



ISSN (E): 2277-7695
ISSN (P): 2349-8242
NAAS Rating: 5.23
TPI 2023; SP-12(7): 2144-2147
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www.thepharmajournal.com

Received: 17-05-2023

Accepted: 19-06-2023

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Job satisfaction of agricultural officers in southern zone of Andhra Pradesh

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Abstract

Agricultural officers play a crucial role in supporting and advancing agricultural practices, which are essential for food security and sustaining economies. Understanding and enhancing job satisfaction among agricultural officers is vital, as it directly impacts their performance and overall success of agricultural endeavors. This study investigates the job satisfaction of agricultural officers in the southern zone of Andhra Pradesh consisting of a sample of 90 agricultural officers. The results indicated that more than one-third (37.78%) of the agricultural officers fall into the medium job satisfaction category. The study revealed dissatisfaction primarily related to working conditions, such as lack of proper facilities, electricity problems and community challenges. Among the sub-components, AO's expressed higher satisfaction with co-workers and supervision but are least satisfied with working conditions. These findings provide insights into the factors influencing job satisfaction among agricultural officers and highlight areas that require attention and improvement in order to enhance their overall satisfaction and well-being.

Keywords: Agricultural officers, job satisfaction, components of job satisfaction, job satisfaction of agricultural officers

Introduction

Agriculture plays a pivotal role in our society, providing food security and sustaining economies worldwide. At the heart of this crucial sector are Agricultural Officers, the dedicated professionals who work tirelessly to support and advance agricultural practices. Their work encompasses a diverge range of responsibilities, including providing guidance to farmers, implementing agricultural programmes and promoting best practices suitable to the situations. Understanding and enhancing job satisfaction among Agricultural Officers is vital, as it directly influences their performance, commitment and the overall success of agricultural endeavors. Job satisfaction is a vital component of a healthy work environment. When employees are satisfied with their jobs, they tend to be more engaged, productive and committed.

Job satisfaction holds great importance for agricultural officers due to its far-reaching impact on various aspects of their work and overall success in the field. Spector (1997) ^[10] stated variables related to job satisfaction to include achievement, advancement, job enhancement, job enrichment, and teamwork. Job satisfaction has to do with an individual's perception and evaluation of his job, and this perception is influenced by the person's unique circumstances such as needs, values, and expectations. Ganguly (2010) ^[3] emphasized the significant impact of quality of work life and job satisfaction of university employees in India concluded that quality of work life significantly contributed towards increasing satisfaction or dissatisfaction as experienced by the employees in their concerned job.

In a comprehensive review of multiple studies, several authors examined job satisfaction levels across various groups. Manjunath (2004) ^[7], Patel (2006) ^[8] and Asadi *et al.* (2008) ^[2] found that majority of extension workers fell into the medium job satisfaction category. Jyothi (2006) ^[5] and Raut (2006) ^[9] reported varying levels of job satisfaction among university managed KVKs staff and Agricultural Assistants (AAs). Anumkhan *et al.* (2013) ^[11] explored job satisfaction among bank operational staff with majority reporting above -average satisfaction levels. Manjula (2000) ^[6] found that nearly half (48.50%) of AAOs belonged to medium level of job satisfaction followed by 27.20 percent and 24.30 percent of them in low and high level of job satisfaction category. Gopika (2014) ^[4] indicated that more than half (62.40%) of Assistant Horticulture Officers were having medium level of job satisfaction, whereas 23.00

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percent had high level of job satisfaction and the remaining 13.00 percent of them had low job satisfaction.

Collectively, these studies provide valuable insights into the diverse job satisfaction levels observed among different groups.

Materials and Methods

The study was conducted during 2018 in southern zone of Andhra Pradesh consisting of Chittoor, Cuddapah and Nellore districts. Ex post facto research design was employed for the study. A sample size of 90 agricultural officers 30 from each district selected for the study by following disproportionate sampling technique.

Job satisfaction is the degree to which the job is perceived to be meeting the physical and psychological needs to his/her satisfaction of Agricultural officers. The job satisfaction of AOs was measured by using the scale developed by Manjula (2000) [6] with slight modifications in the present investigation. The scale consists of 8 sub-components. Each sub-component with certain statements. The response of the respondents was rated on five-point continuum namely, very much satisfied, satisfied, partially satisfied, dissatisfied and very much dissatisfied with the scores of 5,4,3,2 and 1 respectively. The job satisfaction scores for all the statements were summated to get the satisfaction scores of Agricultural Officers. The scores range from 42 to 210.

