লোক-প্রশাসন সাময়িকী
সংখ্যা ৬৭
১৪২৪ বঙ্গাব্দ/২০১৮ খ্রিস্টাব্দ

লোক-প্রশাসন
সাময়িকী

বাংলাদেশ লোক-প্রশাসন প্রশিক্ষণ কেন্দ্র
সাভার, ঢাকা
লোক-প্রশাসন সাময়িকী
সংখ্যা ৬৭
মাঘ-চৈত্র ১৪২৪/জানুয়ারি-মার্চ ২০১৮

সম্পাদনা পর্যালোচনা

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লোক-প্রশাসন সাময়িকী
(বাংলাদেশ লোক-প্রশাসন প্রশিক্ষণ কেন্দ্রের ত্রৈমাসিক জার্নাল)

সংখ্যা ৬৭
মাঘ-চণ্ডী ১৪২৪ /জানুয়ারি-মার্চ ২০১৮
প্রকৃত প্রকাশকাল: মার্চ ২০১৮/চণ্ডী ১৪২৪

লোক-প্রশাসন সাময়িকীর প্রবন্ধসমূহে প্রকাশিত মতামত প্রবন্ধকরদের একাত্তর নিজস্ব; এর জন্য সম্পাদনা পর্যালোচনাকে দায়িত্ব বহন করে না।

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Mystic Songs of Sunamganj District of Bangladesh: A Glimpse
Mohammad Ali Khan, PhD

Job Satisfaction Study of the Members of Bangladesh Civil Service Agriculture, Fisheries and Livestock Cadres Officials
Tasnia Zannat
Abstract: This article is an attempt to describe a goldmine of music and lyrics of a district of Bangladesh. The district Sunamganj is proud for her 200 plus mystic poets, many of them have written more than five hundred, even a thousand songs. But her name and fame did not spread over the planet. This tiny effort carries the very essence of the enchantment of the concert of colour, sound, melody and rhythm on the shores of the thousand haors (wetland) and about twenty five rivers of Sunamganj.

Introduction
I am not a singer but love songs.
I am not a folklorist but highly impressed by folksongs.
I do not have childhood association with mystic songs but deeply fond of Mystic or Baul songs.
I had a great opportunity to live in Sunamganj district for 14 months that included at least two rainy seasons and two winters. It was a part of my job assignment, but offered me much more than just bread and butter. What was behind it? The answer is the mystic songs of Sunamganj, drenched in ecstatic melody since time immemorial and flourished through natural beauty of grass, soil, water, flowers and foliage and common people’s feelings and faith of the district. This write up is my sharing of experience with mystic songs of Sunamganj. The problem remains in the understanding of these mystic songs as well as making other understanding. That's why they are more mysterious. It is endeavour to present some songs through translation and skilful sketches.

Baul songs – UNESCO Heritage
In 2005, UNESCO proclaimed 43 new Masterpieces of the Oral and Intangible Heritages of Humanity with traditional ‘Baul songs of Bangladesh’ being one of them. It was one of the three Heritages of Humanity identified by UNESCO from South Asia. Ramleela, the traditional performances of the Ramayana in India, and the Musk Dances of the Drums from Drametse of Bhutan, were the other two Heritages.

The Bauls are mystic minstrels living in rural Bangladesh. The Baul movement was at its peak in the nineteenth and early twentieth centuries, and has now become popular again among the rural population of Bangladesh. In a broader sense, Baul or Mystics songs are all folk songs though Baul/Mystic songs are unique for their special and emotional flavours which reflect the pain of deprivation of human beings and their eternal longing for union as well. There is no English synonym for Baul, the nearest one is Mystic. A mystic song mainly deals with spiritual feelings of human beings intermingled with religious emotion. Baul songs do the same thing but Baul has an added dimension since Baul songs deal in a major way with human body, his behaviour, habitation, loss of relation and homelessness in general. The most fascinating linkage between the two is that both a Mystic poet and a Baul want to free his individual self and makes an esoteric union with the universal self. The Kushtia region of Bangladesh is famous for Bauls and Sylhet, especially Sunamganj is well known for Mystic poets.

*Additional Secretary, Government of Bangladesh (former DC, Sunamganj)
There are 2 classes of Bauls. One is the homeless; they reject family life and society. The great Baul Lalon Shah stands out in the list of the homeless Baul. But Mystic poets or Bauls are mainly non-ascetic who live with their families and accept society. The great poets of Sunamganj Hason Raja, Radharamon, Shah Abdul Karim maintained their normal family lives. Indeed, their mystic music mysterious way of life and living always have great influence upon the vast swath of Bangali mind, life and culture. The many compositions of Nobel laureate Rabindranath Tagore were highly influenced by the spirituality of this Bengali mysticism. The national anthem of Bangladesh, composed by Tagore, is the culmination of blended effect of Baul mystic lyricism and melody that roam over the vast plain landscape of the country.

**Instruments of Baul/Mystic Songs**
The most used instruments of Bangali culture are demonstrated in the pictures below. They are mainly used by the mystic singers and rural common people. They are very simple instruments resembling the very ordinary common life of Bangladesh.

![Ektara](image1.jpg) ![Sarinda](image2.jpg)
The most popular instrument is Ektara. It is a single string instrument where fingers and thumb are used. It needs one round ripe pumpkin in with the kernel ripped out, one long wooden stick, one peg and one bridge to make this instrument. Besides the Ektara, the Dotara is also popular which has four strings. The most ancient folk wind instrument is the flute, locally known as Banshi. Its body is made of bamboo and has six holes for the fingers to produce the notes.

Other instruments are the Laou – one-stringed instrument and is made of two small bamboo sticks, and a shell of dried gourd; the Khamak – a rhythmic instrument with one or two strings attached to the head of a small drum; the Tabla – a pair traditional drums called ‘baya’ (the left hand drum) and the ‘daina’ (the right hand drum); the Mridanga – a barrel-shaped clay drum with two heads; the Mandira – small bell-shaped cymbals, etc.
Background of folklore environment of Sunamganj

Sunamganj is a fertile land of mystic songs. The land has been blessed by numerous mystic poets. It is the poet Radharamon Datta who composed: ‘I will show my pangs to whom/ Slicing my heart/ The chaff-fire burn eternally’.
Almost all the mystic poets dream alike and a little doubt is left there that it is nothing but the extraordinary natural setting and beauty of Sunamganj blended them into that shape. Sunamganj has 11 Upazilas (sub district) with two million inhabitants, who are all mystic in heart and lovers of folk songs. The music loving people enjoy their time during the long rainy season here. The vast area of this district goes under water during the rainy season but the same turns into great paddy fields during winter.

The vast expanse of water, the colourful horizon, the green paddy field, the traditional ‘Karach’ tree (*Pongamia Pinnata*), the blue sky, the sparkling moonlight – all are sources of inspiration to compose songs after songs. The folk songs carry the very essence of the enchantment of the concert of colour, sound, melody and rhythm on the shores of the thousand haors including the great *Tanguar* Haor and about twenty five rivers including the *Surma, Renuka, Rakti, Kalni and Kangsa*. 
Selected Poets of Sunamganj and their songs

Out of about 200 poets, only a few renowned mystic poets have been selected for this presentation through translation and illustration. Many mystic poets had composed more than 1000 songs, while only Poet Radharaman had composed about three thousand songs. Through these songs, the sound of rowing ribs, the hot spring of heart, the sparkling moonlight of autumnal night and the boundless glories of creations are flashed out like flowing springs from the hilly mountains under deep rain-soaked midnight.

The Mystic poet, whose name and fame crossed the boundary of Sunamganj and entered into the various parts of the world, is Poet Hason Raja. He was born on 7 Poush 1261 BS (1855 A.D.) at Laksmansree village of Sunamganj District. His father’s name was Dewan Ali Reza and mother was Hurmat Jahan. The poet died on 22 Agrahyon 1329 BS (1922 A.D.).

At the Indian Congress of Philosophers in 1925 at Kolkata and in his Hubert Lecture at Oxford in 1930 A.D., Poet Rabidranath Tagore had mentioned with great reverence the Idealism of Poet Hason Raja. From that time his fame began to spread at the international level. The following song has taken from his famous book “Hason Udas’ published in 1907 A.D.

Captive Soul-Bird of Hason Raja weeps
Shut up in the earthen cage.
Imprisoned by parents in the midst of joy.
I became captive in the cage in red and white.
The Maina bird on full flight became in the cage.
Parents bound him in the net of love!
The bird becomes restive after entering the cage.
But it has not the power to break open the tight-built cage.
The bird will fly off leaving the body behind,
Leaving the land, relations and all bonds of love!
Now I am rearing the Bird with the fondest care
But the cruel Bird will not cast even
A farewell glance at me!
The cruel Bird will not return to look back once
At the repeated and piteous call of Hason Raja to come back!

1 Mohammad Ali Khan (ed.), Sunamganj in Mystic Songs, Officers’ Club, (Sunamganj, 2002)
2 Translated by Sitesh Ranjan Acharyya
Mystic poet Aasim Shah was born in 1250 BS (1833 A.D) near the bank of the river Naljur of Jagannathpur Upazila in the District of Sunamganj. For the salvation of his soul he spent 12 years in meditation at ‘Tabibari Mokam’ on the mountain of Laour. He also got company of Peer Shahjur Moni who was a disciple of mystic poet Syed Shah Noor. None of his songs were published during his lifetime, but the general mass used to sing those songs very often. He wrote more than 300 songs. He died on 1353 BS. On his birthday and death anniversary ‘Urs’ is held where thousands of people gather. This song has been taken from poet’s birthplace:

“Ah! no more life-human once passes beyond

(the) time that is gone, gone forever

O can you get the day back

that you have lived already

Nothing will there be when time is smashed under.

Learnt from ‘Veda, Puran’ none will have

there is nothing beyond man

Be with him, be with in union

only man who is to reign over

Soul the same, potency in equality
be ‘Hindu’ or ‘Muslim’ it is the humanity

No rites, no rituals, no clan, no scripture

out of that found no truth, no picture

Being born into ‘Musalmân’ as feels fakir ‘Aasim Shah’

it is no matter

But yet to be in human, how shame

how it is to be there.”

3 Translated by Jalal Ahmed
If anyone wants to listen to the murmur of the ocean, if some one wants to shower himself with moonlight of Autumn’s night, if any one likes to feel the benevolence of the Almighty in his very core of heart, then he shall have to visit the world of Poet Radharaman Datta (1833-1916 A.D.) and to adore him. His father’s name was Radha Madhab Datta and mother was Suborna Debi. Radharaman was born in 1240 BS (1833 A.D.) and died on 26 Kartic 1322 BS (1916 A.D.) at the age of 82 years. The great poet’s birthplace is Keshobpur of Jagannahpur Upazila in the district of Sunamganj. So, everyone comes to Keshobpur in search of the root of Radharaman, to give wreath of flowers at the tomb of the poet. Radharaman is the pioneer of famous ‘Dhamail’ Song which is still popular. Though the poet created many songs, yet he is not known to have presented any song written by him. The following song is one of his famous and popular songs:

“O Bee, go and tell
That body of Radha burns
From pangs of separation from Srikrishna.
O my Bee, I entreat you to apprise Krishna
Of my state in perfect manner.
O my Bee, tell that she does neither
Take meal or water nor does she dress her hair
And she has left her house in the attire
Of a lady as if turned mad.
O my Bee, you live in upstream turn of the
River and your permanent dwelling is in downstream;
Who was forbidden a sight of eyes
And a smile of face?
O my Bee, Radharaman thinks within his mind and says

Who has rekindled the fire of anguish of mind

Extinguished earlier.⁴

⁴ Translated by Sitesh Ranjan Acharyya
Poet Shah Abdul Karim studied at a night school during his childhood and grazed cattle at daytime. The poet got his first lesson on song from his village-mate Ustad Karim Uddin. Afterwards he took lessons from famous ‘Baul Sadhak’ Rashid Uddin. He was born in 1322 BS at Dhalgram village of Derai Upazila in the district of Sunamganj and died at his own birthplace in 2010 A.D.

The poet wrote near about one thousand songs. Aftaf Sangeet, Gono Sangeet, Bhatir Chiti, Dhalmela, Kalneer Dheu, Kalneer Kulay; all are his famous books. He has been awarded ‘Ekusahy Padak 2001’ for his special talent on folk songs.

