

**Constraints faced by ATMA(Agricultural Technology Management
Agency) extension functionaries of Assam, India and their suggestions to
overcome them**

ABSTRACT

ATMA extension functionaries are mainly appointed to enable the transfer of technology from research station to farmers, the ultimate users. During technology dissemination, ATMA extension functionaries face a lot of problems. Therefore, the present study was conducted in Assam to list out the constraints faced by the functionaries and also tried to pool out the probable suggestions as opined by the respondents. Personal interview method was used to collect the data from 120 respondents. Appropriate statistical measures were used to analyze the data like frequency, percentage. The results of the study indicated those constraints which were identified by the ATMA extension functionaries' viz., in case of extension and training 'lack of training on new technologies' and 'lack of knowledge on efficient and appropriate methodologies in extension activities'. In case of management aspect problems faced by the respondents were 'lack of cooperation from senior colleagues' and 'delay in availability of funds/ salary'. Problems faced by respondents related with technical aspects were 'lack of orientation training for newly recruited staff' and agricultural inputs were not available at an affordable price was the problem related with input supply. The number of suggestions has been offered for improving the role performance of the ATMA Extension Functionaries related with extension and training problems were 'provide training on new technologies' and 'proper programme planning should be prepared'. In case of management aspect a majority of the respondents were suggested that 'internal

24 organizational structure should be developed' that is closely related to 'provide funds/ salary
25 in time. Therefore, the concerned departments and organizations need to attend their problems
26 in order to solve the problems of extension functionaries and make them more efficient.

27 **Keywords:** ATMA extension functionaries; transfer of technology; constraints; personal
28 interview method; statistical measures

29 **INTRODUCTION:**

30 Effectiveness of any organization for performing a specific work largely depends upon job
31 satisfaction and job performance of the personnel involved in it [1-3]. Job satisfaction with
32 work and promotion are significantly related to the personnel's commitment to the
33 organization [4]. ATMA extension functionaries are mainly appointed to enable the transfer
34 of technology from research station to farmers, the ultimate users [5, 6]. Agricultural
35 extension organizations worldwide face challenges of professional competence among their
36 employees. Planning, training and management of human resources within extension
37 organizations are essential to increase the capabilities and overall effectiveness of extension
38 personnel [7].

39 **Statement of the problem:**

40 The ATMA extension functionaries are the grass-root level extension worker in the
41 Agriculture Department [8]. This may be possible that extension functionaries may or may
42 not have perceived their role properly. Moreover, whether they have understanding of their
43 role or otherwise are some of the problems which are of a great importance for proper
44 understanding of the factors responsible for the success of the Agriculture department. If the
45 problems associated with their job performance are known, it will be guideline for the
46 concerned authorities to take effective approach for solving their problems and giving
47 guidance. Thus, farmer can make the best use of services of ATMA extension functionaries

48 working in the Agriculture Department. It is expected to provide useful criteria for
49 understanding the problems encountered by the ATMA extension functionaries in performing
50 their responsibilities and duties in the Agriculture Department. Also, the suggestions given by
51 them will provide a platform for solving their problems and for better performance. Keeping
52 this in view, the present study was undertaken to identify the following objective: to identify
53 the problems faced by ATMA Extension Functionaries in carrying out their responsibilities
54 and pool their suggestions thereof.

55 **METHODOLOGY:**

56 The study was conducted in 4 districts of Assam during April, 2016. During the data
57 collection, Assam was having 26 districts. In those 26 districts, 14 districts were having
58 Centrally Sponsored Scheme ATMA (CSS-ATMA) and 12 districts were having World Bank
59 sponsored Scheme ATMA. ATMA is being implemented in the state of Assam since 24th
60 February, 2005 and sponsored by World Bank and CSS of Government. With this in view,
61 four districts of Assam, Jorhat and Dibrugarh (World Bank sponsored ATMA) and Golaghat
62 and Sivasagar (CSS sponsored ATMA), were selected purposively for the study. Since there
63 were no ATMA offices at sub-division level, the blocks were directly selected from the
64 district. From the 4 selected districts, a total numbers of 32 blocks has been surveyed for
65 collection of data. All the Extension Functionaries were selected purposively as respondents
66 from selected ATMA of Jorhat, Golaghat, Sivasagar and Dibrugarh districts of Assam. Total
67 of 120 ATMA extension functionaries (30 from each district) were selected by random
68 sampling for carrying out the study. The constraints were collected by using personal
69 interview method with a pre-tested structured questionnaire from the respondents. There were
70 some open ended questions in the questionnaire which were asked to write major problems
71 and suggestions to the respondents. The collected responses with respect to constraints were

72 tabulated and descriptive statistical measures like frequency and percentage were taken to
73 analyse the data.

