

## RELATIONSHIP BETWEEN THE CHARACTERISTICS OF THE WOMEN FIG MEMBERS AND THEIR GROUP DYNAMICS EFFECTIVENESS

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### ABSTRACT

*The women FIG is a self-managed, independent group of women farmers with a shared goal and interest. The members work together to achieve one common goal by pooling their existing resources, gaining better access to other resources and to share in the resulting benefits. The present study was carried out in Navsari district of Gujarat State, shows the relation between the selected personal, social and psychological characteristics of the women FIG members and their group dynamics effectiveness. Among the selected personal, social and psychological variables training received, market facility, social participation, extension contact, economic motivation, market orientation, innovativeness, achievement motivation, and attitude towards collectivism were exerted positive and significant relationship and age of FIGs members was found to be negatively and significantly correlated. Rest variables viz., education, occupation and annual income of FIGs members failed to show any significant relationship with their group dynamics effectiveness.*

**Keywords:** women FIG, group dynamics, members, relationship

### INTRODUCTION

A group can be defined as two or more individuals interacting and interdependent, who have come together to achieve particular objectives (Ajotikar et al., 2021). Members of the group relate to each other in some way are united by common ties, beliefs and perceptions in a relatively sustained and structural basis (Anon., 2020). Women Farmer Interest Groups (FIGs) are a new model of learning and innovation for women farmers despite the remarkable benefits that women farmers have gained by joining these groups, their sustainability is a major concern of extension bodies, relevant organizations and women farmers. Women farmers interest groups formed under “ATMA” are registered through Project Director of respective district. After registration, members of women FIG are eligible for benefits under the scheme. In ATMA, the FIGs and SHGs are formed by local Non-Governmental Organizations (NGOs) and then organized into producer groups by extension staff (Patel et al., 2018). The decision making process is decentralized to the block level, with active participation of FIGs and SHGs in the approval of the BAP.

Now a days it becomes essential to learn and understand the nature and formation of groups, what conditions facilitate their growth, what factors drive them to action, how groups affect the behaviour, thinking, motivation and adjustments of its members and a whole lot of what may be termed as ‘Group behaviour’. The study of this Group

behaviour was explained by behaviourist and social scientists as the ‘Group Dynamics’. The study of group dynamics can be useful in understanding individual’s behaviour, attitudes, decision-making and opinions. Group dynamics is a system of behaviour and psychological processes occurring within a social group or between social groups. Group dynamics is a complex process involving sequence and thought of action of an individual in a group. Determination of group behavior is governed by various internal and external forces of the group as well as of the individual in the group. Group dynamics effectiveness differs when there is difference in personal, social and psychological traits of the group members.

### OBJECTIVE

To know the relationship between the selected personal, social and psychological characteristics of the women FIG members and their group dynamics effectiveness

### METHODOLOGY

The present study was carried out in Navsari district of Gujarat State. Navsari district comprises of six talukas out of which four talukas viz. Jalalpore, Gandevi, Navsari and Vansada having higher number of FIGs were selected. Two FIGs were selected randomly from each taluka, out of which 15 members from each FIG were selected randomly. Thus, total 120 FIGs members were selected randomly as respondents and list of the FIGs member was obtained from

project director ATMA, Navsari. This study was confined to ex-post facto research design as the independent variables were already operated in study area. In light of objectives, the interview schedule was prepared and women respondents were interviewed at their home and farm. The relationship between the personal, social and psychological characteristics of the members of women FIGs and their Group dynamics effectiveness was determined with the help of Karl Pearson's coefficient correlation (r).

## RESULTS AND DISCUSSION

The results of analysis of relationship between selected characteristics of the women FIG members and their group dynamics effectiveness are presented in table 1.

