

**SOCIO-ECONOMIC FACTORS INFLUENCING EXTENSION WORKERS’
SATISFACTION WITH JOB CONDITION IN KEBBI STATE AGRICULTURAL AND
RURAL DEVELOPMENT AUTHORITY (KARDA), KEBBI STATE – NIGERIA**

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ABSTRACT: *This study assessed the agricultural extension condition in Kebbi State Agricultural and Rural Development Authority (KARDA). Both the primary and secondary data were used for this study. The target population for this study is the extension workers and the farmers in Kebbi State Agricultural and rural development authority (KARDA). Multi-stage random sampling procedure was used to select 120 extension workers from 24 agricultural extension blocks (5 extension workers per block). The results of the study shows that majority (95.5%) of the extension workers were male and only 5.0% were female, were within the age group of 48 – 57 years, while only 1.7% were within the age group of 18 – 27 years, had Ordinary National Diploma (OND, had their household size ranging from 1 to 11 people, while 30.8% had household size ranging from 12 – 22 persons and had 21 to 30 years working experience, while 19.2% had 1 -10 years of working experience. Regarding the most frequently used methods in communicating new ideas, majority of the extension workers (96.7%) frequently used farm, home and office visits. The study also reveals that majority of the respondent (45.8%) organized visits for the farmers every two weeks as a strategy for educating and communicating of information towards enhancing agricultural productivity and skills. It was found that of the six (6) variables included in the model, only socio-economic characteristics such as education (X4), household size (X5) and experience (X6) had a significant relationship with their job satisfaction. The most pressing constraints, as perceived by the respondents, is that their remuneration was inadequate. The study recommends that the Kebbi State Government should improve the level of job satisfaction of the extension agents in Kebbi State Agricultural and Rural Development Authority (KARDA) through provision of funds, equipment, mobility and housing accommodation and should enhance the skills and make the extension staff equips with the latest technologies training programme should be organized for extension agents.*

KEY WORDS: socio-economic factors, extension workers, job condition, Kebbi State agricultural and rural development authority, Karda, Nigeria

BACKGROUND TO THE STUDY

Agriculture is important to the Nigerian economy as it engages about 70% of the labor force and contributes about 32% of Gross Domestic Product (GDP); small farms produce 80% of the total crops (Nigeria Forum, 2014). However, the sector is faced with a lot of problems which makes it difficult to optimize its potentials. One of the problems include weak extension services. In an attempt to ameliorate these constraints, the Government established Agricultural Development Projects (ADPs). In almost every country in the world, there are some types of extension service delivery which help rural people advance their agricultural productivity and improve their living standard (Wambura, Acker, & Mwasyete, 2012). Agricultural extension services are responsible for serving about one billion small scale farmers in the world (Davis *et al.*, 2010). The improvement of agricultural science and technology has brought about dramatic changes in the agricultural sector (Nagel, 1997). This has led to the increased need for investigating the effectiveness of agricultural extension services in various parts of the world. Also, this situation stimulates the need for new approaches to promote the transition of new innovations into concrete benefits to poor farmers in developing countries. East Africa is among the places with the largest extension system in Africa (Moris, 1991), and studies have indicated that the agriculture sector in this part of Africa has not shown significant improvement in production and bettering livelihood of rural areas (Wambura *et al.*, 2012).

It is widely accepted that extension services are important elements in farming but poor and marginalized farmers in remote villages remain beyond the reach of appropriate extension services. Extension service in agriculture is indispensable and it offers more than just expert assistance in improvement of production and processing, but also enables flow of information and transfer of knowledge and scientific findings into practice. These activities are performed according to rules which regulate the establishment of organization, functioning, goals and fields of operation, their obligations and rights.

Hence it is highly appropriate that the 2008 World Development Report acknowledged the role of extension and the challenges of its effective evolution in coming decades. The services provided by agricultural extension agents have significant public-good attributes. It is, therefore, not surprising that there are more than half a billion official extension workers worldwide. About 90% of the world's extension personnel are located in developing countries, even though the farmer extension agent ratio is more favorable in industrialized countries. The magnitude of investment in extension in most developing countries is similar to that for agricultural research so it is a significant component of agricultural development effort and thus warrants careful reflection. As a system, extension facilitates the access of farmers, their organizations and other market actors to knowledge, information and technologies; facilitates their interaction with partners in research, education, agribusiness, and other relevant institutions; and assists them to develop their own technical, organizational and managerial skills and practices (Christoplos, 2010).

