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## JOB SATISFACTION OF FEMALE AGRICULTURAL EXTENSION OFFICERS OF THE DEPARTMENT OF AGRICULTURAL EXTENSION

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### ABSTRACT

Nurani NS, Bhuiyan MH, Ulla MS, Bagum T, Azad MJ (2014) Job satisfaction of female agricultural extension officers of the department of agricultural extension. *Int. J. Expt. Agric.* 4(3), 16-19.

The purpose of the study was to determine and describe job satisfaction among the Female Agricultural Extension Officers (FAEOs) under the Department of Agricultural Extension (DAE). The DAE jurisdiction all over the Bangladesh was the locale of the study. All the Female Agricultural Extension Officers working at different Upazillas were the population of the study. A structured questionnaire was prepared and was pretested among ten Female Agricultural Extension Officers at DAE Head Quarter. The corrected questionnaires were mailed to 150 Female Agricultural Extension Officers in August 2012. Out of which 65 duly filled up questionnaire were returned back to the researcher by 30 August 2012. Spearman correlation coefficient was chosen to explore relationships between job satisfaction and characteristics of the Female Agriculture Extension Officers. The findings indicated that majority of the respondents (35.38%) had low job satisfaction followed by 33.85% had medium and 30.77% had high satisfaction. From the spearman coefficient analysis it was found that out of nine independent variables only training had significant and positive relationship and other namely professional commitment, job performance, technological knowledge, problem confrontation capacity, motivation, supervision, personality and initiatives to addressing farmers problem had no relationship with job satisfaction of FAEOs of DAE.

**Key words:** female agricultural extension officers, job satisfaction, DAE

### INTRODUCTION

The DAE had been emerged mainly for transfer of agricultural technologies among the farmers with a package program of information, education, and motivation (Bhuiyan 1999). At present DAE has approximately 2087 extension employees, among them 1937 are male extension officers and only 150 are female extension officers (BCS Association Selection, 2012-2013). Compared to male extension officers the number of female extension officers is very low. In Bangladesh situation it is difficult to perform field works on part of female extension officers. Many impediments create obstacle in their job performance. Job performance is very much related with job satisfaction. Now the question arises whether the female extension officers are satisfied with their jobs and job conditions. Job satisfaction describes how much contented an individual is with his or her job. It is a generalization of affective orientation to all aspects of job and the extent to which one feels good about the job. The job satisfaction is not related with salary but also concern with working environment, communication, relationship with workers, supervision style, personality and training opportunity (Islam 1981). Although both female and male Agricultural Extension Officers, work in the same job environment, some issues of job environment may be pleasant for male officers, and to some extent which may be bitter for the opposite partner (Azad 2000). We have strong belief that organizational achievement is largely depended upon the employees' satisfaction level at their job condition. Development and management of DAE need information on job satisfaction of female extension officers in order to make sound decision, for preventing and solving their problem. Every organization gives many facilities for their employees. Although government has given many facilities, still Female Agricultural Extension Officers face many problems that hinder job performance and satisfaction. Female Agricultural Extension Officers (FAEOs) play a vital role for transfer of technologies for the success of DAE and it is necessary to conduct an empirical research on this issue. Considering the above facts the researcher became interested to carry out the present study on "Job Satisfaction of Female Agricultural Extension Officers of Department of the Agricultural Extension" with the following specific objectives:

- to determine and describe the job satisfaction factors of Female Agriculture Extension Officers (FAEOs) of DAE;
- to asses and describe the FAEOs' selected characteristics;
- to explore the relationship between the selected characteristics of FAEOs with their job satisfaction.

### MATERIALS AND METHODS

One hundred and fifty FAEO's of 150 Upazillas has constituted the population of the study. For data collection a structured mailed questionnaire was sent to each FAEO through courier service. Out of 150 only 65 (43%) duly filled up the questionnaire and sent back to the researcher. So the sampling size of the population became 65. Professional commitment, age, job performance, technological knowledge, problem confrontation capacity, motivation, supervision, personality, training, and initiativeness to addressing farmers' problem were the independent variables of the study. Job satisfaction of FAEOs was considered as the dependent variable. Professional commitment was measured by asking questions consisting of related statements, against which scores were assigned according to the degree of professional commitment. Age of an FAEO was measured as the period from her date of birth to the time of filling up the mailed questionnaire and it was expressed in

