

# Source, Availability and Use of Agricultural Information by Extension Agents in Southern Ethiopia

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**Abstract:** Assessment of the agricultural information systems and communication arrangement used by extension workers provided a framework to identify the strength and weaknesses of the current systems and led to recommendations to improve their performance. Structured interviews were used to collect data from a randomly selected twenty eight extension workers of the Sidama zone of SNNPRs. The data analysis was performed using SPSS. The responses indicated that Woreda agricultural office top rated (77.8%), followed by mass media (55.6%), news paper (51.9%) and mobile (37%) by delivering agricultural information regularly. The result of the study shows that all of the respondents (100%) have got agricultural information in the form of training and extension meeting. Similarly, 96.3% have got from local radio program and 88.9% from field visit, manual and national radio program. In addition to this, national television program, leaflets, and regional television program serves as source of agricultural information for 74.1, 74.1, and 70.4% of the respondents respectively whereas reports and websites provide agricultural information for 3.7 and 7.4% respectively. Among the respondents, the majority (59.3%) have used notebook to file agricultural information obtained from different sources through different means. However, 3.7 and 29.6% of them have been used farmers training centers (FTC) and kept the original document to file the available agricultural information. based on the result of the study most (74.04%) of the respondents were highly motivated on their work. However 22.2 and 3.7% of them were low and medium motivated on their work respectively. The study revealed that extension agents in the study area had adequate job autonomy. However the extension workers did not have an appropriate information management system. The finding of this research revealed that the governments need to frame sensitive policies to address the problem of the extension workers loyalty to their organization in order to increase their commitment in which they play vital roles in agricultural development.

**Keywords:** Agricultural information; Information source; Extension Agents.

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## 1. INTRODUCTION

Agriculture is the mainstay of the Ethiopian economy. It accounts for about 40 percent of national gross domestic product (GDP), 90 percent of exports, and 85 percent of employment. The majority (90 percent of the poor) rely on agriculture for their livelihood, mainly on crop and livestock production [1].

The use of the word "extension" derives from an educational development in England during the second half of the nineteenth century. Around 1850, discussions began in the two ancient universities of Oxford and Cambridge about how they could serve the educational needs, near to their homes, of the rapidly growing populations in the industrial, urban area [2]. Agricultural extension work in Ethiopia began in 1931 with the establishment of the Ambo Agricultural School which is one of the oldest agricultural institutions in Ethiopia and the first agricultural high school offering general education with a major emphasis on agriculture. Apart from training students and demonstrating the potential effects of improved varieties and agricultural practices to the surrounding farmers, the school did not do extension work in the sense

of the term that we understand today[3]. At present, the agricultural education system in Ethiopia is understood to include the following types of educational institutions that offer training programmes at different levels Agricultural institutions of higher education (AIHE), Agricultural Technical and Vocational Education and Training (ATVET) centres and farmer training centres (FTC). Currently, there are 25 ATVET centres, under the Federal Ministry of Agriculture and Rural Development, which train middle-level agricultural manpower in the areas of animal health, animal sciences, cooperatives, natural resources management and plant sciences. The total duration of study in ATVET centres is 3 years: 2 years of study on campus and a 10-month apprenticeship with close supervision in the final year. Graduates from ATVET centres are placed at the village level and work as development agents [4]. Three development workers will be working in each development station. The workers will divide a development station into three development districts each one of them being assigned to each development district where he/she takes the leading role in the provision of extension service [5].

In the GTP, the agricultural output is expected to grow with higher rate than in the last five years to achieve the target of doubling agricultural production by the end of the plan period and the source of this dramatic increase in the production is mainly through increased productivity. One of the main interventions underway to boost productivity is the policy direction in the form of “Agricultural Technology Scaling up” as part of the national initiative of “scaling up of best practices”, which includes wider dissemination of already available agricultural technologies (mainly improved crop varieties and fertilizer) and continuous packaging and validation of technologies; promoting the involvement of the private sector, and working together with donors and development partners [6].