In the Nigerian agricultural extension organizations, there is a lack of proper and adequate understanding of the performance of extension worker. Investigating relationships of these variables

with performance is useful in studying the phenomenon from being person-oriented to being behavior oriented. Continuous and accurate staff evaluation is essential in improving agricultural extension workers' performance and productivity. It is against this background that this study will be undertaken to analyze the constraints to agricultural extension work in Kebbi State Agricultural and Rural Development Authority (KARDA), Kebbi State -Nigeria.

Statement of the Research Problem

Agricultural extension play a key role in fostering sustainable agricultural development programs through its training programs, but there has been a growing realization that traditional extension models have not been sufficiently effective in promoting adoption of sustainable agricultural practices (Allahyari, 2009). Extension organizations and services have faced several challenges among which there are: Lack of training for farmers, lack of knowledge and skills among employees, high cost of buying and maintaining hardware and software and legislative, policy and regulatory hurdles, the adoption of technology requires the existence of appropriate financial recourses which are usually with farmers (FAO, 2002). In addition, poor infrastructure, absence of participation of local organizations in planning and implementation processes of sustainable agricultural development programs (Kalantari *et al.*, 2008). Agricultural extension is characterized by poorly motivated staff, a preponderance of non-extension duties, inadequate finances, the absence of legislative policy for the coordination of work between the management of agricultural extension and other organizations, the dense bureaucratic procedures in the relations between the extension and other organizations, insufficient communication with other organizations. Because of top-down model creates a rigid hierarchy, which discourages the feedback of information (Kizilaslan *et al.*, 2007). On the other hand, the weaknesses in the present agricultural extension system, there was a very weak linkage between research and extension wings and there existed low coordination between them as well (Nisar *et al.*, 2004). Furthermore, there is a fundamental lack of appropriate training in the roles and responsibilities of agricultural extension officers on sustainable agricultural development (Azizah, 2011). Also, the numbers of field staff working in the agricultural extension management are not enough when compared to the large number of farmers. This is because of the very low salary and the lack of incentives for field staff (Cho *et al.*, 2004). There exist scanty literatures, and little or none has been done to check mate and assess the major constraints of agricultural extension services, particularly in the area of study for policy and decision makers to use and to serve as yardstick for them to appropriately implement policies governing the conduct of agricultural extension services. The dearth of such conclusive evidence has left a gap which this study intends to fill by investigating the intervening variables.

The specific objectives of the study are to:

1. Determine the socioeconomic characteristics of the farmers in the study area.
2. Determine the relationship between the socio-economic background of the respondents and satisfaction with extension job condition.
3. Determine the constraints to agricultural extension work in the study area.

Justification of the Study

The results of this study will provide relevant information on the agricultural extension condition to the stakeholders involved in agricultural development programs and the agricultural extension services delivery such as the ministry of Agriculture. Specifically, the findings of the study will enable agricultural administrators of extension delivery sectors to be aware of some of the factors affecting manpower in agricultural extension service delivery. The findings will provide information on the impact of remunerations and welfare package of the respondents in the sustenance and improvement of the manpower of the extension services and organizations. The study also hopes to provide information on the extent to which inadequate technical knowledge and experience serve as constraints to the realization of the goals of KARDA in extension service delivery. This will enable the stakeholders to organize on-the-job training for officers of KARDA in order to achieve the desired performance. Hence, this study is worth undertaken with a view to expose the major constraints militating against agricultural extension service delivery and to devise policy recommendation through which such problems can be halted, particularly in the study area. The study will also serve as a reference material to those willing to carryout similar study.

Policy makers and agricultural extension agents lack sufficient information and reliable data to guide them in order to enact and implement policies and to deliver extension services accordingly. Policy making requires that information should be sourced from the very people that are targeted with the policy. Because the policy is actually meant for them, it thus has to be compatible with the custom and traditions of the people, else the policy will not have achieved its stated objectives. The extension agents on the other hand are the channels through which this information can be sourced from the farmers and are the people to deliver the services to the farmers when policy is to be implemented. In the light of this, there is need for a study highlighting the constraints of agricultural extension service delivery in the study area in order to source for a reliable data and information for effective policy making and its implementation.