complete years. Job performance of an FAEO was measured by asking questions consisting of job related statements, against which scores were assigned according to the extent of job performance. Technological knowledge of FAEOs' was tested through inserting ten technology oriented questions. It was measured on the basis of scores obtained against ten different questions. Problem confrontation capacity was measured by asking questions consisting of job related problems, against which score were assigned according to the degree of problem confrontation capacity. Motivation was measured by asking questions consisting of job related statements, against which score were assigned according to the degree of motivation. Supervision was measured by asking questions consisting of job related statements, against which score were assigned according to the degree of supervision. Personality was measured by asking questions consisting of job related statements, against which score were assigned according to the degree of personality. Initiabiveness to addressing farmers' problems was measured by asking questions consisting of job related items, against which score were assigned according to the degree of initiabiveness to addressing farmers' problems. Job satisfaction was measured by computing a job satisfaction score. The scales for measuring job satisfaction, 15 aspects of job satisfaction were selected based on job description of FAEOs. The FAEOs were asked to indicate their opinion against the 15 aspects of job satisfaction. To compute job satisfaction score, a 4-point scale was used. Scores were assigned as 4, 3, 2, and 1 respectively. Job satisfaction was measured by computing these job satisfaction score. Data from the interview schedule were coded, compiled, tabulated and analyzed in accordance with the objectives of the study. The analysis was performed using SPSS (Statistical Package for Social Sciences) software. Null hypotheses were formulated to test the relationship of independent variables with dependent variable as "There is no relationship between the job satisfaction of female agricultural extension officers of DAE and each of the independent variables of the study". Descriptive analysis such as range, number and percentage distribution, mean and standard deviation were used whenever necessary. Spearman correlation coefficient was used in order to explore the relationship between the concerned variables.

## RESULTS AND DISCUSSION

### Job satisfaction of female agricultural extension officers of DAE

The observed scores of job satisfaction ranged from 20 to 45 against 15-60 with an average of 35.62 and standard deviation of 6.740. The FAEOs were classified into three categories according to their job satisfaction. The distribution of the FAEOs according to their job satisfaction is given in Table 1.

Table 1. Distribution of Female Agricultural Extension Officers of DAE according to their Job satisfaction

Categories	Respondents		Mean	Standard deviation
	Number	Percent		
Low	23	35.38	35.62	6.740
Medium	22	33.85		
High	20	30.77		
Total	65	100		

Source: Author's estimation

Data contained in the Table 1 reveals that the highest proportion (35.38%) of the respondents had low job satisfaction. However, about two thirds of FAEOs had medium (33.85%) and high (30.77%) level of job satisfaction.

### Selected Characteristics of Female Agricultural Extension Officer

Selected characteristics of the FAEOs have been presented in Table 2, which indicates that an overwhelming majority (73.84%) of the respondents had high professional commitment and medium to high (83.08%) job performance. However a large proportion of the respondents belong to medium category in respect of technical knowledge, problem confrontation capacity, motivation, supervision and training. In case of personality and addressing farmers' problem large proportion of FAEOs showed low level of capacity. The salient features of job satisfaction of FAEOs' of DAE have been presented in the Table 2.

Table 2. Salient features of different selected characteristics of FAEOs'

Characteristics	Range		Categories	Respondents		Mean	SD
	Possible	Observed		Number	%		
Professional Commitment (Score)	10-30	20-30	Low(20-23)	03	4.62	27.52	2.26
			Medium(24-27)	14	21.54		
			High(up to30)	48	73.84		
Age (in years)	-	35-51	Young (up to 35)	28	43.08	35.80	4.84
			Middle aged (36-50)	36	55.38		
			Old aged (above 50)	1	1.54		
Job performance (Score)	15-60	43-60	Low (up to 43)	11	16.92	48.51	4.98
			Medium(44-54)	47	72.31		
			High (above 54)	7	10.77		
Technological knowledge (Score)	0-20	2-16	Low (2-5)	24	36.92	6.74	4.81
			Medium (6-10)	32	49.23		
			High (above 10)	09	13.85		
Problem confrontation capacity (Score)	10-40	30-38	Low (up to 30)	10	15.38	33.51	3.02
			Medium (31-35)	33	50.77		
			High (above 35)	22	33.85		
Motivation (Score)	10-40	20-30	Low (20-23)	07	10.77	23.20	2.56
			Medium (24-27)	39	60.00		
			High (28-30)	19	29.23		
Supervision (Score)	10-40	30-40	Low (30-33)	36	55.38	32.89	2.37
			Medium (34-37)	28	43.08		
			High (38-40)	01	1.54		
Personality (Score)	10-40	30-38	Low (30-32)	24	36.92	33.68	2.88
			Medium (33-35)	20	30.77		
			High (above 35)	21	32.31		
Training (number of days)	-	1-105	Low (01-07)	23	35.38	38.48	40.10
			Medium (above 7)	42	64.62		
Initiativeness to addressing farmers problem (score)	0-30	16-28	Low (16-20)	29	44.62	21.58	3.51
			Medium (21-25)	25	38.46		
			High (above 25)	11	16.92		

