

International Journal of Agriculture Extension and Social Development

Volume 9; Issue 9; September 2026; Page No. 39-47

Received: 25-06-2026
Accepted: 29-07-2026

Indexed Journal
Peer Reviewed Journal

Socio-personal and professional profile of women professionals working at RVSKVV, Gwalior (MP)

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DOI: <https://www.doi.org/10.33545/26180723.2026.v9.i9a.4168>

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Abstract

The present study was conducted during 2026 to assess the socio-personal and professional characteristics of women professionals working in teaching, research, extension and administrative units of Rajmata Vijayaraje Scindia Krishi Vishwavidyalaya (RVSKVV), Gwalior. A descriptive research design with purposive sampling was adopted, and data were collected from 82 women professionals through personal interviews and Google Forms using a structured research schedule. Frequency, percentage, mean and standard deviation were used for data analysis. The findings revealed that the majority of respondents belonged to the middle-age group (60.98%), possessed Ph.D. qualifications (37.80%), and had up to 10 years of professional experience (60.98%). Most respondents exhibited medium levels of accountability, self-reliance, achievement motivation, job stress, job commitment, job satisfaction, workload, organizational communication, organizational climate, facilities and resources, and training participation. Similarly, the majority demonstrated medium levels of in-role and extra-role performance (59.76%), professional performance (62.20%) and overall job performance (54.88%). The findings indicate that women professionals constitute a highly qualified workforce with moderate professional and organizational attributes. Strengthening organizational support, professional development, training opportunities, workplace facilities and workload management may further enhance their effectiveness and contribution to university activities.

Keywords: Women professionals, socio-personal profile, professional characteristics, job performance, RVSKVV, Gwalior

Introduction

Agriculture remains a major contributor to India's economic and social development, and the effectiveness of the agricultural sector increasingly depends not only on technological advancement but also on the quality, competence and performance of its human resources (Chowdary *et al.*, 2023) ^[9]. Agricultural universities occupy a distinctive position in this system because they integrate teaching, research and extension to generate knowledge, develop technologies and facilitate their application for agricultural and rural development. In this context, the performance of professionals working within agricultural universities is crucial for achieving institutional as well as broader agricultural development goals (Nemanwar *et al.*, 2023) ^[26].

The term "professional" refers to a person who possesses specialized knowledge, technical skills, and formal education in a particular field and applies these competencies in a systematic manner to achieve organizational objectives. Their work contributes to agricultural education, scientific innovation, and rural development (Flexner, 1915) ^[11]. The effectiveness of agricultural extension services and the

capability of extension personnel to work collaboratively with farmers are vital for fostering positive transformations within the agricultural sector (Kleijn *et al.*, 2020) ^[17].

Agricultural universities play a vital role in agricultural development by integrating teaching, research and extension. The effectiveness of these activities largely depends on the competence and job performance of their professional workforce. Job performance refers to the work-related behaviours and contributions through which employees accomplish organizational objectives (Campbell *et al.*, 1990; Motowidlo *et al.*, 1997) ^[6, 24]. In agricultural universities, women professionals perform diverse responsibilities including teaching, research, extension, student guidance and administrative activities; therefore, their effective performance is important for institutional excellence.

The growing participation of women in agricultural education and research has strengthened the human resource base of the agricultural sector (Beevi, 2016;). However, their professional performance may be influenced by several individual and organizational factors such as work experience, accountability, self-reliance, job satisfaction, organizational climate, workload, job stress, facilities and

resources, and training opportunities (Gajendra *et al.*, 2025) [12]. Strengthening the performance of women professionals is essential for improving the efficiency of extension systems and promoting inclusive agricultural development (Slathia *et al.*, 2012) [34].

The present study was conducted in Rajmata Vijayaraje Scindia Krishi Vishwavidyalaya (RVSKVV), Gwalior, which has an important mandate in agricultural education, research and extension in Madhya Pradesh. However, limited empirical information is available regarding the job performance of women professionals within the specific institutional context of the university. Assessing their performance and identifying the factors and constraints influencing it can provide useful evidence for improving institutional support and professional effectiveness.

