CORRELATION ANALYSIS OF PERFORMANCE OF PANCHAYAT LEADERS IN RAJNANDGAON DISTRICT OF CHHATTISGARH

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ABSTRACT

It is difficult for any country to provide enough number of extension workers to reach each and every family for its social welfare programme. It is, therefore, not possible to have face to face contact with each and every individual living in the villages. This problem can be solved to some extent through the use of local leaders... The type of political leadership and individuals in power influences the rate and direction of change. The assessment of those who wield power in respect of the existing social situation, technological and non- technological changes and opportunities for such development and change, is of considerably more significance than the assessment of those who do not have power in society. An ex-post facto study was conducted in the Rajnandgaon district of Chhattisgarh in which purposively selected 9 Jila panchayat, 54 Janpad panchayats and randomly selected 200 Village panchayat leaders were personally interviewed to collect the primary data. It was found that nearly half of the panchayat leaders had medium role performance and Jila & Janpad panchayat leaders had better role performance as compared to Village panchayat leaders... The variables caste, family size, political ideology, education, occupation, annual income, size of land holding, material possession, socioeconomic status, achievement motivation, cosmopolitaness, job satisfaction, information sources, extension participation, time allocation for panchayat activities and attitude towards Panchayati raj institutions had a positive and significant influence on role performance of gram panchayat leaders. The variables caste, size of land holding, information sources, education, annual income, material possession, socioeconomic status, cosmopolitaness, extension participation and attitude towards Panchayati raj institutions had a positive and significant relationship with role performance of janpad and jila panchayat leaders.

KEYWORDS: Panchayat Leaders, Role Performance & Correlation Analysis

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INTRODUCTION

Effective communication of the agricultural innovations to millions of farmers in a rural area is essential to bring about accelerated agricultural development. The future food production has to come from more difficult areas which are economically and ecologically at a disadvantage. Our ability to overcome all this through measures like contingent cropping, the positioning of critical inputs, professional extension service etc. Will continue to have the direct and positive bearing on the overall performance on the food front in coming years. The role of mechanized farming, bio-engineering, marketing, credit delivery, banking, crop planning, cooperation etc. hardly figured on the job charts of extension functionaries, all these areas did not merit serious attention of our researchers and planners. It is difficult for any country to provide enough number of extension workers to reach each and every family for its social welfare programme. It is, therefore, not possible to have face to face contact with each and every individual living in the villages. This problem can be solved to some extent through the use of

local leaders. A local leader who has adopted improved practices extends the same to others. The common man has much faith in the local leaders. A villager would like to hear and imitate his own neighbor as compared to accepting the advice of an outside change-agent. These individuals and groups who serve from time to time in positions of leadership may often be difficult to identify, yet they are vital in decision making. Understanding of the patterns of influencing leadership and power is invaluable in the analysis of a social situation. The concept of leadership has undergone considerable change as research in this area of study progressed. Leadership was considered at one time to be a set of traits handed down chiefly through heredity from one person to another. Thus, positions of leadership were restricted to individuals belonging to certain strata of society commonly deemed worthy and suitable as leaders – leadership usually being determined by birth in the right family. It was discovered, however, as social and economic barriers disappeared, that leaders began to emerge from hitherto “restricted” strata of society and that leadership was not the monopoly of a few favored familial groups or social strata. The type of political leadership and individuals in power influences the rate and direction of change. The assessment of those who wield power in respect of the existing social situation, technological and non-technological changes and opportunities for such development and change, is of considerably more significance than the assessment of those who do not have power in society. In some societies the political leadership controls the economy; significant influence is exercised by them in the direction and rate in which changes take place in society. In the post, 73rd amendment phase Indian states have responded with varying degree of enthusiasm. Chhattisgarh responded with innovativeness and remarkable commitment to making the system sustainable and successful. During the implementation of the Panchayati raj system, Chhattisgarh has faced several opportunities and difficulties. The experience of the state is extremely rich and provides vital insights into the process of institutionalizing Panchayati raj. A study was conducted with the following objectives:

- To assess the performance of Panchayat leaders with reference to rural development activities.
- To analyze the relationship between the independent variables and the performance of Panchayat leaders.

METHODOLOGY

In this study, an Ex-post-facto research design has been used. In this, instead of giving a treatment, the effects of the events (assumed causal variables) which have already occurred have been evaluated. Inferences about relations among variables are made, without direct intervention, from the concomitant variation of independent and dependent variables. Rajnandgaon district of Chhattisgarh was purposively selected for the study. Out of total 21 members of the Jila Panchayat including the president, 9 members who presided over the different standing committees were purposively selected as respondents from the first tier Panchayat. Similarly out of the total 182 members of the 9 Janpad Panchayats, 6 members from each Janpad ($9 \times 6 = 54$) presiding over the standing committees were purposively selected as respondents from second -tier Panchayats.

