

Job Performance of Village Panchayat Leaders

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ABSTRACT

Present investigation was confined in purposively selected two blocks i.e. Rajnandgaon and Khairagarh of Rajnandgaon district of Chhattisgarh state. From each block 78 village panchayat leader were randomly selected, hence a total 156 village leader were interviewed personally. Majority (72.44%) of the village panchayat leaders had no previous experience of leadership, majority (59.62%) did not attend any training programme. Knowledge about rural development activities and attitude towards panchayati raj institutions positively and highly significant relation with developmental and decisional job performance, attitude towards panchayati raj institutions positively and highly significant contributed with developmental and decisional job performance.

Key words: *Developmental job performance; Decisional; Job performance; Village panchayat leaders;*

Panchayats have been the backbone of the Indian villages since the beginning of recorded history. According to Manusmriti- "Gramik was responsible for village administration. The 'Arthasastra' of Kautilya describes at length the pattern of village administration prevalent during the Mourya period. The administrative head was known as Gramika or headman and he shared the responsibility with the Gramvridha (the village elders). The term "panchayat raj" is relatively new, having originated during the British administration Raj literally means "governance or government". Mahatma Gandhi advocated Panchayati Raj, a decentralized form of Government where each village is responsible for its own affairs, as the foundation of India's political system. The term for such a vision was Gram Swaraj (village self-governance). The Balwant Rai Mehta Committee was a committee appointed by the Government of India in January 1957 to examine the working of the Community Development Programme (1952) The Act aims to provide a 3-tier system of Panchayati Raj for all States having a population of over 2 million, to hold Panchayat elections regularly every 5 years, to provide seats reservations for scheduled castes, scheduled tribes and women; to appoint a State Finance Commission to make recommendations as regards to the financial powers of the Panchayats and to constitute a

District Planning Committee to prepare a development plan draft for the district. The 3-tier system of Panchayati Raj consists: Village-level Panchayats, Block-level Panchayats and District-level Panchayats (*Anonymous 2007*).

In the history of Panchayati Raj in India, on 24 April 1993, the Constitutional (73rd Amendment) Act 1992 came into force to provide constitutional status to the Panchayati Raj institutions. This act was extended to Panchayats in the tribal areas of eight states, namely Andhra Pradesh, Gujarat, Himachal Pradesh, Maharashtra, Madhya Pradesh, Orissa and Rajasthan starting on December 24, 1996. Currently, the Panchayati Raj system exists in all the states except Nagaland, Meghalaya and Mizoram, and in all Union Territories except Delhi. In India have approximately 2, 34,030 Gram Panchayats at village level, 6053 Janpad Panchayats at block level and 535 Zila Panchayats at district level (*Anonymous 2010*). There are more than 31 lakhs elected representatives in all three tiers. Chhattisgarh came into being on 1 November 2000. According to the 2001 census, the total population of Chhattisgarh was almost 2.1 crore were 20,378 villages, 9,820 Gram Panchayats at village level, 96 tehsils 146 blocks and 16 districts, two more districts have been added later (at present 27 districts). In Rajnandgaon

district 1592 Gram Panchayats at village level, 09 Janpad Panchayats at block level, and total 4353 panchayat leaders were performed his job at various level (*Anonymous 2011*).

METHODOLOGY

Present investigation was confined to know the training experience status of village panchayat leaders and to correlates of various selected characteristics with the developmental and decisional job performance of village panchayat leaders. The investigation was carried out during the year of 2009-10 in two blocks namely Rajnandgaon and Khairagarh of Rajnandgaon district. From each block thirteen village panchayat were randomly and from each village panchayat six panchayat leaders viz., sarpanch, deputy sarpanch, and four chairman of standing committees were selected purposively. Thus total $13 \times 2 = 26$ village panchayat and $26 \times 6 = 156$ village panchayat leaders were selected for the present study. The data were collected through personal interview and analyzed by using appropriate statistical methods like mean, percentage, correlation and multiple regression analysis etc. for the interpretation.

