



Requirements for improving and developing the work of counseling centers in the central governorates of Iraq from the point of view of the staff working in them

Marwan Saleh Farhan

Majeed Hadi Salih Al-Hamdany

Tikrit University / College of Agriculture / Department of Economics and Agricultural Extension

Abstract

The study aimed to identify the requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the point of view of the employees working in them, as well as identifying the level of requirements for improving and developing the work of the guidance centers in each of the following fields of study: (the field of selection of guidance center managers, and the field of selection The job cadre, the field of training and education requirements, the field of planning requirements for extension programs, the field of training implementation requirements, the field of training evaluation requirements, the field of financing and support requirements, the field of coordination requirements, and the field of field and technical requirements) as well as finding a correlation between the requirements for improving and developing the work of the extension centers in The central governorates of Iraq and each of the variables (age, gender, number of years of functional service, educational attainment, job stability, and participation in training).

The research included all the agricultural employees working in the extension centers affiliated with the following governorates: (Baghdad, Salah al-Din, Anbar, Babil, Diyala, and Wasit), and numbered (104) agricultural employees, of whom (20) employees were excluded, who were subjected to the initial test, and thus the number of The research community (84) respondents.

After verifying the apparent validity and content validity of the form, the reliability and validity coefficient of the scale were measured, which amounted to (97%). After collecting the data, it was unloaded, classified, and then processed statistically using the (SPSS) program, and some a number of statistical methods were used. A five-point scale was used to measure the dependent variable according to the following expressions: (strongly agree, agree, neutral, oppose, strongly disagree) and (5 degrees) were given to it. , 4, 3, 2, 1) respectively. The data was collected from 10/1/2021 - 12/25/2021.

The results of the research showed that more than (80%) of the respondents are within the two categories of requirements to improve and develop the work of medium and high counseling centers, so their requirements are described as medium and tend to be high.

It also showed the existence of a significant correlation between the requirements for improving and developing the work of the guidance centers in the central governorates of Iraq and each of the variables (number of years of functional service, educational level, job stability, and participation in training courses). Developing and improving counseling centers and each of the variables (age, gender).

The research concluded that there is an urgent need for requirements to improve and develop the organizational structure of the work of the guidance centers, as well as the importance of the studied areas and the need to activate the extension work and the extension programs that lead to the development and improvement of the work of the guidance centers and the need to conduct other studies to determine the problems that stand in the way of these improvements and developments.

Keywords: improvement and development requirements, counseling centers, Iraq.

DOI Number: 10.14704/nq.2022.20.6.NQ22600

NeuroQuantology 2022; 20(6):5952-5959



(1) Introduction and research problem:

Human development aims to change people's ways of thinking, to turn them into a real makers of them and directly responsible for protecting them and defending their continuity and future communication, through their active and positive participation and raising a sense of social responsibility towards the environment in which they live (Ahmed, 2021: 4).

Agricultural and human development represents the main pillar of the comprehensive development process in various developed countries. The human element has become able to absorb, understand, adapt and apply modern agricultural technologies with a high degree of skill and efficiency, upon which the success of introducing and developing modern agricultural technologies depends (Kishta, 2013: 28). The human element is a supportive factor for the generation of agricultural technologies in agricultural research centers due to the availability of information and basic learning for the cadre specialized in the success and transfer of this technology, as well as the technical and administrative skills necessary to transfer it and thus provide agricultural inputs and services for the development of agricultural production (Al-Rimawi et al., 1996: 38). The main objective of agricultural extension in the world is to improve and increase agricultural production by modernizing agricultural methods and introducing technologies invented by science such as improved seeds, fertilizers, chemical compounds and various agricultural machinery (Masoud, 2010: 87), and it is recognized today that human resources are among the most important resources that It is used by modern organizations, as it is the thinking and main element in production and services (Abdul-Wahhab, 2003: 3), and training is the basis for community development, because the workforce is the main element in the production process, and therefore training and qualifying it is one of the factors that contribute significantly to increasing productive efficiency (Al-Abbasi, 2014: 15), and agricultural extension seeks to develop rural human wealth, and that development is represented in an attempt to increase the knowledge and skills of all members of the rural community (Saleh et al., 2004: 89). Food and clothing for the population and the provision of raw materials needed for the industry in addition to providing real job opportunities for young

people, and achieving sustainable rural development for farmers (Qishta, 2012: 10).

