

An Analysis of the Job Satisfaction of Agricultural Scientists

Abstract

Job satisfaction is essential to face the dynamic and ever – increasing challenges of maintaining productivity of the organization by keeping their workforce constantly engaged and motivated. Furthermore, environmental pressures, rising health costs and various needs of the workforce also pose a challenge for the management. This could be overcome by creating a work environment that maintains employee job satisfaction as well as motivates people towards exceptional performance at the workplace achieving work – life balance. The present study was carried out to assess of job satisfaction of the agricultural scientists of the main campus of Tamil Nadu Agricultural University, Coimbatore. By employing appropriate sampling techniques 114 scientists were selected as sample respondents. Data were collected using well-structured and standardized interview schedule. Majority of the respondents (64.90%) were seen with medium level of job satisfaction followed by 18.40% with high level of job satisfaction. The rest of the respondents (16.70%) were seen with low level.

Key words: Job satisfaction, agricultural scientists, working environment

Introduction:

Job satisfaction or employee satisfaction has been defined in many different ways. Some believe it is simply how content an individual is with his or her job, in other words, whether or not they like the job or individual aspects or facets of jobs, such as nature of work or supervision. Researchers have also noted that job satisfaction measures vary in the extent to which they measure feelings about the job (affective job satisfaction) or cognitions about the job (cognitive job satisfaction).

Job satisfaction can be defined as the extent to which a worker is content with the rewards he or she gets out of his or her job, particularly in terms of intrinsic motivation (Statt,

2004). The term job satisfaction refers to the attitude and feelings people have about their work. Positive and favourable attitude towards the job indicate job satisfaction. Negative and unfavourable attitude towards the job indicate job dissatisfaction (Armstrong, 2006). Job satisfaction is a worker's sense of achievement and success on the job. It is generally perceived to be directly linked to the productivity as well as to the personal well-being. Job satisfaction further implies enthusiasm and happiness with one's work. Job satisfaction is the key ingredient that leads to a feeling of fulfillments (Kaliski, 2007)

The general responsibilities and specific duties of an agricultural scientist are wide and varied. The agricultural scientist has a very important role to fulfill as their daily work affects the lives of many other people. By performing their duties to the best of their ability, agricultural scientists will help to make life better for many individuals. Perhaps one of the best things about pursuing a career as an agricultural scientist is that the individual will have a chance to perform a wide variety of tasks which will keep their job interesting and enlightening every step of the way. Better role satisfaction in the job of these source workers i.e. agricultural scientists is important for the successful growth of agriculture in the villages. Hence the assessment of the satisfaction of agricultural scientists is very important in today's concern. The success of the system largely depends on the working of the scientists.

The success of farmers and agriculture depends on the sincere services of enthusiastic scientists capable of initiating, promoting and supporting the movement among rural people for achieving the objectives. The acceptance of the recommended production technologies is low to average as reported by number of studies. The main reasons identified were the non-availability of more appropriate technologies, therefore, appropriate technologies need to be developed from the source to help the ultimate users in such a way that the receiver could comprehend, accept and act upon it efficiently.

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A thorough systematic study on the factors of job satisfaction of the agricultural scientists would reveal the different levels of the contributing factors and the associated constraints, which would help to strengthen the agricultural education system. Hence, it was thought necessary to have "An analysis of the job satisfaction of agricultural scientists". Accordingly the study has

66 been taken up with the prime objective to assess the job satisfaction level of the agricultural
67 scientists

68 **Review of literature**

69 Mohan (2000) studied “A study on job performance and job satisfaction of Assistant
70 Agricultural Officers in Northern districts of Karnataka” and reported that majority (67.07%) of
71 the Assistant Agriculture Officers (AAOs) had medium level of job satisfaction, whereas 20.73
72 and 12.19 per cent of the AAOs were having low and high level of job satisfaction respectively.

73 Goyal (2013) studied “Performance And Job Satisfaction Of Veterinary Surgeons In
74 Haryana” and found that the little more than half (54.00%) of the respondents were feeling
75 moderate job satisfaction while 19.00 per cent and 27.00 per cent were seen in the dissatisfied
76 and highly satisfied categories, respectively.

77 Dharindra (2015) “a study on the role performance of the agricultural extension
78 personnel in the revitalized extension system in the state of assam” revealed that majority
79 (66.07%) of the respondents had moderate level of job satisfaction followed by 18.75%
80 respondents who had low level of job satisfaction, the least number of respondents (15.18%) had
81 high level of job satisfaction .

82 Abdul (2016) studied “a study on the organizational climate and job performance of staff
83 of department of agriculture, Andaman and Nicobar Islands” and reported that 32.50 per cent of
84 staff expressed the level of job satisfaction as average followed by high (27.50%) low level of
85 job satisfaction (25.00%).

86 Mohmmad (2016) studied “Perception of scientists of Anand Agricultural University
87 towards organizational climate” stated that more than half (58.66%) of the overall scientists had
88 medium to high level of job satisfaction.

