

The extent of organizational problems facing agricultural extension workers from their perspective in Salah al-Din Governorate

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Abstract

The studies pursuits to discover the dimensions of the organizational troubles of agricultural personnel operating in agricultural extension from their point of view in Salah al-Din Governorate, in addition to to discover the dimensions of the organizational troubles in every field of observe (economic troubles, issues of duty and powers, troubles of the paintings environment, troubles of control and performance), and to decide the correlation among the size of the organizational problems of agricultural employees working in agricultural extension from their factor of view in Salah al-Din Governorate and each of the subsequent unbiased factors (age, gender, academic stage, length of service inside the job, participation in schooling guides). The studies community included the personnel of Salah al-Din Governorate, whose number reached (375) personnel and who were formally registered, specifically (the Directorate of Agriculture and its affiliated divisions, the Agricultural Extension Center, the Department of Seed Inspection and Certification, the Department of Agricultural Equipment, and the Department of Agricultural Research). A easy random sample of (40%) was drawn, with a size of (a hundred and fifty) respondents. The questionnaire was used to accumulate facts from the respondents. The questionnaire consisted of (57) questions, and the five-factor Likert scale changed into used. To verify the steadiness, a survey sample changed into selected from the research network outdoor the sample, whose quantity reached (30) respondents, and the Cronbach's alpha equation became used for that, and its cost reached (0.881). The records changed into collected by non-public interview for the duration of November 2024. The SPSS application was used to research the facts, and some statistical methods. The studies results confirmed that the quantity of administrative problems faced by using agricultural employees in the agricultural extension enterprise is big, at sixty nine.3%, and that the respondents' rankings ranged among 69 and 281, with an arithmetic imply of 166.48. There were tremendous variations between the volume of issues and the variables of age and gender of the respondents. The research effects encouraged the want to offer powerful contributions from personnel operating in agricultural extension in figuring out the targets of extension applications, as well as growing the range of agricultural extension workers in departments.

Keywords: extent of organizational problems, employees, agricultural extension, Salah al-Din Governorate.

INTRODUCTION

It is now widely known that a major global crisis is facing most countries, including Iraq. This crisis directly impacts human life and threatens famine. All countries seek to meet their populations' food needs using all available methods and means, without relying on importing these essential agricultural commodities, which would strain their budgets (Ghazal and Majeed, 2023: 181). In Iraq, the agricultural sector suffers from a serious situation characterized by a significant shortage in agricultural production, which is essential for ensuring self-sufficiency in crops. This requires government agencies to pay attention to the seriousness of this situation and to expedite a thorough, scientific study of the situation, identify the causes of this deterioration, and develop effective solutions. Iraq has undergone complex circumstances that have transformed it from an agricultural country to an importer of all agricultural products (Al-Hashemy, 2018: 67). Agricultural extension is one of the important mechanisms through which information is simplified, formulated, and the findings of scientific research in agricultural sciences, knowledge, and trends are conveyed to the target audience in an applicable manner (Al-Hamdany, 2018: 11). Furthermore, agricultural extension plays a significant role in developing and advancing agriculture and raising production and economic efficiency by enhancing farmers' knowledge levels and modernizing their intellectual and skill capabilities, thus achieving progress and

