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বাংলাদেশ লোক-প্রশাসন
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সাভার, ঢাকা

Mystic Songs of Sunamganj District of Bangladesh: A Glimpse

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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 ninetieth 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

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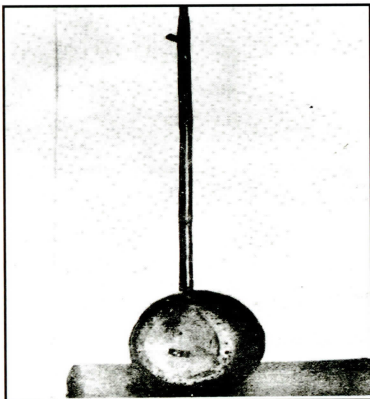
special and emotional flavours which reflect the pain of deprivation of human beings and their eternal longing for union as well. There is no English synonym for Baul, the nearest one is Mystic. A mystic song mainly deals with spiritual feelings of human beings intermingled with religious emotion. Baul 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.

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.

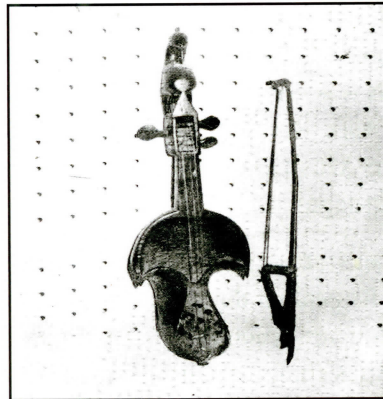
The many compositions of Nobel laureate Rabindranath Tagore were highly influenced by the spirituality of this Bengali mysticism. The national anthem of Bangladesh, composed by Tagore, is the culmination of blended effect of Baul mystic lyricism and melody that roam over the vast plain landscape of the country.

Instruments of Baul/Mystic Songs

The most used instruments of Bangali culture are demonstrated in the



Ektara



Sarinda

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.



Laou



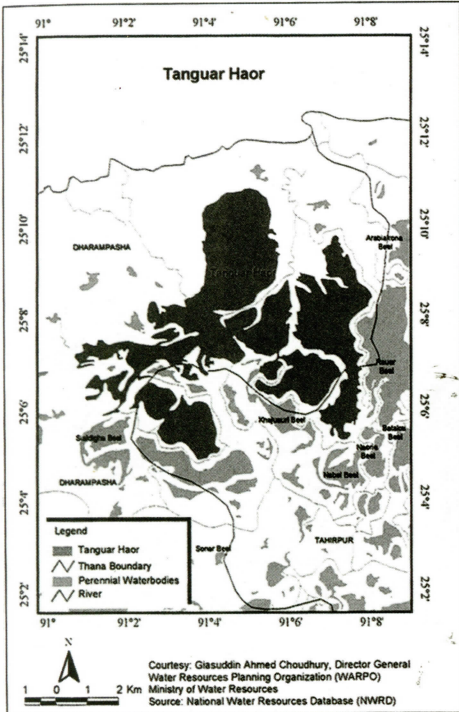
Dhol

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 woode 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.

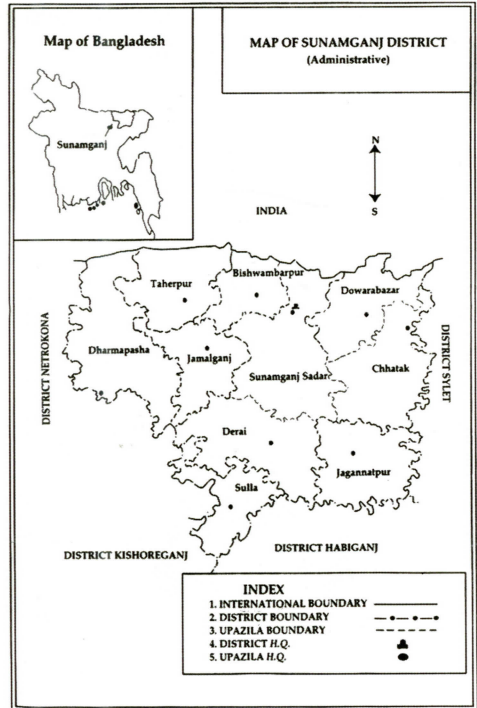
Other instruments are the Laou – one-stringed instrument and is made of two small bamboo sticks, and a shell of dried gourd; the Khamak – a rhythmic instrument with one or two strings attached to the head of a small drum; the Tabla – a pair traditional drums called ‘baya’ (the left hand drum) and the ‘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’*.



Tanguar Haor- Lowest Pocket of Bangladesh



Political map of Sunamganj



A view of Tanguar Haor



Karach (the traditional tree of Sunamganj)



The scenic beauty of the Surma River



The Burkey boats in the Surma River

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 illustration¹. 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 Rabindranath 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 following² 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,

1. Mohammad Ali Khan (ed.), *Sunamganj in Mystic Songs, Officers' Club, (Sunamganj, 2002)*
2. Translated by Sitiesh Ranjan Acharyya

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!



Sketch by M. A. Qayyum



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 ‘Musalman’ as feels fakir ‘Aasim Shah’
it is no matter
But yet to be in human, how shame
how it is to be there³.”



