



**UNIVERSITI PUTRA MALAYSIA**

**FACTORS AS SOCIATED WITH FIELD LEVEL EXTENSION  
WORKERS' PERCEPTION OF THEIR ROLE PERFORMANCE IN THE  
TRAINING AND VISIT SYSTEM IN NEPAL**

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PERCEPTION OF THEIR ROLE PERFORMANCE IN THE  
TRAINING AND VISIT SYSTEM IN NEPAL

By

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This thesis is dedicated to  
my late father Sri  
BHISHMA RAJ UPADHYAYA



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## LIST OF ABBREVIATIONS

ADBN	= Agricultural Bank of Nepal.
ADO	= Agricultural Development Officer.
AIC	= Agricultural Inputs Corporation.
APROSC	= Agricultural Projects Service Centre.
BPP	= Block Production Programme.
DOAD	= Department of Agricultural Development.
FLEW	= Field Level Extension Worker.
HMG/N	= His Majesty's Government of Nepal.
IHDP	= Integrated Hill Development Project.
IRDP	= Integrated Rural Development Project.
JT	= Junior Technician.
JTA	= Junior Technical Assistant.
LRARC	= Lumle Regional Agricultural Research Centre.
MOA	= Ministry of Agriculture.
SMS	= Subject Matter Specialist.
T&V	= Training and Visit.
VDC	= Village Development Committee.



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**Factors Associated with Field Level Extension Workers'  
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Effective role performance of field level extension workers is an important issue for the efficient implementation of agricultural extension systems. In Nepal, more than half of the cultivated land is not covered by proper extension services (MOA,1989). The Training and Visit (T&V) system of agricultural extension was introduced with the objective of reforming the agricultural extension services particularly in the terai region of the country. Therefore, the perception of role performance of field level extension workers under the T&V system is a relevant problem for study.

The general objective of this study was to determine the factors relating to the perception of role performance of





field level extension workers. This study was conducted in three terai districts of Dhanusha, Sarlahi and Nawalparasi which were under the T&V extension system. These districts were randomly selected from eight districts under the first phase of Agricultural Extension and Research Project of the T&V system. The respondents for the study were 105 field level extension workers of the districts selected for the study.

The findings of the study reveal that though two-thirds of the respondents perceived that they performed their assigned roles satisfactorily, higher level of performance was possible. The perception of role performance of field level extension workers was found to be significantly related to work experience, marital status, residential facility, attitude towards subordinates, attitude towards supervisors, attitude towards farmers, attitude towards motivational factors, role perception, and perception towards motivational factors.

Among the four groups of variables, altogether role perception contributed 27 percent of the variability in role performance while 19 and 18 percent role performance could be attributed to attitudinal and motivational factors respectively. Personal factors itself



contributed ten percent of the variability in the role performance of field level extension workers. Promotional avenues, salary and the provision of allowances were also found to be important determining factors in perception of role performance.



Abstrak tesis yang dikemukakan kepada Senat Universiti Pertanian Malaysia sebagai memenuhi sebahagian daripada syarat untuk mendapatkan Ijazah Master Sains.

**FAKTOR-FAKTOR BERKAITAN DENGAN TANGGAPAN PEKERJA  
PENGEMBANGAN BARISAN HADAPAN TERHADAP PRESTASI  
PERANAN BAGI SISTEM LATIHAN DAN  
LAWATAN DI NEPAL**

Oleh

BANIK RAJ KAFLE

Disember 1993

Pengerusi: Prof. Madya Dr. Haji Azimi Haji Hamzah

Fakulti: Pusat Pengembangan dan Pendidikan Lanjutan

Prestasi pekerja pengembangan yang efektif adalah merupakan isu penting dalam menentukan keberkesanan pelaksanaan sistem pengembangan pertanian. Di Nepal lebih dari setengah kawasan pertanian tidak mendapat perkhidmatan pengembangan yang teratur (MOA, 1989). Sistem Latihan dan Lawatan telah diperkenalkan bagi menyusun semula perkhidmatan pengembangan pertanian terutama di kawasan terai negara ini. Justeru itu, tanggapan terhadap pencapaian peranan pekerja pengembangan Sistem Latihan dan Lawatan adalah merupakan masalah yang relevan untuk dikaji.

Objektif am kajian ini adalah untuk menentukan faktor-faktor yang berkaitan dengan tanggapan pekerja pengembangan



barisan hadapan terhadap prestasi peranan mereka. Kajian ini dilaksanakan di tiga daerah terai di Dhanusha, Sarlahi dan Nawalparasi, iaitu kawasan-kawasan di bawah Sistem Latihan dan Lawatan. Daerah-daerah ini dipilih secara rawak daripada lapan daerah bawah fasa pertama projek Penyelidikan dan Pengembangan Pertanian Sistem Latihan dan Lawatan. Responden untuk kajian ini terdiri daripada 105 orang pekerja pengembangan barisan hadapan dari tiga daerah yang dipilih.

