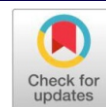


Original Research Article

Open Access

Assessment of Job Performance of Agriculture Officers of State Department of Agriculture Rajasthan



Rishika Negi*, , Dhriti Solanki, , Rajshree Upadhyay 

Department of Extension Education and Communication Management, CCAS, MPUAT, Udaipur, Rajasthan, India

ABSTRACT

This study aims to assess the job performance of agriculture officers (AOs) in the State Department of Agriculture, Rajasthan. Agriculture plays a vital role in India's economy, yet it faces numerous challenges that affect the efficiency of its workforce. The study assesses the performance of 100 agriculture officers from eight districts of Rajasthan using a self-assessment tool with 36 job responsibilities. The data were collected with the help of self-assessment tool and analyzed with the suitable statistical procedures. One of the main challenges of this study was to collect authentic data of the officers about their performance. The study also faces challenges related to the availability of comprehensive data on the impact of external factors such as government policies, financial support, and environmental conditions, which could also influence the performance of agriculture officers. The results indicate that 83% of the respondents possess high job performance, while 17% demonstrate medium job performance. Factors such as age, qualifications, service experience, training received, and workload perception were found to significantly influence job performance. The study highlights the importance of qualifications, professional training, and workload management in improving the job performance of agriculture officers. The findings suggest that targeted interventions, such as further training and career development opportunities, are essential to enhance the effectiveness of AOs and strengthen the agricultural sector in Rajasthan.

Keywords: Officers, Job performance, Extension service, Organizational support, Agriculture Department, Rajasthan, India, Training needs.

Introduction

One of the first occupations for humans is agriculture. It serves as both the foundation for bread and butter and the focal point of financial advancement. It provides people with food, shelter, clothes and medicine, meeting their fundamental necessities. The Indian agriculture sector is facing several problems such as inadequate irrigation systems, a lack of understanding of the scientific farming method, unethical landowners and moneylenders, small-scale agricultural production, an undeveloped marketing system, self-insufficiency in food grains and low farm income. Agricultural extension contributes to improving the welfare of people living in rural areas as extension advisory services.

The role of agriculture services today goes beyond technology transfer to facilitation; beyond learning training, and includes assisting farmers to form groups, addressing public interest issues in rural areas and youth development. This has led to increasing emphasis on the development of core competencies necessary for the extension workers to perform at maximum.

But some challenges i.e., lack of manpower, lack of practical knowledge and training in all aspects of agriculture, lack of promotional opportunities and job stress may affect the efficiency of agriculture officers. Also, it is very difficult for them to improve their level of performance, unless the employees are well informed about their performance and also their strong and weak points.

measurement of job performance plays an important role in knowing the efficiency of employees and delineating the factors responsible for it. By assessing the job performance one can evaluate the effectiveness of the organization. Thus, keeping this in view, the present study was conducted to measure the job performance of agriculture officers of State Department of Agriculture of Rajasthan state.

Methodology

The study was conducted in 8 districts of Rajasthan viz., Jodhpur, Barmer, Udaipur, Bhilwara, Chittaurgarh, Pratapgarh, Dungarpur, Rajsamand, Banswara and Jaisalmer. From each district 10 Agriculture officers (AO) were identified purposively thereby making a total sample of 100 respondents. A self-assessment tool having questions for evaluation of job performance was developed under the guidance of experts. The developed tool consisted of 36 job responsibilities of AO, which measures frequency of jobs performed on 3-point continuum viz. Always, Sometimes and Never. The minimum and maximum scores one could get were 36 and 108 respectively. The final score was received by summing scores of all the items which could range from 36 to 108, based on which the respondents were arbitrarily classified into three categories as in Table 1. Questionnaire technique was used to get information from the respondents. Frequency distribution, percentage, and chi-square test were used for analysis of data.

Results and Discussions

Perusal of table 2 shows the distribution of the respondents based on their characteristics and results depicted that the majority of the respondents (84 %) falls under lower age group whereas remaining (16 %) falls under upper age group.

*Corresponding Author: **Rishika Negi**

DOI: <https://doi.org/10.21276/AATCCReview.2025.13.03.210>

© 2025 by the authors. The license of AATCC Review. This article is an open access article distributed under the terms and conditions of the Creative Commons Attribution (CC BY) license (<http://creativecommons.org/licenses/by/4.0/>).

