

**THE IMPACT OF ORGANISATIONAL CHARACTERISTICS AND
SUPPORT MECHANISM ON THE SUCCESS OF AGRICULTURAL
EXTENSION MANAGEMENT**

JADALLA A. E. OMAR

UNIVERSITI SAINS MALAYSIA

2013

**THE IMPACT OF ORGANISATIONAL CHARACTERISTICS AND
SUPPORT MECHANISM ON THE SUCCESS OF AGRICULTURAL
EXTENSION MANAGEMENT**

By

JADALLA A. E. OMAR

**Thesis submitted in fulfillment of the requirements
for the degree of
Doctor of Philosophy**

August 2013

ACKNOWLEDGEMENTS

This thesis has been carried out at The School of Housing, Building and Planning, Universiti Sains Malaysia. I would like to thank Professor Dr. Abu Hassan Abu Bakar and Assoc. Prof. Dr. Hasnah Mohd. Jais for giving me a great opportunity to work on this project. Their invaluable guidance and motivation has been primarily instrumental in my PhD research over the last four and a half years. They gave me ample freedom to express my views and implement my ideas and encouraged me throughout, which gave me a good insight of some of the most difficult and interesting aspects of project area.

The author wishes to express my sincere appreciation to Dean and all Staffs of the School of Housing, Building and Planning and School of Biological Sciences, Universiti Sains Malaysia (USM).

I would like to extend a special thank you to my second field supervisor Professor Dr. Faisal Mofthah Shalloof from School of Agriculture Economics, University Omar Al-Mukhtar, Al- Beida Libya who has assisted me in this research.

I am grateful to all my friends (local and international), from, University Sains Malaysia (USM), for being the surrogate family during the many years I stayed here and for their continued moral support thereafter.

Finally, I would like to thank my family and friends. I am grateful to my parents for instilling in me the value of education and putting me in a position to succeed.

IMPAK CIRI-CIRI ORGANISASI DAN MEKANISME SOKONGAN DI ATAS KEJAYAAN PENGURUSAN LANJUTAN PERTANIAN

ABSTRAK

Sistem pengembangan pertanian di dunia sedang berjuang untuk membuktikan kepentingan mereka dan relevan yang berkaitan dengan pembangunan pertanian yang mampan. Oleh itu, peranan pengembangan pertanian adalah penting untuk menyokong pembangunan pertanian mampan, yang bergerak daripada pengeluaran kepada set yang lebih luas objektif kemampanan dan alam sekitar. Tujuan kajian ini adalah untuk menyediakan satu rangka kerja organisasi untuk mereka bentuk perkhidmatan pengembangan pertanian yang berkesan untuk menyokong pembangunan pertanian lestari. Ia juga bertujuan untuk mengenal pasti kekangan utama, ciri-ciri organisasi dan mekanisme yang sesuai untuk menyokong pembangunan pertanian lestari menggunakan reka bentuk deskriptif-korelasi. Kajian ini bertujuan untuk mengkaji persepsi di kalangan petani, pengurus dan timbalan pengarah dari bahagian Timur Libya telah dipilih dari bandar-bandar utama kawasan pertanian (Tubruq, Derna, Al Bayda, Al Marj, Benghazi dan Ajdabiya). Data telah dikumpul melalui penggunaan soal selidik pada sampel penduduk yang terlibat dalam sektor pertanian di kawasan kajian. Sebanyak tiga ratus lima puluh (350) soal selidik telah diedarkan kepada petani di mana 300 memberikan respon. Juga, lima puluh (50) soal selidik telah diedarkan di wilayah timur Libya di mana 25 pengurus dan 21 Timbalan Pengarah bertindak balas. Kajian mendapati kaitan yang positif antara ciri-ciri organisasi, mekanisme sokongan dan prestasi pengembangan pertanian. Walau bagaimanapun, analisis regresi berganda mendapati ciri-ciri organisasi menjadi peramal tertinggi pembolehubah, diikuti oleh mekanisme sokongan. Juga, terdapat kekangan utama dalam pemindahan program pembangunan

mampan pertanian kepada petani, yang menghalang penggunaan pembangunan pertanian mampan. Kajian ini mendedahkan bahawa sistem lanjutan Libya perlu memberi perhatian lebih kepada mekanisme sokongan yang diperlukan dan ciri-ciri organisasi pengurusan pengembangan pertanian untuk mencapai pembangunan pertanian yang mampan.

THE IMPACT OF ORGANISATIONAL CHARACTERISTICS AND SUPPORT MECHANISM ON THE SUCCESS OF AGRICULTURAL EXTENSION MANAGEMENT

ABSTRACT

Agricultural extension systems in the world are struggling to prove their importance and relevance related to sustainable agricultural development. Thus, the role of agricultural extension is important to support sustainable agricultural development, which is moving from production to a wider set of sustainability and environmental objectives. The purpose of this study is to provide an organizational framework for designing an effective agricultural extension service to support sustainable agricultural development. It also aims to identify major constraints, organizational characteristics and appropriate mechanisms to support sustainable agricultural development using a descriptive-correlative design. This study aims to investigate perceptions among farmers, managers and deputy directors from Eastern part of Libya were selected from major cities of agricultural regions (Tubruq, Derna, Al Bayda, Al Marj, Benghazi and Ajdabiya). A quantitative data analysis approach was used to analyze the data. Data were collected through the use of questionnaires on a sample of the population involved in agriculture in the study area. A total of three hundred and fifty (350) questionnaires were distributed to farmers where 300 responded. Also, fifty (50) questionnaires were distributed in the eastern region of Libya where 25 managers and 21 deputy directors responded. The study found a positive association between organizational characteristics, support mechanisms and the performance of agricultural extension. However, multiple regression analysis found organizational characteristics to be the highest predictor of variables, followed by support mechanisms. Also, there are major constraints in the transfer of sustainable agricultural development programmes to farmers, which hamper the

adoption of sustainable agricultural development. This study revealed that Libya's extension system should pay more attention to the necessary support mechanisms and organizational characteristics of agricultural extension management to accomplish sustainable agricultural development.