Penemuan kajian ini menunjukkan bahawa walaupun dua pertiga daripada responden menganggap mereka telah melaksanakan peranan yang diberi dengan memuaskan, prestasi ke tahap yang lebih tinggi masih boleh dicapai. Tanggapan pekerja pengembangan barisan hadapan terhadap prestasi peranan mereka didapati berkaitan dengan pengalaman kerja, status perkahwinan, kemudahan kediaman, sikap terhadap subordinat, sikap terhadap penyelia, sikap terhadap petani, sikap terhadap faktor motivasi, peranan tanggapan dan tanggapan terhadap faktor motivasi.

Di antara empat kumpulan pembolehubah, peranan tanggapan menyumbang 27 peratus daripada variasi, pencapaian peranan manakala 19 dan 18 peratus daripada variasi pencapaian peranan ialah hasil dari faktor-faktor sikap dan motivasi. Faktor-faktor peribadi hanya menyumbang sembilan peratus

daripada variasi pencapaian peranan pekerja pengembangan barisan hadapan. Peluang-peluang kenaikan gaji dan peruntukan elaun juga didapati merupakan faktor-faktor penting dalam tanggapan pekerja pengembangan terhadap prestasi peranan.



CHAPTER I  
INTRODUCTION

The Problem and Its Context

Nepal, an agricultural country, largely depends upon the development of the agricultural sector for its overall development. Considering the importance of agriculture in providing food for the people, raw materials for the industry and in earning foreign exchange, the government has not only extended much effort but has also given top priority for the development of the agricultural sector in all the eight National Development Plans (1956-1997).

Given the physical, political and administrative constraints of development, several agricultural extension approaches have been tested in Nepal since the early 1950s. Each extension approach employed emphasised the improvement of agricultural sector by increasing the gross production and productivity per unit area through effective extension services to the farming community.

Despite these efforts, the agricultural extension service in Nepal appears to be ineffective and inefficient in providing services to the farmers resulting in a low level



of adoption of agricultural technologies among the Nepalese farmers (Sachy,1987). Thus, farmers have not been able to take full advantage of modern agricultural technology. The Ministry of Agriculture (1989) reports that agricultural extension service cover only about 55 percent of the total cultivated land of the country. His Majesty's Government of Nepal (HMG/N) alludes that the low rate of dissemination of production technologies is one of the factors that constrain agricultural production. Hence, an investigation into the major problems or constraints encountered by the extension service at present is pertinent.

However, problems restraining the effectiveness of extension services may be numerous and may vary in nature, origin and severity, and degree to which alleviation is possible. According to Kellogg (1983), external and internal constraints of the extension services, are to be premeditated when dealing with the effectiveness of the extension services. The external constraints comprise of national policy guidelines, technical content, and the level of human capital. Relating to the internal constraints of the extension services in the Nepalese context, Basnyat (1990) indicates that field level extension workers (FLEWs) are often not aware of the objectives and goals of agricultural extension services. The other internal factors which have



serious implications on the extension services are the insufficient technical support services, and physical facilities rendered to the FLEWs.

In 1989, 156 Subject Matter Specialists (SMSs) were employed to provide technical support to the 2290 FLEWs in the country (Basnyat 1990). In the terai region of Nepal, one extension worker is assigned to serve a clientele of about 2200, a rate that is higher compared to that of other nations in the region (Pakistan, 1:650; Sri Lanka 1:750). Thus, this study focuses on investigating the factors associated with the extent of perceived role performance of field level extension workers as specified by the Training and Visit system of agricultural extension.

### Background

Nepal, a small landlocked mountainous kingdom is situated between China and India. The total land area of the country is 147,181 sq km while its population is 19.1 million at a growth rate of 2.23 percent (Statistical Year book 1991). Ecologically, Nepal has been divided into three major regions: the mountains, hills and terai, which extend east to west, parallel to each other.





These specific geographical zones have a distinct topography and differing agro-climatic conditions. Administratively, Nepal is divided into five developmental regions, fourteen zones and seventy-five districts. Each district is composed of several Village Development Committees (VDCs). The Village Development Committee is the base level political and administrative unit of the country. More than 4000 VDCs have been formed in Nepal to allow the rural population easy access to developmental opportunities.

#### Importance of Agricultural Development in Nepal

Agriculture is the mainstay of the Nepalese economy. About 93 percent of the total population depends on the agricultural sector for their subsistence livelihood. The agricultural sector contributes nearly 59 percent to the total gross domestic product (GDP) and 60 percent of total exports of the country (Kayastha *et al.* 1989). The agricultural sector also supplies more than 90 percent of all industrial raw materials required for agro-based industries (World Bank, 1988). The total land area for agriculture is about 24,637 sq km which is about 17 percent of the total land area of the country. The terai region alone constitutes 70.1 percent of the total cultivated land