Pearson’s coefficient of correlation : This technique was used to find out the relationship between two variables. The formula used was as follows:

$$r = \frac{N \sum xy - \sum x \sum y}{\sqrt{N \sum x^2 - (\sum x)^2} \cdot \sqrt{N \sum y^2 - (\sum y)^2}}$$

Where,

r = Correlation coefficient

x = Score of independent variable

y = Score of dependent variable

N = Number of observation

Multiple regressions : This technique was used to know the partial and complete influence of independent variables. For the present study linear model of regression equation was used which is as follows:

$$Y_1 = a + b_1x_1 + b_2x_2 + \dots + b_nx_n$$

Where, Y_1 = Dependent variable

x_1, \dots, x_n = Independent variables

a = Constant value

b_1, \dots, b_n = The regression coefficient for respective independent variables

RESULTS AND DISCUSSION

The above Table 1 shows that the majority (72.44%) of the village panchayat leaders had no previous experience (In-experienced) of leadership in village, where as 27.56 per cent village panchayat

leaders were experienced. *Tiwari (2007)* reported that majority (53.04%) of village panchayat leaders were having experience in politics. *Kaul and Sahni (2009)* found that majority (33) of the respondents were elected for the first time, there was only one ward member who came as a reelected ward member.

Table 1: Distribution of village panchayat leaders according to their attribute (N=156)

Attribute	No.	%
Experienced	43	27.56
In-experienced	113	72.44
Trained	63	40.38
Un-trained	93	59.62

The table shows that the majority (59.62%) of the village panchayat leaders did not attend any training programme, remaining 40.38 per cent respondents had attended the kind panchayat training programme. *Tarde et al. (2001)* reported that the 84.00 per cent of the local leaders had expressed their desire to have training about improved agricultural practices with respect to horticulture (97.61%) and 90.47 per cent regarding agriculture allied activities most of them needed training about animal husbandry (74.76%) and poultry (44.04%). *Shrivastava (2003)* illustrated that 81.55 per cent village panchayat leaders were untrained and 18.45 per cent were trained. Similarly 80.00 per cent men and 84.84 per cent women village panchayat leaders were untrained and 20.00 per cent men and 15.16 per cent women village panchayat leaders were trained.

Correlation analysis of independent variables with developmental and decisional job performance of village panchayat leaders : It is obvious from the data in Table 2 that the education, gender and cosmopolitaness, had positively significantly related with developmental and decisional job performance at 0.05 level of probability. However variable contact with extension agent and training had positively significantly related with developmental job performance at 0.05 level of probability. Variable knowledge about rural development activities and attitude toward panchayati raj institutions had positive and highly significant relation with developmental and decisional job performance of village panchayat leaders at 0.01 level of probability.

Variable age, caste, family size, size of land holding, occupation, annual income and experience had non significant relation with developmental and decisional job performance, contact with extension agent and training had also non significant relation with decisional job performance of village panchayat leaders.

Table 2: Correlation analysis of independent variables with various Job performances.

Independent variables	Correlation coefficient (r) with job performance	
	Developmental	Decisional
Age	-0.057	0.005
Education	0.155*	0.186*
Caste	0.037	0.018
Gender	0.198*	0.161*
Family size	0.062	-0.018
Size of land holding	0.094	0.001
Occupation	-0.118	0.099
Annual income	0.105	0.045
Contact with ext. agents	0.161*	-0.063
Cosmopolitaness	0.167*	0.163*
Experience	0.043	0.133
Training	0.164*	-0.003
Knowledge about rural development activities	0.239**	0.256**
Attitude towards panchayati raj institutions	0.423**	0.495**

** Significant at 0.01 level of probability
 * Significant at 0.05 level of probability

Multiple regression analysis of independent variables with developmental and decisional job performance of village panchayat leaders : The data presented in Table 3 reveals that out of the fourteen variables under study of developmental job performance, variables gender and attitude towards panchayati raj institutions contribute highly and significantly at 0.01 probability level whereas variable namely education, family size, contact with extension agents, cosmopolitaness, training and knowledge about rural development activities contribute positively and significantly at 0.05 level of probability whereas age, caste, size of land holding, occupation, annual income and experience had no significant contribution towards developmental job performance of village panchayat leaders. The 14 variables jointly explained the variation to the extent of 71.99 per cent towards developmental job performance. Whereas age, caste, family size, size of land holding, occupation, annual income, and experience had non significant contribution with developmental job performance of village panchayat leaders.