prosperity for rural society. It also plays communicative and educational roles, which raises the efficiency of workers in the field of agricultural extension and develops their skills in various aspects of agriculture (Hiwa and Al-Ajili et al., 2014: 126). The Agricultural Extension Administration is an organization, like any other organization operating in the public or private sector. It has its levels and organization through which it implements its activities. It makes a significant contribution to advancing agricultural production. Indeed, it is the foundation for guiding and transferring modern agricultural technologies to farmers through its agricultural and professional workers. It also suffers from organizational and administrative problems (Al-Hamdani et al., 2024: 7). The hassle is a actual-life state of affairs, manifested in the device's failure to perform its functions and acquire its objectives. It calls for diagnosis, analysis, and a solution. Every trouble has its signs and reasons (Shams El-Din, 2005: 146). The effectiveness of diverse corporations, including extension groups, in reaching their desires depends on numerous factors, including the performance in their employees (Al-Waagafy, 2001: 319). Performance displays the extension agency's ability to attain its desires because of its organizational abilities (Al-Lamy, 2007: 103). It allows it to use the resources to be had to it in efficient and effective approaches (Daft, 2003: 555). Past performance can impact future performance, that's one of the most essential elements that purpose solutions and troubles for future results (Salman et al., 2015: 88). Performance is likewise the primary indicator of the use of human, cloth, and facts resources in a way that achieves the highest consequences, similarly to satisfying the wishes and goals of agricultural extension people and raising morale (Al-Tanoubi, 2021: 172). Performance is looking at the behavior and actions of workers during work to choose their fulfillment and degree of competence in sporting out the duties assigned to them and identifying their troubles (Abdul Wahid, 2015: 19). Abdul Ghani and Diab's observe (2015: one hundred seventy five) shows that the performance degree of agricultural extension workers for his or her typical work is defined as average and tending to decline. Also, the extent of recognition of extension people of all additives of performance best (additives of general satisfactory) isn't commensurate with the first-rate of the real provider supplied to farmers, because the average consciousness of farmers of the quality components become low, which indicates the lifestyles of a clean gap among the awareness of both extension people and farmers of the quality of the extension provider.

Rajab (2021: 54) States in his observe that there are problems dealing with agricultural personnel in general, which might be mild and generally tend to growth. He additionally notes that there are critical issues facing agricultural employees in the regions of (administrative, social, and education). Furthermore, there may be a shortage inside the range of extension group of workers, vulnerable making plans and programming within the area of agricultural extension paintings, a decline within the performance of agricultural personnel running in agricultural extension, the presence of more organizational and administrative obstacles and problems, the failure of extension instructions to reach agricultural extension workers promptly, the large number of administrative tasks carried out by agricultural extension workers, the lack of coordination between agricultural extension workers and local organizations, and the poor management of meetings in an organized manner, which in turn leads to poor communication between participants and insufficient training and qualification for agricultural extension workers. The study (Ramadan and Lafta, 2023: 1) also indicated that all the administrative problems identified in the study are real problems facing the Agricultural Extension and Training Department, and that the focus on participants' reactions to organizational and administrative problems was a real solution to the administrative problems facing the Agricultural Extension and Training Department in implementing extension activities. Khamis et al.'s (2023: 1) Check shows that the agricultural extension employer today faces a hard and speedy of disturbing conditions and limitations that efficaciously effect the workflow and implementation of agricultural extension applications and activities. Agricultural extension employees within the discipline of work suffer from numerous issues and obstacles that effect the performance of extension responsibilities. The extension approach and technique followed thru the agricultural extension business enterprise are not like minded with the requirements of the current level, and the organizational shape of the contemporary extension business company includes many work troubles and limitations. There is a clear deficiency within the delegation of powers, as it become discovered that there may be a vulnerable degree of use of statistics and communications technology, as well as a weak connection with applicable occasions. The look at blanketed a few suggestions that might paintings to enhance and increase the overall performance of the extension employer. Daham's (2024: 81) study indicated that there are medium and

large problems in the field of poultry farming, which are caused by difficulties in the agricultural extension organization's communication of scientific recommendations in this field due to the presence of administrative and financial problems within the agricultural extension organization. The decisive factor in this is the weak efficiency of the agricultural extension organization (Daham, 2024: 81). Through the previous review, the research problem can be represented in answering the following research questions:

1. What is the extent of the organizational problems confronted with the aid of agricultural extension personnel in Salah al-Din Governorate, from their angle?
2. What is the extent of the organizational problems confronted thru agricultural extension personnel in Salah al-Din Governorate, from their angle, in each region of the observe (monetary troubles, obligation and authority troubles, work environment issues, and manage and ordinary performance problems)?
- Three. What is the correlation amongst the quantity of the organizational troubles confronted by way of the usage of agricultural extension employees in Salah al-Din Governorate, from their mind-set, and each of the following impartial factors (age, gender, educational degree, period of carrier, and participation in schooling publications)?

