

International Journal of Agriculture Extension and Social Development

Volume 9; Issue 7; July 2026; Page No. 277-283

Received: 02-05-2026
Accepted: 08-06-2026

Indexed Journal
Peer Reviewed Journal

Constraints faced by agriculture extension professionals working under state agriculture department of Maharashtra and various suggestions given by them to overcome these constraints

¹Sajan S Hingonekar, ²Milind C Ahire, ³Goraksh K Sasane, ⁴Pandit B Kharde, ⁵Ganpat B Bachkar and ⁶Mahesh R Patil

¹Ph.D. Research Scholar, Department of Agricultural Extension Education, Mahatma Phule Krishi Vidyapeeth Rahuri, Ahilyanagar, Maharashtra, India

²Professor, Department of Agricultural Extension Education, Mahatma Phule Krishi Vidyapeeth Rahuri, Ahilyanagar, Maharashtra, India

³Director of Extension & Head, Department of Agricultural Extension Education, Mahatma Phule Krishi Vidyapeeth Rahuri, Ahilyanagar, Maharashtra, India

⁴Associate Professor, Department of Agricultural Extension Education, Mahatma Phule Krishi Vidyapeeth Rahuri, Ahilyanagar, Maharashtra, India

⁵Assistant Professor, Sahakar Maharshi Bhausaheb Thorat College of Agriculture, Amrutnagar, Sangamner, Ahilyanagar, Maharashtra, India

⁶Professor, Department of Agricultural Statistics, Mahatma Phule Krishi Vidyapeeth Rahuri, Ahilyanagar, Maharashtra, India

DOI: <https://www.doi.org/10.33545/26180723.2026.v9.i7d.3864>

Corresponding Author: Sajan S Hingonekar

Abstract

This study was conducted to assess the competency of agriculture extension professionals working under state department of agriculture in Maharashtra state (India). One of the key elements of extension research is analyzing the lacunae in current existing system. Without analyzing the loopholes it is not justify the way we explore the level of competencies of extension professional working under state agriculture department. Under this study, the word 'constraints' had been defined as the cause of restrictions or the limitations agriculture extension professionals experienced while executing their duties with existing level of competency. This study was conducted in the 10 districts viz. Nashik, Nandurbar, Dhule, Jalgaon, Pune, Ahmednagar, Solapur, Kolhapur, Satara and Sangli. The data regarding the Constraints was collected from more than 300 Agriculture Extension Professionals with the help of open-ended questions and various constrains were depicted; some prominent constrains are - 95.33 per cent of the agriculture extension professionals denoted inadequate facilities of office space and furniture as most major constraint (Rank-I). Followed by 87.00 per cent of them highlighted the issue of heavy workload and pressure due to vacancies in the state agriculture department (Rank-II). 85.33 per cent of them raised the issue of chaos due to large numbers of schemes with multiple heads and their sub streams (Rank-III); while, 82.66 per cent of the respondents had problem with the additional work of other departments (Rank-IV). 79.66 per cent of the extension professionals denoted the constraints of frequent online meeting with short notice period which hampers their pre decided work schedule (Rank-V). 73.33 per cent of them mentioned the constraints regarding inadequate supporting staff for documentary work (Rank-VI).

Keywords: Agriculture extension professionals, department of agriculture, constraints, suggestion

1. Introduction

Agriculture department considers farmer as the focal point and the whole department is organized in such a fashion that a single mechanism is working to facilitate the farmer for adoption of advanced technology and sustainable use of available resources. Wide spectrum of roles and responsibilities are allotted to the extension professional while working in Maharashtra state agriculture department and also accomplishing the additional tasks from other line departments. Due to ever evolving dynamic nature of advanced agriculture practices and in order to cope up with

farmers' expectation, extension professional working under the state agriculture department face a variety of competency challenges like institutional limitations, lack of resources and infrastructure facilities, deficiency in ICT skills, inadequate training exposure, insufficient availability of technical equipment and digital tools, low institutional motivation, expertise gap and dearth of participatory approaches etc. Despite significant government investment, the public extension system faced challenges in efficiency and effectiveness with outdated approaches and a lack of sustainability worsening the situation. Moreover, during this

study some factors also been recorded which influence the action, capabilities and decision making of these professionals while working under state agriculture department.

