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**PERFORMANCE EFFECTIVENESS OF MAHATMA GANDHI
NATIONAL RURAL EMPLOYMENT GUARANTEE PROGRAMME IN
PALAKKAD DISTRICT (MGNREGP)**

by

C. LAWRENCE PRABU

(2009 – 11 - 154)

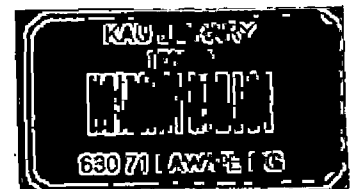
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**Submitted in partial fulfillment of the
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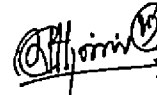
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I hereby declare that this thesis entitled “**Performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme in Palakkad district (MGNREGP)**” is a bonafide record of research done by me during the course of research and that the thesis has not previously formed the basis for the award to me of any degree, diploma, fellowship or other similar title, of any other University or Society.

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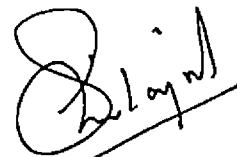
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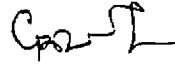
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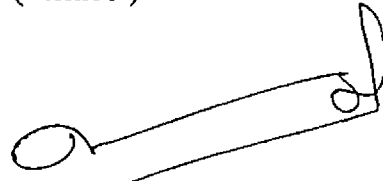
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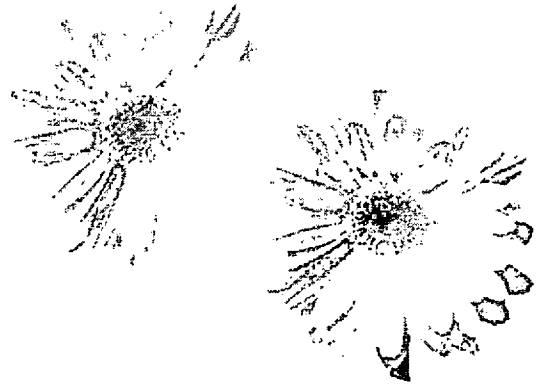
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Dedicated to

My beloved brother

Late Mr. M.B.Sankar

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Introduction

1. INTRODUCTION

Jobless growth is a joy less growth of any country especially developing and population rich country like India. At overall level the unemployment rate is estimated at 9.4, which imply that 9.4 per cent of the labour force is unemployed and looking for jobs. In absolute terms about 40 million persons are found unemployed and majority of the estimated unemployed persons (80 per cent) is in the rural sector at overall level (Ministry of Labour & Employment 2010). In the midst of unemployment and distress migration the happy bells started to jingle in rural areas when the Government of India announced that “You have the right” to get an employment for hundred days in a financial year through “Mahatma Gandhi National Rural Employment Guarantee Programme”.

The Rural India constitutes 72 per cent of the total population of India and scattered in more than six lakh villages. It plays a major role in shaping the democratic India economically, socially and culturally. The majority of the rural population depends on agriculture as a source of livelihood, however increasing real estate business, shrinkage of paddy cultivation, mechanization interventions, natural disasters etc., adversely affect the employment opportunity of casual women and men labourers who depend on agriculture and displace them for searching other employment sources. Due to inadequate employment opportunity the rural people become vulnerable to the possibility of sinking from transient to chronic poverty.

The poverty eradication is a challenging task which is placed before India when it freed from British rule. It is said to be that India still having the world's largest number of poverty affected people. It has been estimated that 350-400 million are below poverty line, of which 75 per cent of them in rural areas. Poverty and unemployment is not a straightforward issue, requires to be addressed by targeted,

time bounded and specifically designed law or policy or else it could lead to multidimensional poverty and distress migration of rural poor people from villages to city. In order to address this crucial issue, the Government of India has taken various experiments such as five year plans, poverty alleviation and developmental programmes for the last five decades. The emerging threat such as poverty, distress migration, unemployment, inequalities etc., emphasis and invite the era of rural development.

In the context of poverty and unemployment, generation of productive and gainful employment with decent working conditions through the wage employment programmes in developed and developing countries are perceived as a boon for the unemployed rural poor and also as crucial strategy for 'inclusive growth' as well as it is equally important to make the employment opportunities accessible to all, especially poor and weaker sections of the society.

Since Independence, number of rural development programmes were implemented by the Government of India with the different perspectives and goals. But all the programmes did not bring the expected result and also some of the sections especially women, unskilled casual labourers remain unaffected by those programmes. Among those, the "**Mahatma Gandhi National Rural Employment Guarantee Programme**" is the flagship programme of the Government of India. The programme was launched by the Prime Minister Dr. Manmohan Singh on 2nd February 2006 based on the Mahatma Gandhi National Rural Employment Guarantee Act 2005. The historic legislation was passed by the Government of India on 23rd August 2005 and it was promulgated on 7th September 2005. It was enacted by the parliament to address the crucial issues of unemployment and poverty in rural India.

The ultimate objective of the programme is to enhance the livelihood security in rural areas by providing at least hundred days guaranteed wage employment in every financial year to every household whose adult members volunteer to do unskilled manual work. The programme provides unskilled manual works with the short term employment on public works, such as irrigation infrastructure, soil conservation, afforestation, road construction and land development. In such a way the programme acts as an income source to poor households especially during slack agricultural seasons or years.

It is quite interesting to realize that, the beautiful words of Mahatma Gandhi that “any effort for the development of India as a whole, should start from the villages of India” and also the important fundamental rights of Indian constitution that “**Right to Livelihood**” and “**equal pay for equal work for both men and women**” were fulfilled in this programme.

The MGNREGP was launched in two hundred selected districts on 2nd February 2006 in Phase I and it was extended to 130 more districts in 2007-08 in Phase II. It was further extended to 285 districts from 1st April 2008 onwards, in Phase III. In Kerala, the programme was initiated in February 2006 in the rural areas of two districts viz., Palakkad and Wayanad. The programme was extended to Kasaragod and Idukki districts by February 2007 and to the remaining districts by January 2009. The Government of Kerala issued detailed guidelines for implementing MGNREGP. The responsibility has been assigned primarily to Local-Self Governments. In Kerala, there are elected Village councils (Gram Panchayats) for an average population of thirty thousand. The agglomeration of a few neighbouring Grama Panchayats is called a Block Panchayat. For each revenue district, there is an elected district council (District Panchayat). Thus there is a three

tier system of Local self governments in rural areas, each one with specific functions and responsibilities.

1.1 Objectives

To study the performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP) in terms of stakeholder participation, satisfaction and achievement of physical and financial targets. Besides it is also proposed to study the constraints and formulate a strategy for the effective implementation of the programme.

1.2 Need for the study

The MGNREGP is the first ever law internationally, that guarantees wage employment at an unprecedented scale. It is the flagship programme of the Government of India. It aims at enhancing livelihood security of households in rural areas of the country by providing hundred days wage employment in a financial year whose adult members volunteer to do unskilled manual work. Unemployment is a major problem in rural areas. This study was undertaken to assess the performance of MGNREGP on employment generation, public and private asset creation and empowerment of rural people economically, politically and socially. These are the different perspectives which emphasized the need of the study.

1.3 Scope for the study

This study was conducted in one district only. If it is extended to more districts generalization is possible. As per the present study, there is lacuna in achieving hundred days employment to every households which is envisaged under

the Act. In order to achieve one hundred days employment, it is necessary to have a conceived prior and well plan before implementation of the programme.

1.4 Limitations of the study

The present study had the limitations of time and money, as it was undertaken as part of Post Graduate (PG) programme. The study was based on the expressed opinion of the respondents; it may or may not be free from their biases or prejudices. In spite of these, every effort is taken to conduct the study as systematic as possible.

1.5 Organization of the study

The thesis is presented in five chapters. The first chapter is 'introduction' in which the importance of the study, objectives, scope and limitations of the study are dealt. The second chapter is 'theoretical orientation' which deals with the concepts and related findings of the study. The third chapter is 'methodology' which encompasses the details on selection of the study area, sampling, data collection procedure, variables selection, empirical measures used, design of the research, statistical tools used etc. In the fourth chapter the results in relation to objectives with interpretation of the findings and discussion are presented. The fifth chapter summarizes the study highlighting the salient findings.

Theoretical orientation

2. THEORETICAL ORIENTATION

This chapter aims at developing a theoretical framework on the concept of “performance effectiveness of the programme” This has been furnished on the basis of definitions, ideas and concepts. Each topic presented in the Chapter is associated with the available research findings either directly or indirectly. This helps to give a proper orientation of the study and also to place the problem on a theoretical perspective. This also assists in evaluating one’s own research efforts by comparing them with the related effort of others.

The review has been presented under the following heads:

- 2.1 Historical perspective of MGNREGP
- 2.2 Importance of MGNREGP
- 2.3 Concepts of performance effectiveness
 - 2.3.1 Extent of stakeholder participation
 - 2.3.2 Extent of beneficiary satisfaction
- 2.4 Profile characteristics of stakeholders
- 2.5 Attitude of stakeholders towards MGNREGP
- 2.6 Perception of stakeholders on MGNREGP
- 2.7 Constraints perceived by the stakeholders

2.1 HISTORICAL PERSPECTIVE OF MGNREGP

The provision of gainful ‘employment for all’ was one of the policy goals of India. Accordingly after the Independence, the Government of India under the leadership of Pandit Jawaharlal Nehru, the then Prime Minister of India, had discussed with other senior minister and officials, the poverty conditions that existed

in the rural areas of India and the factors which were responsible for it. They wanted to have a permanent solution to this social evil and find out how best the resources can be fully utilized for the future development of rural areas and also the India as a whole. Many of the experts expressed their view that laid a stone for the five year plans. In addition to this, number of rural development programmes were introduced by the Government of India for the upliftment of living standards of rural people by providing employment opportunities, insurance to agricultural crops, financial assistance to farmers like short term or medium term loans, modern tools to rural artisans and construction of houses to weaker section of the community etc. Some of the important national programmes are, Food for Work Programme (FWP) 1977; Integrated Rural Development Programme (IRDP) 1978; National Rural Employment Programme (NREP) 1980, Rural Landless Employment Guarantee Programme (RLEGP) 1983; Jawahar Rozgar Yojana (JRY) 1989; Employment Assurance Scheme (EAS) 1993; Swarna Jayanti Gram Swarozgar Yojana (SGSY) 1999; Pradhan Mantri Gram Sadak Yojana (PMGSY) 2000; Sampoorna Gramin Rogar Yojana (SGRY) 2001; National Food For Work Programme (NFFWP) 2004; Bharat Nirman programme (BNP) 2005. Although there has been an improvement in employment generation in rural areas over the years, some section of the rural population especially those unskilled, casual and manual labourers remain unaffected. This was mainly because, these programmes typically offered relief type employment opportunity, supply based, no guarantee of employment, no prescribed minimum wage pattern and mostly of trickle down approach. However, at the state level, the Government of Maharashtra formulated the Maharashtra Rural Employment Guarantee Scheme under the Maharashtra Employment Guarantee Act, 1977 to provide wage employment to those who demand for wage employment.

Based on the experience of these programmes, the National Rural Employment Guarantee Act 2005, a historic legislation passed by the Government of

India on 23rd August 2005 and it was promulgated on 7th September 2005. It was enacted by the parliament to address the crucial issues of unemployment and poverty in rural India. Based on the Act the National Rural Employment Guarantee Programme was launched by the Prime Minister Dr. Manmohan Singh on February 2nd, 2006 and it was rechristened as Mahatma Gandhi National Rural Employment Guarantee Programme on 2nd October 2009, which confers legal right to guaranteed unskilled wage employment for hundred days to every household in a financial year at an equal wage rate for both male and female workers. It is a paradigm shift from other wage employment programmes since providing right based employment and building up of gender equality and pro-poor development as well as creating rural public assets, which has been largely neglected. It also has the capacity to tap the women force potentially and helps to enhance the purchasing power of rural households thereby contributing to poverty alleviation.

2.2 IMPORTANCE OF MGNREGP

India is still having the world's largest number of poverty affected people. An estimated 350-400 million people are below the poverty line; 75 per cent of them in rural areas. More than 40 per cent of the population is illiterate, women, tribal and scheduled castes. By scrutinizing these facts Agarwal (2010) cautions that India will not halve its 1990 poverty rate by 2015 as envisaged in the Millennium Development Goals, without more investment in agriculture and policy reforms in rural sector. The statement obviously notes the necessity and urgent need of policy reforms in rural areas, which should create employment opportunities to the neediest people without any kind of discrimination, creating community assets, considering natural resource management and having an extent possible touch with the vulnerable section of the people. By considering these objectives, it is perceptible that MGNREGP strives to realize these requirements. Hence, Roy and Dey (2010) asserted that the scheme

(MNREGA) creates a social safety net for the vulnerable section of the people by providing a fall-back employment source, when other employment alternatives are scarce or inadequate. They validated their point by pointing that MNREGA has resulted in the generation of more number of person days than any other scheme that free India has ever seen. By observing the outstanding performance of the programme (MGNREGP) over a period, Harza (2009) came up with a valid point and he described that the programme (MGNREGP) has become a significant vehicle for regeneration of India's depleting natural resource base. Specializing on the impact of MNREGP upon natural resource management, Patel (2006) opined that it plays a vital role to mobilize and strengthen the untapped natural resources (physical, natural and human) for the development of village economy.

The significance of MGNREGP having been topped because of its objectives and the way it is framed by the Government of India. The programme (MGNREGP) is structured in a 'Right- based and Need-based approach' getting employment under this programme is the Right of people and providing employment is based on the need of people. In such a way it shows the respect over the right and needs of the people. Having a thorough grasp over the structure of MGNREGP as he is one of the founding fathers of the scheme, Drèze (2008) opined that the MGNREGP is one of the greatest experiments to eradicate rural poverty. He further added that the scheme is both powerful and effective as the implementation of the scheme is styled in a genuinely democratic and decentralized manner in a rights based approach. The success of any developmental programme based on the active participation of the targeted group, in this way is worth to say that the MGNREGP succeeds on its goal. For instance, 2.10 crore households were provided employment during 2006-07; 3.39 crore during 2007-08; 4.49 crore during 2008-09 and 4.50 crore during 2009-10. These records illustrate the significance of MGNREGP.

2.3 CONCEPTS OF PERFORMANCE EFFECTIVENESS

Davis (1949) defined role performance as how an individual actually performs a task in a given situation as distinct from how he is supposed to perform.

Hitt *et al.* (1983) wrote that effectiveness refers to how well an organization reaches its objectives over a period of time.

Reddin (1987) observed that effectiveness is multidimensional and the extent to which managers achieve the output requirements of their position. He further stated that it is output, not input.

Gosh *et al.* (1988) gave the measuring of effectiveness as the extent to which an action or activity achieves its stated purpose.

Mohan (1988) stated that effectiveness is the measure of extent of contribution which an activity makes to the overall endeavour for the achievement of the pre-determined goal.

Arora (1993) reports that success of any developmental measures is determined by the effectiveness of the administration system.

Meadley and Shannon (1994) pointed out that the teacher performance effectiveness can be arrived through observational schedules, rating scale and student achievement test.

Babukumari *et al.* (1998) defined performance as the pragmatic results that the organization is able to measure objectively.

Rao (2004) stated that performance is a result of both ability and effort. A highly capable individual may need to put in only marginal effort to give high performance, whereas another individual with low ability may need to put in a lot of effort to produce even an average level of output.

Bella (2006) in her study performance on effectiveness of teachers, defined performance effectiveness of the teacher means the degree to which a teacher does right things in a creative way to achieve the intended and desired results through optimum utilization of resources in teaching, research and extension education.

Sharma *et al.* (2009) in their study on evaluating performance of NREGA, reported that, there was significant variations in performance of NREGA *vis a vis* SGRY. The regional level performance of eastern region was poor and other regions have witnessed reduction in cost per day of employment generated.

Mehta (2010) in his study on management of MGNREGP reported that a very poor performance was indicated in providing 100 days of employment to the applicant households.

Shah (2010) reported that 98 per cent the beneficiaries and 73 per cent of the non – beneficiaries of MGNREGS created useful assets at the village level.

2.3.1 EXTENT OF STAKEHOLDER PARTICIPATION

It is defined as the extent of actual involvement of people both physical and mental in different stages of programme.

French (1960) referred participation as a process in which two or more parties influence each other in making certain plans, policies and decisions.

According to Soyal (1966) participation refers to the convergent action by which the citizens take part in the accomplishments of administrative services without belonging to the governing or managing body.

According to Davis (1969) participation is a mental and emotional involvement of a person in a group situation which encourages him to contribute to goals and shares responsibility in them.

According to Nandal (1972) participation of the people in the planning process at different stages of decision making, decision implementation and evaluation is needed for the success of planning.

Baetiz (1975) observed that participation in development means how community members can be assured the opportunity to contributing the creation of community's goods and services.

Pearse and Stiefel (1979) referred participation as an organized effort to increase control over resources and regulative institutions in a given social situation as the part of groups and movement of those hitherto executed from such control.

Jayavelu (1980) found that lack of knowledge about the economies of the development programme might result in the non participation of the people in it.

According to Mishra (1984) participation means direct involvement of people and not involvement through representatives.

According to Saiyadain (1988) participation refers to sharing in an appropriate way the decision making power with subordinates.

In the opinion of Mishra (1994) the term participation has three conditions. Participation means cooperation, taking part in something, the mere presence, even silence presence of individuals or representatives of an organization at different levels. According to him participation can be direct or indirect, passive/active and it is one of the important techniques to achieve the desired goal.

State Planning Board of Kerala (1996) reported that only through decentralization of power we could ensure the participation of people in various developmental activities.

Parker (1997) observed that participation ranges from local people being involved in implementing development or conservation of programmes to being actively involved in all stages of the development process including decision making process.

Ray (1997) defined participation as the process of getting oneself involved in thoughts, feelings and actions with others. It may be perceived as a continuum varying between positive listening to active involvement in benefit sharing.

Veluswamy and Manoharan (1998) found that majority of the beneficiaries participated in all activities of NGO. Situation survey was the activity in which more participation was found, followed by selecting problems for action and analyzing the situation, problem assessment and prioritizing problems.

According to Blackburn and Holland (1998) participation is the full involvement of local population in identification of priorities, problems and potential solutions with team of scientists, planners and development specialists.

Kareem and Jayaramaiah (1998) defined participation as the degree to which the members of the beneficiary families involved themselves in different stages of the programme, starting from their selection of beneficiary to deriving benefits from assistance provided under programme.

Rehman and Rehman (1998) defined participation as a process of learning and sharing. Participation process is a goal directed, objective focused on activity of an organization.

Suthan (2003) in his study on the analysis of farmer's participation in the Participatory Technology Development (PTD), found that 64 per cent of farmers had high extent of participation in PTD and correlation analysis showed that extent of participation in PTD was positively and significantly related with social participation and need satisfaction.

Padhi *et al.* (2010) reported that there is little participation in MNREGA on the part of the households belonging to household income range of less than Rs.10,000 and also reported that extent of women participation is much higher than the targeted 30 per cent.

Mehta (2010) in his study on management of MGNREGP in U.P found that the participation of women in NREGA has been very unsatisfactory in the state. Thus the overall share of women in getting employment under MGNREGA has declined by 45.56 per cent during first phase, nearly 18 per cent during the second

phase and 12 per cent during third phase; but increased to 14 per cent during the fourth phase at the state level.

2.3.2 EXTENT OF BENEFICIARY SATISFACTION

In this present study, beneficiary satisfaction is operationalised as the set of responses of the beneficiaries which shows the satisfaction or dissatisfaction towards Mahatma Gandhi National Rural Employment Guarantee Programme.

Katzell (1964) defined job satisfaction as the verbal expression of the incumbent's evaluation of his job.

Perumal and Rai (1978) reported that maximum number of Agricultural Extension officers in Tamilnadu were in average job satisfaction category and rest in low and high categories. Also there was no relationship existed between job satisfaction and job performance.

Nelson (1992) in his study on role of Krishi bhavan reported that job satisfaction of AAOs was found to be significantly and positively related with their attitude towards Krishi bhavan.

Datar (2007) in his study on NREGA revealed that there was dissatisfaction about the measurement practices in work allocation.

Adhikari and Bhatia (2010) in their study on NREGA wage payments reported that a large majority (77 per cent) of the sample workers preferred NREGA wages to be paid through banks or post offices rather than in cash.

Shah (2010) reported that 50 per cent of the respondents preferred cash payment whereas three-fourth of them preferred time based against piece rate work.

Mehta (2010) states that very high majority (76 per cent) of respondents were preferred to undertake piece rate of work over the time based.

2.4 PROFILE CHARACTERISTICS OF STAKEHOLDERS

2.4.1 Age

Sherin (1997) in her study on analysis of the characteristics of women's group and their role in rural development reported a positive and significant correlation between age and need satisfaction of women.

Haorei and Kumar (2010) in their study on impact of MGNREGS on Rural women empowerment, observed that majority of scheme beneficiary respondents comes under the age group of 39-65 (58 per cent) followed by age group of 18-35 (42 per cent) with no respondents were above 65 years old.

Sharma *et al.* (2010) in their study on Management of MGNREGS observed that the participants within the age group of 21 years to 35 years were higher in number as compared to the age group of 30-60 years.

2.4.2 Sex

Sulaiman (2004) remarked that, the term 'sex' denotes the physical and biological differences between men and women, whereas the 'gender' describes the socially determined attributes of men and women. This includes male and female

roles in economic functions, differential access to control over resources and differences in knowledge and skills. The sexual division of labour for both agricultural and domestic tasks varies greatly by community and ethnic group and it is difficult to make generalisations about the roles that men, women and children play.

Vijayanand and Jithendran (2008) in their study on “Implementation of NREGA– Experience” of Kerala, observed that there are enthusiastic women participation under this MGNREG programme, nearly 80 per cent of workers have been women.

Galab *et al.* (2009) in their study on management of NREGS reported that demand for the work from women is higher than from men.

Nair *et al.* (2009) in their study on NREGP in three gram panchayat of Kasaragod district, observed that 60.8 per cent in Madikkai, 62.1 per cent in Ajanoor and 54.1 per cent in Trikarapur were women.

Adhikari and Bhatia (2010) observed that 78 per cent of the respondents were men and 28 per cent were women in MGNREGA.

Banerjee and Saha (2010) found that female participation was higher than male participation in MGNREGP.

Haorei and Kumar (2010) reported in their study on Impact of MGNREGS on Rural women empowerment, women beneficiaries contributed 78 per cent whereas 22 per cent were men.

Shah (2010) in his study on MGNREGS observed that female workers constituted 57 per cent of the total work force.

Sharma *et al.* (2010) reported that 92.5 per cent male and 7.5 per cent female. This distribution of participating households shows that the percentage of male outnumbers that of female.

Galab *et al.* (2010) in their study reported that NREGS helped in reducing male – female wage inequality, thereby enabling women to control more money, leading to equity in food consumption and schooling of children and also women workers were found to have participated more (58 %) compared to men (50 %) in the sample districts.

2.4.3 Caste

Nair *et al.* (2009) in their study on NREGA of three grama panchayats of Kesaragod district observed that the extent of SC households registered in NREGA in Trikarapur was 54.9 percent whereas in Madikkai and Ajanoor it was 41.9 and 23.8 per cent respectively. Madikkai has the highest ST registration with 73.8 percent and Ajanoor stands second with 66.3 per cent.

Adhikari and Bhatia (2010) found that tribal population was predominant under MGNREGA.

Dalapati (2010) in his study on MGNREGS found that majority of beneficiaries (42 %) were from scheduled tribes and 21.5 per cent belonged to scheduled caste category. The participants of other backward castes were reported to

be 32.1 per cent, whereas only 4 per cent general castes people participated in the wage employment programme.

