



**NATIONAL OPEN UNIVERSITY OF NIGERIA  
FACULTY OF AGRICULTURAL SCIENCES  
DEPARTMENT OF AGRICULTURAL ECONOMICS AND EXTENSION  
2021\_2 EXAMINATIONS**

**ARD 502: EXTENSION ORGANISATION, MANAGEMENT AND SUPERVISION**

**TIME ALLOWED: 2HRS 30MINUTES**

**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**