OBJECTIVES

1. To perceive the volume of the organizational troubles confronted by means of agricultural extension personnel in Salah al-Din Governorate, from their attitude.
2. To become aware of the quantity of the organizational troubles faced via agricultural extension personnel in Salah al-Din Governorate, from their attitude, in each region of the observe (financial problems, obligation and authority troubles, work environment issues, and manipulate and overall performance problems).
- Three- Determining the correlation between the dimensions of the organizational troubles of agricultural personnel running in agricultural extension from their factor of view in Salah al-Din Governorate and each of the subsequent independent factors (age, gender, academic stage, period of provider inside the process, participation in schooling courses).

RESEARCH HYPOTHESES

1. There is no correlation between the extent of organizational problems experienced by agricultural extension employees in Salah al-Din Governorate, from their perspective, and age, gender, educational attainment, length of service, and participation in training courses.
2. There are differences between the averages of organizational problems experienced by agricultural extension employees in Salah al-Din Governorate, from their perspective, and the averages of the independent variables studied.

RESEARCH METHODOLOGY

-Study Population and Sample

This study used a descriptive analytical approach and a quantitative approach to verify the effect of the independent variable on the dependent variable in a field study. This study aims to provide a detailed and comprehensive description and explanation of the phenomena or topics being studied (Ridha et al., 2020; Twayej & Al-Taye, 2022).

- Study the community and sample

The number of agricultural employees in Salah al-Din Governorate included in the study is (375) employees, in departments including (the Agriculture Directorate Center, the Agricultural Divisions, the Agricultural Extension Center, the Seed Inspection and Certification Department, the Agricultural Research Department, and the Agricultural Equipment Department), and the number of their employees is (145, 70, 26, 29, 60, 45) respectively. A proportional random sample of (40%) of the total number of employees was drawn from these departments, respectively (58, 28, 10, 12, 24, 18), thus, the total sample size for the study is (150) employees.

-Data Collection Tool

A questionnaire have become used as a tool to collect statistics from personnel operating within the Salah al-Din Governorate's agriculture vicinity to diploma the extent of organizational problems therein, as it's miles one of the most extensively used strategies in records collection (Dashli, 2016: 129). A initial questionnaire

have become organized after reviewing medical assets, previous studies, and studies related to agricultural extension and organizational troubles, and consulting with 20 college professors and specialists inner the issue. In mild of this, the questionnaire consisted of elements to gather the test objectives. The first part covered the private characteristics of the personnel (age, gender, academic achievement, length of provider, and participation in training courses).

-Validity Procedures

To measure content validity and face validity, validity is defined as the scale being designed to measure the conditions and phenomena to be measured (Jamal al-Din, 2023: 66). A cut-off threshold of 75% was set as a minimum for the fields, axes and paragraphs of the questionnaire form to remain valid, as the agreement between experts of 75% or more is evidence of the reliability of the questionnaire tool (Drouzeh, 2005: 173). After completing the presentation of the questionnaire form and to measure the size of the organizational problems, (58) paragraphs were identified distributed over four fields (financial problems 15 paragraphs, problems of responsibility and powers 14 paragraphs, work environment 14 paragraphs, control and performance 12 paragraphs), and thus the scale scores ranged from (57-285) points, with a hypothetical average of 171 points.

- Reliability Test

Reliability refers to the degree of stability, maintenance, and consistency of the scores achieved from a measurement tool if it is reused over time (Aboud, 53:2017). To test reliability, a pre-test of the employee survey questionnaire was conducted in December on a sample of (30) employees from the study population outside the sample. To verify the reliability of the scales, the Cronbach's alpha equation was used in October and February 2024. The reliability coefficient for the questionnaire's total domains was (0.881), which is considered acceptable in scientific research. Thus, the questionnaire tool is applicable in the field, as if the reliability level exceeds 70%, the questionnaire is ready for data collection (Jamal al-Din, 66:2023). (150) questionnaires were distributed to farmers, and data were collected in November and December 2024. A five-point Likert scale was used, consisting of five levels according to the degree of agreement (completely agree, agree, somewhat agree, disagree, completely disagree) to measure the size of organizational problems. The following weights were given to them (5, 4, 3, 2, 1) respectively, with a hypothetical average of 3 degrees. Thus, the organizational problems scale became, with its highest degree, 285 degrees, and its lowest degree, 57 degrees.

