

JOB SATISFACTION OF AGRICULTURAL SCIENTISTS OF STATE AGRICULTURAL UNIVERSITIES

S. S. Neware¹ and S. P. Pandya²

1.Ph.D. Scholar, Dept. of Agril. Extension, C.P. College of Agriculture, SDAU, Sardarkrushinagar - 385506

2. Planning officer, Directorate of Research, SDAU, Sardarkrushinagar - 385506

Email-santoshneware143@gmail.com

ABSTRACT

The present study was undertaken to determine the level of job satisfaction of agricultural scientists of state agricultural universities of Gujarat state. The results regarding main indicators of job satisfaction revealed that majority of the agricultural scientists were found in medium to high level categories with respect to all the main indicators viz., compensation, promotion, training & development, career development, leadership style, welfare facilities, recognition/rewards, communication, working condition workload, working facilities job security and status indicating importance of all the indicators in contributing job satisfaction. The study explains that a large number (71.15 per cent) agricultural scientists moderately satisfied with their job in the university followed by highly satisfied (20.77 per cent) and less satisfied (08.08 per cent), respectively.

Keywords : scientists, satisfaction, compensation, university.

INTRODUCTION

Job satisfaction is generated through an individual's perception as how well the job is satisfying to him. It is the favorable or unfavorable subjective feeling with which employee view their work and it influences the individual largely. It results when there is congruence between job requirement, demands and expectation of the job and the reward that the job provides.

Agricultural universities are the premises where agricultural scientists performed three fold functions wise teaching, research and extension. They are responsible for managing undergraduate and postgraduate programs, conducting research and arranging extension programme for the dissemination of the latest technology to the farmer. Therefore, the present study was undertaken to determine the level of the of job satisfaction of scientists in agricultural universities of Gujarat state. The objective of this study is to determine the level of job satisfaction of agricultural scientists of state agricultural universities of Gujarat

OBJECTIVE

To know the job satisfaction of agricultural scientists of state agricultural university.

METHODOLOGY

The study was confined to "ex-post facto" research design as the independent variables already operated in the study area. There are four agricultural universities in Gujarat state. From each university respondents were selected by

proportional stratified random sampling by allocating the number of agricultural scientists in teaching, research and extension proportionately. From the cadre of professor, associate professor and assistant professor 260 respondents were selected for the study.

RESULTS AND DISCUSSION

To work out the general determinants of the level job satisfaction of the agricultural scientists, in 40 statements related to general determinants were considered. The mean relevancy score (MRS) was calculated for each statement and rank was assigned consequently. The data of the general determinant have been presented in the Table 1.

Table 1 reveals that among general determinant, first rank was given to the statement 'my job has good prestige in the society' with MRS 11.79 by majority of the agricultural scientists. 'I am satisfied with timeliness of salary' was ranked second with 11.44 MRS and 'I am satisfied with sports and recreational facilities provided by the university' with MRS 11.24 was ranked third. Likewise 'I am satisfied with regard to the library facilities available in the University' with MRS 11.23, 'The training and development programs have increased my confidence' with MRS 11.18, 'I am satisfied with recognition given by the students and colleagues, with MRS 11.09, 'I am satisfied about my Working hours' with MRS 10.88, 'The university provides the equipment and resources necessary for me to execute my responsibilities' with MRS 10.75, 'I have scope and opportunity available for self development' with MRS 10.67, 'I am satisfied with flexibilities provided for doing work' with MRS 10.64 were ranked IV, V, VI, VII, VIII, IX and X, respectively.

Table 1: General determinants of the job satisfaction

(n=260)

