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Job Related and Socio-Psychological Factors Affecting Research Management Ability of the Heads in Gujarat Agricultural University

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ABSTRACT

Research management ability of the heads play crucial role in fruitful research work. Socio-psychological and job related characteristics of the heads are important factors which affect the research management ability of the heads differently. Therefore, this study was undertaken. The results indicated that image of heads, personality (extrovert), attitude towards delegation of authority, job involvement and style of supervision (developmental) of heads had positive and highly significant relationship with their research management ability.

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INTRODUCTION

Fruitful research work needs better research management ability (RMAI) of the heads. Therefore, it is the matter of great importance to study the factors affecting the research management ability, their extent and manner. Keeping in view, it is seen that socio-psychological and job related characteristics are the most important factors which affect the research management ability of the heads. Keeping the above said facts in view the present investigation was carried out to know the factors affecting the research management ability of the heads in Gujarat Agricultural University in 1993.

MATERIALS AND METHODS

In the present study research management ability of the head has been operationalised as the ability of the head to apply the basic principles of management in running the department/station/project/scheme for agricultural research work.

The study was conducted in Gujarat Agricultural University. All the independently working heads of the agricultural research department/station/project/scheme of the University were selected for the study purpose. For measuring research management ability of the selected heads two immediate subordinates of each head were randomly

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selected from respective department/ station/project/scheme. Thus in all 69 research heads and 138 their subordinates were selected. Two questionnaires were prepared for the study, one for the heads and the another for their subordinates. The respective questionnaire to the heads and subordinates were separately mailed to each person. Finally 86.95% responses were received.

Computing the research management ability index (RMAI) of the research head the scale developed for the purpose was used. To measure the research management ability of the research heads, the research management ability scale was applied to the two immediate subordinates of each head and RMAI from the subordinates were calculated. The final RMAI of the head was determined by averaging the RMAI get from both the subordinates of respective head. Coefficient of correlation were computed to findout the relationship between each of the independent variable and depedent variable by employing formula.

RESULTS AND DISCUSSION

Relationship of research management ability of the heads with their selected characteristics.

A : Socio psychological characteristics

The nine variables i.e. (1) image of the head (2) personality (extrovert/introvert) (3) attitude towards delegation of authority (4) perceived workload (5) attitude towards research work (6) job involvement (7) job stress (8) achievement motivation and (9) styles of supervision were studies in relation to the RMAI of the heads. The data are presented in Table-1.

TABLE 1

Correlation coefficient between socio-psychological characteristics of heads and their RMAI.

Sr. No.	*Name of Variable*	*'r' value*
1.	Image (characteristics) of the head	.8159**
2.	Personality (extrovert/introvert)	0.3843**
3.	Attitude towards delegation of authority	0.5726**
4.	Perceived workload	-0.0773 NS
5.	Attitude towards research work	0.0712 NS
6.	Job involvement	0.3324**
7.	Job stress	0.160 NS
8.	Achievement motivation	0.0549 NS
9.	Styles of supervision	@0.4901**

NS = Non-significant at 0.05 level.

** = Significant at 0.01 level.

@ = Analysis was made on the basis of only 26 respondents.

In case of socio-psychological characteristics, image, personality, attitude towards delegation of authority, job involvement and styles of supervision had positive significant relationship RMAI of the heads. While perceived workload had negative non-significant relationship with RMAI of the heads and attitude towards research work, job stress and achievement motivation had non-signifcant but positive relationship with RMAI of the heads these might be due to following reasons :

1. Management is an art and also depends on invididuals characteristics therefore the positive image of the heads may increase their RMAI and vice versa.

2. Extrovert heads are more social, quickly react to situations, more interpersonal communicators and many other characters suitable for best management and therefore the extrovert personality increases their RMAI.

3. The favourable attitude of the heads towards delegation of authority will initiate him to delegate required authority among working individuals and as a result effective management may be achieved.

4. Job involved head considered the work as an important part of his life and he has affinity with whole job situation which resulted in better RMAI.

5. Self dispensing style of supervision has confidence in his subordinates and they are free to work both independently and interdependently with their colleagues which leads to the effective management.

B : Job related characteristics

The five job related variables like cadre, total experience, experience as a research head, training received and absence at headquarters were studied in relation to RMAI of the heads. Such data are presented in Table 2.

TABLE 2

Correlation coefficient between job related characteristics of heads and their RMAI.

N = 60

Sr. No.	*Name of Variable*	*'r' value*
1.	Cadre	0.0791 NS
2.	Total experience	0.1504 NS
3.	Experience as a research head	0.1420 NS
4.	Training received	-0.0914 NS
5.	Absence at headquarters	-0.1372 NS

NS = Non-significant at 0.05 level.

Data presented in Table 2 stated that cadre, total experience and experience as a research head had non-significant but positive relationship with RMAI of the heads. It means as the cadre, total experience and experience as a research head increases the RMAI of heads increases. This findings were in confirmity with the findings of Khare *et al.* (1987), Sakaria (1988), G. Rani (1985).

It is also seen from Table 2 that training received and absence at headquarters had negative but nonsignificant relationsjhip with RMAI of heads. This may be because of most of the training received by the heads were technological and very few were of management aspects. While the

absence of the head at headquarters leads to be poor management.

Implication

Among all the characteristics image of the head, personality (extrovert), attitude towards delegation of authority and job involvement were found correlated with research management ability of the heads. Therefore, the efforts should be made to get the favourable effects of the said characteristics to improve research management such as :

(i) The person with a extrovert personality and good image should be selected for the post of head of research station.

(ii) More powers should be delegated to heads so that he may be able to delegate the power to his subordinates and improve his research management.

(iii) More benefits may be provided to increase the job involvement of the head.

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