

Effect of Traits of the Trainers on Their Job Satisfaction and Job Performance in Krishi Vigyan Kendras in Rajasthan

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ABSTRACT

The present investigation aimed at analyzing the vocational trainings imparted by Krishi Vigyan Kendras run by ICAR SAUs and NGOs in Rajasthan state and ascertain their comparative performance. The findings of this study reveals that maximum number of trainer of NGO KVK (70%) has post graduate degree whereas SAU and ICAR KVK had 42.10 and 27.27 post graduate trainers, respectively. The majority of trainers (57.90%) in SAU KVK were from rural agricultural families while about 60% in NGO KVK belonged to urban areas. In terms of job satisfaction, the majority of the trainers in ICAR KVK (63.63%), SAU KVK (68.92%) and NGO KVK (50%) were reported to have medium level of job satisfaction. However, the trainers in SAU and ICAR KVK were relatively more satisfied than the trainer of NGO KVK. The job insecurity was the major constraint for low level of job satisfaction. The trainers of NGO KVK stood first (40%) followed by ICAR and SAU in terms of job performance.

Establishment of Krishi Vigyan Kendras is a landmark in the transfer of technology programmes in India. These are the grass root level vocational training institutions designed for bridging the gap between the available techniques at one end and their application for increased production at other. The success of these kendras depends on many factors including infrastructural facilities, transport facilities and competence of trainers who are directly involve in conducting training programmes for their clients. The traits of the trainers working in the KVKs influenced their job satisfaction and job performance level which has direct bearing on the effective functioning of KVKs. Keeping in view the importance of these aspects, the study was undertaken.

METHODOLOGY

The present investigation was carried out in Rajasthan which has highest number of KVKs in the country. The growth and spread of KVKs has been faster in Rajasthan in comparison to other states of the country. Out of 31 KVKs in the state, 23 is in under RAU, Bikaner, 6 is run by Non-governmental organisations, and 2 under ICAR's Research Institute, Jodhpur. Two KVKs from Agricultural University and one each from ICAR Institute and Non-governmental Organization were selected for the study.

The sample of respondents comprised of trainers of all selected KVKs. There were 40 such trainers working at four selected KVKs i.e. 11 in ICAR KVK, 10 in NGO KVK and 9 and 10 trainers in two KVK of RAU, Bikaner. The data were collected through personal interview technique with the help of semi-structural interview schedule and using the scale of Kubde (1979) with slight modification to assess job satisfaction and job performance level of the trainers. The profile of trainers of selected KVKs has been categorised by using mean and standard deviation and relationship of their traits with job satisfaction and performance has been findout using correlation coefficient.

The results of the study as derived from the analyzed data have been presented in the following tables and discussed as under :

RESULTS & DISCUSSION

A review of profile of trainers indicates that majority of trainers of selected KVKs were in middle age group (31 to 50 years). In terms of educational qualification, trainers of NGO KVK had higher qualification followed by SAU and ICAR KVKs. There was discrency in the strength of trainers. In ICAR KVK, as many of 63.63 per cent trainers were having medium level of service

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experience in KVK while it was low in SAU KVKs. Majority (57.90%) of trainers in selected KVKs were

having rural background followed by ICAR KVK (45.45%) and NGO KVK (30.00%). It was noted that rural

Table - 1 : Job satisfactions of the trainers

Levels of job Satisfaction	Frequencies			
	ICAR KVK (11)	SAU KVK (19)	NGO KVK (10)	
Low (<0.98)	1 (9.09)	2 (10.52)	4 (40.00)	Mean (3.5)
Medium (2.98-4.12)	7 (63.42)	13 (66.42)	5 (50.00)	SD (0.61)
High (>4.12)	3 (27.27)	4 (21.05)	1 (10.00)	

background helped trainers to build easy and quick report with farmers. Majority of trainers in all KVKs were partially satisfied with their own work. It is also evident that majority of trainers said that their good work is recognised by their superior.

Average job satisfaction and job performance scene for the respondents of ICAR, SAU, & NGO.

It appears from Table 1 that majority of the trainers in ICAR (63.63%), SAU (66.42%) and NGO (50.00%) KVK's were having medium level of job satisfaction. About 27.27 and 21.05% of trainers respectively in ICAR and SAUs KVKs were having high level of job satisfaction. In case of NGO-KVK, 40% of trainers had low level of job satisfaction and only 10.00% of them reported to have high

Table 2: Job performance of the trainers

Levels of job performance	Frequencies			
	ICAR KVK (11)	SAU KVK (19)	NGO KVK (10)	
Low (<10.85)	2 (18.18)	7 (36.84)	--- (00.00)	Mean 21.8
Medium (18.8-35.75)	7 (63.63)	10 (52.63)	6 (60.00)	SD (2.95)
High (>4.12)	2 (18.18)	2 (10.52)	4 (40.00)	

level of job satisfaction. It is interesting to note that more number of trainers in ICAR and SAU-KVK had high level of job satisfaction than NGO-KVK. It is obvious also because of job insecurity is high in NGO-KVK as reported. The personal observation of researcher indicates that poor infrastructural facilities, poor personal amenities, lack of incentives etc. were the reason for this result.