Methodology

The study was conducted at Rajmata Vijayaraje Scindia Krishi Vishwavidyalaya (RVSKVV), Gwalior, during 2026. A descriptive research design with Purposive sampling technique was adopted for the study. A total of 82 women professionals were selected from teaching, research, extension and administrative units of RVSKVV, Gwalior. Data were collected through personal interviews method and was also collected through online through google form using a structured research schedule. Statistical tools like mean,

standard deviation, frequency and percentage were used for the study.

Results and Discussion

Profile of Women Professionals Working in RVSKVV, Gwalior (M.P.). The results were presented as follows:

1. Age

The age composition of women professionals is an important socio-personal characteristic because age is closely associated with professional experience, maturity, decision-making ability, work responsibilities, career progression and adaptability to changing agricultural technologies and institutional requirements. It is evident from the present study that the majority of the respondents belonged to the middle age category, followed by young age category. Whereas, only 4.88 per cent of the respondents belonged to the old age category (Table 1). Kshatriya (2020) [18], Panda (2022) [28], and Chithrashree (2023) [8], who also reported that the majority of their respondents belonged to the middle age group. Gajendra *et al.* (2025) [12], Abdullah *et al.* (2024), Chauhan and Rathore (2026) [7], further supported this trend by reporting that middle-aged women extension functionaries demonstrated better job performance owing to their greater field experience and practical exposure.

Table 1: Distribution of the respondents according to their age

Category	Age (n=82)	
	Frequency	Percentage
Young Age (Up to 35)	28	34.15
Middle Age (36-55)	50	60.98
Old Age (above 55)	4	4.88

2. Educational qualification

Education is a continuous process of developing an individual's knowledge, skills, and abilities, enabling them to effectively understand, adapt to, and respond to different situations. The majority of the respondents in the present study possessed Ph.D. qualifications, closely followed by postgraduate (PG) qualifications, whereas considerable proportion of women professionals may be engaged in positions where undergraduate (UG) qualifications (Table 2). The relatively higher proportion of Ph.D.-qualified

respondents reflects the academic and professional requirements associated with positions in agricultural universities, particularly in teaching, research and extension activities. The educational qualification profile of women professionals indicates a highly qualified workforce in agricultural universities. This finding is in agreement with Jayasingh (2019) [14], Chithrashree (2023) [8], and Ashrit and Joshi (2024), Keerthi *et al.* (2025) [15], and Maulida *et al.* (2026) [21], who reported that the majority of their respondents educated up to the PhD level.

Table 2: Distribution of the respondents according to their educational qualification

Category	Education(n=82)	
	Frequency	Percentage
UG	21	25.61
PG	30	36.59
PhD	31	37.80
Total	82	100.00

3. Experience (in years)

Results furnished in table 3, the majority of the respondents had up to 10 years of work experience, indicating that a substantial proportion of women professionals were in the early stage of their careers. This may suggest that the organization has a relatively young and dynamic workforce, with professionals who are likely to be actively involved in learning new technologies, acquiring skills, and adapting to changing organizational requirements. About 28.05 per cent

of the respondents had 11-20 years of work experience, representing a considerable group of mid-career professionals who may possess a balance of professional expertise, institutional knowledge, and practical experience. In contrast, only 10.98 per cent of the respondents had more than 20 years of work experience, indicating a comparatively smaller proportion of highly experienced professionals. Ashrit *et al.* (2024), who reported that a comparatively higher proportion of respondents possessed moderate levels of

professional experience, and with Agrawal and Agrawal (2026), who found a relatively higher share of respondents with a low level of job experience. Otene *et al.* (2020)^[27], Vishnupriya (2022)^[36], and Chithrashree (2023)^[8], revealed

that experience 43.85 per cent respondents had moderate job experience, followed by less (34.62 %) and more (21.53 %) job experience, respectively.

Table 3: Distribution of the respondents according to their experience

Category	Experience(n=82)	
	Frequency	Percentage
Up to 10 Years	50	60.98
11 to 20 Years	23	28.05
Above 20 Years	9	10.98
Total	82	100.00

4. Accountability to work

The findings revealed that the majority of the respondents had a medium level of accountability to work, indicating a moderate sense of responsibility towards their assigned duties. About 34.15 per cent had a low level of accountability, suggesting a need for greater emphasis on responsibility and commitment towards organizational tasks. In contrast, 25.61 per cent of the respondents demonstrated a high level of accountability, reflecting a stronger commitment to fulfilling their work responsibilities (Table 4). This highlights the need

for appropriate guidance, monitoring, recognition, and supportive organizational practices to strengthen accountability towards work. It is noteworthy that accountability to work emerged as the single most important and statistically significant predictor of job performance in the present study, which is consistent with the general observation of Saravanan *et al.* (2023)^[31], Hamid and Al-Taiy (2024), Anderson and Feder (2025)^[2], and Namyanya *et al.* (2026) that frequent contact, timely communication and need-based service delivery enhance accountability.

