



Research Article

PERSONAL AND ECONOMIC CHARACTERISTICS OF THE SCIENTISTS PERCEIVING THE ORGANIZATIONAL CLIMATE OF ANAND AGRICULTURAL UNIVERSITY

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Abstract- The present study was conducted in the Anand Agricultural University, Anand of Gujarat state, by personally interviewing the proportionally selected 150 scientists engaged in teaching, research and extension activities. The "Ex-Post-Facto" research design was employed for conducting the proposed study. For measuring the personal and economic characteristics of the scientists, a structural schedule was developed by the investigator in light of the suggestion of the experts. It was found that more than half (58.67 per cent) of the overall scientists engaged in teaching, research and extension education activity were found in middle tool age group, slightly less than three-fourth (74.00 per cent) of the overall scientists had education up to doctoral level, slightly more than half of the overall scientists had rural native, were having more than 10 years of total service experience as a teacher, researcher and extension educationist and a vast majority (93.33 per cent) of the overall scientists had annual income more than ₹5.01 lakhs.

Keywords- Organizational climate, Scientists, Personal and economic characteristics, Perception

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Introduction

Agricultural universities occupy a central position among the research organizations for the improvement of agriculture and allied areas. As an organization grows and develops more and more problems are manifested such as competitions, power struggle, inter-personal conflicts, low job motivation, union management relations which calls for formal study of behaviour of personnel in the organization [3]. Organization is a social arrangement consisting of a number of individuals, with different tasks for each individuals, interdependence and interaction of these individuals and aiming at the achievement of prefixed objectives. The behavioural scientists had a longstanding concern with the impact of specific behaviour of individuals and groups on the effectiveness of the organization. Organizations that are able to create environment that employees perceive as benign and in which they are able to achieve their full potential are seen as a key source of competitive advantage [2]. Organizational climate can therefore be regarded as a key variable in successful organizations. The study facilitated in knowing personal and economic characteristics of the scientists of Anand Agriculture University, which may directly or indirectly affect their perception towards organizational climate, and it would act as a guideline to the administrations or higher authority to plan and implement programmes related to human resource development within the organization.

Research Methodology

The study was conducted in the Anand Agricultural University, Anand of Gujarat state. A list of all the scientists doing teaching, research and extension activities under the Anand Agricultural University of Gujarat state was obtained from the office of the Registrar, Anand Agricultural University, Anand. Thereafter, the scientists from each of the activities were selected randomly in such a manner that

there would be proportional to total size of the scientists in respective activities. In all, 150 scientists comprising 90 Assistant Professors, 42 Associate Professors and 18 Professors were selected to serve as the respondents for the study. The data were collected through structural interview schedule. The "Ex-Post-Facto" research design was employed for conducting the proposed study.

The personal and economic characteristics were measured with the help of suitable scales and structured schedules with slightly modification adopted by various researchers. The collected data were then transferred to master table and analyzed in order to make the findings meaningful. For analysis of the data, the statistical measures such as frequency, percentage, mean score and arbitrary method for categorization were used.

Findings

In the present investigation an attempt has been made to study the different personal and economic characteristics of the scientists of Anand Agriculture University. The data collected in this respect is presented under the following heads:

Age

It is evident from the [Table-1] that slightly more than two-third (68.89 percent) of the Assistant Professors were from young age group, followed by middle age group (25.56 per cent) and only 5.55 per cent fall under old age group.

In case of Associate Professors, an equal number (50.00 per cent) of them were found in the middle age group and old age group and none were found in the young age group. Whereas in case of Professors, an overwhelming number (94.44 percent) of them were from old age group, followed by middle age group

(5.56 per cent) and none of them were found in the young age group.

It is quite logical that the scientists must have passed many years to reach up to the upper cadre viz. Associate Professors and Professors and hence, majority of them were in the old age group. In case of Assistant Professors, it was observed that recently some new appointments were made by the Anand Agricultural University. It is because of this reason majority of the scientists were found with less than thirty five years of age.