Scope and Limitations of the Study

This study assessed the agricultural extension work condition in Kebbi State. The research considered the agricultural extension workers in the four agricultural zones located in the study area. The researcher is financially constrained and as a result selected the limited number of respondents to serve as a sample size from which the required information was collected. Some respondents considered some of the information required in the questionnaire as their privacy and secrets and therefore cannot be made available to the researcher. The researcher was able to address the challenge by providing explanation that the information collected would be used for the purpose of research and all information will be treated with utmost secrecy. Some respondents are not easily accessible during the time of data collection, this cause delay in data collection which affect the progress of the research. Lack of proper record keeping can lead to conjecture and the respondents may provide the required information only based on experience as such the information may be insufficient.

METHODOLOGY

Description of the Study Area

Kebbi State lies at the extreme North-West of Nigeria on latitudes $11^{\circ} 15' N - 11^{\circ} 35' N$, and longitudes $44^{\circ} 7' E - 5^{\circ} 25' E$. The State is bordered by Sokoto and Zamfara States to the East, Niger State to the South, Benin Republic to the West and Dosso Region in Niger Republic to the North. Kebbi is bounded by the Sahara Desert, thus its weather is often dry with lots of sunshine. The wet season lasts from April to October in the South and May to September in the north; while the dry season lasts for the remaining period of the year. Mean annual rainfall is about 800mm in the north and 1000mm in the south. Temperature is generally high with mean annual temperature of about $26^{\circ}C$ in all locations. However, during the harmattan season (December to February) the temperature can go down to about $21^{\circ}C$ and up to $40^{\circ}C$ during the months of April to June. This climatic peculiarity allows for meaningful investment in agriculture such as rearing of livestock, fishery and cultivation grains such as millet, sorghum, cowpea, groundnut (peanut), rice, etc. The population of the State according to 2006 census projection is 3,256,541 spreads across the 21 Local Government Areas, occupying an area of about 36 229 square kilometers. The state is divided into four Agricultural Zones for ease of administration and efficiency (Kebbi State Committee on Agriculture), (2009).



Fig 1: Map of Kebbi State Showing the Agricultural ones

Method of Data Collection

Both the primary and secondary data were used for this study. The primary data for the study were generated through the use of a structured questionnaire and administered to the respondents selected for the study. While secondary data were obtained through the review of relevant literature reviews. The target population for this study is the extension workers and the farmers in Kebbi State Agricultural

and rural development authority (KARDA). Multi-stage random sampling procedure was used in the selection of the agricultural extension agents. The first stage involves purposive sampling of the agricultural zones in the study area based on the preponderance of the extension agents in the zones. The second stage involves simple random sampling of six (6) Extension Blocks from each of the selected zones to obtain a total of twenty four (24) extension blocks. The third stage involves employing simple random sampling to select five village extension workers from each of the selected blocks to obtain a total of one hundred and twenty (120) respondents. This serve as the sample size for the research.

Analytical Technique

The objectives of the study was achieved using descriptive statistics such as frequency and percentage, mean and standard deviation and correlation coefficient matrix.

Dependent variable (Y)

The Y as dependent variable represents factors affecting agricultural extension service delivery in the study area..

Independent Variables

These are also called predictor variables and the following will be used in this study; age, marital status, level of education, farm size, family size, farming experience, membership of association, extension contact. These variables exerted influence on the agricultural extension service delivery.

RESULTS AND DISCUSSION

Socioeconomic Characteristics of the Respondents

The results in the table 1 shows that majority (95.5%) of the extension workers were male and only 5.0% were female. This implies that, the higher number of males as opposed to their female counterpart could be attributed to the religious and traditional settings of the study area that prohibits women especially married women from salaried work. This is not surprising because field agricultural extension works in Nigeria had been dominated by male extension agents for the past years. The results further revealed that 86.7% of the respondents in the study area were married and only 13.3% of the respondents were single.

Results of the study in table 4.1 shows that majority (73.7%) of the extension workers were within the age group of 48 – 57 years, while Only 1.7% were within the age group of 18 – 27 years. This implies that majority of the respondents are not young and were approaching mandatory retirement age of 60 years. The age group of the majority of the respondents indicated that they falls within the old age.

