

## **Evaluation input organization of local agricultural extension in Iraq**

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### **Abstract**

The current research aimed at evaluating input of local agricultural extension organization in Iraq, and diagnose weaknesses, and why, and to identify proposals for improvement. The evaluation process consisted of four input stages are: Phase I: Select the Finder items input WHO guidelines (human, physical, financial, informational). Phase II: Select the researcher set of criteria to evaluate the inputs represent what should be an element of input. The third phase explored the researcher and the reality of inputs WHO guidelines. Phase IV: Comparison of data (evidence) with the standards, and a ruling on the weakness of their inputs, and the reasons for this. The research concluded to the weakness of the elements of input WHO guidelines, all local (human, physical, financial, IT), which impact negatively on the performance of WHO guidelines in meeting the needs of the people of the rural extension service, as well as the low level of impact and effectiveness of that service. The research has included a number of recommendations to address the causes of weakness and improve the performance of the organization of local agricultural extension and survival, and growth, sustain and achieve their goals effectively.

### **Introduction and research problem**

The development of productivity and agricultural production and achieve self-sufficiency in agricultural production and ensure food security an urgent national goal for Iraqi Ministry of Agriculture in this phase. And bear the organizations Agricultural Extension at all levels of central and local (provinces) an important part of the responsibility for achieving this goal as the educational system to farmers and their families, which means the responsibility of delivery technologies and practical recommendations and solutions to agricultural problems of farmers and convince them of the importance of adoption, and giving them the knowledge, attitudes and skills necessary for application in the fields, and integrate them into their systems in order to increase farm productivity and agricultural production, and follow-up application processes and diagnose problems that may arise and transfer to scientific research equipment for the purpose of finding appropriate solutions to them. And influenced by the level of performance and effectiveness of the WHO guidelines of local factors are many and varied internal (from within the organization itself) and external (from the operating environment of the organization), and comes on top of those factors, the availability of inputs (resources) in the quantity, type, location and timing of the nature of the goals and functions of the WHO guidelines. Valmokhtson management and agricultural extension agreement on the importance of the availability of inputs in the management of the organization and its success and continuity and to achieve its goals effectively, and make sure that in a number of scientific studies of them, but not limited (Dyer and Abu Naba, (99) (10) and (Arab Organization for Agricultural

Development 0.1996 ) (14) and (Zuhairi, 2001) (7) and (al-Janabi, 2002) (2). as well as the importance of input in the success of organizations, has seen the field of administration, since the second half of the eighties of the last century a growing interest in internal factors (inputs) of the organizations as an area appropriate for the purposes of analysis and diagnosis of weaknesses and propose solutions to address the promise of this input to a contemporary in the study of organizations and their importance in achieving the goals of access to what is now the strategy based on the inputs (12). Accordingly, the non-availability of inputs or one of its elements or all of which lead to results that are not positive reflected the performance of the organization and its effectiveness was confirmed in a number of scientific studies of them but not limited to (Swanson, 1990) (30) and (Gaaod, 1994) (11), and (Nagy, 1994) (27), and (the Greens 0.1998 ) (4), and in the field of agriculture and extension work farm in Iraq, there are many studies and agricultural statistics inferred from the poor performance of the organization of agricultural extension local ones, but are not limited to the male (payment and others, 1988) to the weakness of the field activity to farmers compared to with something to offer agricultural organizations at the level of agricultural areas. (21) and male (al-Khafaji, 1991) that one of the fundamental problems faced by agricultural extension services of weakness and lack of inputs (5); The (Kchac, 2002) that the main problems faced by WHO guidelines local communities is the absence of weak inputs (23), said each of the (Saad, 2000) (8) and (al-Janabi, 2001) (7) to double the built and the application of technologies and scientific recommendations modern at the local level, and the low level of implementation was due to reasons are many and varied, including weakness and lack of inputs (20), as well as that Iraq was in the sequences last in terms of agricultural productivity and production compared with neighboring countries (3), and is described as food-deficit countries (24). These indicators demonstrate a weakness in the performance and effectiveness of the WHO guidelines the local organization is indicative not be able to invest their input but was able to identify weaknesses, its causes and develop treatments is known as the Evaluation s contribution in improving the reality of outreach work in the field. it was stated (Mari, 2001) that the need for the Organization to evaluate the inputs in local levels were high estimated (3, 78%) compared with the levels of central (25).