Table 4: Distribution of the respondents according to their accountability to work

Category (Score)	Accountability to work (n=82)	
	Frequency	Percentage
Low (Up to 6)	28	34.15
Medium (6-8)	33	40.24
High (Above 8)	21	25.61
Mean= 7.34S. D.= 1.20		

5. Self-reliance

In case of self-reliance, the findings indicate that 62.20 per cent of the respondents had a medium level of self-reliance, suggesting that most women professionals possessed a moderate ability to take independent decisions and handle work-related responsibilities. About 28.05 per cent had a low level of self-reliance, indicating a greater dependence on guidance and support while performing their duties. In contrast, only 9.76 per cent demonstrated a high level of self-reliance, showing that relatively few respondents were highly

confident in working independently (Table 5). The findings suggest that self-reliance among women professionals was predominantly moderate, highlighting the need for opportunities that strengthen confidence, decision-making ability, and independent work practices. This finding is in close conformity with Jayasingh (2019)^[14], Krishna *et al.* (2024), Kholiya *et al.* (2025)^[16], and Priyavadhana *et al.* (2026)^[29], and all of whom reported that the majority of respondents exhibited medium level of self-reliance.

Table 5: Distribution of the respondents according to their self-reliance

Category (Score)	Self-Reliance (n=82)	
	Frequency	Percentage
Low (Up to 18)	23	28.05
Medium (18-21)	51	62.20
High (Above 21)	8	9.76
Mean = 19.60, S.D. = 1.78		

6. Achievement motivation

The present results indicate that nearly half of the respondents had a medium level of achievement motivation, suggesting a moderate desire to accomplish work-related goals. About 28.05 per cent of the respondents had a high level of achievement motivation, reflecting a stronger inclination towards excellence and accomplishment. In contrast, 25.61 per cent had a low level of achievement motivation, indicating relatively less drive towards achieving challenging

goals. The distribution suggests that most respondents possessed moderate to high achievement motivation, which may support effective performance and goal attainment in their professional roles. This finding derives support from Vishnupriya (2022)^[36], who reported that a majority of agricultural scientist possessed a high level of achievement motivation, and is broadly consistent with Nataliningsih *et al.* (2024) and Rama Krishna *et al.* (2026)^[30], and Jayasingh (2019)^[14].

Table 6: Distribution of the respondents according to their achievement motivation

Category (Score)	Achievement Motivation (n=82)	
	Frequency	Percentage
Low (Up to 11)	21	25.61
Medium (11-13)	38	46.34
High (Above 13)	23	28.05
Mean= 12.43. S.D.= 1.37		

7. Job Stress

Job stress may be defined as the degree of psychological and occupational strain experienced by women professionals due to perceived discrepancies between job demands and their available personal, professional and organizational resources to effectively accomplish assigned responsibilities. In the present study findings indicate that the majority of the respondents had a medium level of job stress, suggesting that most women professionals experienced a moderate degree of stress in performing their job responsibilities. About 19.51 per cent had a low level of job stress, indicating relatively fewer work-related pressures. In contrast, 18.29 per cent reported a high level of job stress, reflecting greater exposure

to work-related pressures and demands (Table 7). The findings indicate that the major sources of job stress among women professionals were inadequate recognition or rewards, excessive workload and unreasonable deadlines, interference of job pressures with family or personal life, unpleasant working conditions, and difficulty in expressing concerns to superiors. The finding is broadly consistent with the observation of Nataliningsih *et al.* (2024), Bellagi *et al.* (2025) ^[5]. And Rama Krishna *et al.* (2026) ^[30], Mishra *et al.* (2022) ^[23]. Anderson and Feder (2025) ^[2], Kholiya *et al.* (2025) ^[16], Priyavadhana *et al.* (2026) ^[29]. who identified organisational job stress as a factor negatively associated with role performance.