In all, there are 696- gram Panchayats in 9 blocks/Janpads of Rajnandgaon district. Approximately seven per cent gram Panchayats were randomly selected from each Janpad and four members presiding over the standing committees from each selected gram Panchayat ($50 \times 4 = 200$) were purposively chosen as respondents from the third tier Panchayats. Thus ,in all ($9 + 54 + 200$) 263 Panchayat leaders were considered as respondents for the study. The interview schedule was used as a tool for collecting the raw information from the Panchayat leaders. In all, 263 respondents from 9 Janpads were interviewed personally to obtain the requisite data. In all six major activities/roles of Panchayat leaders were

identified and 44 questions were framed to cover all the above roles. The respondents were asked to state the extent to which they performed the different assigned roles/activities. The responses of the Panchayat leaders were obtained on a five- point Likert type scale viz. Always, most of the time, sometimes, rarely and never with the scores 5, 4, 3, 2 and 1 respectively. The scores of all the 44 questions were added to obtain the overall performance score of each respondent, which were used in statistical analysis. Pearson's coefficient of correlation (r) was computed to find the relationship between each of the independent variables and the dependent variable.

RESULTS AND DISCUSSIONS

Table 1 shows the distribution of Panchayat leaders, according to their role performance. The data reveals that the majority of the gram Panchayat leaders (50.50 %) had medium role performance, followed by 23.00 and 21.50 per cent of them who had a high and low role performance respectively.

Whereas, a significant majority of the Jan pad and Jila panchayat leaders (58.73%) had medium role performance, 30.16 per cent of them had high role performance while 11.11 per cent of the Janpad and Jila panchayat leaders belonged to low role performance category.

Table1: Distribution of Panchayat Leaders according to their Role Performance

S. No	Role Performance	Gram Panchayat Leaders (n ₁ =200)		Janpad & Jila Panchayat Leaders (n ₂ =63)	
		Frequency	Per cent	Frequency	Per cent
1	Low role performance	43	21.50	7	11.11
2	Medium role performance	111	55.50	37	58.73
3	High role performance	46	23.00	19	30.16
	Total	200	100.00	63	100.00
		Mean: 154.38		Mean: 182.35	
		S.D.: 36.04		S.D.: 26.91	

It can be conclusively said that the majority of both the gram Panchayat leaders and Janpad and Jilapanchayat leaders had medium role performance as regards rural development and other Panchayat activities.

This finding finds support from the findings of Thombre (1990), Singh (1999), Shrivastava (1999), Kalakannawar and Badigar (2000), Shrivastava (2003), Rath (2004), Thakur (2006) and Pachouri (2007).

Figure 1: Distribution of Panchayat Leaders according to their Role Performance

Table 2: Distribution of Panchayat Leaders according to the Mean and Coefficient of Variance of their Role Performance

S. No	Panchayat Leaders	No. of respondent	Mean	CV	'Z' value
1	Gram panchayat leaders	200	154.38	23.35	6.86
2	Janpad and jilapanchayat leaders	63	182.35	14.76	
	Overall Mean		168.37		

The data in Table 2 indicated that the overall mean score of role performance of Panchayat leaders was 168.37. The mean scores of role performance of gram Panchayat and Janpad and JilaPanchayat leaders were 154.38 and 182.35 respectively.

“Z” test was applied to know that if there is any significant difference in the mean role performance scores of gram Panchayat and Janpad and JilaPanchayat leaders. The calculated Z value was found to be 6.86 which was greater than the table value 2.58 at 0.01 level of probability. Therefore the calculated Z value was highly significant and it can be concluded that there is highly significant difference in the role performance of gram Panchayat and Janpad and Jilapanchayat leaders. In other words, it can be conclusively stated that Janpad and Jilapanchayat leaders had significantly better role performance than the gram Panchayat leaders in reference to rural development and other Panchayat activities.

Correlation analysis was done to find out the influence of independent variables on the role performance of gram Panchayat leaders. The results of correlation analysis depicted in table 3 reveals that the variables gender, social participation, experience, training need, political affiliation and political efficacy had non significant relation with role performance of gram Panchayat leaders. In other words, it can be said that per unit increase or decrease in the above stated variables would have a non significant influence on the role performance of Panchayat leaders. However the variables caste, family size and political ideology had a positively significant relationship with role performance of gram Panchayat leaders at 0.05 level of probability. Whereas the variables education, occupation, annual income, size of land holding, material possession, socioeconomic status, achievement motivation, Cosmopoliteness, job satisfaction, information sources, extension participation, time allocation for Panchayat activities and attitude towards Panchayati raj institutions had a positive and significant influence on role performance of gram Panchayat leaders at 0.01 level of probability.