Hence the current research to present the following questions: -

- Are the inputs currently available to the local agricultural extension (in the provinces) appropriate to achieve the objectives of the organization?
- What are the weaknesses in the local input WHO guidelines?
- What are the proposals to improve local input WHO guidelines?

#### **Research Objectives**

Evaluation input organization of local agricultural extension (in the provinces) in terms of availability as a kind and a place and timing in light of the functions and objectives of the organization and its plans and the size of its work, including this:

1. Identify criteria to evaluate the input of local WHO guidelines.
2. Explore the realities of local inputs to WHO guidelines.
3. Diagnose weaknesses in the local input WHO guidelines.
4. Identify proposals to improve local input WHO guidelines.

#### **The importance of research**

The current research comes in the framework of the reform of the Organization of local extension and rehabilitation through:

- The effectiveness of any agricultural extension system depends to a large extent on the level of performance in the field.
- evaluate the suitability of input WHO guidelines on the nature of objectives, tasks and plans and size of work in the current circumstances.
- Provides data for input to the organization serve the organization in order to reach the right decisions on them.

#### **Definitions of procedural**

- organization of agricultural extension local (provincial): administrative organization consists of the Department of Agricultural Extension in the province and agricultural extension units in the agricultural people of the Directorate of Conservation Agriculture.
- WHO guidelines of local inputs: A set of human and material resources, financial and information available to the Organization guidelines.
- Evaluation entries WHO guidelines local: The process of sentencing in the light of comparable data (evidence) represents the reality of inputs to the organization with the standards represent what should be the input of the Organization in light of the tasks and objectives and the weakness of the organization and size of work, and to identify aspects of vulnerability and its causes and propose solutions to address them to improve the input of WHO guidelines local .

Materials and research methods

#### **Research Methodology**

Comes in the framework of current research-based library research literature and scientific studies in the diagnosis of weaknesses in the inputs to the organization and determine its causes and propose solutions to address them.

Evaluation of local inputs WHO guidelines

Formed the process of evaluating the organization of local extension of four stages, as follows:

Phase I: Select the Finder components (elements) inputs WHO guidelines local four elements (human, physical, financial, informational) in the light of the views of the authors and researchers in the field of management of them but not limited to (Yaghi, 1984) (28), and (Chandler, 1991) (9), and (Maree, 2001) (25).

Phase II: Select the researcher set of criteria to evaluate the inputs, representing the organization should be available in quantity and quality of inputs and a place and timing appropriate to the nature of the functions and objectives of the WHO guidelines in the light of literature and scientific studies in the fields of management and agricultural extension. As shown in Table (1).

Phase III: the researcher explored the reality of local inputs WHO guidelines through analysis of reports and documents, statistics and personal interviews with a number of agricultural personnel in departments and units of local extension.

Phase IV: Comparison of standards with the data (evidence) Indeed, respondents, in order to make judgments about twice the input and the reasons for this, as shown in Figure (1).

(Table 1). Map Evaluation (standards), adopted in evaluating the input organization of local agricultural extension

