

## Involvement of Extension Personnel in Implementing Social Forestry Programmes

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In a country like India, where the population is high and resources are limited, social forestry is an instrument for rural development, particularly for the poor people. Thus social forestry is identified as a forestry of the people, by the people and for the people. In order to create large scale awareness among the people about the programme, to make them participate in the programme to make them participate in the programme and for adoption of social forestry programme it calls for a dynamic, well knit extension machinery. With this in view, the present study was formulated with the following specific objectives.

Involvement of extension personnel in implementing social forestry programmes, their change perception, factors which pose as constraints for affecting the promotion of social forestry, and sugges-

tions for enhancing the clients participation in social forestry programme.

### METHODOLOGY

The social forestry wing of Thiruvananthapuram district, Kerala where the study was undertaken did not have a separate change agency system to diffuse social forestry technologies. Instead, the rangers and foresters comprising of 15 in number for the district, carried out the various extension activities. They are at present, the change agents for this programme. A well structured interview schedule was used to collect the data from them.

### FINDINGS AND DISCUSSION

The involvement of the change agents in social forestry programme and their change perceptions are in Table 1.

TABLE 1  
Involvement of Change Agents in Social Forestry and their Change Perception

(n=15)

Aspect in Change	No.	Per cent
Changed their attitude towards social forestry programmes	11	73.33
Changed in their extent of participation	3	20.00
Had been benefited by the programme	1	6.67

More proportion of extension personnel (73.33 per cent) opined that their involvement in the programme had brought about a change in the attitude of

the clients towards social forestry programme, followed by 20.00 per cent who perceived that the clients had changed in their extent of participation.

A meagre Proportion 6.67 per cent stated that their clients had been benefited by the programme.

The constraints faced by extension personnel in affecting the promotion of social forestry programme which were 11 in the number were identified and presented in Table 2

**TABLE 2**  
Constraints faced by Extension Personnel in Affecting the Promotion of Social Forestry Programme (n=15)

Constraints	No.	Per cent
People not interested in growing fuel and fodder	9	60.00
Lack of supporting staff for field inspection	9	60.00
Inadequate farm size	6	40.00
Lack of information on various production systems which can generate income to the farmers	6	40.00
Lack of suitable infrastructure to market the forest products	5	33.33
Root effects on other crops	5	33.33
Fear on shade effects	5	33.33
Lack of transport facilities	4	26.67
Jurisdiction is very wide	1	6.66
Lack of timely availability of inputs to supply to farmers	0	0

(Multiple responses, hence percentage may exceed 100)

From the above table, it could be seen that 60.00 per cent of change agents perceived lack of constraint lack of supporting staff for field inspection respectively followed by inadequate farm size 40.00 per cent, back of information on various income generating production systems 40.00 per cent. Lack of suitable infrastructure to market the forest products was reported by 33.33 per cent, root effects on other crops by 33.33 per cent

and fear on shade effects by 33.33 per cent. Lack of transport facilities was perceived as a constraint by 26.67 per cent lack of financial aids by 20.00 per cent and a wide jurisdiction was perceived as constraint by 6.66 per cent of the change agents.

Lastly the change agents suggestions for enhancing the participation of the clients in SFP were also gathered. The results are furnished in Table - 3.

**TABLE 3**  
Suggestions of Change Agents for Enhancement of Clients Participation in Social Forestry Programme (n=15)

Suggestions	No.	Per cent
People not interested in growing fuel and fodder	9	60.00
Provision for fruit seedlings	11	73.33
Offering training to farmers	10	66.66
Organising tree clubs / forest clubs	10	66.66
Follow-up field visits	9	60.00
Provision for free supply of seedlings	7	46.33
Strengthening the extension agency	6	40.00
Provision for technical guidance	40.00	
Provision for marketing facilities / community godowns	6	40.00
Healthy supply of seedlings	5	33.33
Provision for free supply of seedlings	4	26.66
Organising awareness campaign	4	26.66
Policy changes at macro level	3	20.00
Establishing by product industries	2	13.33

(Multiple responses, hence percentage may exceed 100)

It could be seen from Table 3 that 73.33 per cent of the change agents suggested to make provisions for distribution of fruit seedlings to enhance clients participation in SFP. Arranging training to farmers was suggested by 66.66 per cent followed by organising tree clubs / forests clubs 66.66 per cent followed by follow up field visits 60.00 per cent.

