

PERCEPTION of Managerial and Workers on Labour Motivation Factor and Timing of Operation Factor in Agriculture Productivity in Libya

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Abstract This paper discusses 1. Important factors that affect agricultural production in public agricultural projects in Libya which are (job satisfaction, organisation environment, training, planning, scheduling and Follow up). 2. The problem of lack of agricultural production in public sector in Libya. 3. The factors that have influenced to develop appropriate solutions to these difficulties. The study sample included workers, managers and supervisors in five agricultural projects in Libya. Results were obtained and analyzed showing that the biggest problem was the follow-up, followed by-training, and in addition to the weakness was evident in other factors. This paper recommends the need to focus on these factors in public agricultural projects in order to increase the performance of workers and employees, thereby increasing agricultural production in general.

Keyword

words) Agricultural, production, performance, projects and efficiency.

I. Introduction

Agriculture is a cultivation of life forms for food and other products which are used to maintain life whether it is through animals or plants. In a global perspective, industrial agriculture which is known as a modern farming using techno-scientific, economical and also political methods is based on a wider extent in the developing world today [1].

The agricultural sector in Libya is a key source in providing some of the needs of the market of fruits and crops, whether from the private or public sector. In addition to that the agriculture in Libya provides an important income to the national economy from producing wheat and barley. Currently there are huge problems facing agricultural projects in Libya that lead to significant decrease in productivity in last decades. The agriculture sector in Libya who was contributing to the country's Gross

Domestic Product was declining in last decades and the agriculture sector share to the economy of Libya has rapidly fallen to less than 5% [2].

This study specified the factors contributed to these problems, which are low production efficiency and an increase in the cost of the productions of agricultural products as a result of low performance by managers, staff and workers in public agricultural projects.

II. Literature review

Government efforts in agriculture development have been characterized by sizable investments and subsidies. During the last two decades, Despite this Libya came at the bottom with regards agricultural production comparing to North African countries [3]. As shown in Figure 1

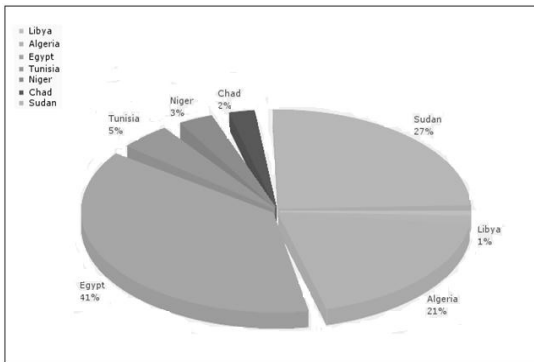


Fig. 1, Agriculture (value added) of Libya and its neighbors, (%), 2011

Some of the major problems faced by agriculture sector in Libya consist of shortage of water supply, the unstable climate, desertification, lack of technology, and development of agricultural projects [4]. Studies also indicated that the agricultural

sector in Libya suffers from many difficulties, including low productivity, high costs and the continuing decline in production levels. In addition, low and weak administrative and financial control, which led to the phenomenon of corruption in public projects, and a lack of access to the target of production in the agricultural [5] Average of production of wheat and barley crop in Libya, wheat averages just 0.8 tons per hectare and barley averages 0.5 tons per hectare [6].

III. Problem Statement

This paper discusses the problem of low productivity in Libyan agricultural projects. A poor performance of workers and timing issue during operational stage, led to close many of agricultural projects and reduce the annual income to the national economy of Libya from the production of these projects.

IV. Objectives of paper

The objectives relevant to research questions of this paper include;

- 1- To determine the perspective of workers on labour motivation factor and timing operation factor in agricultural projects in Libya.
- 2 To study the perspective of managerial and supervisors on labour motivation factor and timing operation factor in agricultural projects in Libya
3. To analyze of the relationship between the elements in labour motivation factor and timing operations factor in agricultural projects in Libya

V. Methodology

This section will illustrate methods of collection and analysis of data and the required actions to all the elements that affect on labour motivation, timing operation of workers and supervisors in public agricultural projects.

A. *Questionnaire*

There are two types of questionnaire, the first questionnaire particularly for managers and supervisors, it contained 59 questions and the second questionnaire particularly for workers and staff, it contained 35 questions. In general, questions were on factors including (job satisfaction, organization environment, training, planning, scheduling and Follow up). It allowed to the respondent to put one option for each statement according to the Likart scale as following: 1 - Strongly agree 2 - Tend to agree 3- Undecided 4- Tend to disagree 5- Strongly disagree.

