

FACTORS AFFECTING THE ATTITUDE OF THE EMPLOYEES OF NGOS TOWARDS THEIR ORGANISATIONS

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ABSTRACT

Looking into the contribution of employees of Non-Governmental Organisations (NGOs) towards rural developmental activities, the present study was undertaken to know the degree of attitude of the employees towards their organisations and the factors affecting the attitude of the employees. It was seen that majority of the employees (88%) were having favourable attitude and none of the eight selected personal, social and communication variables was significantly related with the attitude of the employees. However, the multiple regression analysis reveals that in comparison to other factors, sources of information utilised was found to be the most important factor to predict the attitude level of the employees towards their organisations.

KEY WORDS: NGOs, Employees, Attitude, Organisation

It is a well-known fact that the attitude of an individual towards his profession has a significant influence over his role performance in that occupation. Therefore, success or failure of any programme implemented by the Non-Governmental Organisations (NGOs) largely depends upon the attitude of the employees (those render voluntary service) towards their organisations i.e. what they think, feel and how they act upon the functioning of their respective organisations. The employees' attitude has been taken into account in the future course of action for strengthening the NGOs and also to provide a future guideline to the organisers and administrators for necessary modifications in the programme. The attitude of the employees may be influenced by so many factors like personal, psychological and communication factors. If these factors are proven and established, it may be possible to further improve the existing working of the NGOs. So realising the importance and magnitude of the problem, the present study was undertaken in Mayurbhanj district of Orissa to measure the attitude of the employees towards their NGOs and to ascertain the association of the selected independent variables with the selected dependent variable i.e. attitude of the employees.

MATERIALS AND METHODS

Our of 18 registered NGOs of Mayurbhanj district of Orissa, four NGOs viz., Mayurbhanj Zilla Krishak Parishad, Bharatiya Jana Kalyan Kendra,

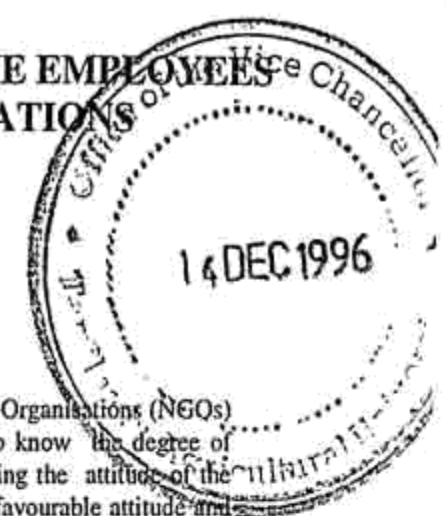
Lutheran World Service and Adivasi Harizan Mangal Kendra were selected randomly on the basis of lottery system. From each NGO, about 13 per cent of the employees were taken randomly as respondents making the total number of respondents to 100. The attitude of the employees towards the NGOs was measured using proven methods used.

RESULTS AND DISCUSSION

The attitude of the employees was classified into three categories as follows on the basis of their overall mean score (\bar{X} : 2.53) and standard deviation (SD: 0.416)

The majority of the selected employees (61%) had 'favourable' attitude towards their organisations and 27 per cent had 'most favourable' attitude (Table 1) so a total of 88 per cent of the respondents had optimistic attitude towards their organisations.

The 'favourable' and 'most favourable' attitudes might be due to the fact that the employees might have become members of their organisations voluntarily. Voluntarism in fact furnishes some sort of responsibilities to the employees and thereby provides an opportunity to come in contact with their local people and help them in a more informal way. This directly helps them to develop greater leadership among own community and by which they get more respect and affection from the beneficiaries. Less



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Table 1. Distribution of employees according to the degree of attitude towards their organisations

N : 100

Average attitude score	Degree of Frequency		Percentage
Below and equal to 2.114 (\bar{X} - SD)	Less favourable	12	12
Between 2.115 and 2.946 ($\bar{X} \pm$ SD)	Favourable	61	61
Equal to and above 2.947 (\bar{X} - SD)	Most favourable	27	27

