



Contribution of Profile characteristics towards Job Competence and Job Satisfaction of Agricultural Officers in Andhra Pradesh

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ABSTRACT: Investment in human resource leads to rapid organizational growth. Improvement in competency and satisfaction levels of an individual in his/her implied job makes to perform his or her tasks effectively. A study was conducted in southern zone of Andhra Pradesh with a sample size of 90 respondents using disproportionate sampling. A list of 23 profile characteristics were selected after an exhaustive review of literature to know their contribution towards job competence and job satisfaction. It was observed that out of 23 variables, 14 and 12 profile characteristics had positive and significant relationship with job competence and job satisfaction, respectively. All the 23 variables together explained 74.50 per cent and 52.00 per cent of variation in job competence and job satisfaction, respectively. This shows that strengthening of certain personal and social psychological variables were likely to boost the potentials of an individual and maximize their performance in the work.

Keywords: Job Competence, Job satisfaction, Extension functionaries, Relationship of job competence, Relationship of job satisfaction.

INTRODUCTION

India is a developing country where agriculture is known to be one of the most significant economic activities. The performance of Indian agriculture in the recent past has been appreciable. This could be attributed to researchers' concerted efforts, policies of the government, and the significant roles by the extension system apart from the hard work of the farming community. The extension is now becoming more diversified, more technology-intensive and more demand-driven. This requires the extension at the cutting-edge level to be master of so many highly impossible trades. The use of information technology can help extension workers effectively meet the farmer's information needs.

Among the key resources for an organization, namely human, physical and financial, human resources must be considered more strategic. Investment in human resource than physical assets lead to a faster rate of organizational growth. The satisfaction of the extension functionaries also needs to be considered for the effective delivery of the information.

Numerous studies had been conducted to know the contribution of personal and social characteristics of an individual on job competence and job satisfaction (Arnold *et al.*, 1998; Manjula, 2000; Vijaiababu, 2005; Mishra *et al.*, 2011; Gopika, 2014; Arindam, 2016; Kokila, 2016;). Along the same lines Isiaka and Abubakar (2008) argued that large number of

employees find it easy to use e-mail, e-publications, online chat, FTP and other social media than the traditional ones. Shah (2012) revealed stress has significant impact on company and people performance and it terribly affects health of an employee. Behrooz *et al.* (2015) reported that there was no significant difference between quality of life and job satisfaction among veteran students. Reddy (1990); Bernard *et al.* (2017) found positive relationship between job competence and job satisfaction. This means that the better the competence of employees increase job satisfaction. Yaser *et al.* (2014) reported that induction training, public training, job training, and management improvement training have the most and the least relationship with job empowerment of PE teachers. Reena (2014) highlighted that cent per cent of the SMSs of the KVKs used mobile phones in their daily life whereas 90 per cent used computer daily. Use of internet and email was reported by 70-80 per cent of SMSs.

METHODOLOGY

The study was conducted during 2018 in Chittoor, Cuddapah and Nellore districts, which fall under the southern zone (NARP) of Andhra Pradesh. By following Ex-post facto research design. Thirty Agricultural Officers from each district were selected for study by applying the disproportionate sampling

method. Thus, a total sample size of 90 Agricultural Officers was considered for the study.

Job competence is the extent of possession of adequate abilities/ qualities by an agricultural officer in state department of agriculture, which aids him/her in performing his/her tasks. Job satisfaction was defined in the study as the degree to which the job is perceived to be meeting the physical and psychological needs to his/her satisfaction of Agricultural officers. Karl Pearson's product moment correlation coefficient was employed to assess the relationship between the dependent (Job competence and Job satisfaction) and independent variables (Profile characteristics).

RESULTS AND DISCUSSION

A. Relationship between Job Competence and selected profile characteristics of Agricultural Officers

As can be seen from Table 1, the variables such as age, job experience, education qualification, achievement motivation, morale, job involvement, organisational climate, e-learning, level of aspiration, training received, commitment to work, attitude towards farmers and time management were found to be in positive and significant relationship with job competence.