Table 7: Distribution of the respondents according to their job stress

Category (Score)	Job Stress(n=82)	
	Frequency	Percentage
Low (Up to 22)	16	19.51
Medium (22-25)	51	62.20
High (Above 25)	15	18.29
Mean = 23.48. S.D. = 1.87		

8. Job commitment

In case of job commitment, the findings indicate that the majority of the respondents had a medium level of job commitment, suggesting a moderate degree of dedication and attachment towards their work and organization. About 26.83 per cent had a low level of job commitment, indicating comparatively lower involvement and attachment to their professional responsibilities. In contrast, 20.73 per cent of the respondents had a high level of job commitment, reflecting stronger dedication towards their work (Table 8). The

findings suggest that job commitment was predominantly at a moderate level among the respondents. This finding is in agreement with Vishnupriya (2022) ^[36], Vishnupriya (2022) ^[36], Gajendra *et al.* (2025) ^[12]. and Rama Krishna *et al.* (2026) ^[30] who reported that a majority of dairy farm instructors (77.78%) and all livestock inspectors exhibited a high level of organisational commitment. Sarnaik *et al.* (2024) ^[32]. also reported a highly significant association between job commitment and job performance of KVK Scientist.

Table 8: Distribution of the respondents according to their Job commitment

Category (Score)	Job commitment (n=82)	
	Frequency	Percentage
Low (Up to 21)	22	26.83
Medium (21-26)	43	52.44
High (Above 26)	17	20.73
Mean = 23.34. S.D. = 2.25		

9. Job satisfaction

The findings indicate that 59.76 per cent of the respondents had a medium level of job satisfaction, suggesting that the majority of women professionals were moderately satisfied with their jobs, work environment, and organizational facilities. About 23.17 per cent had a low level of job satisfaction, indicating that nearly one-fourth of the respondents may have experienced dissatisfaction with certain aspects of their work. In contrast, 17.07 per cent reported a high level of job satisfaction, reflecting greater contentment with their professional roles and working

conditions (Table 9). Overall, the findings show that job satisfaction was predominantly moderate, indicating scope for improving workplace facilities, recognition, career opportunities, and organizational support to enhance job satisfaction. This finding derives indirect support from Okwoche *et al.* (2015), Jayasingh (2019) ^[14], Panda (2022) ^[28], Vishnupriya (2022) ^[36], Ghosh and Vijayaragavan (2024) ^[13]. and Maulida *et al.* (2026) ^[21]. who reported that adequate welfare packages, training opportunities, promotion avenues and job security significantly enhance the job satisfaction of extension personnel.

Table 9: Distribution of the respondents according to their job satisfaction

Category (Score)	Job Satisfaction (n=82)	
	Frequency	Percentage
Low (Up to 21)	19	23.17
Medium (21-27)	49	59.76
High (Above 27)	14	17.07
Mean = 24.28. S.D. = 3.05		

10. In-role and extra-role performance

In case of In-role and Extra-role, the findings indicate that 59.76 per cent of the respondents had a medium level of in-role and extra-role performance, suggesting that the majority of women professionals were performing their assigned duties satisfactorily while also contributing to activities beyond their formal job responsibilities. About 20.73 per cent had a low level of performance, indicating scope for improvement in fulfilling both prescribed and additional work responsibilities. In contrast, 19.51 per cent had a high level of performance, reflecting greater efficiency, initiative, and willingness to contribute beyond their assigned roles (Table 10). The findings suggest that in-role and extra-role performance was predominantly at a moderate level among

the respondents. Specific literature on this dimension among women professionals is scarce; however, the finding is broadly comparable with Kumar and Kaur (2016) ^[19], and Purnima *et al.* (2018), who reported that a majority of Subject Matter Specialists and extension workers demonstrated strong-to-moderate role performance. The high level of in-role and extra-role behaviour observed among the respondents of the present study may be explained by their correspondingly high levels of job commitment (62.20% high) and self-reliance (67.07% high), since employees who are highly committed and self-reliant tend to willingly undertake responsibilities beyond their prescribed job description.

