

## “Contribution of various Items regarding Dependence and Material Incentives on Level of Work Motivation among Agriculture Pedagogues”

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### Abstract

In the present study the investigator studied contribution of various items related to dependence and material incentives as dimension on level of work motivation among agriculture pedagogues. For the purpose of investigation, descriptive survey method in form of complete enumeration was applied. The sample comprised of 92 agriculture teachers/pedagogues from nine constituent colleges of SKNAU, Jobner, Rajasthan. To measure the contribution of dependence as dimension on level of work motivation of agriculture pedagogues, the researcher used work motivation questionnaire by Agarwal (1988) with slight modifications and to measure the impact or contribution of individual items from the dimension called dependence, the Mean Per cent Score was weighed individually. The study concluded that the item “least discouragement by superiors at workplace” and the item “efforts made by staff to avoid problems at workplace” had most effective and least effective contribution from the dependence dimension on the level of work motivation of agriculture pedagogues respectively. And it was further concluded that the statements “satisfaction with pay” (88.26 MPS) and “chances of promotion” (82.83 MPS) were most effective and least effective statements related to the dimension material incentives.

**Keywords:** Work motivation, Dimension, Dependence, Material incentives and Agriculture Pedagogues

### Introduction

The term motivation has been derived from Latin word “movere” which means “to make some movement” (Kreiter and Kinicki, 2004). Motivation is generally perceived as basic psychological process. According to the recent data-based on comprehensive analysis elucidated that competitive problems appear to be largely motivational in nature (Miner *et al.* 1995). Pedagogue’s work motivation is very important subject that enhances the productivity, activity, growth and development of the whole staff and whole institution as well. There are various dimensions which affect the level of work motivation of an individual working in a group or in an organization. The dimensions such as dependence, work group relation, organizational orientation, job situation etc., impact on the level of work motivation of an individual working in an organization. Especially dimensions like dependence and material incentives have significant contribution on the performance of employees working in an organization. Further good performance at work directly effect on the motivation level of employees working in an organization. It is to be noted that incentives are popularly seen as a key mechanism with which to “recruit, retain and motivate the workforce.” (Haynes, Wragg, Wragg and Chamberlin, 2003 p.75), as well as enhance employee accountability (Hasnain,

Manning and Pierskalla, 2012). Classical liberal thinkers like Hayek wrote extensively on the role of pecuniary, that is financial, incentives in shaping a person’s actions (Rodrigues, 2013). In terms of work motivation, Herzberg (1966 cited in Chapman, 2003) finds that achievement, recognition, the work itself, responsibility and advancement are more effective long-run motivators than interpersonal relations, working conditions, and pay. For teachers, Chapman (2003) note that incentives are related to teacher job satisfaction, but not to teacher classroom practices. Hence by considering these facts the study entitled “Contribution of various Items regarding Dependence on Level of Work Motivation among Agriculture Pedagogues” has been undertaken with an objective to know the impact of each individual items from the dimension dependence on the level of work motivation of agriculture pedagogues.

## Methodology

From all nine constituent colleges of SKNAU, Jobner, Rajasthan, a separate list of pedagogues posted in accredited and non-accredited colleges was prepared and only those pedagogues who were directly engaged into teaching as their profession were selected as the sample respondents for the present study. In this way, the 92 agriculture pedagogues were selected for the study purpose in the form of complete enumeration. Whereas to know the level of work motivation and the contributing factors from the dependence and material incentives as dimensions, the researcher used the work motivation questionnaire by Agarwal (1988) with slight modification. The work motivation questionnaire measures level of work motivation and various dimensions related to it. To study the contribution of individual items from the dimension dependence, the researcher used Mean Per cent Score which measures the mean weightage of each individual items related to dependence.

## Results and Discussion

When contribution of various items regarding dependence as dimension were measured using Mean Per cent Score, the investigator found these following results, which is presented in the table-1 below. Study revealed that among the pedagogues of SKNAU, Jobner, the item “least discouragement by superior at work place” (MPS 81.52) had a major impact on the dimension dependence, which means the pedagogues working at the institution had a sense of freedom, where their immediate superiors didn’t dismay their immediate juniors/colleagues at workplace. whereas among the pedagogues of SKNAU, Jobner is concerned, the statement or item “efforts made by the staff to avoid problems at workplace” (68.04 MPS) had made least impact on the level of work motivation of agriculture pedagogues, this mean irrespective of the activities of staff at work place, the agriculture pedagogues had a sense of independence and had their concentration on work actively.

