



# **UNIVERSITY PUTRA MALAYSIA**

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# **Extension Workers' Perception of Organizational Climate and Job Satisfaction in Agricultural Organization in Iraq**

**By**

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# OVERVIEW OF THE PRESENTATION



- **Background of the study**
- **Introduction**
- **Statement of the problem**
- **Objectives of the study**
- **Literature review**
- **Methodology**
- **Data Analysis Techniques**
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- **Conclusions**
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## ➤ **Agriculture in Iraq**

This is managed by the ministry of agriculture which formulates agricultural policies as well as prepares programs to achieve the self-sufficiency of food and fiber.

## **Agricultural Extension**

It is an informal educational process aimed to increase the rural families knowledge to improve their skills ,correct their attitudes , enable them to understand the modern technology and adopt these devices in their fields (Christoplos, 2010).

## ➤ **Agricultural Extension Organization**

it is one of the main pillars of ministry of agriculture which tries to create development and change the rural family through the operations of extension workers.

## ➤ **Agricultural Extension Workers**

are responsible for providing the services of extension.

# Introduction



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Most countries around the world especially the developing countries aim to achieve the comprehensive development, through developing plans and programmes aimed to reduce the illiteracy level of people especially in the rural area (Arab Organization for Agricultural Development-AOAD, 1994).

Like many developing countries, Iraq has undergone a process of massive agricultural development despite of all the civil disturbances (war) and economic situations (Saher, 2001).

Today in the world of organizations, the term of the (non-product of climate) is increased. This means that the spirit of cooperation between the organizations and its workers will become virtually (non-existent).

# Problem Statement



The extension workers in Iraq are characterized by low level of performance and reduced efficiency. This directly reveals their level of their job satisfaction (Arab Organization for Agricultural Development-AOAD, 2012).

In line with the above, three annual report issued by the ministry of agricultural in Iraq (2013. 2014. 2015) mentioned that the workers of agricultural extension are weak in their performance.

However, since the job performance is related to the organizational climate, the findings of job satisfaction would help us to know the factors that determine the low level of job performance.

# Objective the Study



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## GENERAL OBJECTIVE

To describe the perception level of organizational climate and job satisfaction of the extension workers in Iraq.

## SPECIFIC OBJECTIVES

- To describe the demographic features of the agricultural extension workers.
- To identify and describe the perception level of organizational climate by the extension workers in Iraq
- To identify and describe the Job satisfaction level of the organization employees .

# Significance of the Study



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- ❑ This study is an effort to describe the perceived level of organizational climate, employees performance and satisfaction.
- ❑ This will inform decision makers on the extension workers own perception of the organizational climate and therefore reveal need or otherwise for adjustments.



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# Literature Review

# Organization Climate



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Both Litwin and Sringer(1968), noticed that the organizational climate is a set of features of the work environment in an organization, which have direct influence on the workers' motivations and behaviors.

Abdul Qader (2015), defined the organizational climate as a set of procedures , methods, systems and laws which are prevailed in an organization. These are reflected by the communications and interactions between the workers themselves and the management towards the achievement of the organization goals.

# Job Satisfaction



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- ❑ Job satisfaction as alluded by (Locke, 2014) is that state of mind, of an individual's satisfaction level, relative to the work, working condition and environment of work.
  
- ❑ In the same context, Hamdi (2009) defined job satisfaction as a cognitive state to differentiate between what an individual expects and the work reality through an acceptable level of satisfaction to meet their the needs and desires.



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# Methodology





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# Sampling Techniques

The Kcjerie and Morgan table was used to get the sample size of one hundred and eighty six respondents for the study. Then Fifty percent of the extension workers were randomly selected and administered questionnaires.

<b>No.</b>	<b>position</b>	<b>Population</b>	<b>Sample used</b>
<b>1.</b>	General Headquarters	200	100
<b>2.</b>	Training centers	84	42
<b>3.</b>	Typical farm guide way	76	38
<b>4.</b>	Total	360	180

Source: Department of Agriculture (2015).



