

## Effect of Communication Pattern on Agricultural Employees' Job Performance

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**Abstract :** This study assessed the influence of communication pattern on agricultural employees' job performance. Data were collected from 61 randomly selected respondents using a structured questionnaire. Perceived communication pattern that influence job performance include: the attitude of the administrators ( $\bar{x} = 3.41$ ), physical barriers to communication flow among employees ( $\bar{x} = 3.21$ ). Major challenges to respondents' job performance were different language among employees ( $\bar{x} = 3.12$ ), employees perception on organizational issues ( $\bar{x} = 3.09$ ), networking ( $\bar{x} = 2.88$ ), and unclear definition of work ( $\bar{x} = 2.74$ ). A significant relationship was found between employees' perceived communication pattern ( $r = 0.423$ ,  $p < 0.00$ ) and job performance. Information must be well designed in such a way that would positively influence employees' job performance as this is essential in any agricultural organizations.

**Keywords :** communication pattern, job performance, agricultural employees, constraint, administrators, attitude

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