

Job Commitment among Agriculture Development Officers and Horticulture Development Officers of Punjab

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ABSTRACT

The present study is conducted to know the job commitment among agriculture district officers (ADO) & horticulture district officers (HDO) of state department of agriculture and horticulture department of Punjab state. 120 ADOs and HDOs was selected by using probability proportion to their numbers. It was found that majority of HDOs and ADOs have medium level of commitment toward their job age and service experience of the respondents were found positively and significantly associated with their job commitment.

Key words : Job commitment, agriculture, horticulture.

INTRODUCTION

Commitment implies a sense of fidelity and adherence to certain principles by the individual upon himself to reach a goal. The sense of belongingness is core of commitment and it causes a kind of connection, an intimate bond between the committed person and the object of commitment. The sense of commitment makes the individual together around a common value, aim and culture (Islam and Nandi, 2012). Commitment is the willingness of a social action to give their energy and loyalty to the social system. In broader sense commitment is willingness of an employee to exert high level of efforts on behalf of the organization, the degree of belongingness or loyalty to the organization. When one is committed to an organization, it shows a strong identification towards the value system and membership of that organization and also agrees with its objectives and is prepared to work as a strong team for and on the behalf of the organization (Morrow, 1983).

Commitment within an organization is influenced by various factors like promotional and employment opportunities, work environment and organizational structure etc. Promotional opportunities may enhance or diminish the organizational commitment. The higher the level of responsibility and autonomy connected with the given job, the lesser repetitive or more interesting it is and higher the level of commitment expressed by the person who fills it. The existence of employment opportunities

affects the organizational commitment. Individuals who have strong perception that they stand a chance of finding other job may become less committed to the organization as such they ponder on such desirable alternatives. Where there is lack of employment opportunities, there is tendency of high level of organizational commitment. As a result, membership in the organization is based on continuance commitment where respondents are continuously calculating the risks of remaining and leaving. The working environment is also identified as a factor that affects the organizational commitment. The environment where the respondents work daily affects their commitment towards the job. If the work environment is healthy and friendly then this leads to high level of organizational commitment. On the other hand those respondents who work in a tense environment have relatively low organizational commitment. The organization as a workplace is built up of working relations, one of which is supervisory relationship which can affect the organizational commitment among respondents either positively or negatively. When the individuals find the supervisory relationship to be fair in practices, they tend to be more committed to the organization. Other work relationships such as team relationships can also affect the organizational commitment. When work relationships reflect mutual respect to individuals, they are able to commit themselves to the organization.

The present study is conducted to know the job commitment among ADOs and HDOs of State

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METHODOLOGY

Study was conducted on ADO's and HDO's of state department of Agriculture and Horticulture, Punjab. The list of ADO's and HDO's was procured from office of state department of Agriculture and Horticulture. A sample of 120 ADO's and HDO's was selected by using probability proportional to number of ADO's and HDO's. A Questionnaire was prepared for collecting data from ADO's and HDO's. Data were collected by distributed questionnaire approach. Data were analyzed with the help of common statistical tools, such as frequency percentages, mean score, t-test and z-test.

RESULTS AND DISCUSSION

Staw (1981) reported a positive and significant relationship between job commitment and information output behavior of the researchers. Decotis and Summers (1989) found that females were more committed than males to the organization, although the difference was negligible. However it is argued that gender differences in commitment are due to different work characteristics and experiences that are linked to the gender. Grandey (2000) found that respondents with high job commitment tend to use more deep acting in work and also suggested that the more respondents reported fake emotional expressions at work. Ma *et al* (2010) found that respondents with high job commitment tend to invest more in work. At the same time, they expected more gain from work, not only the material reward but also the mental reward, such as personal accomplishment. Respondents with higher job commitment tend to use more deep acting in work than those with lower job commitment. Then Kayak *et al* (2011) found that dissatisfaction was the major cause for lowering of job commitment. As long as the employee is satisfied with his job, he feels no intension to leave the job and hence remains committed to that particular job. Aborisade and Obioha (2009) revealed that Job commitment represents one's desire to continue to perform certain functions to the best of one's ability.

