

ABSTRACT

This preliminary study examines the relationships between job performance of sixty (60) agricultural extension workers and selected variables. The latter factors were divided into Personality, Professional, Job Related Tension and Background Factors.

The agricultural officers selected for study were essentially front line extensionists who were in daily contact with farmers. The majority of them were trained (60 per cent) and the entire sample was drawn from the ranks Agricultural Assistants II, I and Agricultural Extension Aides.

Job performance was found to be dominated by the service aspect of extension work and this service emphasis was implicated as being mainly responsible for the relationships found. The high performers were described as being extroverted; experiencing low job related tension indices; belonging to higher ranks; having more job experience; and being older (+35 years) than low performers. When all variables were correlated with each other, there was a significant clustering of high correlations around two complexes, the Age-Experience and Training-Rank.

This study proposes that the extension division's youth is the main underlying cause for the service emphasis, and hence the unique blend of factors as found in the work. It is also proposed that this period is transitory since the division is still developing and growing.

In this light, this study concludes that proper research may be able to play an invaluable role in influencing the growth of the organisation. This research strategy may be more rewarding because the parameters of performance may be changing from time to time as development takes place.

The administrative officers' role in this developmental process was one of educating and explaining experiences of their sub-ordinates.

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