The basic agenda behind agriculture research and development largely remains mute unless extension system professionals contributes their capabilities at full extend. In order to increase the performance of this agricultural extension and advisory system, it has to get upgraded and enhanced time to time through various efforts. Onset of 21st century various reformation programmes were implemented with key aspects including - convergence and integration of various agricultural schemes and programmes, farmer-centric approaches, sustainability of extension networks and real-time information diffusion.

Lack of equipment, lack of infrastructure and other necessary resources, lack of recognition, lack of rewards, promotion and incentives were reported as major constraints faced by extension personnel working in State Agriculture Department of Maharashtra followed by issues of workload due to vacancies and multiple heads in numerous schemes. In the context of ATMA extension personnel in Karnataka state; majority (84.64%) of extension personnel expressed that multiplicity of schemes and programmes hinder the systematic implementation of programme was the major constraint, followed by 78.21 per cent of them said that there is lack of interest among the farming community to participate in different activities of ATMA; 76.43 per cent of the high spot the delay in release of funds to carry out the activities of ATMA; 75.36 per cent of extension personnel pointed out the lack of coordination among different developmental departments (Kudari *et al.* 2023) [3]. The success of all the programmes under state agriculture department put in place to help farmers is not only determined by the efficiency of extension professional but also by the obstacles they are facing while serving as approachable extension agents at the village level. So, along with the assessment of their competencies; it is also necessary to identify the problems experienced by agriculture extension professional which hinder their performance allied with the transfer of technologies and implementation of schemes and programmes. Constraints significantly hammers the extension professionals, influencing their performance, productivity and overall well-doing. A proper documentation of the problems experienced by the agriculture extension professional is possible only through a constraint analysis and obtaining the multiple solutions to overcome them. The findings of this study are expected to be indicators for policy makers, extension agencies and capacity building programme designer to shape the training and capacity development programme for the extension professionals. In view of the above, the present study was taken up with the following specific objective:

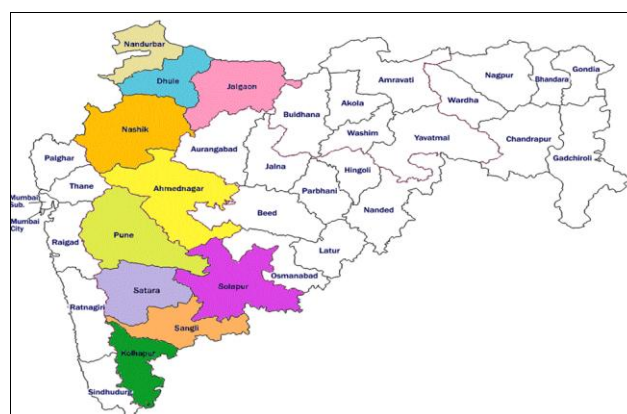
2. Objective

To delineate the constraints faced by agriculture extension professionals working under state agriculture department of Maharashtra and to obtain the suggestions to overcome them.

3. Materials and Methodology

This study was conducted in the 10 districts which come under the jurisdictions of Mahatma Phule Krishi Vidyapeeth, Rahuri. These districts were Nashik, Nandurbar, Dhule, Jalgaon, Pune, Ahmednagar, Solapur, Kolhapur, Satara and Sangli. In order to assess the competencies of agriculture extension professionals, the ex-post-facto research design was used for the study. This design was considered appropriate because this is a kind of research in which the researcher predicts the possible causes behind an effect that has already occurred. The conclusions in this method are considered to be more logical as the relationship between the variables is inferred without intervening or varying the independent variable over dependent variable.

4. Area of Study



5. Selection of Respondents

Total 300 respondents (Agriculture extension professionals from Gazetted officer cadre holding the position as - District Superintend Agriculture Officer, Sub-Divisional Agriculture Officer, Taluka Agriculture Officer and Circle Agriculture Officer) were selected from 10 districts of Western Maharashtra region. In order to justify sample size from each district, 'proportionate stratified random sampling' method has been used to select respondents. Hence, in total; 10 District Superintending Agriculture Offices, 25 Sub-Divisional Agriculture Offices, 73 Taluka Agriculture Offices and 192 Circle Agriculture Offices were selected as sample for this study.

