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<https://journals.iapaar.com/index.php/AAJMR>**FACTORS AFFECTING PERFORMANCE OF AGRICULTURAL
EXTENSION OFFICERS****M. Ali**

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Abstract

The main objective of the Agricultural Extension Field Personnel is to provide useful information to the farming community about new technologies. This is done in a variety of ways, such as by spreading knowledge about new equipment and farming techniques. Performance of an Agricultural Extension Field Personnel is also affected by the level of adoption of new technologies. This study focused on the factors that affect the performance of an Agricultural Extension Field Personnel in a district in Pishin. The study was carried out in Baluchistan's Pishin district to collect data on 100 individuals who were involved in the field activities related to agriculture. The results revealed that all (100%) respondents were above illiteracy level while 70 % of the respondents were belonged to rural area. The results of the study revealed that less than fifty (43 and 44%) of the respondents were not satisfied with residential and transport facilities respectively while 50, 45 and 37% of the respondents were satisfied about the area under supervision, provision of the agriculture literature and office location respectively. The results also showed that a majority of the respondents thought that the promotion of staff members was not warranted. About half of the respondents stated that they were never given any duties aside from their supervisor.

Keywords: Agricultural EFP, performance, physical factor, administrative factor

Introduction

Pakistan's agricultural sector is performing a double role in the country's development. On the one hand, it is contributing to the country's economic growth by restricting the import of food items. On the other hand, its importance is acknowledged by the government as it plays a significant role in the country's socioeconomic development. Despite this, the yield of our crops is still low compared to other countries. The reason for this low production is attributed to the non-adoption of modern farming technologies and the poor management of farm lands. Through the use of

agricultural extension, small and rural farmers in remote areas can benefit from the latest technology and increase their productivity (World Bank, 2003 and Ali et al., 2016). This service also helps them improve their living conditions and access to government programs and resources.

Agricultural extension personnel are tasked with developing knowledge about farming techniques and farming conditions in order to improve the living conditions of the farm families. They also work with experts to identify problems and constraints faced by the farming community. The services provided by agricultural extension units play a vital role in the development of rural areas (Ahmad et al., 2014). However, they are often hampered by various factors such as the time needed to complete their work and the physical conditions of their facilities. The study was carried out to analyze the various factors that affect the operation of agricultural extension personnel in rural areas.

Methodology

The study was conducted in Pakistan's Balochistan province. It involved random selection of 100 individuals. Out of 100 selected respondents, 2 DDAs, 21 AOs and 77 were FAs of Agriculture Department (Extension Wing). The data was collected using a pre-tested interview schedule and statistically analyzed with the help of SPSS and thus drawn conclusions.

Results and Discussion

Table 1: Analysis of reponses according to their satisfaction with the physical facilities

Physical facilities	Not satisfied		Least satisfied		Less satisfied		Satisfied		More satisfied		Most satisfied	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Residential	43	43	15	15	10	10	18	18	7	7	7	7
Transport	44	44	20	20	7	7	18	18	6	6	5	5
Location of office	22	22	12	12	7	7	37	37	7	7	15	15

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Office stationary	33	33	15	15	26	26	14	14	4	4	8	8
Office furniture	35	35	10	10	27	27	18	18	3	3	7	7
Area under supervision	7	7	12	12	12	12	50	50	6	6	13	13
Provision of agric. literature	9	9	14	14	16	16	45	45	8	8	8	8

It was assumed that adequate physical facilities are necessary for the efficient working of agricultural officers. This study aimed to collect data on this aspect. The data presented in Table 1 revealed that less than fifty (43 and 44%) of the respondents were not satisfied with residential and transport facilities respectively. However, 22, 33, 35, 7 and 9% of the respondents were not satisfied with facilities like location of office, office stationery, office furniture, area under supervision and provision of agriculture literature respectively. The results revealed that about half of the respondents were satisfied about the area under supervision, 45% about the provision of the agriculture literature and 37% about the office location. The responses on residential and transport facilities are similar to those reported by Naz (1987), Akhtar (1990), Ahmad (1992) and Zehri (1993). The results of this study contradict those of other studies conducted by Akhtar (1990), Ahmad (1992), Hussain (1983) and Gill (1961).

Table 2: Analysis of the respondents about the Administrative factors

Statements	Agree		Disagree	
	No.	%	No.	%
AO is visited by EADA/DDA frequently	62	62	38	28
Promotions are lacking in our department	80	80	20	20
Subordinates work with you in harmony	75	75	25	25
Knowledge of training staff is not upto mark	90	90	10	10
Political pressure hinder the administrative/ field work of your field staff	87	87	13	13

A number of statements that deal with administrative factors have been asked about the public's perception of these factors. The respondents were then asked about their views on this aspect.

Table 2 reflects that majority (62%) agreed with the visit by Deputy Director while 38% disagreed. Majority (80%) opined lack of promotion in the department while 20% opposed it. Whereas 75% agreed with the working harmony with the subordinates while 25% opposed it. The great majority (90%) agreed that knowledge of training staff is not upto the mark. The results of the survey revealed that a majority of the respondents agreed with the Deputy Director's visit. However, they disagreed with the promotion of certain individuals within the department. 87% termed the political pressure as hindrance in the working of the staff while only 13% rejected it. The respondents also stated that the political pressure exerted on them was a major factor that hindered their work. As a result, they noted that the department should improve its procedures for the promotion of employees.

Table 3: Frequency of assigning unconcerned duties to the respondents by supervisors

Frequency	No.	%age
Often	20	20
Sometimes	25	25
Never	55	55
Total	100	100

The data presented in Table 3 revealed that more than fifty (55%) of the respondents reported that they were never given any unconcerned duty by their supervisors whereas 25% disclosed the assigning of unconcerned duties as sometimes. Only 20% agreed about such like duty as often. Not being assigned to do certain duties can affect the productivity of extension field workers. The data collected in this study were presented in Table 3.

Conclusion

The study revealed that only half of the respondents were satisfied with the facilities provided by the authorities. The study also pointed out that the lack of promotion and training staff members

is not up to the mark. While 55% of the respondents stated that they were never given any duty, the rest said they were not informed about their duties.

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