B. *Sample size and type of sample*

The survey work included a set of questions directed to the managers of administrations, departments, staff, engineers and workers of the agriculture sector in Libya. So that the sample involves 52 of managers and supervisors and 179 of workers and staff. The sample included 5 agricultural locations, 4 sites in city of Sirte, at North-central Libya and one agricultural project in city of Sabha which located of south Libya.

C. *Analysis and results*

Analysis of results was done by statistical software packages (SPSS), the analysis included the following: reliability test. The arithmetic mean, and Correlation matrix.

The overall Results of the analyzes of the six factors (Job satisfaction, Organizational Environment, Training, Planning, Scheduling and Following-up) showed that the productivity and labour motivation in public agricultural project was weak due to the strong effect of these factors.

The strongest factors were Following-up and Training (3.94) and (3.81) respectively, while Job satisfaction, planning, and scheduling have convergent effects on the productivity and labour performance where their means were (3.62), (3.61), and (3.52) respectively, and their effects is strong but lower than training and following-up, however, the weakest factor was Organizational Environment. The overall percentages are shown in Figure 2. Following the analysis of all factors, the study analyzed the correlation between the variables of the study. All variables have direct relationships with each other in terms of increasing factor lead to increase other factors and vice versa. Reliability test for the results of the analysis for managers and supervisors were (0.92) while the results of the analysis for workers and staff were (0.773). This indicates that there is consistency and coherence between these factors. The results of the arithmetic mean of the factors, as shown in Figure 2.

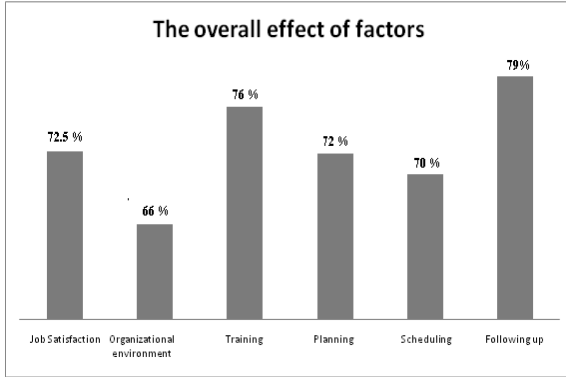


Fig. 2: The results of the arithmetic mean of the factors.

VI. Recommendations for agricultural projects management in Libya.

In order to improve the current situation and obtaining the desired goal by having high productivity and low cost for production of agricultural products according to the results obtained from the questionnaire, the following recommendations should be adopted:

A. *follow up*

As the most important factors, according to the results of this paper should focus on 1- follow up of all the stages of agricultural projects 2- follow up on all the unfinished work in the projects 3- follow up and find solutions to factors that affect the work

4- follow-up of production requirements 5- There should be regular follow-up tables for agricultural projects.

B. *Training*

Is one of the important factors that should be the focus according to the results of this paper where must set up 1- Training courses for workers and engineers inside and

outside of Libya 2- Training courses in the workplace 3- Take advantage of external expertise.

C. *Job Satisfaction*

Job satisfaction is essential to ensure consistent performance from the workers. And it should note the following points

1- Salaries should be raised in the agricultural sector employment Libya with what suits and living their lives 2- The establishment of quality employment incentive programs 3- There must be good relations between supervisors and workers in agricultural projects in Libya.

D. *Planning*

Through the results obtained should pay attention to the planning process before you start agricultural projects in Libya ml him n mm role in the success of any project Accordingly, attention must be paid to the following observations 1- Careful selection of agricultural crops 2- must know the soil and water before start the project 3- Attention must be paid to marketing and the provision of good stores production 4- Must be planting and harvesting dates in a timely manner.

E. *Scheduling*

Through the results can take advantage of the following points; 1-Agriculture operations done according to a known timetable 2-There should not run in the tables Agriculture projects 3-Need to have a Quantities and specifications for agricultural needs.

F. *Organizational Environment*

According to this paper, it scored the lowest value comparing to other five factors but this result is still not encouraging in the public sector and need to the following

1- must choose supervisors and managers according to qualifications and work experience 2- There should be regulations and clear rules to work in agricultural projects 3- There must be a deterrent measures in case of violation of regulations on work

VII. The conclusion

The agricultural sector in Libya was facing many difficulties and obstacles in production and poor performance for decades. The low production in the public agricultural projects was due to weakness in the management and performance in these projects significantly, which led to increasing cost of these projects and decrease or lack of economic feasibility. Through this study the researcher has verified that there are some factors that have contributed to the decline in agricultural production in Libya, which are (Job satisfaction, Organizational Environment, Training, Planning, Scheduling and Following up). Success of a public agriculture sector in Libya need to develop these projects management and a focus on improving the factors mentioned and develop solutions to treatment the causes that led to it in order to increase agricultural production in Libya.

Acknowledgments

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