Galab *et al.* (2010) observed that the proportion of SC, ST and BC household participation was around 64 per cent and only 15 per cent among other castes.

Mehta (2010) in his study revealed that highest proportion of 80 per cent SC and lowest proportion of 40.45 per cent general caste households participated in MGNREGA.

Shah (2010) found in his study on MGNREGS in Gujarat that 57 per cent of sample households belonged to scheduled tribes and 23 per cent scheduled castes.

Sharma *et al.* (2010) reported that 68.8 per cent of the participants belonged to scheduled castes and 16.3 per cent were other backward castes.

Padhi *et al.* (2010) observed that the portion of SC households among participants is much greater than their share in total population for all the four surveyed districts of Orissa.

2.4.4 Education

Babykumary *et al.* (1998) in their study observed that the educational qualification had non-significant association with job performance of farm scientist.

Halakatti and Sundaraswamy (2003) in their study on agricultural assistants organizational commitment in training and visit system found that educational

background of the respondents did not show any significant relationship with organizational commitment.

Rezvanfar and Vaisy (2006) in their study found that educational level had positive and significant relationship with job satisfaction.

Singh and Mishra (2006) reported that NREGA is operated in such area where most of the people are uneducated.

Adhikari and Bhatia (2010) in their study observed that education level among the MGNREGA workers were relatively low. Almost half (45 %) of the workers were illiterate, with only 21 per cent having completed 10th class.

Dalapati (2010) found that majority (60 %) of participating respondents on MGNREGS were illiterate, 14 per cent were educated up to class 9th, 4.6 per cent had the high school level education and only 2.5 percent were above class 10th.

Haorei and Kumar (2010) in their study on the impact of MGNREGS observed that majority of respondents completed 10th standard and 8 per cent had completed 6-10th standard and 32.35 per cent of respondent had completed 1-5th standard.

Sharma *et al.* (2010) in their study observed that among the participating households the proportion having lower primary qualifications was the highest while those having senior secondary qualification were the lowest.

2.4.5 Family type

Shilaja (1981) operationalised family type as family composition in which families were classified into nuclear and joint families depending upon the composition of the family. A nuclear family consists of husband, wife and their unmarried children if any. Two or more nuclear families living in the same household and sharing the same kitchen constituted a joint family.

2.4.6 Family size

Tea Board (1962) in its study on survey of the living conditions of tea plantation labour in Tripura found that families with three members constituted (29.3 %) of the sample, followed by two member families (18.6 %). The average size of labour family was 4.01.

Deepali (1979) in her study revealed that small families were having high participation score in agricultural operations when compared to big families.

Kumar (1982) observed in his study on profile of agricultural labourers that, the sample households of agricultural labourers were small family.

Ingle and Dharmadhikaraj (1987) reported that the average size of the family among agricultural labourers households was 4.6 persons and among landless agricultural labourers it was 4.48 persons.

2.4.7 Occupation

Dalapati (2010) found that majority (58.4 %) of the participants household's main occupation was agriculture labourer, 19.3 per cent households were agriculture self-employed, 15.6 per cent households were non agricultural labourer and 5.0 per cent households were non agricultural self employed.

Sharma *et al.* (2010) in their study on MGNREGS reported that occupation wise proportion of participating household showed that casual labourer doing MGNREGS works was the highest as compared to the other categories of respondents.

Padhi *et al.* (2010) reported that casual labourer in agriculture is the dominant occupational group among participant households in all the surveyed districts, followed by casual labourer in non-agriculture or self employed in agriculture.

2.4.8 Annual income

Vijayanand and Jithendran (2008) reported that MGNREGP has suddenly increased the purchasing power of poor and there is visible local economic development and also lays foundation of livelihood security through hundred days wage employment.

Nair *et al.* (2009) opined that NREGP was successful enough in raising the level of employment and income of the rural households, thereby enhancing their purchasing power and it has substantially increased their credit worthiness.

Ramesh and Krishnakumar (2009) opined that MGNREGP become a beacon of light in empowerment of rural women and contributed substantially for the increased living and economic condition by generating employment and also providing equal wages to both male and female workers.

Dalapati (2010) reported that average household generated a total annual income and total wage income of Rs.22999 and Rs.14151 respectively during 2007-08. Out of which MGNREGS income was around 14.7 per cent of the total income and 23.9 per cent of the total wage income of a household. Thus shows that MGNREGS increased the income of the beneficiary households.

Mehta (2010) found that the participant women were contributing 11 per cent additional income over the non-participant women to their household by way of getting NREGA employment.

Narayanasamy *et al.* (2010) in their study on performance of NREGS in Kerala revealed there has been substantial change in the household income after the introduction of NREGA. The change in the average income was found to be much higher in Idukki with Rs.2601/- followed by Alapuzha with Rs.2093/-.

Reddy *et al.* (2010) reported that NREGS was seen to contribute maximum to household income, surpassing even agricultural and non agricultural sources. The proportionate contribution of NREGS to household income was the highest in Rajasthan and in Bihar with most families having a lower income base to begin with in the first place, NREGS earnings contributed to about 8 per cent of the household income.

Yadav and Gargh (2010) in their study on socio economic conditions of MGNREGA found that 59 per cent of workers surveyed belonged to BPL family.

2.4.9 Expenditure pattern

Prakash (2007) in his study on agricultural crisis, credit and indebtedness of farmers reported that 32 per cent of total expenditure was on medical treatment, 25.60 per cent for purchasing of consumer durables, 16.20 per cent expenses on repair of house, 7 per cent on educational expenses and 5.60 per cent on construction of house.

Sharma *et al.* (2010) reported that the largest proportion of participants, 27.6 per cent utilized MGNREGS income for purchasing food items. Around 23 per cent of them spent the income from NREGS on health. Small proportion ie 20 per cent has also been able to save some amount from the income gained from employment under MGNREGS.

Banerjee and Saha (2010) found that the additional income earned through MGNREGA – related work was mostly spent on consumption of food grains.

Dalapati (2010) observed that maximum (75.3 %) beneficiaries used the MGNREGS income for purchasing food items and who had very significant income (16.6 percent) were able to invest the MGNREGS wages on building durable assets for them.

Mehta (2010) in his study reported that very high proportion of 78 per cent women were utilizing their wage income for purchasing of food items, while the lowest proportion of 19 per cent of them were using it for personal purpose.

2.4.10 Mass media exposure

Pradeepkumar (1993) found that mass media contact was positively and significantly related with the extent of participation in agricultural and allied fields.

Mehta (2010) found that the open meeting of Gram Panchayat and information given through Radio, T.V, News paper, Notice board of Gram panchayat and local officials were the prominent sources of bringing awareness among the villagers about prescribed wage rates and other matter of NREGA to the villagers.

Chhabra *et al.* (2010) reported that open meeting of Gram Panchayat and information given through Radio, T.V, News paper, Notice board of Gram panchayat and local officials were the prominent sources of bringing awareness.

Dey and Bedi (2010) in their study on MGNREGP observed that 99.4 per cent of surveyed households were aware of the existence of MGNREGP and it was by far the best known programme, whereas 60-65 per cent of surveyed households were aware of the social schemes such as IAY, SGSY which have been in operation since 1985-1999. In terms of information source 32 per cent of respondents mentioned that the most common sources of information on MGNREGP was the Gram panchayats and 25 per cent of respondents mentioned through affiliated political party.

Shah (2010) in his study on MGNREGS in Gujarat reported that the extent of awareness was found to be relatively higher.

2.4.11 Contact with officials

Nelson (1992) in his study reported that contact with extension agency had positive and significant relationship with attitude of farmers toward Krishibhavan.

Jaswal and Mistry (2007) observed that people had contact with sarpanch and they were the main source of information. After the sarpanch, the NGOs became an important source of information.

2.4.12 Social participation

Govind (1984) reported that social participation of farm women had significant and negative association with the extent of involvement in farm activities.

Sindhu (2002) reported that the old farmers were likely to loose interest in active participation within and outside the social system.

Sasankan (2001) found that majority of the respondents had medium level of social participation due to lack of credible institutions and extension contacts.

Narayanasamy *et al.* (2010) survey findings revealed that around 93 per cent of the respondents reported to have participated in the Gram Sabha meeting convened specially to discuss the matters related to MGNREGS.

2.4.13 Level of aspiration

English and English (1958) defined level of aspiration as the standard by which a person judges his own performances as a success or failure or as being up to what extent he expects of himself.

Cantril and Free (1962) stated level of aspiration of the individual as his overall assessment of his concern for wishes and helps for the future in his own reality world.

Muthayya (1971) reported that one's personal and socio-economic attributes to a great extent contributed to one's level of aspiration which increased the adoption of new idea.

Seema (1986) found that level of aspiration had no significant relationship with role performance.

According to Kannayan (1998) the level of aspiration is the performance level of future attainment that the person sets himself to reach in some extent to gravitate towards his achievement.

2.4.14 Economic motivation

Chandran (1989) found positive and significant relationship between economic development and attitude of pepper growers in Pepper Development Programme.

Krishnaiah and Maraty (1989) reported that economic motivation was significantly related to extent of participation in primary milk producers co-operative societies.

Sivaprasad (1997) found that economic motivation as an important character that persuades people to adopt improved agricultural practices for sustainable returns from farm.

Thomas (1998) reported that the more one is motivated by economic ends, the more he/she will try to adopt the practices which are aimed at increasing sustainable returns.

2.5 ATTITUDE OF STAKEHOLDERS TOWARDS MGNREGP

Thurstone (1946) defined attitude as the degree of positive or negative effect associated with some psychological object towards which people can differ in varying degrees.

Rai (1965) reported that adopters of new ideas had favourable attitude towards government programmes.

Singh *et al.* (1966) found that farmer's attitude towards the package programme had positive and significant influence on the level of adoption of package of practices.

Sureshkumar (1989) defined attitude as a summary statement or label for the individuals entire learning history with respect to attitudinal object.

Sajeevchandran (1989) found significant difference in the level of attitude among beneficiaries towards pepper development programmes.

Fathimabi (1993) observed that most of the agricultural labourers had favourable attitude towards welfare schemes for agricultural labourers implemented by the Government of Kerala.

The view of above authors indicated that the attitude of human beings towards an object, programme etc., varied with situation. It can be concluded from the above studies that favourable attitude towards development programme, new ideas, technology or innovation, is prime requirement for the participation and success.

2.6 PERCEPTION OF STAKEHOLDERS ON MGNREGP

Mitchel (1978) states that perception is the factor that shapes and produces what we actually expresses.

Balu (1980) stated that 75 per cent of participants of Intensive Agriculture District Programme (IADP) perceived that methods of availing benefits were more complicated.

Sudha (1987) in her study on Lab to Land Programme found that about 55 per cent of the non-tribals and 75 per cent of tribals belonged to the high perception group.

Khanna (1987) reported that over 90 per cent of households felt that as a result of IRDP, their family employment had increased.

Sharma (1989) found that majority of the women beneficiaries of IRDP perceived enhanced income through participating in the programme.

Mangaraj (1999) opined that right kind of perception is highly essential for successful programme implementation and organizational climate adds considerably to the perception and success of any extension programme.

Kumaran (2008) reported that 67 per cent of farmers perceived that employment through National Rural Employment Guarantee Programme was very useful.

Dalapati (2010) found that 54.7 per cent of participants perceived that MGNREGS is very important for their family and over 43 per cent households accepted that MGNREGS has brought significant changes in their life.

Mehta (2010) reported that three-fourth proportion of respondents perceived that the assets created in their Gram Panchayat was very useful in the interest of village communities and 72 per cent participants perceived that implementation of MGNREGA has been important in the interest of the welfare of their village people.

Padhi *et al.* (2010) highlighted that 88 per cent of households perceived that MNREGA was 'very important' and 37 per cent 'somewhat important in all three surveyed districts.

Shah (2010) reported that 92 per cent of the beneficiary households perceived that MNREGS was important because it gives work at door step and 11 per cent of

the respondents indicated that MNREGS was important because it provided better wages.

2.7 CONSTRAINTS PERCEIVED BY THE STAKEHOLDERS

Pandya and Trivedi (1988) defined constraints as “those items of difficulties or problems faced by individuals in the adoption of technology”.

Gogoi and Talukdar (1989) defined constraints as those factors which have repressive effects on a desired and or purposive action.

Asiabaka and Bamisile (1991) in their study on assessing the performance level of agricultural extension agents in Lagos state agricultural development project found that lack of transportation, lack of incentives and ultimately distribution of inputs to farmers, lack of office space, problem of payment of traveling allowance and lack of promotions were the major constraints influencing their performance level.

Nelson (1992) reported that lack of clerical support in office work was the most important constraint perceived by Agricultural officers in the effective functioning of Kishi bhavan followed by lack of conveyance facilities, lack of funds to meet traveling expenses and lack of office facilities.

Singh and Sharma (1998) found illiteracy to be rampant among the farm women in both hills and plains. The women are mostly involved in repetitive and monotonous operations.

Chathukulam and Gireesan (2007) in their study on impact assessment of NREGS in Kerala observed that paucity of technical staff delays in wage payment and other NREGS activities as major constraints.

Das and Pradhan (2007) reported that contractors were involved in NREGA and they had taken all the wage earners' job cards and it is noticed in Talandangadang of Koraput District in Orissa.

Khera (2008) observed extremely low wages, deficiencies in work measurement at the worksite, coupled with lack of co-ordination among NREGS staff undertaking measurement as major constraints.

Vijayanand (2008) in his study on NREGA reported that there is clashing with agricultural season during implementation of the programme works.

Shah and Mehta (2008) reported that some of the problem of supply side management, observed during most of the employment generation/ guarantee programmes, including Maharashtra Employment Guarantee Scheme (MEGS), seems to loom large in this early phase of NREGS.

Adhikari and Bhatia (2010) in their study on NREGA wage payments observed that there is growing complexity in the maintenance of records, which was making difficult to match work attendance details with wages paid and received.

Chhabra *et al.* (2010) in his study reported that untimely payment of wages by gram panchayat and banks and time taken in releasing funds to the gram panchayat were reported as a major problems existing in proper implementation of NREGS. In addition to these problems inadequate staff, difficult procedures adopted

for measurement of works, criteria fixed for selection of works and provisions for payment of wages through bank/ post office were also adversely affecting proper implementation of the programme.

Dalapati (2010) observed that lack of adequate number of sub –engineers and Gram Rojgar Sahayaks, measurement and payment of wages to work getting delayed are the major constraints.

Mehta (2010) found that at majority of (56 %) worksites, the labourers had complained untimely payment of wages or the ongoing practices of paying less than prescribed amount of wages as the major constraints.

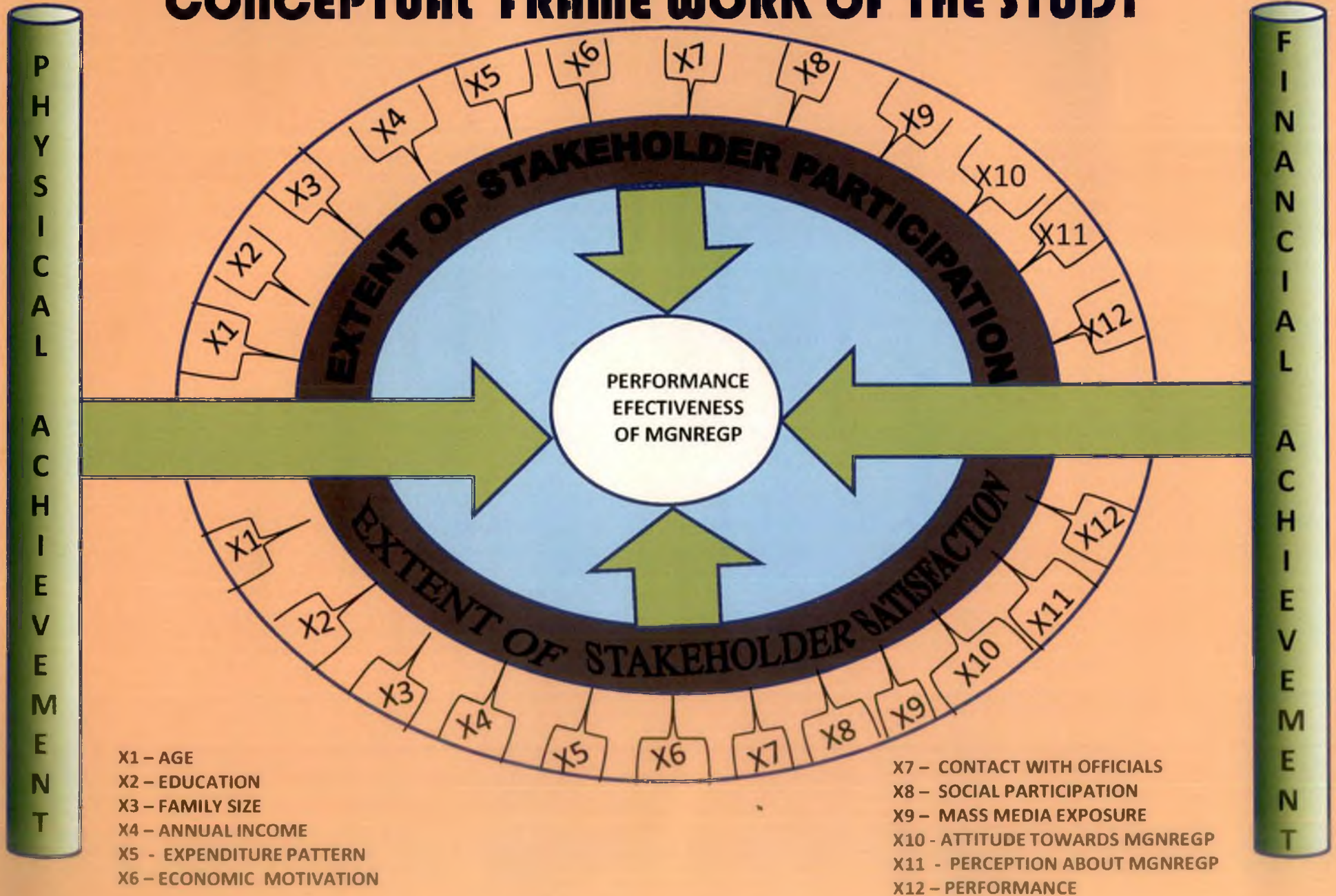
Padhi *et al.* (2010) reported that serious problem of concern is the inordinate delay in wage payment.

Raman (2010) noticed that the problem on the worksites is apparent that very few civil society institutions really monitor MGNREGA and there are not enough programme officers.

Shah (2010) observed that 18-23 per cent of the households reported that the scheme has resulted in scarcity of labour during peak agricultural season and also administrative delays in starting the work, continuity and more importantly predictability, seasonality and transparency in payment all these remains teething trouble at least during the initial phase of implementation of the scheme.

Vendan and Murugavel (2010) found that there is discrimination in allotting works under this programme. The study reported that favouritism and discrimination against people in allotting type and location of work.

CONCEPTUAL FRAME WORK OF THE STUDY



Methodology

3. METHODOLOGY

This chapter describes the research methods and techniques adopted in conducting the present research study. The various aspects are furnished in this chapter under the following subheadings.

3.1 Locale of the study

3.2 Selection of respondents

3.3 Design of the study

3.4 Variables selected for studying performance effectiveness of MGNREGP

3.5 Operationalisation and measurement of variables

3.6 Tools and techniques of data collection

3.7 Statistical tools used

3.1 Locale of the study

The study was conducted in Palakkad district of Kerala. This district has been purposively selected for conducting the study because this is one of the districts in Kerala where Mahatma Gandhi National Rural Employment Guarantee Programme implemented in Phase-I during 2006-07.

Brief description of the district:

Palakkad is the largest district in Kerala bordered on north west by Malappuram district, on the south west by Thrissur district and east by Coimbatore district of Tamilnadu. The district is 13.16 per cent urbanized and the district titled as the 'Granary of Kerala'. Its population is 2617482 and population density 584/Sq. Km. The total area of the district is 4480 Sq.Km which is 11.5 per cent of the state area. Out of the total area, about 1360 Sq.Km of the land area is covered by forest. Palakkad district comprises of 5 Taluks, 13 Blocks, 4 Municipalities, 163-revenue villages, 1 District panchayat, 13 Block panchayat,

Map of Kerala



Palakkad District Map



● Selected villages for the study

and 91 Gram panchayats. It has fairly well developed industrial sector with 1975 factories. The worker participation rate is 36.11 per cent. The per capita income is Rs.18,031/-. BPL household constitutes 52.13 per cent of the households in the District.

3.1.1 Selection of Panchayats

Multi stage random sampling technique was followed in the selection of block, panchayat and respondents. From the thirteen blocks three blocks were purposively selected and from the three blocks three panchayats were selected based on the performance of the panchayats in implementing MGNREGP. From each panchayat thirty beneficiaries were selected. Besides the beneficiaries, ten other stakeholders also were selected from each block. The total number of respondents for the study is 120.

For the purpose of this study three Block panchayats were selected viz., Attappadi, Chittur and Kuzhalmannam. These three block panchayats show distinct variation in cropping pattern and geographical characteristics. From the selected three blocks, three grama panchayats viz., Agali, Eruthenpathy and Kannadi were selected based on the performance in implementing of MGNREGP in terms of employment provided, job cards issued during 2009-10 as well as considering the participation of different caste groups under the programme and agricultural activities being practiced. Agali is located in high-land and it being evidenced for good performance, since it accounts for maximum number job cards and employment provided among the panchayats in a particular block as well as higher scheduled tribe's participation. Eruthenpathy is in the mid lands and it shows least performance since it accounts for least number job cards and employment provided among the panchayats in a particular block as well as general caste participation. Kannadi panchayat is in low-land and it shows moderate performance in MGNREGP activities such as job cards and

employment provided among the panchayats in a particular block. It also accounts for more scheduled caste participation. From each panchayats one ward was selected on the basis of maximum household participation and concentrating on gender, caste group and also discussion with officers of MGNREGP in a particular panchayat.

3.2 Selection of respondents

- Respondents in this study were the beneficiaries of Mahatma Gandhi National Rural Employment Guarantee Programme in three selected panchayats, namely Agali, Eruthenpathy and Kannadi from the three blocks of Attappadi, Chittur and Kuzhalmannam respectively. From the selected gram panchayat, the lists of beneficiaries and other stakeholders involved in planning and implementation of the Mahatma Gandhi National Rural Employment Guarantee Programme were collected from the records of the panchayats. From the list, thirty beneficiaries of each panchayat were selected at random. In addition to that ten other stakeholders from each panchayat and particular block were selected by random sampling method. Accordingly the total number of respondents for the study was 120 comprising of 90 beneficiary respondents and 30 beneficiary officers.

3.3 Design of the study

Ex-post facto design was employed in the present study. According to Kerlinger (1973), ex-post facto research is the systematic empirical enquiry in which the scientist does not have direct control over the independent variables because their manifestations have already occurred or because they are inherently not manipulated.

3.4 Variables selected for studying the performance effectiveness of MGNREGP

Based on the objectives, review of literature, discussions with experts and observations made by the researchers, the following dependent and independent variables were selected for the study.

Dependent variables

1. Extent of participation of beneficiaries
2. Extent of beneficiary satisfaction
3. Physical and financial target achievement

Independent variables

Socio-personal variables

1. Age
2. Sex
3. Caste
4. Education
5. Marital status
6. Family type
7. Family size

Socio-economic variables

1. Annual income
2. Expenditure pattern

Extension-communication variables

1. Mass media exposure
2. Contact with officials
3. Social participation

Socio-psychological variables

1. Level of aspiration
2. Economic motivation
3. Attitude towards MGNREGP
4. Perception about MGNREGP

3.5 Operationalisation and measurement of variables**The dependent variables**

To measure the performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme three dependent variables viz., extent of participation of beneficiaries, extent of beneficiary satisfaction and physical and financial target achievement were selected.