Elements of input axes standards

- Indicative staffing • There is a job description for all owners indicative (26).**
- **The existence of a guiding angel integrated in the organization (Director, indicative, indicative Musharraf, a specialist in an objective, Agricultural Advisor) (26).**
  - **The existence of integration to the category of agricultural workers (26).**
  - **identify the functions and meals for guide agricultural education (18).**
  - **determine the qualifications of the incumbent of the post of leader of agricultural (18).**
  - **Qualification for the post of leader of scientific agriculture in the light of:**
  - **Get a college degree (6).**
  - **specialty agricultural extension (6).**
  - **insufficient number of agricultural personnel in the light of:**
  - **the allocation of 1000 peasant agricultural per guide (22).**
  - **the allocation of 300 hectares per guide agricultural (22).**
  - **Knowledge of agricultural personnel job description (17).**
  - **the application of job descriptions and job occupancy by (description) (17).**
  - **Participation in training courses in the light of:**
  - **focus training sessions on specialized topics indicative (29).**
  - **appropriate training courses for the nature of the employment career (29).**
  - **provide all types of training for staff of agricultural (Pre, development, activists) (29).**
  - **Participation in external training courses (29).**
  - **the adoption of multiple methods and a variety of training courses adapted to the nature of individual differences of participants (24).**
  - **desire and rush in extension work and education of rural areas (31).**
  - **sustainability (supplement) of ongoing staffing specifically, agricultural extension workers (26).**

#### **Physical**

- Requirements according to the field extension work • the adequacy of the implementation of business requirements guidance material (16).**
- **The existence of devices and equipment guidelines (Data show, computers, tools etc ... Field) (16).**
  - **availability of transport (motorcycles, cars) (16).**
  - **The existence of a building appropriate to the nature of extension work (16).**
  - **The existence of agricultural land dedicated to testing new technologies (16).**
  - **The existence of the intellectual requirements for the implementation of the ongoing field work (26).**

#### **Finance**

- Financial allocations • appropriate financial disciplines to implement the business extension field (15).**
- **The existence of financial allocations for the development of the field work (15).**
  - **determine the financial allocations of up to 30% of the implementation of field work (13)**
  - **There are provisions for the transfer of agricultural employees (15).**
  - **multiple sources of funding for field extension work (15).**
  - **sustainability (supplement) FAO assignments suited to the nature of the ongoing financial field extension work (26).**

The general framework • The existence of a general framework for guiding local organization (19).

- Identify educational goals for guiding the activities of the Field (19).
- the adoption and transfer of modern methods of efficient and effective (19).
- completion of the organizational structure of the Organization guidelines (19).
- multiple sources of scientific information (19).
- staff knowledge of the general framework (19).
- The existence of the application of the general framework of the Organization (19).

### **Results and discussion**

Evaluation items Makhlat WHO guidelines local

Table (2) Evaluation of local inputs WHO guidelines

Elements of input axes data (evidence) standards of governance

Implemented fully implemented partially implemented

Human staffing is indicative job descriptions for all staffing guideline. The existence of job descriptions for all staffing indicative. ? ?

The presence of only the manager and employee work-based beacon. The presence of a guiding angel integrated in the organization indicative (Director of the indicative, indicative Musharraf, a specialist in an objective, Agricultural Advisor). ?

The apparent absence of the role of female extension workers. The complementarity of the category of agricultural workers and Guides. ?

A mix of administrative functions and services of other agricultural and educational mission. Identify the functions and meals for guide agricultural education. ?

Most of the employees with the certificate and junior colleges. Obtain a university degree. ?

Most of the employees of other agricultural specialties. Specialty agricultural pilot. ?

In most cases, the number of peasants their supervisor to 5000 farmer / guide. The allocation of 1000 a farmer / guide. ?

In most cases link agricultural areas supervisor to double that figure. The allocation of 300 hectares / guide. ?

Most employees do not know the vocabulary or characterization. Knowledge of staff job description. ?

Most of the employees in the function of the guide are from the agricultural campaign Undergraduate Certificate as well as other agricultural specialties job application (works function as characterization).

Courses Mazhma limited to public agricultural research topics. Training courses focus on specialized topics indicative. ?

Elements of input axes data (evidence) standards of governance

Implemented fully implemented partially implemented

Human staffing inadequate to the indicative nature of the functions and duties specified in the educational career guidance. Courses appropriate to the nature of the job description. ?

Most training courses are the reactions to the problems of agricultural emergency does not meet the needs of the staff, not even the organization. Provide all kinds of training for staff of agricultural (Pre, development, refresher) ?

Most of the posts of Foreign Affairs is limited to the staff of the central organization. Foreign participation in training courses. ?

Limited training on the style of the lecture theory and the absence of the field. The ability of the adoption of methods appropriate to the nature of individual differences for the participants. ?