Source: Author's estimation

Data contained in the Table 2 indicates that a large portion of the respondents (95.38%) had professional commitment ranged from medium to high. All the FAEOs had professional commitments. Professional commitments lead an officer toward job performance. In this study an over whelming majority of the respondents had medium and high job performance. Almost all the respondents (89.23%) had low to medium job performance. About two thirds (63.08%) of the respondent had technological knowledge ranged from medium to high. Majority of FAEOs (84.62%) had enough problem confrontation capacity ranged from medium (50.77%) to high (33.85%). About nine-tenths (89.23%) of the respondents had motivation ranged from medium to high. Most of the respondents (98.46%) had supervision ranged from low to medium. All the respondents had personality ranged from low to high. Almost all the respondents had training ranged from low to medium. A large proportion (44.62) of FAEOs had low initiatives of addressing farmers' problems.

### Relationship of selected characteristics of FAEOs with the extent of job satisfaction

The summary of the results of correlation analysis has been presented in Table 3 showing the relationship between selected characteristics of FAEOs' and their job satisfaction.

Table 3. Spearman correlation coefficient analysis of ten independent variables with the job satisfaction

Independent variable	Calculated value of "r"	Dependent variable
Professional commitment	.055 <sup>NS</sup>	Job satisfaction evaluation of female agricultural extension officers of DAE
Job performance	-.195 <sup>NS</sup>	
Technological knowledge	-.190 <sup>NS</sup>	
Problem confrontation capacity	-.122 <sup>NS</sup>	
Motivation	.072 <sup>NS</sup>	
Supervision	.134 <sup>NS</sup>	
Personality	-.171 <sup>NS</sup>	
Training	.364 <sup>**</sup>	
Initiativeness of addressing farmers problem	.101 <sup>NS</sup>	

NS= Non Significant, \*\* = Correlation is significant at the 0.01 level (63 df)

\* = Correlation is significant at the 0.05 level (63 df)

Source: Author's estimation

Table 3 reveals that professional commitment, job performance, technological knowledge, problem confrontation capacity, motivation, supervision, personality and initiatives of a farmer's problem had no significant relationship with job satisfaction. Only training had highly significant relationship with job satisfaction. Female Agricultural Extension Officers had inadequate technical knowledge. But supplying of practice instruments was very low. So, DAE should provide more technological instruments to different Upazillas. DAE provides proper training system to all employees. But duration of training was found to be too short. At a short period of time, many employees did not capture entire training purpose. So, duration of some training should be increased. The relationship between professional commitment and job satisfaction is not significant. Every job has some commitments and everybody must obey those commitments. But often some factors of professional commitment effect on job satisfaction. Further some motivating factor such as social circumstances, cultural norms and political activity also hinder job satisfaction. The female agriculture extension officer always tries to identify farmers' problem and help farmers how to solve the problem. But lack of farmers knowledge, lack sufficient instruments or training they cannot perform their work properly. From this view point they are not satisfied. Therefore, it may be recommended that adequate steps like proper supervision, guidance, counseling and training of FAEOs should be taken to ensure high level of job satisfaction. For improvement of technical job responsibilities, DAE should take necessary action. DAE needs to provide necessary supports and facilities like office room, transport, more travel allowance, training materials, agricultural inputs, credit etc. to the FAEOs to perform their job properly so that they remain satisfied with their job. Motivational efforts should be undertaken by DAE to keep the FAEOs mentally sound to face local problems tactfully.

### CONCLUSION

On the basis of findings and their interpretation it was found that job performance of the Female Agricultural Extension Officers assessed by self evaluation was found to be medium. Medium Performance denotes medium job satisfaction. On the basis of above findings it may be concluded that overall job satisfaction of the FAEOs is not satisfactory. In case of comparative satisfaction of fifteen job satisfaction items, the FAEOs did not give equal emphasis. So, careful consideration should be maintained by the controlling officers of DAE to improve the job performance. That lead to job satisfaction. DAE provides proper training system to all employees. But duration of training is too short. At a short period of time, many employees do not capture entire training purpose. So, duration of some training should be increased. Female Agricultural Extension Officers has inadequate technical knowledge. But supplying of practice instruments is very low So, DAE should provide more technological instrument to different Upazillas.

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