

## ABSTRACT

The research purpose was to determine the degree of relationship, if any, between job performance and major characteristics of a "farmer-contact" agricultural extension worker in Tanga region: Tanzania. If there were statistically significant predictive characteristics, they could be used for the selection and counselling process of the extension workers.

The study was based on the general proposition to approach problems through the sequence of roles model-referred to in this study, as, the "Client-Agent Role Relations Model", (CARR). The major characteristics were included in the study, as applicable to an effective "farmer-contact" extension worker who functions as an adult, out-of-school educator/trainer.

The sample size (N=41), represented 71.9 percent of all of the certified "farmer-contact" extension workers in Tanga region.

Determination of the correlation between job performance scores and fifteen independent variables was done by using the Spearman rank correlation coefficient, and a  $t$  test was done to determine if the correlations were significant at the 5 percent level, or better. In addition, a forward stepwise regression analysis was also done in order to select the best combination of the independent variables which could be the predictors of job performance.

The findings indicated that four characteristics, namely: Initiative; Knowledge of technical subject-matter; Knowledge of the

extension process and Cooperation with others in rural development, were each very highly correlated with job performance, beyond the 1 percent level. Two more characteristics, namely: Age and Tenure, were each negatively correlated with job performance, ( $p < .05$ ).

There was no statistically significant correlation between job performance and each of the remaining nine characteristics, ( $p > .05$ ).

The combined influence of the personality/attitude traits and professional characteristics explained 83.5 percent of the job performance, being the highest level observed in the study, and hence, these could be used as predictors of job performance of the extension workers.

The data also indicated that the respondents felt they were highly deficient in both extension-type subject areas and agricultural subject-matter areas. This indicates a great need for immediate in-service training of all the "farmer-contact" agricultural extension workers - particularly in the areas identified by this study.