**Table 1: Relationship between selected characteristics of the respondents and their group dynamics effectiveness index (n=120)**

Sr. No.	Characteristics	Correlation coefficient ('r' value)
X <sub>1</sub>	Age	-0.190 *
X <sub>2</sub>	Education	-0.098 <sup>NS</sup>
X <sub>3</sub>	Occupation	-0.035 <sup>NS</sup>
X <sub>4</sub>	Training received	0.423 **
X <sub>5</sub>	Annual Income	-0.032 <sup>NS</sup>
X <sub>6</sub>	Market facility	0.352 **
X <sub>7</sub>	Social participation	0.213 *
X <sub>8</sub>	Extension contact	0.445**
X <sub>9</sub>	Economic motivation	0.324 **
X <sub>10</sub>	Market orientation	0.331 **
X <sub>11</sub>	Innovativeness	0.289 **
X <sub>12</sub>	Achievement motivation	0.391 **
X <sub>13</sub>	Attitude towards collectivism	0.449 **

\* Significant at 0.05 per cent level of probability

\*\* Significant at 0.01 per cent level of probability

NS Non significant

### Age with group dynamics effectiveness

Age of the women FIGs members had negative and significant ( $r = -0.190 *$ ) relationship with their group dynamics effectiveness which implies that age of the FIGs members was important factor in determination of group dynamics effectiveness. It can be said that young FIGs members had high level of group dynamics effectiveness than old aged members as young members are dynamic, energetic, enthusiastic, result oriented, prompt and pragmatic decision maker, believer in managing resources with collective efforts for betterment of life which in turn reflected in to development

of high level of group dynamics effectiveness. This finding is supported by Patel *et al.* (2016), Darji (2018) and Patil (2019) and Patil (2021).

### Education with group dynamics effectiveness

Education of the women FIGs members had shown negative and non-significant correlation ( $r = -0.098$ ) with their group dynamics effectiveness. Thus, it could be concluded that with the increase or decrease in level of education of FIGs members, their group dynamics effectiveness remain same. Thus education level of FIGs members is a trivial factor in determination of their group dynamics effectiveness. This finding is in conformity with the finding reported by Darji (2018) and Patil (2019).

### Occupation with group dynamics effectiveness

Occupation of the women FIGs members had negative and non-significant correlation ( $r = -0.035$ ) with group dynamics effectiveness which implies that group dynamics effectiveness of the FIGs members was found to be uniform irrespective of their occupation. Hence, it can be said that FIGs members of different occupation, had similar level of group dynamics effectiveness and had no role in shaping their group dynamics effectiveness. This finding is in line with the findings reported by Haseena (2017) and Darji (2018).

### Training received with group dynamics effectiveness

Training received by the women FIGs members had established positive and highly significant relationship ( $r = 0.423 **$ ) with their group dynamics effectiveness. This result proves that training plays an important role in determining group dynamics effectiveness as training improves competency and helps in developing skills for doing better which increases the capacity building among the FIGs members. This result is supported by Haseena (2017) and Darji (2018).

### Annual income with group dynamics effectiveness

Annual income of women FIGs members was negatively and non-significantly ( $r = -0.032$ ) correlated with their group dynamics effectiveness. It can be concluded that annual income of women FIGs members had no influenced in determination of their group dynamics effectiveness. This finding is in line with result reported by Patel *et al.* (2016), Vandana (2017) and Darji (2018).

### Market facilities with group dynamics effectiveness

Market facilities available with the FIGs members had established positive and significant relationship ( $r = 0.352**$ ) with their group dynamics effectiveness. The results indicate that level group dynamics effectiveness was

observed non similar among the different categories of market facilities available with the FIGs members. This finding is in line with the findings of Purnima (2005) and Bhatt (2010).

#### **Social participation and group dynamics effectiveness**

Social participation of women FIGs members had positive and significant correlation ( $r = 0.213^*$ ) with their group dynamics effectiveness. It can be concluded that with respect to different level of social participation of the FIGs members, the group dynamics effectiveness is also not uniform and FIGs members having more or less social participation had no similarity with group dynamics effectiveness. Social participation of the FIGs members is an prominent factor for deciding group dynamics effectiveness. This finding is in line with the findings of Haseena bibi (2017) and Patil (2019).