Sketch by M. A. Qayyum



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.

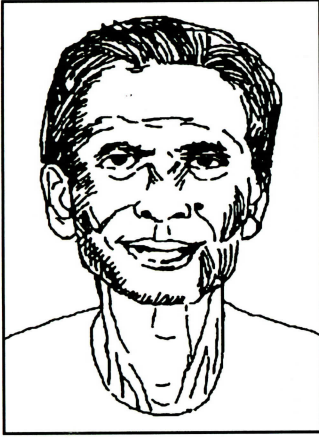
So, everyone comes to Keshobpur in search of the root of Radharaman, to give wreath of flowers at the tomb of the poet. Radharaman is the pioneer of famous 'Dhamail' Song which is still popular. Though the poet created many songs, yet he is not known to have presented any song written by him. The following 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 earlier⁴.

4. Translated by Sitesh Ranjan Acharyya



Sketch by M. A. Qayyum



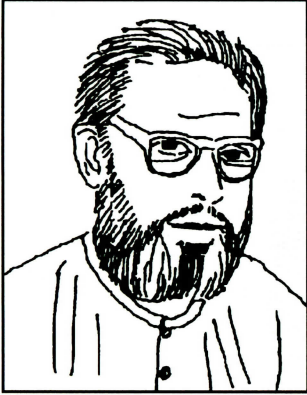
Poet Shah Abdul Karim studied at a night school during his childhood and grazed cattle at daytime. The poet got his first lesson on song from his village-mate Ustad Karim Uddin. Afterwards he took lessons from famous 'Baul Sadhak' Rashid Uddin. He was born in 1322 BS at Dhalgram village of Derai Upazila 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.



Sketch by M. A. Qayyum



by **M. Hymayun Kabir:**

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 Fattah Ullah and that of mother was Amou rota Bibi. The following song has been selected from his published book and translated it into English.

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 ninetieth 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 song⁵ composed by me to the great mystic poets of Sunamganj at the end:

I float adrift dawn to dusk on the river Surma,
I imagine the display of rain and sunshine at hill-folds,
I float adrift dawn to dusk
Green leaves of hijol, karooh
make shadows of day and night,
The girl from Kangsa harmonizes the feelings,
Ripples on the river causes dangle at heart,
I float adrift dawn to dusk
The raft of white cloud dismantled over the sky,
At the bends of rivers fish and birds are in profusion,
Pangs cooled by the melodious songs of Hason Raja
I float adrift dawn to dusk

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শহরতলীর ধরন বিশ্লেষণ : উত্তরখান এলাকার উপর একটি ভৌগোলিক সমীক্ষা

শাহীনা আজার*

সার-সংক্ষেপ : বাংলাদেশের ২০১১ সালে নগর জনসংখ্যা হচ্ছে মোট জনসংখ্যার ২৮.৪ শতাংশ। বাংলাদেশের মোট নগর জনসংখ্যা কম হলেও প্রায় ৫৫ শতাংশ নগর জনসংখ্যা বাংলাদেশের ৬টি বড় বড় বিভাগীয় শহরে বাস করে, তন্মধ্যে ঢাকাতেই শতকরা ৩৮ শতাংশ নগর জনসংখ্যা বাস করে। বর্তমান প্রেক্ষিতে ঢাকা শহর সংলগ্ন শহরতলীসমূহের ভৌত, অবকাঠামোগত, আর্থ-সামাজিক, পরিবেশগত ও নাগরিক সুযোগ সুবিধা বৃদ্ধি করতে পারলে প্রধান নগরের উপর জনসংখ্যার চাপ কমবে। এছাড়াও, নগর উন্নয়নের জন্য শহরতলী এলাকার ধরন (Pattern) বিশ্লেষণ ও গুরুত্বপূর্ণ উদাহরণ হিসাবে বলা যায় শহরতলী সংলগ্ন এলাকা উত্তরা এবং শহরতলী উত্তরখানের শিক্ষার হার যথাক্রমে ৮০.২ শতাংশ এবং ৬৮.৮ শতাংশ। কারণ উত্তরখান উত্তরা সংলগ্ন হওয়ায় শিক্ষাসেবাসমূহ উত্তরা থেকে গ্রহণ করছে। উক্ত গবেষণায় শহরতলী এলাকার ধরন বিশ্লেষণে উত্তরখান এলাকার ভৌত, অর্থনৈতিক, জনমিতিক, সামাজিক এবং পরিবেশগত তথ্য ও উপাত্ত সংগ্রহ করা হয়েছে। এক্ষেত্রে প্রাথমিক ও দ্বিতীয় উভয় পর্যায়ের সংগৃহীত তথ্য ও উপাত্ত GIS এবং SPSS 11.5 এর মাধ্যমে বিশ্লেষণ করা হয়েছে। সংগৃহীত তথ্য ও উপাত্ত বিশ্লেষণের মাধ্যমে উত্তরখান এলাকার ধরন নিরূপণের পাশাপাশি এর সমস্যাসমূহ চিহ্নিত করে প্রয়োজনীয় সুপারিশ মালা প্রদান করা হয়েছে।