As Agricultural officers aged, they get more experienced with the job environment, those who had received better education will necessarily have certain technical and conceptual skills as compared to other to other with less education. The targets fixed for achievement and subsequent appraisals to know whether they are complied with or not might have

motivated them to excel in their job and those who are competent will definitely involve more in their job. Rigid rules and regulations, levels of hierarchy, favouritism, undercutting and many other short comings are common characters of government organisations. In this situation only people with remarkable psychological stability and positive attitude of mind may be able to perceive the organisational climate better. The findings was in conformity with the results of Vijaibabu (2005).

e-Learning is one of the qualities which make an individual competent enough for his / her work. Agricultural officers who are in need of information should definitely possess such e-learning skills which make them competent. The results were in line with Reena (2014). Those who received training in the department as well as from other stakeholders received better knowledge and skills which improves their creative and innovativeness. Great exposure to mass media is tend to gain more knowledge and develop certain problem-solving skills which lead to more competency.

Agricultural officers had attributes like consideration, loyalty, social interaction and other which made them to have considerable competence levels. Once the agricultural officer develops a positive attitude, they try to serve their target audience better and this in turn motivate the agricultural officers to procure more job competence. Individuals, who effectively organise their work and perform them in timely manner had shown high competency levels.

Table 1: Relationship between Job Competence and selected profile characteristics of Agricultural Officers n=90.

Sr. No.	Variables	Correlation coefficient (r)
1.	Age	0.466**
2.	Gender	-0.90 ^{NS}
3.	Family size	0.094 ^{NS}
4.	Marital status	-0.109 ^{NS}
5.	Job experience	0.247*
6.	Education qualification	0.561**
7.	Rural-urban background	-0.042 ^{NS}
8.	Achievement motivation	0.450**
9.	Perceived workload	0.074 ^{NS}
10.	Health	0.015 ^{NS}
11.	Morale	0.526**
12.	Job involvement	0.234*
13.	Organizational climate	0.337**
14.	e-learning	0.511**
15.	Level of aspiration	0.484**
16.	Training received	0.534*
17.	Mass media exposure	0.274**
18.	Commitment to work	0.233*
19.	Interpersonal contact	0.046 ^{NS}
20.	Attitude towards farmers	0.404**
21.	Self-reliance	0.106 ^{NS}
22.	Conveyance	0.037 ^{NS}
23.	Time management	0.244**

NS=Non-significant; ** Significant at 1%; * Significant at 5%

B. Contribution of Independent variables on Job Competence of Agricultural Officers

Table 2 shows that variables namely, education qualification, rural urban background, achievement motivation, morale, organisational climate and e-

learning have significantly contributed to the variation in job competence of AOs.

All the 23 variables together explained 74.50 per cent of the variation in the job competence. The computed 'F' value of 8.278 was significant indicating that all the variables together explained a significant amount of

variation in the job competence of AOs. The probable reasons for relationship between the variables discussed earlier hold good here also. These variables are considered to be the crucial variables in explaining the

job competence of agricultural officers. The findings was in agreement with the results of Manjula (2000); Gopika (2014).

Table 2: Contribution of Independent variables on Job Competence of Agricultural Officers n=90.

Sr. No.	Variables	Regression coefficient (b)	Standard error	t-value
1.	Age	0.177	0.138	1.289 ^{NS}
2.	Gender	-0.677	1.166	-0.580 ^{NS}
3.	Family size	-0.231	0.677	-0.341 ^{NS}
4.	Marital status	0.716	1.727	0.415 ^{NS}
5.	Job experience	0.001	0.165	0.005 ^{NS}
6.	Education qualification	3.701	1.474	2.511*
7.	Rural-urban background	0.304	0.126	2.407*
8.	Achievement motivation	0.281	0.167	1.688 ^{NS}
9.	Perceived workload	-0.328	0.306	1.074 ^{NS}
10.	Health	0.241	0.414	0.582 ^{NS}
11.	Morale	-0.465	0.323	-1.437 ^{NS}
12.	Job involvement	0.204	0.173	1.180 ^{NS}
13.	Organizational climate	0.742	0.225	3.302*
14.	e-learning	1.609	0.432	3.720*
15.	Level of aspiration	0.193	0.165	1.171 ^{NS}
16.	Training received	0.240	0.180	1.335 ^{NS}
17.	Mass media exposure	-0.505	0.315	-1.601 ^{NS}
18.	Commitment to work	-0.720	0.939	-0.767 ^{NS}
19.	Interpersonal contact	0.230	0.258	0.894 ^{NS}
20.	Attitude towards farmers	0.480	0.271	1.768 ^{NS}
21.	Self-reliance	1.315	0.734	1.790 ^{NS}
22.	Conveyance	-0.153	0.589	0.260 ^{NS}
23.	Time management	0.009	0.005	1.768 ^{NS}

