

"Study of Personality Characteristics as Related to job Performance of Agricultural Extension Officers in Gujarat."

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Shri A. M. Bhimjiani

Department of Extension Education, N. M.
College of Agriculture, Navsari.

In the extension programme the agricultural extension officers have to work in close contact with the people. It was further thought that if any relationship between certain personality characteristics and background factors and the level of job performance of the agricultural extension officers were investigated, it might help in selecting candidate having such traits. The major objectives of this study was to ascertain the relationship, if any, between the level of job performance and characteristics as measured by the sixteen personality factor questionnaire.

Except Dangs and the Gandhinagar districts of the Gujarat State all the agricultural extension officers working in the taluka panchayats were studied. Whole population of the agricultural extension officers in the state was covered for this study. Totally 159 agricultural extension officers working in 17 districts of the state formed the group. Two independent variables "Personality Characteristics" and "Background Factors" were selected for this study. One dependent variable i.e. level of job performance was selected. Job of the agricultural extension officers was grouped into five broad areas as under for the purpose of this study;

- (1) Planning of activities of the programme
- (2) Implementation of programme activities
- (3) Supervision (4) Office-work (5) Working relationship.

The data were to be collected with the help of (1) the Sixteen Personality factor questionnaire constructed by Cattell and Eber (2) a rating scale and (3) a questionnaire.

Major Findings :

The scores secured by the agricultural extension officers indicated that majority of them possessed in a moderate degree each of the personality traits except the factor B for intelligence. It was concluded that the desirable traits were not developed among the agricultural extension officers. Majority of them covered under the study were found to have come from rural families. Hence, moderate degree of personality traits may be due to their rural background.

Significant relationship was found to exist between the personality factor, O-placid vs. apprehensive and the total job performance of the agricultural extension officers. It can be concluded that an extension worker, who is free from worries about dealing with the people and who has developed self confidence of working in group situations or as a member of the team, is likely to be more successful.

3. The results of testing of hypothesis regarding relationship between the sixteen personality factors and job performance in the individual area, namely, planning of activities of the programme, implementation of programme activities, supervision, office work and working relationships were not found to be statistically significant.

There was significant relationship between the total job performance and rural or urban background. Having rural background was found to facilitate to perform the functions as agricultural extension officers. In many studies it has been found that individuals have more trust in the people who are close to them in terms of customs, traditions, beliefs, interests, values, etc.

Experience of working on the same post was found to increase the efficiency in performing the job. Due to more experience self-confidence, more numbers of skills, better ability to use various extension methods, better methods for approaching the people, required courage for taking initiative, more interest in the problems of the rural people, more security in profession etc. may be developed; and all these may have cumulative effect on the increase of efficiency of performing total job of the extension workers.

Having rural background and experience of working as an agricultural extension officers for eight to fourteen years were found to facilitate performance in developing extension programme. Experience of eight to fourteen years seems to be quite adequate for becoming familiar with the rural society and the process of planning. Having experience for more than

fourteen years was not found to help in increasing efficiency in programme planning. More experience may develop rigidity which is not desirable for effective planning.

Office work was managed nicely by the agricultural extension officers possessing rural background. Activities included in the area of office work were keeping himself fully informed of the latest orders and budget provisions for the programme.

Implications:

The extension service should provide appropriate environment in working situations as well as during the training programmes, so that high degree of desired personality traits are developed. The superior officers who guide the extension officers should also develop these desired traits and express them through their behaviour.

In case an individual does not possess adequate rural background, the opportunity should be made available to such an individual during college study or during pre-service training programme to develop adequate knowledge of rural society. During pre-service and in-service training programme extension workers should be exposed more and more to the rural society.