The results in the table also indicated that majority of the extension workers (55.0%) in the study area had Ordinary National Diploma (OND), 28.3% had Higher National Diploma (HND) while only 4.2% had Bachelor's degree. It is clearly seen that majority of the extension workers in the study area

possessed minimum qualifications required to discharge their responsibility. They also had a technical know-how to train and teach farmers on the new technique of farming. This implies that the extension workers had relatively fair educational qualifications to disseminate innovations to farmers. This is also an advantage for innovation adoption and transfer.

The results also shows that majority of the respondents 53.3% of the respondents had their household size ranging from 1 to 11 people, while 30.8% had household size ranging from 12 – 22 persons. The results also shows that 30.8% of the respondents had 21 to 30 years working experience, while 19.2% had 1 -10 years of working experience. This implies that, these extension workers have acquired enough relevant field experience and they are expected to use effectively the available education and communication strategies in extension service delivery. Also, they must have benefited immensely from the training and visit in their extension delivery system.

Table1: Socio-economic Characteristic of respondents in the study area

Characteristics	Frequency	Percentage	Cumulative Frequency
Gender			
Male	114	95.0	95.0
Female	6	5.0	100.0
Marital Status			
Married	104	86.7	86.7
Single	16	13.3	100.0
Age (Years)			
18 -27	2	1.7	1.7
38 – 47	16	13.3	15.0
48 – 57	88	73.3	88.3
More than 57	14	11.7	100.0
Educational Status			
Secondary education	13	10.8	10.8
Ordinary National Diploma	66	55.0	65.8
Higher National Diploma	34	28.3	94.1
Bachelor’s Degree	5	4.2	98.3
Postgraduate Diploma	2	1.7	100.0
Household Size			
1 – 11	64	53.3	53.3
12 – 22	37	30.8	84.1
23 – 33	14	11.7	95.8
34 – 44	5	4.2	100.0
Working Experience			
1 – 10	23	19.2	19.2
11 – 20	29	24.2	43.4
21 – 30	37	30.8	74.2
31 – and above	31	25.8	100.0

Source: Field Survey, 2018

Agricultural Extension practice used in the study area

Regarding the most frequently used methods in communicating new ideas, respondents were made to choose among different methods, which they employ frequently and the responses are summarized in table 2. The results shows that majority of the extension workers (96.7%) frequently used farm, home and office visits, 81.7% used results demonstration while 80% of the respondents used general meetings as extension teaching methods. Given the fact that the number of agents is limited, the contact farmer approach was found to be appropriate because agents can work in close relationship with few farmers only who in turn are expected to share their experience and skills to a number of follower farmers. This approach has been adopted at a national level since the late 1980s and is now gaining real impetus on the ground that it will help strengthen the proper functioning of the extension service.

This findings implied that extension agents' interaction with farmers enables farmers to ask questions which enhances learning. Individual contact method had 27%. While online training programs, electronic media such as radio television and agricultural show and print media such as newspapers had 2%, 3% and 1% respectively. This findings shows that the ultimate aim of an extension system is to effectively and efficiently deliver information to end users in a comprehensible and utilizable manner.

Table 2: Distribution of respondents according to communication methods used in Extension Service Delivery

Communication methods used	Frequency	Percentage
Farm, home and office visits	116	96.7
Results demonstration	98	81.7
Model farmer method	12	10.0
Field trip	2	1.7
Role playing	42	35.0
General meetings	96	80.0
Publications	8	6.7
Radio	64	53.3
Television	58	48.3
Agricultural show	4	3.3
Cinema vans	0	0

**Multiple responses*

Source: Field Survey, 2018

One can deduct from table 2 that extension agents did not have the opportunity to use certain extension teaching methods that are very effective in identifying the production problems of the farmers and eventually bring them to the attention of researchers, as well as promoting adoption of improved technologies. It is however worth noting that some of the effective teaching methods indicted in the table, such as agricultural show, cinema vans, role play and model farmer methods were neglected by

the Kebbi state extension agency. These are methods that gives extension worker the ability to analyze a given situation that is crucial to the success of the dissemination of innovation. Based on the interest and desire of the group, cooperative action could improve a task or project to become faster if the groups are involved in implementation. For the group to change or adopt new innovation, the extension worker will therefore establish a rapport (reciprocal friendship) with all members of the group.