6. Variables and Its Measurement

In the present study along with competency assessment, attempt was made to delineate the constraints faced by agriculture extension professionals and to obtain the suggestions to overcome them. The data regarding the constraints was collected from 300 agriculture extension professionals through personal interview with the help of open-ended questions and various constraints were depicted. The collected data was scored and arranged in descending order and allotted with rank. Then tabulated and analyzed by using tools like frequency, percentage etc. In order to counter the constraints agriculture extension professionals were asked to reciprocate meaningful counsels. On each specific constraint; multiple, workable and logical

suggestions were obtained which would solve the contingency and making the way forward improvisation.

7. Results and Discussion

7.1. Constraints faced by Agriculture Extension Professional while working under State Agriculture Department

In Table No.1, the constraints experienced by agriculture extension professional while working under state agriculture department were arranged rank wise in descending order from higher to lower frequency of its occurrence.

Table 1: Rank wise distribution of the Constraints faced by Agriculture Extension Professionals

Sr. No.	Constraints faced by agriculture extension professionals	Respondents (N=300)		
		f	%	Rank
1.	Inadequate facilities of office space and furniture.	286	95.33	I
2.	Due to vacancies, all officers having more workload and pressure.	261	87.00	II
3.	Large number of schemes with multiple heads and sub streams in it creates chaos.	256	85.33	III
4.	Due to additional work of other department; officers are unable to provide consultancy to farmers.	248	82.66	IV
5.	Frequent online meetings with short notice period hamper the pre-decided work schedule.	239	79.66	V
6.	Inadequate supporting staff for documentary work.	221	73.66	VI
7.	Insufficient contingency funds for office stationery and furniture.	211	70.33	VII
8.	Unavailability of digital tools like computer, printer and internet facilities etc.	206	68.66	VIII
9.	Negative attitude of farmers towards department due to less amounts of subsidy and late release of inputs like seeds and fertilizers.	189	63.00	IX
10.	Unavailability of electronic gadgets like laptop, tabs, HD camera for documentation.	177	59.00	X
11.	Irregular organization of foundation trainings, limited number of digital literacy trainings and less practical approach during technical trainings.	158	52.66	XI
12.	Lack of transparency in the transfer policy.	151	50.33	XII
13.	Less promotional opportunities.	147	49.00	XIII
14.	Insufficient provision of office vehicle and less traveling allowances for regular field visit.	126	42.00	XIV
15.	Hierarchical discrimination as compared to other department of state government.	122	40.66	XV
16.	Non-technical status to work profile hampers pay scale.	107	35.66	XVI
17.	Less attention on human resource development, soft skill development and stress management trainings decreases performance morale of employee.	96	32.00	XVII
18.	Poor record keeping section in the department.	78	26.00	XVIII
19.	Lack of well-defined fixed job profile affects the execution of actual duties and responsibilities.	73	24.33	XIX
20.	Poor provision for official legal advisory and social security to officer acting as an inspector, investigator or witness.	68	22.66	XX
21.	Lack of recognition, rewards and incentive.	56	18.66	XXI
22.	Political interference in routine official work.	48	16.00	XXII

* Numbers in the parenthesis indicates the percentage value of constraint

** Numbers in the 'Roman digit' indicates the rank value of constraint

It is seen from Table No.1 that, majority (95.33 per cent) of the agriculture extension professionals denoted inadequate facilities of office space and furniture as most major constraint, followed by 87.00 per cent of them highlighted the issue of heavy workload and pressure due to vacancies in the state agriculture department. 85.33 per cent of the extension professionals raised the issue of chaos due to large numbers of schemes with multiple heads and their sub streams; while, 82.66 per cent of the respondents had problem with the additional work of other departments. Near about four fifth (79.66%) of the extension professionals denoted the constraints of frequent online meeting with short notice period which hampers their pre decided work schedule. Near about three fourth (73.33 per cent) of respondents mentioned the constraints regarding inadequate supporting staff for documentary work, followed by 70.00 per cent of them faced the problem of insufficient contingency funds for office stationery and furniture. More than two third i.e. 68.66 per cent of the agriculture extension professionals were complaining about the unavailability of digital tools like computer, printer and internet facilities. Trained by, 63.00 per cent of them feeling the constraints of negative attitude of farmers towards department due to less