RESULTS AND DISCUSSION:

1- Organizational problems of agricultural employees working in agricultural extension from their perspectives in Salah al-Din Governorate in general.

The results of the study of the level of organizational problems of agricultural employees working in agricultural extension from their perspectives in Salah al-Din Governorate in general showed that the respondents' scores ranged between (69-280) points, with an arithmetic mean of (166.48) points and a standard deviation of (26.07) points, according to the organizational problems level scale. The maximum score was 285 points, and the minimum score was 57 points. 30.7% of the respondents were in the category of minor organizational problems, 50.7% in the category of moderate problems, and 18.6% in the category of major organizational problems. The categories were divided according to the Di law into three categories, as shown in Table 1.

Table 1. Distribution of respondents in line with classes of organizational trouble length, range of repetitions, and percent.

Categories	Frequencies	%	Arithmetic mean of problems
Low (69-139)	46	30.7	104
Medium (140-210)	76	50.7	175
Large (211-And more)	28	18.6	246
Total	150	%100	Sd=46.07

The results of Table 1 showed that the organizational problems of agricultural extension staff in Salah al-Din Governorate, from their perspective, were generally moderate to large. This can be attributed to several reasons, including major financial problems and allocations for extension activities, particularly extension campaigns, advertising, and media on television and radio. These include the lack of incentives and rewards for staff in extension departments and divisions, as well as the funds allocated for research experiments and model farms. There are also administrative problems, such as the small number of agricultural extension staff at the local level, and the lack of understanding among heads of local organizations of the work of agricultural extension and its role in developing agricultural work.

2. To identify the organizational problems of agricultural extension staff in Salah al-Din Governorate, from their perspective, in each area of study (financial problems, problems of responsibility and authority, problems of the work environment, problems of control and performance).

1-Financial Problems Domain

The study results showed that the respondents' scores in the financial problems domain ranged from (3.84-4.33) points, with a weighted mean of (4.02) points, and percentage weights ranging from (76.8-86.6%), with a percentage weight of (81.7%). The weighted mean was found to be higher than the hypothetical mean for the study scale of (3) points, as shown in Table 2.

Table 2. Items are arranged according to percentage weight and weighted mean in the financial problems domain.

S	Paragraphs	Paragraphs Degree of Problem Existence						
		Very important	Kind of important	Medium importance	little importance	Not important	weighted average	Weight percent
1	Lack of financial incentives for agricultural extension staff.	76	56	11	5	2	4.33	86.6
2	Delayed salaries, benefits, and wages for agricultural extension staff.	59	60	15	12	4	4.05	81.0
3	Lack of additional wages for agricultural extension staff.	65	59	11	12	3	4.14	82.8
4	Insufficient funding for agricultural extension work.	63	61	12	6	8	4.10	82.0
5	Imbalance in the allocation of financial resources to extension activities and other activities.	54	67	16	10	3	4.06	81.2
7	Lack of funds allocated to support agricultural research in agricultural extension.	60	61	16	11	2	4.11	82.2
8	Health insurance is not included in the	56	57	16	17	4	3.96	79.2

	financial budget for employees working in the agricultural extension organization.							
9	Lack of clear extension work plans and budget preparation within the organization.	48	59	19	19	5	3.84	76.8
10	Lack of financial funding for agricultural extension programs that were planned for implementation.	51	55	21	17	6	3.85	77.0
11	Lack of financial allocations for agricultural extension campaigns.	56	58	15	15	6	3.95	79.2
12	Job instability for agricultural extension staff causes excessive financial burdens.	52	59	15	17	7	3.88	77.6
13	Lack of risk allocations in the annual financial budget for the nature of agricultural extension work.	59	59	11	17	4	4.01	80.2
14	Lack of transportation costs for agricultural employees in the extension organization who live far from their workplace.	64	56	11	13	6	4.06	81.2
15	The impact of limited financial and human resources on the decision-making process regarding agricultural programs in the extension organization.	60	51	17	21	1	3.99	79.8

2- The domain of problems of responsibility and authority

The results of the study showed that the respondents' scores in the domain of problems of responsibility and authority ranged from (3.07 - 3.68) points, with a weighted mean of (3.33) points, with percentage weights ranging from (61.4 - 73.6%), and a percentage weight of (67.5%). It was found that the weighted mean exceeded the hypothetical mean for the study scale of (3) points, as shown in Table 3.