The score of the respondents were taken and grouped into 3 categories based on mean and standard deviation as follows:

Level of Job satisfaction	Criteria
Low	Less than (Mean – ½ SD)
Medium	Between (Mean + ½ SD)
High	More than (Mean + ½ SD)

Results and Discussion

1. Overall Job satisfaction of Agricultural officers

Table 1 presents the data on the overall job satisfaction of Agricultural officers. The data revealed that more than one third (37.78%) belonged to medium Job satisfaction category, and remaining 32.22 percent and 30 percent of them belonged to high and low job satisfaction category. The mean job satisfaction score of all Agricultural Officers was 161.67 with a standard deviation of 7.71.

Most of the Agricultural officers were dissatisfied mainly with the working conditions they were facing. Working environment without drinking water facility, electricity problems, distance from home to office and lack of proper office facilities made them dissatisfied with the work. The results of the study is in conformity with the findings of Gopika (2014) [4] whose study on study on participation in decision making, job performance and job satisfaction of assistant horticulture officers in Karnataka have medium level of job satisfaction.

Table 1: Overall Job Satisfaction of Agricultural Officers n=90

Sl. No.	Level of Job satisfaction	No. of respondents	Percent	Mean	S.D.
1.	Low (<158.24)	27	30.00	161.67	7.71
2.	Medium (158.24-165.96)	34	37.78		
3.	High (>165.96)	29	32.22		

2. Job satisfaction of Agricultural officers with respect to sub-components

The mean scores obtained by the respondents with respect to sub-components of job satisfaction presented in the table 2. The results revealed that the mean score percent was higher in respect of co-workers with mean score index of 94.2 followed by supervision, salary, recognition, job security, no. of working hours, opportunity for personal growth and working conditions in that order. Agricultural Officers were better satisfied with the co-workers and supervision having high score mean index of 94.2 and 91.11 respectively can be seen

from figure 1.

This might be due to the reason that, AOs have better relation with the subordinates, co-workers and superiors in the Department. The good relation he/she has with co-workers helped AOs to smooth functioning in the office as well as at field work. The AOs were least satisfied in the area of working conditions. Because AOs are unsatisfied/dissatisfied with the work load they have, lack of physical facilities and transportation facilities. Though they are getting recognition for the work done there is lack of promotional opportunity in the organization when compared to others.

Table 2: Job satisfaction of Agricultural officers with respect to sub-components

Sl. No.	Dimensions	No. of items	Max. score possible	Mean score	Mean score index	Rank
1.	Salary	2	10	8.69	86.90	III
2.	Job security	2	10	8.22	82.20	V
3.	Working conditions	10	50	32.37	64.74	VIII
4.	Recognition	7	35	29.27	83.62	IV
5.	Opportunity for personal growth	9	45	29.24	64.98	VII
6.	Supervision	7	35	31.89	91.11	II
7.	Co workers	2	10	9.42	94.20	I
8.	No. of working hours	3	15	12.31	82.07	VI

