CHAPTER I

INTRODUCTION

India stands at third place in the world in terms of trained scientific and technical personnel. Besides the Universities, the biggest employer of such trained personnel are a number of Institutes and Agencies in the public sector primarily and private sector to a certain extent. Some of these agencies are: Council of Scientific and Industrial Research (CSIR), Indian Council of Medical Research (ICMR), Defence Science Organization, Bhabha Atomic Research Centre (BARC), Meteorological Department and the Indian Council of Agricultural Research (ICAR).

The Indian Council of Agricultural Research was established in the year 1929 as a Society under the Societies Registration Act of 1860 following a recommendation of the Royal Commission on Agriculture to serve as a National Coordinating Agency in the area of Agricultural Research. Until 1965, the ICAR functioned largely as an apex coordinating body, financing selected ad hoc research projects mainly through the revenues obtained from the Agricultural produce Cess Act of 1940. In 1965, the Government of India enlarged the scope of ICAR Society and entrusted to it the responsibility of managing research institutions in agriculture, animal husbandry and fisheries. Thus, about 30 research institutes located in different parts of the country came under the administrative control of ICAR. In addition, ICAR was also entrusted with the responsibility of fostering and supporting the growth and development of agricultural universities. The ICAR, in fact,
started performing the same functions with reference to agricultural universities as University Grants Commission does with regard to other Universities. Among the major scientific organizations in this country, ICAR is thus unique in having dual responsibility both for research and education.

In view of its active role in laying the seed for Green Revolution during the later part of sixties, ICAR has been enjoying a place of great respect in the minds of people of India. However, the personnel policies of ICAR have been under attack because of suicides committed by its three scientific employees. In 1960 Dr. Joseph hanged himself out of despair and frustration in the Indian Agricultural Research Institute campus. The second suicide was by a scientist of National Dairy Research Institute at Bangalore which occurred in 1971. And the third was by Dr. Vinod Shah of IARI which forced the ICAR to revise its personnel policies. The Government of India appointed an Enquiry Commission headed by Mr. Gajendragadhkar, the retired Chief Justice of the Supreme Court. The outcome was the establishment of an Agricultural Research Service with a new set of personnel policies.

The present study was, however, undertaken to know from the scientists themselves about the prevailing degree of job dissatisfaction and likely reasons for the same.
1.2 **Purpose of the study**

The main purpose of this study was to measure the level of job satisfaction of scientific personnel on the basis of four constructs namely, institutional participation, environment, recognition and affiliation and to find out the level of job satisfaction of scientists of an ICAR institute. It was also desired to know the correlation of such factors like age, qualifications, pay, supervision, interpersonal relationship with job satisfaction.

1.3 **Objectives**

1. To assess the level of job satisfaction of the various categories of scientific workers
2. To bring out association between the level of job satisfaction and some personal traits like pay scale, education, status, sex, environmental factors, time spent on the job, security, area of specialisation, experience, number of jobs held etc.
3. To locate reasons for the variation in the level of job satisfaction
4. To find out reasons for choosing this particular vocation of dairying (was it preplanned or the person hit upon it by chance)
1.4 **Hypotheses**

In view of the above objectives, the following hypotheses were formulated for testing:

1. Higher the occupational level, greater is the worker's satisfaction
2. The longer the tenure of job, better is the adjustment and job satisfaction
3. The satisfaction level of the workers with basic degree in agricultural sciences is higher than those with degree in pure sciences
4. Higher the emoluments and security on the job, greater is the job satisfaction

1.5 **Limitations of the study**

Originally the investigation was planned to be carried out on the scientists of three National Institutes of ICAR, the Indian Agricultural Research Institute, New Delhi, Indian Veterinary Research Institute, Izzatnagar and the National Dairy Research Institute, Karnal. But due to the exigencies of time and resources, it was considered desirable to restrict the sample to only one National Institute viz. the National Dairy Research Institute and its three regional stations at Bombay, Kalyani and Bangalore.
Conclusions of the study are obviously based on the data obtained from the population covered under the study. The results of the study are directly applicable to this institute although these results may have relevant application to other similar institutes in the country.

The questionnaires for the study were supposed to be filled through personal contact but since our sample was distributed among the three regional stations, it was not possible to contact the scientists individually. Hence, the questionnaires were mailed to them.

1.6 Dissertation

This dissertation is divided into five chapters. The first chapter introduces the problem of the study. An attempt has been made to discuss the various concepts comprehensively. The specific objectives of the study are listed at the end of the chapter. The second chapter reviews the work done one on this subject by other workers. The third chapter discusses the methodology of the research work carried out in detail. Concepts and the measurement of the various dependent and independent variables have also been given in this chapter. The fourth chapter of the dissertation reports the findings of the research and the discussion thereof. It contains both descriptive as well as the relational analysis of the data and their statistical treatment. The last chapter of the dissertation is devoted to summary of the study and implications of the findings.