Table 3. Arrangement of items according to percentage weight and weighted mean in the domain of problems of responsibility and authority.

S	Paragraphs	Paragraphs Degree of Problem Existence						
		Very important	Kind of important	Medium importance	little importance	Not important	weighted average	Weight percent
1	Lack of clarity regarding the powers assigned to employees within the scope of agricultural extension work.	33	56	44	14	3	3.68	73.6
2	Frequent difficulties in performing their responsibilities due to the lack of delegation or non-delegation of powers in extension work.	31	48	45	24	2	3.55	71.0
3	Lack of support received by agricultural extension workers from senior management regarding assuming responsibilities.	32	41	34	35	8	3.36	67.2
4	Severe restrictions exist in determining the powers granted by the higher authority to agricultural extension workers.	32	48	32	32	6	3.45	69.0
5	Lack of an effective system in the agricultural extension organization for distributing powers and responsibilities.	28	43	38	33	8	3.33	66.6
7	Difficulties in coordinating with various bodies involved in agricultural	26	51	34	32	7	3.38	67.6

	extension according to the powers assigned.							
8	Difficulty in managing time due to the multiple tasks and responsibilities of agricultural extension.	28	39	33	42	8	3.25	65.0
9	Agricultural extension workers do not feel that the powers they hold are appropriate to the responsibilities assigned to them.	29	38	40	33	10	3.29	65.8
10	Frequent restrictions and obstacles face agricultural extension workers when exercising their delegated powers.	27	42	33	37	11	3.25	65.0
11	Lack of adequate support from senior management when exercising powers and responsibilities in agricultural extension.	30	41	34	33	12	3.29	65.8
12	Weak authority to make individual and appropriate decisions in agricultural extension during emergency crises.	26	39	38	36	11	3.22	64.4
13	Lack of clarity regarding the responsibilities assigned to agricultural extension workers to improve the goals of the extension organization.	21	45	42	27	15	3.20	64.0

It can be concluded from Table 3 that the level of organizational problems in the departments studied through the field of problems of responsibilities and powers was found to be average. This is due to several reasons, including the lack of clarity in the powers assigned to the employee within the field of agricultural extension

work, the many difficulties in performing your responsibilities due to the lack of delegation of powers or the lack of delegation in extension work), and the existence of difficult restrictions in determining the powers granted by the higher authority to agricultural extension workers. This indicates that there is a problem in the work of senior management.

3- The field of work environment problems

The study results showed that the respondents' scores in the field of work environment problems ranged from (2.89 - 3.95) points, with a weighted mean of (3.42) points, and percentage weights ranging from (57.8 - 71.4%) and a percentage weight of (64.6%). It was found that the weighted mean was less than the hypothetical mean for the study scale of (3) points, as shown in Table 4.

Table 4. Arrangement of paragraphs according to percentage weight and weighted mean in the field of work environment problems.

S	Paragraphs	Paragraphs Degree of Problem Existence						
		Very important	Kind of important	Medium importance	little importance	Not important	weighted average	Weight percent
1	Lack of training and professional development among agricultural extension workers.	57	45	33	14	1	3.95	79.0
2	Excessive administrative burdens affect the quality of extension services provided.	32	51	40	25	2	3.57	71.4
3	Low level of support from senior management for the ability to perform tasks efficiently in agricultural extension.	32	48	40	21	9	3.49	69.8
4	There are deficiencies in the infrastructure of agricultural facilities when implementing agricultural extension work.	40	47	24	33	6	3.55	71.0
5	High levels of psychological pressure and stress associated with agricultural extension work are needed to improve employee well-being.	32	41	36	31	10	3.36	67.2
7	Relationships and	27	25	36	46	16	3.01	60.2