It was measured by the amount of time that our respondents were willing to put optimal delivery of their services to their employer. Kandwal (2013) studied job commitment among the scientists of Punjab Agricultural University (PAU) and CSKHPKV, Palampur. Study revealed that in PAU and CSKHPKV majority of the scientists of PAU and CSKHPKV were falling in medium category of Job commitment. Non-Significant F-value indicated that there was no significant difference in the job commitment scores of scientists of both universities.

Results of the study have been discussed as under

Socio-personal characteristics of the ADO's and HDO's

The study of socio-personal characteristics provided the information about age, family background, marital status, service experience, qualification at the time of joining and education of the spouse. The general information about the socio-personal characteristics of the ADO's and HDO's have been presented in table 1. Data in Table 1 indicates that age of the ADO's and HDO's varied from 27-54 years. In case of ADOS, more than 80 percent of the ADO's belonged to 36-54 years of the age. In HDO's, 40 per cent of the respondents belonged to 45-54 years of age group. So, majority of the respondents in both the departments belonged to age groups of 36-45 years. It may be due to the reason that new appointments in both the departments have been very less. The findings are in line with those of Kaur (2003) and Devi (2013).

The results in Table 1 clearly indicates that a more than three fourth of the ADO's (84%) were having service experience of 11-31 years. In case of HDO's, nearly about 45 per cent and 55 per cent of the HDO's belonged to category of 11-21 years and 21-31 years respectively. Thus, majority with similar proportion in both departments were having service experience more than 15 years. Similar findings were reported by Kaur (2004) and Yadav (2011).

Table 1: Distribution of ADO's and HDO's according to their socio-personal characteristics

Socio-personal characteristics	Category /Range	ADO's n=100		HDO's n=20	
		Frequency	Percentage	Frequency	Percentage
Age (years)	27-36	17	17.00	-	-
	36-45	44	44.00	12	60.00
	45-54	39	39.00	8	40.00
Service experience (years)	1-11	16	16.00	-	-
	11-21	38	38.00	9	45.00
Family background	21-31	46	46.00	11	55.00
	Rural	76	76.00	12	60.00
Marital status	Urban	24	24.00	8	40.00
	Married	83	83.00	20	100.00
Qualification at time of joining	Unmarried	17	17.00	-	-
	B.Sc	79	79.00	20	20.00
Education of spouse	M.Sc	21	21.00	-	-
	Graduation	44	44.00	12	60.00
	Post graduation	56	56.00	8	40.00

Being an Agricultural and Horticulture department, it becomes important to study whether the ADO's and HDO's belong to rural or urban background. A look at the data in Table 1 revealed that nearly three fourth of the ADO's (76%) and 60 per cent of HDO's, belonged to rural background. These findings are in line with those of Yadav (2011). Regarding the marital status of the ADO's and HDO's, a large majority (83% and 100%) of the respondents of both the departments were married. As majority of the respondents belonged to age range of 36-54 years at this age mostly everyone get married. Similar results were found by Kaur (2003) Kaur (2004) and Devi (2013). Further look at the data in Table 1 revealed that more than three fourth of the ADO's and HDO's of the both departments i.e. 79 per cent and 100 per cent were having B.Sc. Agriculture qualification at the time of joining the service while only 21per cent of the ADO's had M.Sc. qualification at the time of joining the service. These results are in line with Yadav (2011). Yadav reported that majority of respondents in both agricultural department and horticulture department had B.Sc. qualification at the time of joining the service. Education of spouse of the ADO's and HDO's varied from graduate and post graduate. As evident from the data in Table 1, ADO's spouse were having graudates (44%) and post graudate (56%) where as in case of HDO's spouse were graduate(60%) and 40 per cent were post graduates. Similar results were found by Kaur (2004).