As evident from the significant 't' value of the variables we may infer that if there is one unit increase in education, gender, size of land holding, annual income,

Table 3: Multiple regression analysis of independent variables with various Job performances

Independent variables	Developmental		Decisional	
	r (b)	't' value	r (b)	't' value
Age	-0.042	1.349	-0.049	1.068
Education	0.296*	1.984	0.679**	2.957
Caste	0.191	0.483	0.519	0.878
Gender	1.367**	2.948	0.675*	2.225
Family size	0.229*	2.137	0.212	1.323
Size of land holding	0.022	0.661	-0.022	0.434
Occupation	-0.658	1.269	-2.099	0.709
Annual income	0.009	0.063	0.214	1.093
Contact with extension agents	0.322 *	2.177	-0.209	1.809
Cosmopolitaness	0.636*	2.054	0.257*	2.395
Experience	-0.371	1.656	0.152*	2.441
Training	0.931*	2.252	-0.693	0.617
Knowledge about rural development activities	0.287*	2.218	0.197*	2.467
Attitude towards panchayati raj institutions	0.413**	6.356	0.665**	6.836
R ²	0.7199		0.6692	

** Significant at 0.01 level of probability
 *Significant at 0.05 level of probability
 r = regression coefficient (b)

experience, knowledge about rural development activities, and attitude towards panchayati raj institutions, there would be .296, 1.367, .229, .322, .636, .931, .287 and .413 unit increase, respectively in developmental job performance of village panchayat leaders.

In case of decisional job aspect, variable education and attitude towards panchayati raj institutions had positive and highly significant contribution at 0.01 level of probability towards decisional job performance. Four variables namely gender, cosmopolitaness, experience and knowledge about rural development activities had positive and significant contribution with decisional job performance of village panchayat leaders at 0.05 level of probability. Whereas age, caste, family size, size of land holding, occupation, annual income, contact with extension agents and training had non significant contribution towards decisional job performance of village panchayat leaders. It is also seen that all the 14 independent variables jointly explained the variation to

the extent of 66.92 per cent towards decisional job performance of village panchayat leaders.

As evident from the significant 't' value of the variables we may infer that if there is one unit increase in education, gender, cosmopolitaness, experience, knowledge about rural development activities, and attitude towards panchayati raj institutions, there would be 0.679, 0.675, 0.257, 0.152, 0.197, and 0.665 unit increase, respectively in decisional job performance of village panchayat leaders.

This finding derives support from the findings of *Khalge et al. (2010)*, explicitly depicted that the variable age, caste and training had non-significant relation with the role performance of members of gram panchayat, education, occupation, annual income was positively and significantly related with the role performance of members of gram panchayat. *Rathi et al. (2004)* showed that the education, caste, land holding, contact with extension agent, cosmopolitnness and experience had positively and significantly and variable size of family had no relationship with role performance of panchayat leaders towards village development activities in C.G.

State. *Swarnkar et al. (1997)* obtained the extension contact and training and experience were significantly associated with leaders of panchayati raj system for rural development through agriculture. *Sarkar et al. (2002)* found the caste, contact with extension agent and knowledge of tribal leaders was significant relationship in dissemination of agriculture technology and their adoption.

CONCLUSION

From the findings of the study we infer that majority of village leaders are inexperienced, that may due to the leaders not satisfy the voters after selection of first five year or it leaders may not try to elect second time. Majority of panchayat leaders are untrained, and both experience and training affect the decisional and developmental performance of panchayat leaders. Especially psychological character namely attitude and knowledge about panchayati raj affect their performance.

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