NS=Non-Significant at 1%; * Significant at 5%; R²=0.745

C. Relationship between Job Satisfaction and selected profile characteristics of Agricultural Officers

It was revealed in table 3 that variables such as age, education qualification, achievement motivation, morale, job involvement, organisational climate, e-learning, level of aspiration, training received, mass media exposure, commitment to work and attitude towards farmers were found to be in positive and significant relationship with job satisfaction.

The probable reasons for above findings may be that Agricultural Officers who were more satisfied with their job might have performs their work activities very well by taking the advantage of knowledge received through academic qualification and those who wish to achieve the best out of their job, perform the job better and derives pleasure out of it. Agricultural officers have to work with the farmers, farm women, local leaders, various local institutions and higher officials both at grass root as well as at mandal level. This type of work cannot be done without involving in the job. State Agricultural department has provided AOs with tablets with internet facilities which made them get familiarity with network functions and are carrying out their work easily and effectively. The findings were in lining with Vijaibabu (2005); Gopika (2014).

High level of aspirators was tended to be perfectionists in their work tries to avoid any uncertainties and those who received well trainings adapts to the situations very

quickly which makes work easy and brings satisfaction to an individual. Recognition they were getting from the farmers made them to show favourable attitude which in turn made them to be satisfied with their job. Managing the time means arranging the work in planned manner and get done things in right time. Completing the work within the stipulated time period definitely brings satisfaction.

D. Contribution of Independent variables on Job Satisfaction of Agricultural Officers

The result of table 2 indicated that variables namely, achievement motivation, e-learning, training received and mass media exposure, have significantly contributed to the variation in job satisfaction of AOs. All the 23 variables together explained 52.00 percent of the variation in job satisfaction. The computed 'F' value of 3.108 was significant, indicating that all the variables together explained a significant amount of variation in the job satisfaction of AOs. The probable reasons for relationship between the variables discussed earlier hold good here also. These four variables are considered to be the crucial variables in explaining the job satisfaction of Agricultural Officers. Similar findings were observed by Mishra *et al.* (2011); Gopika (2014).

Table 3: Relationship between Job Satisfaction and selected profile characteristics of Agricultural Officers n=90.

Sr. No.	Variables	Correlation coefficient (r)
1.	Age	0.305**
2.	Gender	-0.053 ^{NS}
3.	Family size	0.022 ^{NS}
4.	Marital status	0.030 ^{NS}
5.	Job experience	0.091 ^{NS}
6.	Education qualification	0.334**
7.	Rural-urban background	-0.031 ^{NS}
8.	Achievement motivation	0.431**
9.	Perceived workload	0.019 ^{NS}
10.	Health	0.021 ^{NS}
11.	Morale	0.336**
12.	Job involvement	0.232**
13.	Organizational climate	0.217*
14.	e-learning	0.459**
15.	Level of aspiration	0.311*
16.	Training received	0.486**
17.	Mass media exposure	0.411**
18.	Commitment to work	0.212*
19.	Interpersonal contact	0.057 ^{NS}
20.	Attitude towards farmers	0.363**
21.	Self-reliance	0.046 ^{NS}
22.	Conveyance	0.015 ^{NS}
23.	Time management	0.197 ^{NS}

NS=Non-significant; ** Significant at 1%; * Significant at 5%

Table 4: Contribution of Independent variables on Job Satisfaction of Agricultural Officers n=90.

