



**NATIONAL OPEN UNIVERSITY OF NIGERIA
FACULTY OF AGRICULTURAL SCIENCES
DEPARTMENT OF AGRICULTURAL ECONOMICS AND EXTENSION
FIRST SEMESTER EXAMINATIONS**

ARD 502: EXTENSION ORGANISATION, MANAGEMENT AND SUPERVISION

**INSTRUCTIONS: Answer any (4) Questions, Question (1) is compulsory.
QUESTION 1 CARRY 25 MARKS, OTHERS – 15 MARKS EACH.
(TOTAL = 70 MARKS)**

1. (a) Discuss the following theories of agricultural extension organization with particular emphasis on their implications to promoting extension services;
- (i) Human relation theory **(3 marks)**
 - (ii) Decision making theory **(3 marks)**
 - (iii) Social process theory **(3 marks)**
- Total marks for 1 (a) = (9 marks)**
- (b) Briefly discuss the following principles of management;
- (i) Division of work **(1.5 marks)**
 - (ii) Unity of command **(1.5 marks)**
 - (iii) Centralisation **(1.5 marks)**
 - (iv) Discipline. **(1.5 marks)**
- Total marks for 1 (b) = 6 marks**
- (c) (I) Explain the two (2) major sources of recruitment in extension organization stating the advantages and disadvantages of each.
- 5 marks (2.5 marks for each source)**
- (ii) Describe any two (2) steps that are involved in recruiting qualified and motivated extension staff in an extension organization.
- 5 marks (2.5 marks for each step)**
2. (a) (i) Differentiate between job description and key performance in extension organization
- 3 marks (1.5 marks for each)**
- (ii) Explain briefly the critical attributes for extension personnel

3 marks

(b) State three (3) roles and responsibilities of the following;

(i) Village extension workers **(3 marks)**

(ii) Subject matter specialists **(3 marks)**

(iii) Supervisory officer **(3 marks)**

9 marks

3. (a) (i) Discuss the formal way of welcoming new recruited staff in extension organization.

2 marks

(ii) Briefly explain any five (5) advantages of induction or orientation of newly recruited extension staff.

7.5 marks (1.5 marks for each)

(b) (i) Define Supervision in the context of extension services

2.5 marks

(ii) Explain the process of training and developing a staff in extension organization.

3 marks

4. (a) (i) **Understanding** learning theories is important, partly in decisions making and also for application in achieving organisational objectives. Explain this statement in the context of learning theories and training.

3 marks

(ii) Explain with clear examples the following approaches to training in extension organization;

Traditional approach **2 marks**

Experiential approach **2 marks**

Performance-based approach **2 marks**

(b) Distinguish with clear examples between pre-service and in-service trainings

6 marks

5. (a) Explain the following types of in-service trainings in extension organization

- (i) Induction or orientation training **(3 marks)**
 - (ii) Refresher or maintenance training **(3 marks)**
 - (iii) On the job training **(3 marks)**
 - (b) Give a brief account on the four (4) criteria to evaluate training programmes
6 marks (1.5 marks for each criteria)
6. (a) Discuss the following three (3) phases of training;
- (i) Planning phase **3 marks**
 - (ii) Implementation phase **3 marks**
 - (iii) Evaluation phase **3 marks**
- (b) Explain the following two (2) procedures used in determining training needs
- (i) Organisational analysis **3 marks**
 - (ii) Group analysis **3 marks**