It is evident from Table 2 that the majority (more than 50.00%) of trainers in all KVKs were having medium level of job performance. A close look at the results reveal that in NGO KVK higher percentage of trainers (40.00%) were observed in high job performance level than the KVKs

run by ICAR (18.18%) and SAU (10.50%). This is a serious observation and needs due attention of the host institutions, so as to increase it at desired level. The findings fall in the line of QRT (1994). That job performance in NGO KVK is better than ICAR and SAUs KVKs.

As indicated in Table 3, in case of age, positive and significant correlation had been recorded with job satisfaction level of the trainers in NGO KVKs, SAU KVKs but in ICAR KVKs, it was positive but non-significant. Thus, it is clear that age is directly related to job satisfaction of the trainers. In case of variables designation, salary, background status, it had recorded

negative and non-significant correlation in ICAR KVK trainers. The other variables did not show any significant association with job satisfaction. In case of NGO KVK, age, educational status and salary of trainers were found positively and significantly associated with job satisfaction. The designation of trainers significant but negative correlation, while other variables showed positive but non-significant relation with the job satisfaction. In SAU KVKs, age and length of service were the only variables to have positive and significant influence on job saatisfaction of trainers. Own life satisfaction variable in SAU KVK (i) had also shown significant association with job satisfaction.

The results concluded that age, educational status, length of service and own life satisfaction had positive and significant effect on job satisfaction level of trainers of selected KVKs.

From Table 4 is obvious that characteristics of trainers had great influence on their job performance. The age, educational status, recognition of work and own life satisfaction had positive and significant influence on job performance of trainers in ICAR KVK. Designation of trainers showed negative but significant correlation with job performance. Other variables were found to have positive but non-significant.

Table 3 : Relationship between traits of the trainers with job satisfaction.

S.No. Particulars	Job satisfaction ('r' value)			
	ICAR KVK	NGO KVK	SAU (KVK (i))	SAU KVK (ii)
1. Age	0.3882	0.6658**	0.8827**	0.5301*
2. Designation	-0.1765	-0.6667**	-0.2041	-0.0155
3. Educational status	0.0171	0.6809**	-0.1025	0.0155
4. Salary	-0.1340	0.5260*	0.3203	0.1121
5. Background status	-0.2324	-0.2485	0.0000	-0.0955
6. Length of service at KVK	0.0828	0.0081	0.8817**	0.4081*
7. Recognition of work	0.2550	0.0000	-0.1091	0.0000
8. Own life satisfaction	0.0516	0.4286	0.6155*	0.3980

*Significant at 5% level of significance

Table 4: Relationship between traits of the trainers with job performance.

S.No.	Particulars Job satisfaction ('r' value)			
	ICAR KVK	NGO KVK	SAU KVK(i)	SAU KVK (ii)
1. Age	0.6789**	0.4982*	0.5222*	0.8832**
2. Designation	-0.8466*	-0.6506**	-0.5474*	-0.6050*
3. Educational status	0.7157**	0.7249**	0.1963	0.6050**
4. Salary	0.2510	0.6172*	0.3988	0.5179*
5. Background status	0.0248	0.3637	-0.0885	0.2526
6. Length of service at KVK	0.1216	-0.0118	0.3681	0.4081*
7. Recognition of work	0.6990**	0.0000	0.0334	0.0000
8. Own life satisfaction	0.4667	0.3485	0.5190	0.6527*

* Significant at 5% level of significance

In case of NGO KVK, age, educational, status, salary were found positively and significantly associated with job performance. The trainers designation was also found significantly but negatively correlation with job performance. Other variables did not show any significant influence on job performance. In case of SAU, KVK, age, educational status, salary, length of service and own life satisfaction did show positive and significant correlation with job performance of the trainers.

CONCLUSION

A critical observation of correlation between traits and job performance, it was found that some traits have more influence than others and these traits should receive due attention for the desired performance of trainers, although no traits are less important.

Specific recommendations for improvement of performance of Krishi Vigyan Kendras:

1. Efforts should be made by concerned KVKs of provide desired facilities conducive to higher job performance and job satisfaction among trainers.
2. Permancy in job specially in NGO KVK will further enhance the performance of trainers in these KVKs.
3. Well developed infrastructures facilities will led to

higher job performance and job satisfaction among trainers.

4. The job chart and responsibility of the trainers should be clearly defined and spelt out in order to avoid role clash.
5. Periodical monitoring of the work carried out by trainers should be done and good works of trainers should be rewarded.
6. For qualitative improvement of the trainers, it is suggested that orientation course, short course and in-service course may be arranged from time to time. Advantages of occosional visits to research stations and effective KVKs may be taken for this purpose.

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