

**DETERMINANTS OF JOB SATISFACTION AMONG EXTENSION AGENTS IN  
BENUE STATE AGRICULTURAL AND RURAL DEVELOPMENT AUTHORITY  
(BNARDA), BENUE STATE, NIGERIA**

**Okwoche, V.A.O.<sup>1</sup> Eziehe, J.C.<sup>2</sup> and Agabi, V.<sup>1</sup>**

<sup>1</sup> Department of Agricultural Extension and Communication, University of Agriculture, PMB 2373, Makurdi  
Benue State, **NIGERIA**

<sup>2</sup> Department of Agricultural Economics, University of Agriculture, PMB 2373  
Makurdi, Benue State, **NIGERIA**

**ABSTRACT**

The study, determinant of job satisfaction among extension agents in Benue Agricultural and Rural Development Authority (BNARDA) was conducted using multi-stage and simple random sampling to select the sample size of 120 respondents across the three (3) agricultural zones. Statistics such as frequency distribution, percentages, five-point Likert Scale, binary logistic regression and spearman rank correlation coefficient were used in the analysis. There was a significant cause-effect relationship between agricultural extension agent job satisfaction and the selected explanatory variables. The Cox and Snell R square (coefficient of determination ( $R^2$ )) was 0.63. This study indicated that 63% variation in agricultural extension workers job performance is accounted for by variations in the selected explanatory variables. The Nagelkerke R square (adjusted  $R^2$ ) also supported with the value of 0.72% or 72% which implies that the selected explanatory variables explain the behaviour of agricultural extension agents job satisfaction a 72% level of confidence. The finding showed that the probability of agricultural extension agent's job satisfaction increases with increase in salary and welfare package. Training, staff promotion, job motivation, job security and farmer's satisfaction has a significant and positive influence on agricultural extension agent's job satisfaction. Important constraints to job satisfaction were inadequate equipment, lack of conducive work environment, inadequate training, inadequate funding etc.

**Keywords:** Determinant, job satisfaction, extension agents.