ভূমিকা : শহরতলী হচ্ছে শহর বা নগর সংলগ্ন বা অব্যবহিত বহিঃপার্শ্বে অবস্থিত মুক্ত বলয় বা এলাকা। এটি এমন একটি এলাকা যা ঐ এলাকা সংলগ্ন নগরীর উপর অর্থনৈতিক ও সামাজিকভাবে নির্ভরশীল কিন্তু ভৌগোলিকভাবে নির্ভরশীল নয় বরং স্বাধীন এবং স্বতন্ত্র। উত্তরখানও তেমনি নিজস্ব সীমারেখা সম্বলিত না গ্রাম না নগর বৈশিষ্ট্যমণ্ডিত এলাকা। বিভিন্ন সেবামূলক কাজের জন্য উত্তরখান তার সংলগ্ন এলাকার উপর নির্ভরশীল। এছাড়া, দ্বিতীয় ও তৃতীয় পর্যায়ের কর্মজীবী মানুষদের অধিকাংশই উত্তরখান সংলগ্ন এলাকা উত্তরা এবং কেন্দ্রীয় নগরে যাতায়াত করে। ফলে অর্থনৈতিক, সামাজিক ও অন্যান্য নাগরিক সুবিধাসমূহ সংলগ্ন শহর থেকে গ্রহণ করছে। অপরদিকে সংলগ্ন শহরও (উত্তরা) তার প্রভাব বলয় থেকে তার প্রয়োজনীয় সেবা গ্রহণ করছে। শহর এবং শহরতলীর পারস্পরিক সম্পর্কের উপর নির্ভর করে উভয় এলাকার উন্নয়ন এবং গতিশীলতা। তাই শহরতলীর ধরন বিশ্লেষণ অত্যন্ত গুরুত্বপূর্ণ। শহরতলীর ধরন বিশ্লেষণে ভৌত, অর্থনৈতিক, জনমিতিক এবং পরিবেশগত সুবিধাসমূহকে গুরুত্ব দেওয়া প্রয়োজন। শহরতলীর ধরন বা Pattern নিরূপণ করার মাধ্যমে বিদ্যমান সমস্যাাদি চিহ্নিত করে তার সমাধানের মাধ্যমে শহর এবং শহরতলী, উভয় এলাকাই উপকৃত হবে। এছাড়াও, শহরতলী এলাকার ধরন বিশ্লেষণ ভবিষ্যৎ নগর পরিকল্পনায় সহায়ক হবে।

শহরতলীর ধারণা : শহরতলী বা Suburb শব্দটি এসেছে ল্যাটিন শব্দ Suburbium থেকে। এখানে 'Sub' অর্থ নীচে এবং urbs অর্থ City বা নগর। প্রাচীন রোমে বিত্তবানরা নগরের উচুতে (Hills of City) বাস করত এবং গরীব লোকজন নীচের অংশে অর্থাৎ 'Under the City' তে বাস করতো। সেখান থেকে Suburb শব্দটি এসেছে। ১৩৮০ সালে John Wycliffe সর্বপ্রথম Suburb শব্দটি ব্যবহার করেন।

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সাধারণভাবে শহরতলী হচ্ছে, নগর গ্রাম প্রান্তিক এলাকার (Rural Urban Fringe Area) একটি অংশ। শহরতলীর সংজ্ঞা নিম্নে দেওয়া হলো :

□ **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).

কাজী মারুফা, তাঁর নগর ভূগোল ও নগর পরিকল্পনা বইতে শহরতলীর নিম্নোক্ত সংজ্ঞাসমূহ উল্লেখ করেছেন:

- শহরতলী হচ্ছে নগরের চারিদিকে অবস্থিত এক ধরনের ভূ-দৃশ্য যা পরিপূর্ণ গ্রামীণ কিংবা পরিপূর্ণ শহুরে বৈশিষ্ট্য দ্বারা প্রভাবিত নয় (না গ্রাম না শহর); কিন্তু নগরের / শহরের কিছু বৈশিষ্ট্য দ্বারা প্রভাবিত
- শহরতলী হচ্ছে কেন্দ্রীয় স্থানের বহিঃপার্শ্বে, কিন্তু এর প্রভাব বলয়ের মধ্যে অবস্থিত এমন একটি অঞ্চল যেখানে নগরের বৈশিষ্ট্য বিদ্যমান এবং কেন্দ্রীয় স্থানের বৈশিষ্ট্য মণ্ডিত হওয়ার প্রবণতা লক্ষ্যণীয়।
- শহরতলী হচ্ছে কেন্দ্রীয় স্থানের প্রভাব বলয় এবং পরিবৃত্তি মন্ডল এ অবস্থিত রাজনৈতিকভাবে পৃথক কিন্তু অর্থনৈতিকভাবে নির্ভরশীল
- শহরতলী হচ্ছে এমন একটি পরিপূর্ণ এলাকা যা, কৃত্রিমভাবে একটি বৃহৎ নগর জটিলতার অংশ এটি পরিপূর্ণভাবে আবাসিক এলাকার শিল্প এলাকা কিংবা বাণিজ্যিক এলাকা হতে পারে; কিন্তু
- বিশেষ ভূমি ব্যবহার কাঠামো বৈশিষ্ট্যের জন্য শহরতলীর কোন পূর্ণাঙ্গ নগর অবস্থার মত স্বতন্ত্র নয়।

