



Research Article

PROFILE CHARACTERISTICS OF BTMs AND ATMs WORKING UNDER CSS- ATMA IN ASSAM

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Abstract: The study was conducted in fourteen districts of Centrally Sponsored Scheme Agricultural Technology Management Agency (CSS-ATMA) at Assam Agricultural University, Jorhat with a sample size of 120. In these 120 members, 60 were BTM & 60 were ATM. The main findings of the study were, majority of the BTMs and ATMs belonged to medium age group with a mean of 32.66 and 30.58 respectively. The majority of the BTMs and ATMs have medium level of service experience with a mean of 6.20 and 4.56 respectively. In case of other independent variables like Perceived organizational support, job involvement, achievement motivation, job satisfaction also majority of the respondents belongs to medium level. In case of independent variables like perceived work environment mean is 12.73 and 11.33 for BTM and ATM respectively. In case of attitude towards extension work the mean is 23.01 and 18.73 for BTM and ATM respectively.

Keywords: Centrally Sponsored Scheme (CSS), Agricultural Technology Management Agency (ATMA), Assistant Technology Managers (ATMs), Block Technology Managers (BTMs)

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Introduction

ATMA is a district level agriculture institution, which helps the farmers by providing adequate information they need. The block level ATMA unit is supported by two groups: one, a group of technical officers at block derived from different functional areas termed as Block Technology Team (BTT), whereas, the others is a Farmer Advisory Committee (FAC) which is a body exclusively of farmers. The BTT is constituted by the members from agriculture and other line departments. The BTMs lead the BTT in doing their job or performing their activities. The BTMs work at gross root levels, that is, at block level. The BTMs play a major role in dissemination of technology under ATMA. ATMs work under the BTMs. To increase the productivity of the farmers they need to adopt the new technologies. The gross root level functionaries BTMs and ATMs make them adopt the new technologies by explaining the need of those technologies to the farmers. This depends purely on the job productivity of these functionaries. Their socio-economic and psychological characteristics play a major role in influencing their job productivity. The socio-economic and psychological characteristics taken for this study are age, service experience, perceived organizational support, perceived work environment, job involvement, job satisfaction etc. Exposing about their socio-economic and psychological characteristics helps very much in improving their job productivity, through which farmers will be benefited.

Materials and Methods

The research study was conducted at Assam Agricultural University, Jorhat. A judgmental or purposive sampling procedure was used to select the respondents. The BTMs and ATMs, who are working under CSS-ATMA and having e-mail I.D.s, were selected for the study and the pre-tested questionnaires sent through e-mails. All the 14 CSS-ATMA districts were targeted to select the respondents, which were having 114 blocks, but because of the un-availability of the e-mail I.D.s, only 95 blocks were targeted to send the questionnaires. In these 95 blocks, 95 BTM and 66 ATM were there. In these 161 members, 140 members were having e-mail I.D.s. The questionnaires were sent through e-mails to all the

140members. After getting the feedback from 127 members, 60 BTM and 60 ATM responses were taken from those for the study which were filled completely. So from 161 members in 95 blocks, almost 75.00 per cent i.e. 120 respondents were selected. The collected data were coded, tabulated and analyzed in accordance with the objectives of the study by using appropriate statistical tests. Apart from calculating frequencies, percentages, standard deviation, mean and co-efficient of variation were also used.

Results and Discussions

Profile characteristics of BTMs

The independent variables like Age, Service Experience, Perceived organizational support, Perceived work environment, Job involvement, Achievement motivation, Attitude towards extension work, Job satisfaction were taken for the study. The independent variables were measured on the basis of different scales developed by different researchers time to time. [Table-1] shows about the profile characteristics of the Block Technology Managers of the research area. This table reveals that the BTMs having mean age of 32.66 with S.D. 5.14 and C.V. 1.57. This shows that most of the BTMs belonged to middle age group. Service experience with mean score of 6.20 and S.D. 3.55, C.V. 57.57. This also shows that majority of the BTMs have medium level of service experience. Perceived organizational support with mean score of 20.61 and S.D. 5.84, C.V. 28.33. Perceived organizational support was measured with the help of a scale developed by Eisenberger *et al.* (1986). Job involvement with mean score of 20.61 and S.D. 3.11, C.V. 16.06. Lodhal and Kejner (1965) developed a scale to measure job involvement. Achievement motivation with mean score of 20.41 and S.D. 4.44, C.V. 21.75. The achievement motivation of BTMs and ATMs in performing their assigned job was measured with the help of a scale developed by Gogoi (1987). Job satisfaction with mean score of 14.60 and S.D. 6.50, C.V. 44.52. Overall job satisfaction was measured with a scale developed by Wanous and Lawler (1972).

