



Study of Organizational Commitment Among Agriculture Development Officers And Horticulture Development Officers of Punjab

KEYWORDS

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ABSTRACT The study entitled "Study of organizational commitment among Agriculture Development Officers and Horticulture Development Officers of Punjab" was undertaken with the objective to study the job satisfaction among ADO's and HDO's of state department of Agriculture and Horticulture. One hundred and twenty ADO's and HDO's were selected using probability proportional to number of ADO's and HDO's. Interview schedule was prepared for collection of data. The results indicated that a majority of extension personnel were having service experience of 11-31 years. Study revealed that majority ADO's and HDO's belong to rural background. Regarding the marital status of the ADO's and HDO's, a large majority of the respondents of both the departments were married. Study also revealed that more than three fourth of the ADO's and HDO's of the both departments were having B.Sc. Agriculture qualification at the time of joining the service. ADO's spouse were having majority post graduate, where as in case of HDO's spouse majority were graduate. Findings of the study resulted that there was no significant difference between the ADO's and HDO's regarding various aspects of job satisfaction. Majority of the ADO's and HDO's had medium job satisfaction.

INTRODUCTION

Punjab is an agrarian state where three-fourth of its economy is dependent on agriculture. Agriculture and Horticulture are the main departments of the state concerned with the technology transfer and knowledge to the farmers and thus contributing for growth and development of agricultural sector in the state. The main function of these departments is to provide technical knowhow to farmers regarding different crops, bee-keeping, agricultural machinery, biogas plants and to ensure the availability of quality inputs like seeds, fertilizers, pesticides etc. to the farmers. Further these departments arrange camps for farmers at village level, block level and district level. Agriculture Development Officers (ADO's) and Horticulture Development Officers (HDO's) are the key person of the department to implement the programmes and policies at the grass root level.

ADO's and HDO's are expected to develop links with the farmers and help them to solve day to day technical problems on their farms. An understanding of the needs and feelings of Agriculture Development Officers (ADO's) and Horticulture Development Officers (HDO's) in the case would help in interpreting a number of problems related to their conditions of work, individual and social adjustments, job performance and opportunities for professional development. It is with the joint efforts of the ADO's and HDO's and farmers that had brought green revolution. Keeping this in mind the study was conducted to know the job satisfaction of extension personnel.

MATERIAL AND METHODS

Study was conducted on ADO's and HDO's of state department of Agriculture and Horticulture, Punjab. The list of ADO's and HDO's was procured from office of state department of Agriculture and Horticulture. A sample of 120 ADO's and HDO's was selected by using probability proportional to number of ADO's and HDO's. A Questionnaire was prepared for collecting data from ADO's and HDO's. Data were collected by distributed questionnaire approach. Data were analyzed with the help of common statistical tools, such as frequency percentages, mean score, t-test and z-test.

RESULTS AND DISCUSSION

The study of socio-personal characteristics provided the information about age, family background, marital status, service experience, qualification at the time of joining and education of the spouse. The general information about the socio-personal characteristics of the ADO's and HDO's have been presented in table 1. Data in Table 1 indicates that age of the ADO's and HDO's varied from 27-54 years. In case of ADO's, more than 80 percent of the ADO's belonged to 36-54 years of the age. In HDO's, 40 per cent of the respondents belonged to 45-54 years of age group. So, majority of the respondents in both the departments belonged to age groups of 36-45 years. It may be due to the reason that new appointments in both the departments have been very less. The findings are in line with those of Kaur (2003) and Devi (2013).

The results in Table 1 clearly indicates that a more than three fourth of the ADO's (84%) were having service experience of 11-31 years. In case of HDO's, nearly about 45 per cent and 55 per cent of the HDO's belonged to category of 11-21 years and 21-31 years respectively. Thus, majority with similar proportion in both departments were having service experience more than 15 years. Similar findings were reported by Kaur (2004) and Yadav (2011).

Table 1 Distribution of ADO's and HDO's according to their socio-personal characteristics

Socio-personal characteristics	Category / Range	ADO's n=100		HDO's n=20	
		Frequency	Percentage	Frequency	Percentage
Age (years)	27-36	17	17.00	-	-
	36-45	44	44.00	12	60.00
	45-54	39	39.00	8	40.00

Socio-personal characteristics	Category / Range	ADO's n=100		HDO's n=20	
		Frequency	Percentage	Frequency	Percentage
Service experience (years)	1-11	16	16.00	-	-
	11-21	38	38.00	9	45.00
	21-31	46	46.00	11	55.00
Family background	Rural	76	76.00	12	60.00
	Urban	24	24.00	8	40.00
Marital status	Married	83	83.00	20	100.00
	Unmarried	17	17.00	-	-
Qualification at time of joining	B.Sc	79	79.00	20	20.00
	M.Sc	21	21.00	-	-
Education of spouse	Graduation	44	44.00	12	60.00
	Post graduation	56	56.00	8	40.00

