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Job satisfaction of the agriculture supervisors of Jaipur division of Rajasthan

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Abstract

The present study was conducted purposively in zone IIIA (Semi-arid Eastern Plain) of Jaipur division comprising of Jaipur, Ajmer, Dausa & Tonk districts of Rajasthan as this zone falls under the jurisdiction of SKN Agriculture University Jobner. the data on total No. of supervisors working under Dept. of Agriculture was procured from the Dept. of Agriculture, Jaipur division (Zone III A) during 2015-2016. Out of this, the respondents were selected on the basis of proportionate sampling (25% of the total respondents) i.e. 86 from Jaipur, 40 from Dausa, 54 from Ajmer & 49 from Tonk District were selected randomly. Thus in all, 229 agriculture supervisors were selected in the sample of the study. The data were collected through a questionnaire.

Keywords: Education, working experience, job satisfaction

Introduction

Agriculture plays a vital role in the Indian economy. It is the backbone of our economic system. Agriculture not only provides food and raw material but also provides employment opportunities to a very large proportion of population. In India the main occupation of our working population is agriculture. Indian agriculture has registered an impressive growth over last few decades. Services sector is the largest sector of India. Gross Value Added (GVA) at current prices for Services sector is estimated at 92.26 lakh crore INR in 2018-19. Services sector accounts for 54.40% of total India's GVA of 169.61 lakh crore Indian rupees. With GVA of Rs. 50.43 lakh crore, Industry sector contributes 29.73%. While, Agriculture and allied sector shares 15.87%.

Greater satisfaction leads to superior performance. A person with a high level of job satisfaction holds very positive attitudes about the work. An employee who has no satisfaction with his job will be a poor performer. It is, therefore, very necessary to know the extent to which the employees are satisfied with their work in the organization.

It is rather more importance in modern times as they must have technical competence both in subject matter and communication techniques because the agricultural technology is changing at a faster rate and is gradually becoming complex. There is a very wide gap between the research and extension with regard to transfer of technology. Thus the study entitled "An Assessment of Job Perception, Performance and Job Satisfaction of Agriculture Supervisors of Jaipur division of Rajasthan" was undertaken with the following specific objectives:

1. To determine the level of job satisfaction of the Agriculture Supervisors.
2. To find out the association between Job perception, Job performance and Job satisfaction.

Methodology

The present study was conducted purposively in zone IIIA (Semi arid Eastern Plain) of Jaipur division comprising of Jaipur, Ajmer, Dausa & Tonk districts of Rajasthan as this zone falls under the jurisdiction of SKN Agriculture University Jobner & the researcher is acquaintance with the area being local. To select the respondents, the data on total No. of supervisors working under Dept. of Agriculture was procured from the Dept. of Agriculture, Jaipur division (Zone III A) during 2015-2016. Out of this, the respondents were selected on the basis of proportionate sampling (25% of the total respondents) i.e. 86 from Jaipur, 40 from Dausa, 54 from Ajmer & 49 from Tonk District were selected randomly. Thus in all, 229 agriculture supervisors were selected in the sample of the study.

Statistical Analysis of Data

Appropriate statistical methods and tools like frequency and percentage, Mean percent score (MPS), standard deviation, chi-square test were used for the analysis of data.

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Result and Discussion

General Information about the Agriculture supervisors

It was found that 48.0 per cent of agriculture supervisors belonged to middle age group (36-55 years), whereas 31.8 per cent were in young age group (18-35 years). Only 20.0 per cent were in old age group (above 55 years), and nearly half (49.34 percent) of the agriculture supervisors were educated up to higher secondary whereas 34.93 percent were B.Sc.

(Agriculture), 12.66 percent were M.Sc. and only 3.05 were Ph.D. Fruther result found that 55.89 percent of the agriculture supervisors were having work experience of below 10 years as Agriculture supervisors whereas 30.13 per cent were having more than 20 years experience. Only 13.97 per cent of the them were in 10 -20 years work experience category.

