

Cooperation and coordination in the staff of department of horticulture, Tumkur district, Karnataka

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ABSTRACT

Human resource is one of the most important assets in the organizations. Human resource provides an organization a source of sustainable competitive advantage in a highly competitive environment. The study was done on the cooperation and coordination in the staff of department of horticulture of Tumkur district of Karnataka. Maximum number of middle age employees were the group 'A' officers (70.00%) and the minimum strength of 10.00 per cent was that of young (group 'D' officials) and old (group 'B' and 'C' officials). Maximum group 'D' officials (70.00%) had good cooperation among themselves and poor cooperation within the category was noticed in 10.00 per cent group 'D' officials. Maximum group 'C' officials (70.00%) had good cooperation with their seniors as well as juniors. In this case poor inter-group cooperation was recorded in 10.00 per cent group 'C' officials. There was more coordination/cooperation among the employees themselves as 60.00 per cent employees had good level of it among themselves as compared to only 45.00 per cent employees having good coordination with their colleagues. There was more cooperation among low category of employees as compared to senior level officers. Moreover it was also found that employees had better cooperation/coordination among themselves in comparison to other people working in the department.

Keywords: Cooperation; coordination; respondents; employees

INTRODUCTION

Human resource management is a function in organizations designed to maximize employees' performance. It is primarily concerned with how people are managed within organizations focusing on policies and systems. Human resource departments and units in organizations are typically responsible for a number of activities including employees' recruitment,

training, development, performance appraisal, rewarding etc. Human resource is also concerned with industrial relations that is the balancing of organizational practices with regulations arising from collective bargaining and governmental laws.

Cooperation encourages and directs human life towards the peace and prosperity. Cooperation brings together

peoples and nations and facilitates peaceful co-existence. According to Calvert (1921) cooperation is a form of organization under which the persons voluntarily associate together on the basis of equality for the promotion of their interest.

Srivastava (2011) reported that organizations that aspire for creating a work environment that enhances job satisfaction need to incorporate besides other things an environment in which workers are supported by an accessible supervisor who provides timely feedback as well as congenial team members. Kamal and Sengupta (2008-09) reported that interpersonal relations among the officers and clerical staff play a major role in the job satisfaction of both the categories. Cordial relations build up a favourable organizational climate and increase the employee's preference to come to workplace.

The Department of Horticulture is one of the major departments of Karnataka state which undertakes the development of horticulture. At the state level the department is headed by the Director of Horticulture who is assisted by three Additional Directors and six Joint Directors of Horticulture. The Deputy Directors of Horticulture and Senior Assistant Directors at the state headquarters look after independently certain special programmes like plant protection, seed testing, plant nutrition, floriculture, fruits and vegetable

preservation, plantation and spices, farm information unit, Lalbagh Botanical Garden, Cubbon Park etc.

At the district level the Deputy Director of Horticulture looks after the extension and training programmes and implements the district sector schemes. He is also responsible for an overall development of horticulture in the district.

At the Taluka level the Senior Assistant and Assistant Directors of Horticulture are responsible for implementation of various developmental programmes of the department. They are responsible for the overall development of horticulture in the Taluka.

Cooperation and coordination among the employees of an organization are must for better output of it. Since the Department of Horticulture had multi-levels of employees it was worth studying the relations wrt cooperation and coordination amongst the employees.

METHODOLOGY

The study was carried out in the Department of Horticulture, Tumkur district of Karnataka. It was based on both primary and secondary sources of data. The primary data were collected with the help of a survey questionnaire. The population consisted of all the categories of officers/staff of group 'A' officers, group 'B' officers, group 'C'

officials and group 'D' staff of 10 each. The final sample consisted of 40 staff members selected randomly from each category. The data collected were tabulated, processed and analysed using simple statistical tools like frequency and percentage.

RESULTS and DISCUSSION

Table 1 depicts the categorization of the respondent employees according to their age. It is clear from the table that most of the employees were of middle age.

Maximum number of middle age employees were the group 'A' officers (70.00%) followed by 50.00 per cent young (group 'B' officers), middle age (group 'C' officials) and old (group 'D' officials). The minimum strength of 10.00 per cent was that of young (group 'D' officials) and old (group 'B' and 'C' officials).

The Table 2 shows the cooperation/coordination among the employees in their same cadre or with their superiors/subordinates. It is evident from

Table 1. Distribution of respondents on the basis of age

Age (years)	Group 'A' officers	Group 'B' officers	Group 'C' officials	Group 'D' officials
Young (<35)	0 (0.00)	5 (50.00)	4 (40.00)	1 (10.00)
Middle aged (36-50)	7 (70.00)	4 (40.00)	5 (50.00)	4 (40.00)
Old (>50)	3 (30.00)	1 (10.00)	1 (10.00)	5 (50.00)

Figures in parentheses are per cent values

Table 2. Distribution of respondents on the basis of cooperation and coordination

Category of officials		Cooperation/coordination level		
		Good	Medium	Poor
Group 'A' officers	Intra-group	6 (60.00)	2 (20.00)	2 (20.00)
	Inter-group	4 (40.00)	3 (30.00)	3 (30.00)
Group 'B' officers	Intra-group	6 (60.00)	2 (20.00)	2 (20.00)
	Inter-group	4 (40.00)	3 (30.00)	3 (30.00)
Group 'C' officials	Intra-group	5 (50.00)	3 (30.00)	2 (20.00)
	Inter-group	7 (70.00)	2 (20.00)	1 (10.00)
Group 'D' officials	Intra-group	7 (70.00)	2 (20.00)	1 (10.00)
	Inter-group	3 (30.00)	3 (30.00)	4 (40.00)

the data that maximum group 'D' officials (70.00%) had good cooperation among themselves followed by the group 'A' and 'B' officers (60.00%). Poor cooperation within the category was noticed in 10.00 per cent group 'D' officials. While talking of inter-group cooperation maximum group 'C' officials (70.00%) had good cooperation with their seniors as well as juniors followed by group 'A' and 'B' officers (40.00%). In this case poor inter-group cooperation was recorded in 10.00 per cent group 'C' officials.

The Table 3 depicts that there was more coordination/cooperation among the employees themselves as 60.00 per cent employees had good level among themselves as compared to only 45.00 per cent employees having good coordination with their colleagues. 17.50 per cent

employees had poor relations among themselves whereas 27.50 per cent had poor relations with their colleagues.

As per Kamal and Sengupta (2008-09) in their study on the bank employees 98.75 per cent officers said that they had cordial relations with their subordinate staff while only 1.25 per cent felt otherwise. It shows that officers appeared to be satisfied with the interpersonal relationships.

It can be concluded from the findings that there was more cooperation among low category of employees as compared to senior level officers. Moreover it was also found that employees had better cooperation/coordination among themselves in comparison to other people working in the department.

Table 3. Distribution of respondents as per the level of cooperation and coordination

Cooperation/coordination	Level		
	Good	Medium	Poor
Intra-group	24 (60.00)	9 (22.50)	7 (17.50)
Inter-group	18 (45.00)	11 (27.50)	11 (27.50)

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