Job commitment of the ADO's and HDO's

Job commitment is the degree to which an ADO and HDO identified psychologically with his or her work and the importance he gave to the work for his self-image. It is not that job commitment is beneficial to the job holder only, rather it is equally beneficial for the organization concerned (Punia 2000).

Data in table 2 indicate that regarding various aspects related to the job commitment of the respondents, a non significant difference in the mean scores of respondents of both departments was found. Most of the respondents agreed with the statement that commitment to their job is hard to be broken and also agreed with the statement that I am quite committed to my job. Respondents disagreed with the statements that I have other concerns more important than my job and also disagreed with the statement that I feel disinterested in my job. A non significant value was found which infers that overall there was non-significant difference in the mean scores of the two departments related to the various aspects of job commitment.

Table 2: Distribution of ADO's and HDO's according to their Job commitment

Various aspects of job commitment	Mean Score	Mean Score	Z- test
	(ADO's)	(HDO's)	
Spend most of my time at work.	4.36	4.45	1.19
Personal goals related with my job.	3.99	3.30	0.79
Most satisfaction in life from my job.	4.29	4.40	0.05
Work enthusiastically.	4.29	3.85	0.31
Ready to work even without money.	3.26	3.70	0.13
My personality completely suitable to my job.	4.03	4.30	0.21
My interests are related with my job.	3.78	4.30	0.18
Committed to my job.	4.37	3.75	0.25
Disinterested in my job.	3.52	2.00	0.04
More enthusiastic about my job in the past.	2.94	2.80	0.09
Many other things in my life matter more than my job.	2.71	2.55	0.10
Feel like punishing myself for mistakes.	3.31	2.90	0.14
Avoid undertaking extra duties and responsibilities.	2.37	2.35	0.12
Significant reason for me to fulfill the requirements of my job.	4.28	3.50	0.22
Committed to my job.	4.36	4.30	1.17
Leave home earlier to go to work when more work to do.	3.17	3.75	0.41
Overwork to finish things at the cost of my time.	4.26	3.60	0.43
Preoccupied with the following day's work.	4.03	3.25	0.38
Other concerns more important than my job.	3.11	2.85	0.13
OVERALL	3.60	3.46	0.17

Overall Job commitment of ADO's and HDO's.

Data in Table 4.6 depicts the results of both the departments regarding job commitment. It is clear from data in the table that majority of respondents of both the departments had medium commitment towards their job. ADO's and HDO's have 44 per cent and 50 per cent commitment respectively.

Whereas 21 per cent ADO's had low commitment and 35 per cent had high commitment towards the job. While 15 per cent of the HDO's had low job commitment and 35 per cent had high job commitment. A non-significant relationship was found which indicated that there was no significant difference in job commitment score in both the departments. The results are in contradiction with Kaur (2003) and in line with results of Kandwal (2013).

Table 3 : Overall job commitment of ADO's and HDO's

Job commitment	ADO's n=100		HDO's n=20		t-value
	Frequency	Percentage	Frequency	Percentage	
Low (56-65)	21	21	3	15	0.336
Medium (65-74)	48	48	11	55	
High (74-83)	31	31	6	30	

Relationship of age and service experience with job commitment of ADO's and HDO's

The relationship of age and service experience with job commitment was found by applying coefficient of correlation. The results have been shown in Table 4. Data clearly shows that a positive and significant correlation between age and job commitment was found in ADO's. This indicates that more the age of the employee, more will be the job commitment. The relationship between service experience and job commitment was also found to be positive and significant in case of both the departments there by indicating that more the service experience, more the job commitment. It may be due to the reason that as the person became matured and got experience he becomes more responsible and thus committed to the job. The results found were in line with Ladebo (2004).

Table 4: Relationship of Age and Service experience with Job commitment of ADO's and HDO's

Characteristics	Job commitment	
	ADO(r value)	HDO (r value)
Age	0.2471**	0.2361**
Service experience	0.356**	0.2258**

**1 per cent

CONCLUSION

It was concluded that majority of ADOs and HDOs have medium commitment towards their job. Age and service experience of the respondents were positively and significantly associated with their job commitment.

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