Being an Agricultural and Horticulture department, it becomes important to study whether the ADO's and HDO's belong to rural or urban background. A look at the data in Table 1 revealed that nearly three fourth of the ADO's (76%) and 60 per cent of HDO's, belonged to rural background. These findings are in line with those of Yadav (2011). Regarding the marital status of the ADO's and HDO's, a large majority (83% and 100%) of the respondents of both the departments were married. As majority of the respondents belonged to age range of 36-54 years at this age mostly everyone get married. Similar results were found by Kaur (2003) Kaur (2004) and Devi (2013). Further look at the data in Table 1 revealed that more than three fourth of the ADO's and HDO's of the both departments i.e. 79 per cent and 100 per cent were having B.Sc. Agriculture qualification at the time of joining the service while only 21per cent of the ADO's had M.Sc. qualification at the time of joining the service. These results are in line with Yadav (2011). Yadav reported that majority of respondents in both agricultural department and horticulture department had B.Sc. qualification at the time of joining the service. Education of spouse of the ADO's and HDO's varied from graduate and post graduate. As evident from the data in Table 1, ADO's spouse were having graudates (44%) and post graudate (56%) where as in case of HDO's spouse were graduate(60%) and 40 per cent were post graduates. Similar results were found by Kaur (2004).

Table 2: Distribution of ADO's and HDO's according to their Job satisfaction

Various aspects of Job satisfaction	Mean Score	Mean Score	Z- test Value
	(ADO's)	(HDO's)	
Self esteem	4.66	4.55	0.41
Opportunity for professional growth.	3.57	4.6	1.54
Prestige of job inside the department.	4.14	4.4	1.74
Opportunity for independent thoughts.	4.15	4.55	1.81

Feeling of job security.	4.4	4.35	1.77
Opportunity for feedback on performance.	4.24	4.45	1.84
Prestige of job outside the department.	4.18	3.75	1.44
Opportunity to do challenging work.	4.21	4.45	1.78
Freedom on the job.	4.03	4.50	1.23
Opportunity for promotion.	2.96	3.90	0.79
Fair treatment.	4.06	4.40	1.55
Feeling of accomplishment.	4.20	4.40	1.62
Opportunity to help others.	4.30	4.40	1.77
Work load.	3.75	4.65	1.33
Opportunity to participate in professional seminars and conferences.	4.20	4.50	1.54
Opportunity for higher studies while working.	3.63	3.85	0.07
OVERALL	3.91	4.23	1.09

Job satisfaction is the degree of pleasure an employee derives from his or her job. A better understanding of job satisfaction and factors associated with it helps the ADO'S and HDO's to perform their activities in a desired direction. The morale of the employees was a deciding factor in the organization's efficiency (Chaudary and Banerjee 2004). However, much of job satisfaction research had focused on respondents (Lawler and Porter 1968). Self esteem emerged as the most satisfied aspect of job satisfaction with mean score of 4.66 as perceived by the majority of the ADO's. It was followed by feeling of job security and then by opportunity for feedback on performance they got on their job. Several studies had also been conducted in different parts of the world to measure the job satisfaction. It is clear from Table 2, testing the significance of difference in total mean scores of both the departments. A non-significant value was found which infers that overall there was no significant difference in the mean scores of the two state departments related to various aspects of job satisfaction.

Job satisfaction of the respondents of both the departments has been shown in Table 3. From the data in the table, it is clear that both departments had about 44 per cent or more of the respondents falling in the medium category. In case of ADO's, 21 per cent had low satisfaction and 35 per cent had high job satisfaction with their jobs. This can be concluded that nearly 80 per cent of the ADO's had medium and high level of job satisfaction. It indicates that ADO's are having liking for their jobs and enjoyed high self esteem and are having their job security

Table 3: Overall Job satisfaction of ADO's and HDO's

Job satisfaction	ADO's n=100		HDO's n=20		t-value
	Frequency	Percentage	Frequency	Percentage	
Low (50-57)	21	21	3	15	0.524
Medium (57-64)	44	44	10	50	
High (64-71)	35	35	7	35	

Similar non significant result were found in case of HDO's

where 50 per cent of the respondents fell in medium category of satisfaction, while 15 per cent were in category of low satisfaction and 35 per cent were highly satisfied from their job. While non-significant t-value indicated that there is no significant difference in the job satisfaction scores of the both departments. The results are similar to those found by Kaur (2003) who reported that the majority of the respondents lied in medium and high category of job satisfaction.

Thus it can be concluded that majority of respondents of agricultural department belonged to 36-45 years age group and similar result was found in horticulture department. In both the departments majority of the respondents had service experience of 22-33 years. Both departments had respondents belonged from rural background. In both departments majority of the respondents were found to be moderately and highly satisfied.

CONCLUSION

Majority of the respondents were found to be moderately satisfied with their jobs. So, there is need to make certain improvements so that satisfaction of ADO's and HDO's could be increased which can further lead to more productivity.

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