74 RESULTS AND DISCUSSION:

75 Problems faced by ATMA Extension Functionaries in carrying out their
76 responsibilities:

77 Table1. Frequency and percentage distribution of respondents according to the
78 problems faced by them in performing their jobN=120

Sl. No.	Problems / Constraints	Frequency	Percentage
A.	Extension and Training		
1.	In-adequate training on new technologies	80	66.67
2.	Lack of knowledge on efficient and appropriate methodologies in extension activities	85	70.83
3.	Lack of efficient means of transportation for functionaries	65	54.17
B.	Management Aspect		
1.	Lack of cooperation from some senior colleague	95	79.17
2.	Lack of seating arrangement for field functionaries under one roof	86	71.67
3.	Delay in availability of salary/funds	85	70.83
C.	Technical Aspects		
1.	Lack of experts in all discipline	59	49.17
2.	Lack of orientation training for newly recruited staff	79	65.83

79 • Multiple responses

80 It is evident from the Table 1, that 70.83 per cent, 66.67 per cent and 54.17 per cent of
81 respondents respectively reported that the problems faced by the extension functionaries in

different areas. In case of Extension and Training, major problems faced by the extension functionaries were ‘lack of knowledge on efficient and appropriate methodologies in extension activities’ (70.83%), ‘in-adequate training on new technologies’ (66.67%) and ‘lack of efficient means of transportation for functionaries’ (54.17%).

In case of Management aspects, 79.17 per cent of the respondents lacked cooperation from some senior colleague [9]; this is closely followed by ‘lack of seating arrangement for field functionaries under one roof’ (71.67%) and ‘delay in availability of funds/salary’ (70.83%).

From the technical aspects, it was found that 65.83 per cent of the respondents identified the problem of ‘lack of orientation training for newly recruited staff’; followed by 49.17 per cent respondents have the problem of ‘lack of experts in all discipline’.

Table 1(continued).Frequency and percentage distribution of respondents according to the problems faced by them in performing their jobN=120

Sl. No.	Problems / Constraints	Frequency	Percentage
D.	Input Supply		
1.	Agricultural inputs were not available at an affordable price to farmers	94	78.33
E.	Administrative and Financial Aspects		
1.	Inadequate staff	78	65.00
2.	Delay in release of funds	88	73.33
3.	No promotion	95	79.17
F.	Communication and Human Relations		
1.	Lack of coordination among the staff	93	77.50
2.	Transportation problem for the extension functionaries	47	39.17

3.	Lack of infrastructural facility	76	63.33
G.	Feedback Mechanism		
1.	Lack of accurate and effective feedbacks due to time lag of functionaries	55	45.83

94 • **Multiple responses**

95 Majority (78.33%) of the ATMA extension functionaries noted that ‘agricultural inputs were
96 not available at an affordable price to farmers’ during their performing of job in the area of
97 Input Supply and due to this it is difficult to continue their production avenues [10, 11].

98 The major constraints faced by ATMA extension functionaries were lack of promotional
99 facilities (79.17%) in performing their jobs, un-time release of funds’(73.33%) and because
100 of this ATMA **have** not having its own staff for implementation of different activities, and it
101 was carried out by different agriculture and allied departments of State Government [9. 10].

102 In case of Communication and human relations, the following problems are encountered by
103 the respondents which are ‘lack of coordination among the staff’ (77.50%), ‘lack of
104 infrastructural facility’ (63.33%) and 39.17 per cent of the respondents perceived that lack of
105 transport facility at Block Technology Team (BTT) level for effective monitoring and
106 evaluation of ATMA activities in the district [9, 12]. It was found that ATMA extension
107 functionaries and KVK functionaries were facing non availability of vehicles to travel in the
108 interior places of areas and lack of infrastructural facilities [13, 14].

109 In case of feedback mechanism, ‘lack of accurate and effective feedback due to time lag of
110 functionaries’ were faced by (45.83%) of the respondents.