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# Data Collection Process

The data was collected using a questionnaire.

The questionnaires were personally administered between 1/01/2016 to 21/03/2016 accompanied with a covering letter specifying the researcher's commitment to privacy and confidentiality of information.

There were self - addressed envelopes attached and handed out to respondents with the questionnaires, which encouraged participants to take the questionnaires away and complete them in their own time.



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# Data Analysis Techniques

- **Descriptive analysis:** To analyze the demographic characteristics of the respondents. It will also be used to describe the characteristics of the variables in terms of their frequencies and percentages .
- Three levels were also used to describe the perception level of the extension workers



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# Results and Discussion



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# Descriptive Analysis Results

**First Objective :** To describe the demographic features of the extension workers.



# Descriptive Analysis Results

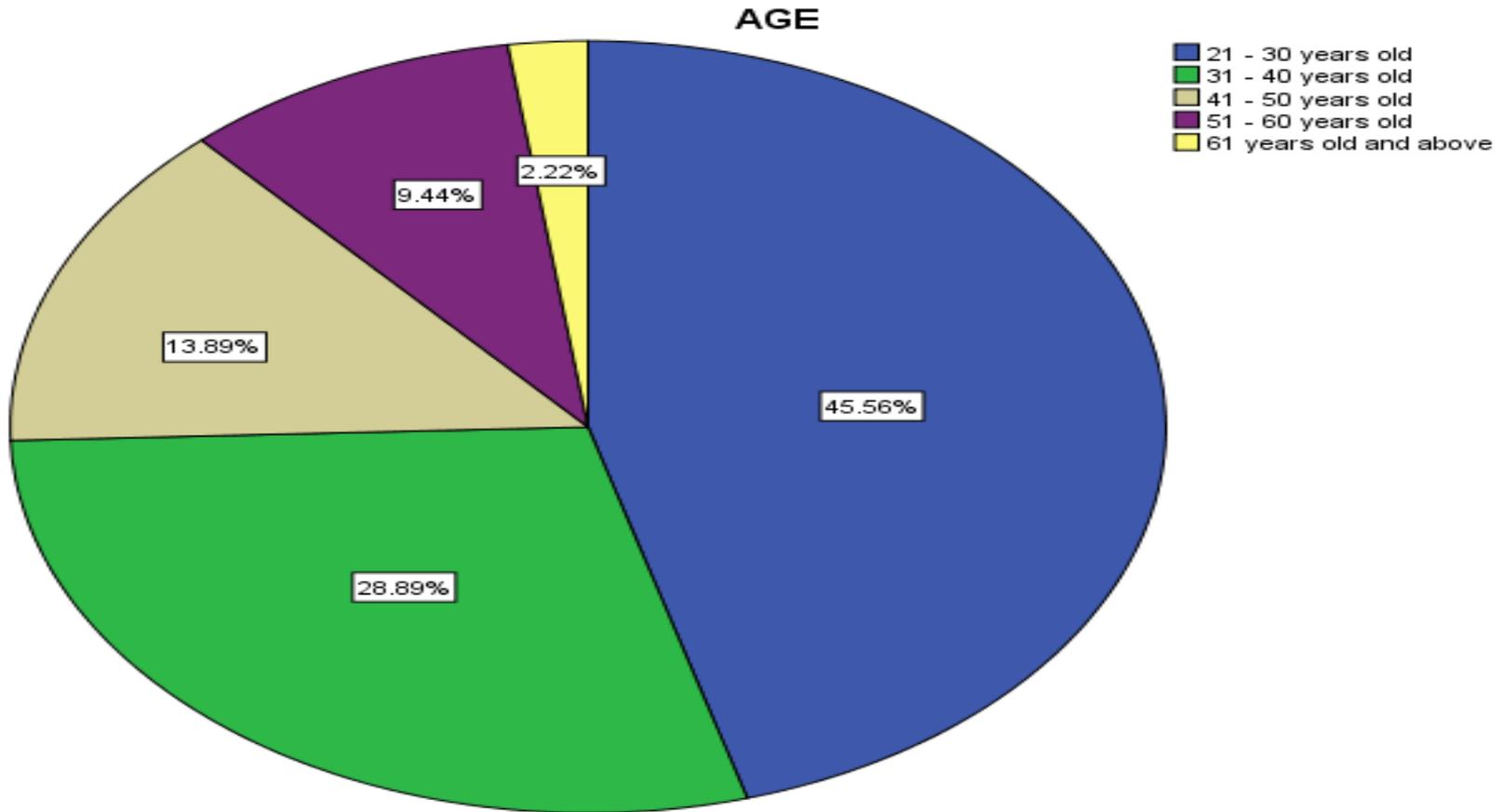


Fig. 1: Pie Chart for the Composition of Respondent's Age



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# Descriptive Analysis Results

## ➤ Age

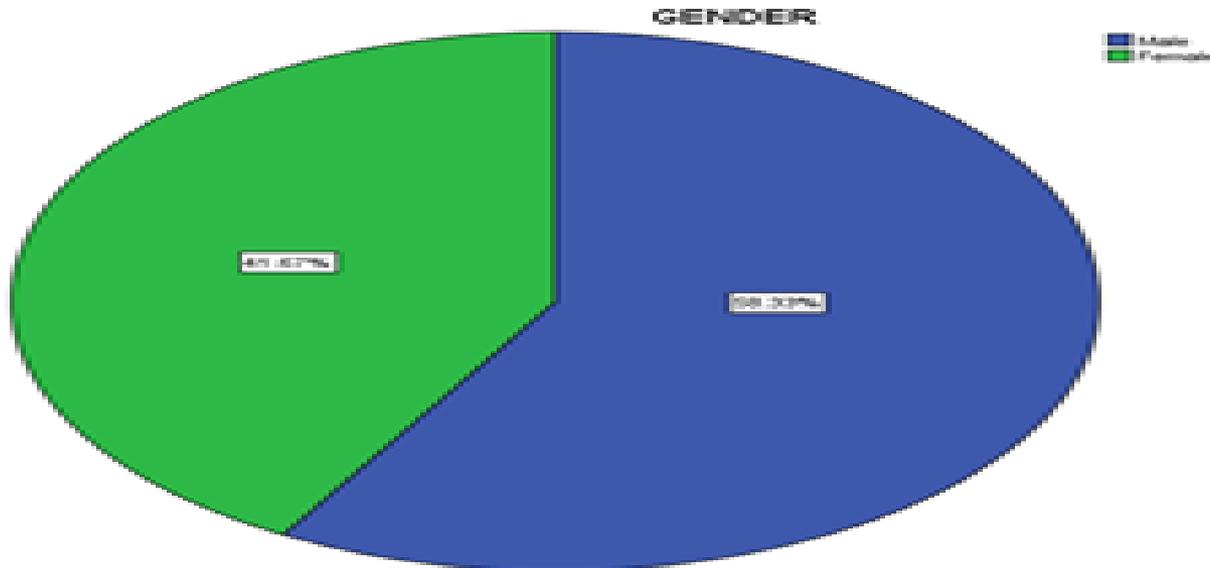
The age category analysis shows that majority of the extension workers are within the age group of 21-30 and 31-40 years (cumulative of about 75.00%) which indicates that the work force is of young and agile personnel and there is a good prospect for good job performance since age is an indicator of good of performance.



# Descriptive Analysis Results

## ➤ Gender

The percentage of male was higher (58.33%) compare to female (41.67%). This shows that the number of male working in agriculture was higher compared to female.