The poet’s father’s name was Ibrahim Ali and mother was Naiorjan Bibi. His wife Aftabun Nessa Sarola died before him.

The following song has been taken from his book and translated by Md. Tariqul Islam:

Don’t touch me
Because I am abandoned
For falling in love with my beloved
And I am not to be pardoned.
My time I have to pass
Shedding only tears and tears.
Love is a divine spell.
Separation is curse from hell.
I know it and know my mind.
There is no way to find
With sorrows time passes by.
Nobody knows how much suffered I.
Poet Giasuddin Ahmed is one of those extraordinary mystic poets who automatically arouse interest again and again to his devotees for the songs. The poet wrote more than one thousand songs.

He was born at Shibpur village of Chatak Upazila of Sunamganj District on 12 August 1935 and died in 2009 A.D. In his book ‘Marile Kandisna Amar Dayae’ is published with his 326 songs. His father’s name was Mohammad Fatteh Ullah and that of mother was Amourota Bibi. The following song has been selected from his published book and translated it into English by M. Hymayun Kabir:

Don’t cry my love at the time of death
Don’t cry for me .....  
Please recite Sura Ya’sin* at my dying bed

So that I can avoid Satan’s trick!
You will give my last bathe by soothing broken heart
Don’t cry for me, but read kalmia for me
Bury me with essence of rose and say good-bye
And recite Holy Quran at the deceased home
If you can’t console your heart then cry after Burial
Please pray for me to most kind Allah, sitting at mosque
Pray for me to Rahman Allah, Not for the graveyard
So that Almighty Allah forgives me, my dear.

* Sura Ya’sin is known as the heart of the Holly Quran.

Sketch by M. A. Qayyum

Kala Shah

Any photograph or sketch of Poet Kala Shah is not available; his original name is Abdur Razzak. He had his own style of writing which was appreciated by many people. The poet wrote a lot of songs during his life time.

His famous books are ‘Ratna Sagar’ (published in 1347 BS), ‘Ananda Sagar’, ‘Prem Sagar’, ‘Prem Ananda Prem Taranga’.

The poet was born in 20 Falgoon of 1248 BS and died on 2 Jaisthaya in 1369 BS. His birth place is Dhaipur, a village of Kulanja Union under Derai Upazila of Sunamganj District. Poet’s father’s name was Tomij Ullah.
The following song was translated into English by Sitesh Ranjan Acharyya:

My paddy does not turn into dried rice
By frying a gram of paddy, I store it
Filling seven large containers!
I set about ploughing the hills of Laor.
I started harrowing the waters of sea
I sowed seeds all over the land
And how I could round up my business!
I milked the cow upon vessel with pores
And used sacks as containers of curd!
Churning milk all my life,
I did not get any ounce of melted butter!
I set my plough all over the land
Where I shall take the round?
The rope broke loose of the bull
And next I look round!
I ask you, my sweetheart, to judge,
Which is superior between tree and seed.
Tree yields seed and seed yields tree
Thus concludes Kala Shah deliberating deep.

Dinonath Baul

Dinonath Baul is one of the ancient poets of Sunamganj District. He was born at the early stage of nineteenth century. Neither his photograph nor any book was published by him. The following song was collected by a researcher which has been translated into English by Sitesh Ranjan Acharyya:

O my good soul, keep not on plying the boat,
Keep the thread of love in your hand
And unfurl the sail of the Boat!
Six persons are conspiring sitting on six sides,
I have lost both the principal and profit
Engrossed in the enchantment of woman!
The sky is the Boat made of Kadam wood
And water is getting into the boat leaking through the joints,
Ply the boat carefully taking it along the margin of the river,
His Holiness the Divine Guide is the Helmsman,
O mind, give up evil thoughts and
You will cross the river if Guru’s grace is on thy head,
Dinonath says, how long I shall keep the broken Boat afloat,
By constantly failing out water from it?
It is now time to go home by winding up the shop
As the time is swiftly passing by!
Conclusion

In terms of folklore, Sunamganj is one of the potential areas of the world. But the tragedy is that her name and fame did not spread over the globe. Except Hason Raja, other poets are not widely known. Many of them have written more than five hundred, even a thousand songs. For our culture and heritage, we should explore this wealth and present it to other parts of the world. I had no idea about this goldmine of music and lyrics before coming to Sunamganj and within a short period, I was immensely impressed. I cannot forget the melody and beauty of the folksongs, in particular the Mystic songs of Sunamganj. I wish to dedicate the following song\(^5\) composed by me to the great mystic poets of Sunamganj at the end:

\[
\begin{align*}
&I \text{ float adrift dawn to dusk on the river Surma,} \\
&I \text{ imagine the display of rain and sunshine at hill-folds,} \\
&\quad I \text{ float adrift dawn to dusk \ldots\ldots\ldots} \\
&\quad \text{Green leaves of hijol, karoch} \\
&\quad \text{make shadows of day and night,} \\
&\quad \text{The girl from Kangsa harmonizes the feelings,} \\
&\quad \text{Ripples on the river causes dangle at heart,} \\
&\quad I \text{ float adrift dawn to dusk \ldots\ldots\ldots} \\
&\quad \text{The raft of white cloud dismantled over the sky,} \\
&\quad \text{At the bends of rivers fish and birds are in profusion,} \\
&\quad \text{Pangs cooled by the melodious songs of Hason Raja} \\
&\quad I \text{ float adrift dawn to dusk \ldots\ldots\ldots}
\end{align*}
\]

\(^5\) Translated by Sampad Barua
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শহরতলীর ধরন বিশ্লেষণ: উত্তরখানে এলাকার উপর একটি ভৌগোলিক সমীক্ষার

শাহীনা আকুরার*

সার্সংক্ষেপঃ বাংলাদেশের ২০১১ সালের জনসংখ্যা হচ্ছে মোট জনসংখ্যার ২৮.৪ শতাংশ। বাংলাদেশের মোট নগর জনসংখ্যা কম হলেও প্রায় ৫৫ শতাংশ নগর জনসংখ্যা বাংলাদেশের ৬টি বড় বড় বিভাগীয় শহরের বাস করে, তন্মধ্যে ঢাকাতেই শতকরা ৩৮ শতাংশ নগর জনসংখ্যা বাস করে। বর্তমানে প্রকৃতপক্ষে ঢাকা শহর সংগ্রহ শহরতলীসমূহের ভৌত, অর্থনৈতিক, আধুনিক, পরিবেশিক ও নাগরিক সুবিধার বৃদ্ধি করতে পারলে প্রধান নগরের উপর জনসংখ্যার চাপ কমবে। এছাড়াও, নগর উন্নয়নের জন্য শহরতলী এলাকার ধরন (Pattern) বিশ্লেষণ ও গুরুত্ব উদাহরণ হিসাবে বলা যায় শহরতলী সংগ্রহ এলাকা উত্তরা এবং শহরতলী উত্তরখানের শিকার হার যথাক্রমে ৮০.২ শতাংশ এবং ৬৮.৬ শতাংশ। কারণ উত্তরখান উত্তরা সংগ্রহ হওয়ায় শিকারের সময় উত্তরা এলাকার ধরন বিশ্লেষণ উত্তরখান এলাকার ভৌত, অর্থনৈতিক, জনসংখ্যাকার সামাজিক এবং পরিবেশিক মাত্রা ও উপাত্ত সংগ্রহ করা হয়েছে। এককে জানানো ও দ্বিতীয় উভয় পর্যায়ের সন্ধীন্ত মাত্রা ও উপাত্ত GIS এবং SPSS 11.5 এর মাধ্যমে বিশ্লেষণ করা হয়েছে। সন্ধীন্ত মাত্রা ও উপাত্ত বিশ্লেষণের মাধ্যমে উত্তরখান এলাকার ধরন নির্দেশনের পাশাপাশি এর সমস্ত সময় চিহ্নিত করে প্রয়োজনীয় সুপারিশগুলি প্রদান করা হয়েছে।

জুমিকান্ত শহরতলীর হচ্ছে শহর বা নগর সংগ্রহ বা অবরোধ বিশ্লেষণ অবস্থার মূল বলা বা এলাকা। এটি একমাত্র একটি এলাকায় যা ঐ এলাকা সংগ্রহ সংগ্রহ উপর অর্থনৈতিক ও সামাজিকভাবে নির্ভরশীল কিশো ভৌগোলিকভাবে নির্ভরশীল নয় বরং স্বাধীন এবং সত্য। উত্তরখানে কোনো নিজস্ব সীমারেখা সংলগ্ন না হওয়া না নগর বৈশিষ্ট্যমাত্রা এলাকা। বিভিন্ন সমাধান লক্ষায় জন্য উত্তরখান তার সংগ্রহ এলাকার উপর নির্ভরশীল। এছাড়াও, দ্বিতীয় ও তৃতীয় পর্যায়ের কর্মজীবি মানুষের অধিকাংশই উত্তরখান সংগ্রহ এলাকা উত্তরা এবং জনসংখ্যা নগরে যাতায়ত করে। ফলে অর্থনৈতিক, সামাজিক ও অন্যান্য নাগরিক সুবিধাসমূহ সংগ্রহ শহর থেকে গ্রহণ করেছে। অপরদিকে সংগ্রহ (উত্তরা) তার প্রধান বলায় তার প্রযোজনীয় সেবা গ্রহণ করেছে। শহর এবং শহরতলীর পারস্পরিক সম্পর্কের উপর নির্ভর করে উত্তরা এলাকার উন্নয়ন এবং পারিসম্পদ। তাই শহরতলীর ধরন বিশ্লেষণ অভাব জোড়া নির্দিষ্ট দেওয়া প্রযোজন। শহরতলীর ধরন বা Pattern নির্দেশক কারণ মাধ্যমে বিদ্যমান সমস্যায় চিহ্নিত করে তার সমাধানের মাধ্যমে শহর এবং শহরতলী, উভয় এলাকাই উপকৃত হবে। এছাড়াও, শহরতলী এলাকার ধরন বিশ্লেষণ ভবিষ্যৎ নগর পরিকল্পনায় সহায়ক হবে।

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Suburb: An area or town located at the edge of an urban city. A Suburb is contained either just within or just outside of the city boundaries. It is usually primarily a residential area and is often dependent upon the nearby city for employment, opportunities and other benefits (Business dictionary).
গণবেষণা এলাকাঃ জৌগোলিকভাবে উত্তরখানা ২৩°৫০' ও ২৩°৫৪' উত্তর দ্রাঘিমা থেকে ৯০°২৪' ও ৯০°২৮' পূর্ব অঙ্কাংশ পর্যন্ত বিস্তৃত। মানচিত্রে উত্তরখানের অবস্থান দেখানো হলো (মানচিত্র-১)। সাধারণভাবে উত্তরখান, উত্তরার ১ নং ওয়ার্ডের পাশে অবস্থিত।

এর উত্তরের অংশে তুরাঙ নদী এবং দক্ষিণের অংশে দক্ষিণ খান, পূর্বে বালু ও লন্দী নদী এবং দক্ষিণে ঢাকা চট্টগ্রাম রেললাইন। মোট এলাকা ৩২ বর্গ কিলোমিটার এবং ১৫টি মৌজা, ৩৫টি গ্রাম এবং ৮টি ওয়ার্ড রয়েছে। (ইউনিয়ন পরিষদ- ২০১০)।
গবেষণার ফলাফল

১। ভৌত ধরন (Physical Pattern)

ভৌত দৃষ্টিকোণ থেকে উত্তরখান উভয়া সংলগ্ন এমন একটি বলয় যেখানে পরিবহন পথের বিন্যাস জালি আকৃতির। এলাকাটি আনুপ্রীতিকভাবে বিক্ষুপ। এখানকার ভূমি ব্যবহার কাঠামো মূলতঃ কৃষ্ণ ভূমি ব্যবহারের সাথে সংশ্লিষ্ট। নিম্নে উত্তরখানের প্রধান তিনটি ভৌত বৈশিষ্ট্য বর্ণনা করা হলো।