amounts of subsidy and late release of inputs like seeds and fertilizers. More than half i.e. 59.00 per cent of the extension professionals revealed the scarcity of electronic tools like laptop, tabs, HD camera for documentation work. Near about half means 52.66 per cent of the respondents criticize the irregularity in organizing the foundation training with limited number of digital literacy training and less practical approach during technical training. Nearly half (50.33 per cent) of the extension professionals coined the constraint about lack of transparency in transfer policy, while 49.00 per cent of them pined the glitches in promotional opportunities. 42.00 per cent of the respondents were suffering from unavailability of office vehicle and less traveling allowances which hampers the regular field visit of agriculture extension professionals. More than 40.00 per cent of the respondents had feeling of discrimination as compared to other department of state government, followed by 35.66 per cent of them were unhappy due to not being offered the technical status to their job profile. Near about one third i.e. 32.00 per cent of the agriculture extension professionals highlighted the constraint that, less attention on human resource development, soft skill development and stress management trainings decreases performance morale

of employee, while one fourth i.e. 26.00 per cent of the extension professionals stated the problem of poor record keeping section in the department. Followed by, 24.33 per cent of the respondents noted the lacking of well-defined fixed job profile affects the execution of actual duties and responsibilities and 22.66 per cent of them faced the constraint of poor provision for official legal advisory and social security to officer acting as an inspector, investigator or witness. Lastly, 18.66 per cent of the agriculture extension professionals had faced lack of recognition, rewards and incentive, while 16.00 per cent of them facing the problem of political interference in routine official work.

7.2 Suggestions by agriculture extension professional to overcome these constraints

In order to counter the constraints agriculture extension professionals were asked to reciprocate meaningful counsels. On each specific constraint; multiple, workable and logical suggestions were obtained which would solve the contingency and making the way forward improvisation. In Table No. 1, the constraints were arranged rank wise in descending order from higher to lower frequency of its occurrence.

Here, in Table No. 2, several possible ways and suggestions under each specific constraint have been presented as follow.

Table No. 2: Percentage wise arrangements of Multiple Suggestions given by Agriculture Extension Professionals to overcome the constraints

Sr. No.	Constraints	Multiple Suggestion on the Constraints	Respondents (N=300)	
			f	%
1.	Inadequate facilities of office space and furniture	One time, full-fledged fund should be allotted for building constructions.	279	93.00
		Permission should be granted for construction on department owned lands.	204	68.00
		Proper co-ordination and follow-up with public works department for routine maintenance.	153	51.00
2.	Due to vacancies, all officers having more workload and pressure.	Restructuring of staffing pattern to increase the number of posts at field level.	285	95.00
		Restructuring of department as like revenue department.	264	88.00
		Regular recruitment of all staff.	231	77.00
3.	Large number of schemes with multiple heads and sub streams in it creates chaos.	All schemes must be revalidated and demand driven reforms to be made.	261	87.00
		Schemes must be 'Need based' rather than mere 'Target oriented'.	216	72.00
		Schemes must be precise and implemented through single channel to avail single input benefit.	189	63.00
4.	Due to additional work of other department; officers are unable to provide consultancy to farmers.	Agriculture departments' staff should engage in technical work only.	294	98.00
		Job manual must be follow to accomplish basic objectives of the agriculture department.	252	84.00
5.	Frequent online meetings with short notice period hampers the pre-decided work schedule.	There must be fix day and pre-decided schedule for online meetings.	219	73.00
		Meetings should be problem solving rather than just for follow up.	126	42.00
6.	Inadequate supporting staff for documentary work.	There must be regular and permanent recruitment of supporting staff like clerk, office assistant, computer operator, peon etc.	267	89.00
		At least permission and funds must be allotted to hire contractual staff.	69	23.00
7.	Insufficient contingency funds for office stationery and furniture.	Funding parameters must be reformed accordingly.	273	91.00
		Decentralization of delegation of financial power to taluka agriculture officer level for purchasing stationery, furniture and office maintenance	183	61.00
8.	Unavailability of digital tools like computer, printer and internet facilities etc.	Sufficient digital tools like computer, printer and internet facility must be provided by department to cope up with e-governance process.	294	98.00
		Digital platform and websites must be upgraded so that they will be easily accessible for farmers & distinct IT firm must be hired for technical back up.	204	68.00
9.	Negative attitude of farmers towards department due to less amounts of subsidy and late release of inputs like seeds and fertilizers.	Amount of subsidy under various schemes must be revised according to current inflation and market values of inputs.	267	89.00
		Inputs under various schemes must be justiciable and timely available to farmers in order to retain faith of farmers.	216	72.00
10.	Unavailability of electronic gadgets like laptop, tabs, HD camera for documentation.	Department should purchase HD camera, tabs for field staff for efficient working of CROPSAP, HORTSAP and MAHADBT schemes.	252	84.00
11.	Irregular organization of foundation trainings, limited number of digital literacy trainings and less practical approach during technical trainings.	Need based approach must be followed for providing technical training to staff.	231	77.00
		More practical approach should be adopted while providing subject matter related training.	183	61.00
		District wise / crop wise specialized training must be provided according to their thrust area.	132	44.00
12.	Lack of transparency in the transfer policy.	Transfer should be done as per Government Resolution of year 2018.	276	92.00
		While allotting transfer, online method and counseling session must be there for more transparency in posting.	264	88.00
13.	Less promotional opportunities.	Administrative procedure for getting promotion has to be modified and re-administrate accordingly.	273	91.00
		Restructuring of staffing pattern may increase the opportunity for promotion.	198	66.00
		Regular departmental examination needs to be organized for promotion.	144	48.00