111 **Suggestions provided by the ATMA extension functionaries:**

112 **Table 2. Frequency and percentage distribution of respondents according to the**
 113 **problems faced by them in performing their jobN=120**

Sl. No.	Suggestions	Frequency	Percentage
A	Extension and Training		
1	Provide training on new technologies	80	66.67
2	Proper programme planning should be prepared	85	70.83
3	Extension functionaries should be appointed to solve a specific problem	65	54.17
B	Management Aspect		
1	Develop internal organisational structure	95	79.17
2	Provide sufficient seating arrangements	86	71.67
C	Technical Aspects		
1	National level workshop should be conducted in yearly	75	62.50
2	Provide effective training programme	59	49.17
3	Orientation training should be compulsory for all newly appointed staffs	79	65.83
D	Input Supply		
1	Government should take initiative to reduce agricultural input price	94	78.33

114 ***Multiple responses**

115 It is revealed from Table 2, that in case of Extension and Training Aspects, a majority
 116 (70.83%) of the respondents suggested, that 'proper programme planning should be
 117 prepared'. The other suggestions given by the respondents in case of Extension and Training
 118 Aspects were 'training should be provided on new technologies' (66.67%) and 'extension
 119 functionaries should be appointed to solve a specific problem' (54.17%).

In case of Management Aspects, a majority (79.17%) of the respondents suggested that ‘internal organisational structure should be developed’ that is closely related to ‘provide sufficient seating arrangements’ (71.67%).

In case of technical aspects, the suggestions given by the extension functionaries were ‘national level workshop should be conducted yearly’ (62.50%), ‘orientation training should be compulsory for all newly appointed staffs’ (65.83%) and ‘should provide effective training programme’ (49.17%).

In case of Input Supply Aspects, a majority (78.33%) of the respondents suggested that ‘Government should take initiative to reduce agricultural input price’ [11].

Table 2(continued). Frequency and percentage distribution of respondents according to the problems faced by them in performing their jobN=120

Sl. No.	Suggestions	Frequency	Percentage
E	Administrative and Financial Aspects		
1	Recruitment of right people for the right post	78	65.00
2	Strict measures to be taken by government to timely release of funds	88	73.33
3	Provision of incentive to staff	95	79.17
F	Communication and Human Relations		
1	Develop coordination between the staffs	93	77.50
2	Proper transport should be provide	47	39.17
3	Infrastructural facility should maintained	76	63.33
G	Feedback Mechanism		
1	Accurate feedback should be provided in time	55	45.83

***Multiple responses**

In case of Administrative and Financial Aspects, suggestions given by a majority (79.17%) of the respondents were making of ‘provision of incentive to staff’ and 73.33% of the

134 respondents suggested that 'fund should release on time' and 65.00 % of the respondents
135 suggested that it is necessary to 'recruit right people for right post' [14].

136 In case of Communication and Human Relation Aspects, majority (77.50%) of the
137 respondents strongly agreed with the suggestions for 'developing coordination between the
138 staffs of ATMAs' and 63.33 per cent of the respondents gave their suggestion to 'maintain
139 infrastructural facility' and only 39.17 per cent of the respondents told about 'proper transport
140 to be provided' [13, 14].

141 In case of Feedback Mechanism Aspects, a majority (45.83%) of the respondents provided
142 suggestion that 'accurate and satisfactory feedback should be provided in time'.

143 Results from the Table 1 and 2 revealed that high percentage of the functionaries were not
144 satisfied with the infrastructural facilities. The major problems faced by the respondents were
145 'lack of adequate training on new technologies', 'lack of knowledge on efficient and
146 appropriate methodologies in extension activities', 'agricultural inputs were not available at
147 an affordable price' and 'lack of coordination among the staff of ATMA'. Therefore, the
148 concerned departments and organizations need to attend their problems in order to solve the
149 problems of extension functionaries and make them more efficient.

150 **CONCLUSION:**

151 The findings of the study reveals that the ATMA extension functionaries are facing
152 infrastructural problems, lack of adequate training on new technologies, lack of knowledge
153 on efficient and appropriate methodologies in extension activities, lack of coordination
154 among the staff of ATMA and unavailability of agricultural inputs at affordable price to
155 farmers. The reported constraints are needed to be addressed seriously for better and timely
156 dissemination of improved agricultural information and technologies. Therefore, the present
157 study was conducted to knock the concerned authorities' responsibilities to identify the

158 problems and their probable solutions of the ATMA extension functionaries to make them
159 more efficient.

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