



JOB PERFORMANCE OF FARM FACILITATORS UNDER BHOOCHEETANA PROGRAMME OF KSDA IN CHICKBALLAPUR DISTRICT OF KARNATAKA

^{1*}Tanweer Ahmed M., ²Narayana Swamy, B.K. & ³Mehaboob Pasha

^{1&3}Department of Agricultural Extension, UAS, GKVK, Bangalore – 560065, Karnataka, India

²Professor and Head, Department of Distance Education, Directorate of Extension, UAS, Hebbal, Bangalore – 560024, Karnataka, India

ABSTRACT

The present study was carried out in Chickballapur district of Karnataka state covering six taluks viz., Bagepalli, Chickballapur, Chintamani, Gudibande Gowribidanur and Siddlaghatta during 2014-15 to assess the job performance of farm facilitators under Bhoochetana Programme. Research design used for the study was ex-post-facto technique. A total number of 90 farm facilitators were interviewed for the purpose. The results revealed that about 41.00 per cent of farm facilitators belonged to better job performance category followed by 31.00 per cent and 28.00 per cent of farm facilitators belonged to average and poor job performance category, respectively. Among the different facilitation roles, the facilitation role that was better performed by farm facilitators was role in farmers field school, while the poorly performed facilitation role was Role in water, soil and nutrient management. The five items that were performed better by most of the farm facilitators are (i) To provide information about improved varieties, seed treatment, composting etc, (ii) Arranging the field days and field visits under the guidance of Karnataka State Department of Agriculture (KSDA)/ ICRISAT scientists, (iii) To conduct discussion with selected members in each meetings, (iv) Provide information based on package of practice to the farmers through literature, (v) Identification and selection of farmer leader. The five poorly performed items by the farm facilitators happened to be (i) To provide information on Integrated Nutrient Management (INM), (ii) To send reports of soil testing to claim financial assistance from Raita Samparka Kendra (RSK), (iii) To provide information on water conservation practices, (iv) Collecting the information about irrigation sources, (v) Recording the problems encountered in identified village and collecting the information about fertility of land.

KEYWORDS: Farmer field School, Raita Samparka Kendra, International Crop Research Institute for Semi Arid Tropics, Integrated Nutrient Management.

INTRODUCTION

India has 25 per cent of the farming population of the world and over 80 per cent of them belong to small and marginal farmers, who own one hectare or less of cultivable land. Agriculture is the main stay of Indian economy. Role and contribution of rainfed areas in food production has been quite significant, 80 per cent of cultivable area in the world and population is dependent on rainfed agriculture. Karnataka has the biggest area under rainfed agriculture in India after Rajasthan. It has been observed that the average yields of rainfed crops by and large in the State are less than the national average and also averages of other states. Further a wide gap exists in actual yield levels in the farmer's field and yields of field level demonstrations. There is an opportunity to enhance yield levels in the fields of farmers by two to three folds through adoption of suitable improved dryland technologies for various crops, based on the research findings of International Crop Research Institute for Semi Arid Tropics (ICRISAT), Hyderabad and demonstrations conducted under Sujala watershed programme; a set of dryland technologies have been identified by ICRISAT, Hyderabad for increasing yields to an extent of minimum 20 per cent. Encouraged by this and also with a view to enable farmers to get better yields in their fields, the government of Karnataka initiated an novel scheme called

Bhoochetana during 2009-10. The overall goal of this mission project is to increase average productivity of selected crops in the selected 30 districts by 20% in four years. In this background, the present study was taken up with the specific objective i.e., To measure the job performance of farm facilitators in Bhoochetana Programme.