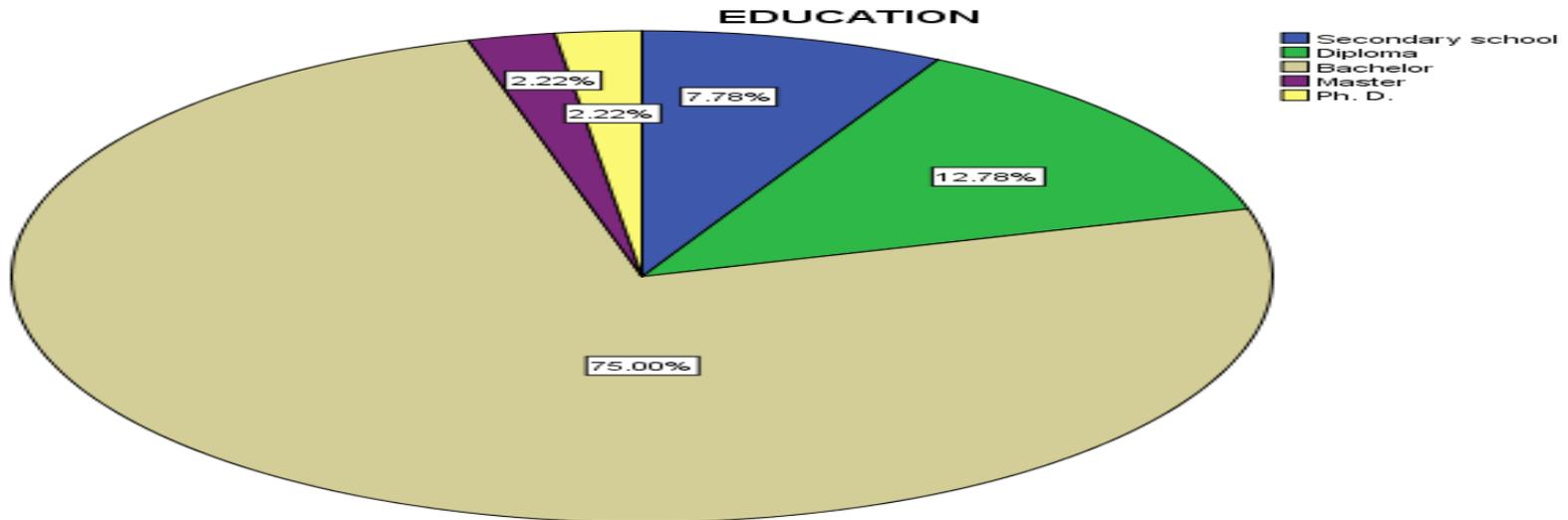
Graph 2: Pie Chart for The Composition of Respondent's Gender



