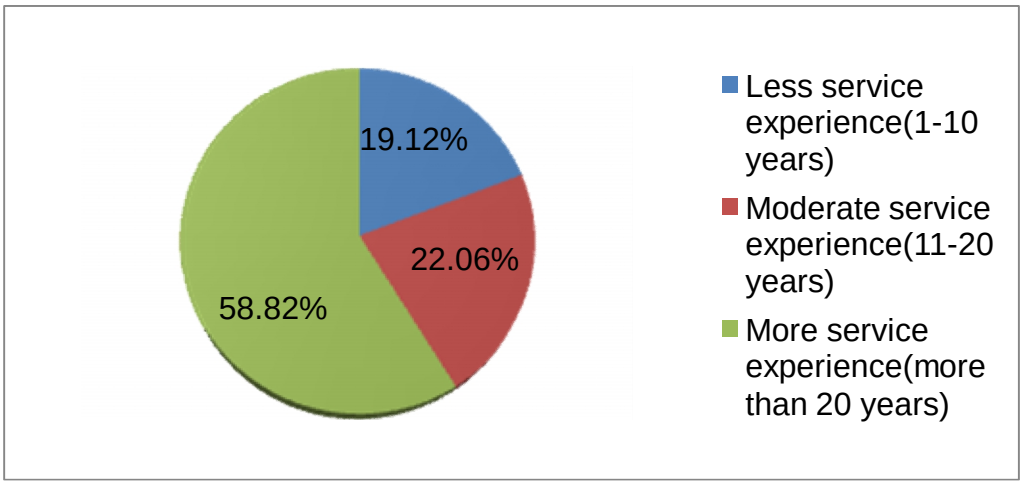

Figure.5 : Distribution of the respondents according to their service experience.

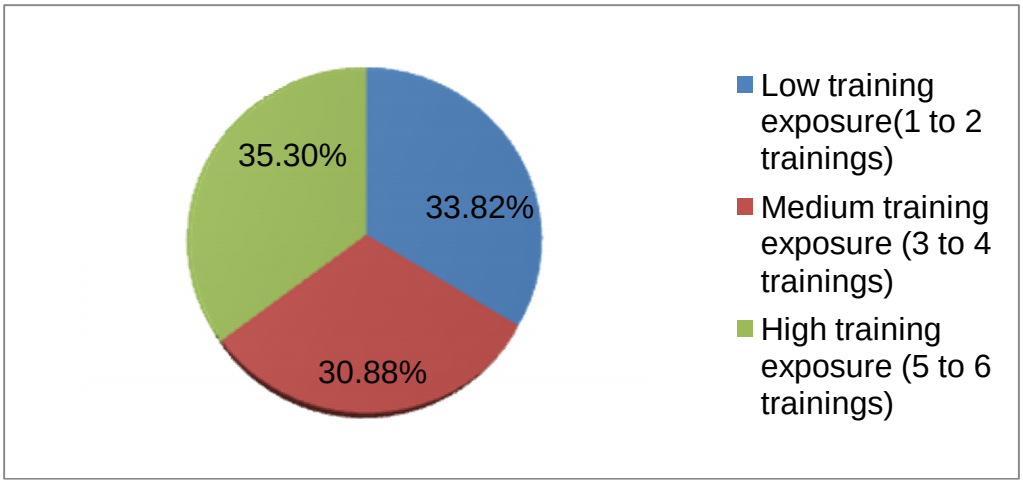

Figure.6 : Distribution training of the respondents according to their training exposures.