Table 1: General information about the Agriculture supervisors

S. No.	Particulars	Dausa (n ₁ =40)	Ajmer (n ₂ =54)	Tonk (n ₃ =49)	Jaipur (n ₄ =86)	Overall (n=229)
A. Age						
1	Young (18-35 years)	6 (2.62)	7 (3.05)	25 (10.9)	35 (15.2)	73 (31.8)
2	Middle (36-55 years)	30 (13.1)	26 (11.3)	24 (10.4)	30 (13.1)	110 (48.0)
3	Old (Above 55 years)	4 (1.74)	21 (9.17)	0 (0.00)	21 (9.17)	46 (20.0)
B. Educational Level						
1.	Higher secondary (Ag.)	17 (42.5)	31 (57.40)	24 (48.97)	41 (47.67)	113 (49.34)
2.	B.Sc.(Ag.)	20 (50.0)	17 (31.48)	14 (28.57)	29 (33.72)	80 (34.93)
3.	M.Sc.(Ag.)	3 (7.50)	4 (7.40)	9 (18.36)	13 (15.11)	29 (12.66)
4.	Ph.D.(Ag.)	0 (0.00)	2 (3.70)	2 (4.08)	3 (3.48)	7 (3.05)
C. Working experience						
1.	Below 10 years	30 (75.00)	14 (25.92)	32 (65.30)	52 (60.46)	128 (55.89)
2.	From 10 to 20 years	6 (15.00)	8 (14.81)	7 (14.28)	11 (12.89)	32 (13.97)
3.	Above 20 years	4 (10.00)	32 (59.25)	10 (20.40)	23 (26.74)	69 (30.13)

Table 2: Overall Job Satisfaction of the Agriculture Supervisors N=229

S. No.	Level of Job Satisfaction	Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		f	%	f	%	f	%	f	%	f	%
1.	Low (<35.98)	1 (2.50)		1 (1.85)		5 (10.20)		0 (0.00)		7 (3.05)	
2.	Medium (35.98-47.34)	27 (67.50)		52 (96.29)		20 (40.81)		86 (100.00)		185 (80.78)	
3.	High (>47.34)	12 (30.00)		1 (1.85)		24 (48.97)		0 (0.00)		37 (16.15)	
(Mean= 41.66, SD= 5.68)											

It is evident from the Table-2 that majority of Agriculture supervisors (80.78 percent) had medium level of satisfaction with their job, whereas 3.05 percent 16.15 percent Agriculture supervisors had low or high level of satisfaction with their job respectively

Further majority of Agriculture supervisors showed medium level of satisfaction in all the districts.

The medium level of job satisfaction of Agriculture supervisors was mainly due to factors such as job security, Govt. job even after having less education recognition for good work, good social status and prestige as a person in the department. The findings are in conformity with the findings of Gora (2016), who reported that majority of Agriculture supervisors had moderate level of job satisfaction. (Fig.1.)

The number of Agriculture supervisors having highest satisfaction was maximum in Tonk (48.97 %) in and nil in Jaipur District, may be because Tonk is smaller district than Jaipur so the working conditions are more favorable.

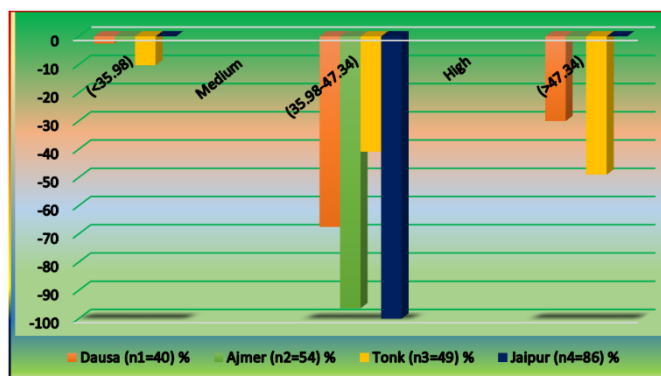


Fig 1: Overall Job Satisfaction of the Agriculture Supervisors N=229

Component wise Job Satisfaction of Agriculture Supervisors-

Table.3 revealed the result Component wise job satisfaction on "administrative factors" reveal that agriculture supervisors

were more satisfied with the “Monitoring of the programme”(71.17MPS),“Administrative setup of the agriculture department” (68.85 MPS), and “With the job authority delegated to you in order to do your job” (68.12