In these all endeavours, the role of agricultural information is well recognized. One aspect of innovation adoption and diffusion is the concomitant decision to acquire information on new technology and innovation. The application and use of innovations are initially unfamiliar, hence characterized by subjective uncertainty. By learning about new technology potential users are able to more accurately formulate expectations about the profitability of adoption. In turn adoption, allows managers to realize the benefits of from information acquisitions [7]. Therefore, the access and use of agricultural information is linked with (i) awareness about the need, (ii) availability, (iii) quality, format and timeliness, (iv) affordability and (v) expected benefits.

Thus, the objective of the study was to assess the effectiveness of current information management system and communication, identify the gap between required and available information to extension personnel, investigate the major bottlenecks in the process of agricultural information management and suggest possible options on how effective and efficient information management & chain could be developed in the study area.

## 2. METHODOLOGY

The present study was conducted in three districts of Sidama zone, Southern Nation Nationalities and Peoples Regional State of Ethiopia namely Aleta Chuko, Bona Zuria and Melga in 2012, which was selected based on agro ecological variability and accessibility to identify the constraints, agricultural information source, and method and management system of extension agents. From each wereda, three kebeles were selected randomly implying that nine extension agents were selected from each district on the basis of their profession. Thus, the total sample size for the study composed was 27. This study was based on primary and secondary data. The primary data which was directly obtained through a well structured and pre-tested questionnaires from the respondents. While the secondary data was gained from various published and unpublished sources. Thereafter, data were analyzed, tabulated, and interpreted in the light of objective of the study using appropriate statistical procedures for description (frequencies, percents, scores, means, and ranks).

## 3. RESULT AND DISCUSSION

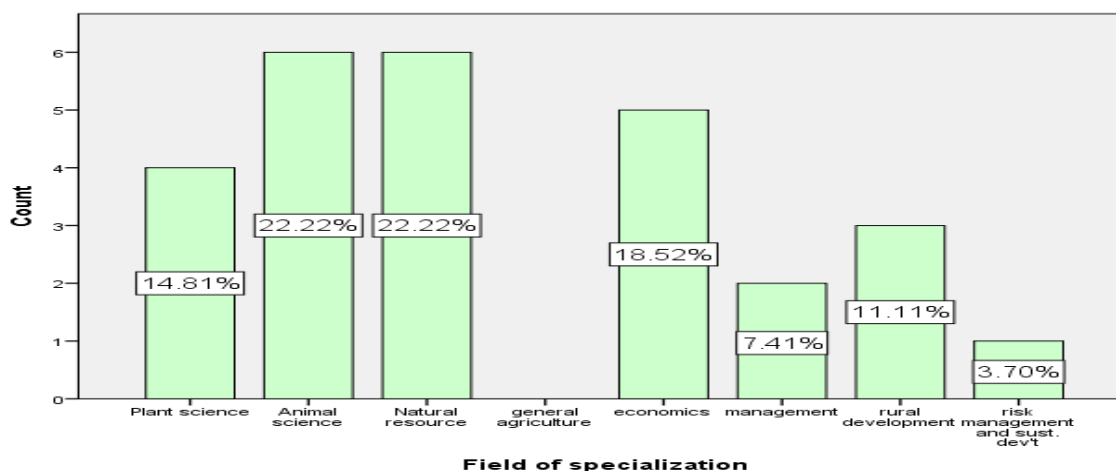
The study revealed that 100% of the respondents were male. This could be due to the nature of the work which may require male development agents rather than the female ones in the study area. Majority of the respondents falls within the age range of 23 -25 years which accounts 42.8%, while 32.1% were on the age range of 26-28 years and the rest ranges between 29-34 years which accounts 25%. This shows that the young people were engaged in this discipline. Moreover, as presented in table 1, respondents with B.A/B.Sc degrees account 44.40%, while diploma holder's accounts 55.60%. This implies that about half of the development agents were tried to have their first degree besides the official work that

demands day to day follow up and intensive monitoring and evaluation works. This means majority of the respondents did not give emphasis to their formal work that was trained and assigned for the success of agricultural development plan of the countries.

**Table 1: Education level of respondents**

Level of education	Frequency	Percent
Diploma	15	55.6
First Degree	12	44.4
Total	27	100.0

Source: Survey result, 2012.