Provision for tree supply of seedlings was suggested by 46.33 per cent, followed by strengthening the extension agency 40.00 per cent. Provision for technical guidance 40.00 per cent was followed by provision for marketing facilities / community godowns 40.00 per cent. Healthy supply of seedling was suggested by 33.33 per cent followed by provision for tree supply of seedlings 33.33 per cent.

The other suggestions offered were organising awareness campaign by 16.66 per cent of change agents, followed by policy changes of macro level 20.00 per cent and establishing by product industries by 13.33 per cent.

### CONCLUSION

The study revealed that though a sizeable proportion of clients had changed their attitude towards social forestry programme, only a negligible percentage had changed in their extent of participation as well as benefitted by the programme. This was largely due to lack of extensive and intensive efforts on the part of the extension personnel. Among the constraints faced by the change agents in implementing the programme, lack of

supporting staff for field inspection, people's lack of interest in glowing fuel and fodder were perceived as major constraints.

The most important suggestions offered by the change agents for enhancing the clients participation in the programme were provision for supply of fruit seed lings and offering training to farmers.

The social forestry department had no separate extension wing to carry out the extension work. There is a need to establish a separate extension wing under the social forestry department and efficient technical training has to be given. They inturn should identify the lay leaders for diffusing the forestry technology among the clientele.

The modern term of Performance Appraisal is known as 'Performance Management' which is recently used by Paul Lersey and Marshal Gold Smith. They have integrated the situational leadership concept and the recently developed ACHIEVE model to identify the Performance Management problems and to find out ways to solve such problems.

The ACHIEVE model uses two more factors in the Performance Management equation. The first factor is feedback, which means that the followers need to know not just what to do but also how well they are doing it on an on going basis. Feedback includes day-to-day coaching and formal performance evaluation. The other performance management factor is validity.

The ACHIEVE model has the following elements :

- A = Ability (Knowledge and Skills).
- C = Clarity (Clarity of what to do).
- H = Help (Organisational support).
- I = Incentive (Motivation).
- E = Evaluation (Coaching and Performance feedback).
- V = Validity (Valid and Legal Personal Practices).
- E = Environment (External Factors that can affect individual performance even if he has all the ability).

## Job Satisfaction of Field Extension Functionaries

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In Karnataka, the Training and Visit System known as Agricultural Extension Project was implemented in three different phases starting from 1978. Agricultural Assistants are the base level field functionaries in Training and Visit System. They visit farmers' fields, discussing, explaining, teaching and demonstrating the recommendations and helping with any technical problems farmers may have. Their job satisfaction under Agricultural Extension project is very important which effect their work. Keeping this in view, the present study was undertaken to study the job satisfaction of Agricultural Assistants and also to find out the association between personal and socio-psychological factors of Agricultural Assistants and their job satisfaction.

### METHODOLOGY

The study was conducted in Tumkur district of Karnataka State (during 1995). Kunigal, Gubbi, Tumkur and Koratagere taluks were randomly selected from Tumkur district. A sample of 15 Agricultural Assistants from each taluk were selected randomly. Thus the total sample constituted 60 Agricultural Assistants from four taluks. Data was collected with the help of pre-tested interview schedule.

The job satisfaction of Agricultural Assistants indicated that there were 40 per cent who had low job satisfaction as to 35

per cent who were in high job satisfaction category. There were 25 per cent of Agricultural Assistants who had medium job satisfaction (Table - 1).

TABLE 1  
Job Satisfaction of Agricultural Assistants (n=60)

Categories	Number	Per cent
Low	24	40.00
Medium	15	25.00
High	21	35.00
Total	60	100.00

Though this finding did not show large gap between low and high groups of job satisfaction, the overall trend among the Agricultural Assistants were in low and high satisfaction categories as compared to those who were in the medium category of job satisfaction.

The results of chi-square test conducted on Table - 2 points out no association between age, education, experience, level of training, rural-urban background, family size, mass media use and organization participation of Agricultural Assistants and their job satisfaction.

### CONCLUSION

On the basis of the findings of the present study, it is suggested that the cause of dissatisfaction of the Agricultural Assistants can be removed by concerned