Data regarding gender of the respondents reveal that 86 per cent respondent were male followed by only 14 per cent female. It is clear from the table that 89 per cent of respondents came from rural background followed by 11 per cent of respondents with an urban background. Results show that 26 per cent of respondents were unmarried while 74 percent of respondents were married.

Table 2 further indicates that the majority of the respondents (74 %) were having M.Sc. Degree, followed by 19 per cent having B.Sc. degree, and only 7 per cent were having Ph.D. degree. It is clear from the table that 59 per cent respondents were having job experience of less than 5 years, followed by 35 per cent respondents were having job experience of more than 10 years and 6 percent of respondents had job experience of 5-10 years. Concerning training received results show that 46 per cent of respondents received less than 5 trainings, followed by 32 per cent respondents received 5-10 trainings, whereas 22 per cent respondents attended more than 10 trainings. Data regarding the perception of the workload of the respondents depict that 62 per cent were having average perceived workload, followed by 33 per cent were having a heavy perceived workload, whereas 3 and 2 per cent respondents were having very heavy and light perceived workload.

The distribution of respondents according to their job performance is presented in Table 3 and fig. 1. It was categorized into low, medium and high job performance. It was noticed that majority of respondents had high levels of job performance (83 %), followed by medium (17 %) and low (0 %) levels of job performance.[10]

To study the relationship between the job performance and selected personal characteristics of respondents, chi-square values were computed and findings are furnished here under. Table 4 showed that there was significant association at 5% level between job performance and age, whereas, qualifications, service experience, training received, perception of workload had having significant association at 1% level. [2]

Conclusions

From the above study it can be concluded that majority of respondents demonstrate high levels of job performance, with 83% classified in the "high job performance" category. Findings also indicate that respondents with higher age, education qualification, more service experience and pieces of training play significant roles in influencing their job performance. Hence, the study suggests that enhancing training programs, providing clear pathways for career advancement, and improving working conditions could further increase the efficiency and performance of agriculture officers in Rajasthan.

Future scope of the study: Further impact studies can be done on employee of different welfare organization. The area of research can be changed to draw valid and general conclusion about the employee performance.

Acknowledgement: The authors thank Maharana Pratap University of Agriculture and Technology, Udaipur, Rajasthan for providing constant encouragement, infrastructure and support.

Conflict of interest : The authors report no conflict of interests. The authors alone are responsible for the content and writing of paper.

Authors Contribution

Rishika Negi: Collecting the related research and review articles, Conceptualization, developing and editing the manuscript - original draft.

Dr. Dhriti Solanki: Arranging original draft content in readable flow, Supervision, and Review of original draft.

Dr. Rajshree Upadhyay: Conception and design, Data analysis and interpretation.

Dr. Suman Audichya: Formatting related writing assistance, data curation

Dr. Rupal Babel: Formal techniques to analyze and synthesise study data

Dr. Hemu Rathore: Creation of tools and graphs and reviewing.

Table 1: Categorization of job performance of respondents

| S.No. | Category | Score range |
|-------|------------------------|-------------|
| 1. | Low Job Performance | 36 -59 |
| 2. | Medium Job Performance | 60 - 84 |
| 3. | High Job Performance | 85 -108 |

Table 2: Distribution of respondents based on personal characteristics **n=100**

| S.No. | Personal Characteristics | Categories | f | % |
|-------|--------------------------|-------------------------|----|----|
| 1. | Age | Lower age group(20 -40) | 84 | 84 |
| | | Upper age group(40 -60) | 16 | 16 |
| 2. | Gender | Male | 86 | 86 |
| | | Female | 14 | 14 |
| 3. | Background | Rural | 89 | 89 |
| | | Urban | 11 | 11 |
| 4. | Marital status | Unmarried | 26 | 26 |
| | | Married | 74 | 74 |
| 5. | Qualifications | B.Sc. | 19 | 19 |
| | | M.Sc. | 74 | 74 |
| | | Ph.D. | 7 | 7 |
| 6. | Service experience | < 5 years | 59 | 59 |
| | | 5-10 years | 6 | 6 |
| | | >10 years | 35 | 35 |
| 7. | Training received | <5 | 46 | 46 |
| | | 5-10 | 32 | 32 |
| | | >10 | 22 | 22 |
| 8. | Perception of workload | Light | 2 | 2 |
| | | Average | 62 | 62 |
| | | Heavy | 33 | 33 |
| | | Very heavy | 3 | 3 |