**Figure 1: Field of specialization of respondents**

On the other hand as indicated in figure1, out of the total respondents plant science, animal science, and natural resource accounts 14.81, 22.22 and 22.22% respectively and economics, managements, rural development and risk management and sustainable education accounts 18.52, 7.14, 11.11 and 3.7% respectively. Furthermore, results of the study reveals that respondents have been engaged in development work for the past 13 years in the study area. Out of this the majority of the respondents (77.7%) have 4 -5 years whereas 11.10% of the them have 8 -14 years and the rest 11.2% of them had 3 – 4 years of working experience respectively.

### 3.1. Source of information:

Extension agents regularly seek information to carry out their day-to-day work. Agents searched a variety of information sources not only for their own knowledge, but also to meet the information needs of their farmers. They should frequently communicate with a variety of information sources. The types and sources of agricultural information reveal a variety, complexity, and mass of information. It also suggests a commitment and concern on the part of individuals and governments in every part of the world to improve that effectiveness and efficiency having access to appropriate information [8].

**Table 2: Source and Access to agricultural Information**

Source	Access to agricultural information					
	Regularly		Irregularly		none	
	Count	%	Count	%	Count	%
Woreda agricultural office	21	77.8	6	22.2	-	-
Zone agricultural office	-	-	-	-	27	100
Bureau of agriculture	-	-	-	-	27	100
NGOs	1	3.7	8	29.6	18	66.7
Research centers	-	-	4	14.8	23	85.2

mass media	15	55.6	1	40.70	1	3.7
News paper	14	51.9	6	22.2	7	25.9
Internet	2	7.4	1	3.7	24	88.9
Mobile	10	37	12	44.4	5	18.5
Libraries	1	3.7	1	3.7	25	92.6

Source: Survey result, 2012.

As presented in table2, Woreda agricultural office is the main source of agricultural information for the majority (77.8%) of respondents, followed by mass media (55.6%), news paper (51.9%) and mobile (37%) by delivering agricultural information regularly. On the other hand, 44.4, 40.70, 29.6, 22.2 and 22.2 of the respondents get agricultural information through Mobile, mass media, NGOs, Woreda agricultural office and News paper respectively irregularly; while Very few get agricultural information through libraries, internet and Research centers. The finding is in line with [9] who wrote on the challenges of change for agricultural extension in Ethiopia and according to him a number of successes are being achieved in Ethiopia using various participatory extension approaches. In many cases an NGO has been the chief change agent strongly supported by Bureau and or Woreda based 'champions' as the case may be. In all cases Woreda based Bureau of Agriculture and Rural Development (BoARD) Subject Matter Specialists (SMS) and Development Agents (DAs) are the front line practitioners. These points to the potential of extension workers when well supported trained and motivated. But, none of the respondents get agricultural information from zone and bureau of agriculture. The implication of this is that stakeholders in the provision of agricultural information need to do more in the area of information delivery and dissemination through internet and libraries for the extension workers in the study area. It should also be noted that internet and library are still an elitist communication media for most people.

### 3.2. Information Type:

Apart from knowing the usage of information sources it is equally important to know the frequency of use of different types of information. Therefore, respondents were asked to mention the frequency of use information available in the study area. Analysis of the responses Natural resource management was the first rank of constraint to utilize agricultural information. Soil conservation was the second rank of problem to all respondents. The third constraint described by respondents was Agronomic practices. Water shed management is the forth problem reveal by respondent are the most important information types used by the extension agents of the study area respectively. The least information types revealed by all the respondents was Cross breed cows, Marketing strategies and saline soil management information respectively. These the least information types are crucial for agricultural development, specially marketing strategy that enables the farmers to engage in market oriented enterprises. Consequently, extension agents need this type of information frequently like other types.