Table 10: Distribution of the respondents according to their In-role and Extra-role performance

Category (Score)	In role and Extra role (n=82)	
	Frequency	Percentage
Low (Up to 24)	17	20.73
Medium (24-29)	49	59.76
High (Above 29)	16	19.51
Mean =26.74. S.D.=2.69		

11. Professional performance

It is evident from the data that the majority of the respondents had a medium level of professional performance, indicating that most women professionals were performing their assigned duties and responsibilities at a satisfactory level. This was followed by 21.95 per cent of respondents who had a low level of professional performance, suggesting scope for improvement in their work effectiveness and professional competencies. Only 15.85 per cent of respondents had a high level of professional performance, indicating that a relatively

smaller proportion were performing at an exceptionally effective level (Table 11). The findings suggest that professional performance among the respondents was predominantly at a moderate level. This finding is in agreement with Vishnupriya (2022) ^[36], who reported that a majority of dairy extension officers (72.22%) rated their own performance as good, and is broadly comparable with Gajendra *et al.* (2025) ^[12], and Rama Krishna *et al.* (2026) ^[30], who found that a majority of extension employees were moderate-to-good performers.

Table 11: Distribution of the respondents according to their Professional Performance

Category (Score)	Professional Performance (n=82)	
	Frequency	Percentage
Low (Up to 10)	18	21.95
Medium (10-16)	51	62.20
High (Above 16)	13	15.85
Mean = 13.18. S.D.=2.75		

12. Attitude towards organization

In case of the Attitude towards organization, the findings indicate that the majority of the respondents had a medium level of attitude towards their organization, suggesting that most women professionals had a moderately favourable attitude towards their organization and its functioning. About 23.17 per cent had a low level of attitude, indicating comparatively less favourable perceptions towards the organization. In contrast, 15.85 per cent had a high level of attitude, reflecting a strongly positive orientation towards the organization (Table 12). Overall, the findings indicate that the women professionals possessed a strongly positive

attitude towards their organization, particularly in terms of organizational commitment, loyalty, pride in services, team spirit and willingness to contribute beyond normal expectations. However, pay-related issues, employee recognition, organizational communication, participation in decision-making and physical working conditions emerged as comparatively weaker aspects of their attitude towards the organization. The findings suggest that attitude towards the organization was predominantly moderate, indicating scope for strengthening organizational support, communication, recognition, and employee involvement. This finding is consistent with the observation of Madhavrao (2020) ^[20],

Chithrashree (2023) ^[8], Das *et al.* (2025) ^[10], and Maulida *et al.* (2026) ^[21], who reported that attitude towards the

organization was positively and significantly related to job performance of extension personnel.

Table 12: Distribution of the respondents according to their Attitude towards organization

Category (Score)	Attitude towards Organization (n=82)	
	Frequency	Percentage
Low (Up to 52)	19	23.17
Medium (53-63)	50	60.98
High (Above 63)	13	15.85
Mean = 58.39. S.D.= 5.36		

13. Workload

In the present study, workload refers to the women professionals perceived level of work demands arising from the quantity of assigned duties, time pressure, multiple responsibilities, administrative work and other professional obligations. The findings indicate that the majority of the respondents had a medium level of workload, suggesting that nearly half of the women professionals experienced a moderate workload while performing their job responsibilities. About 26.83 per cent had a high level of workload, indicating that a considerable proportion faced relatively greater work demands and pressure. In contrast,

24.39 per cent had a low level of workload, reflecting comparatively fewer work-related demands (Table 13). The probable reason for the predominance of a medium workload in the present study may be the relatively standardised and equitable distribution of teaching, research and extension duties within university departments. This finding is in close agreement with, Jayasingh (2019) ^[14], Patil *et al.* (2019) Madhavrao (2020) ^[20], Banu *et al.* (2024) ^[4], and Das *et al.* (2025) ^[10], all of whom reported that the majority of extension personnel/women veterinarians perceived a medium level of workload.