Table 3: Distribution of respondents according to their job performance **n=100**

| S.No. | Category | Frequency | % |
|-------|------------------------|-----------|----|
| 1. | Low job performance | 0 | 0 |
| 2. | Medium job performance | 17 | 17 |
| 3. | High job performance | 83 | 83 |

Table 4: Association between job performance and personal characteristics of respondents **n=100**

| S.No. | Personal characteristics | Chi- square value |
|-------|--------------------------|-------------------|
| 1. | Age | 4.538* |
| 2. | Qualifications | 7.512** |
| 3. | Service experience | 20.90** |
| 4. | Training received | 13.807** |
| 5. | Perception of workload | 22.288** |

*Significant at 5 percent level of significance **Significant at 1 percent level of significance

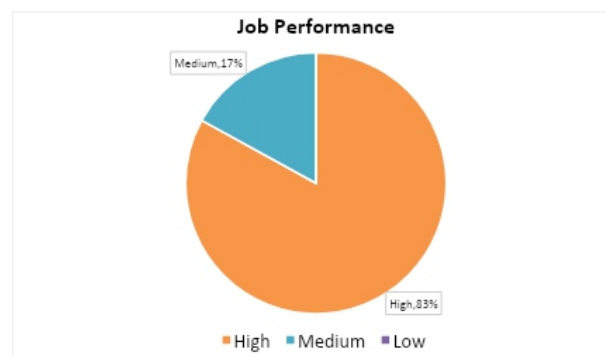


Fig. 1. Distribution of respondents according to their job performance

References

1. Abo, D. and Lefebo, N., Factors influencing job performance of Development Agents: The case of Soro Woreda of Hadiya Zone, Southern Ethiopia. *European Journal of Business and Management*, 2018, 10(1), 2222-2839.
2. Debnath and Saravanan, R., Job satisfaction and Job autonomy of extension personnel of the public agricultural extension organization in Tripura state of North-East India. *International Journal of Development Research*, 2014, 8(4), 1643-1650.
3. Akoijam, R., Singh, M.K., Daya, R., Devi, M.D. and Singh, N., Performance of the Agricultural Extension Personnel in the Revitalized Extension System in Manipur, India. *International Journal of Current Microbiology and Applied Sciences*, 2018, 7(07), 2085-2089.
4. Dar, L., Akmal, A., Naseem, M.K. and Khan, K.U.D., Impact of stress on employee's job performance in business sector of Pakistan. *Global Journal of Management and Business Research*, 2011, 11(6), 1-4.
5. Dayya, P., Job performance and satisfaction among supervisors of integrated child development services scheme in udaipur division (rajasthan). Ph.D. thesis, Maharana pratap university of agriculture and technology, Udaipur (Rajasthan), India, 2019.
6. Gopika, M.H., Participation in decision making, job performance and job satisfaction of Assistant Horticulture Officers. M.Sc. thesis University of Agricultural Sciences, Bangalore, India, 2014.
7. Maina, V., Bisht, K., Singh, S.P. and Raghuwanshi, S., Role performance of KrishakMitra. *International Journal of Current Microbiology and Applied Sciences*, 2019, 8(01), 747-754.
8. Mishra, D., Chandargi, D. M., and Hirevenkanagoudar, L.V., A Study on profile characteristics of men and women extension officers and their job performance and Job Satisfaction. *Karnataka J. Agric. Sci*, 2011, 24(3), 336-339.
9. T. C. Ratnayake and J. Gupta., Determinants of role performance of veterinary assistant surgeons of Andhra Pradesh. *Indian J. Dairy Sci*, 2014, 67(5), 446-453.
10. Yadaw, Kedar Nath, Sharma, M.L. and Verma, L.R., An analysis of role performance of agricultural extension workers in Chhattisgarh. *Agric. Update*, 2013, 8(3), 324-331.