METHODOLOGY

The present study was conducted in Chickballapur district of Karnataka state during the year 2014-15. All the six taluks viz., Bagepalli, Chickballapur, Chintamani, Gudibande, Gowribidanur and Siddlaghatta were covered. Research design used for the study was ex-post-facto technique. From each taluk 15 farm facilitators were randomly selected making a total sample size of 90. Data were collected using a pre tested structured interview schedule. Data were analyzed using appropriate statistical tools. The roles of farm facilitators were made use of in deriving the items to be included in the performance rating instrument. This instrument was Likert type scale. The different job items were stated under the six areas. These job areas were (i) Being link worker between farmers and extension staff, (ii) Planning and compilation of information of local resources, (iii) Organizing village level meetings and training programmes under the

guidance of Karnataka State Department of Agriculture (KSDA)/ICRISAT Scientists, (iv) Role in water, soil and nutrient management, (v) Role in farmers field school, (vi) Maintenance and submitting the progress report. Five items were included in each job area, thus making the total job items 30 in number. The respondents were asked to rate their performance on five point continuum namely 'Excellent', 'Very good', 'Good', 'Fair' and 'Poor'. Scores of 4, 3, 2, 1 and 0 were allotted respectively on each item. The score obtained on each job item under different job areas were added to obtain the total score of the respondents. Thus the minimum and maximum possible scores were 0 and 120, respectively. Further, the respondents they were categorized into three groups namely Poor, Average and Better by using mean and standard deviation as a measure of check. An in depth analysis of the job performance on each item was carried

out by calculating the mean score for each job item. Thus the minimum and maximum possible scores on each item were 0 and 4, respectively.

RESULTS & DISCUSSION

Overall job performance of farm facilitators in Bhoochetana Programme

Table I and Figure I depicts that about 41.00 per cent of farm facilitators belonged to better job performance category followed by 31.00 per cent and 28.00 per cent of farm facilitators belonged to average and poor job performance category, respectively. The reason for better performance may be due to education level of farm facilitators, training undergone, high leadership ability of farm facilitators and due to effective planning and monitoring mechanism of Bhoochetana programme.

TABLE I: Overall Job performance of farm facilitators in Bhoochetana programme (n=90)

Sl. No.	Job performance	Criteria	Farm facilitators	
			Frequency	Percent
1	Poor	<77.50	25	28.00
2	Average	77.50-97.40	28	31.00
3	Better	>97.40	37	41.00

Mean=87.50 SD=19.97 Min=0 Max=120

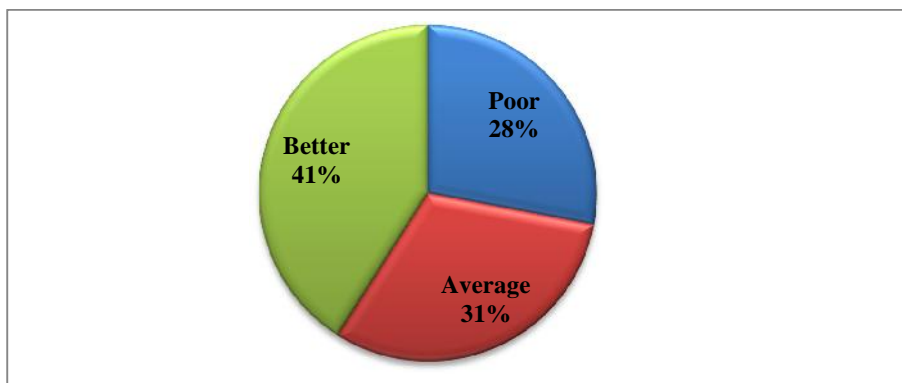


FIGURE I: Overall job performance of farm facilitators in Bhoochetana programme

Job performance of farm facilitators in different facilitation roles

An analysis of job performance of farm facilitators regarding the different facilitation roles was carried out and the results are presented in Table II. The mean score was highest in the facilitation role of farmers field school (15.87) followed by organizing village level meetings and training programmes under the guidance of KSDA/ICRISAT scientists (15.53), being link worker between farmers and extension staff (14.65), maintenance and submitting the progress report (14.60), planning and compilation of information of local resources (14.01) and lastly role in water, soil and nutrient management (12.82). The findings that farm facilitators had better performance in role of farmers field school indicated that the farm facilitators had better understanding about farmers field school and felt responsibility to identify and select the