Table 13: Distribution of the respondents according to their Work load

Category (Score)	Work Load (n=82)	
	Frequency	Percentage
Low (Up to 5)	20	24.39
Medium (5-10)	40	48.78
High (Above 10)	22	26.83
Mean = 7.26. S.D.= 2.28		

14. Organizational communication

It is evident from that the majority of the respondents belonged to the medium level of organizational communication category, followed by 21.95 per cent of the respondents who belonged to the low-level category. Whereas, 13.41 per cent of the respondents belonged to the high level of organizational communication category (Table 14). Thus, it can be concluded that the majority of the respondents possessed a medium level of organizational communication, followed by those having a low level of organizational communication, while only a few respondents belonged to the high level of organizational communication category. The findings indicate that organizational

communication was perceived as effective and satisfactory by the majority of women professionals, particularly with regard to clarity and understandability of organizational messages, availability of communication channels, accessibility to departmental communication facilities, and opportunities to exchange experiences and views. This finding is not in agreement with the general trend reported by earlier researchers such as Panda (2022) ^[28], Vishnupriya (2022) ^[36], Gajendra *et al.* (2025) ^[12], and Tripathi and Mishra (2026) ^[35], all of whom found that a majority of their respondents perceived only a medium level of organizational communication.

Table 14: Distribution of the respondents according to their organizational communication

Category (Score)	Organizational Communication (n=82)	
	Frequency	Percentage
Low (Up to 5)	18	21.95
Medium (5-8)	53	64.63
High (Above 8)	11	13.41
Mean = 6.74. S.D.= 1.34		

15. Organizational climate

The findings indicate that the majority of the respondents had a medium level of organizational climate, suggesting that most women professionals perceived their organizational environment as moderately favourable. About 29.27 per cent had a low level of organizational climate, indicating comparatively less favourable perceptions of workplace conditions and organizational practices. In contrast, only 9.76

per cent had a high level of organizational climate, reflecting a smaller proportion who perceived the organizational environment as highly supportive and conducive (Table 15). Overall, the findings suggest that the organizational climate was predominantly moderate, highlighting the need to strengthen communication, supportive leadership, recognition, and workplace facilities. Women professionals perceived the organizational climate as moderately to highly

favourable, particularly in terms of commitment to high-quality work, employee performance, organizational direction, adaptability and performance orientation. However, adequate training for new equipment and the extent of work pressure imposed by management emerged as comparatively weaker aspects of the organizational climate. The probable reason for the predominance of a medium level of organizational climate in the present study could be the typically bureaucratic and hierarchical work culture of large

public institutions, which tends to be perceived as moderately, rather than highly, favourable by employees. This finding is in close conformity with Jayasingh (2019) ^[14], Panda (2022) ^[28], Vishnupriya (2022) ^[36], Chithrashree (2023) ^[8], Ghosh and Vijayaragavan (2024) ^[13], Das *et al.* (2025) ^[10], and Maulida *et al.* (2026) ^[21], all of whom reported that the majority of their respondents perceived a medium (moderate) level of organizational climate.

Table 15: Distribution of the respondents according to their organizational climate

Category (Score)	Organizational Climate (n=82)	
	Frequency	Percentage
Low (Up to 22)	24	29.27
Medium (22-27)	50	60.98
High (Above 27)	8	9.76
Mean = 24.31, S.D.= 2.66		

16. Facilities and resources

The information pertaining to the facilities and resources available to the respondents has been presented in Table 16. It is evident from the data presented in the table that the majority (69.51%) of the respondents belonged to the medium level of facilities and resources category, followed by 19.51 per cent of the respondents who belonged to the low-level category. Whereas, 10.98 per cent of the respondents belonged to the high level of facilities and resources category. Thus, it can be concluded that the majority of the respondents perceived a medium level of

availability of facilities and resources, followed by those perceiving a low level, while only a few respondents belonged to the high level of facilities and resources category. This finding is in contrast with earlier studies such as Shama (2021) and Sarnaik *et al.* (2024) ^[32], who reported that the majority of field-level extension officers had a low-to-medium level of job facilities, and with Sarnaik *et al.* (2024) ^[32], Kholiya *et al.* (2025) ^[16], and Rama Krishna *et al.* (2026) ^[30], who reported a predominantly medium level of facilities among women professionals.