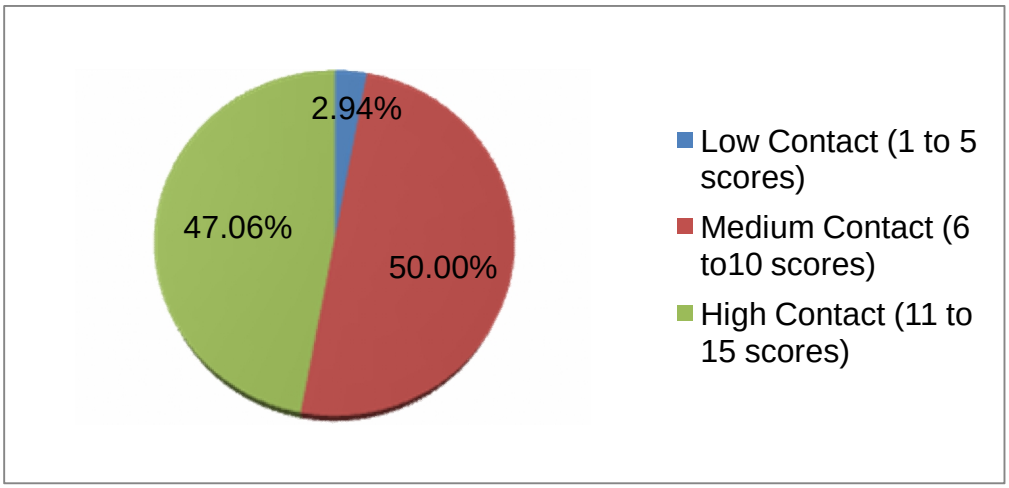

Figure.7 : Distribution of the respondents according to their contact with development agencies.

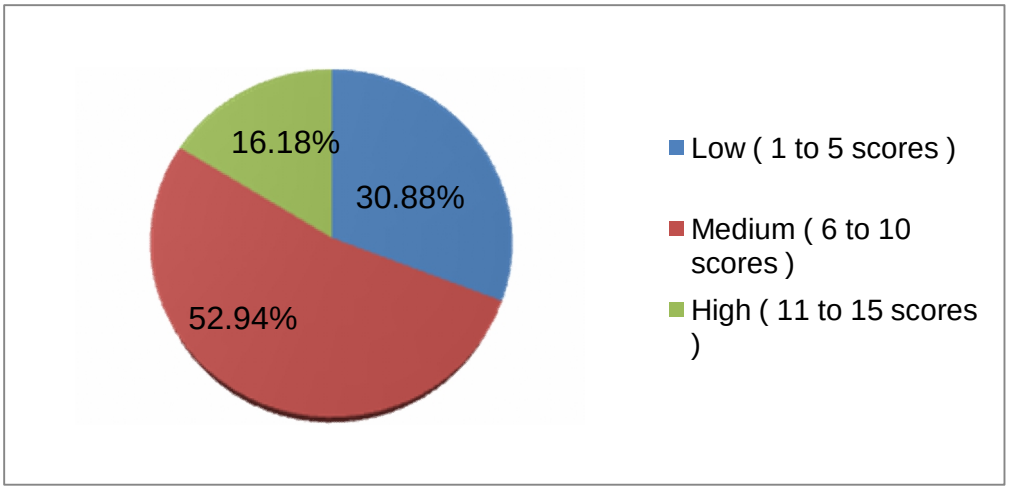

Figure.8 : Distribution of the respondents according to their facilities available.

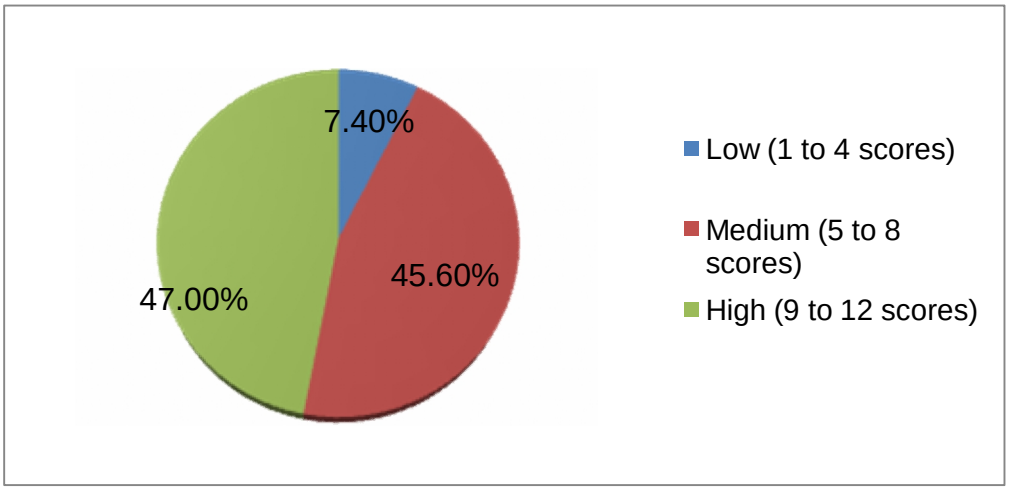

Figure.9 : Distribution of the respondents according to their mass media exposure.