The operational definitions and method of measurement of these variables are as follows:

3.5.1 Extent of participation of beneficiaries

It is operationally defined as the degree of involvement of respondents-both beneficiary respondents and beneficiary officers in various activities of MGNREGP.

3.5.1.1 Extent of participation of beneficiary respondents:

Based on the review of literature and discussions with experts, various key activities of the programme were identified. Of which nine important items were selected. The responses were collected on a five point continuum viz., Very Actively Participated, Actively Participated, Moderately Participated, Least

participated and Not participated with the scoring of 5, 4, 3, 2 and 1, respectively. The possible score ranged from 9- 45.

Extent of participation of beneficiary officers:

Based on the review of literature and discussions with experts the major four dimensions involved in successful implementation of the programme were identified. They are, planning, activities, (operation) implementation, monitoring and evaluation. To measure this variable from the four dimensions totally 19 statements were generated and rated on a five point continuum ranging from 'Very Actively Participated' to 'Not participated' and the scores secured for each statement were summed up for finding the over all score of an individual. The possible score range was from 19-95.

Response	Score
Very Actively Participated	5
Actively Participated	4
Participated	3
Least Actively participated	2
Not Actively participated.	1

3.5.2 Extent of beneficiary satisfaction

This is operationalised as the set of responses of the beneficiaries which showed the satisfaction or dissatisfaction with different aspects of MGNREGP.

3.5.2.1 Extent of satisfaction of beneficiary respondents about MGNREGP

This variable was measured using beneficiary satisfaction index developed for this study. For measuring this variable, eight main function involved in the successful implementation of the programme were identified after the detailed discussion with experts and review of literature. They were,

registration, job cards, selection of works, provision of employment, wage disbursement, equal remuneration, transparency maintenance and impact of MGNREGP. Each function had three statements, totally twenty four statements. The responses were collected on a five point continuum viz., very much satisfied, moderately satisfied, least satisfied, not satisfied and not at all satisfied with the weightage of 5,4,3,2 and 1 respectively and the score of each statement summed up to find the overall score of an individual. For measuring the satisfaction level with various dimensions, the mean score of the each statement were found and summed up with respective dimension and were ranked based on the mean scores in the descending order of satisfaction level.

3.5.2.2 Extent of job satisfaction of officers of MGNREGP

It refers to the degree to which the officers were satisfied or dissatisfied with different aspects of their job. An arbitrary scale was developed to measure this variable which consisted of six statements and the responses on the statements were collected on a five point rating scale namely, very much satisfied, moderately satisfied, least satisfied, not satisfied and not at all satisfied with the weightage of 5,4, 3,2,and 1, respectively. Thus the minimum and maximum scores for each respondent were 6 and 30, respectively.

3.5.3 Physical and financial target achievement

Achievement of physical and financial targets were studied in terms of increased employment, enhanced wage earnings, participation of marginalised group, strengthening and conservation of natural resources, enhanced purchasing power of rural households, poverty reduction etc., In order to measure the variable, secondary data were collected from the respective block and gram panchayats.

3.5.4 Operationalisation and measurement of independent variables

Socio-personal variables

3.5.4.1 Age

It refers to the number of calendar years completed by the respondents at the time of interview. This variable was measured directly by asking the respondent the number of years he/she has completed at the time of investigation. Then the responses were categorized as below for the purpose of statistical analysis.

Category	Age	Score
Young	≤ 35 years	1
Middle	36-55 years	2
Old	>55 years	3

The scoring pattern suggested by Sindhudevi (1994) was adopted in the present study with slight modification.

3.5.4.2 Sex

It is a dichotomized variable having only two categories namely 'male' and 'female'. It indicates whether the respondent belongs to the male or female category. Quantification of this variable was done in terms of frequency of respondents belonging to male or female category.

3.5.4.3 Caste

The categorization followed in the census report (1981) was followed. All the respondents in the sample were classified into following categories.

1. Forward - Nairs, Brahmins, Christians

2. Backward- Ezhavas, Muslims, Nadars and Anglo-indians
3. Scheduled – Parayas, Pulayas, Thandans, Kuravas, Vedans

3.5.4.4 Education

It refers to the extent of literacy obtained by the respondent at the time of study. The level of education was measured with the help of scale developed by Trivedi (1963) with the slight modification.

Trivedi (1963) developed a scoring procedure for measuring different levels of education which he had followed in his socio economic status scale. The scoring procedure used was as follows.

Category	Score
Illiterate	1
Primary school level	2
Middle school level	3
High school level	4
College level	5

3.5.4.5 Marital status

In this study marital status means whether the respondent is married or not married. To measure this variable respondent was asked directly whether he/she has married or not married

3.5.4.6 Family type

In this study family type means, nuclear family or joint family. Nuclear family is one which consists of husband, wife and their unmarried children

whereas joint family is one which composed of grand parents and their children including married sons and daughters with their spouses. The respondents were asked the type of family whether nuclear or joint family, they belonged to.

Supe and Singh (1968) in their study on dynamics of rational behavior of Indian farmers, nuclear family was given the score of 'one' and joint family a score of 'two'. The same procedure was followed in this study also.

3.5.4.7 Family size

In the present study family size was measured by taking into consideration the specific number of members in the family of the respondents.

Socio-economic variables

3.5.4.8 Annual Income

The annual income of the family was the total earnings of the household for one year including the income through MGNREGP and all other sources.

This was obtained directly by asking the respondent, the income of his family for one year. The income from various practices of MGNREGP work and from all other sources were added up to get the total income.

3.5.4.9 Expenditure pattern

It is defined as the total amount spent on food, non-food consumptive items, agriculture, livestock etc. Total expenditure was obtained by the summation of these individual expenses as given below.

SLNo	Items	Total expenses	
		Per month	Per year
1	Food		
2	Cloth		
3	Electricity		
4	Medical expenses		
5	Education		
6	Religion/ social function		
7	Taxes		
8	Recreation		
9	Travelling expenses		
10	News paper / magazines		
11	Fuel		
12	Others		

Extension-communication variables

3.5.4.10 Mass media exposure

It refers to the degree to which the respondent was exposed to various mass media channels. This was measured by the procedure followed and used by Prasadha (2006) with slight modification. The score of an individual respondent is the sum of scores overall of the items. The possible score ranged from 0-10.

Sources	Frequency		
	Regularly (2)	Occasionally (1)	Never (0)
Television			
Radio			
Newspaper			
Magazine			
Bulletin			

3.5.4.11 Contact with officials

It refers to the degree to which the respondent is having contact with officers for obtaining information regarding MGNREGP. The possible score ranged from 0-14.

Category of personnel	Frequency of contact		
	Often (2)	Sometimes (1)	Never (0)
District Collector			
Deputy Programme Coordinator			
Programme Officer			
Overseer			
Gram panchayat President			
People representative			
Other political leaders			

3.5.4.12 Social participation

It refers to the degree to which the respondent participates in various social activities. The possible score range is 0-12.

Activities	Frequency		
	Whenever conducted (2)	Sometime (1)	Never (0)
Training			
Grama sabha meeting			
Social auditing			
Grievance redressal			
Planning of work			
Identification of worksite			

Socio-psychological variables

3.5.4.13 Level of aspiration

It is operationally defined as the individual's desire or need to acquire better in life. In this study it was measured using the "self anchoring striving scale" developed by Cantril and Free (1962). Accordingly figure of a ladder with nine steps as given below was used. The respondents were asked to indicate the step in the ladder in which they felt as standing at present time of the study, where they were five years ago and where they wish to stand after five years from

the period of study. Here, the aspiration level of beneficiary respondents were studied at three stages viz., Past, Present and future level.

9
8
7
6
5
4
3
2
1

The summed up score was taken as level of aspiration of the beneficiary worker at the respective level.

3.5.4.14 Economic motivation

It refers to the extent to which an individual is oriented towards achievement of the maximum economic ends.

The scale developed by Supe (1969) was used to measure economic motivation. The scale consisted of four statements, of which one is negative, the responses were collected on a five point continuum viz., 'strongly agree' 'agree' 'undecided' 'disagree' and 'strongly disagree' with weightage of 5, 4, 3, 2, and 1, respectively. The scores obtained on each of the statements were summed up to arrive at the individual score on economic motivation. The possible score ranged from 4-20.

3.5.4.15 Attitude of beneficiaries towards MGNREGP

An attitude scale was constructed for the present study. Likert's method of summated rating was used for measuring attitude of beneficiary towards MGNREGP.

Collection of items:

The items to be included in the attitude scale were obtained through review of literature related to MGNREGP and discussion with experts of the College of Agriculture, Vellayani, and few officers involved in implementing MGNREGP in non sample area. Universe of content related to different aspects of MGNREGP like issuing job card, providing employment, rules and regulation of the programme and involvement of panchayat raj institution etc. were collected.

Editing of the statements:

The statements selected have been carefully edited in accordance with the criteria suggested by Edwards (1957) so as to indicate both favourable and unfavourable attitude towards MGNREGP.

Item analysis:

These selected statements were later translated into Malayalam, the regional language of Kerala and administered to 100 respondents in a purposively selected village in a non- sample area in Kalliyoor panchayat. The responses were collected on a five point continuum viz., 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and 'Strongly Disagree'.

Method of scoring:

After obtaining the responses from the 100 respondents the scoring was done in the order of 5,4,3,2, and 1 for 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and 'Strongly Disagree' responses respectively in the case of positive statements and the reverse in the case of negative statements. By summing up the

scores obtained for each of the statements in the scale, the total score for each of the respondents was obtained.

Computing 't' value:

Considering the total score of each respondent, they were arranged in the descending order. Twenty five per cent of the subjects with the high score and twenty five per cent of the subjects with low total scores were used for the selection items. The responses of the middle fifty per cent were not considered. To evaluate if each statement differentiate between high and low group 't' values were computed using the formula given by Edwards (1957).

$$t = \frac{\bar{X}_H - \bar{X}_L}{\sqrt{\frac{\sum X_H^2 - \frac{(\sum X_H)^2}{n} + \sum X_L^2 - \frac{(\sum X_L)^2}{n}}{n(n-1)}}$$

Where, \bar{X}_H = the mean score on a given statement for the high group
 \bar{X}_L = the mean score on a given statement for the low group
 n = total number of respondents.

Thus the 't' value for each of the 30 statements were worked out and the statements with 't' values greater than 1.75 were selected (13) and the rest 19 were rejected. Out of the selected statements, 8 were positive and 5 were negative (see Appendix-I).

Validity of the scale: To ensure that the obtained test measured the variable it was supposed to, validity of the scale has to be established. Content validity and

or construct validity are the methods generally followed to know the validity of the scale.

Content validity, according to Kerlinger (1973) is the representativeness or sampling adequacy of the contents, the substance, the matter and topics of a measuring instrument.

Content validity of the attitude scale was established in two ways, first, the items selected for inclusion in scale were based on extensive review of literature. Secondly, the opinion of the panel of judges was obtained to find out whether the items suggested were suitable for inclusion in the scale or not.

Reliability of the scale: A scale is said to be reliable when it produces results with high degree of consistency when administered to the same respondents at different times. In this study, reliability of the scale was determined by split-half method. The scale administered to the 100 respondents was divided into two halves based on odd-even numbers of statements. The scores on the odd numbered items as well as the scores of the even numbered items of same respondents were correlated using the Pearson's product moment correlation coefficient. The coefficient of internal consistency was worked out using the formula

$$R_{oc} = \frac{N\sum XY - (\sum X)(\sum Y)}{\sqrt{[N\sum X^2 - (\sum X)^2][N\sum Y^2 - (\sum Y)^2]}}$$

Where N = Number of respondents

X = value of odd numbered items score

Y = Value of even numbered items score

The roc value obtained was again correlated by using Spearman Brown formula and thus obtained the reliability. r_{tt} of the original test. The formula used was

$$r = \frac{2 \text{ roc}}{1 + \text{roc}}$$

The obtained r_{tt} value was 0.785, which indicated a high reliability of the scale.

Administering the scale: The final scale with eight positive and 5 negative statements (see Appendix-I) was administered to 90 beneficiary respondents and the responses were collected on a five point continuum viz., 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and 'Strongly Disagree' with the scoring 5, 4, 3, 2, and 1, respectively in the case of positive statements and the reverse in the case of negative statements. The individual scores of each respondent were obtained by summing up the responses for all items. The maximum score possible was 65 and minimum 13.

3.5.4.16 Attitude of beneficiary officers towards MGNREGP

Based on the review of related literature of MGNREGP, and discussion with experts of the College of Agriculture, Vellayani, and few officers involved in implementation of MGNREGP in non sampling area the universe of content was prepared. From that a total of 35 statements were generated and edited carefully according to the criteria suggested by Edwards. In order to know the relevance of each statement to measure the attitude of officers about MGNREGP, the statements were subjected to judges rating. The selected statements were randomly listed and presented to a group of 50 judges who are extension specialists of the College of Agriculture, Vellayani, College of Horticulture, Vellanikkara, Annamalai University, Annamalai nagar. The responses were collected on five point continuum viz., Most relevant, Relevant, Neutral, Least

relevant and Not relevant with the scoring of 5, 4, 3, 2 and 1, respectively. Thirty judges (60 %) responded to the questionnaire. The relevance of each statement was analyzed and only those statements considered relevant by more than 50 per cent of the judges were included for the study. Totally 13 statements were selected, of which 7 statements were positive and 6 statements were negative (see Appendix-II). The selected 13 statements were used in original scale and responses were obtained on five point continuum viz., 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and 'Strongly Disagree' with the scoring 5, 4, 3, 2, and 1, respectively in case of positive statements and vice-versa in the case of negative statements. The individual score of each respondent was obtained by summing up the responses of all the items.

3.5.4.17 Perception about MGNREGP

It refers to a process which leads to fixation of certain ideas, belief, image or opinion over an object by the result of how an individual see, listen and understand particular object.

In this study it is operationalised as the meaningful sensation of the respondent about Mahatma Gandhi National Rural Employment Guarantee Programme.

An arbitrary scale developed for this study was used for measuring perception of beneficiary respondents as well as beneficiary officers about the MGNREGP.

Perception of beneficiary respondents about MGNREGP:

The scale consists of eight statements of which one is negative. The responses were collected on a five point continuum namely 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and Strongly disagree with weightage of 5, 4, 3,

2, and 1, respectively were assigned for positive statements and reverse for negative statement respectively (see Appendix-III).

In order to reflect the perception of respondents about MGNREGP with various statements the total score of an individual statement were the respondent's score on perception about MGNREGP for the particular statement.

Perception of beneficiary officers about MGNREGP:

The scale consists of seven statements of which one is negative. The responses were collected on a five point continuum namely 'Strongly Agree' 'Agree' 'Undecided' 'Disagree' and Strongly disagree with the scoring pattern of '5' '4' '3' '2' and '1' were assigned for positive statements and reverse for negative statement respectively (see Appendix-IV).

The total score of an individual statement were the respondent's score on perception about MGNREGP for the particular statement.

3.5.5 Performance of officers of MGNREGP as perceived by the beneficiary respondents

It is defined as the involvement or contribution of an individual to effectively perform an activity which makes to the overall endeavour for the achievement of predetermined goal or exposed destination of the MGNREGP.

Performance effectiveness index was developed to measure this variable. For developing the index the main eleven functions involved in MGNREGP were identified, The respondent were asked to rate them in a five point continuum Viz., 'most effectively performed', 'effectively performed', 'performed' 'least effectively performed' and not effectively performed with the weightage 5,4,3,2,and 1, respectively. The maximum score that could be obtained by a

respondent was 55 and minimum 11. Based on the responses obtained from the respondents for each item were summed up and the average score in respect of each item panchayat-wise and ranked based on the mean score.

3.5.6 Constraints perceived by the stakeholders of the MGNREGP

In the present study, constraint is operationalised as difficulties or problems faced by the stakeholders of the MGNREGP which hinders the successful implementation of the programme and avail the benefits.

Based on the review of literature and discussion with MGNREGP personnel and beneficiaries of MGNREGP in non sampling area, the list of constraints were identified and presented separately, for beneficiary officers and beneficiary respondents. The procedure used for ranking the constraints is as follows.

The response of each constraint was obtained on a four point continuum viz., 'most important' 'important' 'least important' and 'not important with weightage of 4, 3, 2 and 1, respectively.

For each constraint, the frequency of the response under each category was multiplied with the respective scores and added up to get the total score for that particular constraint. Then the mean scores were worked out and constraints were ranked based on the mean scores in the descending order of importance separately for each category of the respondents.

3.6 Tools and techniques of data collection

An interview schedule including all aspects mentioned above was prepared in English and translated in to Malayalam for collecting data from the respondents.

3.7 Statistical tools used

The following statistical methods were employed in the analysis and interpretation of the data.

(A) Tabulation

1. Categorization:

Categorization of each independent variable is done by calculating the frequency percentage of the total score obtained by the respondent in each category.

2. Percentage analysis

Percentage was used for finding out the distribution of the respondents and for easy comparison.

(B) Statistical analysis:

1. Simple correlation analysis:

Simple correlation analysis was done to measure the relationship between the dependent variables and independent variables.

2. ANOVA (Analysis of variance)

Analysis of variance was done to find the significance of differences of independent variables and dependent variables across the panchayats.

3. Canonical correlation

Canonical correlation analysis deals with the correlation between a pair of linear combination of set of dependent variables and independent variables namely canonical variables. The number of pairs of canonical variables is exactly the least number of variables either in the dependent set or in the independent set.

Results and discussion

4. RESULTS AND DISCUSSION

The findings of the study inline with the objectives set forth are presented here, with appropriate discussions, under the following titles.

- 4.1. Performance effectiveness of MGNREGP
 - 4.1.1 Extent of stakeholder participation
 - 4.1.2 Extent of beneficiary satisfaction
 - 4.1.3 Achievement of physical and financial targets of MGNREGP
- 4.2. Profile characteristics of the respondents
- 4.3. Performance of officers of MGNREGP as perceived by the beneficiary respondents
- 4.4. Constraints perceived by the stakeholders
- 4.5. Relationship between independent and dependent variables
- 4.6. Relationship between independent and dependent variables of beneficiary Respondents
- 4.7. Canonical correlation analysis relating performance effectiveness of MGNREGP

4.1. Performance effectiveness of MGNREGP

The performance effectiveness of MGNREGP was measured in terms of stakeholder participation, satisfaction and achievements of physical and financial targets. These three variables viz., extent of stakeholder participation, extent of beneficiary satisfaction as well as achievements of physical and financial targets were the dependent variables chosen for this study, through which the performance effectiveness of MGNREGP was measured.

4.1.1 Extent of stakeholder participation

Table 1. Extent of participation of beneficiary respondents in MGNREGP

Sl.No	Category	Score range	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Not participated	≤9	0	0	0	0
2	Least participated	10-18	0	0	0	0
3	Moderately participated	19-27	7 (23.33)	4 (13.33)	3 (10)	14 (15.55)
4	Actively participated	28-36	22 (73.33)	21 (70)	26 (86.66)	69 (76.66)
5	Very actively participated	≥37	1 (3.33)	5 (16.66)	1 (3.33)	7 (7.77)

(Figures in parentheses indicate percentage)

A glance at the Table 1 revealed that the majority (73.33 %) of the respondents of the Agali panchayat actively participated followed by 23.33 per cent moderately participated and 3.33 per cent very actively participated in MGNREGP whereas in Eruthenpathy panchayat 70 per cent actively participated followed by 16.66 per cent very actively participated and 13.3 per cent moderately participated. With respect to Kannadi panchayat majority (86.67 per cent) of the respondents were actively participated followed by 10 per cent moderately participated and 3.33 per cent very actively participated in various activities of this programme.

The over all data presented in the same table revealed that majority (76.66 %) of the respondents actively participated followed by 15.55 per cent were moderately participated and 7.77 per cent of the respondents very actively participated in various activities of MGNREGP. This may be due to the fact that MGNREGP is the only programme providing employment to the unskilled or semiskilled adult members of the household without any discrimination of sex, caste, creed and wage. In this programme mainly group performance was assessed rather than individual

performance so that workers can adjust works within their group. This might be one of the reasons to induce better participation of beneficiaries in this programme. The other reason may be the organizational effort of the officers of the respective Grama Panchayats in executing various activities of this programme as well as providing necessary guidance to the participants.

Table 2. Extent of participation of beneficiary officers in MGNREGP

Sl.No	Category	Score range	Distribution of respondents n=30
1	Not participated	≤ 18	0 (0)
2	Least participated	19-36	8 (26.67)
3	Moderately participated	37-54	15 (50)
4	Actively participated	55-72	5 (16.66)
5	Very actively participated	≥ 72	2 (6.67)

(Figures in parentheses indicate percentage)

It can be observed from the Table 2 that 50 per cent of the officers moderately participated followed by 16.67 per cent of the respondents actively participated and 6.67 per cent of the respondents very actively participated in performing various functions of the MGNREGP. The officers are responsible to implement the programme at grass root level. Therefore, they have to participate well in this programme. The active participation may be due to job satisfaction of the officers as well as the necessary support of the higher-ups.

4.1.2 Extent of beneficiary respondent's satisfaction with respect to MGNREGP

Careful examination of the Table 3 shows that majority (70 per cent) of the respondents of Eruthenpathy panchayat were very much satisfied followed by 53.33 per cent in Kannadi panchayat and 26.67 per cent in Agali panchayat. In Agali

panchayat, 73.33 per cent of the respondents come under the moderately satisfied category followed by 46.67 per cent in Kannadi panchayat and 30 per cent in Eruthenpathy. It is clear that none of them came under the least satisfied category.

The over all data revealed that equal proportion ie., 50 per cent of the respondents were in the very much satisfied and moderately satisfied categories. This might be because of getting employment in their own village without any discrimination and getting wage through bank as lump sum amount so that they can save some money. Another reason is that the money can not be taken by anybody even their husbands without the signature of the respective person in such a way it helps to have control over money earned as wages. The provision and entitlements (demanding for employment, seeking unemployment allowances, keeping job cards in their own custody, etc.,) given to participants under this programme also might be the reasons for high level of satisfaction of the participants with this programme.

Table 3. Distribution of beneficiary respondents based on their extent of satisfaction

Sl.No	Category	Score range	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Least satisfied	≤ 48	0	0	0	0
2	Moderately satisfied	49-97	22 (73.33)	9 (30.00)	14 (46.67)	45 (50.00)
3	Very much satisfied	≥ 98	8 (26.67)	21 (70.00)	16 (53.33)	45 (50.00)

(Figures in parentheses indicate percentage)

Table 4. Satisfaction of beneficiary respondents with respect to various dimensions of MGNREGP

Sl.No	STATEMENTS	Mean score	Rank
A	Satisfaction with respect to Job card		I
1	Issuing of job cards free of cost	4.67	
2	Timely issuing of job cards under MGNREGP	4.24	
3	Provision of keeping job cards in own custody	4.66	
	Total	13.57	
B	Satisfaction with respect to registration		II
1	Registration procedure followed under MGNREGP	4.53	
2	Efforts made by Grama Panchayat for registering rural households	4.38	
3	Timely registration under MGNREGP	4.34	
	Total	13.25	
C	Satisfaction with respect to impact of MGNREGP		III
1	Benefits accrued to an individual	4.60	
2	Benefits accrued to the households	4.14	
3	Benefits accrued to the panchayat	4.38	
	Total	13.13	
D	Satisfaction with respect to Selection of works		IV
1	Identification of work under MGNREGP	4.34	
2	Selection of work site under MGNREGP	4.16	
3	Utility value of the works taken under MGNREGP	4.62	
	Total	13.12	
E	Satisfaction with respect to Employment		V
1	Providing hundred days wage employment under MGNREGP	4.05	
2	Timely providing employment at right time to the registered households	4.13	
3	Doing work together	4.68	
	Total	12.86	
F	Satisfaction with respect to Wage disbursement		VI
1	Timely disbursement of wages under MGNREGP	2.31	
2	Disbursement of wages through bank under MGNREGP	4.02	
3	Avoiding contractor and contract based works under MGNREGP	4.61	
	Total	10.94	
G	Satisfaction with respect to equal Remuneration		VII
1	Equal wage for both men and women under MGNREGP	3.46	
2	Providing same wages for skilled and unskilled labourers	3.78	
3	Same wage for all kinds of work	3.44	

	Total	10.68	
H	Satisfaction with respect to maintenance of Transparency		VIII
1	Muster roll maintenance	3.78	
2	Opportunity provided to check muster roll register	3.32	
3	Social auditing	3.41	
	Total	10.51	

There were eight dimensions being taken into consideration for assessing the level of satisfaction of beneficiary respondents. They are, satisfaction with respect to issuing job card, registration, impact of MGNREGP, selection of works, providing employment, wage disbursement, providing equal remuneration and maintenance of transparency in account.

