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Job satisfaction and attitude of agricultural officers towards extension work in Kalaburagi district of Kalyana Karnataka region

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Abstract

Agricultural Officers are the frontline extension personnel responsible for disseminating agricultural technologies and implementing various developmental programmes at the grassroots level. Their job satisfaction and attitude towards extension work are important determinants of effective agricultural extension service delivery. The present study was conducted during 2021– 22 in Kalaburagi district of Kalyana Karnataka region to assess the job satisfaction and attitude of Agricultural Officers towards extension work. An ex-post facto research design was adopted, and data were collected from 60 Agricultural Officers working in 27 Raitha Samparka Kendras (RSKs) using a pre-tested structured interview schedule. The data were analyzed using frequency, percentage, mean and standard deviation. The results revealed that nearly half (48.33%) of the respondents had moderate job satisfaction, while 26.66 per cent and 25.00 per cent reported high and low levels of job satisfaction, respectively. The respondents expressed higher satisfaction with the implementation of various schemes and programmes (91.66%), understanding farmers' problems through field visits (85.00%) and making necessary arrangements for input supply (75.00%). However, lower satisfaction was observed regarding opportunities for promotion, physical working conditions and technical facilities. Regarding attitude towards extension work, the majority (53.33%) of the Agricultural Officers exhibited a favourable attitude, followed by 36.66 per cent with a highly favourable attitude, whereas only 10.00 per cent had an unfavourable attitude. Most respondents agreed that extension work is a service to society, enjoyed interacting with farmers and believed that extension work contributes significantly to rural development

Keywords: Agricultural officers, job satisfaction, attitude towards extension work, extension services, raitha samparka kendra, kalyana karnataka

Introduction

Agricultural extension plays a pivotal role in promoting agricultural development by facilitating the transfer of scientific knowledge, improved technologies and innovative farming practices from research institutions to farmers. In India, Agricultural Officers constitute the backbone of the public agricultural extension system and serve as an important link between research organizations and farming communities. They are responsible for disseminating improved production technologies, organizing demonstrations and training programmes, implementing various government-sponsored schemes, monitoring field activities and providing timely technical guidance to farmers. Therefore, the effectiveness of Agricultural Officers largely depends on their level of job satisfaction and attitude towards extension work.

Job satisfaction is one of the most important psychological factors influencing the performance, commitment and productivity of employees. It refers to the degree of contentment an individual derives from different aspects of his or her job, including opportunities for professional growth, recognition, working conditions, organizational support, promotion and interpersonal relationships. Employees with higher job satisfaction tend to exhibit greater motivation, commitment and efficiency in performing their assigned responsibilities, whereas dissatisfaction may adversely affect work performance, morale and organizational effectiveness.

Attitude towards extension work is another important behavioural attribute that determines the enthusiasm, commitment and willingness of Agricultural Officers to serve the farming

community. A favourable attitude encourages extension personnel to actively participate in technology dissemination, problem-solving, capacity building and farmer education programmes. Positive attitudes also enhance communication with farmers, strengthen extension– farmer relationships and contribute to successful implementation of agricultural development programmes. Conversely, an unfavourable attitude may reduce professional commitment and adversely affect the quality of extension services. Therefore, the present investigation was undertaken to study job satisfaction and attitude of by Agricultural Officers towards extension work in Kalaburagi district of Kalyana Karnataka region.

Methodology

The present study was conducted during 2021–22 in Kalaburagi district of Kalyana Karnataka region, Karnataka. An ex-post facto research design was adopted as the study aimed to assess the existing level of job satisfaction and attitude towards extension work among Agricultural Officers.

A total of 60 Agricultural Officers working in 27 Raitha Samparka Kendras were selected as respondents. An ex-post facto research design was employed for the investigation. The required information was collected through a structured and pre-tested interview schedule. Job satisfaction of the respondents was measured using a standardized scale comprising different job facets such as opportunities for promotion, working conditions, technical facilities, organizational support, implementation of schemes and interaction with farmers. Based on the obtained scores, the respondents were categorized into low, moderate and high

levels of job satisfaction using the mean and standard deviation method.

Similarly, the attitude of Agricultural Officers towards extension work was measured using a standardized attitude scale consisting of positive and negative statements on a five-point continuum ranging from Strongly Agree to Strongly Disagree. Based on the total attitude scores, the respondents were classified into highly favourable, favourable and unfavourable attitude categories using the mean and standard deviation.

The collected data were coded, tabulated and analyzed using frequency, percentage, mean and standard deviation and the results were presented in tabular form and discussed with reference to relevant literature.

Results and Discussion

Job Satisfaction of Agricultural Officers

The distribution of Agricultural Officers according to their overall level of job satisfaction is presented in Table 1. The results revealed that nearly half (48.33%) of the respondents had a moderate level of job satisfaction, followed by 26.66 per cent who reported a high level of job satisfaction, while 25.00 per cent of the respondents had a low level of job satisfaction. The mean job satisfaction score was 43.30 with a standard deviation of 3.35, indicating that the majority of Agricultural Officers were reasonably satisfied with their profession, although there is considerable scope for improving their working environment and organizational support. Similar findings were reported by Hingonekar *et al.* (2025) ^[3], Manobharathi *et al.* (2020) ^[2], Debnath *et al.* (2014) ^[4] and Manjula (2000) ^[5].

