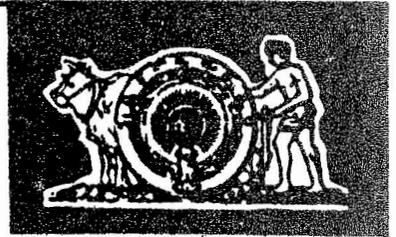


ISSN 0003-2950

The Andhra Agric. J. 46 (3&4) : 131 - 290, 1999



THE ANDHRA AGRICULTURAL JOURNAL

THE ANDHRA AGRICULTURAL UNION
AGRICULTURAL COLLEGE, BAPATLA - 522 101 (AP) INDIA

Effects of Personal and Socio - Psychological Characteristics on Attitude of Research and Extension personnel Towards R- E Linkages in Yemen

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ABSTRACT

Individuals performance and productivity is determined by organizational climate and his personal qualities. Attitude is one of these important qualities that play a pivotal role in executing the action of an individual. The study was conducted in six regions of Republic of Yemen with 189 respondents consisting of 96 extensionists and 93 researchers in order to understand the effect of factors probably affecting the personnel's attitude towards R-E (Research -Extension) linkages to improve their effectiveness and efficiency and to foster their use in a more appropriate and fruitful manner so as to make them with the cost involved in their organisation. The characteristics of respondents that have proven significant association towards the attitude of respondents relating to R-E linkages need to be seriously considered by authorities. Respondents should have an opportunity to pursue their education, improve academic qualification, improve their income, be satisfied with various aspects of their job and have a leadership that is capable of inducing motivation for higher achievement followed by provision of facilities and resources that would enable them to carry their duties pertaining to R-E linkages such as monthly workshops, joint survey and visits, the regional technical committee meetings, training programme etc., with more favourable attitude. Only then their participation in R-E linkages would be more fruitful, productive and up to the level of expectation.

It is well-known that the individual's performance and productivity is determined not only by his organizational environment but to one extent or the other by his own personal qualities such as psychological traits, temper and talents. Attitude is one of these important qualities that play a major role in whatever task or action the individual is to execute. The institutionalized research-extension (R-E) linkages such as the monthly workshops, joint surveys and visits, the regional technical committee meetings, the training programs among others were designed so as to enhance the exchange of information, farm's problems and feedback among the concerned parties particularly those research and extension personnel as the main participants

of the various R-E linkages. Those personnel bring with them to the venues of the R-E linkages would finally succeed in achieving the expected outcome of their conduct. In view of the above, it is necessary to understand the effect of factors probably affecting the personnel's attitude towards the R-E linkages in order to improve their effectiveness and efficiency and foster their use in a more appropriate and fruitful manner so as to make them worth the cost involved in their organization.

OBJECTIVES

In view of the above, this study was guided by the following objectives :

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- 1 To measure the attitude of the research and extension personnel towards the R-E linkages in Yemen,
- 2 To find out the association between the personal and socio-psychological characteristics of the research and extension personnel and their attitude towards R-E linkages, and
- 3 To identify the influence of personal and socio-psychological characteristics of research and extension personnel on their attitude towards R-E linkages.

MATHODOLOGY

The study was conducted in the Republic of Yemen. Six regions having both research and extension services were selected for the study. Out of the total 700 research and extension personnel in the country, 189 (27% of the total population) served as respondents for the study among whom there were 96 extensionists and 93 researchers. They were selected using the stratified random sampling method. The questionnaire method was employed for collecting the data from respondents. A scale to measure the attitude of research and extension personnel towards R-E linkages, was especially

developed for the study using the Likert's summated rating technique. The total scores of each respondent on the attitude scale was used to categorize the respondents. All scores were transformed into standard scores before carrying out the statistical tests. The Pearson's Product Movement Correlation (r) was used to find out the association between the independent variables and attitude. The Multiple Linear regression was also calculated to find the contribution made by the independent variables towards the attitude of research and extension personnel towards R-E linkages. The salient findings are presented in the following paragraphs.

RESULTS AND DISCUSSION

Table (1) shows that two-thirds of 'All respondents' (67.2%) reported unfavourable attitude towards R-E linkages, while only one-fifth of the whole sample found to have favourable attitude towards R-E linkages. The remaining were distributed between either neutral (2.1%), highly unfavourable (8.6%) and highly favourable (1.6%).

