COMPARATIVE STUDY OF ROLE PERFORMANCE OF FEMALE AND MALE EXTENSION WORKERS

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ABSTRACT

The ever-increasing population with corresponding increase in the requirements of food grain production is being experienced three days. Indian agriculture has reached the limits of land and water. The future of increasing the productivity, the emphasize will be our technological interventions by the competent and accountable extension system. So it is necessary to know the grass root extension system. The present study was conducted in randomly selected three Tahsils of Latur District namely Latur, Renapur and Ausa. In all 60 Agricultural Assistants were randomly selected as a sample of the study. Out of 60, 20 were female and 40 were male Agricultural Assistant. Most of the female and male extension workers were playing their technical and administrative role which was average. Seventy per cent male and 80 per cent female extension workers played their overall role at average level, while, only male extension workers i.e. about 17.5 per cent played good overall role.

Key words: Comparative study, Female extension workers, Male extension workers.

Extension workers like Agricultural Assistants and Krishi Sevaks are the village level extension functionary in State Department of Agriculture performing the task of transfer of improved agriculture and allied technology to farming community. While doing so, they have to co-ordinate the work of supply and service agencies for effective implementation of farm production plan. They have to motivate, educate and guide farmers in adoption of Agricultural innovations for developing competent and accountable extension services. It is therefore, perceived important to ascertain role performance of these grass root level extension functionaries, which will help to find out ways and means to improve the capabilities and for improving the dissatisfied areas related to job of Agricultural Assistant and Krishi Sevaks.

Seventy Third amendments to the constitution of India provides 33% reservation to women in any Government job. This reservation leads to appoint the women candidates in Agricultural Department also. It resulted that number of Agricultural educated girl students securing the job in Department of Agriculture at various cadres. Therefore it was felt necessary to study the comparative role and performance of male and female extension workers which in tuned will be helpful to planners, executors, Government Agencies, non Government Organizations who are concerned for the Agricultural Development. Reading (1977) defined the role performance as the manner in which a particular individual performs a role. In the present study, role performance means the activities attached to the positions that are actually carried out by extension workers.

Therefore the present study entitled, "Comparative Study of Role Performance of Female and Male Extension Workers" was undertaken with following specific objectives.

1. To study the profile of female and male extension workers.
2. To compare the role performance of female and male extension workers.
3. To identify the constraints faced by female and male extension workers while performing their role.

The present study was conducted in randomly selected three Tahsils of Latur District namely Latur, Renapur and Ausa.
For this study extension workers selected were Agricultural Assistants. Total 110 Agriculture Assistants were working in these three Tahsils. Out of these, Agricultural Assistants who had attended the weekly meeting at their respective Mandal Office were regarded as the respondent of study. In all 60 Agricultural Assistants were selected randomly as the sample of the study. Out of 60, 20 were female and 40 were male Agricultural Assistants. The data were collected with the help of distributed questionnaire. Then data were subjected to statistical analysis with the help of frequency, percentage, mean, standard deviation and z-test.

**Role Performance:** In order to measure the role performance of female and male extension workers, the activities assigned to the Agricultural Assistant by State Department of Agriculture were considered. Role performance was measure on the basis of different types of activities viz. Technical activities - 25 and Administrative activities - 8. The responses were invited on four continuum namely Frequently, Sometime, Seldomly and Never with scores 4, 3, 2, 1 respectively. The role performance was measured by computing role performance index with the help of following formula.

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\text{Role performance index} = \left( \frac{\text{Actually obtained role performance score}}{\text{Maximum obtainable role performance score}} \right) \times 100
\]

The respondents were grouped into three categories, poor, average and good performers on the basis of Mean ± SD.

**Technical activities:**
1. Using Audio-visual aids in fortnight training.
2. Prepare agriculture production plan.
3. Regular sending of agricultural messages to clients.
4. Chalk out daily work, arrange labour and prepare pay bills of labours.
5. Organising crop competitions.
6. Co-ordinating the inputs.
7. Organising farmer/women rally once in year.
8. Organising University demonstrations.
10. Select the watershed with the help of toposheet.
11. Proposing soil, water and horticultural programmes for sanction.
12. Record the information about different departmental schemes.
13. Organising special training for farmers.
14. Make report on water level of wells.
15. Sending soil, water samples to testing labs.
18. Keep record of all office work in notebook.
19. Special attention toward agriculture development.
20. Attend the training.
21. Get sanction for monthly diary from Agriculture Supervisor.
22. Make evaluation report per year at village level.
24. Keep record of inputs provided by Department.
25. Co-ordination of soil, and watershed work with agriculture production.

**Administrative activities:**
1. Submission of monthly progress report.
2. Submission of half yearly report on water level.
3. Approval of daily diary from Supervisor up to 5th day of every month.
4. Provide time to time information to higher authority.
5. Timely fulfilment of weekly, fortnightly, monthly, half yearly, yearly record.
6. Review of all committees working at village level.
7. Planning of proposed work for week.
8. Keep records of all office work.

1) **Profile of the female and male extension workers:** It is evident from Table 1 that majority of the male (57.5 per cent) and female (100 per cent) extension workers were young and educated up to Agricultural Diploma level. Most of the male (60 per cent) and female (85 per cent) were having medium work experience i.e. between 1 to 10 years, 62.5 per cent male and 70.0 per cent female extension workers were having annual income between ₹ 95,001/- to ₹ 2,75,000/-. Maximum male (72.5
that about 90 per cent of male and female extension workers were playing average administrative role to the extent that average. Nobody from female and male extension workers were found in good category.

3. Overall role: It is observed from Table 4 that, 80 per cent female and 70 per cent male extension workers were playing their overall role in the Department to the extent of average. Only 17.5 per cent male extension workers were playing good role which was assigned to them. Female extension workers were not found in the category of good overall role performance.

4. Average role performance of female and male extension workers: It is found from Table 5 that, female and male extension workers had nonsignificant relationship regarding technical role, administrative role and overall role.

3) Constraints faced by female and male extension workers: It is manifested from Table 6 that, 45 per cent female and male extension workers received trainings from 2 to 7 nos.

2) Role performance of female and male extension workers:

1. Technical role: The findings pertaining to the technical role of female and male extension workers are presented in Table 2. Just equal nos. of respondent i.e. 70 per cent of male and 67.5 per cent female extension workers were having average technical role followed by 25 per cent and 12.5 per cent poor role by female and male extension workers respectively. Meagre percentage (5 per cent) was observed as a good role by female extension workers as compared to male extension workers (20 per cent).

2. Administrative role: It is noticed from Table 3 that, 80 per cent female and 70 per cent male extension workers were playing their overall role in the Department to the extent of average. Only 17.5 per cent male extension workers were playing good role which was assigned to them. Female extension workers were not found in the category of good overall role performance.

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that majority (83.34 per cent) extension workers expressed the constraints of engagement in other irrelevant activities instead of job chart followed by non availability of Audio-visual aids during training. Most (78.34 per cent.) of the extension workers were had the constraint of non availability of funds in time for farmers rally.

**CONCLUSION**

1. Majority of female and male extension workers were young and educated up to diploma of Agriculture with medium work experience, annual income, and training received.
2. Most of the female and male extension workers were playing their technical role and administrative role to the extent of average. Female and male had shown no significant relationship.
3. Seventy per cent male and 80 per cent female extension workers played their overall role at average level, while, only male extension workers i.e. about 17.5 per cent played good overall role.
4. Majority of the extension workers expressed the major constraints like engagement in other irrelevant activities instead of job chart, non availability of Audio-visual aids during training, and non availability of funds in time for organising farmers rally.

**REFERENCES**
