



**NATIONAL OPEN UNIVERSITY OF NIGERIA**

**Faculty of Agricultural Sciences**

**Dept. of Agricultural Economics and Extension**

**2020\_2 Examination ...**

**Course Title: EXTENSION ORGANISATION, MANAGEMENT AND SUPERVISION**

**Course Code: ARD502**

**Credit Unit: 2 Units**

**Total Score: 70 Marks**

**Time Allowed: 2 for 2 units 2 ½ /3 hrs for 3 units**

**INSTRUCTION: Answer compulsory question 1 (25 marks) and any other 3 questions (15 marks).**

1. (a) Briefly discuss the following steps in staff recruitment in extension organisation;

- (i) Job description **(3 marks)**
- (ii) Interview **(3 marks)**
- (iii) Placement **(2 marks)**

Total marks for 1 (a) = **(8 marks)**

(b) Briefly explain the following principles of management;

- (i) Remuneration **(2 marks)**
- (ii) Order **(2 marks)**
- (iii) Equity **(2 marks)**
- (iv) Esprit de corps **(2 marks)**

Total marks for 1 (b) = **8 marks**

(c) (I) Discuss any two (2) necessary skills required of managers of extension organizations. **4 marks (2 marks for each skill)**

(ii) Differentiate between task orientation and concern for employees as the two major functions of supervision in extension organization. **2 marks.**

(iii) With good examples where necessary, explain the features of pre-service training programmes in extension organization **3 marks**

2. (a) Discuss the following four (4) processes of creating a conducive working environment for extension staff ;

- (i) Improved Working Conditions at the Field Level **(3 marks)**
- (ii) Job Enrichment and Job Design **(3 marks)**
- (iii) Reward System **(3 marks)**
- (iv) Role Interventions **(3 marks)**

(b) Explain Performance Review as a method of appraisal in agricultural extension (3 marks)

3. (a) Give a brief account on the following basic needs that are important in understanding the Hierarchy of needs in theories of motivation in agricultural extension organization;

- (i) Security needs **(2 marks)**
- (ii) Esteem needs **(2 marks)**
- (iii) Need for self actualisation **(2 marks)**

(b) Explain any three (3) ways of improving extension systems in Nigeria; **9 marks**

4. (a) (i) Give a brief account of any five (5) most commonly used training methods in extension organization **(5 marks)**

(ii) Motivation and Satisfaction are two different concepts in extension services. Explain the differences between the two in the context of extension organization.

**(4 marks)**

(b) Explain briefly the following major types of evaluation;

- (i) Evaluation for planning **(2 marks)**
- (ii) Process evaluation **(2 marks)**
- (iii) Terminal evaluation **(2 marks)**

**Total marks for Q 2 (b) = 6 marks**

5. (a) Discuss the following theories used in agricultural extension organization;

- (i) Theory Z **(3 marks)**
- (ii) Theory X and Y **(3 marks)**
- (iii) Fusion Theory **(3 marks)**

**Total marks for Question 5 (a) = 9**

(b) Briefly explain any three (3) advantages of induction and orientation for newly employed staff in extension organization. **(6 marks)**.

**6 (a)** Briefly discuss the following functions of supervisors in agricultural extension organization;

**(i)** Work group management **(3 marks)**

**(ii)** Motivating the extension personnel **(3 marks)**

**(iii)** Direction and Organisation **(3 marks)**

**(b)** (i) Define training in agricultural extension organization **(2 marks)**

(ii) Distinguish with clear examples between summative and formative evaluation in extension organization. **(4 marks)**