**Table-1 Contribution of various Items regarding Dependence on Level of Work Motivation among Agriculture Pedagogues**

S.No	Items	Accredited Colleges (n <sub>1</sub> =62)		Non-Accredited Colleges (n <sub>2</sub> =30)		SKNAU, Jobner (n=92)	
		MPS	Rank	MPS	Rank	MPS	Rank
1	Encouragement by superior at workplace	73.55	IV	60.67	VI	69.35	V

2	Suggestions or directions by superior at workplace	79.03	II	70.00	III	76.09	II
3	Criticism by superiors at workplace	76.45	III	69.35	IV	74.13	III
4	Least discouragement by superiors at work place	84.52	I	75.33	II	81.52	I
5	Help sorted out from the superiors at workplace	69.68	V	82.67	I	73.91	IV
6	Efforts made by staff to avoid problems at workplace	67.42	VI	69.33	V	68.04	VI
	Overall	75.32		71.22		73.78	

Likewise item “suggestions or directions by superior at work place” (76.03 MPS) had second highest impact on level of work motivation of agriculture pedagogues of SKNAU, Jobner. Items “criticism by superiors at workplace” and “help sorted out from the superiors at workplace” ranked third and fourth major impacting items on level of work motivation of pedagogues of SKNAU, Jobner, with score of 76.09 MPS and 73.91 MPS respectively. whereas the item “encouragement by superior at workplace” (69.35 MPS) had second least impacting factor on the level of work motivation of agriculture pedagogues of SKNAU, Jobner.

When contribution of items on the level of work motivation among pedagogues of both accredited and non-accredited colleges are concerned, the result showed that the item “least discouragement by superiors at work place” with a score of 84.52 MPS and the item “help sorted out from the superiors at workplace” with a score of 82.67 MPS had made major contribution related to dependence dimension on the level of work motivation of agriculture pedagogues of accredited and non-accredited colleges respectively. This means the pedagogues of non-accredited colleges had a higher sense of dependence on their immediate superiors at workplace, as compared to pedagogues of accredited colleges. Whereas about the least contributing item in the dimension dependence is concerned, the item “efforts made by staff to avoid problems at workplace” with a score of 67.42 MPS had least contribution on the level of work motivation of pedagogues from accredited colleges and the item “encouragement by superior at workplace” with a score of 60.67 MPS had least contribution on the level of work motivation of pedagogues from non-accredited colleges.

**Table-2 Contribution of various Items regarding Material Incentives on Level of Work Motivation among Agriculture Pedagogues**

S. No.	Items	Accredited Colleges (n <sub>1</sub> =62)		Non-Accredited Colleges (n <sub>2</sub> =30)		SKNAU, Jobner (n=92)	
		MPS	Rank	MPS	Rank	MPS	Rank
1	Satisfaction with pay	86.45	I	92.00	I	88.26	I

2	Tea breaks, lunch breaks and hours of work handled	85.48	II	86.67	II	85.87	II
3	Chances of promotion	82.26	III	84.00	III	82.83	III
	Overall	84.73		87.56		85.65	

When contribution of various items related to material incentives are calculated , among the pedagogues of SKNAU, Jobner, accredited colleges and non-accredited colleges respectively, the statement “satisfaction with pay” (88.26 MPS, 86.45 MPS and 92.00 MPS respectively) was sensed contributing highest in material incentives as dimension. It means pedagogues working in all the nine constituent colleges of SKNAU, Jobner has high satisfaction with respect to their salary, and other incentives. Researcher further noticed that the pedagogues working in non-accredited colleges had higher sense of satisfaction with their pay, this might be due to the reason that these pedagogues has high sense of satisfaction with the pay they get with respect to the position and status of colleges in which they are appointed. Likewise the statement “chances of promotion” was found to be least contributing statement in the dimension material incentives, among the pedagogues of SKNAU, Jobner, accredited colleges and non-accredited colleges respectively. This might be due to the high competitiveness of an organization which in turn might have led to fulfillment of other posts and positions in SKNAU, Jobner.

## Conclusion

The investigator from the study concluded that the item “least discouragement by superiors at workplace” (81.56 MPS) was sensed effecting higher in terms of dependence factor as to reach higher level of work motivation and statement “efforts by the staff to avoid problems at workplace” (67.78 MPS) was considered to be least effective items among the dimension dependence which effected the level of work motivation of the agriculture pedagogues. Similarly study also concludes that in overall the statements “satisfaction with pay” (88.26 MPS) and “chances of promotion” (82.83 MPS) were most effective and least effective statements related to the dimension material incentives.

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