Sr. No.	Statements	Relevancy per cent	Relevancy weightage	Mean relevancy score	Rank
1	I am satisfied with timeliness of salary	88.00	0.88	11.44	II
2	I am satisfied with various allowances like house rent, TA, DA, conveyance allowance etc.	71.31	0.71	09.27	XXXVIII
3	My present salary commensurate with the work	77.15	0.77	10.03	XXVII
4	University remuneration package is competitive	72.92	0.73	09.48	XXXII
5	I am satisfied with promotional opportunities provided in the present job	72.85	0.73	09.47	XXXIII
6	My performance appraisal and promotion are well-defined	75.46	0.78	09.81	XXX
7	Appropriate in-service education programmes leading to promotions are available	78.23	0.86	10.17	XXVI
8	The training and development programs have increased my confidence	86.00	0.77	11.18	V
9	I am satisfied with encouragement to participate in seminars symposia/ conferences.	81.69	0.82	10.62	XII
10	University arranges a sufficient number of training programs	76.62	0.8	09.96	XXVIII
11	I have scope and opportunity available for self development	82.08	0.72	10.67	IX
12	I feel that fair and transparent recruitment policy of the university	80.15	0.81	10.42	XXI
13	I am satisfied with respect to opportunities created to do higher studies in India and abroad	71.69	0.82	09.32	XXXV
14	My superiors provide help, guidance and encouragement	80.54	0.81	10.47	XX
15	I am satisfied with the relations with superiors in the university	81.77	0.71	10.63	XI
16	I am satisfied with the technical guidance given to you by the Dean/Head of Department	80.77	0.86	10.5	XVIII
17	Senior academics share useful information with junior academics	81.38	0.86	10.58	XIV
18	I satisfied with residential facilities provided by the university	71.38	0.82	09.28	XXXVII
19	I am satisfied with regard to the library facilities available in the University	86.38	0.72	11.23	IV
20	I am satisfied with sports and recreational facilities provided by the university	86.46	0.72	11.24	III
21	I am satisfied with respect to transport facilities provided at the university	81.62	0.81	10.61	XIII
22	I am satisfied with regarding education facilities available for the children	72.46	0.85	09.42	XXXIV
23	I am satisfied with medical facilities provided by the university	71.62	0.76	09.31	XXXVI
24	I have scope to prove the merit and excellence in the university	81.15	0.81	10.55	XV
25	I am satisfied with recognition given by the students and colleagues	85.31	0.85	11.09	VI
26	I am satisfied about the rewards and incentives provided by the university	76.00	0.76	09.88	XXIX
27	My work is evaluated according to organization's set standards	81.08	0.81	10.54	XVI
28	I am informed about any new or revised policies	80.62	0.81	10.48	XIX
29	Work assignments are not fully explained	9.46	0.09	01.23	XXXIX
30	Disciplinary procedure is well outlined and communicated to all	78.54	0.79	10.21	XXIV
31	I am satisfied with flexibilities provided for doing work	81.85	0.82	10.64	X

Sr. No.	Statements	Relevancy per cent	Relevancy weightage	Mean relevancy score	Rank
32	I am satisfied with budget provided to organize educational activities	79.54	0.8	10.34	XXII
33	I am satisfied about my Working hours	83.69	0.84	10.88	VII
34	I have heavy work in the job	73.15	0.73	09.51	XXXI
35	I have no time for family due to high work load	5.23	0.05	00.68	XL
36	I am satisfied with provision of ICT facilities to do the job efficiently	79.08	0.79	10.28	XXIII
37	The University provides the equipment and resources necessary for me to execute my responsibilities	82.69	0.83	10.75	VIII
38	I feel appreciated for the work I done in the department	80.85	0.81	10.51	XVII
39	I feel safe voicing my feelings in front of others in the department	78.31	0.78	10.18	III
40	My job has good prestige in the society	90.69	0.91	11.79	XIII

The statements ‘I am satisfied with the relations with superiors in the university’ with MRS 10.63, ‘I am satisfied with encouragement to participate in seminars symposia/ conferences’ with MRS 10.62, ‘I am satisfied with respect to transport facilities provided at the university’ with MRS 10.61, ‘senior academics share useful information with junior academics’ with MRS 10.58’, ‘I have scope to prove the merit and excellence in the university’ with MRS 10.55, ‘my work is evaluated according to organization’s set standards’ with MRS 10.54, ‘I feel appreciated for the work I done in the department’ 10.51, ‘I am satisfied with the technical guidance given to you by the Dean/Head of Department’ with MRS 10.50, ‘I am informed about any new or revised policies’ with MRS 10.48, ‘my superiors provide help, guidance and encouragement MRS 10.47 were ranked XI, XII, XIII, XIV, XV, XVI, XVII, XVIII, XIX and XX respectively.