Perceived work environment with mean score of 12.73 and S.D. 4.04, C.V. 31.73. Perceived work environment was measured with the scale developed by Newman (1977). Attitude towards extension work with mean score of 23.01 and S.D. 9.05, C.V. 39.33. Attitude towards extension works was measured with the scale developed by Talukdar (1984).

Table-1 Profile characteristics of BTMs

Characteristic	N	Mean	Standard Deviation	Coefficient of Variation
Age	60	32.66	5.14	1.57
Service Experience	60	6.20	3.55	57.25
Perceived organizational support	60	20.61	5.84	28.33
Job involvement	60	20.61	3.31	16.06
Achievement motivation	60	20.41	4.44	21.75
Job satisfaction	60	14.60	6.50	44.52
Perceived work environment	60	12.73	4.04	31.73
Attitude towards extension work	60	23.01	9.05	39.33

Profile characteristics of ATMs

[Table-2] shows about the profile characteristics of the Assistant Technology Managers of the research area. This table reveals that the ATMs having mean age of 30.58 with S.D. 4.32 and C.V. 14.12. This shows that most of the ATMs belonged to middle age. Service experience with mean score of 4.56 and S.D. 2.58, C.V. 56.57. This also shows that majority of the BTMs have medium level of service experience. Perceived organizational support with mean score of 18.71 and S.D. 6.02, C.V. 32.17. Perceived organizational support was measured with the help of a scale developed by Eisenberger *et al.* (1986). Job involvement with mean score of 24.40 and S.D. 4.36, C.V. 17.86. Lodhal and Kejner (1965) developed a scale to measure job involvement. Achievement motivation with mean score of 19.90 and S.D. 3.99, C.V. 20.05. The achievement motivation of BTMs and ATMs in performing their assigned job was measured with the help of a scale developed by Gogoi (1987). Job satisfaction with mean score of 17.15 and S.D. 4.68, C.V. 27.28. Overall job satisfaction was measured with a scale developed by Wanous and Lawler (1972). Perceived work environment with mean score of 11.33 and S.D. 4.144, C.V. 36.54. Perceived work environment was measured with the scale developed by Newman (1977). Attitude towards extension work with mean score of 18.73 and S.D. 5.41, C.V. 28.88. Attitude towards extension works was measured with the scale developed by Talukdar (1984).

Table-2 Profile characteristics of ATMs

Characteristic	N	Mean	Standard Deviation	Coefficient of Variation
Age	60	30.58	4.32	14.12
Service Experience	60	4.56	2.58	56.57
Perceived organizational support	60	18.71	6.02	32.17
Job involvement	60	24.40	4.36	17.86
Achievement motivation	60	19.90	3.99	20.05
Job satisfaction	60	17.15	4.68	27.28
Perceived work environment	60	11.33	4.14	36.54
Attitude towards extension work	60	18.73	5.41	28.88

Conclusion

The research was conducted to know the socio-economic and psychological characteristics of the BTMs and ATMs. From the above discussion, we can conclude that majority of the respondents belongs to middle aged group and most of them having medium level of service experience and having medium level of perceived organizational support, job involvement, achievement motivation, job satisfaction and almost half of the respondents have less perceived work environment and another half of the respondents have more perceived work environment.

Application of research: With the results we got above, we can suggest that the psychological characteristics which are having poor mean scores should be focused by the higher authorities to make them improve which might help them achieve higher job productivity.

Research Category: Extension Education

Abbreviations:

CSS: Centrally Sponsored Scheme,
ATMA: Agricultural Technology Management Agency,
ATM: Assistant Technology Manager, BTM: Block Technology Manager

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Cultivar / Variety name: Nil

Conflict of Interest: None declared

Ethical approval: This article does not contain any studies with human participants or animals performed by any of the authors.
Ethical Committee Approval Number: Nil

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