JOB PERFORMANCE OF FARM SCIENTISTS FROM KRISHI VIGYAN KENDRAS IN MAHARASHTRA STATE, INDIA

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Abstract: This study was designed to ascertain the job performance of farm scientists from KrishiVigyanKendras in Maharashtra state India. Multistage sampling technique was used to elicit information from 80 respondents, 40 farm scientists from 7KrishiVigyanKendras working with State Agricultural Universities and 40 farm scientists from 7 KrishiVigyan Kendra working as private Organizations. Descriptive statistics and simple regression analysis were used to analyze the data collected.Findings show that, more than three-fifth (61.25 per cent) of the farm scientists belonged to the 'middle' age category and more than three-fifth (68.75 per cent) of them were 'Master holders'. Majority (95 per cent) of the farm scientists were 'married' and most (75 per cent) of them had 'rural' background. Most (80.00 per cent) of the farm scientists were 'Subject Matter Specialists' and more than half (57.50 per cent) of them had 'medium' working experience. More than four-fifth (83.75 per cent) of the farm scientists belong to the 'medium' income level and majority (75 per cent) of the farm scientists had 'medium' job performance.The variables namely mass media exposure had positive and significant relationship with job performance at 1.00 percent level, while age and number of publicationshad positive and significant relationship with job performance at 5.00 per cent level of probability. The variables namely education, marital status, family background, experience, training received and organizational climate had anon-significant relationship with job performance of the farm scientists. The study revealed medium job performance of the farm scientists. It was therefore recommended that job performance should be improved among the farm scientists.

Key words: Performance, farm scientists, KrishiVigyan Kendra

Introduction: It is widely known that the favourable outcome of any extension activity largely depends on the propensity and expertise of the extension staff to speedily deliver and channel the flow of information to the clientele system at the right time in the most appropriate, efficientand acceptable manner. A large number of highly qualified personnel and huge funds are allocated to these institutions. Regardless of all these efforts, a considerable technological gap still exists between the technology already developed and the technology adopted by the ultimate users [10].

In order to bridge this widening gap, farmers need to be educated about latest scientific and technological innovations before they can adopt them for increased agricultural production and sustainable productivity. Therefore, the establishment of the KVK's by ICAR was a step in the right direction as it has served as a bridge between the technology development and farmers by building their capacities and other in-service candidates at the grass root level through training, increasing access to innovations and several other needs of the rural populace.

KrishiVigyan Kendra's have also made a remarkable contribution towards the development of the Agricultural sector and rural development in India. Since the establishment of KVKs, they have played a vital role of technology backstopping to extension personnel as well as farmers so as to enable them to augment their productivity and profitability [11].

In is expected that KVKs need to play a pivotal role in fine-tuning innovations and capacity building with the support of NARS for further up scaling. Aside from cataloguing innovations, KVKs have to enable farmers to be change agents and facilitators among other farmers in their localities.

In spite of the tremendous role played by KrishiVigyanKendras and further expectations needed from them, little studies have focused on Job performance of the farm scientists. Much is been done on impact assessment and evaluation of KVK programmes, ignoring their job performance.[6][12]affirmed that studies regarding job performance and evaluation of human capital in extension organization contexts are still limited.

In relation to agricultural extension, most international research work hasfocused on evaluation of extension Organizations and practices rather than manpower. Evident among these are, economic evaluation of the performance extension system [3], economic impact of extension system of agricultural extension [4] and measuring performance indicators of paid-extension system[7]. Considering the fact that personnel performance is considered as an essential element of extension organization behavior, it is necessary for us to determine the relationships between job performance and the independent variables such as age, education, marital status, family background, experience, training received, number of publications, mass media exposure, as well as organizational climate and farm scientist's job performance.

Many studies have been conducted on the impact of training programmes on farmers but little has been done on job performance of farm scientist from KrishiVigyan Kendra. This study will focus on job performance of farm scientists from KrishiVigyan Kendra. This is because the authors of this paper believe that the success and development of the communities where the KVK's are to a larger extent depends on the knowledge, ability, skills and experience of the farm scientists inter alia. The findings of this study will be useful to the State Governments, policy makers, NGO's, researchers and other scholars.

Materials and Methods:

Study area: This study was conducted in Maharashtra State, India.

Sampling technique: Multistage sampling technique was used to select and interviewed respondent for this study. Structured questionnaire was used to elicit information from 80 farm scientists from KrishiVigyan Kendra in Maharashtra state.

Methods of data analysis: Data were analyzed with the use of descriptive statistics to determine the personal profile of the respondents like frequency, percentage as well as simple regression analysis to achieve the objectives of the study.