# Descriptive Analysis Results

## ➤ Education level

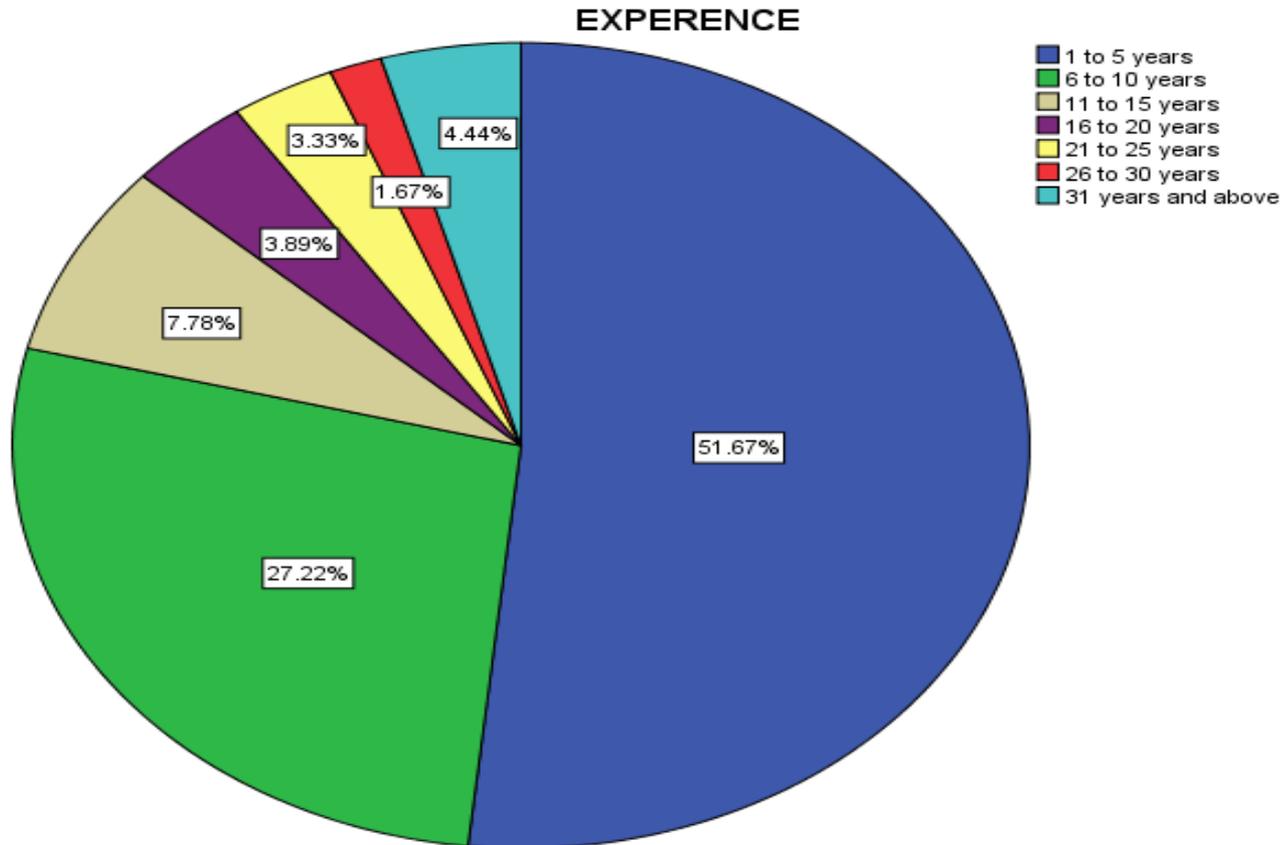
It was shown that majority of respondents had passed the tertiary education level by achieving the maximum of Bachelor, Master and or Ph. D degree with a percentage of 75%, 2.22% and 2.22% respectively while 12.78% achieved to pass until the diploma programme. This means that most of the respondents were highly educated.



Graph 3: Pie Chart for the Composition of Respondent's Education Level



# Descriptive Analysis Results



Graph 5: Pie Chart for the Composition of Respondent's Experience



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# Descriptive Analysis Results

## ➤ Years of experience

Years of experience is seen to be mainly 1-5 years (51.67%). This indicates that most of the farmers are at their prime age of employment, meaning they have a lot to contribute to their organizations. The concentration of young and agile early years of employment has a great potential to the job performance of the extension agents if utilized and provided a good organizational climate to function.



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# Descriptive Analysis Results

