



Job Stress of Agriculture Graduates: A Case Study on Government Graduate Scheme

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Abstract

This research attempted to investigate the job stress of Agricultural Graduates (AGs) those who are working under the Government Graduate Scheme (GGS). with the objectives, to investigate the level of job stress, to identify the problems face by them and to make appropriate measures to reduce the job stress. Fifty agricultural graduates were selected from province and inter-province government institutes to collect the primary data. Structured questionnaire was used to collect the primary data.

Majority of respondents were in the dissatisfaction level of job (68%) and it creates job stress. Majority of respondents were in the medium level job stress (60%) while rests were in high (30%) and low level (10%). This stress due to low salary, insufficient payment relate to their education level, power performance appraisal, low availability of facilities / resources at work place, low recognition for creative works, low scope to prove excellence in doing the job, lack of opportunities for higher education and trainings and low promotion opportunities. This should be taken into account by the relevant authorities.

From the sample 56% were male and rest 44% were female. Mean value of the age of respondents were 36 with the 43 to 28 range. Very few 06 (12%) respondents have studied up to Masters Degree. Total job experience was varied from 17 to one year with the 8 year mean experience. About 28 (57%) of respondents have worked under private sector before joint to the scheme. It can be recognized that preference for the governments by the agricultural graduates. However, implementing of job scheme may badly affect to the performance of the private sector and it creates negative impression regarding AGs. Salary of previous job was recorder as SLRs 40000.00 to SLRs 8000.00 (mean SLRs 16334.00). However, AGs have been paid relatively considerable amount as salary. It means that AGs consider job security than the salary. More than 50% respondents dissatisfied regarding their designation. Out of 50 respondents, only 28 (56%) know about their job profile. The rest did not aware about their job profile. About 26 respondents had pointed out that their work load is excessive and also it was not related with their education. This leads higher job stress. Therefore, this should be taken into consideration by the authorities.

Keywords: *Agriculture Graduates, Government Graduate Scheme, Job Stress*

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