14.	Insufficient provision of office vehicle and less traveling allowances for regular field visit.	For regular / smooth field visit and time saving, office vehicle along with driver has to be provided.	282	94.00
		For maintenance, repairing and fuel sufficient grants to be made available.	249	83.00
15.	Hierarchical discrimination as compared to other department of state government.	Equal status needs to be given in comparison to line department.	285	95.00
		State government should ensure administrative parity for each department.	63	21.00
16.	Non-technical status to work profile hampers pay scale.	Staff organizations and unions should make more efforts to convince state government to confer technical status to staff of agriculture department	168	56.00
		Pay scale of staff must get improvised as per their technical job responsibilities.	144	48.00
17.	Less attention on human resource development, soft skill development and stress management trainings decrease performance morale of employee.	Being a socially oriented department, staff must be considered as valuable asset who reach out every beneficiary.	252	84.00
		Training or workshop has to be organized for soft skill development and stress management.	237	79.00
18.	Poor record keeping section in the department.	More training should be provided to office staff related to administrative rules, official laws and government regulations to work more smoothly.	186	62.00
		Proper and regular follow-up must be taken by senior officer about data entry and records.	162	54.00
19.	Lack of well-defined fixed job profile affects the execution of actual duties and responsibilities.	Reframing of work distribution needs to be done considering farmers' requirement.	270	90.00
		Justiciable sorting should be done for appropriate allotment of duties amongst the each department of state government.	195	65.00
20.	Poor provision for official legal advisory and social security to officer acting as an inspector, investigator or witness.	One legal advisor needs to be hired at each district superintending agriculture office for handling and guiding on various legal issues.	165	55.00
		Proper social security must get confer by the government to the officers acting as enquiry officers or witness for court matters.	153	51.00
21.	Lack of recognition, rewards and incentive.	Vote of appreciation along with remuneration or incentives must be awarded to staff performing their duties with great dedication.	204	68.00
		For motivation, best performance award at each district level needs to be given to increase morale of the officers.	117	39.00
22.	Political interference in routine official work.	Senior officer must be firm and support the staff to eradicate local political intervention.	168	56.00
		Proper administrative security should be provided to safeguard the staff from social nuisance.	162	54.00

Table No. 2 revealed the various suggestions given by agriculture extension professionals to overcome the constraints. Multiple suggestions on particular constraints are discussed here as –

More than nine-tenth i.e. 93.00 per cent of the agriculture extension professionals suggested that, one time full-fledged fund should be allotted for buildings constructions, followed by 68.00 per cent of them gave suggestion that, permission should be granted for construction on department owned lands; and more than half, i.e. 51.00 per cent of the respondents suggested for proper co-ordination and follow-up with public works department for routine maintenance. Most of, i.e. 95.00 per cent of the agriculture extension professionals suggested for restructuring of staffing pattern to increase the number of posts at field level, followed by 88.00 per cent of them proposed this restructuring of department as like revenue department; while 77.00 per cent of the respondents suggested for regular recruitment of staff in the agriculture department.