It could be observed from Table (1) that there exists almost a similar trend among researchers

Table 1 : Distribution of the respondents according to their attitude towards R-E Linkages

Respondents categories	Extensionists (N=96)		Researchers (N=93)		All respondents (N=189)	
	F	%	F	%	F	%
Highly Unfavourable	12	12	4	4	16	8.5
Unfavourable	66	69	61	66	127	67.2
Neutral	1	1	3	3	4	2.1
Favourable	16	17	23	25	39	20.6
Highly Favourable	1	1	2	2	3	1.6
Total	96	100	93	100	189	100.0

2 : Association Between dependent variable "Attitude Towards R-E Linkages" and Independent variables

Code	Variable	r values		
		Extensionists (N=96)	Researchers (N=93)	All Respondents (189)
X1	Age	-0.1110 NS	0.1737 NS	0.1263 NS
X2	Family Size	0.0801 NS	0.1023 NS	0.1083 NS
X3	Education	-0.0106 NS	0.2263*	0.2173**
X4	Job Experience	0.0186 NS	0.1161 NS	0.1369 NS
X5	Income	-0.1332 NS	0.2244**	0.2660**
X6	Social participation	-0.1503 NS	0.1524 NS	-0.0393 NS
X7	In-Service Training	0.0500 NS	0.1846 NS	-0.0637 NS
X8	Job Satisfaction	0.3368 **	0.2814**	0.3373**
X9	Achievement Motivation	0.2027*	0.1053 NS	0.1722*
X10	Attitude towards Job	0.1205 NS	-0.0378 NS	-0.0987 NS
X11	Perception on Research/Extension	0.0135 NS	0.1310 NS	0.0827 NS
X12	Knowledge on Communication Methods and Techniques	0.0231 NS	0.0095 NS	-0.0510 NS
X13	Satisfaction with Resources and Facilities	0.3032 **	0.2568*	0.2795**
X14	Role Awareness	0.0637 NS	-0.0000	0.1182 NS

* Significant at (0.05) level

NS Not Significant

** Significant at (0.01) level

extensionists in terms of their distribution of their attitude towards R-E linkages, only limited difference. Again majority of extensionists (69%) and researcher (66%) were to have unfavourable attitude. However, percentage of those who fell in the "highly favourable" category, was more in the case of extensionists (12%), as compared to the researchers (4%), and those with "favourable" were more in the case of the researchers as compare to the extensionists (17%).

As apparent from Table (1) that majority of respondents of both groups of the study have favourable attitude towards the R-E linkages

in Yemen. It is possible that some reasons for such a negative attitude could be traced in the nature, requirements/resources and the manner in which the R-E linkages were organized which were all embedded in the statements of the scale themselves.

Correlation of Attitude Towards R-E Linkages with Independent Variables

In order to find out this possible association, the Pearson's Product Moment Correlation Coefficient (r) was worked out between scores of the respondents on the specially developed scale of "Attitude towards R-E Linkages" and the respondents scores relating to the various

Table 3 : Regression co-efficient of Independent variables with dependent variable "Attitude towards R-E Linkages" of the research and extension personnel.

Code Variables	Extensionists (N=96)			Researchers (N=93)			All respondent (N=189)		
	RC	SE	T values	RC	SE	T Values	RC	SE	T values
X1 Age	-0.3068	0.1859	1.6507 NS	0.0886	0.1704	0.5201 NS	-0.0925	0.1196	0.7737 NS
X2 Family	0.1763	0.1247	1.4142 NS	0.0186	0.1094	0.1707 NS	0.0937	0.0773	1.2124 NS
X3 Education	-0.0067	0.1771	0.0383 NS	-0.0028	0.1720	0.0167 NS	0.0547	0.1052	0.5201 NS
X4 Job Experience	0.0583	0.1975	0.2954 NS	-0.0394	0.1346	0.2923 NS	0.0397	0.1045	0.3799 NS
X5 Income	-0.2847	0.3742	0.7608 NS	0.2329	0.2110	1.1041 NS	0.1450	0.1120	1.2941 NS
X6 Social Participation	0.0940	0.0989	0.9510 NS	0.1132	0.1139	0.9941 NS	-0.0444	0.0657	0.6727 NS
X7 In-Service Training	0.0529	0.1148	0.4612 NS	-0.1494	-0.0934	1.5988 NS	-0.0572	0.0689	0.8289 NS
X8 Job Satisfaction	0.2884	0.1142	2.5262*	0.1228	0.1152	1.0660 NS	0.2294	0.0756	3.0325 **
X9 Achievement Motivation	0.1356	0.922	1.4703 NS	0.1047	0.1061	0.9864 NS	0.1085	0.0653	1.6610 NS
X10 Attitude towards Job	-0.0506	0.1253	0.4037 NS	-0.0919	0.1219	0.7536 NS	-0.0597	0.0786	0.7596 NS
X11 Perception on research/extension	-0.0168	0.1094	0.1538 NS	0.0597	0.0906	0.6597 NS	0.0166	0.0658	0.2523 NS
X12 Knowledge on communication methods & techniques	-0.0933	0.1203	0.7756 NS	-0.0764	0.1039	0.7347 NS	-0.0874	0.0751	1.1642 NS
X13 Satisfaction with resources and facilities	0.1943	0.0937	2.0727*	0.2127	0.1157	1.8387 NS	0.2386	0.0691	3.4527**
X14 Role Awareness	0.0393	0.1068	0.3674 NS	-0.0424	0.1048	0.4044 NS	0.0131	0.0706	0.1863 NS
R	5149			4733			4925		
R2	2652			2239			2425		
F	2.0877*			1.6082 NS			3.9791**		

* Significant at 5% level

** Significant at 1% level

NS = Not Significant

independent variables through a computer program and the resulting zero-order correlation matrix is presented in Table (2).