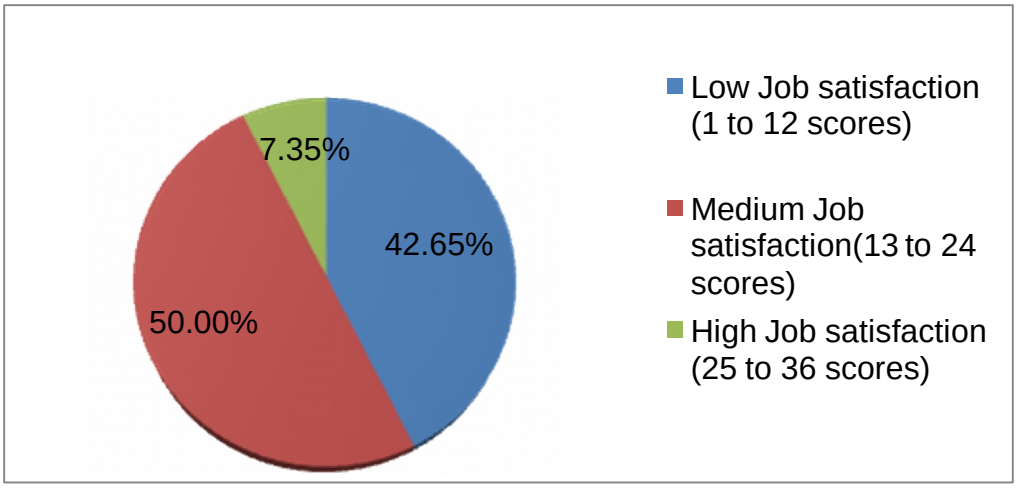

Figure.10 : Distribution of the respondents according to their job satisfaction .

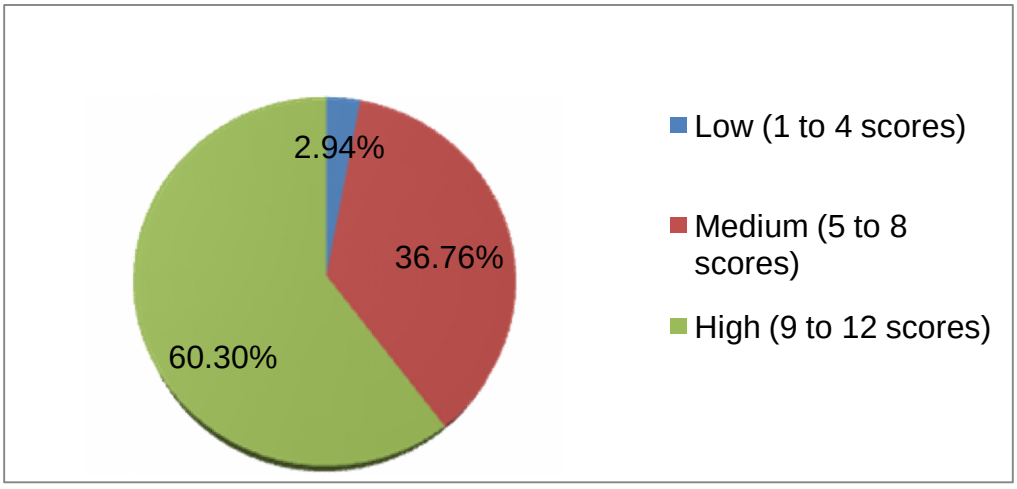

Figure.11 : Distribution of the respondents according to their information seeking behaviour.