Sr. No.	Variables	Regression coefficient (b)	Standard error	t-value
1.	Age	0.118	0.174	0.678 ^{NS}
2.	Gender	0.695	1.478	0.470 ^{NS}
3.	Family size	-0.539	0.858	-0.628 ^{NS}
4.	Marital status	2.078	2.188	0.950 ^{NS}
5.	Job experience	-0.279	0.209	-1.334 ^{NS}
6.	Education qualification	-0.260	1.868	-0.139 ^{NS}
7.	Rural-urban background	0.100	0.160	0.625 ^{NS}
8.	Achievement motivation	0.351	0.211	1.661*
9.	Perceived workload	-0.456	0.387	-1.179 ^{NS}
10.	Health	0.208	0.525	0.396 ^{NS}
11.	Morale	-0.462	0.410	-1.128 ^{NS}
12.	Job involvement	0.194	0.219	0.887 ^{NS}
13.	Organizational climate	0.400	0.285	1.403 ^{NS}
14.	e-learning	1.438	0.548	2.623**
15.	Level of aspiration	0.096	0.209	0.459 ^{NS}
16.	Training received	0.430	0.228	1.885*
17.	Mass media exposure	0.514	0.400	1.287*
18.	Commitment to work	0.076	1.190	0.064 ^{NS}
19.	Interpersonal contact	-0.145	0.326	-0.445 ^{NS}
20.	Attitude towards farmers	0.483	0.344	1.404 ^{NS}
21.	Self-reliance	0.680	0.931	0.731 ^{NS}
22.	Conveyance	-0.527	0.747	-0.706 ^{NS}
23.	Time management	0.10	0.006	0.017 ^{NS}

NS=Non-significant; ** Significant at 1%; * Significant at 5%; R² =0.52

E. Relationship between Job Competence and Job Satisfaction of Agricultural Officers

It is evident from Table 5 that the Pearson correlation coefficient scores of $r = 0.620^{**}$ shows that there is a significant relationship between job competence and job satisfaction. This might be due to the fact that all

the agricultural officers who are competent might have the necessary opportunities to perform to the fullest of their competency. When they have such an opportunity, they get proper motivation to do their job well in turn they are satisfied with their work. The results were in lining with Bernard *et al.* (2017).

Table 5: Relationship between Job Competence and Job Satisfaction of Agricultural Officers n=90.

Sr. No	Variables	Mean	S.D.	Correlation coefficient (r)
1.	Job Competence	199.14	8.32	0.620**
2.	Job Satisfaction	161.67	7.71	

** Significant at 1%

CONCLUSIONS

The relationship between job competence, Job satisfaction and profile characteristics and of agricultural officers was investigated, where out of 23 characteristics considered for the study, 14 of them found significant with the job competence and 12 of them found significant with the job satisfaction. All the 23 variables together explained 74.50 per cent of variation in job competence and education qualification, rural urban background, achievement motivation, morale, organisational climate and e-learning have significantly contributed to the variation in job competence of AOs. All the 23 variables together explained 52.00 percent of the variation in Job satisfaction and Achievement motivation, e-learning, Training received, and Mass media exposure have significantly contributed to the variation in Job satisfaction of AOs. The computed 'F' value of 3.108 was significant indicating that all the variables together explained a significant amount of variation in the Job satisfaction of AOs.

This shows that the improvement in an individual's physical, socio-economic, and psychological characteristics will definitely improve their satisfaction levels. The necessary infrastructure facilities such as proper buildings for storage of inputs, audio-visual aids, and transport facilities should be made available for all the agriculture offices where the problem is more acute. There was a positive and significant relationship between Job competence and Job satisfaction. Satisfied employees can efficiently carry out his/ her roles and responsibilities, which ultimately has a butterfly effect on the development of the farming community.

FUTURE SCOPE

The independent variables considered in the study could jointly explain 74.50 per cent and 52.00 per cent of variation in Job competence and Job satisfaction. There is need to identify and study the other variables which are likely to influence the job competence and job satisfaction of AOs. The present study covered only Agricultural Officers working in the State Department of Agriculture. Similar investigation can be carried out in other areas like Teaching and Banking.

Conflict of Interest. None.

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