

## Influence of Human Resource Management Practices on Agricultural Employees' Behavior

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**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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