**Second Objective:** To describe the perception level on organizational climate

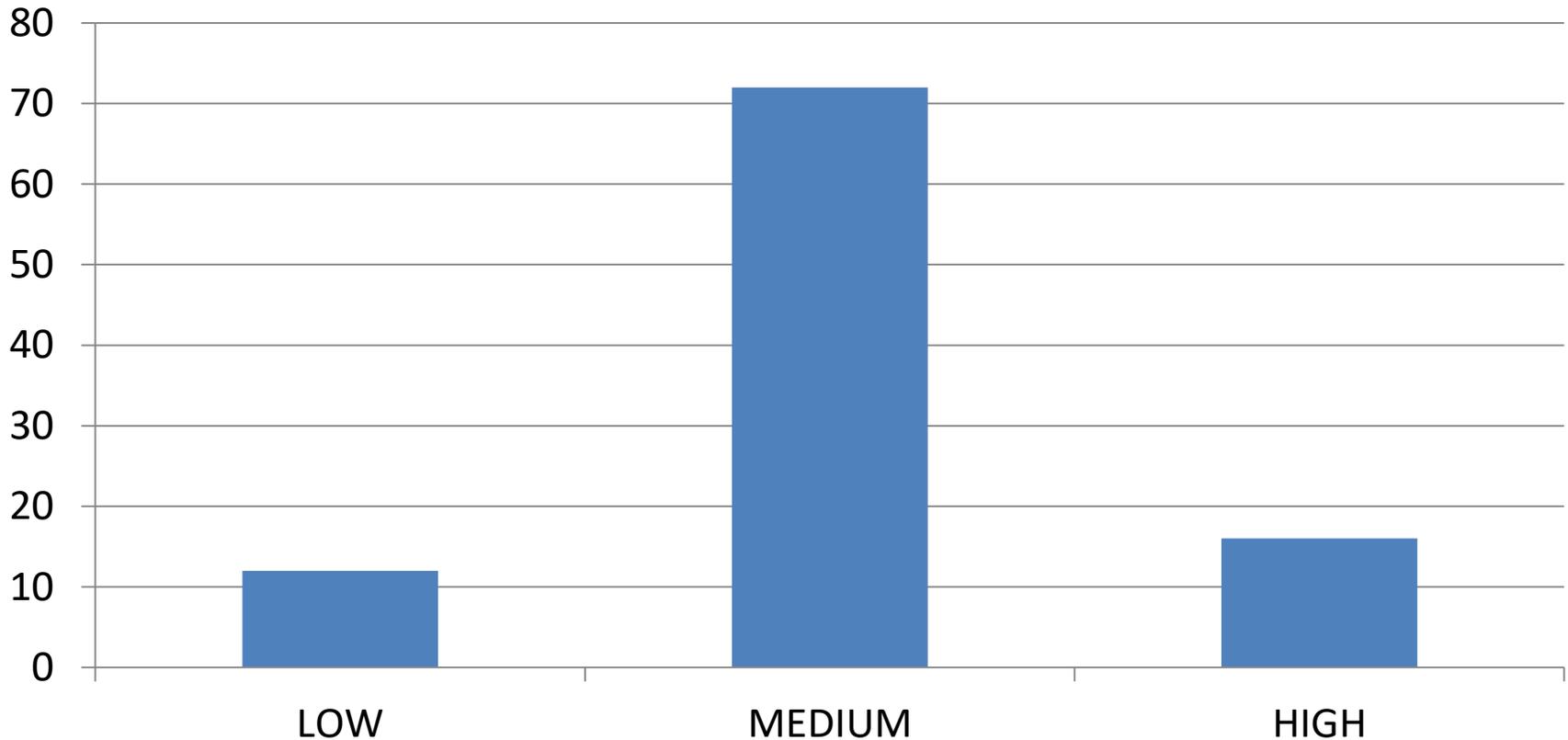


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# Descriptive Analysis Results

## Perceived organizational climate





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# Descriptive Analysis Results

- ❑ Majority of the extension workers (72%) are seen to have a perception that the organizational climate to be of medium level. This indicate a fairly moderate perceived atmosphere of working condition however, with some room for improvement.
- ❑ The medium level has implication on their job performance, this is because it's been found that organizational climate is among the significant factors that influence job performance (Jyoti, 2007; Lafta et al., 2016; Mishra, Chandargi, & Hirevenkanagoudar, 2011)



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# Descriptive Analysis Results