farmer leader, provide all logistics of farmers field School and conducting farmers field School in donors field, discussing with selected members in each meeting, providing information based on package of practices to the farmers and arranging field days and field visits under guidance of KSDA/ICRISAT scientists. The reason might be due to conducting the farmers field school in identified village under the guidance of KSDA/ICRISAT scientists is made compulsory for farm facilitators. The poor performance was observed in the role of water, soil and nutrient management and the reasons are (i) Due to improper understanding about Integrated Nutrient Management, (ii) Due to lack of knowledge on water conservation practices, (iii) Due to lack of knowledge on procedure for collecting water samples and soil conservation practices.

TABLE II: Job Performance of farm facilitators in different facilitation roles (n=90)

Sl. No.	Facilitation Roles	Number of items	Mean	SD
1	Being link worker between Farmers and Extension staff	5	14.65	3.79
2	Planning and compilation of information of local resources.	5	14.01	4.05
3	Organizing Village level meetings and training programmes under the guidance of KSDA/ ICRISAT Scientists.	5	15.53	3.69
4	Role in water, soil and Nutrient management	5	12.82	3.55
5	Role in Farmers field school	5	15.87	3.50
6	Maintenance and submitting the progress report	5	14.60	3.63

TABLE III: Item wise Job performance of farm facilitators (n=90)

Sl. No.	Items of Facilitation Roles	Mean Score	Rank under each role	Overall Rank
I	Being link worker between Farmers and Extension staff			
1	Helping in dissemination of technologies with the assistance of AAO.	3.08	1	7
2	Helping the farmer in getting good seeds from Raita samparka Kendra.	2.83	4	20
3	Helping the farmer in getting the fertilizers and soil amendments from Raita Samparka Kendra.	2.98	2	13
4	Help in providing information about farmers problems to higher authorities.	2.82	5	22
5	Helping/ assisting in conducting primary survey	2.92	3	16
II	Planning and compilation of information of local resources			
6	Collecting the information in identified village.	2.83	2	20
7	Collecting the information about fertility of land.	2.77	4	25
8	Collecting the information about irrigation sources.	2.70	5	27
9	Assisting AAO in planning of programmes based on farm population.	2.81	3	23
10	Collecting the information regarding farmer's previous year crop yield, fertilizer application and usage of seeds.	2.88	1	17
III	Organizing Village level meetings and training programmes under the guidance of Scientists			KSDA/ ICRISAT
11	Selecting the model village under guidance of Assistant Agriculture Officer.	3.06	4	9
12	Organizing the village meeting and selection of interested farmers.	2.88	5	17
13	Motivating the farmers to attend programme/ training on particular crop/ subject organized by KSDA/ ICRISAT.	3.08	3	7
14	Providing information about improved agricultural practices.	3.12	2	6
15	To provide information about improved varieties, seed treatment, composting etc	3.36	1	1
IV	Role in water, soil and nutrient management			
16	Collecting and sending the soil sample for soil testing laboratories for soil testing.	3.00	1	12
17	To send report of soil testing to claim financial assistance from RSK.	2.41	4	29
18	To provide information on INM.	1.92	5	30
19	To provide information on water conservation practices.	2.61	3	28
20	To conduct demonstrations on importance of micronutrients and their effect on yield differentiation.	2.87	2	19
V	Role in Farmers field school			
21	Identification and selection of farmer leader.	3.16	4	5
22	Conducting FFS in donor farmers field with providing all logistics of FFS.	3.03	5	11
23	To conduct discussion with selected members in each meetings.	3.21	2	3
24	Provide information based on Package of Practice to the farmers through literature.	3.20	3	4
25	Arranging the Field days and field visits under the guidance of KSDA/ ICRISAT Scientists	3.26	1	2
VI	Maintenance and submitting the progress report			
26	Maintaining the records of farmers participated in FFS.	2.96	3	15
27	Recording the problems encountered in identified village.	2.77	5	25
28	Maintenance of records for recording the observation of trails and demonstrations conducted.	2.81	4	23
29	Arranging for the visits of KSDA	3.05	1	10
30	Submitting the reports to officers of RSK.	2.98	2	13

