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Constraints faced by extension personnel working in state agriculture department of Marathwada region during their job and invite their suggestions to overcome it

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Abstract

The present study was conducted in Parbhani and Nanded district of Marathwada region in Maharashtra state. Out of eight district of Marathwada, Nanded & Parbhani district were selected randomly for the study. The all 25 taluka from Nanded & Parbhani district was selected randomly for the present study. Thus of 236 extension personnel from Parbhani & Nanded district were selected by One third (1/3) of proportionate random sampling method. i.e. The description of respondents is out of 24 Taluka agriculture officer only 8, out of 31 Circle Agriculture Officer only 10 out of 107 Agriculture supervisor only 36 and out of 545 Agriculture Assistants only 182 was selected from total 708 Extension Personnel working in state Agriculture Department. 94.92 percent of the extension personnel reported that lack of equipments, infrastructure & other necessary resources and its rank while I, 88.56 percent of the extension personnel reported that lack of recognition and its rank II however, 93.64 extension personnel suggest that provision of sufficient equipments, infrastructure & other necessary resources and its rank I, 76.69 extension personnel suggest that proper planning & time management should be needed for handling multiple schemes.

Keywords: Extensional personnel, constraints, suggestion, state agriculture department

Introduction

Agriculture department considers farmer as the focal point and the whole department is organized in such a fashion that a single mechanism is working to facilitate the farmer for adoption of advanced technology and sustainable use of available resources. The extension personnel i.e. Agriculture Assistant at village level. Circle Agriculture Officer at circle level, Taluka Agriculture Officer at taluka level. To study the job stress of extension personnel working in state agriculture department is essential to analyze their stress level. Job perception of employee is generally how they feel about different aspects of their jobs, extent to which they like or dislike their jobs and also considered as a strong predictor of overall individual well-being as well as a good predictor of intentions or decisions of teachers to leave their job. Job performance of the employee is another criterion for evaluating the effectiveness of an organization. Job satisfaction of employee is another criterion for evaluating the effectiveness of an organization. Greater satisfactions lead in a simple or direct way to superior performance. Job stress is described as the psychological strain or distress that arises from individual or organizational stressors in the workplace.

Methodology

The present study was conducted in Parbhani and Nanded district of Marathwada region in Maharashtra state. Out of eight district of Marathwada, Nanded & Parbhani district were selected randomly for the study. The all 25 taluka from Nanded & Parbhani district was selected randomly for the present study Thus of 236 extension personnel from Parbhani & Nanded district were selected by One third (1/3) of proportionate random sampling method. Ex-post facto research design was adopted in this study. The data were collected with the help of pretested interview schedule. The statistical methods and tests such as frequency, percentage, mean, standard deviation, co-efficient of correlation, multiple regressions and path analysis were used for the analysis of data.

Result and Discussion

Constraints faced by the extension personnel working in state agriculture department

The schedule covered possible constraints which may hinder

extension personnel working in state agriculture department. Were included in the schedule and the responses were given form the extension personnel and the details were enlisted in the Table 1.

Table 1: Constraints faced by extension personnel working in state agriculture department

Sr. No.	Constraints	No.	(%)	Rank
1.	Lack of equipments, infrastructure & other necessary resources.	224	94.92	I
2.	Handling multiple schemes at a time is difficult.	182	77.12	V
3.	Number of meetings in a month	152	64.41	IX
4.	Lack of recognition.	209	88.56	II
5.	Lack of trained and skilled staff.	173	73.31	VI
6.	Lack of rewards, promotion & incentives.	194	82.20	III
7.	Lack of co-operation from Co-workers.	189	80.08	IV
8.	Heavy workload due to less employees.	176	74.58	VII
9.	Lack of transport facilities.	141	59.75	X
10.	Lack of skilled orientation training.	138	58.47	XI
11.	More non technical work.	165	69.92	VIII
12.	No good road facilities to access with village	117	49.58	XIII
13.	Lack of stress management training program for employees.	123	52.12	XII

It was observed from Table 1. that, 94.92 percent of the extension personnel reported that lack of equipments, infrastructure & other necessary resources and its rank while I, 88.56 percent of the extension personnel reported that lack of recognition and its rank II, 82.20 percent of the extension personnel reported that lack of rewards, promotion & incentives provided and its rank III, 80.08 percent of the extension personnel reported that lack of co-operation from co-workers and its rank IV, 77.12 percent of the extension personnel reported that handling multiple schemes at time is difficult and its ranks V, 73.31 percent of the extension personnel reported that lack of trained and skilled staff and its rank VI, which were the major constraints found during

course of investigation.

Whereas, the Heavy workload due to fewer employees (74.58%) was ranked VII, followed by more non technical work is there (69.92%) ranked VIII, number of meetings more in a month (64.41%) ranked IX, lack of transport facilities (59.75%) ranked X. as these constraints are responsible for job stress of extension personnel.

In other constraints lack of skilled orientation training (58.47%) was ranked XI followed by lack of stress management training program for all employees (52.12) was ranked XII, no good road facilities to assess with village (49.58%) ranked XIII.

Table 2: Suggestions given by extension personnel working in state agriculture department

Sr. No.	Suggestions	No.	(%)	Rank
1.	Provision of sufficient equipments, infrastructure & other necessary resources.	221	93.64	I
2.	Proper planning & time management should be needed for handling multiple schemes.	181	76.69	V
3.	There should be less review meeting in a month	151	63.98	IX
4.	Recognition to extension personnel for good work.	207	87.71	II
5.	Recruit skilled and well trained staff	169	71.61	VI
6.	Provision of rewards incentives by agriculture department for good work.	192	81.36	III
7.	Extension personnel should have involved in different developmental activities for better co-operation.	184	77.97	IV
8.	Increase number of employees in agriculture department.	173	73.31	VII
9.	Provide adequate transport facilities.	138	58.47	X
10.	Skilled oriented training should be provided.	134	56.78	XI
11.	Extension personnel must be exempted from non-technical work.	161	68.22	VIII
12.	Make good roads so that every extension personnel will reach to the farmers & guide them properly.	113	47.88	XIII
13.	Organize stress management training program.	121	51.27	XII

It was observed from Table 2. that, 93.64 percent of the extension personnel suggested that provision of sufficient equipments, infrastructure & other necessary resources and its rank I, 87.71 percent of the extension personnel suggested that Recognition to extension personnel for good work. and its rank II, 81.36 percent of the extension personnel suggested that provision of rewards incentives by agriculture department for good work and its rank III, 77.97 percent of the extension personnel suggested that extension personnel should involved in different developmental activities for better co-operation and its rank IV, 76.69 percent of the extension personnel suggested that proper planning & time management should be needed for handling multiple scheme V, 73.31 percent of the

extension personnel suggested that recruit skilled and well trained staff and its rank VI. This was the major suggestion from extension personnel.

Whereas, increase number of employees in agriculture department (73.31%) was ranked VII, followed by extension personnel must be relived from non-technical work (68.22%) ranked VIII, there should be conduct less review meeting in a month (63.98%) ranked IX, provide adequate transport facilities. (58.47%) ranked X.

In other constraints skilled oriented training should be provided (56.78%) was ranked XI followed by organize stress management program (51.27) was ranked XII, make good roads so that every extension personnel will reach to the

farmers & guide them properly (47.88%) ranked XIII.

Implication

Regarding the constraints faced by extension personnel, it suggested that state department of agriculture should provide the equipments, infrastructure, adequate transport facilities & other necessary resources in abundant manner by agriculture department for further good work. Extension personnel should involve in different developmental activities for better co-operation & performing good work.

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