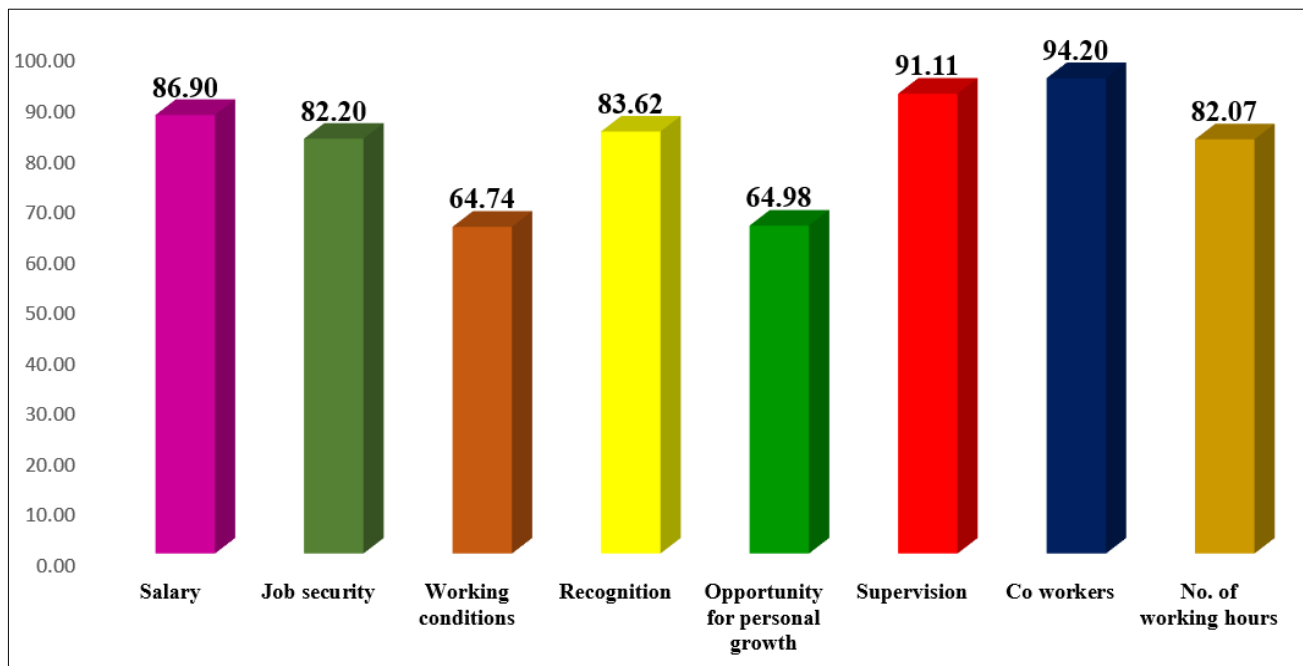


Fig 1: Sub-Component wise job satisfaction of Agricultural Officers

3. Item wise Job satisfaction of Agricultural Officers

The activities that were best perceived to be satisfied more by the AOs were, (1) Recognition you are getting from your family members with a mean score of 4.88 followed by (2) Scope given to express the new ideas before superiors, with a mean core of 4.83, which can be observed from table 3. The AOs were very much satisfied with the recognition they are getting from family members and timely guidance they receive from their immediate superiors, which helps to solve

their problems in the organization and also in carrying out the day-to-day work both at the office as well as at the field level. The job activities that were dissatisfied were (1) Provision of quarter’s having a mean score of 1.52 followed by (2) Provision for transportation during the late hours from work place to home with a mean score of 1.6. These both items belong to the working conditions. Majority of them were also dissatisfied with the promotional policy in the department.

Table 3: Item wise Job satisfaction of Agricultural Officers

S. No.	Statements	Very much satisfied		Satisfied		Partially Satisfied		Dissatisfied		Very much dissatisfied		Mean
		No.	%	No.	%	No.	%	No.	%	No.	%	
A. Salary												
1.	Present salary is commensurate with my work and position	62	68.89	27	30.00	1	1.11	0	0.00	0	0.00	4.68
2.	Salary paid is a vital source of satisfaction	28	31.11	36	40.00	25	27.78	1	1.11	0	0.00	4.01
B. Job security												
1.	The performance will be assessed objectively before taking any serious actions.	37	41.11	38	42.22	15	16.67	0	0.00	0	0.00	4.24
2.	Guidance will be given to improve the job	31	34.44	37	41.11	14	15.56	5	5.56	3	3.33	3.98
C. Working conditions												
1.	Distance from office to house	14	15.56	6	6.67	4	4.44	28	31.11	38	42.22	2.22
2.	Provision of separate chair, table with almirah in office	8	8.89	59	65.56	15	16.67	1	1.11	7	7.78	3.67
3.	Accessibility of telephone facility	34	37.78	37	41.11	10	11.11	3	3.33	6	6.67	4.00
4.	Provision of quarter’s	0	0.00	0	0.00	7	7.78	33	36.67	50	55.56	1.52
5.	Provision for transportation during the late hours from work place to home	5	5.56	0	0.00	10	11.11	14	15.56	61	67.78	1.60
6.	Enough literature for distribution to farm women	31	34.44	40	44.44	10	11.11	4	4.44	5	5.56	3.98
7.	Budget provided to organise the educational activities	27	30.00	25	27.78	26	28.89	12	13.33	0	0.00	3.74
8.	Opportunities provided to utilize personal skills	11	12.22	40	44.44	19	21.11	4	4.44	16	17.78	3.29
9.	Job authority delegated to me in the present job	18	20.00	68	75.56	4	4.44	0	0.00	0	0.00	4.16
10.	Opportunity to work with the team spirit	25	27.78	57	63.33	8	8.89	0	0.00	0	0.00	4.19
D. Recognition												
1.	Recognition given to your work by the people of your area	33	36.67	38	42.22	17	18.89	2	2.22	0	0.00	4.13
2.	Recognition from your superior officers for good work done	10	11.11	72	80.00	3	3.33	5	5.56	0	0.00	3.97
3.	Recognition you are getting from your colleagues	11	12.22	72	80.00	3	3.33	1	1.11	3	3.33	3.97
4.	Recognition you are getting from your family members	81	90.00	7	7.78	2	2.22	0	0.00	0	0.00	4.88
5.	Recognition of your role in comparison with the role of other AAO’s	76	84.44	11	12.22	3	3.33	0	0.00	0	0.00	4.81
6.	Your guidance to farming community to bring good name to the department.	73	81.11	10	11.11	4	4.44	3	3.33	0	0.00	4.70