MPS). They were found least satisfied with “With the flexibility that you have been given by your superior to do your job well”(63.17 MPS), “Distance of work place from the residence of job card holder” (59.38 MPS).

Table 3: Distribution of the Agriculture supervisors according to their Job Satisfaction level with Administrative factors

S. No.	Administrative factors	Mean Percent Score									
		Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Flexibility given to do your job well.	51.6	V	66.6	I	64.6	IV	39.3	II	63.17	IV
2.	Distance of work place from the residence	58.3	IV	46.2	IV	61.9	V	40.0	I	59.38	V
3.	Monitoring of the programme	85.8	I	66.6	I	72.1	I	40.0	I	71.17	I
4.	Administrative setup of the agriculture department	76.6	II	66.0	II	69.3	III	40.0	I	68.85	II
5.	Authorities delegated to you	72.5	III	64.8	III	70.7	II	40.0	I	68.12	III

Table 4. showed the results on “Working Facilities and work load” reveal that agriculture supervisor were highly satisfied with the “Work is as per my skill & physical ability” (70.45

MPS) and “Working hours” (63.90 MPS). Agriculture supervisors were found to be highly dissatisfied with the fact “Timing of the training” (59.38 MPS).

Table 4: Distribution of the Agriculture supervisors according to their Job Satisfaction level with Working facilities and work load N=229

S. No.	Working facilities and work load	Mean Percent Score									
		Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Working hours.	66.6	II	48.1	II	79.5	II	38.1	III	63.90	II
2.	Timing of the training programmes.	52.5	IV	46.9	III	70.7	III	38.3	II	59.38	V
3.	Work is as per skills and physical ability.	70.0	I	67.2	I	80.9	I	40.0	I	70.45	I
4.	Working facilities given to do the job well.	66.6	II	46.9	III	59.8	V	40.0	I	60.5	IV
5.	Heavy work Load in the job like Meetings, seed distribution, Organizing trainings, demonstrations, reporting etc.	64.0	III	42.5	IV	67.3	IV	40.0	I	60.6	III

Table 5. revealed that results on “Wages & salary” reveal that agriculture supervisors were highly satisfied with the “Timeliness of Salary” (52.83 MPS) and “Various allowances like house rent, TA DA, conveyance allowance etc.” (40.17

MPS).Agriculture supervisors were found to be highly dissatisfied with the “With your present salary to commensurate with your work and position with the job” (39.15 MPS).

Table 5: Distribution of the Agriculture supervisors according to their Job Satisfaction level with salary / Wages

S. No.	Particulars	Mean Percent Score									
		Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Present salary to commensurate with your work and position with the job.	33.3	III	40.7	II	50.3	III	20.6	II	39.15	III
2.	Timeliness of Salary payment	60.0	I	66.0	I	57.8	I	23.0	I	52.83	I
3.	Various allowances like house rent, TA DA, conveyance allowance etc.	40.0	II	38.2	III	52.3	II	20.6	II	40.17	II

Table 6. revealed that the assessment with regards to “Working atmosphere” reveal that more satisfied with the “Recognition given to your work by the people of your area” (74.52 MPS) and “Technical supervision/ guidance from your

supervisor” (74.23 MPS) followed by “Recognition that you are getting from your collegians” (72.05 MPS). They were least satisfied with the “Relations you have with superiors in your work & your Co-workers” (67.39MPS).