Overall Mean Score : 2.53
Standard Deviation : 0.416

favourable' attitude might be due to inadequate infrastructural facilities, poor working conditions and insufficient training materials or they might have chosen 'voluntarism unwillingly as an alternative to employment. These findings are in line with the findings of Singh and Rao (1965) and Kumar (1966)

The association between selected independent variables *i.e.* socio-personal (X_1 to X_7) and communication (X_8) variables with the selected dependent variables *i.e.* attitude (y) of the employees was measured with the help of zero order correlation (Table 2)

There is no significant relationship between age, education, caste, family size, occupation, family type, social participation and sources of information utilized with the attitude of the employees (Table 2) This means that these selected variables do not exert any significant influence on their attitude. These findings are in line with findings of Rao (1964) Singh and Rao (1965) and Kher and Jha (1978). But the findings are not in line with the findings of Kumar (1966), Morrisson and Warner (1971) and Choudhary (1976). The

Table 2. Relationship between selected independent variables with the attitude of employees towards their organisations

Independent variables	Zero order correlation 'r' values
Age (X_1)	0.173
Education (X_2)	0.002
Caste (X_3)	0.001
Family size (X_4)	-0.084
Occupation (X_5)	0.035
Family type (X_6)	0.136
Social participation (X_7)	0.060
Sources of information utilized (X_8)	0.203

findings are also not in line with the findings of Prajapati (1980) in relation to education.

To predict the important independent variables the technique of multiple regression analysis was done.

All the independent variables taken together explained the variation in the attitude level of the employees to the extent of 9.7 per cent (Table 3) The respective 'F' value was found to be

Table 3. Multiple regression analysis of eight selected independent variables with the attitude of the employees

Independent variables	'b' value	S-error	't' value
Age	0.1294	0.1223	1.06
Education	-0.0369	0.1188	-0.31
Caste	-0.0306	0.1022	-0.30
Family size	-0.0914	0.1009	-0.91
Occupation	0.0405	0.1052	0.32
Family type	0.1541	0.1031	1.49
Social participation	-0.0067	1.1082	-0.06
Sources of information utilized	0.2194	0.1152	1.90

R^2 : 0.097

Intercept constant (a) : 31.3347

'F' calculated : (1.77) NS at 8.91 d.f.

non-significant at 8.91 degrees of freedom. Thus the results imply that even all these eight independent variables taken together would not account for any significant amount of variation in the attitude of the employees towards their organisations. The 't' test of significance indicates that regression coefficients (b- values) were non-significant for all the selected independent variables. But it was seen that the 't' value for sources of information utilized approaches the significant value at 0.05 level of probability. Therefore, in comparison to other factors, sources of information utilised might be taken into consideration as one of the most important factor to predict the attitude level of the employees towards the Non-Governmental Organisations.

For the success of the voluntary system, it is essential that the employees of the NGOs should have favourable attitude towards their organisations. As two individuals are not alike, their attitude may differ depending upon a number of factors. Therefore, the findings of the study would provide informations about factors affecting the attitude of the employees of NGOs towards their organisations. In order to keep track of the

changing attitudes, periodical evaluation should be made regularly. Efforts should be made to change the unfavourable attitude into a favourable one.

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UTILISATION OF WILD RELATIVES IN CROP IMPROVEMENT OF GROUNDNUT

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ABSTRACT

In order to transfer the desirable features of wild *Arachis* into cultivated groundnut, autopolyploids were induced in three diploid species viz., *A.cardenasii*, *A.stenosperma* and *A.chacoense*. The quadrivalent frequency in the autotetraploids was generally low ranging from 2.2 (*A.cardenasii*) to 4.7 per cent (*A.chacoense*). Despite moderate pollen fertility, the plants were used seed sterile. Hybridisation of the autotetraploids with different forms of *A.hypogaea* cultivars indicated that the crossability varied not only with the autotetraploids species but also with the different forms of cultivars used. The studies have resulted in the identification of plants having rust resistance transferred from wild species.

KEY WORDS: *Arachis* wild sp. Autotetraploids, Crossability Interspecific Gene Transfer

Utilisation of wild species for breeding for pests and diseases resistance has recently gained importance. As the cultivated species have a very

narrow genetic base, the related species provide a spectrum of resistant genes for the crop improvement. In groundnut, the wild species