Maximum, i.e. 87.00 per cent of the extension professionals suggested that, all schemes must be revalidated and demand driven reforms to be made, followed by 72.00 per cent of them said that, schemes must be 'need based' rather than mere 'target oriented', while 63.00 per cent of them suggested that, the schemes must be precise and implemented through single channel to avail single input benefit. Upmost, i.e. 98.00 per cent of the agriculture extension professionals suggested that, agriculture departments' staff should engage in technical work only, while 84.00 per cent of them suggested that, job manual

must be follow to accomplish basic objectives of the agriculture department. Majority i.e. 73.00 per cent of the agriculture extension professionals suggested that, there must be fix day and pre-decided schedule for online meetings; followed by 42.00 per cent of the respondents said that, meetings should be problem solving rather than just for follow up. Near about nine-tenth, i.e. 89.00 per cent of the agriculture extension professionals suggested that, there must be regular and permanent recruitment of supporting staff like clerk, office assistant, computer operator, peon etc., while 23.00 per cent of them suggested that, at least permission and funds must be allotted to hire contractual staff.

More than nine-tenth means 91.00 per cent of the respondents suggested the reforms in funding parameters; while, 61.00 per cent of the respondents suggested that, decentralization of delegation of financial power to taluka agriculture officer level for purchasing stationery, furniture and office maintenance. Upmost i.e. 98.00 of the agriculture extension professionals had given suggestion that, sufficient digital tools like computer, printer and internet facility must be provided by department to cope up with e-governance process, meanwhile 68.00 per cent of them suggested that, the digital platform and websites must be upgraded so that they will be easily accessible for farmers and distinct IT firm must be hired for technical back up. Near about nine-tenth i.e. 89.00 per cent of the respondents suggested that, amount of subsidy under various schemes must be revised according to current inflation and market values of inputs, followed by 72.00 per cent of them said that, input under

various schemes must be justiciable and timely available to farmers in order to retain faith of farmers. Majority, i.e. 84.00 per cent of the agriculture extension professionals suggested that, agriculture department should purchase HD camera, tabs for field staff for efficient working of CROPSAP, HORTSAP and MAHADBT schemes.

More than three fourth i.e. 77.00 per cent of the respondents suggested that, need based approach must be followed in providing technical training to staff, whereas 61.00 per cent of them suggested that, more practical approach should be adopted while providing subject matter related training; while 44.00 per cent of the respondents suggested that, district wise / crop wise specialized training must be provided according to their thrust area. Most of, i.e. 92.00 per cent of the extension professionals had given suggestion that, Government Resolution of year 2018 need to be followed and 88.00 per cent of them suggested that, online counselling method has to be followed for bringing transparency in transfer and posting. More than nine-tenth, (91.00 per cent) of the agriculture extension professionals suggested that, administrative procedure for getting promotion has to be modified and re-administrate accordingly; followed by, two third (66.00 per cent) of them said that, restructuring of staffing pattern may increase the opportunity for promotion, while less than half, i.e. 48.00 per cent suggested that, regular departmental examination needs to be organized for promotion. High number (94.00 per cent) of the extension professionals suggested that, for regular /smooth field visit and time saving, office vehicle along with driver has to be provided; followed by, 83.00 per cent of them suggested that, for maintenance, repairing and fuel sufficient grants to be made available.