১.১ বসতিবাটি (Household) মোট বসতিবাটির সংখ্যা ৮৩০৫টি (ইউনিয়ন পরিষদ ২০১০)। তন্মধ্যে শতকরা ৭৫ ভাগ কাচারাড়ি, ৫ শতাংশ পাকা বাড়ি এবং ২০ শতাংশ আধাপাকা বাড়ি। (মাঠ জরিপ ২০১০) (আলোকচিত্র-১)। আধাপাকা এবং পাকা বাড়ির অধিকাংশই ওয়ার্ড নং ১ এবং ওয়ার্ড নং ২ এ অবস্থিত। ১নং ও ২ নং ওয়ার্ডে ৫/৬ তলা বহন থাকলেও বাকী ওয়ার্ডগুলোর পাকা বাড়ির মধ্যে কোনটিই ২/৩ তলার অধিক নয়। (আলোকচিত্র-১৪ উত্তরখানের বিভিন্ন উচ্চতার ভবন সংখ্যা)।

তন্মধ্যে আবাসন এলাকাও (Housing Area) রয়েছে। এছাড়াও মানচিত্রে Housing Area সহ Household সমূহ দেখানো হলো (মানচিত্র-২)। উত্তরখানে ভূমি ব্যবহার কাঠামো মূলতঃ কৃষ্ণভূমি ব্যবহারের সাথে সংশ্লিষ্ট এবং আবাসিক এবং শিল্প এলাকা প্রায় বিভিন্ন কিন্তু পেশা ও সংস্কৃতির উপর নির্ভর করে আবাসিক এলাকা ভিন্ন যেমন- জেলপাড়া, হিন্দুপাড়া ইতাদি রয়েছে।

![Bar Chart: Number of Residents by Floor Level in North Rakan Union](image-url)

গ্রাহক-১৪ উত্তরখানের বিভিন্ন উচ্চতার ভবন সংখ্যা
উৎসঃ মাঠ জরিপ-২০১০
১.২ যোগাযোগ নেত্রবাচ্য উত্তরখানে মোট ১২০ কিলোমিটার রাস্তা রয়েছে। যার মধ্যে কাঁচা (৬৫ কিলোমিটার), পাকা (৩০ কিলোমিটার) ও সেমি পাকা (২৫ কিলোমিটার) এই তিন প্রকারের রাস্তা বিদ্যমান। প্রধান রাস্তাটির দৈর্ঘ্য ১৩.২ কিলোমিটার (তেরোমুখ থেকে আজমপুর পর্যন্ত)- প্রধান রাস্তাও লোকে মোট চারটি ভাগে ভাগ করা যায়:

যথা—

- কাঁচকুড়া থেকে থিলক্ষেত - ৪.৫ কিলোমিটার।
- কাশিবাড়ি থেকে কাঁচকুড়া - ৭ কিলোমিটার।
- দক্ষিণখানে থেকে আটিপাড়া - ৩.৫ কিলোমিটার।
- কাঁচকুড়া থেকে মাউজাইন - ৫.৫ কিলোমিটার।

(উৎসঃ উত্তরখান ইউনিয়ন পরিষদ)
সর্বোপরি উত্তরখানের পরিবহন বিন্যাস জালি আকৃতির (মনাচিতঃ ৩ উত্তরখানের রোড নেটওয়ার্ক)। এছাড়াও, মোট নদীপথ রয়েছে 5টি। যথা বালু নদী, তুরাগ নদী, নলী নদী, সিনডিখাল ও রং বাইগারখাল। খেয়াঘাট রয়েছে তিনটি। যথা- কুমুদখোলা, মুভা, এবং মাউহাইল। খেয়াঘাটের মাধ্যমে সহজেই আপুরাহাগুর, উত্তরার সাথে যোগাযোগ করা যায়। কিন্তু পানির তীর দুর্গন্ধে খেয়ার মাধ্যমে পারাপার দুর্বিষ্ণু।
১.৩ শিক্ষা প্রতিষ্ঠানঃ উত্তরখানে কোন সরকারী উচ্চবিদ্যালয়, মহাবিদ্যালয় নেই তবে সরকারী ১০টি প্রাথমিক বিদ্যালয় রয়েছে।
এছাড়াও, বেসরকারী ৩৪টি প্রাথমিক বিদ্যালয়, ৯টি উচ্চ বিদ্যালয় ও ২টি মহাবিদ্যালয় এবং ৫টি এনজিও পরিচালিত শিক্ষা প্রতিষ্ঠান রয়েছে। (উৎসঃ উত্তরখান ইউনিয়ন পরিষদ)। প্রাথমিক পর্যায়ে সংগঠিত উপাত্ত থেকে উত্তরখানের শিক্ষাপ্রতিষ্ঠানমূল মানচিত্রে দেখানো হয়েছে (মানচিত্র-৪)। উত্তরখানের শিক্ষার হার ৬৮.২ শতাংশ (বিবিএস কমিউনিটি রিপোর্ট ২০১৩)। সংলগ্ন শহর এবং শহরতলীর শিক্ষার হারের পার্থক্য মাত্র ১২%, কারণ শহরতলীর শিক্ষাবাহী শিক্ষার জন্য সংলগ্ন শহর থেকে প্রয়োজনীয় সেবা গ্রহণ করছে। এছাড়াও প্রাথমিক পর্যায়ের সংগঠিত উপাত্ত থেকে অশিক্ষিত, স্বাস্থ্যকর্ম সম্পন্ন, প্রাথমিক, মাধ্যমিক, উচ্চমাধ্যমিক এবং প্রাক্তন শিক্ষার হার হ্রাসে দেখানো হলো। (গ্রাফ-২)

![Chart showing literacy rates](chart.png)

*গ্রাফ-২* উত্তরখানের শিক্ষিত জনসংখ্যার হার
উৎসঃ মাঠ জরিপ-২০১০
মানচিত্র-৪: উত্তরখানের শিক্ষা প্রতিষ্ঠানসমূহ
উৎস: অর্ক বাংলাদেশ (নেইজ্য মাপ: উত্তর খান ইউনিয়ন পরিষদ, তথ্য: মাঠ জরিপ-২০১০)
2. অর্থনৈতিক ধরন (Economic Pattern)

উত্তরাখানের অধিকাংশ মানুষ কৃষিকাজের সাথে জড়িত এবং কর্মজীবনের মধ্যে অধিকাংশই দ্বিতীয় ও তৃতীয় পর্যায়ের কর্মকার্যের সাথে জড়িত। অর্থনৈতিকভাবে শহরতলী বিভিন্ন অর্থনৈতিক কর্মকার্যের জন্য উত্তরাখানের উপর নির্ভরশীল। উত্তরা, উচ্চবিদ্যালয় এবং উচ্চমাধ্যমিক আবাসিক এলাকায় হলেও শহরতলী মূলতঃ মধ্যবিত্ত সম্প্রদায়ের আবাসিক এলাকা। অর্থনৈতিক ধরন বিশ্লেষণে নিম্নলিখিত পেশাদর্শ মাসিক গড় আয় এবং মাসিক গড় খরচ বিশ্লেষণ করা হয়েছে।

2.1 পেশাদাতাদের উত্তরাখানের অধিকাংশ লেকার প্রাথমিক পর্যায়ের অর্থনৈতিক কর্মকার্যে সাথে জড়িত। উত্তরাখানের সূচনালগ্নে প্রাপ্ত নিজেদের জমিতে তারা কৃষিকাজ করে। বাড়ির মহিলা সদস্যরাও বাড়ির আঞ্চলিক সভা সভাগুলো নিজেদের জন্য বিভিন্ন কর্মকার্যের মাধ্যমে দলকায় করা গিয়েছে। মূলতঃ বাড়ির উপাধিতর শিল্প কর্মকার্য উৎপাদন করা হয়। অন্যদিকে, শীতকালীন সরঞ্জামগুলো (ফুলামপি, বাড়ির পাল, লাইফ, কুমড়ো) জমিতে বাণিজ্যিকভাবে চাষ করা হয়।

কিছু অংশে উপর্যুপরি জল প্রেণী গঠন করা হয়। এসময় বিভিন্ন ধরনের জল প্রেণী গঠন করা হয়। পেশাদাতাদের মাধ্যমে শীতকালীন জল প্রেণী গঠন করা হয়।

পেশাদাতাদের উত্তরাখানের অধিকাংশ লেকার প্রাথমিক পর্যায়ের অর্থনৈতিক কর্মকার্যে সাথে জড়িত। উত্তরাখানের সূচনালগ্নে প্রাপ্ত নিজেদের জমিতে তারা কৃষিকাজ করে। বাড়ির মহিলা সদস্যরাও বাড়ির আঞ্চলিক সভা সভাগুলো নিজেদের জন্য বিভিন্ন কর্মকার্যের মাধ্যমে দলকায় করা গিয়েছে।

পাইচ্ছ-১৪ উত্তরাখানের বিভিন্ন পেশাজীবীর সংখ্যা উৎসঃ মাথ সংখ্যা-২০১০।
২.২ মাসিক গড় আয় পেশা ও সংক্রান্তির উপর নির্ভর করে এখানে বিভিন্ন ধরনের লোক রাস করে। তাই এখানে গড় মাসিক আয়ের ও মৃগলা রয়েছে। তবে নির্বিন্দ ও নিয়মগতির সংখ্যাগুলি অধিক। উচ্চ বিক্রেতার সংখ্যা নেই এবং বিক্রেতার সংখ্যা সর্বাধিক (প্রায় ৫০ ষতাংশ) এবং নিয়মগতির সংখ্যাগুলি কম নয় (প্রায় ১৫ ষতাংশ)। মাসিক আয়ের উপর ভিত্তি করে নির্ভর বা মধ্যবিত্ত হিসাবে চিহ্নিত করা হলেও যদি ভূমির মালিকানা বা ভূমির মুল্যমান বিচার করা হয় তাহলে এরা উচ্চবিত্তের অক্ষেপ। এর কারণ উত্তরাধিকার সূত্রে পাপ্ত নিজেদের জমিতে এরা নিজেরাই কৃষিকাজ করে-খারফলে সারা বছরের চলের মোগান হয় কিন্তু নগদ অর্থ উপার্জন করে।

![Graph 1](image1)

**Graphic-34**: উত্তরাধিকারের জনগণের মাসিক গড় আয়, উৎস: মাঠ জরিপ-২০১০।

২.৩ মাসিক ধরনে মাসিক গড় ধরনে বিবেচনা করলে দেখা যাচ্ছে যে, মৌলিক শিক্ষা পারদর্শী সর্বাধিক খরচ হচ্ছে। সবচেয়ে বেশী খরচ হচ্ছে খাদ্যের তারপরে যোগাযোগ, শিক্ষা এবং চিকিৎসায়। বিনোদন এবং সামাজিক দায়িত্বে খুবই কম খরচ। (গ্রাফ-৪)

![Graph 2](image2)

**Graphic-44**: উত্তরাধিকারের জনগণের মাসিক গড় ধরন
উৎস: মাঠ জরিপ-২০১০।
৩. জনসাধারণ ধরন

উত্তরখানে মাত্র জনসংখ্যা ১,৪০,০০০ জন। তনুয়ে পূর্ণ ৭৭,২০০ জন এবং মহিলা ৬২,৮০০ জন। এখানকার স্ত্রীলিঙ্গের জনগণ

বিভিন্ন বর্গের ভাষা সূচিত করে। যেমন-

- ভিতরে ভাষা ভোলীর সংখ্যা ৪ ৩৫ জন।
- ভিতরে ভাষা ভোলীর সংখ্যা ৫ ১৫০০ জন।
- বিধবা / ব্যয়িত্ত ভাষা ভোলীর সংখ্যা ৪ ১২৬ জন।
- বয়স্ক ভাষা ভোলীর সংখ্যা ৫ ৫৬২ জন।
- প্রাকৃতিক ভাষা ভোলীর সংখ্যা ৪ ৬৬ জন।

(সূত্র উনিয়ন পরিসেবা)

জনসাধারণ ধরন বিশ্লেষণের ক্ষেত্রে মূলতঃ বয়স কাঠামো এবং পরিবারের আকার বিশ্লেষণ করা হয়েছে।

৩.১ বয়স কাঠামোঃ বয়স কাঠামো বিশ্লেষণে দেখা যায় যে, উত্তরখানে সক্রিয় জনসংখ্যা অধিক। যেমন ১৬-৪০ বছর বয়সী 

জনসংখ্যা ৫১%। তনুয়ে ২৬-৩০ এবং ৩৬-৪০ বয়সী জনসংখ্যা সর্বোচ্চ। অন্যদিকে ৫১-৫৫ এবং ৬১-৬৫ বছর বয়সী জনসংখ্যা 