গবেষণার উদ্দেশ্য: গবেষণার প্রধান উদ্দেশ্য হচ্ছে শহরতলী এলাকার (উত্তরখান) ধরন বিশ্লেষণ। এছাড়াও, অন্যান্য উদ্দেশ্যগুলো হচ্ছে:

- ১। উত্তরখানের ভৌত বৈশিষ্ট্যসমূহ বিশ্লেষণ এবং মানচিত্রের মাধ্যমে তা উপস্থাপন।
- ২। অর্থনৈতিক, সামাজিক, জনমিতিক এবং পরিবেশগত সেবাসমূহের বিশ্লেষণপূর্বক বিদ্যমান সমস্যাসমূহ চিহ্নিতকরণ এবং প্রয়োজনীয় সুপারিশমালা প্রদান।

কার্যপদ্ধতি: গবেষণায় প্রাথমিক ও দ্বিতীয় উভয় পর্যায়ের তথ্য ও উপাত্ত সংগ্রহ করা হয়েছে। দ্বিতীয় পর্যায়ের তথ্য ও উপাত্ত থেকে গবেষণা এলাকার সাধারণ ধারণা নেওয়া হয়েছে। পরবর্তীতে পাইলট জরিপের মাধ্যমে প্রাথমিক পর্যায়ের উপাত্ত সংগ্রহ করে পাইলট জরিপের ভিত্তিতে প্রশ্নপত্র তৈরী করা হয়েছে। চূড়ান্ত প্রশ্নমালা প্রণয়নের পর উত্তরখানে ১৫০টি খানায় প্রশ্নমালার মাধ্যমে জরিপ করা হয়েছে। প্রাথমিক পর্যায়ের সংগৃহীত উপাত্ত দুইভাবে বিশ্লেষণ ও উপস্থাপন করা হয়েছে; যথাঃ ভৌত বৈশিষ্ট্যাবলীর উপাত্তসমূহ GIS সফটওয়্যার ব্যবহার করে মানচিত্রের মাধ্যমে দেখানো হয়েছে এবং আর্থ সামাজিক, জনমিতিক এবং পরিবেশগত উপাত্তসমূহ SPSS ১১.৫ এর মাধ্যমে বিশ্লেষণ করে গ্রাফ এবং পাই ডায়াগ্রামের মাধ্যমে উপস্থাপন করা হয়েছে।

সাধারণভাবে শহরতলী হচ্ছে, নগর গ্রাম প্রান্তিক এলাকার (Rural Urban Fringe Area) একটি অংশ। শহরতলীর সংজ্ঞা নিম্নে দেওয়া হলো :

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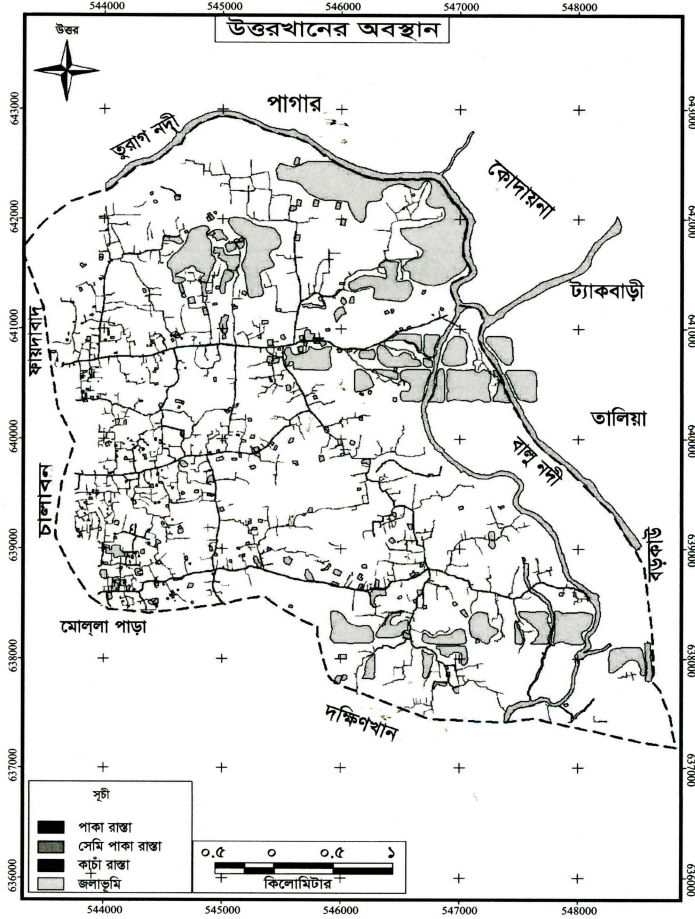
- শহরতলী হচ্ছে নগরের চারিদিকে অবস্থিত এক ধরনের ভূ-দৃশ্য যা পরিপূর্ণ গ্রামীণ কিংবা পরিপূর্ণ শহুরে বৈশিষ্ট্য দ্বারা প্রভাবিত নয় (না গ্রাম না শহর); কিন্তু নগরের / শহরের কিছু বৈশিষ্ট্য দ্বারা প্রভাবিত
- শহরতলী হচ্ছে কেন্দ্রীয় স্থানের বহিঃপার্শ্বে, কিন্তু এর প্রভাব বলয়ের মধ্যে অবস্থিত এমন একটি অঞ্চল যেখানে নগরের বৈশিষ্ট্য বিদ্যমান এবং কেন্দ্রীয় স্থানের বৈশিষ্ট্য মণ্ডিত হওয়ার প্রবণতা লক্ষ্যণীয়।
- শহরতলী হচ্ছে কেন্দ্রীয় স্থানের প্রভাব বলয় এবং পরিবৃত্তি মন্ডল এ অবস্থিত রাজনৈতিকভাবে পৃথক কিন্তু অর্থনৈতিকভাবে নির্ভরশীল
- শহরতলী হচ্ছে এমন একটি পরিপূর্ণ এলাকা যা, কৃত্রিমভাবে একটি বৃহৎ নগর জটিলতার অংশ এটি পরিপূর্ণভাবে আবাসিক এলাকার শিল্প এলাকা কিংবা বাণিজ্যিক এলাকা হতে পারে; কিন্তু
- বিশেষ ভূমি ব্যবহার কাঠামো বৈশিষ্ট্যের জন্য শহরতলীর কোন পূর্ণাঙ্গ নগর অবস্থার মত স্বতন্ত্র নয়।