Table 6: Distribution of the Agriculture supervisors according to their Job Satisfaction level with salary / Wages

S. No.	Particulars	Mean Percent Score									
		Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Present salary to commensurate with your work and position with the job.	33.3	III	40.7	II	50.3	III	20.6	II	39.15	III
2.	Timeliness of Salary payment	60.0	I	66.0	I	57.8	I	23.0	I	52.83	I
3.	Various allowances like house rent, TA DA, conveyance allowance etc.	40.0	II	38.2	III	52.3	II	20.6	II	40.17	II

Table 7. revealed that Job Satisfaction with "Promotional Opportunities, reward and Security" reveal that the agriculture supervisors were highly satisfied with the "With the policies in relation to your work" (64.04 MPS), "With the present job, when you consider the expectation you had when you took up this job" (59.53 MPS), and "With the security you have with

your job" (55.89 MPS). Agriculture supervisors were found least satisfied with "With regard to the opportunities in your job to utilize your personal abilities" (50.36 MPS), "Promotional opportunities you have in the present job" (47.16 MPS) and "About the rewards and incentives provided in your job" (45.85 MPS).

Table 7: Distribution of the Agriculture supervisors according to their Job Satisfaction level with working atmosphere N=229

S. No.	Working atmosphere	Mean Percent Score									
		Dausa (n ₁ =40)		Ajmer (n ₂ =54)		Tonk (n ₃ =49)		Jaipur (n ₄ =86)		Overall (n=229)	
		MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank	MPS	Rank
1.	Relations you have with superiors and Co-workers	66.6	IV	66.6	II	70.0	IV	40.0	I	67.39	IV
2.	Recognition given to your work by the people of your area.	86.6	I	66.6	II	87.0	I	40.0	I	74.52	I
3.	Recognition that you are getting from your colleagues	80.0	III	67.2	I	80.2	III	40.0	I	72.05	III
4.	Technical supervision/ guidance from your superiors	85.8	II	67.2	I	85.7	II	40.0	I	74.23	II

Association between Job Performance and Job Satisfaction

The analysis of the chi-square test in Table: 8. revealed that a non-significant association was found between job performance and job satisfaction. This may be due to the reason that job satisfaction being a psychological phenomenon, depends solely up on individuals perception & not with the performance. As the Agriculture supervisors were satisfied with some of the factors related to their job but at the same time they were not much satisfied with the factors related to incentives, fair transfer policies etc. but with limited qualification they can get only this level of job therefore they were performing their duties & satisfied with whatever they get. That is the reason that no association was observed between job performance and job satisfaction.

Table 8: Association between Job Satisfaction and Job Performance of the Agriculture Supervisors N=229

S. No.	Job Performance	Job Satisfaction			
		Low	Medium	High	Total(n=229)
1.	Low	2	24	4	30
		6.7%	80.0%	13.3%	100.0%
2.	Medium	4	89	29	122
		3.3%	73.0%	23.8%	100.0%
4.	High	1	63	13	77
		1.3%	81.8%	16.9%	100.0%
	Total	7	176	46	229
		3.1%	76.9%	20.1%	100.0%
Chi-square value		4.50 ^{NS}			

** Significant at 1% level of significance, NS- Not significant

Conclusion

It was found that 48.0 per cent of agriculture supervisors belonged to middle age group (36-55 years), 49.34 percent of them were educated up to higher secondary. Further 55.89 percent of the agriculture supervisors were having work experience of below 10 years as Agriculture supervisors. Job satisfaction results reveal that majority of agriculture supervisor had medium level of satisfaction with their job, whereas only 3.05 percent had low job satisfaction and the association was positively non-significant between Job performance and job satisfaction. Further result found that suggestions given by the Agriculture supervisors Provide good quality inputs, Few other suggestions offered by the Agriculture supervisors to develop job perception,

performance and increase job satisfaction among the supervisors and that was team work should be given, vehicle for female employees, for female workers try to give survey area near to their home so that female workers feel comfortable and satisfied with job.

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