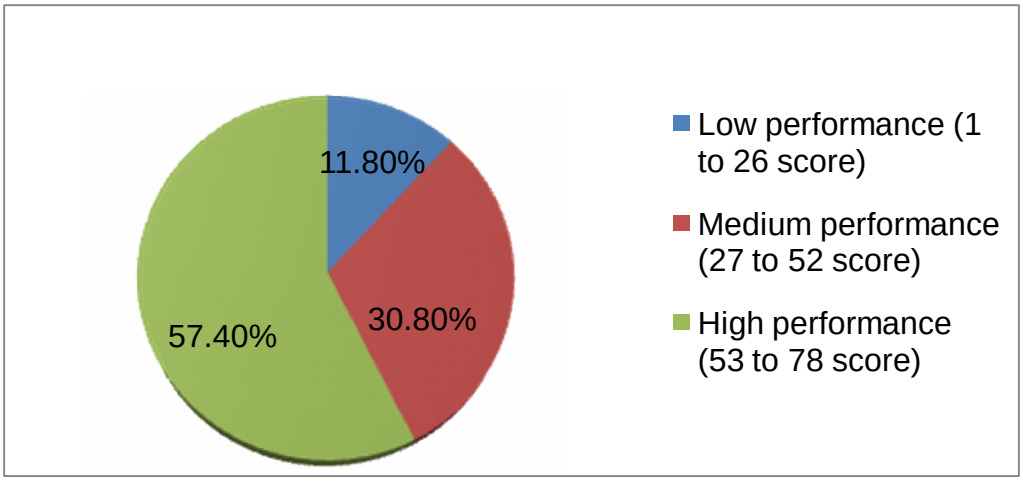

Figure.12 : Distribution of the respondents according to their job performance.

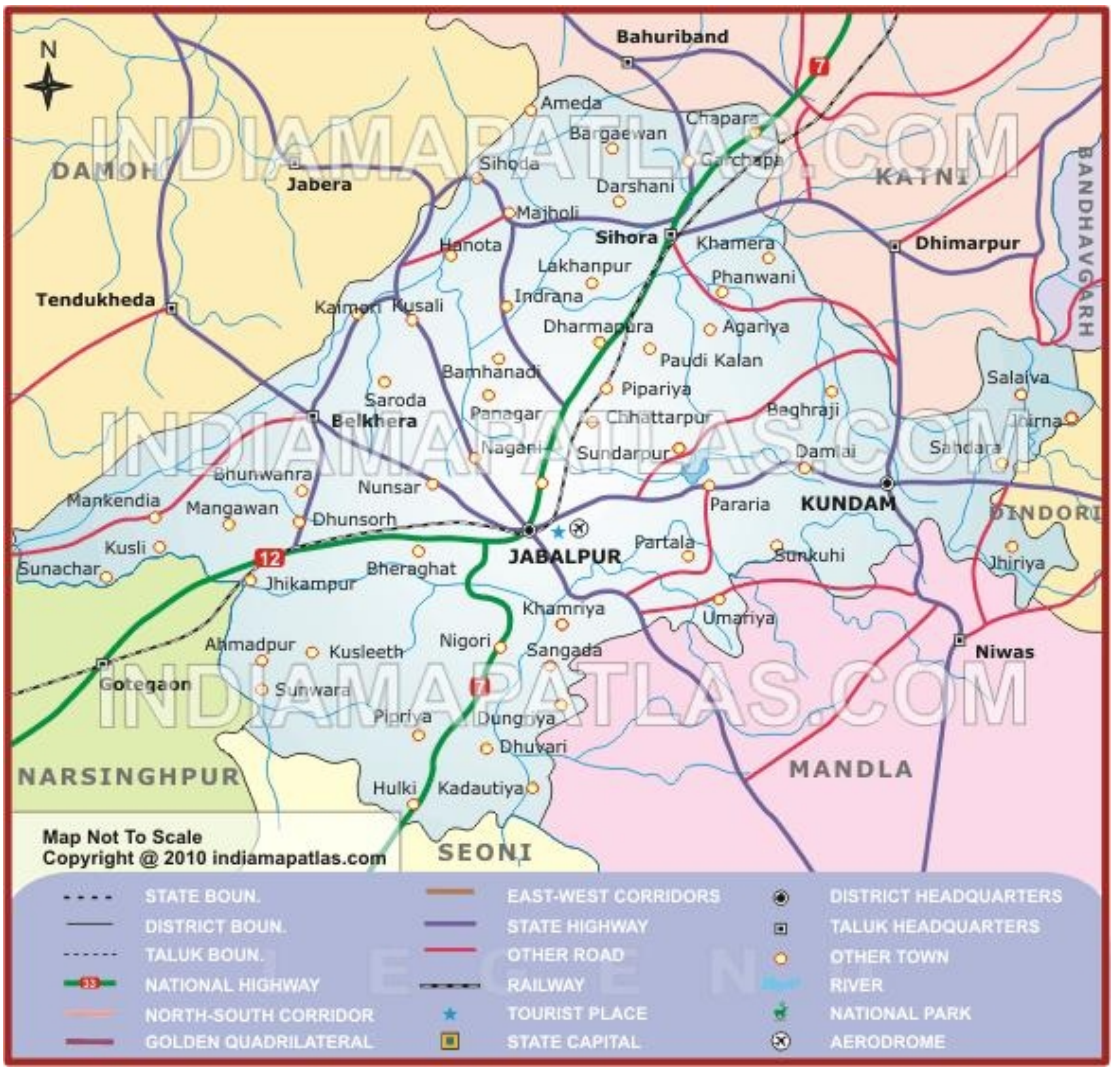

Figure.1 : Map of Jabalpur district of Madhya Pradesh.