89 **Material and Methods**

90 The study was conducted in Tamil Nadu Agricultural University, Coimbatore. There are
91 totally 26 departments functioning under nine major directorates. There are three cadres of
92 scientists attending to the teaching, research and extension activities viz, Assistant Professors,
93 Associate Professors and Professors. The survey research design has been adopted for this
94 study.

95 From every department, it has been decided to select two teachers each from the cadre
96 of Assistant Professors and Professors. Further, the entire Associate professors (10 Nos) were
97 also considered for the study as their population was very much less. Thus totally 114 scientists
98 were contacted under the study.

99 Data collected using a well-structured and pre-tested interview schedule were analysed
100 using item wise percentage analysis and cumulative frequency techniques and the results

interpreted are presented in this section.

Results and Discussion

The job satisfaction level of the sample respondents were assessed by employing a scale developed by Kalaivani (1999), which was also modified suitably to meet the requirements of the present study. The scale consisted of 19 different statements on which their different degrees of satisfaction was assessed as given in table 1.

Job Satisfaction of the agricultural scientists

The results pertinent to the job satisfaction of the respondents are given in the table 1

Table 1. Distribution of the respondents pertaining to their job satisfaction

Statements	Very much satisfied		Satisfied		Partially satisfied		Dissatisfied		Very much dissatisfied	
	No	%	No	%	No	%	No	%	No	%
With the flexibility that you have been given by your superior to do your job well	49	42.98	37	32.45	23	20.17	1	0.87	4	3.50
With the working facilities that you have in order to do your job well	45	39.47	42	36.84	22	19.29	5	4.38	0	00
With the opportunities provided in your job to utilise your personal abilities	40	35.08	47	41.22	21	18.42	4	3.50	2	1.75
With the present job when you consider the expectations you consider the expectations you had when you took up this	28	24.56	58	50.87	22	19.29	4	3.50	2	1.75

(n = 114)

job										
With the work you are doing as Assistant professor / Associate professor / Professor	43	37.71	47	41.22	22	19.29	2	1.75	0	00
With the job authority delegated to you in order to do your job	37	32.45	47	41.22	28	24.56	0	00	2	1.75
With the recognition that you are getting from your colleagues for your work	34	29.82	44	38.59	29	25.43	4	3.50	3	2.63
With the promotional opportunities you have in the present job	34	29.82	56	49.12	16	14.03	6	5.26	2	1.75
With your present salary in commensurate with your work and position with the job	43	37.71	56	49.12	13	11.40	0	00	2	1.75
About the rewards and incentives provided in your job	35	30.70	50	43.85	25	21.92	4	3.50	0	00
With the recognition people are giving to your job when compared with other similar jobs	34	29.82	50	43.85	29	25.43	1	0.87	0	00
With the security you have with your present job	50	43.85	53	46.49	8	7.01	0	00	3	2.63
With the relations you have with your co-	48	42.10	48	42.10	14	12.28	4	3.50	0	00

worker										
With relations you have with your superiors in your work	46	40.35	45	39.47	17	14.91	4	3.50	2	1.75
With technical supervision from your superiors	33	28.94	58	50.87	15	13.15	6	5.26	2	1.75
With the staff welfare policy adopted in your organization	24	21.05	42	36.84	26	22.80	17	14.91	5	4.38
Work allotment by your superiors considering your seniority / expertise	30	26.31	50	43.85	29	25.43	1	0.87	4	3.50
With the allotment of courses	33	28.94	53	46.49	22	19.29	4	3.50	2	1.75
With the allotment of research students	28	24.56	56	49.12	26	22.80	1	0.87	3	2.63

About two fifth of the respondents felt that they were very much satisfied with the security they were having in the present job (43.85%), with the flexibility given by their superiors to do their job well (42.98%), with the relations they had with their co-workers (42.10%), with the relations they had with their superiors and with the working facilities. (39.47%). Almost a similar percentage of respondents (35.08%) felt that they were very much satisfied with the opportunities provided in their job to utilise their personal abilities.

An equal percentage of the respondents (37.70%) were also very much satisfied with the work they are doing in their own respective cadres and also with the present salary in commensurate with their work and positions. About thirty percentage of respondents were very much satisfied with the rewards and incentives provided in their job (30.70%), with the recognition they are getting from their **colleagues** for their work (29.82%), with the promotional opportunities they had with present job (29.82%) and also with the recognition people are giving to their job (29.82%) when compared with other similar jobs.

Little more than one fourth of the respondents (28.94%) were very much satisfied with the technical supervision of their superiors and also with the allotment of courses. About one fourth of the respondents were seen very much satisfied with the work allotment by their

superiors considering their seniority / expertise (26.31%), with the allotment of research students and also with the present job expectations (24.56%). About one fifth of the respondents (25.05%) were very much satisfied with the staff welfare policies being adopted in the organisation.

