

RESEARCH NOTE

Job Satisfaction of Village Level Workers Working Under T & V system

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INTRODUCTION

Training and visit system has been introduced in Gujarat state since April, 1978. The T and V system is playing a crucial role in transfer of latest agricultural technology to the farmers' fields. Village Level Extension Worker (VLW) is the pivotal person working under this system. He is the grassroot worker and the backbone of the system and forms the vital link between the farmers and the Government machinery. The credibility and effectiveness of the system depend to a considerable extent on VLW's job satisfaction. In view of this, the study was undertaken to explore the "Job satisfaction of VLWs working under training and Visist System.

METHODOLOGY

This study was conducted in Junagadh district of Gujarat State. The district covers two sub-divisions viz., Junagadh and Veraval. Out of total 139 VLWs, 75 VLWs those who

had attended fortnightly meetings were selected as respondents. The job satisfaction of the respondents was measured by using the scale which was originally suggested by Cantrill (1965) and later on developed by Chakravarthy (1971).

A list of 12 job factors was prepared. The scoring procedure for each factor was -5 to +5 on job satisfaction ladder. To avoid the plus and minus sign 5 was added. Thus, the range of score on a job factor was from 0 to 10. The respondents were categorised into three groups viz., low, medium and high by using mean + standard deviation.

A structured schedule was used for data collection. In light of the objectives the data were analysed, tabulated and interpretation was done.

RESULTS AND DISCUSSION

Table 1 shows that two-third [66.67 percent] of the VLWs exhibited moderate level

Table 1 : Distribution of VLWs at Different levels of Job satisfaction (N=75)

Category	Score range	Frequency	Percent
Low	up to 72	13	17.33
Medium	73 to 102	50	66.67
High	Above 102	12	16.00
Mean = 86.97		SD = 15.02	CV = 17.27%

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Job Satisfaction...

of job satisfaction. This was followed by low (17.33 per cent) and high (16 per cent) level of job satisfaction, respectively.

To show the relative importance of each of the 12 job factors, the mean score of each factor was computed on the basis of the scores obtained by respondents. The scores, thus obtained for each job factor were summed up. The total score of each statement was divided by the total number of respondents to calculate the mean score. Ranking of the job factors was done on the basis of this mean score of individual factor. The factors by their rank order are presented in Table 2.

The data in Table 2 reveal that the job item "Relation with co-workers" got Rank I. This was followed by guidance about various subjects from higher officers (Rank II), share of agricultural development programme of their district/sub division (Rank III), security of job (rank IV), relation with superiors (Rank V), freedom of work (Rank VI), status, respect & prestige as a person they received from

others (Rank VII), social status for job (Rank VIII), aspiration for further progress (Rank IX), time taken by authorities to solve the professional problem (Rank X), award & recognition for good work (Rank XI) and opportunity for further promotion (Rank XII) in descending order.

CONCLUSION AND IMPLICATION

Based on the findings, it may be concluded that relation with co-workers; guidance about various subjects from higher officers; and share in agricultural development programme in district/sub- division in that order were the job areas to which VLWs give more importance.

In order to improve level of job satisfaction of VLWs the administrators should concentrate efforts to strengthen the inservice training, especially in communication method & their field of specialization. The administrators should think over on difficulties faced by VLWs in performing their job & efforts should be made to solve the same.

Table 2 : Relative Importance of Job Satisfactional statements (N=75)

Sr. No.	Statements	Mean score	Rank
1.	Relation with co-workers	8.71	I
2.	Guidance about various subjects from higher officers	8.56	II
3.	Share in agril. dev. prog. of your district/sub-divison	8.51	III
4.	Job security	8.41	IV
5.	Relation with superiors	8.40	V
6.	Freedom of work	7.96	VI
7.	Status, respect & prestige as a person you perceived from others	7.25	VII
8.	Social status for job	7.03	VIII
9.	Aspiration for further progress	6.89	IX
10.	Time taken by authorities to solve the professional problem.	6.12	X
11.	Award & recognition for good work	5.21	XI
12.	Opportunity for further promotion	3.95	XII