গবেষণার উদ্দেশ্য: গবেষণার প্রধান উদ্দেশ্য হচ্ছে শহরতলী এলাকার (উত্তরখান) ধরন বিশ্লেষণ। এছাড়াও, অন্যান্য উদ্দেশ্যগুলো হচ্ছে:

- ১। উত্তরখানের ভৌত বৈশিষ্ট্যসমূহ বিশ্লেষণ এবং মানচিত্রের মাধ্যমে তা উপস্থাপন।
- ২। অর্থনৈতিক, সামাজিক, জনমিতিক এবং পরিবেশগত সেবাসমূহের বিশ্লেষণপূর্বক বিদ্যমান সমস্যাসমূহ চিহ্নিতকরণ এবং প্রয়োজনীয় সুপারিশমালা প্রদান।

কার্যপদ্ধতি: গবেষণায় প্রাথমিক ও দ্বিতীয় উভয় পর্যায়ের তথ্য ও উপাত্ত সংগ্রহ করা হয়েছে। দ্বিতীয় পর্যায়ের তথ্য ও উপাত্ত থেকে গবেষণা এলাকার সাধারণ ধারণা নেওয়া হয়েছে। পরবর্তীতে পাইলট জরিপের মাধ্যমে প্রাথমিক পর্যায়ের উপাত্ত সংগ্রহ করে পাইলট জরিপের ভিত্তিতে প্রশ্নপত্র তৈরী করা হয়েছে। চূড়ান্ত প্রশ্নমালা প্রণয়নের পর উত্তরখানে ১৫০টি খানায় প্রশ্নমালার মাধ্যমে জরিপ করা হয়েছে। প্রাথমিক পর্যায়ের সংগৃহীত উপাত্ত দুইভাবে বিশ্লেষণ ও উপস্থাপন করা হয়েছে; যথাঃ ভৌত বৈশিষ্ট্যাবলীর উপাত্তসমূহ GIS সফটওয়্যার ব্যবহার করে মানচিত্রের মাধ্যমে দেখানো হয়েছে এবং আর্থ সামাজিক, জনমিতিক এবং পরিবেশগত উপাত্তসমূহ SPSS ১১.৫ এর মাধ্যমে বিশ্লেষণ করে গ্রাফ এবং পাই ডায়াগ্রামের মাধ্যমে উপস্থাপন করা হয়েছে।

গবেষণা এলাকাঃ ভৌগোলিকভাবে উত্তরখান ২৩°৫০' ও ২৩°৫৪' উত্তর দ্রাঘিমা থেকে ৯০°২৪' ও ৯০°২৮' পূর্ব অক্ষাংশ পর্যন্ত বিস্তৃত। মানচিত্রে উত্তরখানের অবস্থান দেখানো হলো (মানচিত্র-১)। সাধারণভাবে উত্তরখান, উত্তরা ১ নং ওয়ার্ডের পাশে অবস্থিত। এর উত্তরের অংশে তুরাগ নদী এবং দক্ষিণের অংশে দক্ষিণ খান, পূর্বে বালু ও নলী নদী এবং দক্ষিণে ঢাকা চট্টগ্রাম রেললাইন। মোট এলাকা ৩২ বর্গ কিলোমিটার এবং ১৫টি মৌজা, ৩৫টি গ্রাম এবং ৯টি ওয়ার্ড রয়েছে। (ইউনিয়ন পরিষদ-২০১০)।



মানচিত্র-১: উত্তরখানের অবস্থান
উৎস: আর্ক বাংলাদেশ (বেইজ ম্যাপ: উত্তর খান ইউনিয়ন পরিষদ, তথ্য: মার্চ জরিপ-২০১০)

