

Influence of Human Resource Management Practices on Agricultural Employees' Behavior

Authors : B. G. Abiona, O. E. Fapojuwo, T. Akinlawon

Abstract : This study assessed the influence of human resource management practices on agricultural employees' behavior. Data were collected from 75 randomly selected respondents using a well-structured questionnaire. The mean age of the employees' was 43.2 years. Major human resource management practices that influence employees behaviors were: In-service training are given to employees on a regular basis (average value of $x=3.44$), management reward employees who are committed to their job (average value of $x=3.41$) and reward are designed to encourage wide participation and activity (average value of $x=3.41$). Also, major employees' behavior include: Managers and employees' wants to create better job performance (average value of $x=3.13$) and administrator provides praise and recognition for effective performance and show appreciation for special effort (average value of $x=3.05$). Major factors affecting employees' behavior were: inadequate training (average value of $x=2.93$), inadequate local and international training (average value of $x=2.87$), inadequate grants for training programmes (average value of $x=2.81$). A significant relationship was found between gender ($\chi^2 = 37.204$, $P<0.05$), educational qualification ($\chi^2 = 59.093$, $P<0.05$), income ($r=0.122$, $P<0.05$) and human resource management practices ($r=0.573$, $P<0.05$) of the respondents and employees' behavior. Management should encourage employees who are committed to their job through awards and recognition.

Keywords : human resources management, agricultural employees,behaviour research institutes, Nigeria

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