A cursory view of Table 4 revealed that among these eight dimensions of satisfaction, issuing job card, registration, impact of MGNREGP in terms of benefits gained by rural people, selection of works under this programme, providing employment were ranked high with average mean score ranging between 12.86 and 13.57. This expresses the high level satisfaction of beneficiaries with these activities. This may be because of providing hundred days employment; issuing job cards free of cost and sincere effort of officers in order to carryout the various activities such as registration and issuing job card in time. Issues regarding wage disbursement, providing equal remuneration to men, women, skilled and semi-skilled labourers and maintaining of transparency in account were assigned low rank with average mean score between 10.51 and 10.94 indicating low level of satisfaction of beneficiary respondents with these activities. It might be because of delayed wage payment and equal remuneration, they feel that men should get more than women.

Table 5. Distribution of beneficiary officers based on their job satisfaction.

Sl. No	Category	Sore range	Distribution of respondents (n=30)
1	Not satisfied	≤ 12	0 (0)
2	Least satisfied	13-18	2 (6.67)
3	Moderately satisfied	19-24	15 (50)
4	Very much satisfied	≥ 24	13 (43.33)

(Figures in parentheses indicate percentage)

It is observed from the Table 5 that the 43.33 per cent of the beneficiary officers were very much satisfied with their work followed by 50 per cent in the 'satisfied' category and 6.67 per cent in the 'least satisfied' category. The reason for the high level of satisfaction may be due to the good relation with the higher-ups and necessary help and technical support provided by the superiors and good working environment.

4.1.3 Achievement of physical and financial targets of MGNREGP

Achievement of physical targets was studied in terms of increased employment, participation of marginalized groups and rural households, enhanced wage earnings, enhanced rural household's purchasing power, poverty reduction and strengthening and conservation of natural resource etc., whereas financial targets was studied in terms of amount spent for asset creation, wage etc.,

4.1.3.1 Increasing participation of rural households in MGNREGP:

A cursory look on the Table 6 and Fig. 1-3 indicated that job card issued in selected three panchayat increased every financial year. The panchayat wise examination of the data brought out the fact that, in Agali panchayt 5131 households

Table 6. Trends in job cards distributed among the households during 2006-2010

Panchayats	Number of households provided job card															
	2006-07				2007-08				2008-09				2009-10			
	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total
Agali	129	1642	3360	5131	167	3354	4617	8138	177	3443	4862	8482	185	3504	5051	8740
Eruthenpathy	186	7	1393	1586	237	118	1613	1968	268	118	1748	2134	280	118	1885	2283
Kannadi	408	-	825	1233	517	-	1032	1549	664	-	1237	1901	697	-	1303	2000

Fig 1. Trends in job cards distributed among the households of Agali Panchayat

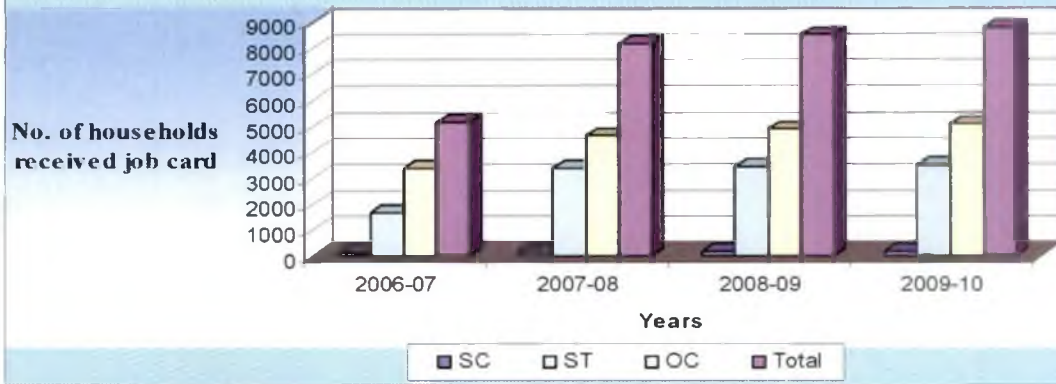


Fig 2. Trends in job cards distributed among the households of Eruthenpathy Panchayat

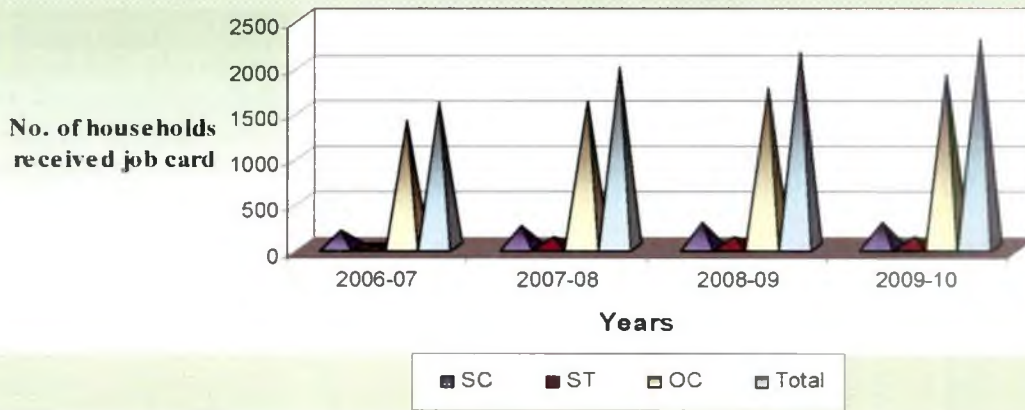
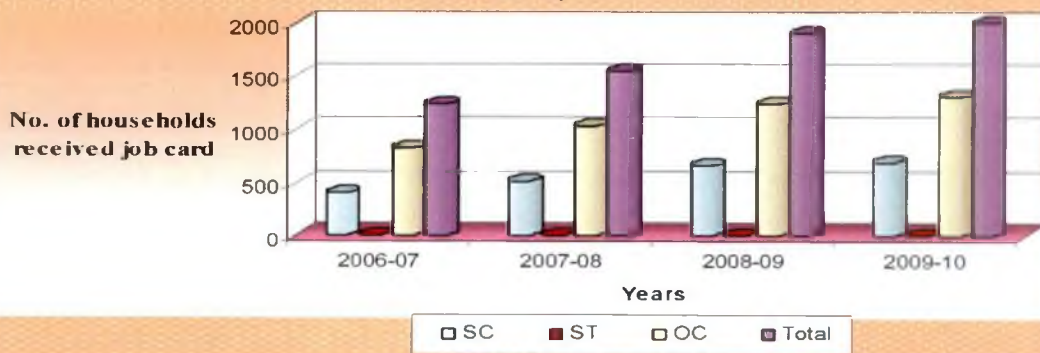


Fig 3. Trends in job cards distributed among the households of Kannadi Panchayat



were provided job card during 2006-07, 8138 households in 2007-08, 8482 households in 2008-09 and 8740 households in 2009-10 whereas in Eruthenpathy panchayat totally 1586 households were issued job cards during 2006-07, 1986 households in 2007-08, 2134 households in 2008-09 and 2283 households in 2009-10. With respect to Kannadi panchayat 1233 households during 2006-07, 1549 households in 2007-08, 1901 households in 2008-09 and 2000 households during 2009-10 were provided job cards. This showed that there is an increasing rate of participation of the rural households in this programme.

4.1.3.2 Increasing employment opportunities through MGNREGP:

The data presented in the Table 7 and Fig. 4-6 brought to light the increasing rate of employment opportunity provided in all four financial years through MGNREGP.

The panchayat wise analysis of the data regarding employment given since the inception of the programme indicated that there is an increasing trend in providing employment to rural households over the period. In Agali panchayat 1642 households were provided employment during 2006-07, 8138 households in 2007-08, 8482 households in 2008-09 and 8740 households during 2009-10. In Eruthenpathy panchayat 735 households (2006-07), 916 households (2007-08), 1665 households (2008-09) and 2383 households (2009-10) were provided employment. In Kannadi panchayat employment was provided to 667 households in 2006-07, 506 in 2007-08, 727 in 2008-09 and 1240 during 2009-10. The result of the study revealed that there was an increasing demand in all four financial year for getting employment opportunity under this programme, since the MGNREGP is demand-based. The increasing demand for employment may be due to lack of employment opportunity in other sectors and introduction of mechanization in agricultural

operations and shrinkage of paddy cultivation. Moreover, the awareness about this programme is increasing day by day and the labour force come forward to participate in the programme as employment opportunity is offered locally.

4.1.3.3 Participation of marginalized groups in MGNREGP:

Further perusal of the Table 7 indicated that weaker sections or marginalised groups of people especially SC /ST households also received increasing rate of employment over the period under this programme. In Agali panchayat 103 SC and 441 ST households received employment during 2006-07, during 2007-08, 167 SC and 3354 ST households, during 2008-09, 177 SC and 3443 ST households and 185 SC and 3504 ST households in 2009-10. With respect to Eruthenpathy panchayat, during 2006-07, 57 SC and 2 ST households received employment followed by 2007-08, 233 SC and 3 ST households, 2008-09, 145 SC and 10 ST households and 2009-10, 168 SC and 15 ST households were gained employment opportunity whereas in Kannadi panchayat during 2006-07, 267 SC households, 2007-08, 262 SC households, 2008-09, 345 SC households and 2009-10, 532 SC households were received employment.

It is clear to note that in all the three panchayats there was an increasing rate of participation of marginalized groups of people for getting wage employment under this programme. This might be because the marginalized groups of people were economically poor in nature and lack of adequate employment opportunity becomes a bottleneck and it hinders their day to day activities. Under these circumstances, getting hundred days employment in their own village with the minimum wage was perceived as a boon. The absence of caste discrimination and the satisfaction of working together with people of different strata and caste also may

Table 7. Trends in employment generated among the households during 2006-2010

Panchayats	Number of households provided employment															
	2006-07				2007-08				2008-09				2009-10			
	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total
Agali	103	441	1098	1642	167	3354	4617	8138	177	3443	4862	8482	185	3504	5051	8740
Eruthenpathy	157	2	576	735	233	3	680	916	145	10	1510	1665	168	15	1200	1383
Kannadi	267	-	400	667	262	-	244	506	345	-	382	727	532	-	708	1240

Fig 4. Trends in employment generated among the households of Agali Panchayat

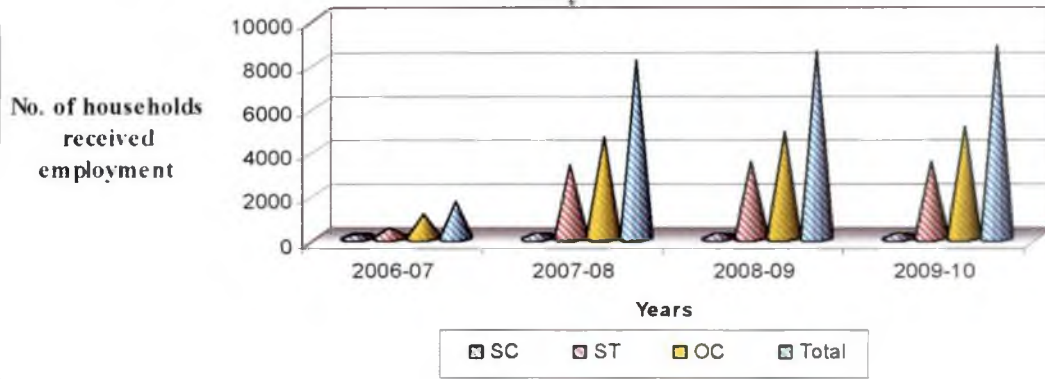


Fig 5. Trends in employment generated among the households of Eruthenpathy Panchayat

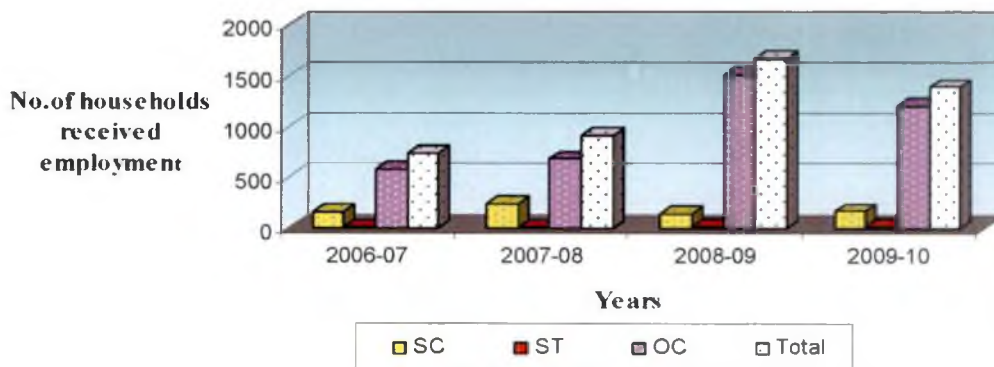
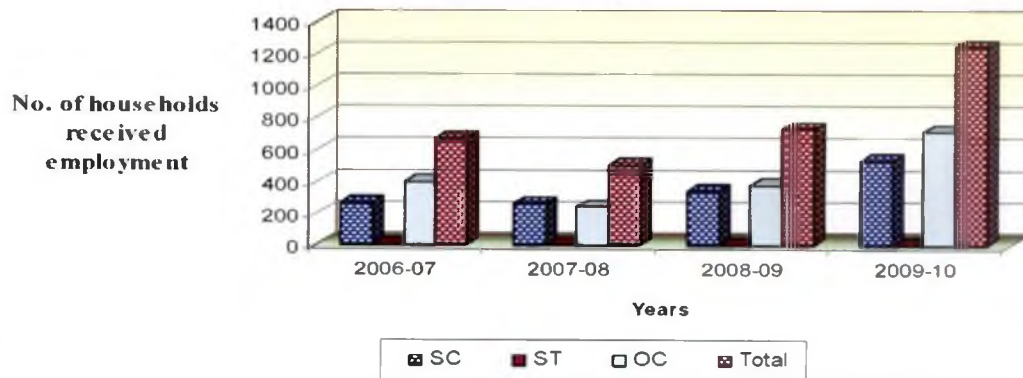


Fig 6. Trends in employment generated among the households of Kannadi Panchayat



be the reason for the increasing participation of marginalised groups of people in this programme.

4.1.3.4 Enhancing wage earnings:

Panchayat wise examination of Table 8 and Fig 7-9 pointed out that, in Agali panchayat 82699 persondays employment provided during 2006-07, 179378 in 2007-08, 177362 in 2008-09 and 191813 during 2009-10. With respect to Eruthenpathy panchayat number of persondays employment generated was 22715 days during 2006-07, 35617 days in 2007-08, 54334 days in 2008-09, and 76036 days in 2009-10 whereas in Kannadi panchayat 1620 days in 2006-07, 9525 days in 2007-08, 22081 in 2008-09 and 41995 days during 2009-10. The result of the study revealed that there was an increasing trend in the days employment generated in all the financial years, which in turn helps to enhance wage earnings. It is evident from the Table 8 that MGNREGP has an indispensable contribution of increasing wage earnings of rural poor. It is pertinent to quote of Shah (2009) who claimed that MGNREGP is a truly historic opportunity for the dramatic socio-economic transformation in rural India.

4.1.3.5 Enhancing purchasing power of rural households and poverty reduction:

It is observed from the Table 9 that 2081 days employment provided in Eruthenpathy panchayat whereas in Kannadi panchayat 1638 days and Agali panchayat 1499 days, respectively. With regard to average employment days a person received through this programme is 49.96 days in Agali panchayat whereas 69.36 and 54.6 days in Eruthenpathy and Kannadi panchayat respectively. It is interesting to note that all have got employment above the national average. The average income earned by the respondents through MGNREGP in Agali panchayat

Table 8. Trends in person days employment generated among the households during 2006-2010

Panchayats	Number of person days generated by caste wise															
	2006-07				2007-08				2008-09				2009-10			
	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total	SC	ST	OC	Total
Agali	2848	8758	71093	82699	2896	83614	92868	179378	3433	46386	127543	177362	4109	67347	120357	191813
Eruthenpathy	2536	11	20168	22725	5186	46	30385	35617	7361	184	46789	54334	11482	600	63954	76036
Kannadi	835	-	785	1620	3750	-	5775	9525	9997	-	12084	22081	14170	-	27825	41995

Fig 7. Trends in persondays employment generated among the households of Agali Panchayat

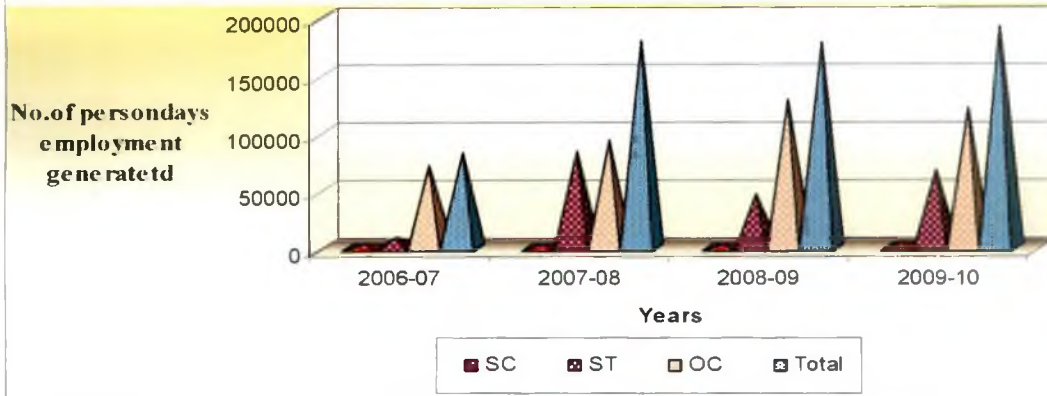


Fig 8. Trends in persondays employment generated among the households of Eruthenpathy Panchayat

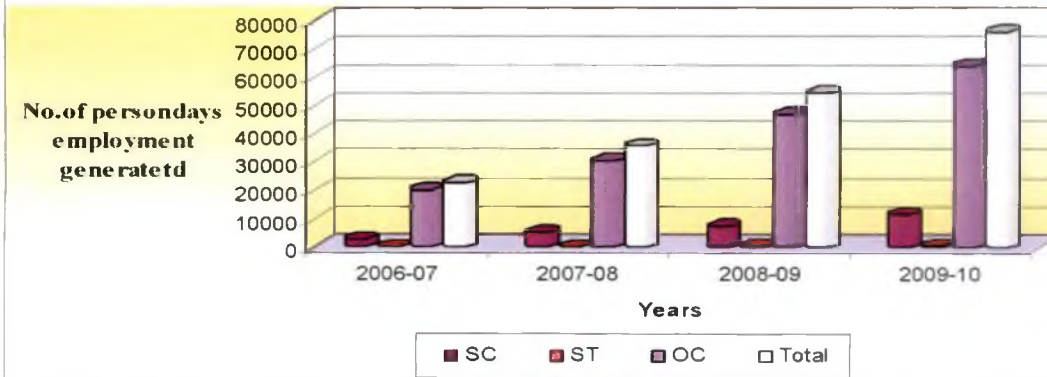
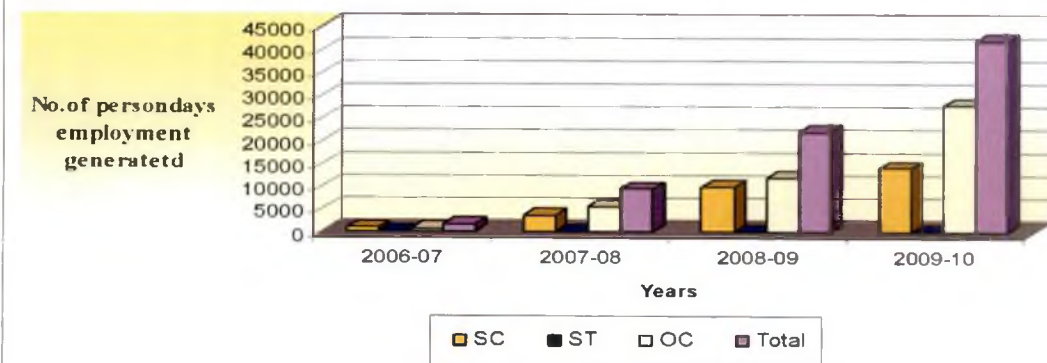


Fig 9. Trends in persondays employment generated among the households of Kannadi Panchayat



was Rs.6245.83/- whereas in Eruthenpathy panchayat it was Rs.8670.83 and in Kannadi panchayat it was Rs.6825. The study results showed the substantial contribution of MGNREGP in enhancing purchasing power of rural poor which in turn contributed to reduction of poverty. Vijayanand and Jithendran (2008) reported that MGNREGP has suddenly increased purchasing power of poor and there is visible local economic development. Nair et al. (2009) also opined that MGNREGP was successful enough in raising the level of employment and income of the rural households, thereby enhancing their purchasing power. Employment generation is essential to raise the purchasing power. A decline in the level of employment adversely affects the purchasing power.