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* * *

foLrkj f'k{kk foHkkx] —f"k fo'o fo|ky; tcyiqj ¼e-iz-½

ijke'kZnkrk	'kks/kdrkZ
Mk- ,-ds- ik.Ms	usgk ufEc;kj
(प्राध्यापक)	एम.एस.सी (कृषि) अंतिम वर्ष
विस्तार शिक्षा विभाग	विस्तार शिक्षा विभाग
कृषि महाविद्यालय, जबलपुर	कृषि महाविद्यालय, जबलपुर (म.प्र)

'kks/k dk fo"k; %&**A study on Job performance of Rural Agriculture Extension Officers in Jabalpur district of Madhya Pradesh.**

lkekU; tkudkjh

1- xzkeh.k —f"k foLrkj dk uke --

2- —f"k fodkl vf/kdkjh {ks= dk uke --

3- fodkl [k.M dk uke--ftyk ---------------------------------

¼1½ vkidh vk;q fdruh gS \---

¼2½ - 'kS{kf.kd ;kX;rk lEca/kh tkudkjh

I.	हायर सेकेण्डरी – कृषि समूह / अन्य समूह	
II	स्नातक / स्नातकोत्तर	
III	कृषि स्नातक / कृषि स्नातकोत्तर	

¼3½ - vkids ifjokj dh D;k i"BHkwfe gS \

I	कृषक	
II	व्यवसाय	
III	नौकरी	
IV	अन्य	

¼4½ vki bl in ij fdrus o"kksZ ls dk;Zjr gS \--

¼5½ vkiu —f"k l lcf/kr fdru if'k{k.k izkIr fd;s g\ crkÃ;s %&

	if'k{k.k dk uke	vof/k	if'k{k.k dk LFkku
1	.....	.....	.....
2	.....	.....	.....
3	.....	.....	.....
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5	.....	.....	.....

¼6½ xkeh.k fodkl lLFkkvksa ls lid %&

कृपया आप अपनी विकास संस्थाओं से संपर्क के संबंध में जानकारी दें ।

Øa-	lLFkk dk uke	fdruh lhek e		
		ge"kk	dHkh&dHkh	dHkh ugh
1.	ग्राम पंचायत			
2.	सहकारी समिति			
3.	जनपद पंचायत समिति			
4	जिला पंचायत			
5.	कृषक क्लब			
6.	ग्राम विकास समिति			
7.	ग्रामीण विकास बैक			
8.	अन्य			

¼7½ vki foHkkx }kjk inku lfo/kkvksa ds ckjs e tkudkjh nhft, %&

Øa-	if'k{k.k dk uke	i.k	de	cgr de
1.	कार्य संपादन हेतु आव'यक कार्यालीयन सुविधाएँ जैसे स्टे'kनरी, इत्यादि मिलना।			
2.	प्र"िक्षण सामग्री जैसे स्लाइल, प्रोजेक्टर, पोस्टर, चार्ट, ब्लेक बोर्ड इत्यादि का मिलना।			
3.	प्रक्षेत्र भ्रमण कार्य हेतु यातायात सुविधाओं का मिलना ।			
4	कार्यालय में कार्य हेतु फर्नीचर आदि का मिलना।			
5.	कृषि तकनीकी जानकारी के लिये कृषि साहित्य का मिलना।			

¼8½ tulpkj ek/;ek dk mi;kx ¼&

vki —f"k lcf/kr tkudkjh fdu& fdu tulpkj ek/;ek ls ikIr djrs gS crk;s \

Ø-	lEidZ L=kr	fdruh lhek eSa		
		vf/kdrj	dHkh&dHkh	dHkh ugha
1	रेडियो			
2	टेलीविजन			
3	कृषि से संबंधित पत्रिकायें			
4	समाचार पत्र			
5	कृषि प्रद'kनी			
6	अन्य			