And the function of agricultural extension is to select the information obtained daily and emanating from scientific research and transfer it to farmers. It does not include aspects of technology, but rather reaches the farmers' life conditions, their areas, and the environmental conditions in which they work (Rogers, 2004:552). Technology should respond to problems, and extension staff should be linked to the technology transfer process, as extension staff needs technical skills in using information, understanding scientific recommendations, and simplifying and interpreting knowledge (Salama, 2019: 105). Agricultural extension is one of the most important devices for transferring information and technology necessary for development, A strong research apparatus does not arise without the presence of an extension apparatus capable of transmitting information to where it is requested and in the manner that achieves its effectiveness, and it is necessary to link between agricultural research and agricultural extension, otherwise, the results of research remain trapped without application (Al-Tanobi, 2001: 61-62). Agricultural extension is also a cooperative work in which the Ministry of Agriculture, agricultural research centers, and farmers contribute, as it transfers farmers' problems to the Scientific Research Center to study them and develop appropriate solutions for them (Al-Laila and Othman, 1987: 16). A basic technical administration to organize agricultural extension in the area in which it is located under the auspices and responsibility of extension in coordination with extension staff and guides and cooperation with civil and governmental organizations related to agricultural and rural development and the environment. Al-Shafei (1998: 44) believes that the Guidance Center and those in charge of it are agents of change in the region and that it is scientifically qualified and highly trained to be able to lead the continuous environmental agricultural and rural development activities and efforts. Zahran's study (1998: 8) indicated that the demands that contribute to the centers achieving their goals represent an integrated system of administrative, organizational, financial, technical, planning, training, and logistical dimensions. The agricultural

extension centers are considered a new start on the path of modernization, providing agricultural extension services to achieve the requirements of sustainable agricultural development (Othman, 2004: 402). The agricultural extension centers, if invested well, can address many problems facing the extension system, such as the lack of information about the reality within the region, the extensionists' lack of understanding of the farmers' problems, and the weak link between research and extension (Sawsan and Al-Ashry, 2004: 318). Extension management is of great importance in all agricultural joints and has requirements to improve them and work with them, and among those joints are the extension centers, which it is necessary to stop at to know some of the administrative and organizational details, their development and the resources available to them (Al-Hamdany, 2021: 95). To determine the requirements in any organization such as the Guidance Center, the requirements must be known and supported in the areas of strength, as well as identifying weaknesses to confront them and determining the degree of shortcomings. Extension in Iraq is no less important than any organization working in agricultural development, because it is the main important body that undertakes agricultural extension, as it has important duties and goals that support the increase of agricultural production in Iraq and cares about all agricultural employees working in agricultural extension as well as technicians as it cares about farmers and guides, and because The importance of counseling centers and to develop and improve their performance. The idea of the research came to identify the most important requirements that should be met in all areas of this organization to develop and improve its work to reach the desired goal, which is to develop and improve the work of these centers. The idea of this study came to answer the important question, which is what are the requirements for improvement and development of The work of guidance centers in the central governorates of Iraq from the point of view of the employees working in them?

(2) Research Objectives:

The research aimed to achieve the following goals:

First: Identifying the level of requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the point of view of the employees working in them.

Second: Identifying the level of requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point of view of the employees working in them for each field of research, namely (the field of selecting directors of the extension centers, the field of staff selection, the field of training and education requirements, and the field of planning requirements for extension programs training implementation requirements, training evaluation requirements, financing, and support requirements, coordination requirements, and field and technical requirements).

Third: Determining the relationship between the requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point of view of the employees working as a dependent variable and between the studied independent variables (age, gender, number of years of functional service, academic achievement, job stability, and participation in training).

(3) Statistical hypothesis

There is no relationship between the requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point of view of the employees working as a dependent variable and the studied independent variables (age, gender, number of years of functional service, academic achievement, job stability, and participation in training).

(4) Research Method

The questionnaire was used as a means and the method that the researcher relies on to accomplish his research and achieve his goals, and the current research comes within the framework of research that falls within the descriptive approach. The agricultural employees working in the extension centers are (104) employees, and (20) employees were excluded from being included in the initial test of the research form. Thus, the number of the research community becomes (84) employees. A five-point scale was used to measure the dependent variable according to the following

expressions: (strongly agree, agree, neutral, disagree, strongly disagree) and it was given degrees (5, 4, 3, 2, 1), respectively. Data collection continued from 10/1/2021 until 12/25/2021.