Table 9. Employment and income gained through MGNREGP 2010-11

SI No	Particulars	Employment generated and income gained through MNREGP during 2010-11			
		Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Employment provided (days)	1499	2081	1638	5218
2	Average employment (days)	49.96	69.36	54.6	57.97
3	Income earned (Rs)	187375	260125	204750	652250
4	Average income / person (Rs)	6245.83	8670.83	6825	7247.22

4.1.3.7 Strengthening and conservation of natural resources:

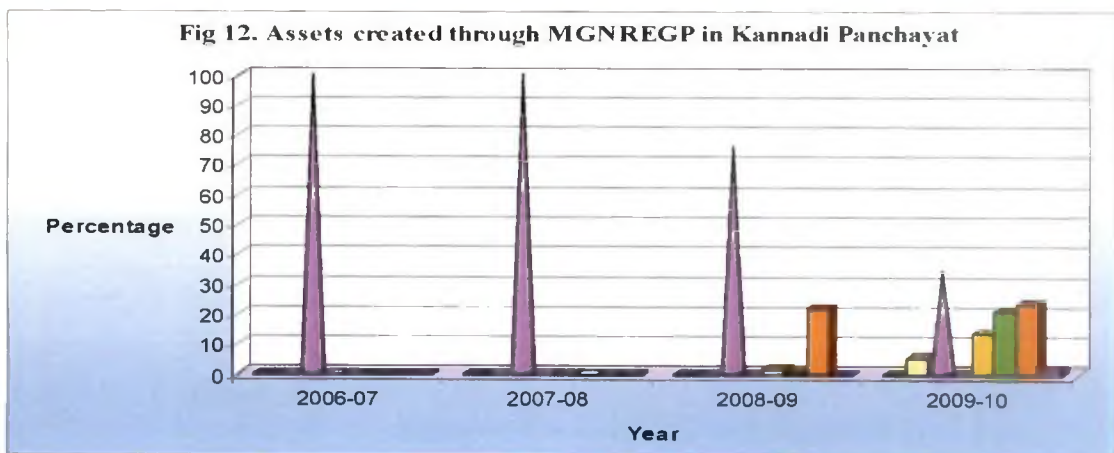
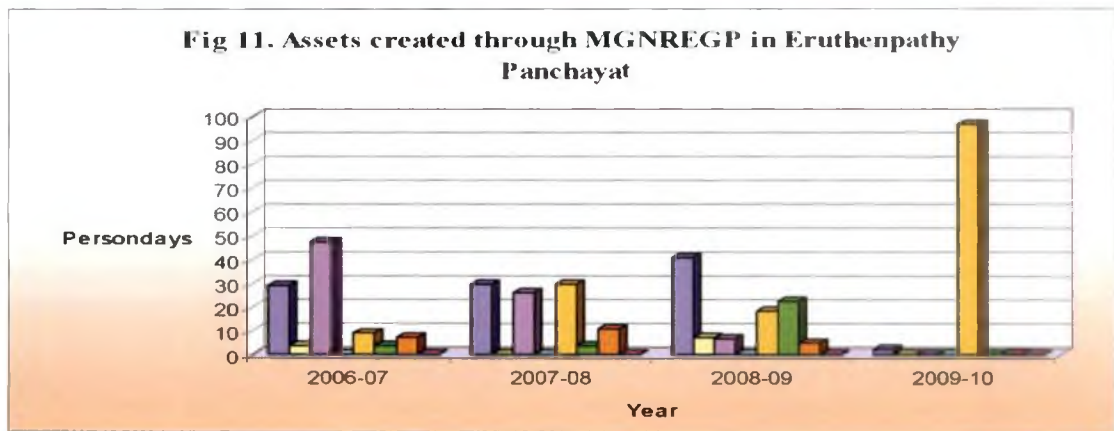
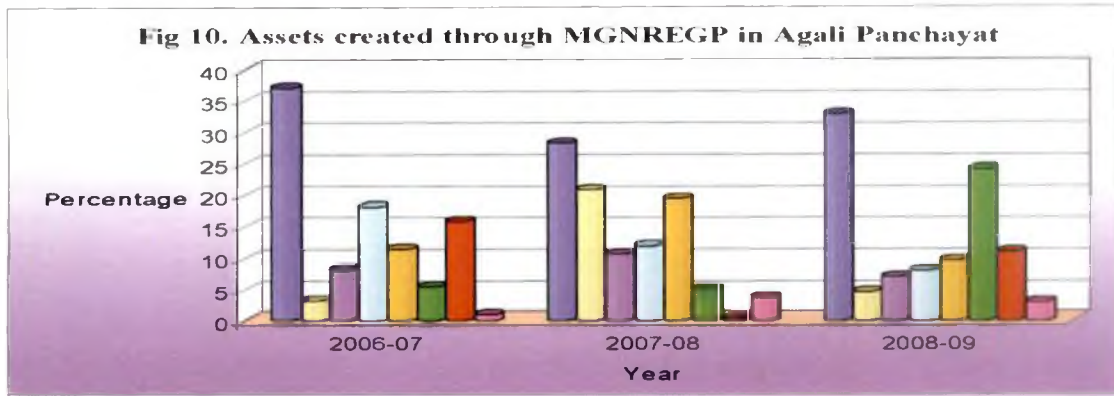
Data presented in Table 10 and Fig. 10-12 focuses on the following findings:

One of the prime objectives of the programme is strengthening and conservation of natural resources. For that eight kinds of works were identified such as Water conservation and water harvesting, Drought proofing, Micro irrigation, Irrigation facility to land owned by SC/ST/IAY/BPL, Renovation of traditional water bodies, Land development, Flood control and protection and Rural connectivity . In rural areas many of the water bodies such as ponds, canals, channels and other resources were abandoned. The MGNREGP strived hard to strengthen and make

Table 10 Asset created through MGNREGP during 2006-2010.

Works	Asset created through MGNREGP											
	Agali (n=30)				Eruthenpathy (n=30)				Kannadi (n=30)			
	2006-07	2007-08	2008-09	2009-10	2006-07	2007-08	2008-09	2009-10	2006-07	2007-08	2008-09	2009-10
Water conservation and water harvesting	82 (37.10)	142 (28.17)	165 (32.87)	268 (37.44)	16 (29.09)	17 (29.82)	45 (40.90)	3 (2.11)	-	-	-	-
Drought proofing	7 (3.20)	105 (20.83)	23 (4.58)	48 (6.70)	2 (3.63)	-	8 (7.27)	-	-	-	-	7 (5.69)
Micro irrigation	18 (8.14)	53 (10.53)	35 (6.97)	4 (0.56)	26 (47.28)	15 (26.32)	7 (6.38)	-	24 (100)	91 (100)	178 (75.43)	42 (34.15)
Irrigation facility to land owned by SC/ST/IA Y/BPL	40 (18.10)	60 (11.90)	40 (7.97)	49 (6.84)	-	-	-	-	-	-	-	-
Renovation of traditional water bodies	25 (11.31)	98 (19.45)	48 (9.57)	58 (8.10)	5 (9.09)	17 (29.82)	20 (18.18)	138 (97.19)	-	-	5 (2.11)	17 (13.83)
Land development	12 (5.42)	25 (4.97)	121 (24.10)	111 (15.50)	2 (3.63)	2 (3.51)	25 (22.72)	-	-	-	1 (0.43)	26 (21.13)
Flood control and protection	35 (15.83)	2 (0.39)	55 (10.96)	110 (15.37)	4 (7.28)	6 (10.53)	5 (4.55)	1 (0.70)	-	-	52 (22.03)	29 (23.58)
Rural connectivity	2 (0.90)	19 (3.76)	15 (2.98)	68 (9.49)	-	-	-	-	-	-	-	2 (1.62)
Total	221	504	502	716	55	57	110	142	24	91	236	123

(Figures in parentheses indicate percentage)



- Water conservation and harvesting
- Micro irrigation
- Renovation of traditional water bodies
- Flood control and protection
- Drought proofing
- Irrigation facility to land owned by SC/ST/IAY
- Land development
- Rural connectivity

utilizable these abandoned resources in rural areas in such a way it creates durable community assets for the rural community by the rural community. Majority of the works identified under the programme are related to water bodies and these are essential to rural areas because these works are having vital contribution to promote agricultural activities. Hence, M.S. Swaminathan (2009) described the MGNREGP as the world's largest ecological security programme, which can successfully strengthen the ecological foundations for sustainable agriculture. Harza (2009) also appreciated that the MGNREGP has become a significant vehicle for regeneration of India's depleting natural resource base. This is evident from the result of the study that (Table 9) in Agali panchayat 221 works were taken during 2006-07, 504 works in 2007-08, 502 works in 2008-09 and 716 works during 2009-10, whereas in Eruthenpathy panchayat 55 works in 2006-07, 57 works in 2007-08, 110 works in 2008-09 and 142 works during 2009-10. In Kannadi Panchayat, 24 works in 2006-07, 91 works in 2007-08, 236 works in 2008-09, and 133 works during 2009-10 were undertaken. The data shows that various works taken under the programme in order to conserve and strengthen the natural resources were increasing in every financial year. The MGNREGP plays a vital role to mobilize and strengthen the untapped natural resources and also physical, and human resources for the development of village economy as observatory. (Patel, 2006).

4.1.3.8 Involvement of the programme in influencing agricultural activity

It is observed from the Table 10 and Fig. 10-12 that, in Agali panchayat totally 269 (2006-10) land development works were taken under the programme. Whereas in Eruthenpathy and Kannadi panchayat 29 (2006-10) and 27 (2006-10) works were taken, respectively. Especially in Agali panchayat 189 works were taken specifically for creating proper irrigation facility to lands owned by SC/ST/IAY/BPL families. This result highlights the indispensable contribution and efforts taken under

the MGNREGP in order to promote the agricultural activities. Bannerjee and Saha (2010) suggested that successful implementation of MGNREGP can achieve the twin objectives of employment generation and at the same time address the issue of falling agricultural productivity through creation of durable assets. On a long time perspective, durable assets created through MGNREGP such as land development, minor/micro irrigation, renovation of ponds etc., are important complementary inputs for agricultural activities and which may help in enhancing agricultural productivity.

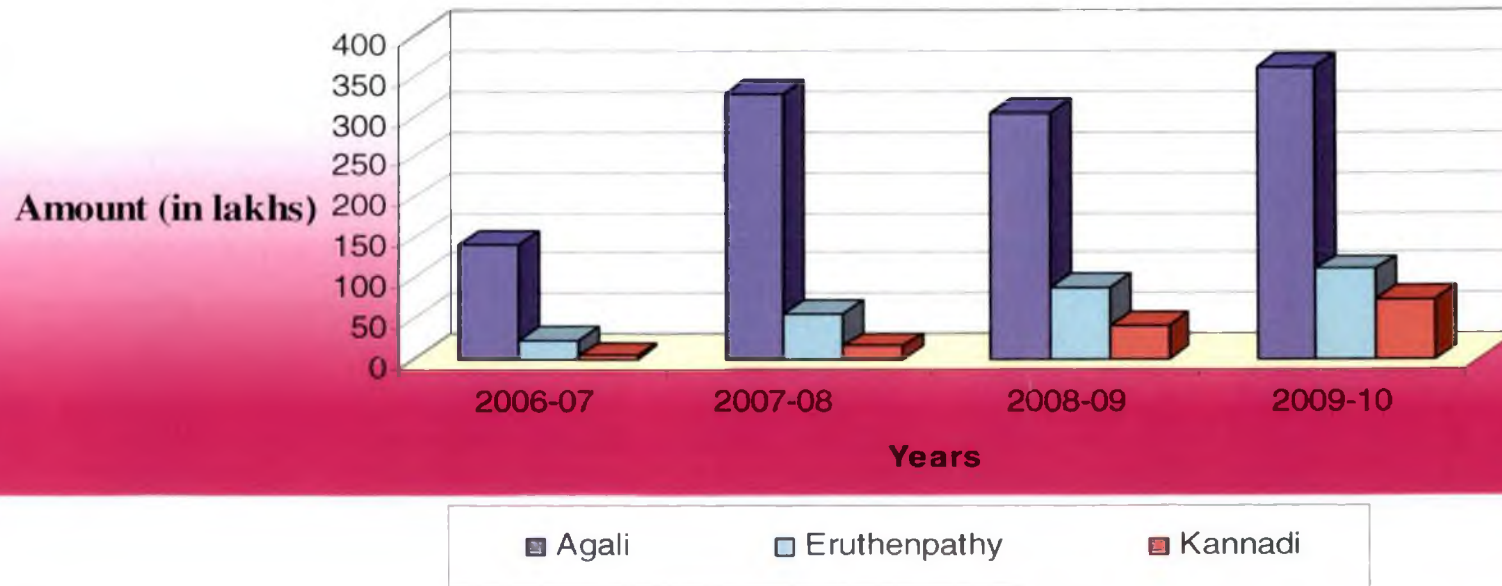
4.1.3.9 Financial achievement

Table 11. Financial Achievement through MGNREGP

Panchayats	Expenditure in lakhs			
	2006-07	2007-08	2008-09	2009-10
Agali	141.11	328.48	303.24	359.04
Eruthenpathy	22.711	53.89	87.75	109.86
Kannadi	3.49	15.31	40.04	72.16

It is observed from the data presented in Table 11 and Fig.13 that there was an increasing trend in expenditure in all the financial year sanctioned. Here, the actual expenditure is the targeted amount.

Fig 13. Financial achievement through MGNREGP



4.2. PROFILE CHARACTERISTICS OF BENEFICIARY RESPONDENTS

This section relates to the distribution of beneficiary respondents of Mahatma Gandhi National Rural Employment Guarantee Programme, with respect to the profile characters of beneficiary respondents and it includes the discussions relevant to those characters. The variables studied under the profile characteristics were brought under four different sub heads viz., Socio-personal variables which include age, educational status, sex, caste, marital status, family size, family type and occupation. Socio-economic variables such as annual income, expenditure pattern. Extension communication variables such as mass media exposure, contact with officials and social participation. Socio-psychological variables were level of aspiration, economic motivation, attitude towards MGNREGP and perception about MGNREGP also included in the study.

4.2.1 Age

Table 12. Distribution of beneficiary respondents based on their age

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Young (Up to 35 years)	1 (03.33)	3 (10.00)	3 (10.00)	7 (07.78)
Middle (36-55 years)	20 (66.67)	24 (80.00)	17 (56.67)	61 (67.78)
Old (> 55 years)	9 (30.00)	3 (10.00)	10 (33.33)	22 (24.44)

(Figures in parentheses indicate percentage)

The data in Table 12 pointed out that the majority of the respondents of the selected three Grama Panchayats were in the middle age group. In Eruthenpathy 80 per cent of the respondents were middle aged, whereas in Agali and Kannadi panchayat 66.66 per cent and 56.67 per cent respectively were in this group. In

Kannadi 33.33 per cent of the respondents were old aged followed by Agali with 30 per cent and Eruthenpathy with 10 per cent in this group. It is clear to note that only 10 per cent in Eruthenpathy and Kannadi panchayats were young aged whereas in Agali only 3.33 per cent were in this group.

The over all data indicated a similar trend. The reason for the least participation of young age group of people may be that, they are not interested to take labour work as they feel it as work with less social status and low wage rate. This might be the reason for the high participation of middle and old age groups that they were familiar with these kinds of work which are usually taken under this programme and therefore they did not feel any difficulty.

4.2.2 Educational status

Table 13. Distribution of beneficiary respondents based on their education

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Illiterate	20 (66.67)	13 (43.33)	16 (53.34)	49 (54.44)
Primary school level (Up to 5 th std)	4 (13.33)	3 (10.00)	7 (23.33)	14 (15.56)
Middle school level (6to 8 th std)	3 (10.00)	11 (36.67)	4 (13.33)	18 (20.00)
High school level (9 to 10 th std)	3 (10.00)	3 (10.00)	3 (10.00)	9 (10.00)

(Figures in parentheses indicate percentage)

Data presented in Table 13 shows with respect to education that, more than 66 per cent of the respondents in Agali panchayat were illiterate followed by 53.34 per cent in Kannadi and 43.33 per cent in Eruthenpathy. In Eruthenpathy panchayat 36.67 per cent were in the middle school level followed by 13.33 per cent in Kannadi panchayat and only 10 per cent in Agali panchayat whereas in Kannadi panchayat

23.33 per cent had primary school level education, followed by 13.33 per cent in Agali and 10 per cent in Eruthenpathy. In each of the three panchayats, 10 per cent of the respondents had high school level education.

The overall picture shows that majority (54.44 %) of the respondents were illiterate. In Agali more than 66 per cent were illiterate because 40 per cent of the respondents were scheduled tribes. The average literacy rate among the tribes in that particular panchayat is only 40 per cent. The result of the study discloses that, though Kerala stands top in literacy over Indian states, among the labour class illiteracy still exists.

The result of the study was similar with that of Smitha (2011), Adhikari and Bhatia (2010) and Dalapati (2010)

4.2.3 Sex

Table 14. Distribution of beneficiary respondents based on their sex

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Male	5 (16.67)	0 (00.00)	2 (06.67)	07 (07.78)
Female	25 (83.33)	30 (100.00)	28 (93.33)	83 (92.22)

(Figures in parentheses indicate percentage)

A bird's eye view of the Table 14 shows that cent per cent of the respondents in Eruthenpathy panchayat were females whereas 92.22 per cent in Kannadi and 83.33 per cent in Agali panchayat were females. Only 6-16 per cent of the respondents were men.

The higher participation of the women over men may be due to availability of employment within village and absence of sex discrimination with respect to wage. Another reason for the higher participation of women is that active involvement of ADS (Area Development Society) members of Kudumbasree in supervision, management and implementation of the programme.

The least participation of men may be due to higher wage rate for non-MGNREGP works prevailing in Kerala. At present, the average wage rate for male workers ranges from Rs 450/- 500/- whereas MGNREGP wage rate is Rs.150 only.

The study conducted by Vijayanand and Jithendran (2008) also reported similar result that more than 80 per cent of workers have been women and the findings of Adhikari and Bhatia (2010) and Haorei and Kumar (2010) also were in line with the results of this study.

The present study revealed the role of MGNREGP in “gender sensitization’ through reducing male-female inequality through equal wage, equal opportunity in providing employment and irrespective of gender discrimination. The data presented in the Table 14 shows that above 90 per cent of the respondents were women. Thus the impressive participation of women under the programme is a harbinger of social change. Ramesh and Krishnakumar (2009) acknowledged that the MGNREGP has become a beacon of light in empowerment of rural women, and contributed substantially for the increased living and economic condition by generating employment and also providing equal wages to both male and female workers.

4.2.4 Caste

Table 15. Distribution of beneficiary respondents based on their caste

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Forward	6 (20.00)	12 (40.00)	0 (00.00)	18 (20.00)
Backward	11 (36.67)	18 (60.00)	27 (90.00)	56 (62.22)
SC	1 (03.33)	0 (00.00)	3 (10.00)	04 (04.45)
S T	12 (40.00)	0 (00.00)	0 (00.00)	12 (13.33)

(Figures in parentheses indicate percentage)

It can be observed from the Table 15 that, backward community was the dominant group participating in the Programme. In Kannadi panchayat, majority (90%) of the respondents belonged to backward community, followed by Eruthenpathy (60%) and Agali (36.67 %) respectively. In Eruthenpathy 40 per cent of the respondents belonged to forward caste followed by 20 per cent in Agali. In Agali panchayat 40 per cent of the respondents were scheduled tribes.

The overall result of the study also shows the same trend that majority (62.22%) belonged to backward community followed by forward community and ST and SC, respectively. Agali panchayat shows the mixed caste groups in participation with this programme whereas in Eruthenpathy and Kannadi panchayat majority of the respondents were agricultural labour and general labour and they belong to backward caste.

The findings of the study are contrasting those of Mehta (2010) and Sharma (2010). In their study they reported that 80 per cent of the respondents belonged to the scheduled castes.

4.2.5 Marital status

Table 16. Distribution of beneficiary respondents based on their marital status

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Married	29 (96.67)	29 (96.67)	29 (96.67)	87 (96.67)
Not married	1 (03.33)	1 (96.67)	1 (96.67)	03 (03.33)

(Figures in parentheses indicate percentage)

It is interesting to notice from the Table 16, that in all the three panchayats majority (96.67 %) were married and only 3.33 per cent were not married.

The reason may be that, majority (67.78) of the respondents belonged to middle age group between 36 to55 and only 24.44 per cent were above 55 years (Table 12).

4.2.6 Family size

Table 17. Distribution of beneficiary respondents based on their family size

Sl.No	Category	Distribution of participants by family size			
		Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	1 member	2 (6.67)	1(3.33)	0 (0)	3 (3.33)
2	2 members	7 (23.33)	3 (10)	6 (20)	16 (17.78)
3	3 members	8 (26.67)	7 (23.33)	3 (10)	18 (20)
4	4 members	13 (43.33)	14 (46.67)	9 (30)	36 (40)
5	5 members	0 (0)	3 (10)	7 (23.33)	10 (11.11)
6	6 and above	0 (0)	2 (6.67)	5 (16.67)	7 (7.78)

(Figures in parentheses indicate percentage)

It can be observed from Table 17 that the majority of the families were having less than 5 members in all the three panchayats and 6 –17 per cent were having 6 and above members, indicating the preponderance of nuclear families in Kerala.

The overall picture also revealed the same trend. The result reflects the awareness of the importance of family planning perceived by the people.

4.2.7 Family type

Table 18. Distribution of beneficiary respondents based on their family type

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Nuclear family	28 (93.33)	15 (50.00)	16 (53.33)	59 (65.56)
Joint family	2 (06.67)	15 (50.00)	14 (46.67)	31 (34.44)

(Figures in parentheses indicate percentage)

Data presented in the Table 18 shows that, 93.33 per cent of the respondents in Agali panchayat belonged to nuclear family followed by Kannadi (53.33 %) and Eruthenpathy (50 %). Among these three panchayats, Eruthenpathy accounts for 50 per cent joint family followed by Kannadi 46.67 per cent and Agali 6.67 per cent.

The overall data shows that the majority (65.56 %) of the respondents belonged to nuclear families and 34.44 per cent were in joint family. The reason for the more number of nuclear family is that immediately after marriage, the family is separated from the parents since they do not wish to take more family burden. Generally, in Kerala, joint family system is not prevalent nowadays. This finding is in line with the finding of Hussain (1994).

4.2.8 Occupation

Table 19. Distribution of beneficiary respondents based on their occupation

Category	Grama Panchayats			
	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
Agricultural Labour	0 (00.00)	5 (16.67)	27 (90.00)	32 (35.55)
General Labour	26 (86.67)	23 (76.67)	3 (10.00)	52 (57.78)
Others	4 (13.33)	2 (06.67)	0 (00.00)	6 (06.67)

(Figures in parentheses indicate percentage)

It is revealed from Table 19 that, majority (86.67 %) of the respondents in Agali panchayat fall under the general labourer category followed by Eruthenpathy panchayat 76.67 per cent and Kannadi panchayat 10 per cent. In Kannadi panchayat majority (90 %) of the respondents were agricultural labourers whereas in Eruthenpathy it was only 16.67 per cent. The higher participation of agricultural labourers in Kannadi panchayat might be because of the majority of the respondents depends on agriculture for their primary employment opportunities but in present days introduction of mechanization and shrinkage of paddy cultivation led to the lack of employment opportunities and displaced people to other works.

Taking in to account the overall data that shows that majority (57.78 %) of the respondents were general labourer category, followed by agricultural labourers (35.55 %) and only 6.67 per cent were others.

The result was in line with the finding of Sharma *et al.* (2010). They reported that casual labourers doing MGNREGP works were the highest as compared to the other categories of respondents.

4.2.9 Annual income

Form the Table 20, it is observed that majority (66.67 %) of the respondents of Agali and Eruthenpathy panchayat came under income range 30001-45000, followed by Kannadi panchayat 30 per cent. In Kannadi 66.67 per cent of the respondents were in the income range of Rs.15001-30000 followed by 30 per cent in Eruthenpathy panchayat and 26.66 per cent in Agali panchayat.

The over all result also revealed the similar result that majority (54.45 %) were with an income ranging between 30001- 45000, followed by 41.11 per cent with income range between Rs. 15001-30000 and 4.44 per cent were having income of less than Rs.15000. In Kannadi panchayat majority of the respondents had average income between Rs.15001 - 30000. This might be because of lack of employment opportunities in agriculture since they are agricultural labourers. The result shows that many of the respondents had crossed the average per capita income level through MGNREGP. The per capita income of the Palakkad district is Rs.18,031.

Table 20. Distribution of beneficiary respondents based on their annual income

Sl.No	Income (in rupees)	Grampanchayats			
		Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	≤ 15000	2 (6.67)	1 (3.33)	1 (3.33)	4 (4.44)
2	15001-30000	8 (26.66)	9 (30)	20 (66.67)	37 (41.11)
3	30001-45000	20 (66.67)	20 (66.67)	9 (30)	49 (54.45)
4	> 45000	0 (0)	0 (0)	0 (0)	0 (0)

(Figures in parentheses indicate percentage)

4.2.10 Expenditure pattern

It is observed from the Table 21, the majority (46.67 %) of the respondents of Agali panchayat and 43.33 per cent of the respondents in Kannadi panchayat and 30 per cent of the respondents in Eruthenpathy panchayat had their household expenditure less than or equal to Rs.25000, whereas in Eruthenpathy panchayat 43.33 per cent had their expenditure between Rs.25001-30000 followed by Agali and Kannadi 30 per cent each respectively. In each of three panchayats 20 per cent of the respondents had their expenditure between Rs.30001- 40000.

