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Study on Personal Factors of the Gramasevaks Associated with the Process of Demonstration

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ABSTRACT

The study indicated that a slightly more than half of the gramasevaks alone fell under 'above average' category by having followed more number of steps in conducting demonstration. Unawarness was reported as the main reason for not following certain steps. Tenure as a gramasevak and in-service training showed negative correlation with the process followed while age was not associated with it.

INTRODUCTION

Demonstration will be successful only when all the steps in conducting the same are followed by the extension workers. Gramasevak is the grass-root level extension worker who is made responsible for laying out the demonstrations. His effectiveness is based on some personal factors. Sengupta (1963) and Salvi and Dudhani (1967) found that the age of gramasevak and his tenure respectively were not associated with his effectiveness. Nye (1952) reported positive association between training and effectiveness.

In the present study an attempt has been made to highlight the nature of association between the personal factors of gramasevaks and the process of demonstration followed by them.

MATERIALS AND METHODS

The study was taken up in two blocks in Coimbatore district in Tamil Nadu, selected on purposive sampling basis. All the nineteen gramasevaks working in these two selected blocks formed the respondents for this study. The composite demonstrations conducted during the year 1968-69 were selected for the study. Data were collected through interview schedule. They were subjected to appropriate statistical analysis wherever possible. The process of demonstration includes a sequence of steps to be followed. In practice one may follow such procedure with or without any omisions. Based on the number of steps followed by individual gramasevak, he is categorised either as above average or below average level personnel by fol-

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lowing the below detailed procedure. Guided by the experts in the field, all the steps in conducting demonstration were treated on a par and every step was regarded indispensable. With this assumption, each of the step such as determining the need, selecting farmer demonstrator and site, giving him orientation and training, using written plan of work and calendar of work, marking of the plot, checking up preliminary arrangements. displaying signboards, inviting farmers and inspecting the plots at different stages, maintaining registers and records, taking photos and follow up steps, was given one score point.

As there was some variation among the gramasevaks in organizing field days and working of economics, weighted scores were allotted. Such of the gramasevaks who had followed these steps for all the plots were given 3 scores, while those who followed it above half the number of plots only were given 2. Likewise those who followed the same for half and less than half the number of plots were allotted with 1 score. By this one could get a maximum score of 42, if he had followed all the steps properly.

On this basis, the total score for all the steps followed was arrived at for each gramasevak. The average score for all the gramasevaks was worked out and it was found to be 35. Based on the number of steps followed by individual gramasevak, he was categorised either as 'above average' or 'below average' level personnel. This was tested against the selected variable *viz.*, age, tenure as gramasevak and inservice training to find out the correlation between them.

RESULTS AND DISCUSSION

Age as related to gramasevak catagory: It may be seen that all the gramasevaks (100 per cent) of younger age group came under 'above average' category. Of the 14 middle aged gramasevaks, 64.3 per cent of them fell under 'above average' category.

Table 1. Age as related to gramasevak category

Age group	Number of gramasevaks under			
	Below average category (0-34)	% of gramasevaks	Above average category (35 & above)	% of gramasevaks
Young (n=1)	—	—	1	100.0
Middle (n=14)	5	35.7	9	64.3
Old (n=4)	3	75.0	1	25.0

r = + 0.0076 N. S. at 5 per cent level

Only one fourth of the old age gramasevaks was found to be under 'above average' category whereas majority of them (75 per cent) were 'below average'. In the absence of statistical significance the above data only indicates that the number of steps followed in conducting demonstration is independent of age.

Tenure: The correlation coefficient between the tenure as a gramasevak and the process of demonstra-

tion followed was negative and significant which suggests that as the tenure of a gramasevak increases, the process followed by him decreases (Table 2). This type of relationship might be due to the fact that as the tenure increases the demonstration might have become more familiarised affair and hence not placing emphasis on all the steps of demonstration. The value of leniar regression was also worked out and it was found to be —.072 and also significant. That means, as the tenure of a gramasevak increases by one month he will skip over the step in conducting the demonstration of the proportion .072. That is, as the tenure of a gramasevak increases by 1 year and 2 months, he will skip over one step in conducting the demonstration. The amount of decrease in the steps for a given tenure of a gramasevak can be estimated by substituting 'X' with his tenure in months in the following prediction equation.

$$Y = 42.59 - 0.072 X$$

Table 2. Tenure as a gramasevak as related to gramasevak category

Tenure as a gramasevak	Number of gramasevaks under	
	Below average category (0-34)	Above average categroy (above 34)
Upto three years (low) (n=2)	—	2
Above 3 years and upto 6 years (Medium) (n=4)	—	4
Above six years (High) (n=13)	8	5

r = — .581 Significant at 1 per cent level

Inservice training: The correlation coefficient was found to be negative and significant. This indicates that the variable inservice training had a negative relationship with the process of demonstration.

The performance of gramasevak who had not undergone training was however found superior than those of their counterparts who had been trained (Table 3). This could be due to the general nature of the training without much stress on the process of demonstration.

Table 3. Training of a gramasevak as related to gramasevak category

Training	Number of gramasevaks under	
	Below average category (0—34)	Above average category (above 34)
Trained (n=14)	7	7
Untrained (n=5)	1	4

r = — .067 Significant at 1% level

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