মাত্র ১০%। (গ্রাফ-৫)।

গ্রাফ-৫৪ উত্তরখানের জনসংখ্যার বয়স কাঠামো

উৎসঃ মাঠ জরিপ-২০১০।

৩.২ পরিবারের আকারঃ ১৫০টি পরিবারের উপর করা জরিপ অনুযায়ী দেখা যায় উত্তরখানে ১-২ সদস্যবিশিষ্ট পরিবারের সংখ্যা কম 

(৮০টি)। ৩-৪ সদস্যবিশিষ্ট পরিবারের সর্বোচ্চ (৭০টি)। এবং ৫-৬ সদস্যবিশিষ্ট পরিবারের সংখ্যা দ্বিতীয় সর্বোচ্চ (৪৪টি)। অর্থাৎ 

উত্তরখানের ৭৬ শতাংশ পরিবার ৩-৬ সদস্যবিশিষ্ট। অন্যদিকে মাত্র ৫ শতাংশ পরিবারের সদস্য সংখ্যা ১-২ জন (গ্রাফ-৬)। অথচ 

অর্থনৈতিক ও সামাজিক সক্ষমতার দিক বিবেচনা করলে উত্তরখানের পরিবারের সদস্য সংখ্যা ১-২ সদস্য এর উপর হওয়া উচিত।

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নয়। এর কারণ হিসাবে উত্তরাঙ্গ এলাকার জনগণের পরিববর্তী বিষয়ক সচেতনতার অভাব, বিনোদনের অভাব, ও যৌথ পরিববর্তী সবাদের প্রকল্প ইত্যাদি বিবেচনায় নেওয়া যেতে পারে।

8. পরিবেশপত্ত সূক্ষ্ম-সূক্ষ্ম

নগর পরিবেশ, নগরের স্থানিক, ভৌত, জৈবিক, অর্থনৈতিক, সামাজিক, সাংস্কৃতিক এবং রাজনৈতিক অর্থ- শহর বা নগরের সমস্ত বিষয়কে অত্তুল্লিক করে পরিবেশপত্তের মূলত প্রধান তিনটি ভাবে জানা যায়।

ক. ভৌত পরিবেশ (Physical Environment) : ভৌত পরিবেশ বলতে শহর বা নগরের বন্যা পরিস্থিতি, জলাবদ্ধতা, বায়ু প্রবাহ, বায়ুর সংগ্রহ মান (দূষণ, ধুলাবালির পরিমাণ, দুধ), যৌথকালীন ও শীতকালীন ভাস্কর্য, গাছ গাছালির পরিমাণ, সাগর, উদ্ভিদ শৃঙ্খলা, মানব আচরণ (ফল, খাদ, বাসার ঋতু)। শৃঙ্খল দূষণ, পানির সংগ্রহ মান, তুলিফ্যাক্টর জাম্য, যোগাযোগ, প্রাকৃতিক দূষণ ইত্যাদি। উত্তরাঙ্গ জলাবদ্ধতা রয়েছে, রক্ষণাবেক্ষণ বলা যায়, কলকাতা-সাত্তুর বিভাগ ব্যবস্থাপনা অভাবের কারণে পানিতে দূষণ, পরিবেশের পরিচালনার লেখার অসম্পূর্ণতার অভাবে অসামান্যকর পরিবেশ বিবেচনা করে। প্রাকৃতিক দূষণ সৃষ্টি হলেও উদ্ভিদ শৃঙ্খল স্থলের লাভ করে একটি স্থায়িত্বের অভাব রয়েছে। কেননা পানি যা দক্ষিণের স্থায়ী উদ্ভাবনে 6টি বেলার মাঠ রয়েছে।

উত্তরাঙ্গের অভাবকৃত্ত ন্যাযিকা জার্মানে কেন্দ্রদূরে কেনা করমুখুযার নাই।

কর্মমুখ জন এই এলাকার লোকজন দক্ষিণে এলাকার করমুখুযার ব্যবহার করে যা আরেকটে দিক থেকে অনেক বড়।

নগরের ভৌত পরিবেশপত্ত সূক্ষ্মাধারনের হার নিজে এখানে বহু মায়েমে দেখা যাদের প্রাচ্য (গ্রাফ-৭)।

গ্রাফ-৭ উত্তরাঙ্গের ভৌত পরিবেশপত্ত সূক্ষ্মাধারনের হার।

উৎস: মঠজরিপ-২০১০।
খ. পারিপার্শ্বিক পরিবেশ (Neighborhood Environment) ও পারিপার্শ্বিক পরিবেশ বলতে শহরের পানি সরবরাহ, গ্যাস, বিদ্যুৎ, নিঃক্ষণ, পওয়ান নিঃক্ষণ, ময়লা বায়ুপ্রাপ্তি, টেলিফোন, বায়ুপ্রাপ্তি পানিকানান, রাস্তার সড়ক বার্তা, শিক্ষা, যাত্রা, বাজার, কমিউনিটি সেন্টার, ধর্মীয় প্রতিষ্ঠান, ডাকঘর, পুলিশ স্টেশন, কবরস্থান, ইতিহাস প্রভৃতি বুলেট হয়েছে। উত্তরাঞ্চল এলাকার ১ ও ২ নং ওয়ার্ডে বিদ্যুৎ, গ্যাস ও পানি সরবরাহ থাকলেও অন্যান্য ওয়ার্ডে পুলিশ স্টেশন সরবরাহ পরিলক্ষিত হয়। রাস্তার সড়কবার্তার সংখ্যা নিতান্ত নগণ্য (১২%) (গ্রাফ-৮)। নাগরিক সুবিধাধারীর কেন্দ্রে লেখা যায় যে, পুলিশ স্টেশন, ডাকঘর, যাত্রা সুবিধা এবং খেলার মাঠের সুবিধা পাচ্ছে সেরা আসা বিশেষ ৬০%, ৬৭%, ৩৩% এবং ৬০% জনপ্রিয়। কিছু এলাকা একে পার্ক বা কমিউনিটি সেন্টারের সুবিধা পাচ্ছেনো সর্বাধিক সুবিধা ভোক করেয় স্থানীয়ভাবে তৈরী মসজিদ এবং বাজারসমূহ।

গ. সামাজিক পরিবেশ (Social Environment)। সামাজিক পরিবেশ বলতে সংক্ষিপ্ত এলাকায় বসবাসকারী জনগণের ধরন (Type of People) বুঝায়। কারণ জনগণের উপর নির্ভর করে ঐ এলাকার সামাজিক নিরাপত্তা, যৌথ উন্নয়নমূলক কর্মক্ষেত্র, অনুগত কর্মক্ষেত্র (সমাজ পরিবহিত) ইত্যাদি। মূলতঃ উত্তরাঞ্চল প্রাপ্তি নিরাপত্তা ব্যবস্থা না থাকলেও এলাকার মানুষের মধ্যে সামাজিক বন্ধন, স্থানীয়ভাবে জনগণ পরস্পরের প্রতি দৃষ্টিকোণ আচরণ, স্থায়ী বসবাসকারীর আধিকা ইত্যাদি কারণে এদের সামাজিক নিরাপত্তা অধিক।

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গ্রাফ-৮ উত্তরাঞ্চলের প্রতিবেশ এবং সামাজিক পরিবেশগত সুবিধাধারীর হার।
উৎসঃ মাঠারিপ-২০১০।
শহরতলীর ধরন নির্দেশে পাশাপাশি এখানে বিদ্যমান সমস্যাসমূহ চিহ্নিত করে কিছু সুনির্দিষ্ট সুপারিশমালা নিয়ে প্রস্তাব করা হলো:

- আবাসন ব্যবস্থার উন্নয়নের জন্য মান, ধরন এবং এর ব্যবহারের উপর নির্ভর করে আবাসন ব্যবস্থার উন্নয়ন করা হল। শহরের আবাসন সেটিংর ব্যাপক হারে চাপ কমাবে এবং শহরের জনসংখ্যা বৃদ্ধি করে শহরতলীতে তাদের আবাসন ব্যবস্থাগুলো গড়ে তুলবে।
- ভবনে স্থানীয় জনগণের সহায়তায় হাউজিং সোসাইটি গড়ে উঠাতে পারে। তবে লক্ষ্য রাখা প্রয়োজন যে কোন ভবনেই যেতে স্থানীয় জনগণ হাউজিং সোসাইটির আড়ালে ভুমি ডানার করলে না গড়ে। এ বিষয়ে চেষ্টা করে তোলার জন্য সরকারী / বেসরকারী পর্যায় থেকে উদ্যোগ গ্রহণ করতে হবে।

- যোগাযোগ ব্যবস্থার উন্নয়নঃ উত্তরখানের যোগাযোগ ব্যবস্থার উন্নয়নের প্রথম পদক্ষেপ হিসাবে উত্তরখানের ১৩.২ কিলোমিটার রাস্তা (কেরোমুখ থেকে আজমপুর পর্যন্ত) মেমোরিয়াল উদ্যোগ গ্রহণ করতে হবে। করণ এটি উত্তরখানের প্রধান রাস্তা যার মাধ্যমে উত্তরখানালী উত্তর এবং কেন্দ্রীয় নগরের সাথে যোগাযোগ রক্ষা করতে। এছাড়া, যোগাযোগ ব্যবস্থার উন্নয়ন প্রধান প্রধান সড়কগুলো প্রশমন করা বাধ্যতামূলক। উত্তরখানে মোট ৬৫ কিলোমিটার কোটা রাস্তা রয়েছে। এই কোটা রাস্তাগুলো পাকা রাছার ব্যবস্থায় গ্রহণ করতে হবে।
- যোগাযোগ মাধ্যম হিসাবে এখানে টেমপ্ল (টেম্প), বিবর্তন হচ্ছে। যোগাযোগ ব্যবস্থার উন্নয়নের বাস সার্ভিস চালু করা যেতে পারে।
- সড়ক পদতলের উন্নয়নের পাশাপাশি উত্তরখানের ৫টি সড়কভুক্ত (যুদ্ধাঙ্গন, মুভা, মালিঙ্গাপুর) এর সংখ্যা বৃদ্ধি করতে হবে।
- এছাড়াও, মসজিদের পার্শ্বদ্বারে মসজিদ প্রতিষ্ঠান চালু করা যেতে পারে।

- শিক্ষা ব্যবস্থার উন্নয়নঃ উত্তরখানের শর্করার ধরন ৭৫ থেকে লোক কৃষিকের সাথে জড়িত। তবে লক্ষ্য যে এখানে মোট আবাদী জমির ৭৬ শতাংশ জমি এক ফসলী। বাংলাদেশ ২৪ শতাংশ রুপাঞ্চ ফসলী হয়। আবাদ এই এক ফসলী জমিগুলোতে মূল্য ধার চাষ করা হয়। অথচ শহর সংগঠন হওয়ায় এখানে ধার চাষের পাশাপাশি সরবরাহ ও অন্যান্য ফলজ চাষ বৃদ্ধি করা যেতে পারে।
- তবে সকল শহর উন্নয়ন এলাকার জন-মানুষের অধিনস্তিক অবস্থার উন্মুক্তি হবে এবং শহর সংগঠন হওয়ায় সকল রকম পরিবহন চাষে এই এলাকার উন্মুক্তি ক্ষুধা পাওয়ার বাজার তৈরি হবে।
- এছাড়া, মোট সম্প্রদায়ের জন্য মাছ সংগঠন ব্যবস্থা উন্নয়ন এর পাশাপাশি রান্তে উৎসাহিত করার জন্য সরকারী / বেসরকারী উদ্যোগ গ্রহণ করতে পারে।

- জনসংখ্যার উন্নয়ন: উত্তরখান এলাকায় জীবিত বা কাঠো জনসংখ্যার অধিকতা (৫১%) থাকায় এই জনসংখ্যাকে জনসংখ্যার বৃদ্ধি করতে রাধাকা করার জন্য শিক্ষা কার্যক্রম তৈরীর জন্য সরকারী ব্যবস্থায় উন্নয়ন গ্রহণ করতে পারে। তবে শহরতলীর কমিটি সংগঠনীয় ঘটনার দিকে সকল করে।
- এছাড়া, জনসংখ্যার উন্নয়নের জন্য উত্তরখান এলাকায় সিদ্ধান্ত প্রকাশনার জন্য উন্নয়ন হওয়ায় ৫ শতাংশ জনসংখ্যার ১-২ সদস্য বিশিষ্ট। বাংলাদেশ ৯৫ শতাংশ পরিসংখ্যানের সংখ্যা সংখ্যায় বা বে এর অধিক। এর কারণ হিসাবে মানসিক অভাব, অসচেতনতা, বিনোদনের অভাব
Suburb or Fringe Area can be a significant area for the discussion of urban planning. This area is characterized by its transitional nature between urban and rural areas. Spatial inequalities, such as economic disparities and social divides, are often more pronounced in fringe areas.