	interactions among employees within the organization are poor when implementing agricultural extension work.							
8	Lack of regular meetings to exchange views and discuss important issues in agricultural extension.	30	38	35	40	7	3.29	65.8
9	Employees are not encouraged to propose innovative solutions and improvements to agricultural extension work.	33	33	24	51	9	3.20	64.0
10	The agricultural department's failure to promote a culture of respect and appreciation among employees to reduce conflicts between them.	26	29	28	49	18	2.97	59.4
11	The organization lacks appropriate space to receive farmers when they are invited to visit the organization during a specific workshop.	25	37	28	38	22	3.03	60.6
12	The lack of tools such as educational materials and audio-visual aids in implementing extension work.	26	37	31	40	16	3.11	62.2
13	Lack of accountability and a lack of clarity and understanding of roles in the decision-making process in agricultural extension.	29	32	34	38	18	2.89	57.8

14	There is a lack of cooperation among employees within the agricultural extension organization, and there is a functional conflict that is difficult to control.	24	24	37	41	24	3.25	65.0
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It can be concluded from Table 4 that the level of organizational problems in the departments studied in the field of work environment problems was found to be high. This is due to (a lack of training and professional development among agricultural extension workers, and excessive administrative burdens that affect the quality of extension services provided). This indicates that some workers do not possess the skills that would enhance their knowledge in the art of managing the work and employees around them, which requires them to bear some of the burdens to achieve the goals of agricultural extension.

4- The domain of control and performance problems

The study results showed that the respondents' scores in the domain of control and performance problems ranged from (3.09-3.72) points, with a weighted mean of (3.41) points, and percentage weights ranging from (61.8-74.4%), with a percentage weight of (68.1%). It was found that the weighted mean exceeded the hypothetical mean for the study scale of (3) points, as shown in Table 5.

Table 5. Arrangement of items according to percentage weight and weighted mean in the domain of control and performance problems.

S	Paragraphs	Paragraphs Degree of Problem Existence						
		Very important	Kind of important	Medium importance	little importance	Not important	weighted average	Weight percent
1	Low monitoring of employee performance by the agricultural organization.	45	47	32	23	3	3.72	74.4
2	Employees do not adhere to the required deadlines and do not prepare the required reports regarding agricultural extension work.	24	43	36	34	13	3.21	64.2
3	The lack of modern tools and technology can hinder the improvement of performance of agricultural extension employees.	37	50	33	26	4	3.60	72.0

4	Weak guidance provided by management does not meet the needs of agricultural extension employees.	30	44	38	31	7	3.39	67.8
5	The limited role of agricultural employees in the process of monitoring agricultural extension programs.	28	38	35	42	7	3.25	65.0
7	Recommendations resulting from monitoring are not effectively implemented within the extension organization.	28	40	30	38	16	3.21	64.2
8	Personal or health issues faced by employees may affect their ability to perform well within the organization.	34	38	31	37	10	3.33	66.6
9	Multiple decisions issued by senior management regarding the agricultural extension organization.	22	46	29	39	14	3.15	63.0
10	The organization's management does not provide senior management with information about the job performance of employees within the organization.	30	38	26	42	14	3.19	63.8
11	Lack of objectivity in the evaluation of agricultural extension employees.	26	34	31	45	14	3.09	61.8
12	The lack of necessary suggestions to	27	39	29	42	13	3.17	63.4

improve the performance monitoring system from experienced agricultural extension professionals.								
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It can be concluded from Table 5 that the level of organizational problems in the departments studied in the area of control and performance problems was found to be average. This is due to several reasons, including the lack of oversight of employee performance by the agricultural organization and the lack of modern tools and technology, which can hinder the improvement of performance for employees working in agricultural extension.

3- The correlation between the organizational problems of agricultural extension employees from their perspective in Salah al-Din Governorate and each of the following independent factors (age, gender, educational attainment, length of service in the job, and participation in training courses).

1- Age:

The research results showed that the youngest age of the respondents was (27) years, and the oldest was (49) years, with an average age of (39). The age of the respondents was divided into three categories using the range law, as shown in Table 6.