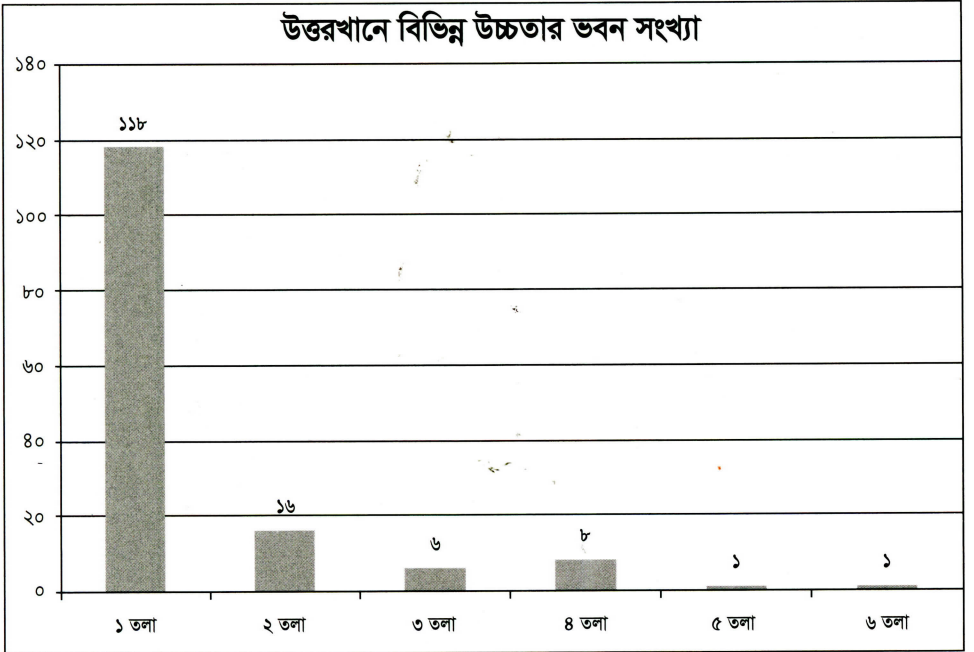
গবেষণার ফলাফল ৪

১। ভৌত ধরন (Physical Pattern)

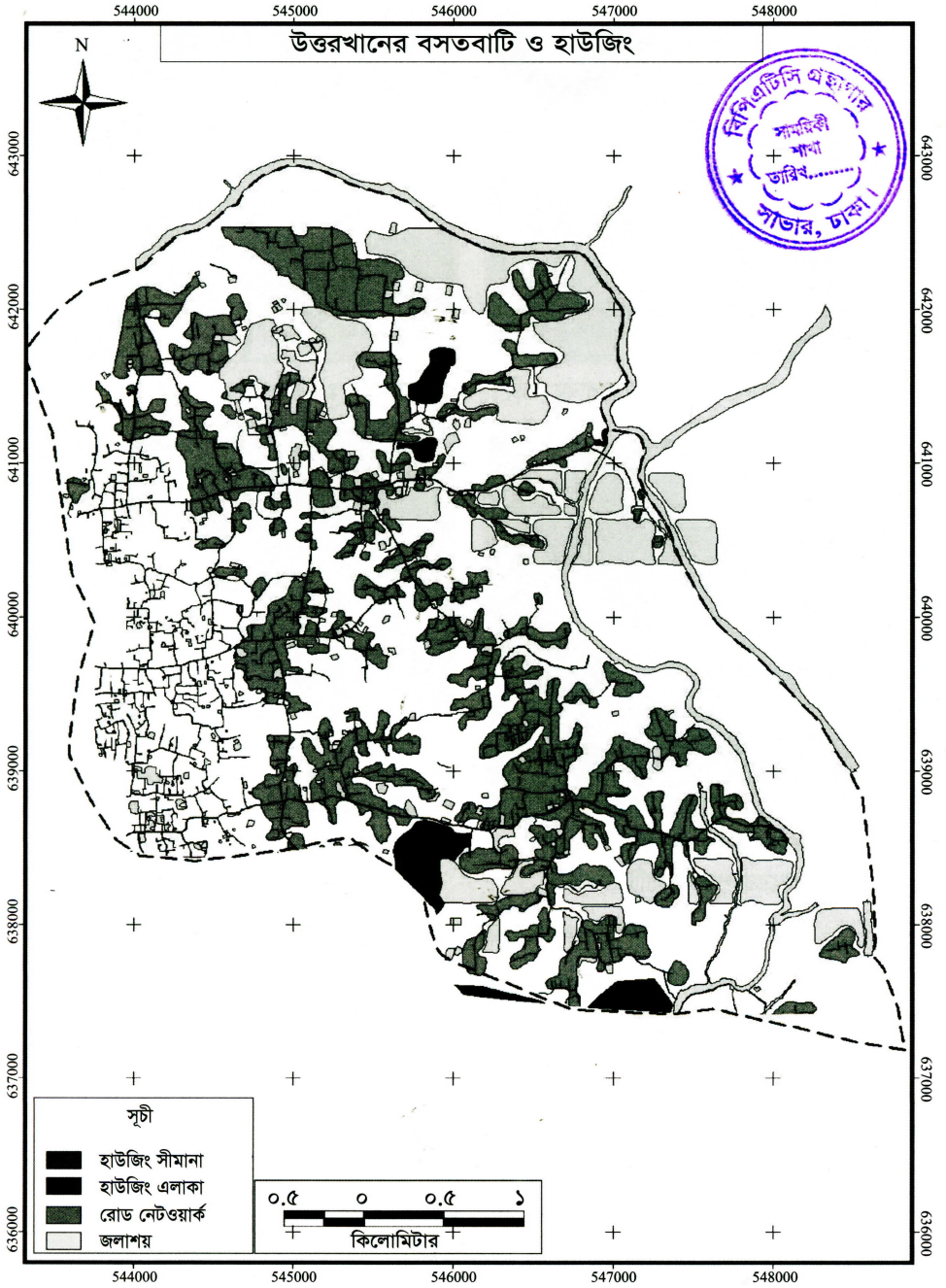
ভৌত দৃষ্টিকোণ থেকে উত্তরখান উত্তরা সংলগ্ন এমন একটি বলয় যেখানে পরিবহন পথের বিন্যাস জালি আকৃতির। এলাকাটি আনুভূমিকভাবে বিস্তৃত। এখানকার ভূমি ব্যবহার কাঠামো মূলতঃ কৃষি ভূমি