¼9½ in lrf"V ds ckjs esa vkids fopkj nhft, ¼&

Ø-	in lcf/kr	vR;f/kd	de	ugha
1	आपकों मिलने वाले वेतन से संतुष्ट हैं।			
2	कार्य के अनुकूल सम्मान प्राप्ति ज्ञान से संतुष्ट हैं ।			
3	आप अपने तकनीकी ज्ञान से संतुष्ट है ।			
4	अन्य विभागों द्वारा समन्वय से संतुष्ट है।			
5	साथियों के सहयोग से संतुष्ट है।			
6	प्रमो'kन नीतियों से संतुष्ट है।			
7	कार्यो में प्राप्त सुविधाओं से संतुष्ट है।			
8	अधिक कार्यभार से आप संतुष्ट है।			
9	अपने अनुसार कार्य करने पर संतुष्ट है।			
10	कम कार्य से आपको संतुष्टि है।			
11	विभाग द्वारा निर्धारित कार्य प्रणाली से संतुष्ट है।			
12	उच्च अधिकारियों के सहयोग से संतुष्ट हैं।			
13	कार्य के साथ दिये गये प्र'kासनिक अधिकार से संतुष्ट हैं।			
14	विभाग द्वारा आगे पढ़ाई के अवसरों से आप संतुष्ट है।			
15	विभाग द्वारा आयोजित संगोष्ठि, प्र'kक्षण में भाग लेने के अवसर प्राप्त होते है ।			
16	आपको इस पद पर सराहनीय कार्य के लिए कभी प्र'kंसा पत्र मिला।			
17	कार्य में अनुकूल स्तर, आदर का अनुभव करते है।			
18	आप अपने पद को छोड़ने में आपने आप को स्वतंत्र पाते है ।			

¼10½ tkudkjh ykus dk 0;ogkj %&

आपने इस वर्ष फसल अथवा अन्य कृषि संबंधी जानकारी समझने के लिये निम्नलिखित व्यक्तियों में से किन लोगों से सम्पर्क किया ।

Ø-	lEidZ L=kr	fdruh lhek e:			
		vf/kdrj	vDlj	dHkh&dHk	dHkh&ugh
1	कृषि विकास अधिकारी				
2	वरिष्ठ कृषि विकास अधिकारी				
3	कृषि वैज्ञानिक				
4	विषय वस्तु वि'ा ाज्ञ				
5	अन्य				

❖ dk;Z liknu %&

आप कार्यसूची में निम्नलिखित कार्य करने में आप अपने आप को कितना सक्षम पाते है। कृपया बताइये :–

(1)	गत वर्ष आपने कितने कृषकों से संपर्क किया :–						
(अ)	1% से 25%	(ब)	26% से 50%	(स)	50% से 75%	(द)	76%से100%
(2)	कृषको को उन्नत खेती की समस्याओं को चर्चा करके समझने एवं जानने का प्रयास करते हैं:–						
(अ)	अधिकतर	(ब)	सामान्यतः	(स)	कम	(द)	नही
(3)	आप कृषि संबंधित समस्यायें एकत्रित एवं उनका मूल्याकंन कर उन्हे हल करने के लिये आप अनुसंधान कर्ताओं के पास जाते है , हां या नही यदि हां तो बताये कितनी बार :–.....						
(4)	किसानों की समस्या में विषय वि'ोषज्ञ वैज्ञानिक आपकी मदद करते है :–						
(अ)	हमे'ाा	(ब)	सामान्यतः	(स)	कम	(द)	नही
(5)	किसानों की समस्या सुलझााने में आपको कितना समय लगता है:–						
(अ)	क्म	(ब)	सामान्य	(स)	अधिक	(द)	बहुत अधिक
(6)	गत वर्ष आपने अपने क्षेत्र में कितने (छोटे/ बड़े) प्रद'ान डाले :–.....						
(7)	गत वर्ष आपने कितनी बार प्रद'ान प्लाटों का निरिक्षण कियाः–.....						
(8)	थ्जस दिन सम्पर्क अथवा प्र'िक्षण न हो उस दिन प्रद'ान प्लाटों का निरीक्षण, कृषक दिवस तथा कार्यालयीन कार्यो को पूर्ण करते है , हां या नही यदि हां तो बताये :–						
(अ)	हमे'ाा	(ब)	सामान्यतः	(स)	कभी–कभी	(द)	बहुत कम
(9)	गत वर्ष आपने कितने प्र'िाक्षण में भाग लिया :–.....						