Table 6. Distribution of respondents by age variable categories.

Age Groups	Frequencies	%	Mean Standard	standard deviation
Young (27-34) years old	46	30.67	270.80	50.34
Middle (35-42) years old	78	52.00	258.46	39.73
Older (43 and over) years old	26	17.33	252.04	54.24
Total	150	100	261.13	46.06

It is clear from Table 6 that the highest percentage of respondents were aged between (35-42) which is 52.00%, and the lowest percentage of respondents were aged between (43 and over) years, which is 17.33%. To determine the difference in the size of the problems facing the respondents, the analysis of variance was used according to the age groups. The (F) test was used, and the results were that the calculated (f) value was (1.666) which is less than its tabular value of (3.06) at the (0.05) level and is not significant. Thus, the statistical hypothesis is accepted, which states (there is no significant difference between the averages of organizational problems of agricultural employees working in agricultural extension from their point of view in Salah al-Din Governorate and between age). This may be attributed to the fact that the size of problems in agricultural extension is according to their impact and nature on agricultural departments, regardless of age group, noting that the value of (t) was 1.645.

2- Gender:

The study results showed that the gender of the respondents was (105) males and (45) females. The respondents were divided into two categories, as shown in Table 7.

Table 7. Distribution of respondents according to gender categories.

Gender Categories	Frequency	%	Mean	Sd
Male	105	70.0	259.37	44.82
Female	45	30.0	265.24	49.11
Total	150	%100	-----	

It is clear from Table 7 that the highest percentage of respondents was in the male category, amounting To 70%, and the bottom percentage of respondents was within the woman class, amounting to 30%. To decide the correlation between organizational issues and gender, Spearman's correlation coefficient changed into used. The cost of the correlation coefficient (zero.069) is not sizeable on the 0.05 level, which shows the absence of a big dating. Thus, we accept the studies speculation. The end result can be interpreted as organizational troubles have no relation to gender, whether male or lady. To determine the distinction within the level of organizational troubles dealing with the respondents, the evaluation of variance turned into used in line with the gender categories. The (F) check turned into used, and the results were that the calculated (f) cost was (0.689), which is higher than its tabular price of (1.645) at the (0.05) level, which is substantial. Thus, the statistical speculation that states (there is no sizable difference among the averages of organizational troubles of agricultural personnel operating in agricultural extension from their factor of view in Salah al-Din Governorate and the gender of the respondents) is rejected. This is due to the fact respondents at all educational levels are uncovered to issues, and therefore organizational problems are stricken by comparable consequences regardless of gender.

3- Academic achievement:

Respondents were classified according to the variable of academic achievement into seven categories, as shown in Table 9.

Table 9. Distribution of respondents according to academic achievement.

Categories	Frequency	%	Average Problems	Sd
Preparatory	24	16.00	181.08	35.61
Diploma	50	33.33	267.54	42.46
Bachelor's	22	14.67	257.59	41.20
Master's	39	26.00	249.58	45.82
Doctorate	15	10.00	243.06	66.14
Total	150	%100	261.13	46.06

It is clear from Table nine that the highest percentage of the respondents changed into within the degree look at category, amounting to 33.33%, and the lowest percentage of the respondents was inside the doctoral look at class, amounting to 10.00%. To determine the distinction within the size of the troubles dealing with the respondents, the analysis of variance became used consistent with the academic achievement categories. The (F) check turned into used, and the outcomes have been that the calculated (f) value was (2.707**), that is much less than its tabular value of (three.06) at the (zero.05) stage, that is huge. Thus, the statistical speculation that states (there's no sizeable difference between the averages of organizational troubles of agricultural personnel working in agricultural extension from their point of view in Salah al-Din Governorate and academic fulfillment) is rejected. This can be attributed to the reality that the respondents at all educational

ranges are uncovered to the equal troubles, and accordingly the size of the issues is tormented by comparable effects, no matter academic success, noting that the fee of (t) was 1.645.