Table 3: List of information type

Type	Almost always (%) 4	Frequen tly (%) 3	Occasionall y (%) 2	Rarely (%) 1	Almost never (%) 0	Score	Ran k
New varieties, seed and seed management	14.8	37	40.7	7.4	0	70	14 <sup>th</sup>
Crop protection	33.3	44.4	22.22	0	0	84	5 <sup>th</sup>
Agronomic practices	40.7	37	22.2	0	0	86	3 <sup>rd</sup>
Animal husbandry	29.6	29.6	25.9	14.8	0	74	9 <sup>th</sup>
Forage production	7.4	40.7	48.1	3.7	0	68	15 <sup>th</sup>
Disease control	14.8	51.9	25.9	7.4	0	74	9 <sup>th</sup>
Artificial insemination	22.2	25.9	33.3	18.5	0	68	15 <sup>th</sup>
Cross breed cows	7.4	11.1	29.6	29.6	22.2	41	23 <sup>rd</sup>
Fattening	25.9	37	29.6	3.7	3.7	75	8 <sup>th</sup>
Soil conservation	44.4	33.3	22.2	0	0	87	2 <sup>nd</sup>
Irrigation management	29.6	18.5	37	11.1	3.7	70	12 <sup>th</sup>
acid soil management	18.5	22.2	25.9	14.8	18.5	56	19 <sup>th</sup>

saline soil management	18.5	18.5	22.2	18.5	22.2	52	21 <sup>st</sup>
Verti soil management	18.5	22.2	22.2	14.8	22.2	54	20 <sup>th</sup>
Nursery management	33.3	40.7	18.5	3.7	3.7	80	6 <sup>th</sup>
Forest plantation management	25.9	44.4	25.9	3.7	0	79	7 <sup>th</sup>
Forest utilization	25.9	33.3	25.9	14.8	0	73	10 <sup>th</sup>
Water shed management	33.3	51.9	11.1	3.7	0	85	4 <sup>th</sup>
Natural resource management	40.7	55.6	3.7	0	0	91	1 <sup>st</sup>
Pre-harvest farm tools and use	29.6	40.7	22.2	7.4	0	79	7 <sup>th</sup>
Harvest farm tools and use	25.9	33.3	22.2	18.5	0	72	11 <sup>th</sup>
Post-harvest tools and use	22.2	33.3	37	3.7	3.7	72	11 <sup>th</sup>
Price of commodity	7.4	29.6	40.7	14.8	7.4	58	18 <sup>th</sup>
Market demands	14.8	40.7	18.5	18.5	7.4	64	16 <sup>th</sup>
Promotion of group marketing	18.5	22.2	29.6	18.5	11.1	59	17 <sup>th</sup>
Marketing strategies	7.4	22.2	29.6	33.3	7.4	51	22 <sup>nd</sup>

Source: Survey result, 2012.

### 3.3. Means of Information and Communication Technologies:

People need both technical knowledge and awareness-raising information. These types of information/knowledge are not separate from other areas of life. They are part of the development process. In the process, information and knowledge become a development resource. This information resource gives the community power over their environment and life in general [10]. In order to realize this, extension agents need to use proper method of acquiring information and communication technologies.

As indicated in Table 4, the result of the study shows that all of the respondents(100%) have got agricultural information in the form of training and extension meeting. Similarly, 96.3% have got from local radio program and 88.9% from field visit, manual and national radio program. In addition to this, national television program, leaflets, and regional television program serves as source of agricultural information for 74.1, 74.1, and 70.4% of the respondents respectively whereas reports and websites provide agricultural information for 3.7 and 7.4% respectively. Therefore, calls for more commitment on the part of the extension agents in their role in getting new information from different sources like websites.

Table 4: Means of agricultural information and communication

Methods	Yes (%)	No (%)
Training	100	-
workshop	25.9	74.1
Field visit	88.9	11.1
Extension meeting	100	-
Exhibition	40.7	59.3
Local radio program	96.3	3.7
National radio program	88.9	11.1
Regional television program	70.4	29.6
National television program	74.1	25.9
Video on DVD and CDs	40.7	59.3
Audio cassettes	7.4	92.6
Leaflets	74.1	25.9
Posters	59.3	40.7
Manual	88.9	11.1

Websites	7.4	92.6
Reports	3.7	96.3

Source: Survey result, 2012.

### 3.4. Information Management:

Proper documentation of the available information has a paramount importance in order to refer in time needed by the respective bodies. Among the respondents, the majority (59.3%) have used notebook to file agricultural information obtained from different sources through different means. However, 3.7 and 29.6% of them have been used farmers training centers (FTC) and kept the original document to file the available agricultural information. This indicates that extension workers did not have an appropriate information management system.