Table 1: Distribution of respondents as per their overall job satisfaction n = 60

Sl. No	Category	No of respondents	Percent
1.	Low satisfactory (<39.95)	15	25.00
2.	Moderately satisfactory (between 39.95 to 46.65)	29	48.33
3.	Highly satisfactory (>46.65)	16	26.66
Total		60	100 %
		Mean=13.99	SD=10.19

Job satisfaction of Agricultural officers with respect to different job facets

The level of satisfaction of Agricultural Officers regarding different aspects of their job is presented in Table 2. A notable proportion of the respondents (91.66%) expressed satisfaction with the implementation of various agricultural schemes and programmes, suggesting that they were confident in carrying out departmental responsibilities and contributing to agricultural development. Likewise, 85.00 per cent of the Agricultural Officers were satisfied with identifying farmers' problems through field visits and providing appropriate technical guidance, reflecting their commitment to maintaining close interaction with the farming community. Satisfaction was also high with respect to making necessary arrangements for input supply (75.00%) and job security (75.00%), indicating that these aspects positively influenced their professional outlook.

The findings further revealed that 68.33 per cent of the respondents were satisfied with organizing training programmes, demonstrations and field trials, highlighting their active participation in extension education activities. More than

half of the respondents reported satisfaction with fringe benefits (56.66%) and the cooperation extended by the administration (56.66%). In addition, 66.66 per cent of the Agricultural Officers were very much satisfied with the opportunity to utilize their knowledge and professional skills, suggesting that the nature of their work allows effective application of their technical competence. The findings are in line with those of Kusumalatha *et al.* (2023) ^[1], Singh and Kaur (2015) ^[6] and Raut (2006) ^[7].

Despite these positive observations, certain job facets received comparatively lower satisfaction. Nearly one-third (30.00%) of the respondents were dissatisfied with the opportunities for promotion and professional growth, while 26.00 per cent expressed a very high level of dissatisfaction with this aspect. Similarly, 43.33 per cent of the respondents were dissatisfied with the physical working conditions, including workplace facilities and transportation. Furthermore, 45.00 per cent indicated only partial satisfaction with the technical facilities available for performing their duties, suggesting that the existing infrastructure and technical resources require further improvement.

Table 2: Distribution of respondents according to their level of satisfaction with different job facets n=60

Sl. No	Job facets	VMS	S	PS	D	VMD
1.	Self esteem or respect	06(10.0%)	4(6.66%)	06(10.0%)	08(13.33%)	00
2.	Opportunity for promotion/professional growth	00	16(26.66%)	10(16.66)	18(30.0%)	16(26.0%)
3.	Feeling of security	05(8.33%)	45(75.0%)	10(16.66)	00(00.00)	00
4.	Liking the nature of work	05(8.33%)	18(30.00)	25(41.66)	12(20.00)	00
5.	Comforts of physical working conditions (place of working, working facilities, transportation, etc)	00	18(30.00)	06(10.00)	26(43.33)	10(16.66)
6.	Technical facilities to do the job	00	13(21.66)	27(45.00)	20(33.33)	00
7.	The fringe benefits (housing, medical, provident fund)	00	34(56.66)	18(30.00)	08(13.33)	00
8.	Opportunity for independent thoughts	04(6.66)	12(20.00)	35(58.33)	09(15.00)	00
9.	Use of your talents	40(66.66)	06(10.00)	11(18.33)	03(5.00)	00
10.	Cooperation from administration in doing job	05(8.33)	34(56.66)	11(18.33)	10(16.66)	00
11.	Implementation of various schemes and programmes	05(8.33)	55(91.66)	00(10.00)	00(00.00)	00
	Understand the problems and situations of the farmers through	07	51(85.00)	02(3.33)	00	00
12.	personal visits to their farms and homes and give them solutions					
13.	Organizing trainings, Implementation of different types of demonstrations and trials on the farmers fields	13	41(68.33)	06(10.00)	00	00
14.	Making necessary arrangements for input supply	09	45(75.00)	06(10.00)	00	00

Note: VMS = Very Much Satisfied; S = Satisfied; PS = Partially Satisfied; D = Dissatisfied; VMD = Very Much Dissatisfied

Attitude of Agricultural Officers towards Extension Work

The overall attitude of Agricultural Officers towards extension work is presented in Table 3. The findings revealed that 53.33 per cent of the respondents possessed a favourable attitude towards extension work, while 36.66 per cent had a highly favourable attitude. Only 10.00 per cent exhibited an unfavourable attitude. The mean attitude score was 75.19 with a standard deviation of 2.91, indicating that the majority of

Agricultural Officers possessed a positive outlook towards their profession and extension responsibilities.

The favourable attitude of the respondents may be attributed to their strong commitment towards farmer welfare, technology dissemination and rural development. Agricultural Officers generally considered extension work as a socially meaningful profession that provides opportunities to serve the farming community and improve agricultural productivity.