In fringe areas, the transition from urban to rural is gradual, and this is reflected in the various patterns of development and infrastructure. Economic activities in these areas are often a mix of agricultural and industrial activities, which can lead to social stratification and economic disparities.

The presence of large infrastructure projects, such as transport networks and utilities, can also affect the social landscape of fringe areas. These projects can lead to the displacement of local communities and the creation of new social hierarchies.

In conclusion, fringe areas are complex environments with a variety of social, economic, and environmental challenges. Addressing these challenges requires a multidisciplinary approach that takes into account the unique characteristics of each area.
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Job Satisfaction Study of the Members of Bangladesh Civil Service Agriculture, Fisheries and Livestock Cadres Officials
Tasnia Zannat*

Abstract: This study aimed to get an insight into the job satisfaction of the members of Bangladesh Civil Service (BCS) Agriculture, Fisheries and Livestock Cadres officials. One of the objectives was to assess the level of satisfaction on 29 aspects of job classified under six broad categories or factors, namely pay and security, promotion, working condition, people and relationships in workplace, work itself and work-life balance and overall job satisfaction. Other objectives were to determine the relative importance of the six factors, the impact of demographic differences, i.e., gender, age and length of service on overall job satisfaction and the impact of overall job satisfaction on the motivation to perform. There has been discussion of relevant literature including different theories of job satisfaction. This study is based on primary data that were collected from 115 respondents. Descriptive statistics including mean and mode, and correlation analysis was used in analyzing data. Standard error of mean (SE) has been used for validating the results of mean. Results revealed that on average, the respondents were satisfied with the overall aspects of their job. Satisfaction levels were higher on the aspects of people and relationships in workplace, pay and security, and work itself than on the aspects of working condition, promotion and work-life balance. Although the respondents were satisfied with most of the aspects of pay and security, they were less satisfied with their lifestyle in comparison to that of their colleagues of similar rank in other cadres and that of their friends with equal qualifications. They were also not satisfied with the opportunities for promotion they had compared to other cadres. It was also reflected that there was lack of autonomy to design new and better ways to do one’s own job and lack of work-life balance. Pay and security, promotion and working condition were consecutively ranked as first, second and third in order of importance by majority of the respondents. Both male and female respondents were satisfied about their overall job; however, average job satisfaction level of women was slightly higher than that of men. Age and length of service had almost no impact on overall job satisfaction. Job satisfaction and motivation were positively correlated; 23.1 percent of variation in motivation could be explained by job satisfaction. It was recommended that the appropriate authority should take initiatives in improving the level of job satisfaction by ensuring equitable fringe benefits and promotional opportunities, congenial working environment, increased autonomy over one’s own job and proper work-life balance.

Keywords: Job Satisfaction, Bangladesh Civil Service, Cadres, JEL Classifications: D23, J28, O15

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Introduction

A country with an area of only 147,570 square kilometers (Bangladesh Economic Review, 2016), Bangladesh ranks number 8 among world’s countries by population. The current population of Bangladesh is 163,965,523 based on the latest United Nations (UN) estimates (Worldometers). Food security of this huge population is of major concern for this country. In order to ensure long-term food security for people, a profitable, sustainable and environment-friendly agricultural system is crucial. The government is determined to develop the broad agriculture sector to make Bangladesh self-sufficient in food. The overall contribution of broad agriculture sector including crops and horticulture, livestock and fishery at constant price was 13.66 percent of Gross Domestic Product (GDP) of the country in FY 2015-16. It is the largest employment sector in Bangladesh. It employs 45.1 percent of the total labor force (Bangladesh Economic Review, 2016). So, apart from food security, the performance of this sector also has a very significant impact on other major macroeconomic objectives such as employment generation and poverty alleviation.

Bangladesh Civil Service (BCS) is the civil service of the People’s Republic of Bangladesh. There are currently 27 cadres in BCS which are broadly categorized into two major groups, i.e., general cadres and technical cadres. Agriculture, Fisheries and Livestock Cadres are classified as technical cadres. The members of these three cadres work all over Bangladesh to facilitate the performance of broad agriculture sector (crops and horticulture, livestock and fishery). Their role is vital in ensuring food security and enhancing the contribution of this sector to national economy. Considering the significance of the roles of these cadres in the broad agriculture sector of Bangladesh, this study aims to understand an important factor, i.e. job satisfaction that may have impact on their performance and motivation. The research questions, objectives and scope of this study are mentioned below.

Research Questions

i. What is the level of job satisfaction of the members of Bangladesh Civil Service (BCS) Agriculture, Fisheries and Livestock Cadres officials on different aspects of their jobs?

ii. What is the relative importance of different factors in the job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials?

iii. What is the impact of demographic differences such as gender, age and length of service on the job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials?

iv. What is the impact of overall job satisfaction on the motivation of the members of BCS Agriculture, Fisheries and Livestock Cadres officials?
The following Objectives were set to accomplish research

i. To assess the level of job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials on different factors.

ii. To determine the relative importance of different factors of job satisfaction to the members of BCS Agriculture, Fisheries and Livestock Cadres officials.

iii. To identify whether any difference exists between the overall job satisfaction of male and female members of BCS Agriculture, Fisheries and Livestock Cadres officials.

iv. To understand the impact of age and length of service on the overall job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials.

v. To understand the impact of overall job satisfaction on motivation of the members of BCS Agriculture, Fisheries and Livestock Cadres officials.

Scope of the Study: This study aims at getting an insight of the job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials. It may be noted that only six out of many factors that can affect job satisfaction have been discussed thoroughly. Factors like training and development, leadership etc. have not been considered for this study.

Review of Literature

Job satisfaction may be the most extensively researched topic in the history of industrial and organizational psychology (Judge & Church, 2000). Job satisfaction research has practical applications for the enhancement of individual lives as well as organizational effectiveness (Judge & Klinger, 2007). The concept of job satisfaction has been defined in many ways by many different authors. The definition that is most widely used is that of Locke (1976) who defined job satisfaction as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences. According to Spector (1997), job satisfaction is simply how people feel about their jobs and different aspects of their jobs. It is the extent to which people like (satisfaction) or dislike (dissatisfaction) their jobs.

Theories and Models Relating to Job Satisfaction: Job satisfaction occupies a central role in many theories and models of individual attitudes and behaviors (Judge & Klinger, 2007). Maslow (1943) proposed the hierarchy of needs theory stating that human needs follow a five step pyramidal hierarchy ascending from physiological needs followed by safety, belongingness, esteem and self-actualization needs. This theory suggests that needs at the lower level of the pyramid must be met before the individual will strongly desire the higher level needs. So the employees with higher order needs would experience greater satisfaction (Lunenburg, 2011). In the range of affect theory (Locke, 1976) it was suggested that job satisfaction is determined by a discrepancy between what an employee expects from a job and what the employee has in a job. People tend to value certain facets of their jobs more than other facets. The value an employee puts on a given facet of work influences how satisfied or dissatisfied the employee becomes when expectations are/aren’t met. It was stated in two factor theory (Herzberg, 1966) that the presence of some job factors (hygiene factors or maintenance factors), e. g., appropriate salary
structure, clean and safe working environment etc. prevent employees from job dissatisfaction while some other factors (motivators), e.g., growth and promotional opportunities, meaningfulness of work etc. result in job satisfaction. Absence of hygiene factors causes dissatisfaction but the presence of those factors does not ensure satisfaction. Equity theory (Adams, 1965) stresses that an employee’s satisfaction depends on what he or she considers to be fair comparing his or her own outcome-input ratio to the outcome-input ratios of others’. Hackman and Oldham (1975) proposed the job characteristics model, which shows the impact of particular job characteristics; i.e., skill variety, task variety, task significance, autonomy and feedback on job satisfaction.

Factors Influencing Level of Job Satisfaction: Most researchers recognize that job satisfaction is indicated by various facets (Judge & Klinger, 2007). In their book, Smith, Kendall and Hulin (1969) considered five facets of job satisfaction: pay, promotion, coworkers, supervision and the work itself. Contemporarily, Job Satisfaction Index 2015, a report produced by Christian Trade Union (Krifa), and Happiness Research Institute based on a survey conducted by TNS Gallup among 2,569 employees in Denmark; identified six factors (purpose, leadership, influence, achievements, work-life balance and colleagues) that are most significant for high level of job satisfaction (2015). Work-life balance is defined as the extent to which a person can concurrently balance the emotional, behavioral and time demands of both paid work, personal and family responsibilities (Hill, Hawkins, Ferris, & Weitzman, 2001). Due to lack of awareness of this concept, there are quite a few research studies on this issue in developing countries (Newaz & Zaman, 2012). In the perspective of developing countries, Waqas et al. (2014) found that the most affecting factors to job satisfaction are reward and recognition, work place environment and empowerment. Compensation package emerged as the most important factor, whereas self actualization appeared to be the least important factor in an exploration of the relative importance of different factors that contribute to the satisfaction of white collar employees of a public sector organization in India (Singh & Tiwari, 2011). Apart from salary, it has been found that the influence of supervisor support, healthy working environment, high level of job security, proper work-life balance, career opportunities and promotion, proper training and development opportunities are also very important factors for determining employee’s job satisfaction (Neog & Barua, 2014). Transfer and posting, work and working environment and promotion and recognition are more significant predictor of job satisfaction of the civil servants working in the field level in Bangladesh than salary and training and career planning (Siddika, 2012). Stakeholder is any group or individual who can affect or is affected by the achievement of the organization’s objectives (Freeman, 1984). Customers or beneficiaries are among the primary stakeholders for government organizations and the relationship with them may have an impact on the job satisfaction of government employees.

Measuring Job Satisfaction: Numerous scales have been developed to measure job satisfaction (Martins & Proença, 2012). In the literature the two most extensively validated employee attitude survey measures are the Job Descriptive Index (JDI) and the Minnesota Satisfaction
Questionnaire (MSQ) (Judge & Klinger, 2007). The JDI was officially introduced by Smith, Kendall, and Hulin (1969). It has since become the gold standard of job satisfaction scales (Landy & Shankster, 1994). JDI is a simple scale, participants answer either yes, no, or can’t decide in response to given statements (Smith, Kendall, & Hulin, 1969). Weiss, Dawis, and England (1967) developed the Minnesota Satisfaction Questionnaire. The MSQ has been widely studied and validated (Fields, 2002). Three forms of MSQ are available: two long forms (1977 version and 1967 version) and a short form. Five response categories, i. e., not satisfied, somewhat satisfied, satisfied, very satisfied, and extremely satisfied are available in the 1967 version. The response choices used in the 1977 version are very satisfied, satisfied, neither satisfied nor dissatisfied, dissatisfied, and very dissatisfied (University of Minnesota). The MSQ provides more specific information on the aspects of a job that an individual finds rewarding than do more general measures of job satisfaction. General job satisfaction can be measured in two ways; either by taking an overall measure or by summing the scores of different facets of job satisfaction. There may be little difference between measuring general job satisfaction with an overall measure and measuring it by summing facet scores (Judge & Klinger, 2007).

**Demographic Differences and Job Satisfaction:** Contradictory results have been found in different studies regarding the impact of gender on job satisfaction. After testing a generalized model consisting of six antecedents for both male and female employees, Volsky and Aguilar (2009) concluded that there were no differences in the antecedents of employee satisfaction between genders. In their study on the influence of emotional intelligence and gender on job satisfaction among local government employees, Agbor, Ebeh, Nwankwo, and Agu (2014) also found no significant influence of gender on job satisfaction. However, Shaheen (2014), Fatima, Iqbal, Akhwand, Suleman, and Ibrahim (2015) discovered that men were more job satisfied compared to women. On the contrary, another study by Kim (2005) indicated that women were more satisfied than men. The study also revealed that women emphasized on intrinsic rewards, whereas men emphasized on extrinsic rewards. Studies regarding the impact of age and length of service on job satisfaction show contradictory results as well. In their study Abu Bakar, Ishak, Amat, and Mahmud (2015) found that a significant difference exists in the job satisfaction among people of different age and job duration. On the other hand, another study in Sri Lanka identified no statistically significant impact of age and experience on job satisfaction (Amarasena, Ajward, & Haque, 2015).