### 3.5. Method of Agricultural Information transfer:

Extension services need to take dynamic approaches to information dissemination and management that emanate from a clear understanding of what farmers information needs are. Extension also provides advice and information to assist farmers in making decisions and generally enable them to take action. This can be information about prices and markets, for example, or about the availability of credit and inputs. The technical advice will probably apply more directly to the production activities of the family farm and to the action needed to improve or sustain this production. Much of this technical advice will be based upon the findings of agricultural research. Extension agents were asked to indicate the means they have used to communicate information with their clientele. As shown in Table 5, all of the respondents (100%) used training, demonstration, and village meeting as their means of transferring agricultural information farmers to farmers. In addition to this, 96.3, 59.3, and 7.4% of the respondents used field visit, visuals, and posters respectively. It is worth mentioning that the finding indicates that no single extension method is sufficient in the delivery of information to reach the target farmers. In many instances, however, farmers are also sources of valuable advice and information for other farmers, and agents should always try to establish a farmer-to-farmer link.

Table 5: Means of agricultural information transfer to farmers

Methods	Yes (%)	No (%)
Training	100	-
Demonstration	100	-
Field visit	96.3	3.7
Village meeting	100	-
Prepare poster	7.4	92.6
Visuals (pictures, drawings..)	59.3	40.7

Source: Survey result, 2012.

### 3.6. Perception of Extension agents on the Role of Improved Agricultural Technologies:

Agricultural Extension has played a great role in providing information and promoting new technologies or new ways of managing crops and farms. Extension also links farmers to researchers and other actors in the innovation system. Farmers, extension agents, and researchers must work together on farmers' fields to prioritize, test, and promote new crop varieties and management techniques. In light of this the respondents have been asked and the rank orders of the constraints were identified through using score values of the role of improved agricultural technologies. Then after technologies that got the highest score value was taken as the most important one that make possible the realization of agricultural development in the study area.

Table 6: Rank of Extension Workers Perception on Improved Agricultural Technologies

Perception	Strongly disagree (%) 0	Disagree (%) 1	Neutral (%) 2	Agree (%) 3	Strongly agree (%) 4	Score	Rank
Are rewarding.	0	0	0	37	63	98.01	1 <sup>st</sup>
Play crucial role in addressing our problems.	0	3.7	3.7	40.7	51.9	92.01	2 <sup>nd</sup>
There are adequate to increase productivity and income of the farmers.	0	11.1	0	51.9	37	84.99	3 <sup>rd</sup>
Do not incur additional cost & labour than the local equivalent.	11.1	40.7	7.4	18.5	22.2	53.94	9 <sup>th</sup>
Fit well in our existing situation and practices.	0	7.4	18.5	40.7	33.3	80.91	5 <sup>th</sup>
Are within the reach of resource poor farmers.	3.7	33.3	11.1	33.3	18.5	61.93	8 <sup>th</sup>
Are not technically sophisticated	0	22.2	7.4	55.6	14.8	71.01	7 <sup>th</sup>
There are ample choices for farmers of the area.	3.7	59.3	3.7	22.2	11.1	47.97	10 <sup>th</sup>
Do not involve too much risk.	0	14.8	0	66.7	18.5	78.00	6 <sup>th</sup>
The use and benefits will be sustainable in the long run	0	14.8	3.7	44.4	37	81.91	4 <sup>th</sup>
Are within the reach of resource poor women farmers.	3.7	29.6	11.1	44.4	11.1	61.93	8 <sup>th</sup>

*Source: Survey result, 2012*

The response analysis of Table 6 indicates that, improved agricultural technologies are rewarding, improved agricultural technologies play crucial role in addressing our problems, there are adequate improved agricultural technologies to increase productivity and income of the farmers and the use and benefits of improved agricultural technologies will be sustainable in the long run were 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup> and the 4<sup>th</sup> most important of improved agricultural technologies in the study area respectively. Respondents perceived that improved agricultural technologies are within the reach of resource poor farmers, improved agricultural technologies do not incur additional cost & labour than the local equivalent.& improved agricultural technologies there are ample choices for farmers of the area were the least most important factors (Table 4). Therefore, focusing on least important factors has a paramount importance to increase the role of improved agricultural technologies in the study area.