Table 3: Distribution of respondents as per their attitude towards extension work

Sl. No	Category	No of Respondents	Per cent
1.	Highly favorable (>76.64)	22	36.66
2.	Favorable (between 73.74-76.64)	32	53.33
3.	Unfavorable (<73.74)	06	10.00
	Total	60	100 %
		SD=2.911	Mean=75.19

The analysis of individual attitude statements (Table 4) further substantiated these findings. The findings revealed that the majority of the Agricultural officers possessed a positive attitude towards extension work. A large proportion (70.00%) agreed that serving village people through extension work is a highly rewarding experience, while 65.00 per cent agreed that extension is a good means of serving humanity. Similarly, 65.00 per cent of the Agricultural

Officers agreed that they always respected their decision to become an extension worker, indicating a strong sense of professional commitment and pride in their occupation.

Most of the respondents also expressed favourable opinions regarding the importance of extension services. About 66.66 per cent agreed that extension work is like service to God, 68.33 per cent considered extension work as a stimulating profession, and 63.33 per cent felt that extension work is the need of the hour. Furthermore, an overwhelming majority (86.66%) stated that they enjoy meeting farmers and carrying out extension activities, reflecting their interest in working directly with the

farming community. More than half (55.00%) indicated that they would recommend extension as a career to others, demonstrating their confidence in the profession.

The respondents generally disagreed with the negative statements related to extension work. Half of the respondents (50.00%) disagreed with the statement that the sooner they leave extension work, the better, while 40.00 per cent strongly disagreed with the same statement. Likewise, 46.67 per cent strongly disagreed that they hated extension work, whereas 70.00 per cent disagreed that money spent on extension activities is a waste. Similarly, 65.00 per cent disagreed that one should not choose extension as a career, and 55.00 per cent disagreed with the statement that they were trapped in the extension profession. Nearly half (45.00%) also disagreed that they were not interested in extension as a career, while 50.00 per cent disagreed that they had poor social status because they were working as extension personnel. The findings are in line with those of Kusumalatha (2018) [8] and Thorat (2008) [9].

Table 4: Distribution of respondents on their attitude towards extension work n = 60

S. No	Statements	SA	A	UD	DA	SDA
1.	The sooner I get out of extension the better it is	00	00	06 (10.0%)	30 (50.0%)	24(40.00%)
2.	Extension work is like service to god	17(11.66%)	40(66.66%)	03 (5.00%)	00.00	00.00
3.	Honestly speaking I hate extension	00.00	02(03.33%)	08 (13.33%)	22(36.6%)	28(46.0%)
4.	Extension work is nothing more than crucial work	1(10.00%)	32(53.33%)	25 (41.66%)	03(05.00%)	00.00
5.	Extension work is very stimulation profession	10(16.66)	41 (68.33%)	09 (15.00%)	00.00	00.00
6.	Money spent in extension work is shear wastage	00.00	02 (3.33%)	08 (13.33%)	42(70.0)	8 (13.33%)
7.	Extension work is need of hour	11(18.33%)	38(63.33%)	11(18.3%)	00	00
8.	One should not even dream of becoming extension worker in life	00.00	00.00	09(15.00%)	39(65.0%)	12(20.0%)
9.	The future of the extension lies only in extension work	08(13.33%)	23(38.33%)	29(48.33%)	00.00	00.00
10.	I really enjoy meeting farmers and doing extension work	05(8.33%)	52(86.66%)	00	03(5.00)	00.00
11.	I would recommend extension career to my friends	05(8.33%)	33(55.00%)	21(35.00%)	00.00	00.00
12.	I am trapped in extension profession	00.00	00.00	14(23.33)	33(55.0%)	13(21.66)
13.	Extension work is not rewarding	00.00	04(6.66%)	11(18.33%)	4(70.0%)	05(8.33%)
14.	I am not really interested in extension as career	00.00	09(15.00%)	00.00	27(45.0%)	24(40.0%)
15.	I have poor status in my eyes of my relatives only because I am working as extension worker	00.00	00.00	04(6.66%)	30(50.0%)	26(43.33%)
16.	I always respect my decision to become an extension worker	14(23.33%)	39(65.00%)	00.00	06(10.0%)	00.00
17.	Extension is a good medicine for serving humanity	19(31.66%)	39(65.00%)	02(03.33%)	00.00	00.00
18.	It is highly rewarding experience to serve with village people	18(30.00%)	42(70.00%)	00.00	00.00	00.00

Note: SA = Strongly Agree; A = Agree; UD = Undecided; DA = Disagree; SDA = Strongly Disagree

Conclusion

The study revealed that the majority of Agricultural Officers possessed a moderate level of job satisfaction and a favourable attitude towards extension work. The respondents expressed greater satisfaction with implementing agricultural schemes, interacting with farmers, and carrying out extension activities, while comparatively lower satisfaction was observed with promotional opportunities, physical working conditions, and technical facilities. Overall, the findings indicate that Agricultural Officers are committed to serving the farming community despite organizational challenges. Strengthening career advancement opportunities, improving infrastructure and technical support, and providing a conducive working environment would further enhance their job satisfaction, professional commitment, and effectiveness in delivering agricultural extension services.

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