

Pius Nnahiwe, Sylvester Amoako Agyemang, Miroslava Bavorová  
Czech University of Life Sciences Prague, Department of Economics and Development, Czech Republic

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## INTRODUCTION

The Green Report on Agriculture and the Food Industry (2018): 30.7% of the world's employed work in the agricultural sector and there is still a dearth of evidence as regards predictors of job satisfaction in this sector (Jankelová et al., 2020).

Other studies have examined the direct consequence of employee safety perception on health (Abd-Ellatif et al., 2021; Witt et al., 2020).

Relationship between **employee safety and job satisfaction**, drawing empirical evidence from specific professionals like truck drivers (Huang et al., 2016), implications for healthcare workers (Witt et al., 2020), railroad workers, workers with disabilities, and those offering customer service (C. Lee & Park, 2021) whilst neglecting sectors that are not often associated with traditional safety outcomes.

## OBJECTIVES

Hence, drawing empirical evidence from the public sector, agricultural extension, workers in Oyo State, Nigeria, we contribute to the growing behavioural economics literature by examining job satisfaction as a psychosocial outcome. Social exchange theory (Blau, 1964) was used to predict the effect of employee safety perception on job satisfaction. Specifically, it will:

1. Describe sociocultural factors of public sector extension workers;
2. Determine the impact of employee safety perception on job satisfaction

## METHODOLOGY

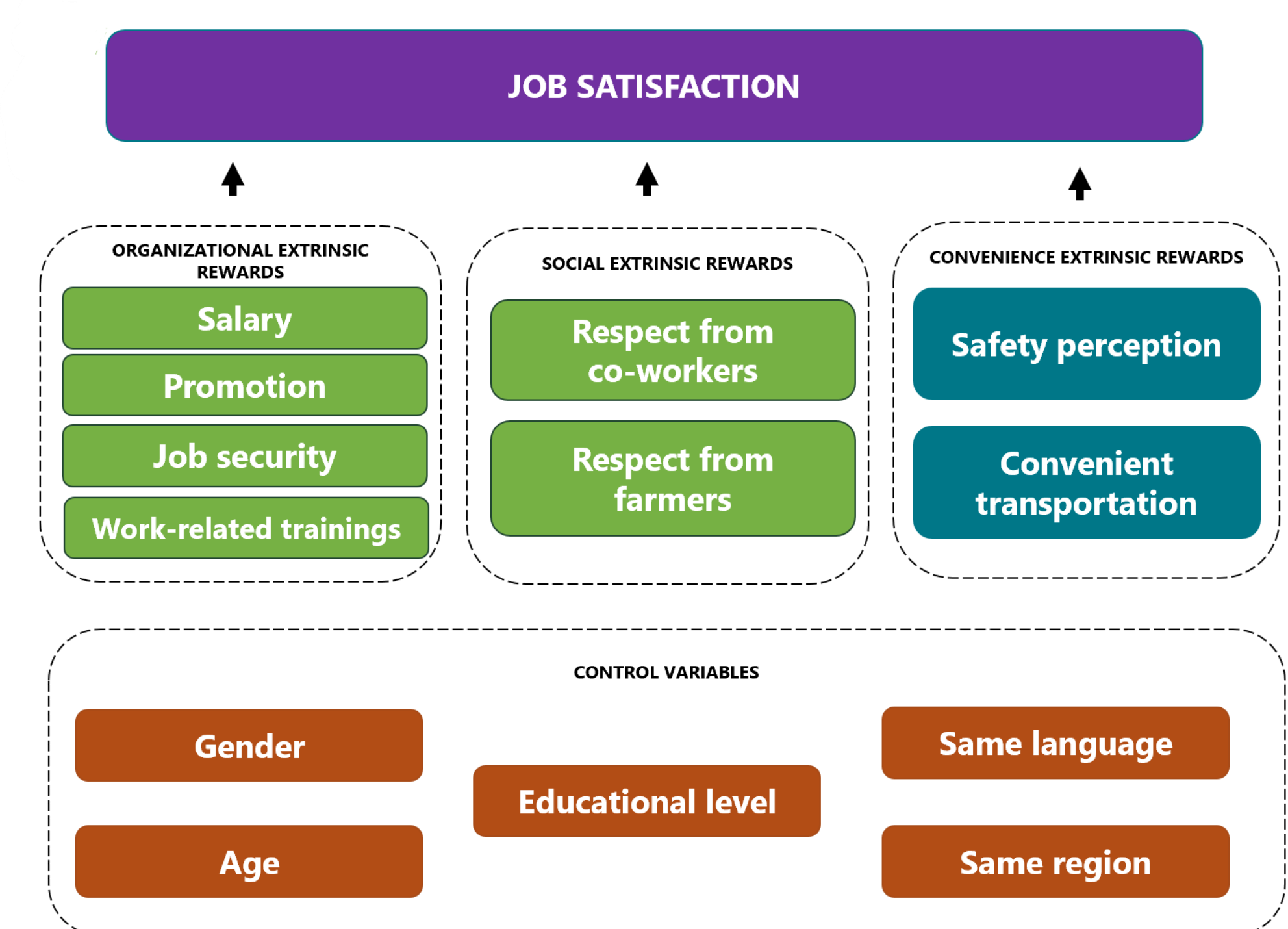
**Oyo State, Nigeria:** 170 public sector extension workers.