Weak desire to continue working in the extension work for many reasons, physical and moral. Desire and rush in extension work and education of rural people. ?

No supplement the ongoing staffing. Sustainability (supplement) of ongoing staffing and indicative of the challenge and extension workers. ?

Elements of input axes data (evidence) standards of governance  
 Implemented fully implemented partially implemented

Hardware implementation of the physical work the field is indicative adequacy and suitability to the implementation of the business guidance in the field. Adequacy requirements to conduct business guidance. ?

Weakness and lack thereof, specifically at the level of the extension units. The presence of hardware and equipment guidelines (Data show) computer, tools. ?

Weakness and lack of availability of both time and place for it. Provide driver Transportation (bikes, cars) ?

Lack and the lack of fields for the selection of new technologies. The presence of agricultural land to test new technologies. ?

Almaliap allocation of financial and non-existence of both the intellectual apparatus, equipment and most of them unsuitable for implementation of the business field and supplement the ongoing existence of the requirements of the implementation of the guidance business in the field. ?

Inadequate allocations for the implementation of the business field. Adequate financial allocations for the implementation of the guidance business in the field. ?

The absence of such assignments contribute to the improvement and development of field work. The existence of allocations for the development of the field work. ?

Most of the allocations does not exceed 2%, which is dedicated to monthly salaries. Determine financial allocations up to 30% for the implementation of the business field. ?

Failure to provide such benefits and to identify workers in the agricultural extension, but limited to assignments in other agricultural. The presence of risk transfer and allocation of staff workers. ?

Central funding source (government) are the average Alusid to fund outreach activities. Multiple sources of funding extension work in the field. ?

Lack of financial allocations in line with the indicative nature of the work field, but are limited to only the annual budget. The presence and supplement the ongoing financial allocations ?

Elements of input axes data (evidence) standards of governance  
 Implemented fully implemented partially implemented

The absence of information the general framework of the general framework identifies key features of the organization. The presence of another in the organization of local guidance. ?

Most of the objectives of the activities is indicative of an economic nature on the installation of the production side only. Determine the educational purposes of the

extension activities in the field. ?

Despite the adoption of the transfer of technologies and methods of modern machinery contribute guidance is still weak and not clear and make sure that in a number of scientific studies. The adoption of modern methods of transport jets active and influential. ?

Lack of surface structure (local) for most of the sections and, for the male section for more monitoring and evaluation. Complete skeleton of the Guidelines. ?

Dependence research centers, mainly, sometimes on the faculties of agriculture. Are sources of scientific information. ?

Most of the staff is not familiar with the general framework of the Organization. Staff know the general framework. ?

Weakness and lack of application of most of the components of the general framework of the Organization. And an application to the general framework of the Organization. ?

Appears from Table (2) the following results:

1 - does not match most of the criteria for evaluating the inputs because they are not in place permanently.

2 - Lack of appropriate inputs and not currently available to the guidance in the current circumstances to perform the functions extension education.

#### **Conclusions**

1. Poor organization and lack of guidance in the provision of appropriate inputs and the quantity and quality of place and timing of the implementation of its guidance in the field.
2. Lack of clear perception, whether by management or the implementing of the importance of the availability of inputs to the guidance, despite the presence of numerous scientific studies and recommendations on the importance of the availability of inputs in the life of the organization and its continuation and survival and to achieve its objectives effectively.
3. Lack of documentation for most of the elements of input organization, which means failure to provide information or data to serve the Organization s management to take correct decisions.

#### **Recommendations**

In order to improve the performance and effectiveness of the organization of local agricultural extension in Iraq, through:

- dissemination and raising awareness of both the importance of implementing the management or the availability of inputs to the Organization in achieving its goals.
- provide all the elements (components) input WHO guidelines because the absence of one of them or all of the leads to the low level of organizational performance and Halitha and that of their interdependence and complementarity with some others.
- the introduction of the methodology (mechanism) Evaluation of inputs used in the current research in the diagnosis of weak inputs, and their causes, and propose solutions to address them.

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