The data presented in (Table 2) indicated that extensionists "Attitude towards R-E Linkages"

has significantly and positively correlated with their "job satisfaction", achievement motivation" and satisfaction with resources and facilities while in the case of researchers, it is evident that "Attitude towards R-E Linkages", has significantly and positively correlated with their education,

income, job satisfaction, and satisfaction with resources and facilities.

As the correlation coefficient (r) does connote only the presence and direction of association between dependent and independent variables, but not the cause effect relationship, the Multiple Linear regression was worked out to find out the contribution of the independent variables under investigation towards "Attitude of the R&E personnel towards R-E Linkages". (Table 3).

Investigation of the attitude towards R-E linkages, may also be traced to the characteristics of researchers and extensionists and the association between these characteristics and attitude. In general, education, income, job satisfaction, achievement motivation and satisfaction with resources and facilities, of "all respondents" were found to be associated with their attitude towards R-E linkages. Therefore, it may be concluded that the higher the educational attainment of the respondent and the higher his income, higher his job satisfaction, higher achievement motivation, and higher his satisfaction with resources and facilities, the more favourable his attitude would be towards the R-E linkages.

Attitude of researchers was found to be associated with their education, income, job satisfaction and satisfaction with resources and facilities. The positive and significant association between researcher's attitude and their job satisfaction and resources and facilities, and the negative insignificant association between their attitude and training received, is supported by Hussain (1988) who observed a positive and significant relationship between education and satisfaction with resources and facilities of the resource personnel and their attitude towards the monthly workshop in Andhra Pradesh. On the basis of findings of this study, it could be concluded that the higher the researchers education income, job satisfaction and

satisfaction with resources and facilities the more favourable his attitude would be towards the R-E linkages.

Similarly, the positive and significant association between the Extensionist's attitude towards R-E linkages, and their job satisfaction with resources and facilities on one side, and the negative and insignificant association with their age found in this study, is supported by the findings of Ahmed (1987) who reported similar findings. He stated that the opinion of the extension personnel towards the 'zonal workshops' was positively and significantly associated with their achievement motivation.

On the basis of the findings of this study, it may be concluded that the higher the extensionist's job satisfaction, his achievement motivation and satisfaction with resources and facilities, the more favourable attitude he would probably have towards the R-E linkages.

The data presented (Table 3) indicated that only few variables were found to have exerted significant influence on "Attitude". It is clear from the significant partial regression coefficients that extensionist's attitude was influenced by only two variables, namely; "job satisfaction" and "satisfaction with resources and facilities". None of the independent variables made a significant contribution towards the researcher's "Attitude".

However, when the regression coefficients were computed for the whole sample (including researchers and extensionists), again the regression coefficients of two independent variables, i.e. "job satisfaction" and "satisfaction with resources and facilities" were observed to significantly influence the "Attitude of R & E personnel towards R-E Linkages" but at higher probability level of 1% as compared to that of the case of the Extensionist's sub-sample alone of 5% level of significance.

In could be observed from the data (Table 3) that a number of independent variables, although insignificantly, pose a negative potential on "Attitude". The value of R^2 in the case of the researchers.

It could also be seen that all the 14 variables working simultaneously, could explain only 26.52% of the variation in the "Attitude" of the Extension SMSs, and 22.39% of the variation in the "Attitude" of the Researchers towards the R-E Linkages. Nonetheless, the other value of R^2 , calculated based on the overall sample analysis, fall some where in the middle between the stated two values which accounted for 24.25% of the variation in the "Attitude" of "All Respondents" to all the independent variables under investigation.

The multiple regression analysis carried out for the data of this study reveals that, out of the fourteen variables, only two variables have shown positive and significant influence on the attitude of 'all respondent's, i.e. research and extensionists or pooled sample, towards R-E linkages, namely, job satisfaction and satisfaction with resources and facilities. These same two variables have made a positive and significant contribution towards the attitude of the extensionist's sub-group towards R-E linkages. But none of the variables manifested a significant contribution in the case of the researchers sub-group.

Therefore, it could be concluded that job satisfaction and satisfaction with resources and facilities are the predictors of attitude towards R-E linkages of all respondents as well as of the extensionists. But among the variables included

in this study all have failed to show predictive ability of researcher's attitude towards the R-E linkages. However, it can be predicted that respondents with higher job satisfaction and higher satisfaction with resources and facilities would have higher favourable attitude towards R-E linkages.

The characteristics of the respondents that have proven positive and significant association, and contributed significantly towards attitude of the respondents relating to the R-E linkages need to seriously be considered by the respective and concerned authorities to which the respondents were affiliated. Respondents should have an opportunity to pursue their education and improve their academic qualification, improve their income, be satisfied with various aspects of their job and have a leadership that is capable of inducing their motivation for higher achievement level and, at last but not least, they should be provided with the needed resources and facilities that would enable them carry their duties pertaining to R-E linkages for these respondents to have higher and more favourable attitude towards the R-E linkages. Only then their participation in the R-E linkages would be more fruitful, productive and up to the level of expectation.

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