4- Length of employment:

The study results showed that the minimum number of years of employment was (2) years, and the maximum number of years of employment was (27) years, with an average number of years of employment of (16.5) years, and a standard deviation of (46.06). The number of years of employment was divided into three categories using the range law, as shown in Table 10.

Table 10. Distribution of respondents according to the categories of the variable number of years of employment.

Categories	Frequency	%	Average Problems	Sd
Few (2-10) years	54	36	274.38	41.04
Medium (11-19) years	36	24	259.58	55.18
High (20+) years	60	40	250.13	41.88
Total	150	%100	261.13	46.06

It is clear from Table 10 that the very best percent of respondents changed into within the category of many years (20 years or extra) amounting to 40% and the bottom percentage of respondents became inside the medium category amounting to 24%. To determine the difference inside the size of the issues dealing with the respondents, the evaluation of variance changed into used consistent with the categories of the length of process service. The (F) test become used and the outcomes had been: The calculated (F) cost is (eleven.259) that's better than its tabular cost of (4.75) on the (zero.05) level and is full-size. Therefore, we reject the statistical speculation that states (there's no sizeable distinction between the averages of organizational issues of agricultural personnel working in agricultural extension from their factor of view in Salah al-Din Governorate and the period of job carrier). This can be attributed to the truth that the size of organizational troubles has a sturdy dating with the period of task service as it is associated with administrative troubles and the gathered revel in of employees working in agricultural departments.

5- Participation in training courses:

The have a look at outcomes confirmed that the share of respondents participating in training courses was 72.67%, and the percentage of respondents not collaborating in training publications turned into 27.33%, with an average of 233.51 and a wellknown deviation of 25.92, as proven in Table eleven.

Table 11. Distribution of respondents according to training course participation categories.

Categories	Frequency	%	Average Problems	Sd
Participant	109	72.67	255.84	45.88
Non-participant	41	27.33	175.195	44.06
Total	150	%100	233.51	25.92

Table 11 Suggests that the average wide variety of troubles within the schooling player class for the respondents was 255.84. To determine the correlation among the dimensions of troubles and participation in schooling guides, Spearman's correlation coefficient turned into used, and the price of the correlation coefficient changed into (0.423), which is significant at the 0.01 level, indicating the life of a giant dating. To decide the distinction within the size of organizational troubles facing the respondents, analysis of variance

become used consistent with the categories of participation inside the education publications. The (F) test was used, and the results were: The calculated (f) value was (2.327), which is less than its tabular value of (4.75) at the (0.05) level, which is significant. Therefore, we reject the statistical hypothesis that states (there is no significant difference between the average size of organizational problems for agricultural employees working in agricultural extension from their point of view in Salah al-Din Governorate and participation in training courses). This may be attributed to the fact that respondents of all categories of participation or not are exposed to the same problems, and thus agricultural departments are not affected by the outcomes of participation through organizational problems, regardless of participation.

CONCLUSIONS

- The study concludes that the extent of organizational problems for agricultural extension employees in Salah al-Din Governorate, from their perspective, was generally significant, accounting for 69.3% of the total. These major problems were mostly related to the financial aspect and the allocations allocated to extension activities, particularly extension campaigns, advertising, and media on television and radio. It also concludes that incentives and rewards are scarce for employees in the extension departments and divisions.
- The study concludes that the correlation between the extent of organizational problems for agricultural extension employees in Salah al-Din Governorate and age, gender, and workplace was insignificant, as these variables do not constitute an obstacle to organizational problems. However, there is a significant correlation between academic achievement, length of service, and participation in training courses. These relationships need to be strengthened because of their impact on problem-solving.

RECOMMENDATIONS

- The need to increase financial incentives for employees working in agricultural extension.
- Emphasize the need to review the powers assigned to employees and clarify them within the scope of agricultural extension work, delegate powers to employees in extension work, and reduce restrictions on the powers granted by the higher authority to agricultural extension workers.
- Increase training and professional development among agricultural extension workers, and reduce excessive administrative burdens that affect the quality of extension services provided.
- Emphasize the role of oversight and employee performance monitoring by the agricultural organization, and provide modern tools and technology that enable improved performance for agricultural extension workers.

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