**Job Satisfaction and Motivation:** Motivation is the psychological process that gives behavior purpose and direction (Kreitner, 1995). It is the inner force that drives individuals to accomplish personal and organizational goals (Lindner, 1998). Job satisfaction is important in revitalizing staff motivation and in keeping their enthusiasm alive (Taylor, Soares, Ferreira, & Gouveia, 2011). Motivation increases with increase in job satisfaction and vice-versa (Singh & Tiwari, 2011). Employee job satisfaction is essential to face the dynamic and ever-increasing challenges of maintaining productivity of the organization by keeping their workforce constantly engaged and motivated (Singh & Jain, 2013).
Job Satisfaction of the Members of Agriculture, Fisheries and Livestock Cadres in Bangladesh: No study has been found which specifically addresses the job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials.

Methodology of the Study

Data Collection: To address the objectives of the study, primary data have mainly been used. Data collected from survey have formed the basis of analysis of job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres officials. Secondary data collected from different websites, reports, books and journal have also been used.

Population and Sample Size: The population was 4,370 which consisted of all the members of BCS Agriculture, Fisheries and Livestock Cadres officials. There are about 1,900\(^6\), 1,300\(^7\) and 1,170\(^8\) members in Agriculture, Fisheries and Livestock Cadres respectively. The sample size was 115 of which 50, 34 and 31 are respectively the numbers of respondents from BCS Agriculture, Fisheries and Livestock Cadres officials.

Sampling Technique: The sampling technique used for this study was “quota sampling”. Three Cadres- Agriculture, Fisheries and Livestock, are three control categories, or quotas created for sampling. The proportions of sample elements in these quotas were representative of the proportions of the selected cadres in population elements (Table 1.1). The respondents were selected from these quotas based on convenience.

Table 1.1 Population and Sampling

<table>
<thead>
<tr>
<th>Members of Cadres</th>
<th>In Population</th>
<th>In Sample</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Number</td>
<td>As Percentage of Population (%)</td>
</tr>
<tr>
<td>Agriculture</td>
<td>1,900</td>
<td>43</td>
</tr>
<tr>
<td>Fisheries</td>
<td>1,300</td>
<td>30</td>
</tr>
<tr>
<td>Livestock</td>
<td>1,170</td>
<td>27</td>
</tr>
<tr>
<td>Agriculture, Fisheries and Livestock</td>
<td>4,370</td>
<td>100</td>
</tr>
</tbody>
</table>

\(^6\) Source: Ministry of Agriculture
\(^7\) Source: Ministry of Fisheries and Livestock
\(^8\) Source: Ministry of Fisheries and Livestock
Date and Location of Survey: Primary data were collected from 8 December 2016 to 17 January 2017. Data have been collected from different organizations in Dhaka district. The date and location of survey is listed in Table 1.2.

<table>
<thead>
<tr>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>8 December, 2016</td>
<td>Savar Upazila Livestock Office, Savar, Dhaka</td>
</tr>
<tr>
<td></td>
<td>Officer’s Training Institute, Savar, Dhaka</td>
</tr>
<tr>
<td>11 December 2016</td>
<td>Motsho Bhaban, Kakrail, Dhaka</td>
</tr>
<tr>
<td>12 December 2016</td>
<td>Khamar Bari, Farmgate, Dhaka</td>
</tr>
<tr>
<td></td>
<td>Department of Agricultural Extension, Farmgate, Dhaka</td>
</tr>
<tr>
<td></td>
<td>Bangladesh Public Administration Training Centre (BPATC), Savar, Dhaka</td>
</tr>
<tr>
<td>15 December 2016</td>
<td>Savar Dairy Farm, Savar, Dhaka</td>
</tr>
<tr>
<td>21 December 2016</td>
<td>Mushroom Development Institute, Savar, Dhaka</td>
</tr>
<tr>
<td>17 January 2017</td>
<td>Bangladesh Public Administration Training Centre (BPATC), Savar, Dhaka²⁹</td>
</tr>
</tbody>
</table>

Data Collection Strategy: A structured questionnaire was used for the collection of data. It was consisted of two parts. Part A was designed for collecting demographic information; i.e., gender, age, tenure, and designation of the respondents. Part B was primarily designed for collecting information on job satisfaction. There were 32 gender neutral closed-ended questions in part B of the questionnaire. The respondents were asked to indicate their level of job satisfaction in questions 1 to 30 of part B. Most of these questions were either selected or adapted from 1977 long version of Minnesota Satisfaction Questionnaire (MSQ). Few questions have been added based on the equity model of J. Stacy Adams, job characteristics model of Hackman and Oldham, and in relevance with the practical conditions of Bangladesh. Questions 1 to 29 indicating different job related aspects were grouped into six broad categories, i.e., pay and security, promotion, working condition, people and relationships in workplace, work itself and work-life balance. Question no 30 was used to identify overall job satisfaction of the respondents. In question 31, the respondents had to rank the six categories or factors mentioned earlier based on the relative importance of these factors in their job satisfaction. The level of motivation of the respondents was asked in question no 32.

Scale used in the Questionnaire: In Questions 1 to 30 of part B, a five point Likert scale was used to identify the level of job satisfaction of the respondents. In that scale, points 1, 2, 3, 4 and 5 were respectively used to represent the satisfaction level as highly dissatisfied, dissatisfied,
neither satisfied nor dissatisfied, satisfied and highly satisfied. Rank order scale was used in question 31 of part B. The range of the scale was from 1 to 6, 1 being the highest rank. Another five point Likert scale was used in question 32 of part B to identify the level of motivation of the respondents. Points 1, 2, 3, 4 and 5 respectively represented the level of motivation as highly demotivated, demotivated, neither motivated nor demotivated, motivated and highly motivated.

Data Processing Tool: The data has been processed by Statistical Package for the Social Sciences (SPSS) version 16 software. Microsoft Office Excel 2007 has been used to generate charts for the representation of some data.

Data Analysis Method: Descriptive statistics, i.e., percentage, mean, mode and standard error of mean (SE), and correlation analysis have been used in analyzing the collected data. Mean represents the average level of satisfaction of the sample. SE reflects the degree of closeness of sample mean with actual mean of the population. There is a 95 percent probability of the population mean being ±1.96 standard error (margin of error) more or less than the sample mean. It is an indication of the reliability of the mean. Mode refers to the value that occurs most frequently in a set of data. The measure of correlation is known as the coefficient of correlation (R). This measure describes the nature and strength of relationship between two variables. The value of R will always be between ±1. When the value of R equals to +1, there is a perfectly positive relationship and when it is -1, there is a perfectly negative relationship between variables. If the value of R is 0, the variables are unrelated. The closer the value of R is to +1 or -1, the closer the relationship between the variables and the closer the value of R is to 0, the less close the relationship. Two correlated variables vary together. The variables move in the same direction when there is a positive correlation, and they move in opposite directions when there is a negative relationship. The coefficient of determination which equals to $R^2$ (R Square) indicates the proportion of variation in dependent variable that can be explained by the independent variable.

Percentage has been used to analyze the demographic profile of the respondents. Level of job satisfaction was analyzed using mean and standard error of mean (SE). Mean and SE has also been used to compare between the overall job satisfaction level of male and female respondents. The relative importance of six factors, pay and security, promotion, working condition, people and relationships in workplace, work itself and work-life balance in job satisfaction has been identified using mode. Analysis of correlation has been used to understand the impact of age and tenure on overall job satisfaction. It has also been used to understand the relationship between job satisfaction and motivation.

Empirical Results

In this study the collected data have been analyzed under eleven captions such as Level of Job Satisfaction with respect to Pay and Security, Level of Job Satisfaction Regarding Promotion, Level of Job Satisfaction Regarding Working Condition, Level of Job Satisfaction Regarding People and Relationships in Workplace, Level of Job Satisfaction Regarding Work Itself, Level of Job Satisfaction Regarding Work-Life Balance, Overall Job Satisfaction, Relative Importance
of the Factors Affecting Job Satisfaction, Demographic Differences and Overall Job Satisfaction, Relation with Age and Length of Service and Overall Job Satisfaction and Motivation. All these are presented and analyzed below.

I. Level of Job Satisfaction Regarding Pay and Security: The mean of responses on eight aspects relating to pay and security are presented in Table 1 along with standard error of mean.

<table>
<thead>
<tr>
<th>Pay and Security</th>
<th>Statistics</th>
<th>Agriculture</th>
<th>Fisheries</th>
<th>Livestock</th>
<th>Agriculture, Fisheries &amp; Livestock</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payment (considering the amount of work)</td>
<td>Mean</td>
<td>4.20</td>
<td>4.18</td>
<td>4.19</td>
<td>4.19</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.11</td>
<td>0.10</td>
<td>0.11</td>
<td>0.07</td>
</tr>
<tr>
<td>Lifestyle</td>
<td>Mean</td>
<td>3.90</td>
<td>3.80</td>
<td>3.97</td>
<td>3.89</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.10</td>
<td>0.10</td>
<td>0.09</td>
<td>0.06</td>
</tr>
<tr>
<td>Lifestyle compared to that of colleagues of similar rank in other cadres</td>
<td>Mean</td>
<td>3.20</td>
<td>2.85</td>
<td>3.19</td>
<td>3.10</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.13</td>
<td>0.18</td>
<td>0.18</td>
<td>0.09</td>
</tr>
<tr>
<td>Lifestyle compared to that of friends with similar qualifications</td>
<td>Mean</td>
<td>3.40</td>
<td>3.38</td>
<td>3.67</td>
<td>3.47</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.12</td>
<td>0.16</td>
<td>0.18</td>
<td>0.09</td>
</tr>
<tr>
<td>Job security</td>
<td>Mean</td>
<td>3.82</td>
<td>3.64</td>
<td>3.90</td>
<td>3.79</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
<td>0.10</td>
<td>0.14</td>
<td>0.06</td>
</tr>
<tr>
<td>Chance to avoid unfair transfers</td>
<td>Mean</td>
<td>3.56</td>
<td>3.41</td>
<td>3.48</td>
<td>3.50</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.13</td>
<td>0.17</td>
<td>0.15</td>
<td>0.08</td>
</tr>
<tr>
<td>Chance to avoid unfair OSDs</td>
<td>Mean</td>
<td>3.60</td>
<td>3.59</td>
<td>3.38</td>
<td>3.54</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.11</td>
<td>0.16</td>
<td>0.14</td>
<td>0.08</td>
</tr>
<tr>
<td>Chance of a secured future</td>
<td>Mean</td>
<td>4.10</td>
<td>4.03</td>
<td>4.23</td>
<td>4.11</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.10</td>
<td>0.12</td>
<td>0.11</td>
<td>0.07</td>
</tr>
</tbody>
</table>
Satisfaction with the Payment Received Considering the Amount of Work: The average level of satisfaction of the total sample is 4.19 which indicates that respondents are satisfied with this aspect. The standard error of mean 0.07, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 4.19 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 4.05 and 4.33. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

Satisfaction with Lifestyle: The average level of satisfaction of the total sample is 3.89 which indicates that respondents are satisfied with this aspect. The standard error of mean 0.06, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.89 is ±0.12 (SE × ±1.96) which reflect a 95 percent probability of the population mean being between 3.77 and 4.01. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

Satisfaction with Lifestyle Compared to that of Colleagues of Similar Rank in Other Cadres: The average level of satisfaction of the total sample is 3.10 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean 0.09, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.10 is ±0.18 (SE × ±1.96) which reflect a 95 percent probability of the population mean being between 2.92 and 3.28. Individual results of the three cadres are similar to sample mean in this regard and individual SEs of all three cadres are small.

Satisfaction with Lifestyle Compared to that of Friends with Similar Qualifications: The average level of satisfaction of the total sample is 3.47 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.09, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.47 is ±0.18 (SE × ±1.96) that reflects a 95 percent probability of the population mean being between 3.29 and 3.65. Individual results of Agriculture and Fisheries Cadres are similar to sample mean in this regard. However, respondents from Livestock Cadre are satisfied (3.67) with this aspect of their jobs. Individual SEs of all three cadres are small.