Result and Discussions:

Personal and Professional profile of farm scientis ts: Table 1 reveals the socio economic characteristics of the respondents.More than three-fifth (61.25 per cent) of the farm scientists belonged to the 'middle' age category, one-fifth (20.00 per cent) of the farm scientists belonged to the 'senior' age category, while less than one-fifth (18.75 per cent) of the farm scientists belonged to the 'young' age category and the mean age of the farm scientist was 38 years.This shows that there is a strong and energetic working force within the KVKs.SAUs and NGOs each served as host organization for 50 per cent of the respondents.Majority (95 per cent) of the farm scientists were 'married' while less than one-tenth (5 per cent) of them were unmarried. This means that most of the farm scientists were married and living with their family members or spouses.More than three-fifth (67.50 per cent) of the farm scientists were'Master holders' while 31.25 per cent of the farm scientists were 'Doctorate holders'. It can be said that the farm scientists in the study area were well qualified to meet the requirement of the various positions or offices which they held.Majority (91.25 per cent) of the farm scientists had received training in various disciplines and less that one-tenth (8.75 per cent) of them had received no training.More than half (57.50 per cent) of the farm scientists had 'medium' working experience, slightly above one-fifth (22.50 per cent) of the farm scientist had 'low' working experience while exactly one-fifth(20 per cent) of the farm scientists had 'high' working experience. The average year of working experience of the farm scientist was 10 years.More than four-fifth (83.75 per cent) of the farm scientists belong to the 'medium' income level and 8.75 per cent of the farm scientist belongs to the 'high' income level while 7.50 per cent of the farm scientists belong to the 'low' income level. The average annual income of KVK farm scientists was Rs. 6, 27,188.Majority (80 per cent) of the farm scientists were 'Subject Matter Specialists' while more than one-tenth (12.50 per cent) of the farm scientist were 'Programme Coordinators' and 7.50 per cent of the farm scientists were 'Programme Assistant'.

Job performance of farm scientists: It is observed in figure 2 that, majority (75 per cent) of the farm scientist had 'medium' job performance, whereas one-fifth (20 per cent) of the farm scientists had a 'low' level of job performance and only 5 per cent of thescientist had a 'high' level of job performance.

It is noticed from the results that, majority of the farm scientists belonged to 'medium' level of jobperformance. Therefore the performance of the farm scientists can be improved to a high level for benefit of farming community.

The findings of this study are in line with the findings of [9] [5] [2][8] [1].

Correlation coefficient between the personal and professional profile of farm:

Scientists and their job performance: It was observed in table 4 that, the relationship between dependent variable job performance (Y) and independent variable viz., mass media exposure (X_8) was positive and significant at 1.00 percent level, while age (X_1) and number of publications (X_7) was positive and significant at 5.00 per cent level of probability. The variables namely education(X_2), marital status(X_3), family background (X_4), experience (X_5), training received (X_6) and Organizational climate (X_9) were non significantly correlated with job performance of the farm scientists.

Conclusion and Recommendation: Knowing the job performance of farm scientist from KrishVigyan Kendra and factors that contribute to increase their performance and effectiveness is very much crucial. The authors of this paper believe that the success and development of the communities where the KVK's are to a larger extent depends on the knowledge, ability, skills and experience of the farm scientists inter alia.The study indicates that farm scientists were experienced, qualified and majority of them are within the middle age category which is very essential for their effective and efficient performance. However, with regards to fewcharacteristics namely, training received, yearly income, and organizational climate, there is good scope to improve these

traits.Most of the farm scientists had published research papers, popular articles and technical bulletins. This means that there was a satisfactory publication behaviour among them which influenced their job performance. They should be encouraged to continue in this direction.The study showed that farm scientist from KrishiVigyan Kendra had an average job performance. Only few farm scientists had a high job performance. This shows that KVK should be strengthened so as to increase their job performance. It is recommend that farm scientists should be provided with the necessary facilities, vacant positions filled,timely provision of funds, infrastructural facilities provided so as to enable them perform their duties more effectively and efficiently.

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Table 1. Socio economic characteristics of respondents

Variables	Frequency (N=60)	Percentage (%)	Mean
Age (years)			
Young age (Upto 31)	15	18.75	**38 yrs**
Middle age (32 to 44)	49	61.25	
Old age (45 and above)	16	20.00	
Host Organization			
SAU	40	50.00	
NGO	40	50.00	
Marital status			
Married	76	95.00	
Single	4	5.00	
Educational status			
Ph.D	25	31.25	
M.SC	55	67.50	
Training received			
Yes	73	91.25	
No	7	8.75	
Work experience(years)			

Low (Upto 4)	18	22.50	**10 yrs**
Medium (5 to 13)	46	57.50	
High(14 and above)	16	20.00	
Annual income (Rs)			
Low (Upto 4,38,873)	6	7.50	**6,27,188**
Medium (4,38,874 to 8,15,500)	67	83.75	
High(8,15,501 and above)	7	8.75	
Post held at present			
Subject matter specialist	64	80.00	
Programme coordinator	10	12.50	
Programme assistant	6	7.50	

Table 4: Correlation coefficient between the personal and professional profile of farm Scientists and their job performance

Sl. No.	Characteristics	Variable Code	Coefficient of correlation
1.	Age	X1	0.254065*
2.	Education	X2	0.160591 ^{NS}
3.	Marital status	X3	0.202323 ^{NS}
4.	Family background	X4	0.01336 ^{NS}
5.	Experience	X5	0.11976 ^{NS}
6.	Training received	X6	0.13419 ^{NS}
7.	Number of publications	X7	0.222502 *
8.	Mass media exposure	X8	0.354737**
9.	Organizational climate	X9	0.201032 ^{NS}

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