### 3.7. Extension Agents Job Motivation:

Motivation - the psychological process that gives purpose, direction, and intensity to behavior - is mainly responsible for differential work output and is the most important determinant of effective job performance [11],[12]. It changes as time and conditions change, depends on incentives that the staff value and believe to be attainable with increased individual performance, and is high when staff frustration is minimal [13],[14],[15].



**Table 7: Distribution of DAs by level of work motivation category**

Work motivation category	Score	Count	Percentage
Low motivated	9 - 26	6	22.22
Medium motivated	27 - 35	1	3.70
Highly motivated	36 - 45	20	74.07
<b>Total</b>		<b>27</b>	<b>100</b>

*Source: Survey result, 2012*

It is very important in all direction to gain insight into work motivation of extension agents to determine the level of their work motivation, since lack of work motivation can lead to low level of work performance. As presented in table7, the minimum and maximum score was 9 and 45, respectively. The work motivation categories were calculated based on mean values. Each work motivation question had a five points (Likert-type scale) as 1=strongly disagree, 2=disagree, 3=uncertain, 4=agree and 5=strongly agree. Following this, respondents were categorized into low, medium and high work motivation based on their deviations from the actual means score distribution. Accordingly, respondents were categorized into low (those who have scored 9-26), medium (those who have scored 27-35) and highly (those who have scored 36-45) motivated on their work respectively. The result of the study shows that most (74.04%) of the respondents were highly motivated on their work. However 22.2 and 3.7% of them were low and medium motivated on their work respectively. This is one of the evidence for high provision of extension service for farmers of the area. Therefore, it is important to identify the reasons for causing this desirable level of work motivation to expand in other areas.

### 3.8. Extension Workers Job Autonomy

Extension service is a service of information, knowledge, and skill development to enhance adoption of improved agricultural technologies and facilitation of linkages with other institutional support services (input supply, output marketing, and credit) [16]. Therefore, the role of extension service has been changed from technology transferring service to information and knowledge brokering and facilitator role.

In order to realize these extension workers need to be participate in decision making role in their organization, feel that they are recognized by their supervisors and the organization for which they work and Workers also need to feel their job helps them to achieve their aspirations. This in the end makes them feel a new energy to work and meet organizational objectives, helps to feel that sense of responsibility over their jobs, challenging jobs rather than those that have less challenge. In turn, then the extension workers get job autonomy that can be motivated by those factors that make jobs satisfying.

**Table 8: Extension workers job autonomy**

Autonomy	Highly agree %	Agree %	Neutral %	Disagree %	Strongly disagree %
I have no say about scheduling my work.	7.4	-	3.7	59.3	29.6
The work & procedure of my organization are laid down by me.	11.1	11.1	3.7	70.4	3.7
I have almost say about scheduling my work.	29.6	55.6	3.7	11.1	-
I can decide what procedures to be used.	22.2	63.0	3.7	11.1	-

*Source: Survey result, 2012.*

As indicated in table 8, 59.3 and 29.6% of the respondents disagreed and strongly disagreed that they have no say about scheduling the work that they are responsible for; implying that most of them participate in work scheduling. However,



none of the respondents agreed that they have no say about scheduling the work they are responsible for and 3.7% were neutral. In addition to this, the majority (70.4%) of extension workers were disagreed on that the work & procedure of their organization are laid down by themselves and only 3.7% were strongly agreed whereas 11.1 and 11.1% of them were strongly agreed and agreed that the work & procedure of their organization are laid down by themselves. But 3.7% were neutral. Moreover, most (55.6%) of the sampled development agents were agreed that they have almost a say about scheduling their work and 29.6% were highly agreed whereas 11.1% of the respondents were disagreed implying that they have almost a say about scheduling their work but 3.7% were neutral. Finally, 63% of the respondents were agreed that they can decide what procedures to be used in their work and 22.2% of them were highly agreed whereas 11.1% of the respondents were disagreed. But 3.7% of them were neutral. Therefore, the study revealed that extension agents in the study area had adequate job autonomy.