7.	Recognition and reward for creative work	2	2.22	5	5.56	67	74.44	6	6.67	10	11.11	2.81
E. Opportunity for personal growth												
1.	Scope to prove your excellence in doing the job	40	44.44	29	32.22	15	16.67	5	5.56	1	1.11	4.13
2.	Utilization of personal skills in your job	2	2.22	66	73.33	11	12.22	4	4.44	7	7.78	3.58
3.	Opportunities for securing higher education / training	10	11.11	9	10.00	6	6.67	30	33.33	35	38.89	2.21
4.	Opportunities to visit and observe others work/ organisation	14	15.56	28	31.11	18	20.00	17	18.89	13	14.44	3.14
5.	Opportunities to update technical information	25	27.78	44	48.89	12	13.33	6	6.67	3	3.33	3.91
6.	Opportunities to participate in workshops seminar and other intellectual forums	17	18.89	33	36.67	14	15.56	24	26.67	2	2.22	3.43
7.	Promotional opportunities in the present job	2	2.22	37	41.11	9	10.00	33	36.67	9	10.00	2.89
8.	Promotional policy of the department	8	8.89	4	4.44	3	3.33	28	31.11	47	52.22	1.87
9.	Ambition you have with the present job	40	44.44	31	34.44	10	11.11	4	4.44	5	5.56	4.08
F. Supervision												
1.	Supervision of the superiors on technical matters	54	60.00	36	40.00	0	0.00	0	0.00	0	0.00	4.60
2.	Delegation of responsibilities by the supervisor to improve your work efficiency	52	57.78	29	32.22	9	10.00	0	0.00	0	0.00	4.48
3.	Your relationship with the superiors	52	57.78	27	30.00	3	3.33	5	5.56	3	3.33	4.33
4.	Superiors concern for the welfare of their subordinates	66	73.33	14	15.56	7	7.78	3	3.33	0	0.00	4.59
5.	Scope given to express the new ideas before superiors	78	86.67	10	11.11	1	1.11	1	1.11	0	0.00	4.83
6.	Superiors setting an ideal example to do all the job	48	53.33	29	32.22	7	7.78	6	6.67	0	0.00	4.32
7.	Superior readiness to salve the grievances of subordinates	79	87.78	5	5.56	2	2.22	4	4.44	0	0.00	4.77
G. Co-workers												
1.	Amount of confidence with the colleagues	69	76.67	21	23.33	0	0.00	0	0.00	0	0.00	4.77
2.	Mutual understanding with the co-workers	60	66.67	29	32.22	1	1.11	0	0.00	0	0.00	4.66
H. Number of working hours												
1.	Amount of time devoted to field work	55	61.11	30	33.33	0	0.00	2	2.22	3	3.33	4.47
2.	Flexibility provided to you in working hours as a compensation to field work	35	38.89	48	53.33	1	1.11	2	2.22	4	4.44	4.20
3.	The timings of present working hour	31	34.44	29	32.22	5	5.56	17	18.89	7	7.78	3.87

Conclusion

The study revealed that a significant portion of agricultural officers fall into the medium job satisfaction category, with the remaining officers distributed between high and low satisfaction categories. Working conditions emerge as a key area of dissatisfaction, including issues such as lack of facilities, electricity problems and long commuting distances. The sub component analysis demonstrates that co-workers and supervision receive higher satisfaction ratings indicating the importance of positive relationships and support within the department. However, working conditions, including workload and physical facilities, contribute to lower satisfaction levels. Additionally, limited promotional opportunities are identified as a concern.

The findings emphasized the need for attention to be given to improving working conditions, providing necessary facilities and creating opportunities for career advancements. The insights from this study can inform policy makers, agricultural authorities and relevant stakeholders in implementing measures to address the identified issues and enhance job satisfaction among agricultural officers. By doing so, the agricultural sector can benefit from a motivated and committed workforce, leading to improved agricultural practices and sustainable development in the southern zone of Andhra Pradesh, India.

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