These independent variables were measured as follows:

- 1- Gender: This variable was measured at the two levels (male and female) and numerical values were assigned to it, which are (1,2) in order.
- 2- years of service: This variable was measured by the number of years the respondent spent in his job service until the year of data collection.
- 4- Career position: This variable was measured at three levels (employee with responsibility, executive employee, other job position) and numerical values were assigned to it, which are (3,2,1) in order.
- 5- Educational level: This variable was measured at four levels (Agriculture High School, Agricultural Institute, College of Agriculture, etc.) and numerical values were assigned to it (1,2,3,4,5), in order.
- 6- Job stability: This variable was measured at four levels (not transferred, transferred once, transferred twice, transferred three times or more) and numerical values were assigned to it, which are (1,2,3,4), in order.

7- Participation in functional training: This variable was measured at two levels (yes and no) and the following numerical values were given (1, zero) in order.

(5) Discussing Objectives:

First: Requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the point of view of the employees working in them. The results of the research showed that the highest numerical value obtained by the respondents for the level of requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point of view of the employees working in them was (353) degrees, and the lowest numerical value is (88) degrees according to the degrees of the actual scale of research, with a standard deviation Its value is (27,34), and it is mean is (238.67) degrees. The respondents were divided into three categories according to the levels of improvement and development degrees (low, medium, and high), according to the law of range and category length, on the theoretical scale of the research, whose highest degree was (365) degrees, and its lowest degree was (73) degrees, and it was found that the ratio of (19) 0.05% is at a low level, and (47.62%) is at a medium level, and (33.33%) is at a high level, as shown in Table (1).

Table1. Distribution of respondents according to the level, categories, number, percentage, and rate of improvement and development of the work of the Guidance Center.

level of improvement requirements	Categories	the number	%	modified grades	standard deviation	overall average
low	176-88	16	19,05	119,5	27,34	238,67
Average	265-177	40	47,62	257,3		
high	354-266	28	33,33	342,6		
	354-88	84	%100	239,8		

It is clear from Table 1. The level of requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point of view of the employees working there is high. This indicates the existence of appropriate requirements for the development and improvement of the extension centers in the central regions of Iraq. These requirements may be the selection of directors of the agricultural

extension centers, as well as the selection of cadres (owners) in the agricultural extension center, training and education requirements, program planning requirements, and field and technical requirements.

Second: The level of requirements for improving and developing the work of the extension centers in the central governorates of Iraq from the point



of view of the employees working in them in each of the areas, as follows:

The results of the research showed the level of requirements for improving and developing the work of the guidance centers in the central governorates of Iraq for the respondents in the fields of research was in the field of selecting the

directors of the guidance centers, their percentage (28,57%) falls within the high category, and it was found in the field of training and education that their percentage was (46,43%). It falls within the high category. In the field of field and technical requirements, its percentage (34,52%) falls within the high category, as shown in Table No. (2).

Table2. Distribution of respondents according to areas, levels, categories, number, percentage, and rate of improvement and development of the work of the Guidance Center.

fields	levels and categories	the number	%	average score	Scale degrees	
					Minor	upper
Requirements for the selection of directors of the center	low(19-9)	19	22,62	15,66	8	40
	Average(30-20)	41	48,81	27,39		
	high(40-31)	24	28,57	37,71		
Staff requirements (staff) career	low(16-8)	14	16,67	85,13	7	35
	Average(25-17)	43	51,19	41,23		
	high(33-26)	27	32,14	73,31		
Training and education requirements	low(31-15)	15	17,86	27,85	13	65
	Average(48-32)	39	46,43	63,45		
	high(64-49)	30	35,71	98,62		
Program Planning Requirements	low(26-13)	14	16,67	22,03	11	55
	Average(40-27)	42	50,00	06,63		
	high(54-41)	28	33,33	07,51		
Training implementation requirements	low(16-6)	16	19,05	13,57	7	35
	Average(24-17)	39	46,43	43,22		
	high(31-25)	29	34,52	64,29		
Training calendar requirements	low(16-9)	16	19,05	11,65	7	35
	Average(24-17)	37	44,05	36,20		
	high(31-25)	31	36,90	89,28		
Funding and support requirements	low(17-9)	15	17,86	03,13	7	35
	Average(24-18)	42	50,00	12,22		
	high(34-25)	27	32,14	24,31		
coordination requirements	low(16-7)	16	19,05	11,43	7	35
	Average(26-17)	39	46,43	22,30		
	high(35-27)	29	34,52	31,91		
Field and technical requirements	low(16-10)	14	16,67	13,95	6	30
	Average(23-17)	41	48,81	33,21		
	high(30-24)	29	34,52	88,28		