Table 16: Distribution of the respondents according to their Facilities and Resources

Category (Score)	Facilities and Resources (n=82)	
	Frequency	Percentage
Low (Up to 8)	16	19.51
Medium (8-12)	57	69.51
High (Above 12)	9	10.98
Mean = 10.21, S.D.= 1.84		

17. Training participation

The findings indicate that the majority of the respondents had a medium level of training participation, suggesting that most women professionals participated in training programmes to a moderate extent. About 23.17 per cent had a low level of training participation, indicating limited exposure to training opportunities. In contrast, only 9.76 per cent had a high level of training participation (Table 17). The findings suggest that training participation was predominantly moderate, highlighting the need for more regular and accessible training programmes to enhance professional knowledge and skills. the findings indicate that training participation among women professionals was high, with training particularly contributing to confidence building, improvement in job

performance, relevance to job responsibilities, coordination between field and office activities, and effective transfer of technology. Thus, regular participation in training programmes appears to be an important component of the professional development and performance of women professionals. This finding is in agreement with Meenambigai and Chinamoorthy (2019) ^[22], and Shama (2021), who also reported that the majority of extension personnel/women agriculture officers underwent a medium level/number of trainings. Anshuman *et al.* (2024) ^[3], Gajendra *et al.* (2025) ^[12], and Rama Krishna *et al.* (2026) ^[30], suggested that training were essential for enhancing technical knowledge, communication ability, adaptability, creativity, and take initiative for their job.

Table 17: Distribution of the respondents according to their Training participation

Category (Score)	Training Participation (n=82)	
	Frequency	Percentage
Low (Up to 8)	19	23.17
Medium (8-12)	55	67.07
High (Above 12)	8	9.76
Mean = 9.84, S.D.= 1.78		

18. Job performance

In the present study, job performance refers to the level of effectiveness demonstrated by women professionals in fulfilling their prescribed duties and responsibilities, including in-role performance, extra-role contributions and professional performance, as measured through selected performance indicators. In case of job performance, the majority of the respondents had a medium level of job performance, suggesting that most women professionals were performing their assigned responsibilities at a moderate level. About 26.83 per cent had a low level of job performance, indicating scope for improvement in fulfilling job responsibilities effectively. In contrast, 18.29 per cent had a high level of job performance, reflecting comparatively better work efficiency and effectiveness (Table 18). The findings suggest that job performance was predominantly moderate, highlighting the need for supportive organizational conditions, skill development, training, and motivation to enhance the performance of women professionals. The

findings also indicate that the women professionals exhibited a very high level of job performance, reflected through strong job competencies, efficiency, adherence to procedures, proficiency, timely task completion, skill acquisition, responsibility, problem-solving, teamwork, institutional commitment and contribution to a positive work environment. The complete absence of disagreement on all statements further demonstrates the exceptionally positive perception of job performance among the respondents. This finding is in close conformity with Madhavrao (2020) ^[20], Gupta (2022) and Gajendra *et al.* (2025) ^[12], who reported that the majority of extension personnel/women extension functionaries (58.47%, 69.30% and 70.83%, respectively) exhibited a medium level of job performance. Vishnupriya (2022) ^[36], Singh *et al.* (2024) ^[33], and Maulida *et al.* (2026) ^[21]. The findings suggest that motivated and well-supported women are more likely to contribute effectively to agricultural teaching, research, and extension services.

Table 18: Distribution of the respondents according to their Job performance

Category (Score)	Job Performance (n=82)	
	Frequency	Percentage
Low (Up to 52)	22	26.83
Medium (52-58)	45	54.88
High (Above 58)	15	18.29
Mean = 55.05. S.D.= 3.18		

Conclusion

The study revealed that the job performance of women professionals working in RVSKVV, Gwalior is influenced by a combination of personal, organizational, and occupational factors. Most respondents exhibited a moderate to high level of job performance, indicating their significant contribution to the functioning and development of the university. However, factors such as workload and job stress were found to affect professional efficiency, while supportive organizational climate, effective communication, adequate facilities, and opportunities for professional development positively enhanced performance. The findings highlight the need for institutional strategies aimed at reducing occupational stress, balancing workload, and strengthening supportive work environments. Such measures would improve employee satisfaction, productivity, and overall organizational effectiveness. Therefore, promoting a conducive workplace and empowering women professionals through continuous capacity building can further enhance their job performance and contribute to the achievement of institutional goals.

Acknowledgement

The authors sincerely acknowledge the Rajmata Vijayaraje Scindia Krishi Vishwavidyalaya (RVSKVV), Gwalior, for providing the necessary facilities and support to conduct this study. The authors are also grateful to all the women professionals who participated in the study for their valuable cooperation and time.

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