53 questions; 4 sections; socio-cultural characteristics (23), perceived level of importance with professional tasks (17) and perceived level of satisfaction (13).

6 semi-structured interviews 6 research institutes; 10 unstructured interviews with respondents from the University of Ibadan and 1 focus group discussion with 20 OYSADEP extension workers covering the Ibadan zone was conducted

**Sampling:** Multistage; Purposive sampling to select 3 ADP zones and simple random sampling to select 16 LGAs, random sampling of 6 institutes and purposive sampling of 5 departments

Figure 1: Conceptual Framework



•Dichotomous measure/binary (Caillier, 2012; Y. Lee & Sabharwal, 2016; Van Ryzin, 2014; Witt et al., 2020) •Single-item/binary measure is adequate with clear and explicit construct (Sackett & Larson Jr., 1990)

•(0) if strongly dissatisfied or dissatisfied, (1) if strongly satisfied or satisfied • $L_i = \ln\left(\frac{p_i}{1-p_i}\right) = \alpha + \beta R_i + \lambda P_i + \delta T_i + \mu S_i + \theta Z_i + \theta M_i + \pi F_i + \Omega K_i + \epsilon_i$ ,  $i=1, 2, 3, \dots, N$

## RESULTS

Table 1 : Logit model for determinants of job satisfaction

Regressors	Coefficient	Std. Err.	P>z	Average Marginal Effect	Std. Err.	P>z
Gender (dummy)	-0.073	0.499	0.883	-0.010	0.066	0.883
Age (years)	0.049	0.027	0.068	0.006	0.003	<b>0.060</b>
Educational level	-0.106	0.222	0.632	-0.014	0.029	0.631
Same region (dummy)	0.761	0.503	0.130	0.101	0.065	0.123
Same language (dummy)	0.448	0.969	0.644	0.059	0.128	0.643
Work-related training (dummy)	-0.168	0.969	0.862	-0.022	0.128	0.862
Salary	-0.310	0.234	0.185	-0.041	0.030	0.177
promotion	0.520	0.213	0.014	0.069	0.026	<b>0.009</b>
Transportation convenience	0.259	0.229	0.258	0.034	0.030	0.254
Job security	0.475	0.217	0.029	0.063	0.027	<b>0.020</b>
Respect from coworkers	0.905	0.400	0.024	0.120	0.050	<b>0.017</b>
Respect from farmers	0.734	0.373	0.049	0.097	0.047	<b>0.041</b>
Safety on field	0.581	0.232	0.012	0.077	0.029	<b>0.007</b>
Constant	-13.109	3.275	0.000			
Number of observation	170					
LR chi2(13)	75.590					
Prob > chi2	0.000					
Pseudo R2	0.351					
Log likelihood	-69.942					

## CONCLUSION

Extension worker's safety perception when carrying out their work responsibilities on the field has a significantly positive association with a job satisfaction.

Similarly, significantly positive correlation was observed between employee safety climate perception and their job satisfaction (Hansen and Stræte 2020; Huang et al. 2016).

Additional qualitative data gathered during the focus group discussion revealed that respondents expressed deep concerns as regards the fact that there was no hazard insurance or allowance package allocated to public extension staff who work on the field amidst the prevalent farmer-herder conflicts.

**We conclude that, regardless of the category, other extrinsic rewards beyond financial motivations are important job satisfaction predictors premised on the fact that, a public management policy of creating job satisfaction is imperative for boosting public sector performance.**