The overall data shows that the majority (40 per cent) of the respondents had their annual household expenditure less than or equal to Rs.25000, followed by 34.44 per cent were in the range between Rs.25001-30000, 20 per cent between Rs.30001-40000 and 5.56 per cent were above Rs.40000. The results reflect the increased purchasing power of the beneficiary respondents through MGNREGP.

Table 21. Distribution of beneficiary respondents based on their annual expenditure

Sl.No	Expenditure	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	≤ 25000	14 (46.67)	9 (30)	13 (43.33)	36 (40)
2	25001-30000	9 (30)	13 (43.33)	9 (30)	31 (34.44)
3	30001-40000	6 (20)	6 (20)	6 (20)	18 (20)
4	> 40000	6 (20) 1 (3.33)	2 (6.67)	2 (6.67)	5 (5.56)

(Figures in parentheses indicate percentage)

4.2.11 Mass media exposure

A perusal of Table 22 gives a clear picture of mass media exposure of the beneficiary respondents. Cent per cent of the respondents of Eruthenpathy panchayat (66.67 per cent regularly and 33.33 per cent occasionally) and Kannadi panchayat (80 per cent regularly and 20 per cent were occasionally) were viewing television, followed by in Agali panchayat (93.33 per cent of the respondents viewing of television of which 86.66 per cent were regularly and 6.67 per cent occasionally). The reason for the regular viewing of television is that the most of the respondents possess TV of their own.

With regard to Radio, in Agali panchayat majority (63.33 %) of the respondents were listening radio of which 13.33 per cent regularly and 50 per cent occasionally), Eruthenpathy and Kannadi panchayats have also shown same trend that, 56.67 per cent were listening radio of which in Eruthenpathy 30 per cent regularly and 43.33 per cent occasionally and in Kannadi only 6.67 per cent were regularly and 50 per cent occasionally. The reason may be that, the respondents who are possessing TV is not more interested in listening radio. With regarding to exposure to news paper, in Eruthenpathy panchayath 30 per cent were reading news paper, of which 16.67 per cent regularly and 13.33 per cent occasionally, whereas in Agali and Kannadi panchayat only 6.67 per cent were reading news paper. This might be due to the fact that many of the respondents were illiterate, women and they are not subscribing newspaper. None of the respondents were exposed to other media like magazine, bulletin because of non availability.

The overall data also revealed the same result that, the majority (97.78 %) of the respondent utilizing TV, followed by radio 58.89 per cent, newspaper 14.44 per cent. Other media like magazine, bulletin were not used.

Table 22 Distribution of beneficiary respondents based on their mass media exposure

Sources	Mass media Exposure											
	Agali (n=30)			Eruthenpathy (n=30)			Kannadi (n=30)			Overall (n=90)		
	R	O	N	R	O	N	R	O	N	R	O	N
Television	26 (86.67)	2 (06.67)	2 (06.67)	20 (66.67)	10 (33.33)	0 (00.00)	24 (80.00)	6 (20.00)	0 (00.00)	70 (77.78)	18 (20.00)	2 (02.22)
Radio	4 (13.33)	15 (50.00)	11 (36.67)	9 (30.00)	8 (26.67)	13 (43.33)	2 (06.66)	15 (50.00)	13 (43.33)	15 (16.67)	38 (42.22)	37 (41.11)
Newspaper	2 (06.67)	0 (00.00)	28 (93.33)	5 (16.67)	4 (13.33)	21 (70.00)	0 (00.00)	2 (06.67)	28 (93.33)	7 (07.78)	6 (6.66)	77 (85.55)
Magazine	0	0	30	0	0	30	0	0	0	0	0	30
Bulletin	0	0	30	0	0	30	0	0	0	0	0	30

R-Regularly, O-Occasionally, N-Never
(Figures in parentheses indicate percentage)

4.2.12 Contact with officials

A perusal of Table 23 shows that over 90 per cent of the respondents of three panchayat were having high level contact with people representatives and Grama Panchayat president. This may be because of, the MGNREGP programme is implemented at panchayat level with the involvement of people representatives and Grama Panchayat presidents and also they had frequent visit to work site since they belonged to same village. With respect to overseer, cent per cent of the respondents had contact with overseer, of which 83.33 per cent were often and 16.67 per cent some times in Eruthenpathy panchayat. Whereas in Agali and Kannadi panchayat 96.7 per cent had contact with overseer, of which 30 per cent often and 66.67 per cent some times in Agali panchayat, and in Kannadi panchayat 80 per cent often and 16.67 per cent sometimes. Overseer is responsible for the implementation of the programme at village level and this might be the reason for the high level contact of beneficiaries with overseer. With regard to programme officer 23.33 per cent had contact with him in Kannadi panchayat, whereas in Eruthenpathy and Agali 13.33 per cent and 10 per cent respectively. This might be because of mainly programme officers, having contact with officials rather than beneficiary wrespondents. Nobody had a contact with District collector, Deputy programme. Coordinator and others. This may be due to they are mostly an office bearer and concentrating on administration and have no contact with beneficiary respondents.

4.2.13 Social participation

It is observed from the Table 24 with respect to social participation that, in Kannadi panchayat cent per cent of the respondents participated in gramasabha meeting, of which 73.33 per cent participated whenever meeting conducted and 26.67 some times whereas in Eruthenpathy panchayat 96.67 per cent of the

Table 23 Distribution of beneficiary respondents based on their contact with officials

Category of Personnel	Agali (n=30)			Eruthenpathy (n=30)			Kannadi (n=30)			Overall (n=90)		
	Often	Some times	Never	Often	Some times	Never	Often	Some times	Never	Often	Some times	Never
District collector	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	90 (100)
Deputy Programme Coordinator	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	90 (100)
Programme Officer	0 (0.00)	3 (10)	27 (90.00)	0 (0.00)	4 (13.33)	26 (86.66)	0 (0.00)	7 (23.33)	23 (76.66)	0 (0.00)	14 (15.55)	76 (84.44)
Overseer	9 (30.00)	20 (66.67)	1 (3.33)	25 (83.33)	5 (16.67)	0	24 (80.00)	5 (16.67)	1 (3.33)	58 (64.44)	30 (33.33)	2 (2.22)
Gram Panchayat President	29 (96.66)	1 (3.33)	0 (0.00)	29 (96.66)	1 (3.33)	0 (0.00)	30 (100.00)	0 (0.00)	0 (0.00)	88 (97.77)	2 (2.22)	0 (0.00)
People representatives	30 (100.00)	0 (0.00)	0 (0.00)	30 (100.00)	0 (0.00)	0 (0.00)	30 (100.00)	0 (0.00)	0 (0.00)	90 (100.00)	0 (0.00)	0 (0.00)
Other Political leaders	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	30 (100)	0 (0.00)	0 (0.00)	90 (100)

(Figures in parentheses indicate percentage)

respondents participated, of which 70 per cent regularly and 26.67 some times. In Agali panchayat 90 per cent of the respondents participated of which 56.67 per cent regularly and 33.33 per cent sometimes. This might be because of information regarding gramasabha meeting were informed through ward members as well as panchayat notice board. With respect to grievance redressal process, in Agali and Eruthenpathy panchayat 40 per cent of the respondents participated whereas in Kannadi panchayat 33.33 per cent participated. The least participation may be due to lack of awareness about the grievance redressal process and there was no specific meeting conducted for grievance redressal. They opined that, their grievances were expressed to ADS members, Panchayat president, Overseer just orally rather than in written form. With respect to planning of work, in Agali 33.33 per cent participated, whereas in Eruthenpathy and Kannadi panchayat it was respectively, 26.67 per cent and 13.33 per cent. This might be because of majority of workers were semi-skilled an unskilled, therefore planning often carried out by the officials but the skilled workers especially mason and others were included in planning for the respective works. For the identification of work site in particular village under this programme, 63 per cent of the respondents of the Eruthenpathy panchayat participated whereas in Agali and Kannadi panchayat 60 per cent and 53.33 per cent respectively. The beneficiary respondents are thorough about the infrastructure facilities available in their village and also which is most important and need to be renovated or strengthened. The reason for the higher participation in identification of work sites is due to labourers given opportunity to express the work site and various type of work which is needed for that particular village. With respect to training and social auditing, no one participated among the respondents of three panchayats.

The study conducted by Narayanasamy *et al.* (2010) also reported similar result that majority, 93 per cent of the respondents reported to have participated in the Gram Sabha meeting.

Table 24 Distribution of beneficiary respondents based on their social participation

Activities	Social participation											
	Agali (n=30)			Eruthenpathy (n=30)			Kannadi (n=30)			Overall (n=90)		
	Whenever conducted	Some times	Never	Whenever conducted	Some times	Never	Whenever conducted	Some Times	Never	Whenever conducted	Some Times	Never
Training	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	90 (100)
Gramasabha	17 (56.67)	10 (33.33)	3 (10.00)	21 (70.00)	8 (26.66)	1 (3.33)	22 (73.33)	8 (26.67)	0	60 (66.66)	26 (28.88)	4(4.44)
Social auditing	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	30 (100)	0 (0)	0 (0)	90 (100)
Grievance redressal	1 (3.33)	11 (36.67)	18 (60)	7 (23.33)	5 (16.67)	18 (60.00)	0 (0)	10 (33.33)	20 (66.66)	8 (8.88)	26 (28.88)	56 (62.22)
Planning of work	1 (3.33)	6 (20)	23 (76.67)	5 (16.67)	3 (10)	22 (73.33)	0 (0)	4 (13.33)	26 (86.66)	6 (6.66)	13 (14.44)	71 (78.88)
Identification of work	1 (3.33)	17 (56.66)	12 (40)	7 (23.33)	12 (40)	11 (36.66)	0 (0)	16 (53.33)	14 (46.66)	8 (8.88)	45 (50)	37 (41.11)

(Figures in parentheses indicate percentage)

4.2.14 Level of aspiration

Data presented in the Table 25 with respect to level of aspiration brought to focus the following findings.

With regard to level of aspiration (past), 80 per cent of the respondents of Eruthenpathy panchayat had low level followed by 20 per cent medium level aspiration whereas in Agali panchayat 56.67 per cent of the respondents had low level, followed by 43.33 per cent had medium level of aspiration. With respect to Kannadi panchayat 73.33 per cent of them had low level and 26.67 had medium level.

Regarding the level of aspiration (present) 90 per cent of the respondents of Agali panchayat had medium level, followed by 10 per cent with low level. In Eruthenpathy and Kannadi panchayats 80 per cent had medium level followed by 20 per cent with low level.

With respect to the future level of aspiration, 56.67 per cent of the respondents of Agali panchayat had high level, followed by 43.33 per cent low level. In Eruthenpathy panchayat 70 per cent had medium level and 30 per cent had high level. In Kannadi panchayat 80 per cent medium level and 20 had high level of aspiration.

The overall data shows with regard to the level of aspiration (past), 65.56 per cent of the respondents had low level followed by 35.44 per cent in the medium level whereas in the case of the level of aspiration (present) the majority 83.33 per cent had medium and 16.67 per cent had low level but in future level of aspiration majority (64.44 %) had medium and 35.56 per cent had high level. This study shows

that many of them had high level aspiration (future) than present level of aspiration. This might be because they were more aware about out side environment and have got an opportunity to mingling and sharing with different strata of people since they became the beneficiaries of MGNREGP. A beneficiary of MGNREGP having frequent contact with officers and other activists (Overseer, programme officers, Panchayat president, People's representatives etc.,) as well as banks, post offices etc., this high level contact might have induced the high level future aspiration.

Table 25. Distribution of the beneficiary respondents based on their level of aspiration

Sl.No	Variable	Range	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Level of aspiration (Past)	High	0	0	0	0
		Medium	13 (43.33)	6 (20)	8 (26.67)	31 (34.44)
		Low	17 (56.67)	24 (80)	22 (73.33)	59 (65.56)
2	Level of aspiration (Present)	High	0	0	0	0
		Medium	27 (90)	24 (80)	24 (80)	75 (83.33)
		Low	3 (10)	6 (20)	6 (20)	15 (16.67)
3	Level of aspiration (Future)	High	17 (56.67)	9 (30)	6 (20)	32 (35.56)
		Medium	13 (43.33)	21 (70)	24 (80)	58 (64.44)
		Low	0 (0)	0	0	0

(Figures in parentheses indicate percentage)

4.2.15 Economic motivation

Careful examination of Table 26 shows that, majority (73.33 %) of the respondents of Eruthenpathy panchayat had high economic motivation followed by Kannadi panchayat 53.33 percent and Agali panchayat 50 per cent respectively. In

Agali 50 per cent of the respondents had low level economic motivation followed by Kannadi 46.67 per cent and Eruthenpathy 26.67 per cent respectively.

The over all result of the study revealed that 58.89 per cent of the respondents had high level of economic motivation and 41.11 per cent had low level of economic motivation. Economic motivation is important to motive a person to perform more effectively to improve their economic performance. Hence these labourers strive hard in all possible ways to raise their income. Krishnaiah and Maraty (1989) reported that economic motivation was significantly related to extent of participation.

Table 26. Distribution of beneficiary respondents based on their level of economic motivation

Sl.No	Category	Gramapanchayats				
		Mean score	Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Low	< 18	15 (50)	8 (26.67)	14 (46.67)	37 (41.11)
2	High	≥ 18	15 (50)	22 (73.33)	16 (53.33)	53 (58.89)

(Figures in parentheses indicate percentage)

4.2.16 Attitude of beneficiary towards MGNREGP

Data given in the Table 27 show that majority (80 %) of the respondents of Agali panchayat had favourable attitude towards MGNREGP, of which 30 per cent had highly favourable attitude and 50 per cent had favourable attitude, followed by 20 per cent with unfavourable attitude. Whereas in Eruthenpathy panchayat 86.66 per cent expressed favourable attitude, of which 23.33 per cent had highly favourable attitude and 63.33 per cent had favourable attitude and only 13.34 per cent had

unfavourable attitude. In Kannadi panchayat the majority (80 %) of the respondents had favourable attitude, of which 16.67 per cent had highly favourable attitude and 63.33 per cent favourable and 20 per cent of the respondents had unfavourable attitude.

The over all data presented in the table also revealed that majority (88.89 %) of the respondents had favourable attitude, wherein 20 per cent had highly favourable attitude and 68.89 per cent favourable attitude. Only 11.11 per cent of the respondents had unfavourable attitude towards MGNREGP. Majority of the respondents were satisfied with this programme since they are getting hundred days assured employment in every financial year in their own village with dignity and irrespective of gender, caste, creed and religion under this programme. This might be the reason for their favourable attitude. The reason for the unfavourable attitude may be due to certain constraints such as delay in wage payment and providing work at the peak time of agriculture work which may fetch higher earnings than MGNREGP work.

Table 27. Distribution of beneficiary respondents based on their attitude towards MGNREGP

Category	Score range		Score range		Score range		Score range	
Highly favourable attitude ($> \bar{X} + SD$)	> 54	9 (30)	> 52	7 (23.33)	> 51	5 (16.67)	> 53	18 (20)
Favourable attitude ($\bar{X} \pm SD$)	44-54	15 (50)	40-52	19 (63.33)	43-51	19 (63.33)	43-53	62 (68.89)
Unfavourable attitude ($< \bar{X} - SD$)	< 44	6 (20)	< 40	4 (13.34)	< 43	6 (20)	< 43	10 (11.11)

(Figures in parentheses indicate percentage)

Attitude of beneficiary officers towards MGNREGP

It is observed from Table 28 that the majority (60 %) of the beneficiary officers expressed favourable attitude towards MGNREGP and 26.67 per cent had highly favourable attitude and 13.33 per cent had unfavourable attitude. Majority of the beneficiary officers opined that this programme truly helps the rural poor without any discrimination and helps to strengthen the public properties which are useful to the rural communities. This might be the reason for the favourable attitude of beneficiary officers towards this programme.

Table 28. Distribution of the beneficiary officers based on their attitude towards MGNREGP

Sl.No	Category	Distribution of respondents n=30	
		Mean Attitude score	
1	Highly favourable attitude ($> \bar{X} + SD$)	> 53	8 (26.67)
2	Favourable attitude ($X \pm SD$)	47-53	18 (60.00)
3	Unfavourable attitude ($< X - SD$)	< 47	4 (13.33)

(Figures in parentheses indicate percentage)

4.2.17 Perception of beneficiary about MGNREGP

A perusal of Table 29 revealed the perception of the beneficiary respondents about MGNREGP that, cent per cent of the respondents had agreed that 'MGNREGP is the best programme in the era of rural development' and 'employment generation through this programme is a blessing to women and unskilled labour' as well as it helps to improve the livelihood of rural poor'. Above 90 per cent of the respondents agreed that 'MGNREGP helps to empower the rural women' and also resulted

creation of useful assets in the village and MGNREGP also helped to marginalised groups of people to have more voice in society'. Regarding the issue of 'MGNREGP hinders agricultural operations 50 per cent of the respondent agreed.

Table 29. Perception of beneficiary respondents about MGNREGP

Overall (Agali, Eruthenpathy and Kannadi)						
n=90						
Sl.No	STATEMENTS	SA	A	UD	DA	SDA
1	MGNREGP helps to improve the livelihood of rural poor	56 (62.22)	34 (37.78)	0 (0)	0 (0)	0 (0)
2	MGNREGP helps to empower the rural women	50 (55.56)	38 (42.22)	1 (1.11)	1 (1.11)	0 (0)
3	MGNREGP helps to marginalised group of people have more voice in society.	35 (38.89)	33 (36.67)	10 (11.11)	9 (10)	3 (3.33)
4	MGNREGP enhanced purchasing power of rural people	16 (17.78)	38 (42.22)	11 (12.22)	17 (18.89)	8 (8.89)
5	MGNREGP is the best programme in the era of rural development	67 (74.44)	23 (25.56)	0 (0)	0 (0)	0 (0)
6	Employment generation through MGNREGP is a blessing to women and unskilled labourers	64 (71.11)	26 (28.89)	0 (0)	0 (0)	0 (0)
7	MGNREGP resulted creation of useful assets in the village	37 (41.11)	47 (52.22)	2 (2.22)	4 (4.45)	0 (0)
8	MGNREGP hinders agricultural operations	18 (20)	9 (10)	15 (16.67)	28 (31.11)	20 (22.22)

(Figures in parentheses indicate percentage)

Perception of beneficiary officers about MGNREGP

Table 30. Perception of beneficiary officers about MGNREGP

(n=30)

Sl.No	STATEMENTS	SA	A	UD	DS	SDA
1	MGNREGP helps to improve the livelihood of rural poor	28 (93.33)	2 (6.67)	0 (0)	0 (0)	0 (0)
2	MGNREGP helps to tackle unemployment problem in rural area	9 (30)	16 (53.33)	1 (3.33)	2 (6.66)	2 (6.66)
3	MGNREGP resulted reduction in productivity of labourers	2 (6.67)	6 (20)	8 (26.66)	10 (33.33)	1 (3.33)
4	MGNREGP created more awareness among rural people about banking	22 (73.33)	8 (26.66)	0 (0)	0 (0)	0 (0)
5	MGNREGP resulted maximum utilization of available labour force in village	16 (53.33)	11 (36.66)	2 (6.66)	1 (3.33)	0 (0)
6	MGNREGP has resulted strengthening natural resources	15 (50)	12 (40)	3 (10)	0 (0)	0 (0)
7	MGNREGP empowers panchayat raj institution	14 (46.67)	16 (53.33)	0 (0)	0 (0)	0 (0)

(Figures in parentheses indicate percentage)

A cursory view of the Table 30 shows the perception of the beneficiary officers about MGNREGP. Cent per cent of the respondents had expressed their agreed opinion for the statements 'MGNREGP helps to improve the livelihood of rural poor', 'MGNREGP created more awareness among rural people about banking' and 'MGNREGP empowers panchayat raj institution'. Above 90 per cent of the respondents were agreed for the statements that 'MGNREGP has resulted strengthening natural resources; MGNREGP resulted maximum utilization of available labour force in village. Over 80 per cent of the respondents agreed that MGNREGP helps to tackle unemployment problem in rural area. Regarding the

issue of MGNREGP resulted reduction in productivity of labourers above 69 per cent were agreed.

4.3 Performance of officers of MGNREGP as perceived by the beneficiary respondents

Table 31. Performance of officers of MGNREGP as perceived by the beneficiary respondents

Sl.No	Particulars	Mean performance score			
		Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	Overall (n=90)
1	Relevance and usefulness of work to the village/people	4.76	4.1	4.43	4.43
2	Quality of the work executed	4.66	4.03	4	4.23
3	Process of registration	4.0	4.1	3.86	3.98
4	Selection of works	3.9	4.1	3.56	3.85
5	Issue of job cards	3.96	3.86	3.53	3.78
6	Execution of works	3.83	3.76	3.46	3.68
7	Transparency in account	2.53	3.03	2.63	2.73
8	Supervision at the worksite	2.4	2.8	2.93	2.71
9	Mode of distribution of wages	2.13	3.03	2.63	2.59
10	Facilities at the worksite	2.1	2.6	2.76	2.48
11	Grievance redressal	1.46	1.8	1.1	1.45

A scrutiny of the Table 31 brought to focus the following findings, With respect to relevance and usefulness of work to the village / people and quality of the work executed were rated as most effectively performed by the respondents. The average rating score ranged between 4 and 4.76. Followed by process of registration, selection of works, issue of job cards and execution of were rated as effectively performed. The average score was between 3.46 and 4.1. The other activities such as maintenance of transparency in account, supervision at the worksite, mode of

distribution of wages and facilities arranged at the worksite were rated as just performed with the average score ranging between 2.1 and 3.03 but the grievance redressal process was rated as least effectively performed with the total mean score of 1.45.

4.4 Constraints perceived by the stakeholders

4.4.1 Constraints perceived by the beneficiary respondents

It is observed from Table 32 'delay in wage payment; not getting continuous employment; providing employment at the peak time of agricultural work and getting work 5 kms away from village were ranked high in terms of important constraints perceived by the beneficiary respondents. With regard to delayed wage payment may be due to delay in muster roll checking and getting signature of officers of MGNREGP in order to mobilizing further processes. Usually the name lists of beneficiary respondents, worked days and their wage details were sent to bank in vernacular language that is in Malayalam but the bank officials were 'Tamilians' so they could not understand and proceed on quickly, it created delay in wage disbursement. The issue of 'not getting continuous employment' was ranked second and perceived as an important constraint because beneficiary respondents are not much assured about the number of days they can get work continuously in this programme therefore they could not take up other works in which they can earn more. Another important constraint perceived by the respondent was 'Providing employment at the peak time of agricultural work' most often MGNREGP works have clash with agricultural works, it hinders the agricultural activities as well as affect the employment opportunities, followed by 'getting works away from five kilometers radius of the village', irregularity in providing employment. The rest of the constraints mentioned in this table were assigned lower ranks. The finding was in line with the finding of Vijayanand (2008).