Satisfaction with Job Security: The average level of satisfaction in terms of job security is 3.79 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.06, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.79 is ±0.12 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.67 and 3.91. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

Satisfaction with the Chance to Avoid Unfair Transfers: The average level of satisfaction of the total sample is 3.50 which indicate that respondents are satisfied with this aspect. The
standard error of mean is 0.08, being very small, indicates that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.50 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.34 and 3.66. Individual result of Agriculture Cadre also reflects satisfaction in this regard. However, respondents from Fisheries and Livestock Cadres are neither satisfied nor dissatisfied with this aspect of their jobs; their mean satisfaction scores are 3.41 and 3.48 respectively. Individual SEs of all three cadres are small.

**Satisfaction with the Chance to Avoid Unfair OSDs (Officer on Special Duty):** The average level of satisfaction of the total sample is 3.54 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.08, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.54 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.38 and 3.70. Individual results of Agriculture and Fisheries Cadres also reflect satisfaction in this regard. However, respondents from Livestock Cadre are neither satisfied nor dissatisfied (3.38) with this aspect of their jobs. Individual SEs of all three cadres is small.

**Satisfaction with the Chance of a Secured Future:** The average level of satisfaction of the total sample is 4.11 which indicate that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 4.11 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.97 and 4.25. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

**II. Level of Job Satisfaction Regarding Promotion:** The mean of responses on three aspects relating to promotion along with standard error of mean are shown in Table 2.

<table>
<thead>
<tr>
<th>Promotion</th>
<th>Statistics</th>
<th>Level of Job Satisfaction</th>
<th>Agriculture</th>
<th>Fisheries</th>
<th>Livestock</th>
<th>Agriculture, Fisheries &amp; Livestock</th>
</tr>
</thead>
<tbody>
<tr>
<td>Opportunities for promotion compared to that of other cadres</td>
<td>Mean</td>
<td></td>
<td>2.90</td>
<td>2.71</td>
<td>2.26</td>
<td>2.67</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td></td>
<td>0.14</td>
<td>0.19</td>
<td>0.19</td>
<td>0.10</td>
</tr>
<tr>
<td>Degree of Fairness in the administration of promotion</td>
<td>Mean</td>
<td></td>
<td>3.36</td>
<td>3.26</td>
<td>3.29</td>
<td>3.33</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td></td>
<td>0.12</td>
<td>0.17</td>
<td>0.13</td>
<td>0.08</td>
</tr>
<tr>
<td>Appropriateness of current position to qualifications (education, experience, etc.)</td>
<td>Mean</td>
<td></td>
<td>4.14</td>
<td>3.82</td>
<td>3.87</td>
<td>3.97</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td></td>
<td>0.09</td>
<td>0.12</td>
<td>0.15</td>
<td>0.07</td>
</tr>
</tbody>
</table>
Satisfaction with the Opportunities for Promotion Compared to that of other Cadres: The average level of satisfaction of the total sample is 2.67 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.10, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 2.67 is ±0.20 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.47 and 2.87. Individual results of Agriculture and Fisheries Cadres are similar to sample mean in this regard. However, the members of Livestock Cadre are dissatisfied (2.26) with this aspect of their jobs. Individual SEs of all three cadres are small.

Satisfaction with the Degree of Fairness in the Administration of Promotion: The average level of satisfaction of the total sample is 3.33 which indicate that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.08, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.33 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.17 and 3.49. Individual results of the three cadres similar to sample mean in this regard and individual SEs of all three cadres are small.

Satisfaction with the Appropriateness of Current Position to Qualifications (education, experience, etc.): The average level of satisfaction of the total sample is 3.97 which indicate that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.97 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.83 and 4.11. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of the three cadres are small.

III. Level of Job Satisfaction Regarding Working Condition: The mean of responses on five aspects relating to working condition are presented in Table 3 along with standard error of mean.

Table 3: Level of Job Satisfaction Regarding Working Condition

<table>
<thead>
<tr>
<th>Working Condition</th>
<th></th>
<th>Level of Job Satisfaction</th>
<th>Agriculture</th>
<th>Fisheries</th>
<th>Livestock</th>
<th>Agriculture, Fisheries &amp; Livestock</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Statistics</td>
<td>Agriculture</td>
<td>Fisheries</td>
<td>Livestock</td>
<td></td>
</tr>
<tr>
<td>Work-Station</td>
<td>Mean</td>
<td>3.18</td>
<td>2.94</td>
<td>2.84</td>
<td>3.02</td>
<td></td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.15</td>
<td>0.17</td>
<td>0.21</td>
<td>0.10</td>
<td></td>
</tr>
<tr>
<td>Availability of Resources</td>
<td>Mean</td>
<td>3.22</td>
<td>3.21</td>
<td>3.06</td>
<td>3.17</td>
<td></td>
</tr>
</tbody>
</table>
Satisfaction with Work-Station: The average level of satisfaction of the total sample is 3.02 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.10, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.02 is ±0.20 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.82 and 3.22. Individual results of the three cadres are similar to sample mean in this regard. Individual SEs of Agriculture and Fisheries Cadres are small. However, SE is 0.21 for Livestock Cadre indicating that the sample mean may not be an accurate reflection of population mean. The margin of error for mean 2.84 is ±0.41 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.43 and 3.25.

Satisfaction with the Availability of Resources: The average level of satisfaction of the total sample is 3.17 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean 0.10, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.17 is ±0.20 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.97 and 3.37. Individual results of the three cadres are similar to sample mean in this regard. Individual SEs of Agriculture and Fisheries Cadres are small. However, SE is 0.21 for Livestock cadre indicating that the sample mean may not be an accurate reflection of population mean. The margin of error for mean 3.06 is ±0.41 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.65 and 3.47.

Satisfaction with the Cleanliness and Hygiene in Workplace: The average level of satisfaction of the total sample is 3.43 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean 0.08, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.43 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.27 and 3.59. Individual results of Fisheries and Livestock Cadres are similar to sample mean in
this regard. However, the respondents from Agriculture Cadre are satisfied (3.50) with this aspect of their jobs. Individual SEs of all three cadres is small.

**Satisfaction with the Sufficiency of Fund for Providing Service:** The average level of satisfaction of the total sample is 2.86 which indicate that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean 0.09, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 2.86 is ±0.18 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.68 and 3.04. Individual results of the three cadres are similar to sample mean in this regard. Individual SEs of Agriculture and Fisheries Cadres are small. However, SE is 0.20 for Livestock Cadre indicating that the sample mean may not be an accurate reflection of population mean. The margin of error for mean 2.68 is ±0.39 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.29 and 3.07.

**Satisfaction with the Chance to Deliver Prompt Service:** The average level of satisfaction of the total sample is 3.10 which indicate that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.10 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 2.96 and 3.24. Individual results of the three cadres are similar to sample mean in this regard and individual SEs of all three cadres are small.

**IV. Level of Job Satisfaction Regarding People and Relationships in Workplace:** The mean of responses on four aspects relating to People and relationships in workplace are exposed in Table 4 along with standard error of mean.

*Table 4: Level of Job Satisfaction Regarding People and Relationships in Workplace*

<table>
<thead>
<tr>
<th>People and Relationships in Workplace</th>
<th>Statistics</th>
<th>Level of Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agriculture</td>
</tr>
<tr>
<td>Spirit of Cooperation among Co-workers</td>
<td>Mean</td>
<td>4.01</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
</tr>
<tr>
<td>Relationship with Co-workers</td>
<td>Mean</td>
<td>3.87</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.08</td>
</tr>
<tr>
<td>Appreciation from Colleagues for a Job that Done Well</td>
<td>Mean</td>
<td>4.06</td>
</tr>
<tr>
<td>Relationship with Stakeholders</td>
<td>Mean</td>
<td>4.06</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
</tr>
</tbody>
</table>

**Satisfaction with the Spirit of Cooperation among Co-workers:** The average level of satisfaction of the total sample is 3.93 which indicate that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.93 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.79 and 4.07. Individual results of the three cadres are similar to sample mean in this regard and individual SEs of all three cadres are small.

**Satisfaction with the Relationship with Co-workers:** The average level of satisfaction of the total sample is 3.77 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.77 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.63 and 3.91. Individual results of Agriculture and Fisheries Cadres also reflect satisfaction in this regard. However, respondents from Livestock Cadre are neither satisfied nor dissatisfied (3.45) with this aspect of their jobs. Individual SEs of all three cadres are small.

**Satisfaction with the Appreciation from Colleagues for a Job that Done Well:** The average level of satisfaction of the total sample is 3.91 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.91 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.77 and 4.05. Individual results of the three cadres are similar to sample mean in this regard and individual SEs of all three cadres are small.

**Satisfaction with the Relationship with Stakeholders:** The average level of satisfaction of the total sample is 3.87 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.87 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.73 and 4.01. Individual results of the three cadres are similar to sample mean in this regard and individual SEs of all three cadres are small.
V. Level of Job Satisfaction Regarding Work Itself: The mean of responses on seven aspects relating to work itself in workplace are presented in Table 5 along with standard error of mean.

Table 5: Level of Job Satisfaction Regarding Work Itself

<table>
<thead>
<tr>
<th>Work Itself</th>
<th>Statistics</th>
<th>Level of Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agriculture</td>
</tr>
<tr>
<td>Kind of Responsibilities</td>
<td>Mean</td>
<td>4.12</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
</tr>
<tr>
<td>Compatibility of Job to Knowledge, Skills, Abilities</td>
<td>Mean</td>
<td>4.18</td>
</tr>
<tr>
<td>and Interests</td>
<td>SE</td>
<td>0.08</td>
</tr>
<tr>
<td>Variation in Job</td>
<td>Mean</td>
<td>3.84</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.11</td>
</tr>
<tr>
<td>Chance to Continually Develop New and Better Ways to</td>
<td>Mean</td>
<td>3.54</td>
</tr>
<tr>
<td>Do the Job</td>
<td>SE</td>
<td>0.10</td>
</tr>
<tr>
<td>Chance to Be of Service to People, Community and</td>
<td>Mean</td>
<td>4.42</td>
</tr>
<tr>
<td>Country</td>
<td>SE</td>
<td>0.08</td>
</tr>
<tr>
<td>Chance to See the Result of Work</td>
<td>Mean</td>
<td>3.94</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
</tr>
<tr>
<td>Feeling of Accomplishment Received from the Job</td>
<td>Mean</td>
<td>3.82</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.09</td>
</tr>
</tbody>
</table>

Satisfaction with the Kind of Responsibilities: The average level of satisfaction of the total sample is 4.04 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.06, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 4.04 is ±0.12 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.92 and 4.16. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.
Satisfaction with the Compatibility of Job to Knowledge, Skills, Abilities and Interests: The average level of satisfaction of the total sample is 4.05 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.06, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 4.05 is ±0.12 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.93 and 4.17. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

Satisfaction with the Variation in Job: The average level of satisfaction of the total sample is 3.67 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.08, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.67 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.51 and 3.83. Individual results of Agriculture and Fisheries Cadres are similar to sample mean in this regard. However, respondents from Livestock Cadre are neither satisfied nor dissatisfied (3.42) with this aspect of their jobs. Individual SEs of all three cadres are small.

Satisfaction with the Chance to Continually Develop New and Better Ways to Do the Job: The average level of satisfaction of the total sample is 3.45 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.08, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.45 is ±0.16 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.29 and 3.61. Individual results of fisheries and livestock cadres are similar to sample mean in this regard. However, respondents from Agriculture Cadres are satisfied (3.54) with this aspect of their jobs. Individual SEs of the three cadres are small.

Satisfaction with the Chance to be of Service to People, Community and Country: The average level of satisfaction of the total sample is 4.25 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.06, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 4.25 is ±0.12 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 4.13 and 4.37. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

Satisfaction with the Chance to see the Result of Work: The average level of satisfaction of the total sample is 3.81 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, indicates that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.81 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.67 and 3.95. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.
Satisfaction with the Feeling of Accomplishment Received from the Job: The average level of satisfaction of the total sample is 3.76 which indicates that respondents are satisfied with this aspect. The standard error of mean is 0.07, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.76 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.62 and 3.90. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

VI. Level of Job Satisfaction Regarding Work-Life Balance: The mean of responses on two aspects relating to work-life balance in workplace are tabulated in Table 6 along with standard error of mean.