The results also indicated that the use of radio (53.3%) and television (48.3%) to create awareness on the need for adoption of change, especially short term specific objectives such as application of herbicides to crops, control of insects and pests etc., were found to be popular among the extension workers.

Frequency of Extension Workers' visit to Farmers in the Study area

Table 3 shows that majority of the respondent (45.8%) organized visits for the farmers every two weeks as a strategy for educating and communicating of information towards enhancing agricultural productivity and skills. Also 36.7% of the extension workers organized visits for the farmers on weekly basis. The results also shows that 8% of the extension workers visited farmers on monthly basis. This implies that there is a regular interaction with the farmers through visits and meetings which seemed to be the most effective information dissemination and technology transfer strategy.

Table 3: Distribution according to Frequency of Extension Workers' visit to Farmers in the Study area

Frequency of visit by the extension workers	Frequency	Percentage
No visits	3	2.5
Weekly	44	36.7
Every two weeks	55	45.8
Fortnightly	10	8.3
Quarterly	3	2.5
Annually	5	4.2
Total	120	100

Source: Field Survey, 2018

Correlation Coefficient Matrix of relationship between the socio-economic background of the respondents and their job satisfaction

In behavioral research, while analyzing data, most of the quantitative methods correlation analysis is made. This method is the most frequently used method in social and behavioral research specially when analyzing ordinal data as Likert items (Choi, Peters & Mueller, 2010). There are numbers of correlation analysis options. These methods range from the traditional Pearson's r , to more recent developments, such as Bayesian estimation of polychoric correlations. A polychoric correlation is the appropriate statistic to measure associations between ordinal data. Polychoric correlations possess desirable properties similar to Pearson's r (Choi, Peter & Mueller, 2010).

The table 4 contains the Correlation Coefficient Matrix of relationship between the socio-economic background of the respondents and satisfaction with job condition. It was found that of the six (6) variables included in the model, only socio-economic characteristics such as education (X4), household size (X5) and experience (X6) had a significant relationship with their job satisfaction. It is interesting to know that of these variables that are significant, education (X4) had a positive significant relationship with their job satisfaction while household size (X5) and experience (X6) had a negative and significant relationship with their job satisfaction. This implies that job satisfaction in the study area changes with change in some socio-economic characteristics such as education (X4), household size (X5) and experience (X6). Since there is a significant relationship between some of the socio-economic background of the respondents and their job satisfaction, the null hypothesis which stated that there is no significant relationship between the socio-economic background of the respondents and their job satisfaction is therefore, rejected.

Test of hypotheses

There is no significant relationship between the socioeconomic background of the respondents and their job satisfaction.

Table 7: Correlation Coefficient Matrix of Relationship between the Socio-economic background of the respondents and their satisfaction with job condition

Variables	Y	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆
Y	1.000						
X ₁	-0.055	1.000					
X ₂	0.061	-.358**	1.000				
X ₃	-0.004	-.358**	0.08	1.000			
X ₄	0.280**	-0.171	-0.055	0.117	1.000		
X ₅	-.234*	.543**	-0.161	-.231*	-0.133	1.000	
X ₆	-.252**	.694**	-.307**	-.288	-0.152	.542**	1.000

Source: Field Survey, 2018

** Correlation is significant at the 0.01 level (2-tailed).

* Correlation is significant at the 0.05 level (2-tailed)

Y= Job satisfaction

X₁= Age

X₂= Gender

X₃= Marital status

X₄= Education

X₅= Household size

X₆= Experience

Constraints to Agricultural Extension Work

Results in table 8 summarizes the responses on the most important factors, which affect agricultural extension work in Kebbi State. The table shows that most of the limiting factors, as perceived by the respondents, are more or less related to policy issues. For instance, low remuneration for extension personnel was cited most often as a serious factor affecting agricultural extension work in the study area. The respondents' salary level varied depending on the length of their service. Paradoxically, the system of remuneration does not seem to take into account the conditions in which the agents works. The vast majority of the respondents (95.0 %) indicated that their remuneration was inadequate. Insufficient funding of extension agency (92.5%) was often cited as another important problem. This agrees with the report of Agbamu (2005) that Nigeria extension service is bedeviled by several problems which include inadequacy and instability of funding and poor logistic support for field staff. Omotayo (2004) reported that since the late 1990's, inadequate funding has led to the virtual collapse of research and extension institutions that provided services to small farmers and rural communities in Nigeria.