At most, i.e. 95.00 per cent of the agriculture extension professionals suggested that, equal status needs to be given in comparison to line department; and 21.00 per cent of them had given suggestion that, state government should ensure administrative parity for each department. More than half (56.00 per cent) of the extension professionals suggested that, staff organizations and unions should make more efforts to convince state government to confer technical status to staff of agriculture department, while near about half (48.00 per cent) of them suggested that, pay scale of staff must get improvised as per their technical job responsibilities. Majority (84.00 per cent) of the agriculture extension professionals suggested that, being a socially oriented department staff must be considered as valuable asset who reach out every beneficiary; followed by, 79.00 per cent of them said that, training or workshop has to be organized for soft skill development and stress management. Just less than two third, i.e. 62.00 per cent of the respondents had given suggestion that, more training should be provided to office staff related to administrative rules, official laws & government regulations to work more smoothly, while, 54.00 per cent of them suggested that, proper and regular follow-up must be taken by senior officer about data entry and records.

Most of, i.e. 90.00 per cent of the agriculture extension professionals suggested that, reframing of work distribution needs to be done considering farmers requirement, while 65.00 per cent of them said that, justiciable sorting should be done for appropriate allotment of duties amongst the each department of state government. More than half, i.e. 55.00

per cent of the extension professionals suggested that, one legal advisor needs to be hired at each district superintending agriculture office for handling and guiding on various legal issues; followed by, 51.00 per cent of them had given suggestion that, proper social security must get confer by the government to the officers acting as enquiry officers or witness for court matters. More than two third (68.00 per cent) of the agriculture extension professionals suggested that, vote of appreciation along with remuneration or incentives must be awarded to staff performing their duties with great dedication, while, 39.00 per cent of them suggested that; for motivation, best performance award at each district level needs to be given to increase morale of the officers. Nearly half (56.00 per cent) of the agriculture extension professionals had given suggestion that, senior officer must be firm and support the staff to eradicate local political intervention and 54.00 per cent of them suggested that, proper administrative security should be provided to safeguard the staff from social nuisance.

8. Conclusion

The major constraints were reported regarding poor infrastructure and resource facilities, limited number of staff running plenty of schemes with inadequate resources, additional work load from other departments exerting the work pressure on extension professionals, non-availability of digital tools like laptop, tabs, computer, printers and internet facilities, insufficient funds for expenditures and subsidies, less practical approaches in technical trainings, lack of transparency in transfer, slow pace of promotion, deficient provision of office vehicle for field visit, discrimination as compared to other department, less attention on human resource development, poor record keeping section, lack of well-defined fixed job profile, no provision for official legal advisory, lack of recognition, rewards and incentive etc. In counter of constraints major suggestion noted by agriculture extension professionals were providing one time full-fledged fund for buildings and infrastructures, restructuring of staffing pattern and regular recruitments, revalidation of the schemes precisely according to demand, reformations in funding parameters, decentralization of delegation of financial authority, additional spare time for technical consultancy, preparation of fixed and pre-decided schedule for online meetings, up gradation of cyber extension in department to cope up e-governance, materialistic digitalization of department by acquiring laptop, computer, printers and internet facilities, more practical and digital literacy approach during foundation trainings, transparency in transfer and promotion procedures, improvisation in travelling facilities for field visit, provision of parity same as other department, endowment of human resource development and capacity building, regularity in follow up of record keeping system, amendment in administrative rules and policies, appropriate allotment of role and duties, availability of official legal advisor, provision of vote of appreciation along with incentives and awards.

References

1. Akhila B, Subin KM, Mohan J, Jiji RS, George A, George A. Constraints perceived by the field extension functionaries of Dairy Development Department,

- Kerala. *J Vet Anim Sci.* 2023;54(1):130-137.
2. Kshatriya AM. Job perception, job performance, job satisfaction and job stress of extension personnel working in State Agriculture Department of Marathwada region. Parbhani: Vasantao Naik Marathwada Krishi Vidyapeeth; 2020.
 3. Kudari MB, Patil SL, Gangappagouda B, Mohanakumara V. Constraints faced by the extension personnel in implementation of the Agricultural Technology Management Agency programme. *Int J Stat Appl Math.* 2023;8(SP-6):1352-1355.
 4. Keerthi P, Rama Devy M, Sivanarayana G, Sreenivasulu KN. Constraints faced by village agriculture assistants of Rythu Bharosa Kendras in Andhra Pradesh. *Int J Agric Ext Soc Dev.* 2025;8(6):590-593.