It is clear from Table 2. that the level of requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the point of view of the employees working in them in the field of selecting directors of the guidance centers is high, and this indicates the existence of appropriate requirements for the development and improvement of the guidance centers. He holds a Ph.D. in agricultural extension. As well as in the field of choosing the requirements for training and education in the counseling centers is high, and this indicates requirements in the field, and one of these requirements is to constantly change the educational materials provided to trainees with recent developments. And that the level in the field of field and technical requirements in the extension centers is also high, and this indicates the existence of appropriate requirements to develop and improve the work of the extension centers in the field of choosing the field and technical requirements, and one of these

requirements may be coordination with farmers and people constantly.

The third objective: to find a correlation relationship between the requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the point of view of the employees working in them and each of the variables (age, gender, number of years of functional service, academic achievement, job stability, and participation in training).

The results of the research showed the level of requirements for improving and developing the work of the extension centers in the central provinces of Iraq in the independent variables and their relationship to the dependent variable as follows: %) falls within the middle category. It was found that the percentage of respondents with the gender variable (66.7%) fall within the male category, as shown in Table No. (3).

Table3. Distribution of respondents according to fields, levels, categories, number, percentage, correlation value, and the rate of improvement and development of the work of the Guidance Center.

Categories	Levels	the number	%	modified grades	Correlation coefficient value
age groups	low(36-24)	28	19,0	32,4	0,248
	(49-37) Average	40	47,7	40,5	
	high(61-50)	16	33,3	55,1	
Sex	Male	56	66,7	51,68	0,275
	Feminine	28	33,3	33,39	
Number of years of service	(17-2) low	64	76,2	9,12	0,406
	Average(33-18)	16	19	22,56	
	high(49-34)	4	4,8	39,5	
Educational level	middle school	4	8,4	1	0,376
	agricultural institute	13	15,5	2	
	Faculty of agriculture	54	64,2	3	
	Master of Agriculture	10	11,9	4	
	PhD in Agriculture	3	3,6	5	
job stability	I didn't move	60	71,4	1	0,357
	moved once	19	22,6	2	
	quoted twice	5	6	3	
	moved three times	صفر	صفر	صفر	
Career Center	responsible employee	26	31	1	0,321
	Executive Officer	49	58,3	2	
	Another job center	9	10,7	3	
Subscribe to training courses	participant	67	79,7	2	0,323
	not participating	17	20,3	1	



It is clear from Table 3. The highest age of the respondents was (61) years, and the lowest age was (24) years, with an average of (42.53) years. When determining the correlation relationship between the development and improvement of the work of counseling centers in the central governorates of Iraq and the age variable, the value of the correlation coefficient was (0.248).), and this indicates a very weak correlation, which is not significant at the level (0.01). This confirms that age has nothing to do with the level of requirements for improving counseling centers, which ranged between (37-61) years old, and they are the elderly. The results also showed the variable job position of the respondents, including the executive employees in the counseling centers, their number was (49) and at a rate of (58.3%), and to determine the correlation between the level of requirements for improving the counseling centers and the variable of job position, and the value of the correlation coefficient was (0.321), which is significant and positive, at a significant level (0.05), and this indicates the existence of a moral relationship between the job center and the level of requirements for improving the guidance centers, and the job center of the respondents has a major role in formulating laws and decisions on the subject of requirements in improving the guidance centers and placing them on the right path in the future. It was also found that the percentage of males is higher than females. , with an average of (42.53) degree requirements, and when determining the correlation between the level of requirements for improving counseling centers and the gender variable, it was found that its value is (0.275), and this indicates a very weak correlation at the level of significance (0.01).

(6) Conclusions:

1_The results of the research showed that the requirements for improving and developing the work of the guidance centers in the central governorates of Iraq from the respondents' point of view tend to be high. Because it leads to the success of the work and development of these centers.

