Attitude of Officers I/c Taluka Seed Mutiplication Farms of Gujarat State Towards Their Jobs

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ABSTRACT

The purpose of this study is to determine and describe the attitude of the officers I/c taluka seed multiplication farms of the Gujarat State towards their jobs and also to determine the relationship of attitude towards job with profit and non-profit aspects of seed farm management. The whole area of the Gujarat State was covered under the study. Out of total i.e., 137 respondents, 120 had given their responses. For measurement of attitude, a five-point attitude scale was developed. The data so collected have been analysed. It was found that Agricultural Assistants held favourable attitude towards their job. Favourable attitude of Agricultural Supervisors towards their job was found to have positive influence on profit making aspect of seed farm management. The existence of favourable attitude among the officers I/c seed farms towards their job may be helpful in performing their job more efficiently.

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INTRODUCTION

THE individual's acceptance or rejection of persons, things and ideas is influenced by his attitude towards these persons, things and ideas. Greenfield (1961) scholastically says: "Attitudes are possible predictors of action." Bingham (1937) summarized the connection between attitudes and occupation fitness in terms of whether the individual will like the actual work of his job.

As Krech and Crutchfield (1962) described:

> "Attitudes of an individual toward the objects of his social world are considered as one of the important variables that influence his behaviour toward these objects. An individual's behaviour toward an object is determined by his beliefs about an object, his feeling toward it, and his disposition to respond to it. And these cognitions, feelings and action tendencies are interrelated to form a system called attitude. Thus a person's significant perceptions of and behavioural dispositions toward, are described in terms of person's attitude".

Thus, an officer's attitude towards his job reflects his cognition and feelings for his job. An attempt was made to study the attitude of the officers I/c taluka seed multiplication farms of the Gujarat State towards their job with following specific objectives:

1. To determine and describe the attitude of the officers I/c taluka seed multiplication farms of the Gujarat State towards their job.

2. To determine the relationship of attitude of officers I/c seed farms towards their job with profit and non-profit aspects of seed farm management.

MATERIALS AND METHODS

The whole area of the Gujarat State was covered under the study. The data were collected by mail questionnaire

from the officers I/c seed multiplication farms. Out of 137 respondents, 120 (87·59%) had given their replies. Out of 120 questionnaires received back in time, three questionnaires were discarded as they were filled in by two *mukadams* and one *gramsevak*, who were holding the charge of seed farms temporarily.

A five-point attitude scale was developed for measurement of attitude of the officers I/c seed multiplication farms towards their job. The five points of the scale were: Strongly agree, agree, no opinion, disagree and strongly disagree. For measuring attitude towards job, the scale values given for positive statements indicating favourable attitude were: Strongly agree-5; agree-4; no opinion-3; disagree-2 and strongly disagree-1. In case of negative statements reflecting unfavourable attitude the score values were reversed.

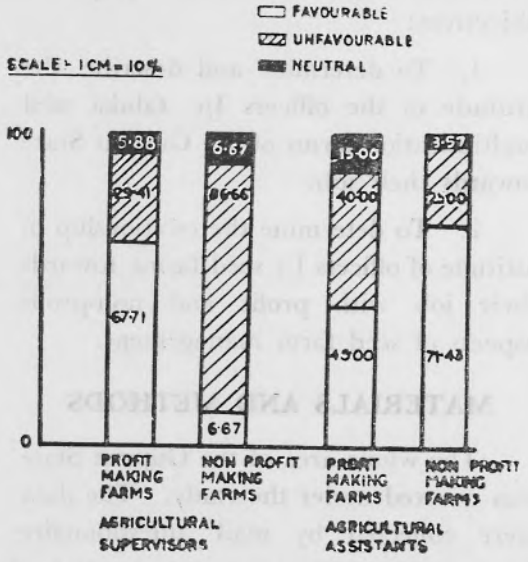

Fig. 1. Percentage distribution of respondents according to their attitude towards job.

The total score for each respondent was calculated by summing over the score value of each statement. The maximum possible score for ten statements was 50 while minimum possible score was ten. The total score value for neutral response i.e., no-opinion response for ten statements was 30. Therefore, the favourable attitude was considered when total score value was above 30 and unfavourable when total score value obtained was less than 30. Attitude scale in this study was tested for its reliability by "split-half" method and the corrected split-half reliability was computed by means of Spearman-Brown formula. The reliability co-efficient estimated by the split-half method and corrected by Spearman-Brown formula was found to be + 0·61.

RESULTS AND DISCUSSION

Attitude of Officers Towards Their Job:

The general attitude held by the officers towards their job was arrived at by computing the mean attitude scores.

The mean attitude score (29·8) in case of Agricultural Supervisors is less than the neutral score (30·0). While in case of Agricultural Assistants the mean score (32·1) is more than the neutral score (30·0). This leads to the conclusion that Agricultural Supervisors held, in general, unfavourable attitude while Agricultural Assistants held favourable attitude towards their job.

Distribution of respondents of profit making and non-profit making farms according to their attitude towards job has been presented in Fig. 1.

TABLE 1

Relationship of attitude of officers I/c seed farms towards their job with profit and non-profit aspects of seed farm management.

Sr. No.	*Attitude Category*	*Number and percentages of officers.*				*Total number*	X^2	*P*	*C*
		Profit making farms		*Non-profit making farms*					
		No.	%	*No.*	%				
1.	Attitude of Agricultural Supervisors towards their job.								
	(a) Favourable	22	95·66	1	4·34	23	12·4241	0·001	0·461
	(b) Un-favourable	10	43·47	13	56·53	23			
2.	Attitude of Agricultural Assistants towards their job.								
	(a) Favourable	18	47·37	20	52·63	38	2·8614	N.S.	—
	(b) Un-favourable	16	69·5	7	30·43	23			

It appears from Fig. 1 that 67·71% (22) of the Agricultural Supervisors working on profit-making farms had favourable attitude, while majority of the Agricultural Supervisors of non-profit making farms had unfavourable attitude towards job. In case of Agricultural Assistants working on profit and non-profit making seed farms, majority of them had favourable attitude towards job.

Attitude of Officers and Dependent Variables:

In this study the attitude of the officers towards their job was statistically tested for significant relationship with profit and non-profit aspects of seed farm management. The attitude of officers towards their job was considered as independent variable where as profit and non-profit aspects of seed farm management as dependent variables. The findings regarding existence or non-existence of relationship have been given in Table 1.

Data presented in Table 1 revealed that highly significant relationship between attitude of Agricultural Supervisors towards their job with profit and non-profit aspects of seed farm management was found. A relatively large per cent of Agricultural Supervisors of profit making farms had favourable attitude towards their job as compared to majority of the Agricultural Supervisors of non-profit making farms who had unfavourable attitude. Thus, favourable attitude was found to have positive relationship with profit-making aspect. The reverse thing in case of Agricultural Assistants was found. The unfavourable attitude of Agricultural Assistants I/c profit-making farms may be due to the reasons that many Agricultural Assistants were working against the post of Agricultural Supervisors without any financial benefits.

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