Table-1 Distribution of the scientists according to their age

n=150

No.	Age group	AAU Scientists			Overall
		Assistant Professor (90)	Associate Professor (42)	Professor (18)	
1.	Young age group (Up to 35 years)	62 (68.89)	0 (0.00)	0 (0.00)	62 (41.33)
2.	Middle age group (36 to 50 years)	23 (25.56)	21 (50.00)	1 (5.56)	45 (30.00)
3.	Old age group (51 to 62 years)	5 (5.55)	21 (50.00)	17 (94.44)	43 (28.67)
Total		100.00	100.00	100.00	150 (100.00)

(Figures in parentheses indicate percentage)

In consideration with overall scientists, it can be concluded that more than half (58.67 per cent) of the scientists engaged in teaching, research and extension education activity were found in middle to old age group, while slightly more than two-fifth (41.33 per cent) were belonged to young age group. This finding is in conformity with the findings of [1,10,4,6,8,9,7].

Education

A perusal of data presented in [Table-2] reveals that more than half (57.78 per cent) of the Assistant Professors were Ph. D. degree holders while 42.22 per cent of them were post-graduates. In case of Associate Professors, an overwhelming number (97.61 per cent) of them had doctoral degree, while remaining 2.38 per cent were post graduates. In relation to Professors, all of them were Ph. D. degree holders.

Table-2 Distribution of the scientists according to their educational qualification

n=150

No.	Educational qualification	AAU Scientists			Overall
		Assistant Professor (90)	Associate Professor (42)	Professor (18)	
1.	Post-graduate	38 (42.22)	1 (2.38)	0 (0.00)	39 (26.00)
2.	Ph. D.	52 (57.78)	41 (97.61)	18 (100.00)	111 (74.00)
Total		100.00	100.00	100.00	150 (100.00)

(Figures in parentheses indicate percentage)

It is obvious that Ph. D. degree is must for the post of professor and its equivalents. It was perceived that due to the faculty improvement scheme implemented by university authority, majority of the scientists got benefit to get higher qualification i.e., Ph.D. degree. This might be the reason why all the scientists were found with either post graduate or Ph. D. degree.

Overall, it can be inferred that slightly less than three-fourth (74.00 percent) of the scientists engaged in teaching, research and extension education work had education up to doctoral level, while 26.00 per cent of them were post graduates. The findings are in line with the findings of [1,10,4,5].

Native place:

A perusal of data presented in [Table-3] indicates that slightly more than half (53.33 per cent) of the Assistant Professors had urban native, while remaining 46.67 per cent of them had rural native. In relation to Associate Professors, more than half (57.14 per cent) of them had rural native, whereas remaining 42.86 per

cent were belonged to urban native. In context of Professors, majority (72.22 per cent) of them had rural native and remaining 27.78 per cent of them were belonged to urban native.

Table-3 Distribution of the scientists according to their native place

n=150

No.	Native place	AAU Scientists			Overall
		Assistant Professor (90)	Associate Professor (42)	Professor (18)	
1.	Rural	42 (46.67)	24 (57.14)	13 (72.22)	79 (52.67)
2.	Urban	48 (53.33)	18 (42.86)	5 (27.78)	71 (47.33)
Total		100.00	100.00	100.00	150 (100.00)

(Figures in parentheses indicate percentage)

It can be concluded that a large proportion of the overall scientists belonged to rural native. The probable reason might be that all the three faculties i.e. teachers, researchers and extension educationists functioning in AAU have been started for the all-round development of rural area and farming community. Thus, before few years, the rural youths were showing more interest to join any of the faculties of AAU for higher education to develop their carrier. This might have played a major role to have rural native among the most of the scientists.

Overall, it can be inferred that slightly more than half (52.67 percent) of the scientists engaged in teaching, research and extension education activity had rural native, while 47.33 per cent of them were belonged to urban native.