Table 32. Constraints perceived by the beneficiary respondents

(n=90)

Sl.No	Constraints	Mean score	Rank
1	Delay in wage payment	3.67	1
2	Not getting continuous employment	3.43	2
3	Providing employment at the peak time of agricultural work	3.24	3
4	Getting work far away (5 km) from the village	3.1	4
5	Irregularity in providing employment	3.04	5
6	Lack of worksite facilities	2.7	6
7	Getting less (<100) employment/work days in a year	2.58	7
8	Lack of tools and implements	2.45	8
9	Not getting job card at right time	2.34	9
10	Non-payment of minimum wages	2.06	10
11	Lack of publicity of the project	1.71	11
12	Irrational way of work area measurement	1.55	12
13	Restrictions imposed by the officers	1.52	13
14	Partiality in allotting work place	1.35	14
15	Non-payment of unemployment allowance	1.23	15
16	Gender discrimination in providing job	1.17	16

4.4.2 Constraints perceived by beneficiary officers

Table 33. Constraints perceived by beneficiary officers

(n=30)

Sl.No	Constraints	Mean score	Rank
1	More work load	3.56	1
2	Lack of adequate technical support	3.12	2
3	Identification of works	3.1	3
4	Assessment of labour demand	2.86	4
5	Preparation of calendar of works	2.76	5
6	Lack of public land	2.7	6
7	Determination of wage according to the work	2.66	7
8	Providing worksite facilities such as medical aid, crèche, shade	2.53	8
9	Conducting door to door step survey to identify workers	2.4	9
10	Labour shortage	2.23	10
11	Inadequate freedom to the Grama Panchayat take decision of their own under MGNREGP	2.1	11
12	Culture of silence of people during auditing	2.06	12
13	Delay/ non provision of state share	1.61	13
14	Inadequate fund allocation to the project.	1.6	14

A glance of Table 33 shows that 'more work load; lack of adequate technical support; identification of works to meet the registered households were ranked high in terms of important constraints perceived by the beneficiary officers. This might be because of inadequate staff in certain panchayats as well as lack of training to the staff resulting less perfection in work and delay of further process. The rest of the constraints were assigned lower ranks.

4.5 Panchayat wise comparison of selected independent and dependent variables.

Based on the survey data mean of profile characteristics and dependent variables were worked out for each panchayat to find the panchayat wise differences of profile characteristics and dependent variables. The results of the analysis of variance presented in Table 35 revealed following findings.

The average of profile characteristics and dependent variables were worked out across the panchayats and their significance across the three panchayats were tested using ANOVA technique. The results of ANOVA recorded significant difference in mean score of family size (at 0.05 level), contact with officials (at 0.01 level), perception (at 0.05 level) and satisfaction (at 0.01 level) across three panchayats. The rest of the variables such as age, education, annual income, mass media exposure, economic motivation, social participation, expenditure pattern, attitude, performance and participation were positive but not had significant differences across the panchayats.

Table 34. Panchayat wise comparison of selected independent and dependent variables using ANOVA

Variable No	Name of variables	Panchayats wise mean score			'F' Value
		Agali (n=30)	Eruthenpathy (n=30)	Kannadi (n=30)	
X ₁	Age	49.33	45.73	51.06	2.318
X ₂	Education	2.27	4.167	2.73	2.210
X ₃	Family size	3.23	3.7	4.2	3.949*
X ₄	Annual income	31411.67	32261.67	28016.67	2.506
X ₅	Mass media exposure	2.7	3.0	2.5	1.235
X ₆	Economic motivation	17.76	18.0	18.1	0.197
X ₇	Contact with officials	5.33	5.93	6.0	7.901**
X ₈	Social participation	2.8	3.60	2.73	2.109
X ₉	Expenditure pattern	25471.67	28806.34	26814.87	0.963
X ₁₀	Attitude	49.0	46.93	47.85	1.185
X ₁₁	Perception	32.7	34.53	33.54	3.680*
X ₁₂	Performance	35.83	37.16	35.88	1.851
Y ₁	Extent of participation	30.20	32.33	30.86	2.773
Y ₂	Extent of satisfaction	96.03	100.63	97.83	5.03**

* Significant at 0.05 level

** Significant at 0.01 level

4.6 Relationship between independent and dependent variables of beneficiary respondents of MGNREGP

Table 35. Relationship between independent and dependent variables of the beneficiary respondents of MGNREGP

(n= 90)

Variable No	Name of independent variable	Correlation coefficient (r)	
		Y ₁	Y ₂
X ₁	Age	-0.206	-0.008
X ₂	Education	0.217*	0.221*
X ₃	Family size	0.123	0.057
X ₄	Annual income	0.114	0.055
X ₅	Mass media exposure	0.121	0.197
X ₆	Economic motivation	0.025	0.171
X ₇	Contact with officials	0.155	0.164
X ₈	Social participation	0.337**	0.328**
X ₉	Expenditure pattern	0.103	0.077
X ₁₀	Attitude	0.078	0.063
X ₁₁	Perception	0.184	0.083
X ₁₂	Performance	0.117	0.252*

** significant at 0.01 level

* significant at 0.05 level

In order to study the relationship between the dependent variables and independent variables, correlation analysis was done. The results of the analysis are furnished in the Table 35.

The results presented in Table 35 revealed that among the selected twelve independent variables only two variables namely education and social participation showed positive significant relationship with participation. With regard to satisfaction, three variables such as education, social participation and performance were having significant and positive relationship.

Among the variables under study age was the only variable which showed negative relationship with extent participation (Y_1) and extent satisfaction (Y_2). The rest of the variables showed positive correlation though they have had no significant relationship with participation and satisfaction.

Age is no bar in this programme. Whoever above eighteen years old and physically fit can work under this MGNREGP. Profile analysis of the study revealed that majority of the respondents participating in this programme were women (above 90 %), middle (67.78 %) and old age group (24.44 %) but the young age group are not interested in participating in this programme because they feel that work under this programme is low of social status and low wage rate. This could be the reason for the negative relationship of age with participation and satisfaction.

Regarding education, the majority of the respondents were illiterate and low educational status. This may be the reason for the positive significant relationship of education with participation and satisfaction. This is because the job opportunity of the illiterate people may be limited as compared to literate people and also the illiterate people familiar with the labour works so there is active participation of illiterate mass in this programme.

When the people having high level social participation with various extension activities they become aware about outside environment as well as they are getting

chance to mingle and share with different strata and caste people. In this way social inclusion occur and they come to know about new ideas, programmes and its features. This could be the reason for the positive significant relationship of social participation with participation in MGNREGP and satisfaction.

It is quite natural that good performance of officers for implementing the programme leads to more satisfaction of beneficiary workers. In this study the performance of officers in implementing the programme is rated as good. This may be the reason for the significant positive relationship of performance with satisfaction.

4.7 Canonical correlation analysis relating performance effectiveness of MGNREGP

The performance effectiveness of MGNREGP was measured in terms of extent of stakeholder participation and extent of stakeholder satisfaction. The performance of the dependent variables is expected to influence by a set of independent variables or profile characteristics of the respondents. In order to analyse the canonical effect of independent variables on the dependent variables (extent of stakeholder participation and extent of stakeholder satisfaction) canonical correlation analysis was performed.

The results of canonical correlation analysis presented in Table 36 suggest that there were two canonical correlations between two pairs of linear combinations of independent variables and dependent variables. The estimated canonical correlation were respectively 0.61 and 0.53 and its tests of significance suggest that the first canonical correlation was significant at 1 per cent level and second canonical correlation was significant at 7 per cent level.

Canonical loadings which provide correlation between the observed variables and their canonical variables, the weights of function are helpful in identifying the importance of each variable in the both dependent and independent variables set.

The proportion of variance explained by the dependent variables is defined as the average of square of canonical loadings and is presented in Table 37. It is evident from the table that the proportions of variance of the dependent variables explained by first and second canonical variables of the dependent variables were respectively 0.27 and 0.73 per cent, which suggests that both canonical functions were important in identifying the key variables.

The variables having highest loading are considered as more important than the other variables. The canonical loadings of the dependent variables and independent variables based on both canonical functions are presented in Table 36. It is evident from the table that both dependent variables had more or less same loadings on both canonical variables, which suggests that both dependent variables were equally important in studying the performance effectiveness of MGNREGP. However, the canonical loading of the profile characteristics ranges from 0.01 to 0.73 emphasize the differential role of independent variables.

The variables age (0.31), sex (0.34), caste (0.55), future level of aspiration (-0.25) were in canonical function 1 and in 2, education (0.48), marital status (0.44), media exposure (0.34), contact with officials (0.35), social participation (0.73), perception (0.30) and performance (0.40) had high canonical loading in the second canonical function 2. This indicates that extent of social participation, caste, education, marital status, performance, mass media exposure, contact with officials, age and future level of aspiration were the key variables in deciding the performance

effectiveness of MGNREGP through extent of participation and extent of satisfaction.

Table 36. Canonical weights and loadings for the canonical function

Sl. No.	Variables	Standardized coefficient or weights		Canonical loadings	
		Function 1	Function 2	Function 1	Function 2
1	Extent of stakeholder participation	-0.95	0.61	0.48	0.88
2	Extent of stakeholder satisfaction	0.99	0.54	0.54	0.84
Sl. No.	Independent variables				
1	Age	0.57	-0.08	0.31	-0.25
2	Education	0.24	0.12	0.02	0.48
3	Sex	0.71	-0.05	0.34	0.01
4	Caste	0.66	-0.05	0.55	0.15
5	Marital status	-0.21	0.38	-0.03	0.44
6	Family size	-0.06	0.28	-0.09	0.20
7	Family type	-0.15	0.01	-0.02	0.09
8	Occupation	-0.29	-0.18	0.10	-0.17
9	Media exposure	0.43	-0.13	0.13	0.34
10	Level of aspiration (present)	0.09	0.17	0.17	-0.08
11	Level of aspiration (future)	-0.42	-0.40	0.25	-0.09
12	Economic motivation	0.12	0.13	0.24	0.21
13	Contact with officials	0.15	0.13	0.03	0.35
14	Social participation	-0.31	0.49	0.01	0.73
15	Attitude of beneficiary respondents towards MGNREGP	0.07	0.19	-0.02	0.16
16	Perception of beneficiary respondents about MGNREGP	-0.24	0.25	0.15	0.40
17	Performance of officers of MGNREGP as perceived by beneficiary respondents	0.07	0.32	0.23	0.30
18	Income gained by beneficiary respondents through MGNREGP	-0.13	0.08	0.04	0.15
		0.61	0.53		

Table 37. Canonical correlation analysis relating performance effectiveness of MGNREGP

Test of significance of all canonical correlations					
Wilks' lamda	Statistics	df1	df2	F	Prob>F
	0.45	30	140	1.90	0.0042
Test of significance of canonical correlations 1-2					
Wilks' lamda	Statistics	df1	df2	F	Prob>F
	0.71	17	71	1.64	0.07

Canonical correlation analysis relating performance effectiveness of MGNREGP

Measures of overall model fit for canonical correlation

Canonical function	Canonical correlation	F	Prob
1	0.61	1.90	0.004
2	0.53	1.64	0.07

Canonical Redundancy Analysis

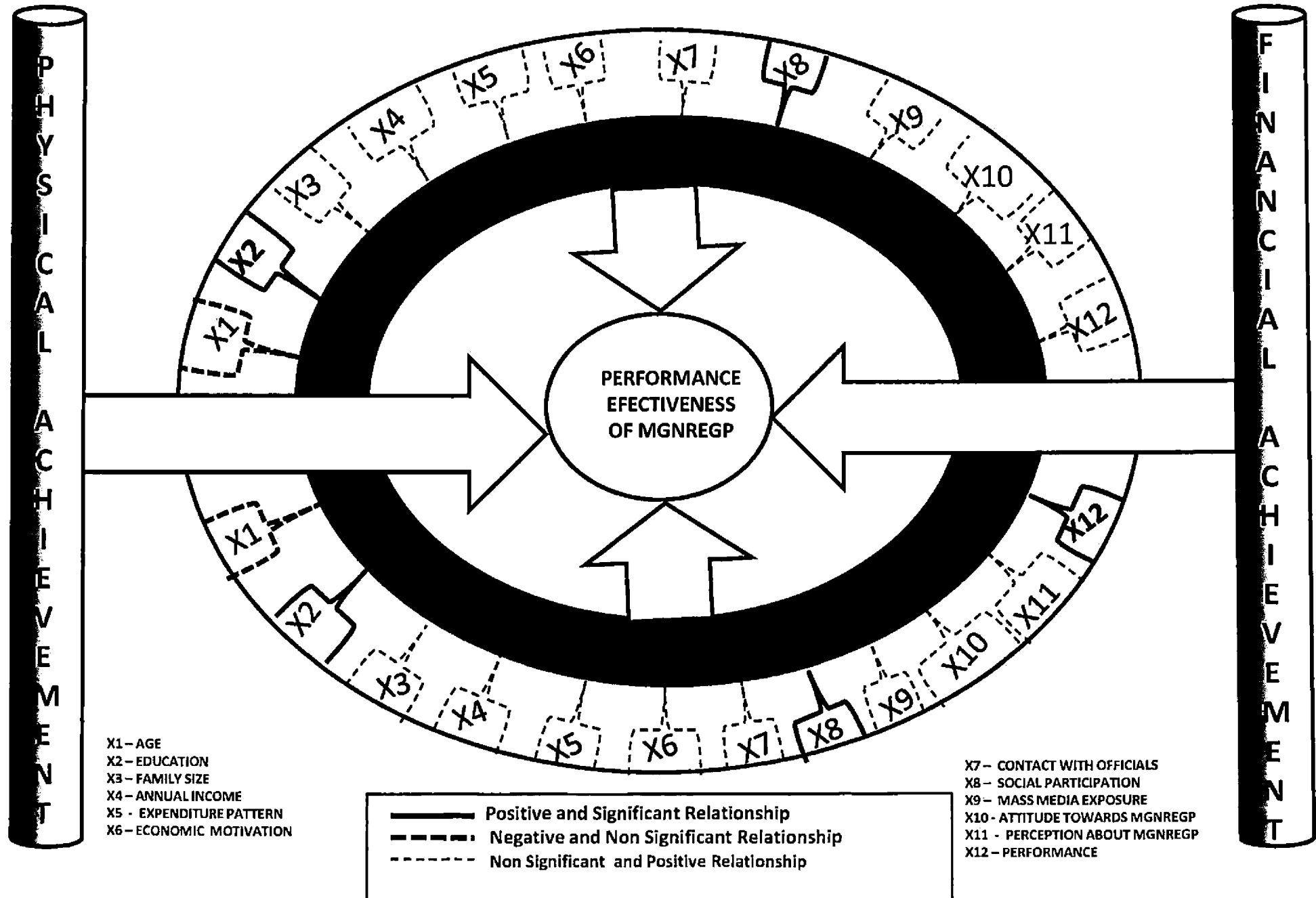
Standardised variance of the dependent variable explained by their own canonical function

Canonical Functions	Proportion of variable	Cumulative proportion	Canonica correlation	Redundancy index
1	0.26	0.27	0.61	0.16
2	0.73	0.97	0.53	0.39

Being the beneficiary of the programme, they got an opportunity to visit Panchayat Raj Institution and are having contact with officers working under this

programme as well as participating in Gram Sabha meeting. In Gram Sabha meeting beneficiary from different area come together and they get opportunity to share their experience and ideas. This may be the reason for the contribution of social participation and contact with officials in deciding performance effectiveness of MGNREGP. Many of the poverty alleviation programmes implemented by the Government of India were targeted and concentrate on particular group. But in MGNREGP no caste discrimination in getting employment. This may be the reason for participation and satisfaction of different caste people. It is evident from present the study, that revealed majority of the respondents came under backward caste (62.22 %) followed by forward (20 %) and ST (4.45 %) SC (13.33 %). Mostly, illiterate people are working as casual labourer and they are unskilled and semi-skilled in nature. The one of the objectives of MGNREGP is providing employment to unskilled and semi-skilled labourers. This may be reason for the participation and satisfaction of illiterate, semi-skilled and unskilled beneficiary respondents. In the present study majority of the beneficiary respondents were illiterate and with low educational status. The variable age influences deciding performance effectiveness of MGNREGP. This might be because of age is no bar in this programme and whoever above eighteen years old and physically fit can work under this programme. The profile analysis of the study revealed that majority of the beneficiary respondents participating in this programme were middle (67.78 %) and old (24.44 %) age group. The beneficiary respondents of the programme had high level of future aspiration and expect that, they can get hundred days employment through this programme and it will help to improve their livelihood. This might be the reason for the future level aspiration of beneficiary respondents that influencing the performance effectiveness of MGNREGP. The performance of officers of MGNREGP implementing this programme perceived as good. This may be reason for the performance of beneficiary officers influenced the effectiveness of the programme.

EMPIRICAL MODEL OF THE STUDY



Summary

5. SUMMARY

The study "Performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme" was conducted in three Grama Panchayats of Palakkad district namely Agali, Eruthenpathy and Kannadi panchayat. The Multi stage Random sampling technique was followed in the selection of block, panchayat and beneficiaries. In this study there are two categories of respondents namely beneficiary respondents and beneficiary officers involved in the implementation of programme. Thirty beneficiary respondents from each panchayat and ten beneficiary officers of a particular panchayat and block were selected. The total number of respondents for the study is 120.

Based on the objectives, detailed review of literature, discussions with experts and scientists in agricultural extension and plot study were resorted to the selection of variables. The dependent variable performance effectiveness was measured in terms of extent of stakeholder participation, extent of stakeholder satisfaction and achievement of physical and financial targets. The profile characteristics of the respondents such as age, sex, caste, education, marital status, family type, family size, annual income, expenditure pattern, economic motivation, level of aspiration, mass media exposure, contact with officials, social participation and attitude towards MGNREGP, perception about MGNREGP, constraints also were studied. Besides it was also proposed to formulate a strategy for effective implementation of the programme. The data were collected using a through pre tested and structured interview schedule and questionnaire. The statistical tools used were frequency, simple percentage analysis, t-test and simple correlation and canonical correlation analysis.

The salient findings are summarized below:

1. The major findings of the study regarding the extent of participation revealed that 76.66 per cent of the beneficiary respondents actively participated and 7.77 per cent were very actively participated in

MGNREGP. With respect to participation of beneficiary officers 50 per cent were participated and nearly 22 per cent were actively participated.

2. Study regarding beneficiary satisfaction revealed that equal proportions of the respondents (50 % each) were very much satisfied and moderately satisfied with the MGNERGP.
3. The satisfaction of beneficiary officers was studied in terms of job satisfaction, and it was found to have above 50 per cent satisfied with their job.
4. The frequency distribution of the profile characteristics of the respondents revealed that 67.78 per cent of them belonged to middle age group and 24.44 per cent were old age group.
5. With respect to sex, majority (92.22 %) of the respondents were women.
6. Majority, 62.22 per cent of the respondents belonged to backward community followed by forward community (20 %).
7. Regarding the educational status, majority, 54.44 per cent of the respondents were illiterate and followed by (20 %) middle level school.
8. It was found that majority, 96.67 per cent of the respondents were married and only 3.33 per cent were unmarried.
9. Forty per cent of the respondents had 4 members in their families and most of them lived in nuclear family.
10. Regarding the annual income, 54.45 per cent of the respondents earned income ranging between Rs.30001 and Rs.45000 followed by 41.11 per cent in the income range between Rs.15001 and Rs.30000.
11. The annual expenditure of 40 per cent of the respondents was less than or equal to Rs.25000, followed by 34.44 per cent in the range between Rs.25001-30000.

12. With regard to level of aspiration majority (83.33 %) of the respondents had medium and low level of aspiration (16.67 %) at present, whereas level of aspiration (future) majority (64.44 %) medium and (35.56 %) had high level aspiration.
13. More than 55 per cent of the respondents had higher level of economic motivation.
14. The findings regarding the attitude of beneficiary respondents revealed that, above 80 per cent of the respondents had favourable attitude towards MGNREGP of which 20 per cent were having highly favourable attitude.
15. The results of the study revealed that 60 per cent of the beneficiary officers had favourable attitude and 26.67 per cent had highly favourable attitude towards MGNREGP.
16. The result of the study indicated that above 90 per cent of the respondents perceived that 'MGNREGP helps to improve the livelihood of rural poor, empower the rural women as well as it is a blessing to women and unskilled labourers and it has resulted creation of useful assets in the village, strengthened the natural resources. It was also perceived as a best programme in the era of rural development.
17. It was found that 97.78 per cent of the respondents had exposure to TV and 58.89 per cent were listening radio for information.
18. It was found that above 90 per cent of the respondents had contact with People's representatives, Panchayat president and overseer whereas none of them had contact with Deputy programme coordinator, District Collector and other political leaders.
19. Regarding social participation 95 per cent of the respondents participated in grama sabha meeting and 56 per cent of the respondents participated in identification of works.

20. The major findings of the performance of officers of MGNREGP as perceived by respondents revealed that 'relevance and usefulness of work to the village/people, quality of the work executed, process of registration, selection of works, issue of job cards, execution of works were ranked as effectively performed whereas maintaining transparency in account, supervision at the worksite, distribution of wages, facilities at the worksite, grievance redressal were ranked as least effectively performed.
21. Regarding constraints perceived by the beneficiary respondents, delay in wage payment, not getting continuous employment, getting employment at the peak time of agricultural work, getting work at distant place were ranked as most important constraints.
22. Regarding constraints perceived by the beneficiary officers, more work load, inadequate technical support, and identification of works to meet the registered households were ranked as most important constraints.
23. A panchayat wise comparison of selected independent and dependent variables using ANOVA revealed that from the selected twelve variables age, education, annual income, mass media exposure, economic motivation, social participation, expenditure pattern, attitude, performance and participation were positive but had no significant differences whereas family size, contact with officials, perception and satisfaction were found to have significant differences between panchayats.
24. Results of the correlation between the independent and dependent variables of respondents revealed that among the selected twelve independent variables only two variables namely education and social participation showed positive significant relationship with extent of participation. With regard to satisfaction, three variables such as education, social participation and performance showed positive and significant relationship. Among the selected variables the only variable

age was found to have negative relationship with participation and satisfaction. The rest of the variables showed positive correlation though they have had no significant relationship with participation and satisfaction.

25. The result of the canonical correlation between the independent and dependent variables of respondents revealed that extent of social participation, caste, education, marital status, performance, mass media exposure, contact with officials, age and future level of aspiration were the key variables in deciding the performance effectiveness of MGNREGP through extent of participation and extent of satisfaction.

Policy prescription for effective implementation of MGNREGP

The study, though limited in scope, brings out some important flaws in the programme, which need to be corrected to make it more efficient and fulfill the needs of the poor along with achievement of targets envisaged under the Mahatma Gandhi National Rural Employment Guarantee Act 2005.

1. **Identification of works in public, private and government institute farms and prioritization of works.** The works should be identified in public, private and government institute farms and prioritized based on the productivity and benefits to be gained by the rural people from the works.
2. **A proper and more systematic work calendar should be prepared at Gram Panchayat level.** The absence of the systematic work calendar can lead to clashes between agriculture and MGNREGP works thereby agricultural sectors could be adversely affected as well as results in people losing their livelihood either in agriculture or MGNREGP.

3. **Proper training and technical support should be given to MGNREGP staff.** Providing proper training and technical support to MGNREGP staff (Data Entry Operators, ADS member, Overseer etc.,) can help to avoid working mechanically and make them more voluntary in working, thereby work efficiency improved.
4. **It is suggested to give wage details of beneficiary workers to bank in English.** In this study 'delay in wage payment' was noticed as a major constraint, because the bank officials do not know Malayalam thereby further banking procedure for disbursing wages get delayed. If the wage details of beneficiary workers are given in English all the bank officials can understand, though they belong to other states.
5. **MGNREGP cell should be strengthened by providing sufficient and well trained staff.** The lack of sufficient and well trained staff at Gram Panchayat level affect the smooth implementation of programme at field level.
6. **Proper computer and internet facility should be provided to MGNREGP cell at Gram Panchayat.** Since in MGNREGP monitoring, recording, maintaining transparency and transferring all the details of the activities of this programme is through computerized manner, so there is necessary for the proper internet and server facility at the Gram Panchayat level for effective functioning and speeding communication with higher ups.
7. **Grama Sabha meeting should be convened at right time.** In MGNREGP Grama Sabha meeting is an important component and it plays crucial role in discussing various activities of this programme and also acts as a decision making unit, therefore the meeting of Grama Sabha should be informed to people through Grama panchayat notice

board, Panchayat president and members thereby it become more participatory in nature and a good plat-form for decision making.