Table 6: Level of Job Satisfaction Regarding Work-Life Balance

<table>
<thead>
<tr>
<th>Factor: Work-Life Balance</th>
<th>Statistics</th>
<th>Level of Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Agriculture</td>
</tr>
<tr>
<td>Opportunity to spend time with family, friends and relatives</td>
<td>Mean</td>
<td>3.28</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.12</td>
</tr>
<tr>
<td>Opportunity to have Personal time (hobbies, physical exercises, etc.)</td>
<td>Mean</td>
<td>3.06</td>
</tr>
<tr>
<td></td>
<td>SE</td>
<td>0.14</td>
</tr>
</tbody>
</table>

Satisfaction with the Opportunity to Spend Time with Family, Friends and Relatives: The average level of satisfaction of the total sample is 3.41 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean is 0.09, being very small, hints that the sample mean is a very accurate reflection of the population mean. The margin of error for mean 3.41 is ±0.18 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.23 and 3.59. Individual results of Agriculture and Livestock Cadres are similar to sample mean in this regard. However, respondents from Fisheries Cadre are satisfied (3.59) with this aspect of their jobs. Individual SEs of all three cadres are small.

Satisfaction with the opportunity to have Personal Time: The average level of satisfaction of the total sample is 3.35 which indicates that respondents are neither satisfied nor dissatisfied with this aspect. The standard error of mean 0.09, being very small, hints that the sample mean is a
very accurate reflection of population mean. The margin of error for mean 3.35 is ±0.18 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.17 and 3.53. Individual result of Agriculture Cadre is similar to sample mean in this regard. However, the members of Fisheries and Livestock Cadres are satisfied with this aspect of their jobs, their mean satisfaction scores are 3.56 and 3.58 respectively. Individual SEs of all three cadres are small.

**VII. Overall Job Satisfaction:** The mean of responses on overall job satisfaction are tabulated in Table 7 along with standard error of mean.

Table 7: Overall Job Satisfaction

<table>
<thead>
<tr>
<th>Cadre</th>
<th>Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Mean</td>
</tr>
<tr>
<td>Agriculture</td>
<td>3.90</td>
</tr>
<tr>
<td>Fisheries</td>
<td>3.65</td>
</tr>
<tr>
<td>Livestock</td>
<td>3.68</td>
</tr>
<tr>
<td>Agriculture, Fisheries &amp; Livestock</td>
<td>3.77</td>
</tr>
</tbody>
</table>

The average level of satisfaction of the total respondents is 3.77 which indicates that respondents are satisfied with their job in general. The standard error of mean 0.07, being very small, hints that the sample mean is a very accurate reflection of population mean. The margin of error for mean 3.77 is ±0.14 (SE × ±1.96) reflecting a 95 percent probability of the population mean being between 3.70 and 3.91. Individual results of the three cadres also reflect satisfaction in this regard and individual SEs of all three cadres are small.

**VIII. Relative Importance of the Factors Affecting Job Satisfaction:** The respondents ranked the six factors of job satisfaction from 1 (most important) to 6 (6th in importance) based on the relative importance of those factors in their satisfaction. Mode has been used to analyze the relative importance of the factors affecting job satisfaction (Table 8).
Table 8: Relative Importance of the Factors Affecting Job Satisfaction

<table>
<thead>
<tr>
<th>Factors</th>
<th>Mode(^{10})</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Most Important</td>
</tr>
<tr>
<td>Pay and Security</td>
<td>26</td>
</tr>
<tr>
<td>Promotion</td>
<td>18</td>
</tr>
<tr>
<td>Working Condition</td>
<td>8</td>
</tr>
<tr>
<td>People and Relationships in Workplace</td>
<td>8</td>
</tr>
<tr>
<td>Work Itself</td>
<td>4</td>
</tr>
<tr>
<td>Work-Life Balance</td>
<td>7</td>
</tr>
</tbody>
</table>

The above table revealed that in maximum number of times pay and security was ranked as the most important factor (26 times) followed by promotion as second in importance (21 times), working condition as third in importance (19 times), people and relationships in workplace as fourth in importance (16 times), work itself as fifth in importance (24 times) and work-life balance as sixth in importance (22 times) of the factors affecting the job satisfaction of the respondents.

IX. Demographic Differences and Overall Job Satisfaction

Gender: The overall job satisfaction of male and female respondents has been compared (Table 9) to identify whether any difference exists between the level of job satisfaction of men and women.

Table 9: Overall Job Satisfaction of Male and Female Respondents

<table>
<thead>
<tr>
<th>Gender</th>
<th>Overall Job Satisfaction</th>
</tr>
</thead>
</table>

\(^{10}\) Based on 71 responses. 44 out of 115 responses were incomplete.
From Table 9, it can be concluded that members of both genders were satisfied. However, the average levels of satisfaction of male and female respondents were 3.65 and 3.92 respectively which indicates that female members of BCS Agriculture, Fisheries and Livestock Cadres are to some extent more satisfied than male members.

X. Relation with Age and Length of Service: Analysis of correlation has been used in order to understand the impact of age and length of service overall job satisfaction. The results are tabulated in Table 10.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Overall Job Satisfaction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>0.067^a</td>
</tr>
<tr>
<td>Length of Service</td>
<td>0.58^b</td>
</tr>
</tbody>
</table>

From Table 10, it can be interpreted that there is almost no linear relationship between overall job satisfaction and age (0.067), and between overall job satisfaction and length of service (0.058) which means that age and length of service do not have much impact on overall job satisfaction.

XI. Overall Job Satisfaction and Motivation: Correlation analysis has been used to understand the relationship between job satisfaction and the motivation to give one’s best in one’s job. The result is presented in Table 11.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Motivation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>R</td>
</tr>
<tr>
<td>Overall Job Satisfaction</td>
<td>0.480^a</td>
</tr>
</tbody>
</table>

A moderately strong positive relationship (0.480) was found between overall job satisfaction and motivation which means that overall job satisfaction and motivation moves in the same direction. Motivation increases with any increase and decreases with any decrease in overall job satisfaction. The value of R square (0.231) indicates that 23.1
percent of variation in motivation can be explained by variation in overall job satisfaction.

**Major Findings of the Study:** The major findings from the analysis of data are summarized as follows.

**Level of Job Satisfaction:**

a. **Pay and Security:** Apart from the lifestyle they enjoy compared to that of their colleagues of similar rank in other cadres and that of their friends with similar qualifications, the respondent were satisfied with all the aspects of pay and security. They were most satisfied with the payment they receive considering the amount of work they do and the chance they have for a secured future.

b. **Promotion:** The respondents were neither satisfied nor dissatisfied with the opportunities for promotion they have compared to that of other cadres and the fairness in the administration of promotions. The members of Livestock Cadre were dissatisfied with their opportunities for promotion compared to other cadres.

c. **Working Condition:** The respondents were neither satisfied nor dissatisfied with all the aspects of working condition. Among the five aspects they were the least satisfied about the sufficiency of fund for service delivery.

d. **People and Relationships in Workplace:** The respondents expressed satisfaction with all the aspects of people and relationships in workplace.

e. **Work Itself:** The respondents were satisfied with six out of the seven aspects in this category. They were most satisfied with the chance they have to be of service to people, community and country. Other than the members of Agriculture Cadre, the respondents were neither satisfied nor dissatisfied about chances to develop new and better ways to do their jobs.

f. **Work-life Balance:** The respondents were neither satisfied nor dissatisfied with both aspects of work-life balance. The members of Agriculture Cadres are less satisfied than the members of fisheries and livestock cadres in this category.

g. **Overall Job Satisfaction:** Members of all three cadres are satisfied with their overall job. Overall job satisfaction of the members of Agriculture Cadre is the highest of the three cadres.

**Relative Importance of the Factors Affecting Job Satisfaction:** Majority of the respondents ranked pay and security, promotion and working condition consecutively as the first, second and third factors that are important for their job satisfaction. People and relationships in workplace, work itself and work-life balance were consecutively ranked as fourth, fifth and sixth in order of importance in most cases.

**Demographic Differences and Overall Job Satisfaction:** Although on average both male and female respondents were satisfied with their overall job, average overall satisfaction of female respondents was higher than that of male respondents. Age and length of service do not have much impact on job satisfaction.
Overall job Satisfaction and Motivation: A moderately strong positive relationship existed between overall job satisfaction and motivation. Variation in job satisfaction explains 23.1 percent of variation in motivation.

Recommendations of the Study: On the basis of findings and analysis, the following recommendations were made.

1. As pay and security, promotion and working condition were the major factors that affect the job satisfaction of the respondents, the appropriate authority should prioritize on improving the level of job satisfaction in these three factors.

2. Although the respondents were satisfied with the payment, security and lifestyle their job provides, satisfaction level was low when they compared their lifestyle to that of their colleagues of similar rank in other cadres. As all civil servants belonging to the same rank are entitled to equal basic salary, it is suggested that the fringe benefits offered to different cadres also be equitable to improve job satisfaction.

3. The respondents were not satisfied with the promotional opportunities they have compared to that of other cadres. They were also not satisfied with the degree of fairness in the administration of promotion. In order to ensure high level of job satisfaction, it is important to create more and equitable promotional opportunities for the members of agriculture, fisheries and livestock cadres of Bangladesh and the promotions should be administered fairly. Policies regarding promotion require modification. Performance in job should be the primary basis of promotion rather than seniority, i.e., the order of merit as declared by Bangladesh Public Service Commission (BPSC) at the time of making recommendation for appointment so that the level of satisfaction improves along with improvement in the level of motivation to perform.

4. The respondents were not satisfied with any aspect of their working condition. Initiatives should be taken to improve working conditions including work stations, availability of resources, cleanliness and hygiene in the establishments where they work. The government should ensure that sufficient fund is allocated to this sector so that service delivery is not disrupted due to financial constraints. Amount of bureaucracy and paperwork need to be minimized enabling the officers to deliver prompt service.

5. Service rules should be reconsidered to enhance the degree of autonomy over one’s own job. Accountability should be reinforced at the same time in order to ensure responsible actions. The authority to develop and implement new and better ways to do the jobs may increase the level of job satisfaction and feeling of ownership.

6. Level of satisfaction was moderate in both aspects of work-life balance, i.e., the opportunity to spend time with family, friends and relatives and personal time for pursuing hobbies and interests. Although work-life balance was ranked sixth in order of importance by most of the
respondents, the opportunity to have a proper work-life balance may increase the level of satisfaction.

Especially in case of dual career families, authority should take benevolent approach regarding posting and transfer of the government servants including the members of agriculture, fisheries and livestock cadres so that their family lives do not get strained because of their job.

**Limitations of the Study:** As this was not a funded study, the location of data collection was confined to different organizations in Dhaka district, i.e., Bangladesh Public Administration Training Centre (BPATC), Department of Agriculture Extension, Khamar Bari, Motsho Bhaban, Mushroom Development Institute, Officers’ Training Institute, Savar Dairy Farm and Savar Upazila Livestock Office. Although data has been collected from officers working in different districts of Bangladesh while they were participating in training at BPATC, a practical observation of the real scenario of different districts was not possible. For that reason, only the data collected from survey has been used to reach a conclusion. No qualitative analysis was included which could ensure a better understanding of the observed trend. The age of 85 percent of the respondents was between 25 to 34 years and the tenure of 89 percent of the respondents was within the range of 10 years. It was difficult to access and collect data from more experienced officers that could minimize any possible bias.

**Conclusion**

The purpose of this study was to get an insight into the job satisfaction of the members of Agriculture, Fisheries and Livestock Cadres of BCS. It was found that on average, they were satisfied about their overall job. However the respondents were not satisfied with their lifestyle compared to that of their colleagues of similar rank in other cadres and that of their friends with equal qualifications, the promotional opportunities they have compared to other cadres, the fairness in the administration of promotion, the opportunity to develop new and better ways to do their job and work-life balance. Pay and security, promotion and working condition were consecutively ranked by majority of the respondents as first, second and third in order of importance. No significant impact of demographic differences, i.e., gender, age and length of service on overall job satisfaction was discovered. The study also identified a moderately strong positive relationship between job satisfaction and motivation. Recommendation was made that the appropriate authority should take initiatives in improving the level of job satisfaction by ensuring equitable fringe benefits and promotional opportunities for all cadres and a sound working condition. An extension in the degree of autonomy and opportunity for proper work-life balance were also recommended. As there are only a limited number of studies exploring the job satisfaction of government servants, especially of the members of technical cadres, this study can be very helpful for employment policy formulating authorities in Bangladesh to further investigate the situation as well as in organizational behavior studies on public sector of developing countries.
REFERENCES