Table3: Correlation Analysis of Independent Variables with Role Performance of Gram Panchayat Leaders

S. No	Independent Variables	Correlation Coefficient “r”	
1	Age	- 0.3354	**
2	Gender	0.0787	
3	Caste	0.1534	*
4	Education	0.7841	**
5	Family size	0.1446	*
6	Social participation	0.0067	
7	Occupation	0.2524	**
8	Annual Income	0.2785	**
9	Size of land holding	0.3647	**
10	Material possession	0.4283	**
11	Socio economic status	0.4537	**
12	Achievement motivation	0.2023	**
13	Cosmopoliteness	0.7000	**
14	Job satisfaction	0.1954	**
15	Information sources	0.3199	**
16	Extension participation	0.8497	**

Table 3: Contd.,			
17	Time allocation for panchayat activities	0.2909	**
18	Experience	0.1101	
19	Training need	0.1015	
20	Political affiliation	0.1312	
21	Political ideology	0.1398	*
22	Political efficacy	0.1012	
23	Attitude towards panchayati raj institutions	0.8717	**

* Significant at 0.05 level of probability

** Significant at 0.01 level of probability

The positive and significant relationship indicates that increase/decrease in the above significantly related variables would correspondingly increase/decrease the role performance of gram Panchayat leaders. Only, the variable age had negatively significant relationship with role performance of gram Panchayat leaders at 0.01 level of probability.

The negatively significant relationship shows that if the value of variable age would increase there would be a decrease in role performance. In other words, we may infer that younger gram Panchayat leaders will have better role performance and older gram Panchayat leaders are not likely to have better role performance.

Table 4 gives the correlation analysis of independent variables with role performance of Janpad and Jilapanchayat leaders. It is observed from the table that the variable age had negatively significant relationship with role performance of Janpad and Jilapanchayat leaders at 0.05 level of probability indicating that comparatively younger Janpad and Jilapanchayat leaders will have higher role performance and vice versa.

Table 4: Correlation Analysis of Independent Variables with Role Performance of Janpad and Jilapanchayat Leaders

S. No	Independent Variables	Correlation Coefficient "r"	
1	Age	- 0.2514	*
2	Gender	0.0283	
3	Caste	0.2566	*
4	Education	0.7450	**
5	Family size	0.0372	
6	Social participation	0.2313	
7	Occupation	0.1973	
8	Annual Income	0.3501	**
9	Size of land holding	0.2462	*
10	Material possession	0.3529	**
11	Socio economic status	0.3589	**
12	Achievement motivation	0.1068	
13	Cosmopolitaness	0.7683	**
14	Job satisfaction	0.0649	
15	Information sources	0.2741	*
16	Extension participation	0.7343	**
17	Time allocation for panchayat activities	0.2340	
18	Experience	- 0.0082	
19	Training need	- 0.1835	
20	Political affiliation	- 0.0398	
21	Political ideology	0.0565	
22	Political efficacy	- 0.0261	

23	Attitude towards panchayati raj institutions	0.6627	**
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* Significant at 0.05 level of probability

** Significant at 0.01 level of probability

The variables caste, size of land holding and information sources had positive and significant relationship with role performance of janpad and jilapanchayat leaders at 0.05 level of probability and the variables education, annual income, material possession, socio economic status, cosmopolitaness, extension participation and attitude towards panchayati raj institutions had positive and significant relationship with role performance of janpad and jilapanchayat leaders at 0.01 level of probability. The higher the values of the above variables the better will be the role performance of Janpad and Jilapanchayat leaders and vice versa.

The remaining twelve independent variables viz. Gender, family size, social participation, occupation, achievement motivation, job satisfaction, time allocation for Panchayat activities, experience, training need, political affiliation, political ideology and political efficacy had a non- significant relationship with role performance of Janpad and Jilapanchayat leaders.

CONCLUSIONS

It can be concluded from the findings of the study that most of the respondent Panchayat leaders had a middle level of role performance, i.e. neither were they extremely efficient nor were they below average so far as their role performance as Panchayat leaders was concerned. It can also be inferred that Janpad&Jilapanchayat leaders had comparatively better role performance than Village Panchayat leaders. The variables caste, family size, political ideology, education, occupation, annual income, size of land holding, material possession, socioeconomic status, achievement motivation, Cosmopolitaness, job satisfaction, information sources, extension participation, time allocation for Panchayat activities and attitude towards Panchayati raj institutions had a positive and significant influence on role performance of gram Panchayat leaders. The positive and significant relationship indicates that increase/decrease in the above significantly related variables would correspondingly increase/decrease the role performance of gram Panchayat leaders.

The variables caste, size of land holding, information sources, education, annual income, material possession, socioeconomic status, Cosmopolitaness, extension participation and attitude towards Panchayati raj institutions had a positive and significant relationship with role performance of anpad and Jilapanchayat leaders. The higher the values of the above variables the better will be the role performance of Janpad and Jilapanchayat leaders and vice versa.

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