ব্যবহারের সাথে সংশ্লিষ্ট। নিম্নে উত্তরখানের প্রধান তিনটি ভৌত বৈশিষ্ট্য বর্ণনা করা হলো।

১.১ বসতবাটি (Household): মোট বসতবাটির সংখ্যা ৮৩০৫টি (ইউনিয়ন পরিষদ ২০১০)। তন্মধ্যে শতকরা ৭৫ ভাগ কাঁচাবাড়ি, 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 ভবন থাকলেও বাকী ওয়ার্ডগুলোর পাকা বাড়ীর মধ্যে কোনটিই ২/৩ তলার অধিক নয়। (গ্রাফ-১ঃ উত্তরখানের বিভিন্ন উচ্চতার ভবন সংখ্যা)। তন্মধ্যে আবাসন এলাকাও (Housing Area) রয়েছে। এছাড়াও, মানচিত্রে Housing Areaসহ Householdসমূহ দেখানো হলো (মানচিত্র-২)। উত্তরখানে ভূমি ব্যবহার কাঠামো মূলতঃ কৃষিভূমি ব্যবহারের সাথে সংশ্লিষ্ট এবং আবাসিক এবং শিল্প এলাকা প্রায় বিচ্ছিন্ন কিন্তু পেশা ও সংস্কৃতির উপর নির্ভর করে আবাসিক এলাকা ভিন্ন যেমন- জেলেপাড়া, হিন্দুপাড়া ইত্যাদি রয়েছে।



গ্রাফ-১ঃ উত্তরখানের বিভিন্ন উচ্চতার ভবন সংখ্যা
উৎসঃ মাঠ জরিপ-২০১০



মানচিত্র-২ : উত্তরখানের বসতবাটি ও হাউজিং

উৎস: আর্ক বাংলাদেশ (বেইজ ম্যাপ: উত্তর খান ইউনিয়ন পরিষদ, তথ্য: মাঠ জরিপ-২০১০)



আলোকচিত্র : উত্তরখান এলাকার পাকা বাড়ী



আলোকচিত্র : উত্তরখান এলাকার সেমিপাকা বাড়ী



আলোকচিত্র : উত্তরখানের কাঁচা বাড়ী
(১০০ বছরের পুরনো মাটির বাড়ী)



