

Study of some variables affecting the career empowerment of Agricultural Extension Staff in Matrouh Governorate

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Abstract

The research aimed to identify the level of career empowerment of extension workers in Matrouh governorate, determining the relationship between the level of career empowerment of extension workers and the independent variables of workers, and also identifying the most important obstacles to career empowerment and ways to overcome them from the point of view of the research workers in Matrouh governorate. The research was conducted in Matrouh governorate and a simple random sample of 142 of the 226 total number of agricultural extension workers in Matrouh governorate was selected, the research sample were determined using the Kriegsi and Morjane equation, and the search data was compiled through a questionnaire form collected in the interview during April and May 2019. In its analysis, use Pearson's numerical and tabular display of reps, percentages, and simple correlation coefficient to test the relationship between the degree of functional empowerment (as a dependent variable) and independent variables

The results of the research indicated that:

1. For the delegation variable as an enabler, the average level of the two enablers was 56.3%, for the training variable of the employees as an enabler, and the average number of the enablers reached 52.8%. As a key to career empowerment, the decision-making variable was 68.3% for weak participation, and 71.1% for low motivation as a key to career empowerment.
2. The majority of 61.3% of the respondents were in the low empowerment category.
3. The existence of a positive correlation at the level (0.01) between the degree of delegation as an axis of career empowerment as a dependent variable and the independent variable: Number of years of education; The results also show that there is a positive correlation at the level (0.05) between specialization as an independent variable and training of employees as an axis of career empowerment as a dependent variable. A positive correlation at the level (0.01) between the self-abilities variable as an independent variable and the delegation of authority, training of personnel, participation in decision-making, and motivating workers as hubs for empowerment and the overall degree of empowerment as a dependent variable. There is also a positive correlation at the level (0.01) between the training variable that the two research participants obtained as an independent variable, the training of workers, participation in

decision-making, and the overall degree of career empowerment as a dependent variable.

4. The most important obstacles cited by the two research persons to their empowerment in their work have also been found to be: Lack of moral and material motivation due to staff efforts, centralization of decision-making, weak specialized training, fear of taking responsibility for certain decisions, especially in crises.
5. The most notable solutions proposed from the point of view of the research to overcome the constraints of career empowerment were in descending order: Re-examine the moral and material incentive system offered to employees with experience and competence in sharing decisions, not relying on trust, giving workers a degree of discretion, support, assistance and facilities to make decisions and assume responsibilities. Delegate authority to the nearest level of those who will carry out work with training on how to learn from mistakes.