About half of the respondents were satisfied with the present job expectations and technical supervision from the superiors (50.87%), with the present promotional opportunities and salary in commensurate with their work (49.12%), with the allotment of research students (49.12%), with the allotment of courses (46.49%) and with the security they had with the present job. About forty percentage of the respondents (43.85%) were very much satisfied with the rewards and incentives provided, with the recognition people are giving to their present job when compared with other jobs, with the work allotment by their superiors considering their seniority and with the relations they had with their co-workers (42.10%), with the opportunities provided in their job to utilise their personal abilities (41.22%), with the work they are doing in their respective cadres (41.22%) and also with the job authority delegated to them in order to do their job (41.22%). Little less than forty percentage of the respondents were satisfied with the relations they have with their superiors (39.47%) and with the recognition they are getting from colleagues for their work (38.59%).

About one third of the respondents were satisfied with the staff welfare policies adopted in their organisation and also with the present working facilities (36.84%) and with the flexibility they have been given by their superiors to do their job well (32.45%).

Partial satisfaction is observed with most of the cases by about 20% – 25% of the respondents. Only a negligible percentage of the respondents have given their response either dissatisfied or very much dissatisfied with the statements reflecting their job satisfaction

Overall level of job satisfaction of the agricultural scientists

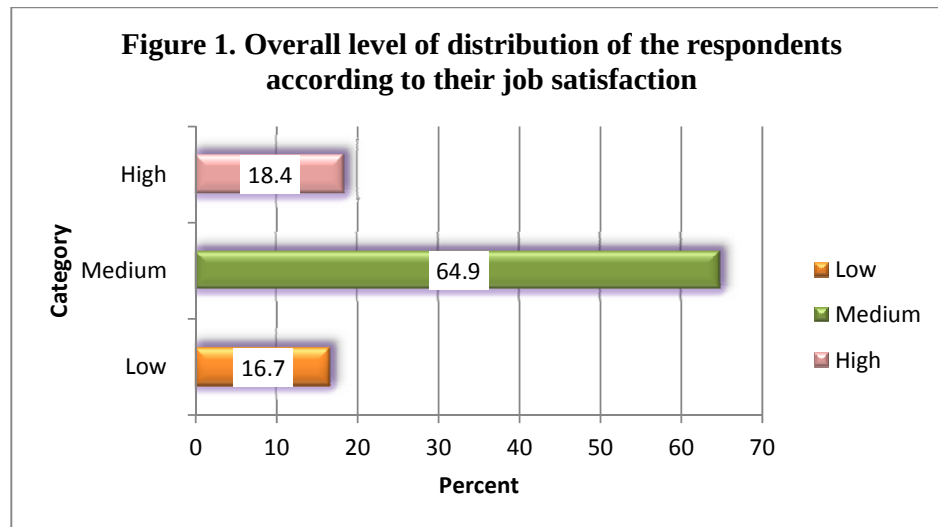
The overall level of job satisfaction of the respondents were assessed by employing cumulative frequency method. The findings related to the overall level of job satisfaction of the respondents are given in Table.2

Table 2. Distribution of the respondents according to their overall level of job satisfaction
(n = 114)

Category	Frequency	Percentage
Low	19	16.70
Medium	74	64.90
High	21	18.40
TOTAL	114	100.00

The findings in the above table reveals that, majority of the respondents (64.90%) were

seen with medium level of job satisfaction followed by 18.40% with high level of job satisfaction. The rest of the respondents (16.70%) were seen with low level.



The already reported findings like, their high level of organisational climate, medium to lower level of organisational stress, optimum work load, their age maturity, higher academic qualification, sound technical knowledge would have contributed to the medium to high level distribution of most of the respondents in their overall level of job satisfaction as shown above.

The findings are in line with Abdul (2016)

Conclusion

From the findings it could be concluded that most of the agricultural scientists were found distributed between medium to high level of job satisfaction. Almost an equal percentage of the respondents were found distributed in the very much satisfied, satisfied and partially satisfied categories on the administered statements.

Existing vacant posts in each discipline must be filled up then and there which would help the scientists to reduce their work pressure. Training should be given to all scientists in areas of modern teaching methods, use of AV aids, computer management skills, preparing reports and in the conduct of exhibitions in order to improve their performance in teaching, research and extension activities, which would further enhance their job satisfaction level.

The basic infrastructural facilities such as provision of adequate work space, modernised laboratories, furniture, audio visual aids for classroom teaching should be made available for all the campuses and research stations. This would help the scientists to perform with full satisfaction. The scientists in the teaching campuses should be provided opportunities to do extension work which would also promote their job satisfaction level.

More number of support staff may be extended to every researcher to efficiently discharge his duties. Motivational programmes, refresher courses, refresher short tours to the state level institutes, arranging personality development programmes and instituting sufficient awards and honours would help to strengthen the motivational level of scientists.

Sufficient fund allocation will help the scientists to come out with more solid scientific outputs. Periodic orientation trainings, may be organised for the scientists to inculcate knowledge about the modern technological development and to propose new projects accordingly. The needy scientists should be provided with adequate transport facilities so that they can cover more areas.

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