About 88.3 % of the respondents placed lack of timely promotion and implementation of increment high on the list of problems which hamstrung agricultural extension work in the Kebbi State. The survey also showed that capacity building that is necessary to improve the extension agent' skill through cross-fertilization and exchange of ideas is rarely carried out. As many of the extension agents in the state had very limited technical and communication skills, it is expected that their participation in in-service training programs will help them upgrading their skills and build confidence in what they do. However, this does not seem to be a priority area to the authorities because 87.5% of those surveyed pointed it out as an important problem.

A large number of the respondents (86.7%) reported limited availability of logistics and other support for extension personnel as a serious constraint affecting extension work in the study area. This is something expected for agents have to work under very poor and difficult conditions, travelling, at times, long distances on foot and spending the night in farmers' custody. Although the overall number of extension agents in the country is extremely small in relation to the number of people whom these agents have to serve. Large number of the respondents (84.2%) considered the shortage of extension personnel as a problem, placing it at the top of the list. As indicated in the table, the respondents had the feeling that extension agents were overloaded with different assignments. A large number of the respondents (73.3%) reported the farmers' lack or shortage of working capital as an important barrier to the adoption of modern agricultural inputs. Given the fact that most of these inputs (especially fertilizers and agro-chemicals) are imported and the national currency has been losing its value over the last ten years, their prices have been increasing year after year.

Extension services are the most important instrument for agricultural development managed by numerous agencies. Agriculture being a state subject major responsibility for extension activities lies with the state extension agencies. Due to limited resources and limited number of extension personnel in the department and multifarious work, extension services are not being provided to a desired level. In fact, it is not possible to do extension activities without involvement of other agencies. The major role of extension agencies in technology up-scaling is still been minimal and more efforts are required to get desired results. The time has come to plan and formulate localized and demand-driven extension approaches with farmers' participation and leadership. Effective public-private partnership is required. With adequate government intervention, corporate farming needs to be promoted. It will be a good idea to decentralize extension system based on agro-climatic zones.

In rural areas combined use of conventional and modern media will have multiplier effect. The study found that lack of mobility, lack of capacity trainings, meetings and lack of allowances are the major challenges confronting agricultural extension agents in the study area. Furthermore, the study also found that job satisfaction in the study area changes with changes in some of the socioeconomic characteristics such as education, household size and experience. Extension agents expressed dissatisfaction with job condition of the extension agency. They however indicated satisfied with their involvement in special projects such IFAD and Fadama III programs.

Table 8: Distribution of Respondents according to Constraints to Agricultural Extension Work

Type of constraint	Frequency	Percentage
Inadequate research-extension linkage	61	50.8
Limited availability of logistics and other supports for extension personnel	104	86.7
Insufficiency of relevant technologies	71	59.2
Low remuneration for extension personnel	114	95.0
Inadequate incentives on agricultural inputs	68	56.7
Inflexible (top-down or centralized) extension Approach	67	55.8
Extension personnel are overloaded	101	84.2
Neglect of farmers' experience based knowledge system	96	80.0
Lack of timely promotion and implementation of increment	106	88.3
Frequent changes in extension strategy at a national level	76	63.3
Limited opportunity for capacity building of front-line extension staff	105	87.5
Insufficient funding of extension agency	111	92.5
Inadequate collaboration with local leaders in extension programme	87	72.5

Source: Field Survey, 2018

CONCLUSION

The study determines that training and welfare issues that are necessary in enhancing the capacity of the extension staff and build reliable data base for planning and improvement of the level of job satisfaction do not receive adequate attention by State Government. The study also observes the need for provision of funds, equipment, mobility and housing accommodation, enhancement of skills and equipping the extension staff with the latest technologies. This will play significant role in establishing an organized extension system that will establish linkages between extension agents and researchers, in order to conduct research on the basis of farmer's problems, strengthen the personnel base of the extension system and receive latest development in the field of agriculture.

Based on the findings of this study, the following recommendations were made:

1. Kebbi State Government should improve the level of job satisfaction of the extension agents in Kebbi State Agricultural and Rural Development Authority (KARDA) through provision of funds, equipment, mobility and housing accommodation.
2. Kebbi State Government should enhance the skills and make the extension staff equips with the latest technologies training programme should be organized for extension agents.

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