8. **Vehicle or transport facility should be arranged to officers.** Many of the worksites are in interior places of villages where there is lack of transport facility. If proper transport facility is arranged, it will be helpful for having frequent contact to worksite and good rapport with people thereby efficiency of works can be improved and also grievances heard in time.
9. **MGNREGP should be integrated with some other scheme for which money is available at local level.** It was perceived that, local body rely on only MGNREGP fund for all the developmental activities of rural areas rather than spending available money in their hand, therefore it is suggested that there is a need for integration of MGNREGP and other schemes of local body for up-lifting the rural areas as a whole.
10. **There should be provision to upgrade the skill of workers.** If there is provision under this mega programme for upgrading the skill of unskilled, semi-skilled labourers, this may help them to seek livelihood in other sectors where skilled labourers are required.

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Appendices

APPENDIX- I

Attitude of beneficiary respondents towards Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP)

Sl. No	STATEMENTS	‘t’ value
1	MGNREGP is boon for rural poor.	0.00
2	MGNREGP is a source for earning money in lean period	0.80
3	MGNREGP is a good programme since it is providing work at our own village	0.45
4	Provision of child care under MGNREGP attracts more women to work under this programme	2.67*
5	There is no transparency in account maintenance of MGNREGP	2.78*
6	Getting unemployment allowance under MGNREGP is a day dream	1.85*
7	Works taken under MGNREGP is not productive	1.91*
8	Gender equality could be achieved through MGNREGP	3.46*
9	Marginalised group of people given priority under MGNREGP	2.64*
10	MGNREGP made possible for effective utilization of human resource for creating community assets.	1.46
11	Women and scheduled castes people are not given any priority in this programme	0.44
12	There is dissatisfaction with MGNREGP since it concerns skilled and unskilled labourer in single category	1.96*
13	Enabling Kudumbashree to play prime role under MGNREGP attracts more women participation in this programme	2.08*
14	Wages paid under MGNREGP is commensurate with the efficiency of workers.	4.36*
15	Agricultural works are severely affected by MGNREGP work	0.94

16	There is lack of enthusiastic support to MGNREGP among rural people	1.18
17	MGNREGP enhanced livelihood security of rural poor	2.23*
18	Only healthy people are benefited under MGNREGP	0.73
19	MGNREGP simply wasting public money	2.17*
20	Empowerment of women could be achieved through MGNREGP	1.28
21	MGNREGP utilizes human resources potentially in creating community assets	1.49
22	Wage payment through bank inculcate the saving mentality of people	2.33*
23	MGNREGP is a good programme since it builds strong bridge between rural people and bank	1.56
24	Migration of rural poor for work could be arrested through MGNREGP	1.23
25	Economic empowerment of people made possible through MGNREGP	2.55*

* selected statements for the final scale

APPENDIX- II

KERALA AGRICULTURAL UNIVERSITY
DEPARTMENT OF AGRICULTURAL EXTENSION,
COLLEGE OF AGRICULTURE, VELLAYANI, THIRUVANANTHAPURAM

From

Dr. S. Shilaja
Professor,

Vellayani
Date:

To

Dear Sir/Madam,

Mr. C. Lawrence Prabu, M.Sc. Student of this department has taken up a research study on "Performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme in Palakkad district" under my guidance. He is developing a scale on "Attitude of officers towards Mahatma Gandhi National Rural Employment Guarantee Programme".

In this regard some statements expressing the attitude of officers towards Mahatma Gandhi National Rural Employment Guarantee Programme are listed. On the right hand side of each statement, there are set of columns representing degree of relevancy of the statements. You are requested to tick (✓) in the appropriate column which indicates degree of relevancy of the statement on a five point continuum namely "most relevant, relevant, neutral, least relevant and not relevant" **Please note that response indicates the relevancy of the statements in the real sense and not of yours as a judge.** Please see that no statement is left out and kindly return the same at the earliest possible time.

Thanking You

Yours faithfully,

Dr. S. Shilaja

Attitude of implementing team (officers & other stakeholders) towards Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP)

Sl. No	STATEMENTS	Relevancy Weightage
1	MGNREGP brings welfare to the rural poor.	74.86*
2	Since MGNREGP gives equal preference to all, marginalized people won't get desired benefit.	60.00
3	MGNREGP is not a solution to address unemployment problem in rural area.	69.14*
4	Rules and regulations of MGNREGP do not facilitate to smooth implementation of programme.	60.00
5	High share of the administrative maintenance cost undermine the investing money on scheme benefit.	54.84
6	MGNREGP is good programme since it gives equal preference to all.	64.07
7	The process of decentralization could be realized truly through MGNREGP.	68.57
8	MGNREGP helps to bridge the gap between rural people and Panchayati Raj Institution.	73.14*
9	MGNREGP focus on providing quantum of work than quality of work.	66.29
10	Asset creation envisaged in MGNREGP is a futile dream.	70.29*
11	Providing hundred days wage employment is meager to improve living standard of rural poor.	70.03*
12	Achievement of decentralization effectively and truly through MGNREGP is an eye wash.	59.43
13	MGNREGP shows little contribution to tackle unemployment problem in rural areas	64.00
14	As envisaged in MGNREGP that hundred days wage employment to every household could not be achieved.	62.86
15	MGNREGP has succeeded in inculcating thrift habit among the rural poor.	62.29
16	More women attracted to work under MGNREGP through the organizational effort of Kudumbashree.	65.71*
17	Compared to turn over work, wages paid are too high.	68.00*
18	Wage payment through bank enhances the morale of MGNREGP beneficiaries.	70.29*
19	There is no improvement in income status of people with the introduction of MGNREGP.	61.71
20	Agricultural labourers availability severely affected by MGNREGP works.	71.43*

21	Migration of rural poor for work could be arrested by MGNREGP.	66.86*
22	MGNREGP is imperative especially populous country like India to utilize human forces potentially.	66.85*
23	There is sign of improvement in purchasing power of people in rural areas with the introduction of MGNREGP.	65.14*
24	Hundred days wage employment is not sufficient to improve the living standard of rural poor in the present situation of high cost living.	64.57
25	Being an effective programme MGNREGP should be strengthened.	68.00
26	Each rural unemployed should be encouraged to register under MGNREGP.	64.00
27	MGNREGP would make people lazy, as it gives money (wages) without enough work.	74.86
28	Conducting social audit helps to revive and accelerate the structure and function of the programme.	65.71
29	MGNREGP helps to rural poor rather than creating community assets.	53.14
30	MGNREGP is simply wasting public money.	68.00*
31	MGNREGP improves the welfare of all categories of rural poor.	63.43
32	MGNREGP act as a tool to protect depleting natural resources.	56.57
33	MGNREGP is a boon to development of India.	60.00
34	A wage employment programme like MGNREGP is not needed to India.	57.14
35	Lack of the beneficiary participation in planning of MGNREGP reduces the effectiveness of the programme.	60.00

* selected statements for the final scale

APPENDIX- III

INTERVIEW SCHEDULE

Performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme in Palakkad district. (MGNREGP)

Part- A (For Beneficiary Respondents)

Respondent No:

Name of the respondent :
Taluk :
Block :
Gram Panchayat :
Address :
Age :
Educational qualification : Illiterate / Primary school level/
Middle school level/
High school level/ College level

Gender : Male/ Female
Caste : Forward/ Backward/ SC/ ST
Marital status : Married/ Not married
Occupation :
Family size :
Family type : Nuclear/ Joint family
Annual income :
Occupation : Agricultural labourer/ General labourer/
Contract labourer/ others

Mass media exposure

Please indicate which are the following mass media you use for getting information and frequency of exposure

Sl.No	Sources	Frequency		
		Regularly	Occasionally	Never
	Television			
	Radio			
	Newspaper			
	Magazine			
	Bulletin			

Level of aspiration

Here is a picture of ladder. The top of the ladder represents best possible life for you, the bottom worst possible life for you and the middle neutral. After reading the following questions carefully, please select a number from the ladder.

Top (best possible life)	9
	8
	7
Middle (Neutral)	6
	5
	4
Bottom (worst possible life)	3
	2
	1

Where on the ladder do you feel you personally stand at present _____

Where on the ladder would you say you were five years ago _____

Where on the ladder you think you would be five years from now _____

Economic motivation

Please indicate your response in the appropriate alternative by putting a tick mark (✓) SA- strongly agree, A-Agree, UD- Undecided, D-disagree, SD-strongly disagree.

Sl.No	Statements	SA	A	UD	DA	SDA
1	A beneficiary should try to participate all kinds of works under MGNREGP to earn money					
2	A beneficiary should not depends only MGNREGP work alone, they should participate other work also					
3	Money is necessary for good living, but everything in life can not be defined in economic terms					

4	In addition to be as worker under MGNREGP, I like to do some other work to earn ore money					
---	---	--	--	--	--	--

Contact wit officials

Sl.No	Category of personnel	Frequency of contact		
		Often	Sometimes	Never
1	Gram panchayat President			
2	People representative			
3	Overseer			
4	Programme Officer			
5	Deputy Programme coordinator			
6	District Collector			
7	Other political leaders			

Social participation

Sl.No	Activities	Whenever conducted	Some times	Never
1	Training			
2	Grama sabha meeting			
3	Social auditing			
4	Grievance redressal			
5	Planning of work			
6	Identification of worksite			

Extent of participation of beneficiary respondents in MGNREGP activities

Sl.No	Activities	VAP	AP	MP	LP	NP
1	Getting application for applying job cards					
2	Knowing the rules and regulations of the programme					
3	Timely submission of application					
4	Registration for getting wage employment					
5	Willingness to participate any type of work					
6	Willingness to participate in work even it is away from the 5 Km radius of the village.					
7	Checking muster roll					
8	Seeking unemployment allowance					
6	Submission of complaints					

Extent of beneficiaries satisfaction with respect to MGNREGP

Please indicate the degree of satisfaction with respect to (MGNREGP)

Sl.No	STATEMENTS	VMS	MS	LS	NS	NAS
I	Satisfaction with respect to registration					
1	Registration process followed under MGNREGP					
2	Efforts made by Gram panchayat for registering rural households					
3	Timely registration under MGNREGP					
II	Satisfaction with respect to Job cards					
1	Issuing of job cards free of cost					
2	Timely issuing of job cards under MGNREGP					
3	Provision of keeping job cards in your custody					
III	Satisfaction with respect to Selection of works					
1	Identification of work under MGNREGP					
2	Selection of work site under MGNREGP					
3	Utility value of the works taken under MGNREGP					
IV	Satisfaction with respect to Employment					
1	Providing hundred days wage employment under MGNREGP					
2	Timely providing employment to registered households					
3	Avoiding contractor/contract based work under MGNREGP					
V	Satisfaction with respect to Wage disbursement					
1	Timely disbursement of wages under MGNREGP					
2	Disbursement of wages through bank under MGNREGP					
3	Wage disbursement weekly or once in fortnight					
VI	Satisfaction with respect to equal Remuneration					
1	Equal wage both men and women under MGNREGP					

2	Providing same wages for skilled and unskilled labourers under MGNREGP					
3	Same wage for all kinds of work					
VII	Satisfaction with respect to maintenance of Transparency					
1	Muster roll maintenance					
2	Opportunity provided to check muster roll register					
3	Social auditing					
VIII	Satisfaction with respect to impact of MGNREGP					
1	Benefits occurred to an individual					
2	Benefits occurred to the panchayat					
3	Benefits occurred to the households					

Expenditure pattern

Sl.No	Items	Total expenses	
		Per month	Per year
1	Food		
2	Cloth		
3	Electricity		
4	Medical expenses		
5	Education		
6	Religion/ social function		
7	Taxes		
8	Recreation		
9	Traveling expenses		
10	News paper / magazines		
11	Fuel		
12	Others		

Constraints perceived by beneficiary workers

Sl.No	STATEMENTS	MI	I	LI	NI
1	Delay in wage payment				
2	Gender discrimination				
3	Lack of worksite facilities				
4	Lack of publicity of the project				
5	Non-payment of unemployment allowance				
6	Getting job card at right time				
7	Getting work at more distance i.e away from 5 km				
8	Non-payment of minimum wages				
9	Irrational way of work area measurement				
10	Showing partiality in allotting work area				
11	Restrictions of officers				

12	Providing less work days				
13	Irregularity in providing employment				
14	No continuous employment				
15	Providing employment at the peak time of agricultural work				
16	Lack of tools and implements				

Attitude of beneficiary workers towards MGNREGP

Please indicate your response in the appropriate alternatives by putting tick mark (✓)

Sl. No	STATEMENTS	SA	A	UD	DA	SDA
1	Provision of child care under MGNREGP attracts more women to work under this programme					
2	There is no transparency in account maintenance of MGNREGP					
3	Getting unemployment allowance under MGNREGP is a day dream					
4	Works taken under MGNREGP is not productive					
5	Gender equality could be achieved through MGNREGP					
6	Marginalised group of people given priority under MGNREGP					
7	There is dissatisfaction with MGNREGP since it concerns skilled and unskilled labourer in single category					
8	Wages paid under MGNREGP is commensurate with the efficiency of workers.					
9	MGNREGP enhanced livelihood security of rural poor					
10	MGNREGP simply wasting public money					
11	Wage payment through bank inculcate the saving mentality of people					
12	Economic empowerment of people made possible through MGNREGP					
13	Enabling Kudumbasree to play prime role under MGNREGP attracts more women participation in this programme					

Perception of beneficiary workers about MGNREGP

Please indicate your response in the appropriate alternatives by putting tick mark (✓)

Sl.No	Statements	SA	A	UD	DS	SDA
1	MGNREGP helps to improve the livelihood of rural poor					
2	MGNREGP helps to empower the rural women					
3	MGNREGP helps to marginalised group of people have more voice in society.					
4	MGNREGP enhanced purchasing power of rural people					
5	MGNREGP is the best programme in the era of rural development					
6	Employment generation through MGNREGP is a blessing to women and unskilled labourers					
7	MGNREGP resulted creation of useful assets in the village					
8	MGNREGP hinders agricultural operations					

Performance as perceived by the beneficiary workers.

Please rate them in a five point continuum.

Sl.No	Functions of MGNREGP	MEP	EP	P	LEP	NEP
1	Process of Registration					
2	Issue of job cards					
3	Selection of works					
4	Execution of works					
5	Supervision at the worksite					
6	Facilities at the worksite					
7	Mode of distribution of wages					
8	Quality of the work executed					
9	Relevance and usefulness of work to the village / people					
10	Transparency					
	Grievance redressal					

APPENDIX- IV

INTERVIEW SCHEDULE

**Performance effectiveness of Mahatma Gandhi National Rural Employment
Guarantee Programme in Palakkad district. (MGNREGP)**

Part- B

(Implementing team of MGNREGP includes officers and PRI members)

Name of the respondent:

Taluk:

Block:

Panchayat:

Age:

Education:

Occupation:

Total experience:

Experience in MGNREGP:

Job satisfaction:

Please indicate your response by putting a tick (✓) mark in the appropriate column against each statement

Sl.No	Statements	VMS	MS	LS	NS	NAS
1	How much you are satisfied – With the facility given by superior to do your job well					
2	With the working facilities provided to do your job well					
3	With the opportunities provided to utilize your personal abilities					

4	With the recognition given by the people of your area					
5	With the technical guidance and support of higher ups to perform your job					
6	With the relation you have with your superior in the programme					

Extent of participation of officers

	Activities	VAP	AP	MP	LP	NP
I	Planning					
	Estimation of demand					
	Preparation of annual plan					
	Preparation of labour budget					
II	Operation					
	Mobilisation of application					
	Registration of application					
	Verification of application					
	Issuing of job cards					
	Entering datas					
III	Implementation					
	Preparation of estimates					
	Technical and financial sanction					
	Selection of executing agency					
	Provision of wage employment					
	Fixation of wages					
	Payment of wage					
IV	Monitoring & evaluation					
	Set up monitoring system					
	Report of local vigilance committee					
	Verification and quality audit					
	Periodical evaluation and research studies on implementation					

Attitude towards Mahatma Gandhi National Rural Employment Guarantee Programme (MGNREGP)

Sl. No:	STATEMENTS	SA	A	UD	DA	SDA
1	MGNREGP brings welfare to the rural poor.					
2	MGNREGP helps to bridge the gap between rural people and Panchayati Raj Institution.					
3	More women attracted to work under MGNREGP through the organizational effort of Kudumbashree.					
4	Wage payment through bank enhances the morale of MGNREGP beneficiaries.					
5	Migration of rural poor for work could be arrested by MGNREGP.					
6	MGNREGP is imperative especially populous country like India to utilize human forces potentially.					
7	There is sign of improvement in purchasing power of people in rural areas with the introduction of MGNREGP.					
8	MGNREGP is not a solution to address unemployment problem in rural area.					
9	Asset creation envisaged in MGNREGP is a futile dream.					
10	Providing hundred days wage employment is meager to improve living standard of rural poor					
11	Compared to turn over work, wages paid are too high.					
12	Agricultural labourers availability severely affected by MGNREGP works.					
13	MGNREGP simply wasting public money					

Perception of officers about MGNREGP

Please indicate your response in the appropriate alternatives by putting tick mark (√)

Sl. No:	STATEMENTS	SA	A	UD	DA	SDA
1	MGNREGP helps to improve the livelihood of rural poor					
2	MGNREGP helps helps to tackle unemployment problem in rural area.					
3	MGNREGP resulted resulted reduction in productivity of labourers					
4	Wage payment through bank enhances the morale of MGNREGP beneficiaries.					
5	MGNREGP created more awareness among rural people about banking					
6	MGNREGP resulted maximum utilization of labour force in village					
7	MGNREGP resulted strengthening natural resources					
8	MGNREGP empowers panchayat raj institution					

Constraints perceived by officers.

Sl.No	CONSTRAINTS	MI	I	LI	NI
1	Preparation of calendar of works				
2	Identification of works				
3	Lack of public land				
4	Determination of wage according to the work				
5	Assessment of labour demand				
6	More work load				
7	Inadequate freedom to the Gram panchayat take decision of their own under MGNREGP				
8	Labour shortage				
9	Providing worksite facilities such as medical aid, crèche, shade.				
10	Culture of silence of people during auditing				
11	Conducting door to door step survey to identify workers				
12	Lack of adequate technical support				
13	Delay/ non provision of state share				
14	Inadequate fund allocation to the project.				

MGNREGP WORKSITES

Agali Panchayat

Check dam construction



Land development work in tribe's land



Eruthenpathy Panchayat

Renovation of pond



Micro irrigation work



Kannadi Panchayat

Rural connectivity work



Renovation of traditional water bodies



Beneficiary respondents of MGNREGP during survey



Abstract

**PERFORMANCE EFFECTIVENESS OF MAHATMA GANDHI
NATIONAL RURAL EMPLOYMENT GUARANTEE PROGRAMME IN
PALAKKAD DISTRICT (MGNREGP)**

by

C. LAWRENCE PRABU

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8. ABSTRACT

Poverty eradication is a long term goal of India. Since independence number of poverty alleviation programmes were launched. It would be incorrect to say that all the poverty alleviation programmes had shown the result much expected. In this way the ongoing programme the Mahatma Gandhi National Rural Employment Guarantee Programme is a flagship programme of Government of India. It is launched on February 2006 with the aim of enhancing livelihood security and poverty reduction. The study entitled "Performance effectiveness of Mahatma Gandhi National Rural Employment Guarantee Programme" is an attempt to study the performance effectiveness of the programme in terms of stakeholder participation, stakeholder satisfaction and physical and financial achievement.

The study 'Performance effectiveness of Mahatma Gandhi national Rural Employment Guarantee Programme was conducted in three Grama Panchayats of Palakkad district namely Agali, Eruthenpathy and Kannadi panchayat. The Multi stage Random sampling technique was followed in the selection of block, panchayat and beneficiaries. Two sets of respondents were selected for the study namely beneficiary respondents and beneficiary officers. Total sample size for the study was 120 which include 90 beneficiary respondents and 30 beneficiary officers.

The dependent variable selected to measure the performance effectiveness of the programme were extent of stakeholder participation, stakeholder satisfaction and physical and financial achievement. Independent variables were selected which includes age, sex, caste, education, marital status, family type, family size (Socio-personal variables), annual income, expenditure pattern (Socio-economic variable), level of aspiration, economic motivation, attitude towards MGNREGP, perception about MGNREGP (Socio-psychological variable) and contact with

officials, media exposure and social participation (Extension communication variables).

The study revealed that 76.66 per cent of the beneficiary respondents actively participated and 7.77 per cent very actively participated in MGNREGP. With respect to beneficiary officers 22 per cent actively participated and 50 per cent were participated in MGNREGP. With regard to extent of satisfaction of beneficiary respondents, 50 per cent were very much satisfied and 50 per cent were satisfied with the MGNREGP, whereas satisfaction of officer was measured in terms of job satisfaction which indicated that above 50 per cent of the beneficiary officers were satisfied. The achievements of physical targets were measured in terms of increased employment, enhanced wage earnings, participation of marginalised group, strengthening and conservation of natural resources, enhanced purchasing power of rural household's and poverty reduction. It is revealed from the study that an increasing trend in all these aspects.

The study indicated that 67.78 per cent of the respondents belonged to middle age group of which above 90 per cent of them were women and married. Most of the respondents were having nuclear family and forty per cent were having 4 members in their family. Above 60 per cent of the respondents belonged to backward community and 54 per cent were illiterate. Regarding the annual income, 54.45 per cent of the respondents earned income ranging between Rs.30001 and Rs.45000 whereas 40 per cent of the respondents annual expenditure was less than or equal to Rs.25000 and 34.44 per cent were in the range between Rs.25001- Rs.30000. The level of aspiration was found to have 65 per cent of the respondents under low level of aspiration (past), 80 per cent of the respondents under medium level aspiration (present) and above 60 per cent of the respondents under high level (future) aspiration. Economic motivation is an important motive for a person to perform more effectively to improve his/her economic performance. The economic motivation of the respondents was found

to have 55 per cent of the respondents under higher level of economic motivation and strive hard in all possible ways to raise their income.

The study revealed that 88.89 per cent of the beneficiary respondents had favourable attitude towards MGNREGP of which 20 per cent were having highly favourable attitude. With respect to beneficiary officers 60 per cent had favourable attitude and 26.67 per cent had highly favourable attitude towards MGNREGP and also indicated that above 90 per cent of the respondents perceived that 'MGNREGP helps to improve the livelihood of rural poor, empower the rural women as well as it is a blessing to women and unskilled labourers and it has resulted creation of useful assets in the village, strengthened the natural resources. It also perceived as a best programme in the era of rural development.

The constraints such as delay in wage payment, not getting continuous employment, getting employment under MGNREGP at the peak time of agricultural work, getting work distant place were perceived by the beneficiary respondents as important constraints. With respect to beneficiary officers more work load, inadequate technical support, and identification of works to meet the registered households were perceived as important constraints. The major findings of the performance of MGNREGP as perceived by respondents revealed that 'relevance and usefulness of work to the village/people, quality of the work executed, process of registration, selection of works, issue of job cards, execution of works were ranked as effectively performed. The relationship between independent and dependent variables revealed that education and social participation showed positive significant relationship with extent of participation. With regard to satisfaction, education, social participation and performance were having positive and significant relationship. The panchayat wise comparison of selected independent and dependent variables using ANOVA revealed that family size, contact with officials, perception and satisfaction were found to have significant differences between panchayats whereas rest of the variables age, education, annual income, mass media exposure, economic motivation, social

participation, expenditure pattern, attitude, performance and participation were positive but not had significant differences. The results of the canonical correlation indicated that extent of social participation, caste, education, marital status, performance, mass media exposure, contact with officials, age and future level of aspiration were the key variables in deciding the performance effectiveness of MGNREGP through extent of participation and extent of satisfaction.