**Third Objective** : To describe the perception level on job satisfaction

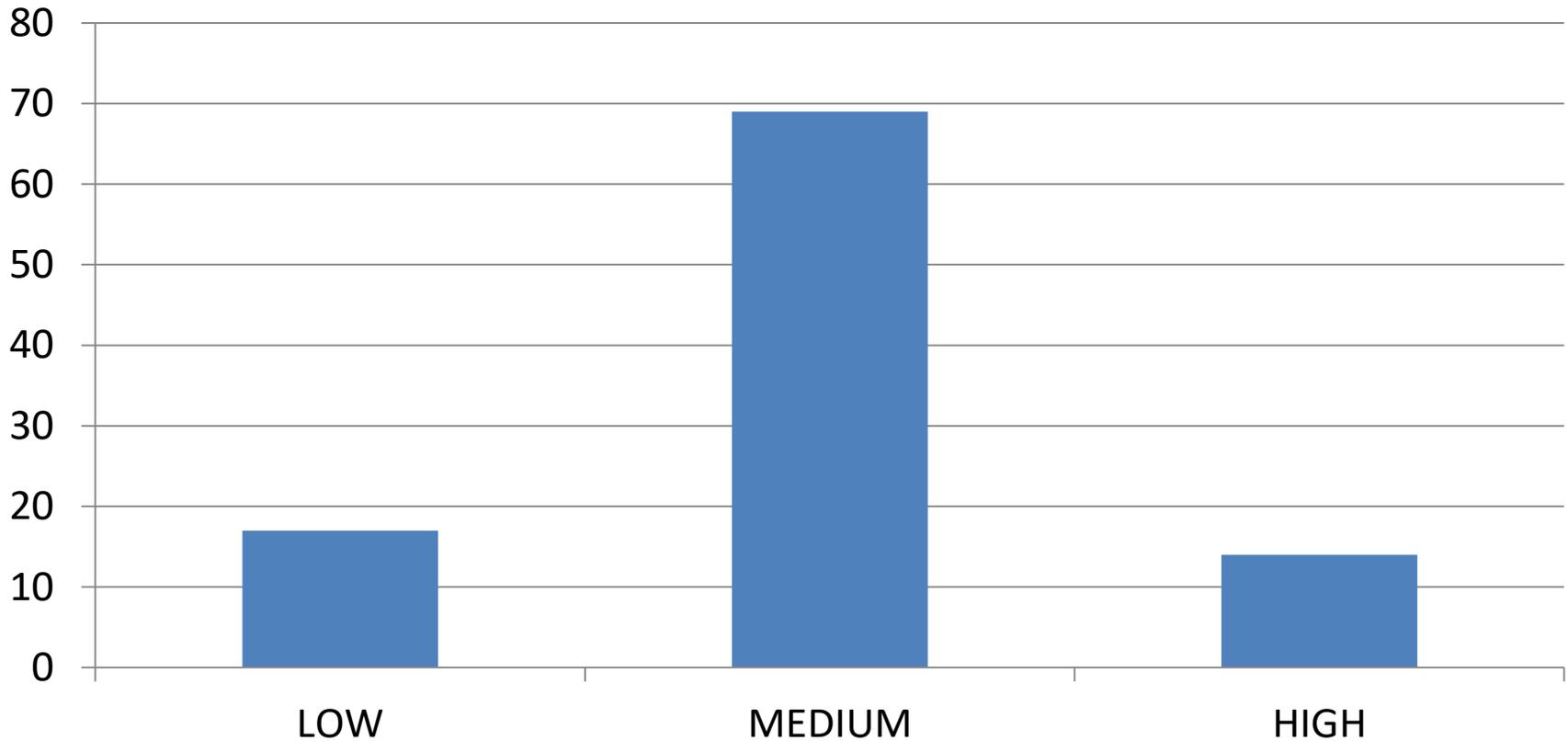


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# Descriptive Analysis Results

## Perceived job satisfaction





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# Descriptive Analysis Results

- ❑ majority indicate their perceived job satisfaction level to be at medium with (69 %).
- ❑ High and medium level job satisfaction were found to be influential In a research done on university lecturers in Nigeria. Where job satisfaction and performance were positively related to organizational climate (Adeniji, 2011; Omolayo & K. Ajila, 2012)



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# Conclusions

Majority of extension workers in Iraq are found to be well educated, relatively young and with a good number of years to put into service as most of them are within their first five years of employment. The extension workers perception was analysed and found out that for most of them, they indicated a moderate level of the organizational climate and job satisfaction. The majority perceptions are both at moderate level, therefore can be improved to a higher level.



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# Recommendation

- There should be continued Training and development (T&D) to generate benefits for the workers as well as for the organization.
- Also the organizational climate should be improved in terms of culture, practice and engagement in decision making to foster good job satisfaction and performance.



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