Job experience

The data depicted in the [Table-4] indicate that majority (78.89 per cent) of the Assistant Professors had up to 10 years of experience, followed by 12.22 per cent and 8.89 of them with 11 to 20 years and above 20 years of experience, respectively. In case of Associate Professors, majority (76.19 per cent) of them had above 20 years of experience, followed by 19.05 per cent of them with 11 to 20 years of experience. While only 4.76 per cent with up to 10 years of experience. A look at the Professors, reveals that an overwhelming number (94.44 per cent) of them had experience above 20 years, followed by 5.56 per cent of them had 11 to 20 years of experience and none were possessing up to 10 years of experience.

Table-4 Distribution of the scientists according to their job experience

n=150

No.	Length of experience	AAU Scientists			Overall
		Assistant Professor (90)	Associate Professor (42)	Professor (18)	
1.	Up to 10 years	71 (78.89)	2 (4.76)	0 (0.00)	73 (48.67)
2.	11 to 20 years	11 (12.22)	8 (19.05)	1 (5.56)	20 (13.33)
3.	Above 20 years	8 (8.89)	32 (76.19)	17 (94.44)	57 (38.00)
Total		100.00	100.00	100.00	150 (100.00)

(Figures in parentheses indicate percentage)

All in all, it can be concluded that a large proportion (51.33 percent) of the overall scientists were having more than 10 years of total service experience as a teacher, researcher and extension educationist.

Since Associate Professors and Professors were comparatively older than Assistant Professors, their length of experience was also comparatively more than that of Assistant Professors. The possible reason might be that majority of the scientists being middle to old aged naturally the total experience gained by them in teaching, research and extension education may be high i.e., more than 10 years. Similar findings have been reported by [1,10,8].

Annual income

It is evident from [Table-5] that majority (77.78 per cent) of the Assistant Professors had ` 5.01 to ` 7.50 lakhs of annual income, while an equal number (11.11 per cent) of them had up to ` 5.00 lakhs and above ` 7.50 lakhs of annual income.

Table-5 Distribution of the scientists according to their annual income
n=150

No.	Annual income	AAU Scientists			Overall
		Assistant Professor (90)	Associate Professor (42)	Professor (18)	
1.	Up to ` 5.00 lakhs	10 (11.11)	0 (0.00)	0 (0.00)	10 (6.67)
2.	` 5.01 to ` 7.50 lakhs	70 (77.78)	2 (4.76)	0 (0.00)	72 (48.00)
3.	Above ` 7.50 lakhs	10 (11.11)	40 (95.24)	18 (100.00)	68 (45.33)
Total		100.00	100.00	100.00	150 (100.00)

(Figures in parentheses indicate percentage)

In context with Associate Professors, an overwhelming number (95.24 percent) of them had annual income above ` 7.50 lakhs, followed by 4.76 per cent had ` 5.01 to ` 7.50 lakhs of annual income and none were belonged to up to ` 5.00 lakhs of annual income category. In relation to Professors, all of the Professors had annual income above ` 7.50 lakhs.

Above discussion inferred that a vast majority (93.33 percent) of the overall scientists engaged in teaching, research and extension education activity had high economic status, which may be due to the fact that they were engaged in government secure service and possessed higher cadre.

Conclusions

More than half (58.67 per cent) of the overall scientists engaged in teaching, research and extension education activity were found in middle to old age group, while slightly more than two-fifth (41.33 per cent) were belonged to young age group. Slightly less than three-fourth (74.00 per cent) of the overall scientists had education up to doctoral level, while 26.00 per cent of them were post graduates. A large proportion (52.67 per cent) of the overall scientists had rural native, followed by 47.33 per cent of them were belonged to urban native. Slightly more than half (51.33 per cent) of the overall scientists were having more than 10 years of total service experience as a teacher, researcher and extension educationist. A vast majority (93.33 per cent) of the overall scientists had annual income more than ` 5.01 lakhs, followed by 6.67 per cent of them had annual income up to ` 5.00 lakhs. The study facilitates in knowing personal-economic characteristics of the scientists of Anand Agricultural University and it would act as a guideline to the administrations or higher authority to plan and implement programmes related to human resource development within the organization.

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