2_ The results of the research showed that the level of requirements for improving and developing the work of the extension centers in the central governorates of Iraq in the studied areas of research average tends to rise in each of

the nine studied areas, and we conclude from this the importance of these areas and the need to focus on them and find ways to study each of them and determine the treatment And the perfect solution for each of them.

(7) Recommendations:

1_ Increasing the training programs related to improving and developing the work of the counseling centers, which leads to improving the performance of the employees and thus improving the work of the centers in its entirety.

2_ Using external as well as internal academic expertise to prepare a curriculum for the work of this important institution and to develop its human cadre for the better to increase the efficiency of its work.

3_ Conducting other studies at the master's and doctoral levels to identify the problems and obstacles that affect the improvement and development of extension centers and consider them as effective organization in the development of agricultural extension in Iraq.

(8) Sources

- 1- Ahmed, Abdel-Aal Ahmed, (2021), Human Development, Al-Mashreq Electronic Library, Egypt.
- 2- Al-Rimawi, Ahmed Shukri, Hassan Juma Hammad and Khaldoun Abdul Latif Al-Subaihi, (1996), Introduction to Agricultural Extension, 1st Edition, Hanin House for Publishing and Distribution, Amman, Jordan.
- 3- Qeshta, Abdel Halim Abbas, (2013), The Philosophy of Agricultural Extension in Developing Countries, 1st Edition, Green Line Printing Press, Cairo.
- 4- Abdel-Wahab, Ali Mohamed, (2003), Human Resources Management and its Importance in Developing Management, Faculty of Commerce, Ain Shams University, Beirut, Lebanon.
- 5- Salama, Abdel Hafez (2019), Communication and Education Technology, Al-Yazuri Scientific House, Jordan.
- 6- Al-Abbasi, Fadel Khalil Agent, (2014), Training in Agricultural Extension, 1st Edition, Al-Dabbagh Press for Printing and Publishing, Mosul, Iraq.

- 7- Saleh, Sabri Mustafa, Muhammad Omar and Suhair Azmy, (2004), Agricultural Guidance: Its Basics and Applications, Alexandria Book Center, 1st Edition, Egypt.
- 8- Qeshta, Abdel Halim Abbas, (2012), Agricultural guidance, a new vision, Dar Al-Nada for printing, Cairo, Arab Republic of Egypt.
- 9- Masoud, Samih Muhammad, (2010), Arab Development Challenges, Dar Al-Shorouk for Publishing and Distribution, 1st Edition, Amman, Jordan.
- 10- El-Tanobi, Mohamed Omar: 2001, Adapting modern agricultural technology to the requirements of development in developing countries, Faculty of Agriculture, Alexandria University, Al-Ishaa'a Technical Library and Printing Press, 1st Edition, Egypt.
- 11- Tonight, Zaki Hassan, and Samir Abdel Azim Othman, (1987), Principles of Agricultural Guidance, Ibn Al-Atheer House for Printing and Publishing, University of Mosul, National Library, Baghdad, Iraq.
- 12- El-Shazly, Mohamed Fathi: 1998, extension centers as a base level for organizing agricultural extension - training guide for the basics of rural extension, part 1, Cairo.
- 13- Al-Shafei, Imad Mukhtar: 1998, the leadership components of the officials of the agricultural extension centers, the training guide for the basics of rural extension, the Central Administration for Agricultural Extension, part 1, Cairo.
- 14- Zahran, Yahya Ali: 1998, Introduction to the Training Manual for the Basics of Rural Guidance, Part 1, Educational Units, Cairo. 5959
- 15- Othman, Mahmoud Ismail: 2004, Measuring the Effectiveness of Extension Centers in Egypt, The Egyptian Journal of Agricultural Research, Issue (1), Volume (82), Agricultural Research Center, Giza.
- 16- Sawsan, Ali Nour El-Din, 2001, Essam Abdel-Fattah El-Ashry: 2001, an evaluation study of the activities of the Agricultural Extension Centers in Kafr El-Dawwar, Beheira Governorate, and the role of the Faculty of Agriculture, Alexandria University in improving their performance (case study), Research Bulletin No. (27), Extension Research Institute Agricultural and Rural Development, Agricultural Research Center, Giza.
- 17- Al-Hamdany, Majeed Hadi Salih: 2020, Management in Agricultural Extension "Between Contemporary and Modernity", Egyptian Publishing and Distribution, first edition.
- 12-Rogers, E.M.(2004) , Diffusion of innovation, Free presses, New york