Item wise job performance of farm facilitators

Item wise job performance of farm facilitators under different facilitation roles was studied and the results are shown in Table III. The items that were performed

efficiently by most of the farm facilitators are (i) To provide information about improved varieties, seed treatment, composting etc(1st rank), (ii) Arranging the field days and field visits under the guidance of KSDA/

ICRISAT scientists (2nd rank), (iii) To conduct discussion with selected members in each meetings (3rd rank), (iv) Provide information based on package of practice to the farmers through literature (4th rank), (v) Identification and selection of farmer leader (5th rank). Incidentally among these items, second, third, fourth and fifth items belonged to the facilitation role of role in farmers field school, and first item belonged to facilitation role of organizing village level meetings and training programmes under the guidance of KSDA/ ICRISAT scientists. The reasons for the above findings may be attributed to followings reasons. (i) Due to effective planning and monitoring mechanism of Bhoochetana programme, (ii) Due to effective supervision of Agriculture officers and Assistant Agricultural officers of Raita Samparka Kendra on farm facilitators. (iii) Due to the participation in training programmes in which the farm facilitators have oriented about the suitable varieties for the locality, treatment of seeds, composting and (iv) Due to good leadership ability of farm facilitators. The five least performed items by the farm facilitators happened to be (i) To provide information on INM (30th rank), (ii) To send reports of soil testing to claim financial assistance from RSK (29th rank), (iii) To provide information on water conservation practices (28th rank), (iv) Collecting the information about irrigation sources (27th rank), (v) Recording the problems encountered in identified village and collecting the information about fertility of land (26th rank).. 25th rank was bagged by two items, one belonged to facilitation role of planning and compilation of information of local resources and another item belonged to facilitation role of maintenance and submitting the progress report. Among these least performed items first, second and third items belonged to facilitation role of role in water, soil and nutrient management. Fourth item belonged to facilitation role of planning and compilation of information of local resources. Probable reasons for the above findings may be due to (i) Due to improper understanding about Integrated Nutrient Management, (ii) Due to lack of knowledge on water conservation practices, (iii) Due to lack of knowledge on procedure for collecting water samples and soil conservation practices.

The best performed item in facilitation role of being link worker between farmers and extension staff was helping in dissemination of technologies with the assistance of AAO while the least performed item was helping in providing information about farmer's problems to higher authorities. In facilitation role of planning and compilation of information of local resources, collecting the information regarding farmer's previous year crop yield, fertilizer application and usage of seeds was the best performed item, while collecting the information about irrigation sources was least performed item. In facilitation role of organizing village level meetings and training programmes under the guidance of KSDA / ICRISAT scientists, the job item to provide information about improved varieties, seed treatment, composting etc was best performed, while the

least performed item was organizing the village meeting and selection of interested farmers. In the facilitation role of water, soil and nutrient management, the best performed item was collecting and sending the soil sample for soil testing laboratories for soil testing while the least performed item was to provide information on INM. In the facilitation role of role in farmers field school, the best performed item was arranging the field days and field visits under the guidance of KSDA / ICRISAT scientists, while the least performed item was conducting FFS in donor farmers field with providing all logistics of FFS. In the facilitation role of maintenance and submitting the progress report, the best performed item was arranging for the visits of KSDA, while the least performed item was recording the problems encountered in identified village.

CONCLUSION

It could be concluded from the study that the job performance of farm facilitators was better in the facilitation role of farmers field school and poor in facilitation role of water, soil and nutrient management. Hence the concerned scientists and extension personnel should focus on imparting the adequate trainings to the farm facilitators regarding water, soil and nutrient management practices like method of soil sampling, water sampling, importance of micro nutrients, integrated nutrient management etc.

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