The statements ‘I feel that fair and transparent recruitment policy of the university’ with MRS 10.42, ‘I am satisfied with budget provided to organize educational activities’ with MRS 10.34, ‘I am satisfied with provision of ICT facilities to do the job efficiently’ with MRS 10.28, ‘disciplinary procedure is well outlined and communicated to all’ with MRS 10.21, ‘I feel safe voicing my feelings in front of others in the department’ with MRS 10.18, ‘appropriate in-service education programmes leading to promotions are available’ with MRS 10.17, my present salary commensurate with the work’ with MRS 10.03, ‘university arranges a sufficient number of training programs’ with MRS 9.96, ‘I am satisfied about the rewards and incentives provided by the university’ with MRS 9.88, ‘my performance appraisal and promotion are well-defined’ with MRS 9.81 were ranked XXI, XXII , XXIII, XXIV, XXV, XXVI, XXVII, XXVIII, XXIX and XXX respectively.

The statements ‘I have heavy work in the job’ with MRS 9.51, ‘university remuneration package is competitive’ with MRS 9.48, ‘I am satisfied with promotional opportunities provided in the present job’ with 9.47, ‘I am satisfied with regarding education facilities available for the children’ with MRS 9.42, ‘I am satisfied with respect to opportunities created to do higher studies in India and abroad’ with MRS 9.32, ‘I am satisfied with medical facilities provided by the university’ with MRS 9.31, ‘I satisfied with residential facilities provided by the university’ with MRS 9.28, ‘I am satisfied with various allowances like house rent, TA, DA, conveyance allowance etc.’ with MRS 9.27, ‘work assignments are not fully explained’ with MRS 1.23, ‘I have no time for family due to high work load’ with MRS 0.05 were ranked XXXI, XXXII, XXXIII, XXXIV, XXXV, XXXVI, XXXVII, XXXVIII, XXXIX and XL respectively.

It is concluded that the main general determinants of job satisfaction for agricultural scientists were good prestige in society, timeliness of salary and recreational facilities. It may possible due to the fact that there are more possibilities of research in agriculture and their allied field to explore new technique and idea. Scientists and researcher are also interested to face new area in their field.

Overall level of job satisfaction of the agricultural scientists

In order to measure the job satisfaction of the agricultural scientists, the scale so constructed was applied to the 260 agricultural scientists. The classification of agricultural scientists on the basis of their job satisfaction index is presented in Table 2.

Table 2: Distribution of agricultural scientists by their job satisfaction index (J.S.I.)

(n = 260)

Sr. No.	Categories	Frequency	Per cent
1	Low (below 132.47 J.S.I.)	21	08.08
2	Medium (132.47 to 180.84 J.S.I.)	185	71.15
3	High (above 180.84 J.S.I.)	54	20.77

Mean = 156.65

S.D. = 24.18

It can be seen from Table 2, that majority of the agricultural scientists (71.15%) were in the medium level of job satisfaction index, while 20.77 per cent agricultural scientists fell under the category of high job satisfaction level. The remaining 8.08 per cent agricultural scientists possessed low level of job satisfaction.

Thus, it can be inferred from the results that by and large, agricultural scientists working in state agricultural universities has fairly good job satisfaction level. This might be due to their better score on almost all the parameters selected to measure the job satisfaction. Secondly, universities helped them to develop academic as well as personal growth. Under these circumstances, such type of better job satisfied scientists might have helped them in managing the educational, research and extension activities of the universities.

Relationship between the profile of agricultural scientists with the level of job satisfaction

To ascertain the association between selected independent variables and the job satisfaction of the agricultural scientists the correlation coefficient was calculated. On the basis of the operational measures developed for the variables null hypotheses were stated for testing the relationship and their significance on zero order correlation. The zero order correlation is given in Table 3

It is evident from Table 3 that out of 17 independent variables, the correlation coefficient values of 5 variables viz., designation (0.190), job experience (0.193), competition orientation (0.214) and attitude towards organization (0.246) were statistically found to be positively and significantly related with job satisfaction of agricultural scientists at 0.05 level of significance and mass media participation (0.138) was statistically found to be positively and significantly related with job satisfaction of agricultural scientists at 0.01 level of significance. Therefore, the null hypotheses H_{03} , H_{06} , H_{07} , H_{013} and H_{014} were rejected.

