

ABSTRACT

The Capability of the Forestry Division in Trinidad and Tobago to Provide Effective Extension Services as Perceived by Government Forestry Personnel

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This study focuses on the capability of the Forestry Division in Trinidad and Tobago to provide effective extension services. The Constituency Approach, which assumes that the assessment of an organization's constituencies can serve as measures of performance, is at the centre of the underlying theoretical framework.

A structured interview schedule was administered to 92 respondents selected by proportionate stratified sampling from professional and technical personnel of the Division. Hypotheses were formulated based on the study's theoretical framework and tested employing Chi-square statistics.

The results showed an association between the perception of personnel of the capability of the Division to provide effective extension services and their assessment of selected situational criteria. These criteria included the general work patterns in the organization, the adequacy of organizational elements, and the cooperation received within and external to the organization needed for successful

job performance. None of the situational criteria was found to have a significant relationship with the perception of the capability of the Division to provide effective extension services at the present time.

With respect to background criteria investigated, a positive relationship was established between the perceived levels of skill and knowledge needed to successfully conduct routine extension techniques of work and the perceived levels of skill and knowledge needed to manage programmes and deal with people.

Overall, the highest degree of association (Cramer's $V = 0.404$) was found between the perception of the capability of the Forestry Division to provide an effective extension service in five years' time and the perception of the general work patterns that characterize the organization.

The study recommends that for the effective delivery of extension services, the Forestry Division should direct its attention to the issues of extension training; policy; management; and co-ordination.