### 3.9. Organizational commitment:

A committed and qualified workforce is crucial to increase productivity and the quality of the organizational services in order to improving organizational effectiveness in the accomplishment of agency mission and goals. The challenge and dilemma for many managers is how to create this type of motivation an example of these approaches are planning work and setting expectations, continually monitoring performance, developing the capacity to perform, periodically rating performance and rewarding good performance [17](U.S Office of personnel management: 2008: 6). In light of this the district extension workers were assessed with reference to organizational commitment and the scores are recorded against each measure and the final status is presented in table 9 below.

**Table 9: Rank of organization commitment obtained from extension agents**

List of organization commitments	Almost always (%) 4	Frequently (%) 3	Occasional ly (%) 2	Rarely (%) 1	Almost never (%) 0	Score	Rank
I am willing to put effort for my organization to be success.	51.9	48.1	-	-	-	95	2 <sup>nd</sup>
I talk about my organization as a great organization.	48.1	37	7.4	3.7	3.7	87	4 <sup>th</sup>
I feel little loyal to my organization.	7.4	11.1	11.1	33.3	37	32	11 <sup>th</sup>
I would accept any type of job.	66.7	25.9	7.4	-	-	97	1 <sup>st</sup>
I feel my values and values of the organization are similar.	22.2	33.3	22.2	11.1	11.1	66	6 <sup>th</sup>
I am forced to tell others I am part of my organization.	51.9	37	7.4	3.7	0	91	3 <sup>rd</sup>
Working for different sections as long as the type of work is similar.	37	48.1	7.4	3.7	3.7	84	5 <sup>th</sup>
My organization inspires me to perform well.	7.4	29.6	37	14.8	11.1	56	8 <sup>th</sup>
My present situation can cause to leave the organization	11.1	7.4	11.1	37	33.3	34	10 <sup>th</sup>
I am glad choosing this organization over other.	18.5	22.2	22.2	25.9	11.1	57	7 <sup>th</sup>
Not to be sticking with this organization.	7.4	29.6	25.9	11.1	25.9	49	9 <sup>th</sup>
Difficult to agree with this organization	11.1	14.8	40.7	18.5	14.8	51	8 <sup>th</sup>
This is the best of all organizations.	14.8	25.9	29.6	14.8	14.8	57	7 <sup>th</sup>

Source: Survey result, 2012.

As indicated in table 9, among the thirteen parameters, I would accept almost any type of job in order to keep working for my organization was the most important for organizational commitment and I feel little loyal to my organization is rated as the least important organizational commitment of the extension workers in the study area. So, the finding indicates the need to frame sensitive policies to address the problem of the extension workers loyalty to their organization in order to increase their commitment in which they play vital roles in agricultural development.

#### 4. CONCLUSIONS AND RECOMMENDATIONS

This paper investigated that the young people were engaged in this discipline. The responses indicated that Woreda agricultural office top rated, followed by mass media, news paper, and mobile by delivering agricultural information regularly. They depend on statistical reports, research results, and market analysis for improved yield and economical gains. A wide range of information for this group therefore is a prerequisite.

This study concludes that Natural resource management was the first rank of constraint to utilize agricultural information. Soil conservation was the second rank of problem to all respondents. The third constraint described by respondents was Agronomic practices. Water shed management is the fourth problem revealed by respondent the most important information types used by the extension agents of the study area respectively. The frequency of use of the information and communication technologies shows that training and extension meeting, local radio program, field visit, manual and national radio program, national television program, leaflets, regional television program as the most reliable methods of getting new information. Whilst reports and websites were not found to be reliable channels of getting new agricultural information. As this depicted information types have a paramount importance for agricultural development, devising a proper way of availing to the extension agents is a crucial task for the stakeholders. Based on the major findings, the following recommendations were made. Formatting and packaging should be done to suit the end users in the provision of agricultural information in the area of information delivery and dissemination through internet and libraries for the extension workers. Efforts should be exerted to improve the availability of the least information types revealed by all the respondents about the Cross breed cows and Marketing strategies as they are crucial for agricultural development. Farmers training centers which have been established should be supported by possible appropriate information management system to improve the availability of information properly for a while. More extension officers and agents should design a mix of methods in the delivery of information used to reach the target farmers. The extension agents job autonomy should be enhanced to develop their confidence in order to have wider impact.

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