(10)	प्र'िक्षण प्राप्त करने के प'चात आपके ज्ञान में कितनी वृद्धि हुई :–						
(अ)	अधिक	(ब)	सामान्य	(स)	कम	(द)	नही
(11)	कृषकों को कम लागत लगने वाली कृषि तकनीकी का ज्ञान आपने कितना दिया :–						
(अ)	पूर्ण	(ब)	अपूर्ण	(स)	सामान्य	(द)	कम
(12)	प्र'िक्षण से प्राप्त समस्याओं की जानकारी को कृषक कहाँ तक अंगीकरण करते है :–						
(अ)	100%	(ब)	75%	(स)	50%	(द)	25%
(13)	गत वर्ष आपके द्वारा हस्तांतरित कृषि तकनीक का किसानों ने कहां तक अंगीकरण किया :–						
(अ)	पूर्ण	(ब)	अपूर्ण	(स)	सामान्य	(द)	नही
(14)	गत वर्ष आपने कृषकों से सम्पर्क करने के लिये कितनी कृषक गोष्ठिया आयोजित की :–.....						
(15)	कृषकों की नियमित बैठक का आयोजन करते है और उनसे योजना के प्रगति के संबंध में चर्चा करते है :–						
(अ)	हमे'ाा	(ब)	कभी–कभी	(स)	बहुत कम	(द)	कभी नहीं
(16)	फसल चक्र का निर्धारण करते समय आप कृषकों से चर्चा करते हैं :–						
(अ)	हमे'ाा	(ब)	कभी–कभी	(स)	बहुत कम	(द)	कभी नहीं
(17)	प्रक्षेत्र भ्रमण के समय आपके साथ कितने कृषक साथ में भ्रमण करते है :–.....						
(18)	आप एक माह में विकास खण्ड कार्यालय कितने दिन जाते हैः–						
(अ)	5 से कम	(ब)	5 से 10	(स)	10 से 15	(द)	15से अधिक
(19)	समय बद्ध रुप से कृषकों के खेतों की म्रदा के नमूनो की म्रदा परीक्षण रिपोV कृषकों तक पहुंचाकर उन्हे समझाहि'k देते है :–						
(अ)	हमे'ाा	(ब)	सामान्यतः	(स)	कभी कभी	(द)	कभी नहीं
(20)	ग्रामीण महिलाओं को महिला समूह बनाने हेतु प्रेरित कर संगठित करते है :–						
(अ)	हमे'ाा	(ब)	सामान्यतः	(स)	कभी कभी	(द)	कभी नहीं
(21)	सभी ग्रामीण परियोजनाओं के लिये ग्राम का सर्वे कार्य करवा व योजनाओं के क्रियान्वयन में मदद करते हैं :–						
(अ)	पूर्ण	(ब)	अपूर्ण	(स)	सामान्यतः	(द)	नहीं
(22)	त्रि–स्तरीय पंचायती राज व्यवस्था के अंतर्गत नवीन परियोजना के बारे में जानकारी कृषकों को समय पर देते है :–						
(अ)	हमे'ाा	(ब)	कभी–कभी	(स)	बहुत कम	(द)	नहीं
(23)	आप नवीन कृषि तकनीकी प्रसार के लिये किस संचार माध्यम का उपयोग करते है :–						
(अ)	स्वयं	(ब)	पम्पलेट	(स)	अन्य	(द)	नहीं
(24)	क्या आप भ्रमण कार्यक्रम भ्रमण दिवस एवं मुख्य–मुख्य कृषि कार्यो की जानकारी क्षेत्र के प्रमुख स्थानों पर लिखना एवं उनका प्रचार करते हैं :–						
(अ)	हमे'ाा	(ब)	सामान्य	(स)	कम	(द)	नहीं
(25)	आप वि'ोश परिस्थितियों में जैसे पौध रोग कीट आदि समय में किसानों का सहयोग करते हैः–						
(अ)	हमे'ाा	(ब)	सामान्यतः	(स)	कम	(द)	नहीं
(26)	आप दैनिक डायरी प्रगति पंजी आदि कार्य समय पर पूर्ण करते हैः–						
(अ)	हमे'ाा	(ब)	कभी–कभी	(स)	बहुत कम	(द)	कभी नहीं

vkid dk;k e vku okyh leL;kvk dk fooj.k nhft ;A

1. कार्यप्रणाली से संबंधित

(अ) कार्यक्षेत्र.....

(ब) परियोजना .....

(स) तकनीकी .....

(द) स्थानान्तरण .....

2. प्र'ाासनिक .....

.....

3. आर्थिक .....