#### **Extension contact with group dynamics effectiveness**

Extension contact of the women FIGs members had positive and significant relationship ( $r = 0.445^{**}$ ) with their group dynamics effectiveness. It can be inferred that as with level of contact with extension personnel by the FIGs members increases, simultaneously their group dynamics effectiveness increases. This finding is in concurrence with the finding reported by Haseena (2017) and Darji (2018).

#### **Economic motivation and group dynamics effectiveness**

Economic motivation of the women FIGs members had positive and highly significant relationship ( $r = 0.324^{**}$ ) with their group dynamics effectiveness. It can be summarized that economic motivation is the basic character upon which other motives and drives are built. When one develops higher level of economic motivation and wants to achieve it, he would strive hard and get internalize himself about different aspects of profit maximization. Operating motive of earning higher income is a mental virus which naturally activates the individual in the direction of rational decision making to performed better task in organizational way by team work which in turn contributing in significant influence in group dynamics effectiveness. Similar trends were observed by Ganguly (2005) *et al.*, Purnima (2005), Bhatt (2010) and Haseena (2017).

#### **Market orientation with group dynamics effectiveness**

Market orientation of women FIGs members had established significant correlation ( $r = 0.331^{**}$ ) with their level of group dynamics effectiveness. It can be said that level of group dynamics effectiveness was observed comparatively higher among the members of FIGs having higher levels of market orientation and vice versa. Thus it can be said that market orientation of the FIGs members play important role in improving their level of group dynamics effectiveness. The same findings were reported by Bhatt (2010) and Darji (2018).

#### **Innovativeness with group dynamics effectiveness**

Innovativeness had positive and highly significant ( $r = 0.276^{**}$ ) correlation their group dynamics effectiveness. Thus, members having higher innovativeness had taken keen interest to seek changes for better functioning of women FIGs and to introduce each change into his own operations as and when found practicable and feasible than members of FIGs having low level of innovativeness as innovativeness is a socio-psychological orientation of an individual to be linked or closely associated with change, adopting innovative ideas and practices. To epitomize the result it can be said that Innovativeness is an important determinant for group dynamics effectiveness. This result is in line with Haseena (2017) and Darji (2018).

#### **Achievement motivation with group dynamics effectiveness**

Achievement motivation had exerted positive and highly significant ( $r = 0.391^{**}$ ) correlation with their group dynamics effectiveness which implies that group dynamics effectiveness is higher among those members having higher achievement motivation. This might be due to the fact that higher valued members of FIGs had greater drives to excel effective group functioning related dimensions to reach a sense of personal accomplishment. It can be stated that achievement motivation of members of FIGs play key role in deciding the group dynamics effectiveness. This result is in line with Purnima (2005), Bhatt (2010) and Darji (2018).

#### **Attitude towards collectivism with group dynamics effectiveness**

Attitude towards collectivism of women FIGs members had positive and significant ( $r = 0.449^{**}$ ) correlation with their group dynamics effectiveness which implies that positive disposition towards collectivism lead them to exploits available resources in rational manners for higher economic gain which ultimately resulted in to development of other group dynamics characteristics like task performance, team building approaches, group cohesiveness group democracy etc. This finding is in concurrence with the finding reported by Bhatt (2010) and Darji (2018).

#### **CONCLUSION**

It could be concluded from above results that amongst the thirteen selected variables of the of FIGs members in the study, nine variables had established positive and one had negative and significantly correlation with their group dynamics effectiveness. Those independent variables that had exerted positive and significant relationship were training received, market facility, social participation, extension contact, economic motivation, market orientation, innovativeness, achievement motivation, and attitude

towards collectivism and age of FIGs members was found to be negatively and significantly correlated. Rest variables viz., education, occupation and annual income of FIGs members failed to show any significant relationship with their group dynamics effectiveness.

#### POLICY IMPLICATION

- (1) Farmers interest group dynamics can be studied on other agriculture, horticulture and other enterprises. The findings may be utilized to create FIG model for development in potential agriculture and horticulture pocket in the country.
- (2) The factors of group dynamics effectiveness contributing significantly can be isolated and effectively manipulated to take up action research pursuits to bring about planned development strategies.

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#### CONFLICT OF INTEREST

The authors of the paper declare no conflict of interest

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