



**NATIONAL OPEN UNIVERSITY OF NIGERIA  
FACULTY OF AGRICULTURAL SCIENCES  
DEPARTMENT OF AGRICULTURAL ECONOMICS AND EXTENSION  
FIRST SEMESTER EXAMINATIONS**

**ARD 502: EXTENSION ORGANISATION, MANAGEMENT AND SUPERVISION**

**INSTRUCTIONS: Answer any (4) Questions, Question (1) is compulsory.  
QUESTION 1 CARRY 25 MARKS, OTHERS – 15 MARKS EACH.  
(TOTAL = 70 MARKS)**

1. (a) Discuss the following theories of agricultural extension organization with particular emphasis on their implications to promoting extension services;

- (i) Human relation theory **(3 marks)**
- (ii) Decision making theory **(3 marks)**
- (iii) Social process theory **(3 marks)**

Total marks for 1 (a) = **(9 marks)**

- (b) Briefly discuss the following principles of management;

- (i) Division of work **(1.5 marks)**
- (ii) Unity of command **(1.5 marks)**
- (iii) Centralisation **(1.5 marks)**
- (iv) Discipline. **(1.5 marks)**

Total marks for 1 (b) = **6 marks**

- (c) (I) Explain the two (2) major sources of recruitment in extension organization stating the advantages and disadvantages of each.

**5 marks (2.5 marks for each source)**

- (ii) Describe any two (2) steps that are involved in recruiting qualified and motivated extension staff in an extension organization.

**5 marks (2.5 marks for each step)**

2. (a) (i) Differentiate between job description and key performance in extension organization

**3 marks (1.5 marks for each)**

- (ii) Explain briefly the critical attributes for extension personnel

**3 marks**

(b) State three (3) roles and responsibilities of the following;

- (i) Village extension workers **(3 marks)**
- (ii) Subject matter specialists **(3 marks)**
- (iii) Supervisory officer **(3 marks)**

**9 marks**

3. (a) (i) Discuss the formal way of welcoming new recruited staff in extension organization.

**2 marks**

(ii) Briefly explain any five (5) advantages of induction or orientation of newly recruited extension staff.

**7.5 marks (1.5 marks for each)**

(b) (i) Define Supervision in the context of extension services

**2.5 marks**

(ii) Explain the process of training and developing a staff in extension organization.

**3 marks**

4. (a) (i) **Understanding** learning theories is important, partly in decisions making and also for application in achieving organisational objectives. Explain this statement in the context of learning theories and training.

**3 marks**

(ii) Explain with clear examples the following approaches to training in extension organization;

Traditional approach **2 marks**

Experiential approach **2 marks**

Performance-based approach **2 marks**

(b) Distinguish with clear examples between pre-service and in-service trainings

**6 marks**

5. (a) Explain the following types of in-service trainings in extension organization

- (i) Induction or orientation training **(3 marks)**
    - (ii) Refresher or maintenance training **(3 marks)**
    - (iii) On the job training **(3 marks)**
  - (b) Give a brief account on the four (4) criteria to evaluate training programmes  
**6 marks (1.5 marks for each criteria)**
6. (a) Discuss the following three (3) phases of training;
- (i) Planning phase **3 marks**
  - (ii) Implementation phase **3 marks**
  - (iii) Evaluation phase **3 marks**
- (b) Explain the following two (2) procedures used in determining training needs
- (i) Organisational analysis **3 marks**
  - (ii) Group analysis **3 marks**