Table 3: Correlation between the profile of agricultural scientists with the level of job satisfaction

(n = 260)

Sr. No.	Independent variables	Correlation coefficient ('r') value
X ₁	Age	0.103 ^{NS}
X ₂	Education	0.0001 ^{NS}
X ₃	Designation	0.190**
X ₄	Family size	0.101 ^{NS}
X ₅	Annual income	0.007 ^{NS}
X ₆	Job experience	0.193**
X ₇	Mass media participation	0.138*
X ₈	No. of training	0.077 ^{NS}
X ₉	Perceived workload	-0.018 ^{NS}
X ₁₀	No. of publication	-0.016 ^{NS}
X ₁₁	Achievement motivation	0.221 ^{NS}
X ₁₂	Aspiration	0.074 ^{NS}
X ₁₃	Competition orientation	0.214**
X ₁₄	Attitude towards organization	0.246**
X ₁₅	Participation in seminar/conference	0.101 ^{NS}
X ₁₆	Awards	-0.062 ^{NS}

**. Correlation is significant at the 0.05 level

NS = Not significant.

*. Correlation is significant at the 0.0 level

As far as the variable age, education, gender, family size, annual income, native place, job experience, numbers of training, workload, numbers of publication and aspiration were concerned, the computed correlation coefficients were found not-significant. This indicates that these variables did not establish any relationship with job satisfaction of agricultural scientists. Therefore, the null hypotheses H_{01} , H_{02} , H_{04} , H_{05} , H_{08} , H_{09} , H_{10} , H_{11} , H_{12} , H_{15} , and H_{13} were accepted. From the aforesaid discussion, it can be concluded that age, education, family size, annual income, no. of trainings, perceived workload, no. of publication, achievement motivation, aspiration, participation in seminar/ conferences, awards were the trivial i.e. negligible variables affecting the job satisfaction of agricultural scientists.

Extent of variation

Multiple regression analysis of profile of agricultural scientists

The multiple regression analysis was carried out to know the combined effect of all the independent variables in explaining the total variation in the dependent variable. In multiple regression analysis, all the 16 independent variables were fitted in to the model to explain the variation in job satisfaction. The results are presented in Table 4.

All the independent variables mentioned in Table 4. explained as much as 22.00 per cent total variation in the job satisfaction of agricultural scientists. The unexplained variation of 78.00 per cent may be due to factors outside the scope of this study.

Table 4 : Multiple regression analysis of profile of the agricultural scientists

(n=260)

Sr No.	Variables	Régression coefficient (b_i)	S.E. of b_i	't' value (DF = 185)
X ₁	Age	-0.328	0.213	-1.543 ^{NS}
X ₂	Education	-0.151	1.800	-0.084 ^{NS}
X ₃	Designation	6.344	2.540	2.498 ^{NS}
X ₄	Family size	3.423	2.842	1.204 ^{NS}
X ₅	Annual income	-1.649	0.000	-1.266 ^{NS}
X ₆	Job expérience	0.600	0.246	2.439 ^{NS}
X ₇	Mass media participation	0.835	0.551	1.516 ^{NS}
X ₈	No. of training	0.071	0.570	0.124*
X ₉	Perceived workload	-0.816	2.117	-0.385*
X ₁₀	No. of publication	-0.086	0.085	-1.010 ^{NS}
X ₁₁	Achievement motivation	0.320	0.333	0.961 ^{NS}
X ₁₂	Aspiration	8.019	5.689	1.410 ^{NS}
X ₁₃	Competition orientation	4.249	1.582	2.686 ^{NS}
X ₁₄	Attitude towards organization	1.241	0.460	2.700 ^{NS}
X ₁₅	Participation in seminar/ conference	1.501	0.616	2.435 ^{NS}
X ₁₆	Awards	-1.717	0.656	-2.617 ^{NS}

*Significant at 1 per cent level. $R^2 = 22.00\%$

Multiple R = 0.471

Out of sixteen independent variables only two variables i.e. numbers of training and perceived workload had explained 22.00 per cent variation in predicting job satisfaction and rest had not explained any significant influence in deciding job satisfaction of agricultural scientists.

CONCLUSION

The study explains that a large number of agricultural scientists were identifies under medium to high level of job satisfaction it means 91.92 per cent agricultural scientists highly satisfied with their job in the university and 08.08 per cent of agricultural scientists were observed in low level of job satisfaction of category.

CONFLICT OF INTEREST

I hereby state that there are no conflicts of interest within the research team.

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