আলোকচিত্র : উত্তরখানের কাঁচা বাড়ী

আলোকচিত্র : উত্তরখানের বিভিন্ন ধরনের বাড়ী ।

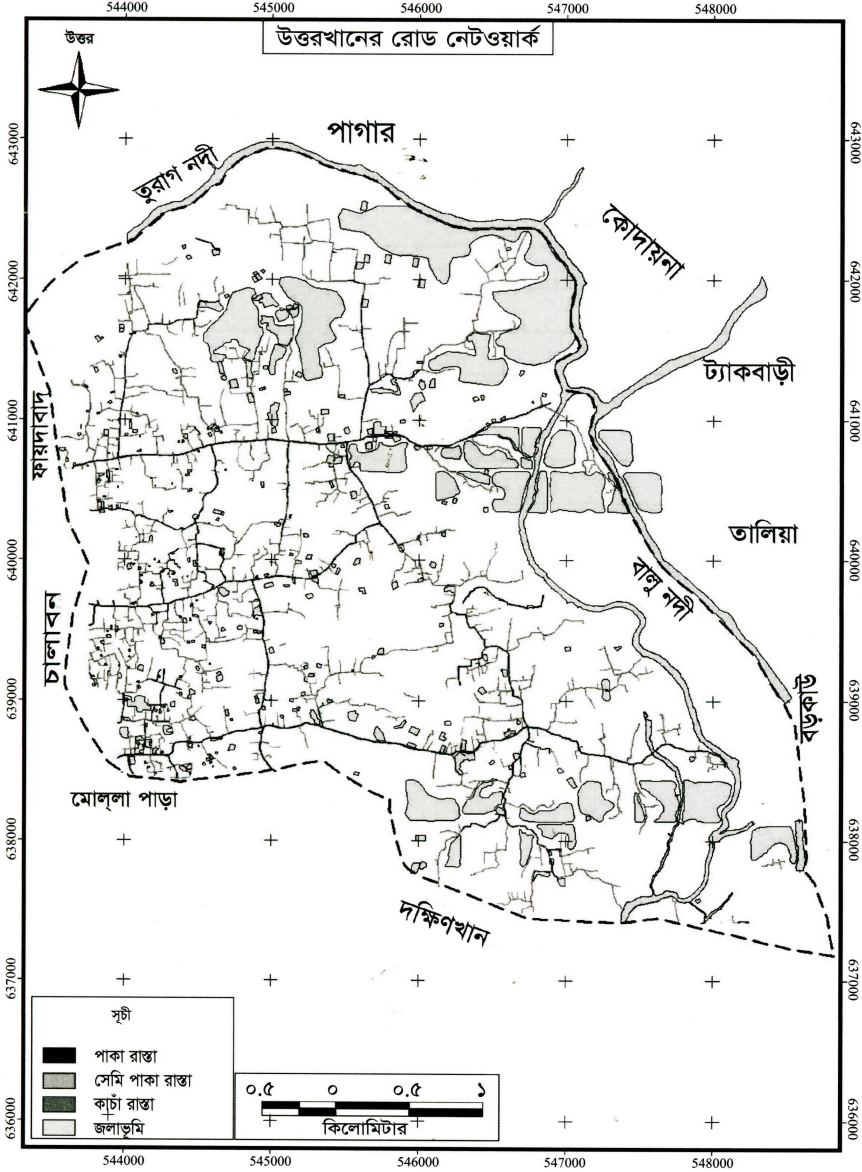
১.২ যোগাযোগ নেটওয়ার্কঃ উত্তরখানে মোট ১২০ কিলোমিটার রাস্তা রয়েছে। যার মধ্যে কাঁচা (৬৫ কিলোমিটার), পাকা (৩০ কিলোমিটার) ও সেমি পাকা (২৫ কিলোমিটার)-এই তিন প্রকারের রাস্তা বিদ্যমান। প্রধান রাস্তাটির দৈর্ঘ্য ১৩.২ কিলোমিটার (তেরোমুখ থেকে আজমপুর পর্যন্ত)- প্রধান রাস্তা গুলোকে মোট চারটি ভাগে ভাগ করা যায়;

যথা-

কাঁচকুড়া থেকে খিলক্ষেত	-	৪.৫ কিলোমিটার।
কাশিবাড়ি থেকে কাঁচকুড়া	-	৭ কিলোমিটার।
দক্ষিণখান থেকে আটিপাড়া	-	৩.৫ কিলোমিটার।
কাঁচকুড়া থেকে মাউছাইদ	-	৫.৫ কিলোমিটার।

(উৎস : উত্তরখান ইউনিয়ন পরিষদ)

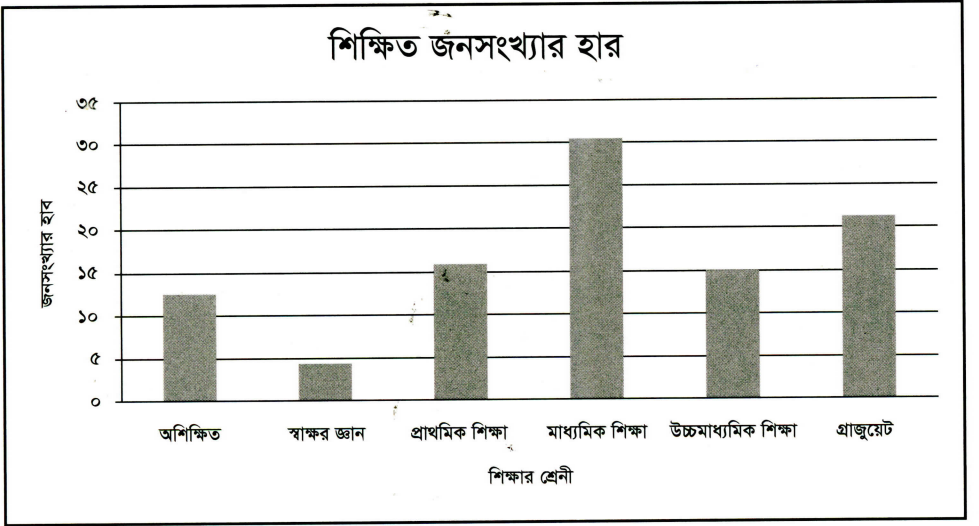
সর্বোপরি উত্তরখানের পরিবহন বিন্যাস জালি আকৃতির (মানচিত্র : ৩ উত্তরখানের রোড নেটওয়ার্ক)। এছাড়াও, মোট নদীপথ রয়েছে ৫টি। যথা বালু নদী, তুরাগ নদী, নলী নদী, সিনডি খাল ও রং বাইগারল। খেয়াঘাট রয়েছে তিনটি; যথা-কুমুদখোলা, মুন্ডা, এবং মাউছাইদ। খেয়াঘাটের মাধ্যমে সহজেই আব্দুলাপুর, উত্তরার সাথে যোগাযোগ করা যায়। কিন্তু পানির তীব্র দুর্গন্ধে খেয়ার মাধ্যমে পারাপার দুর্বিষহ।



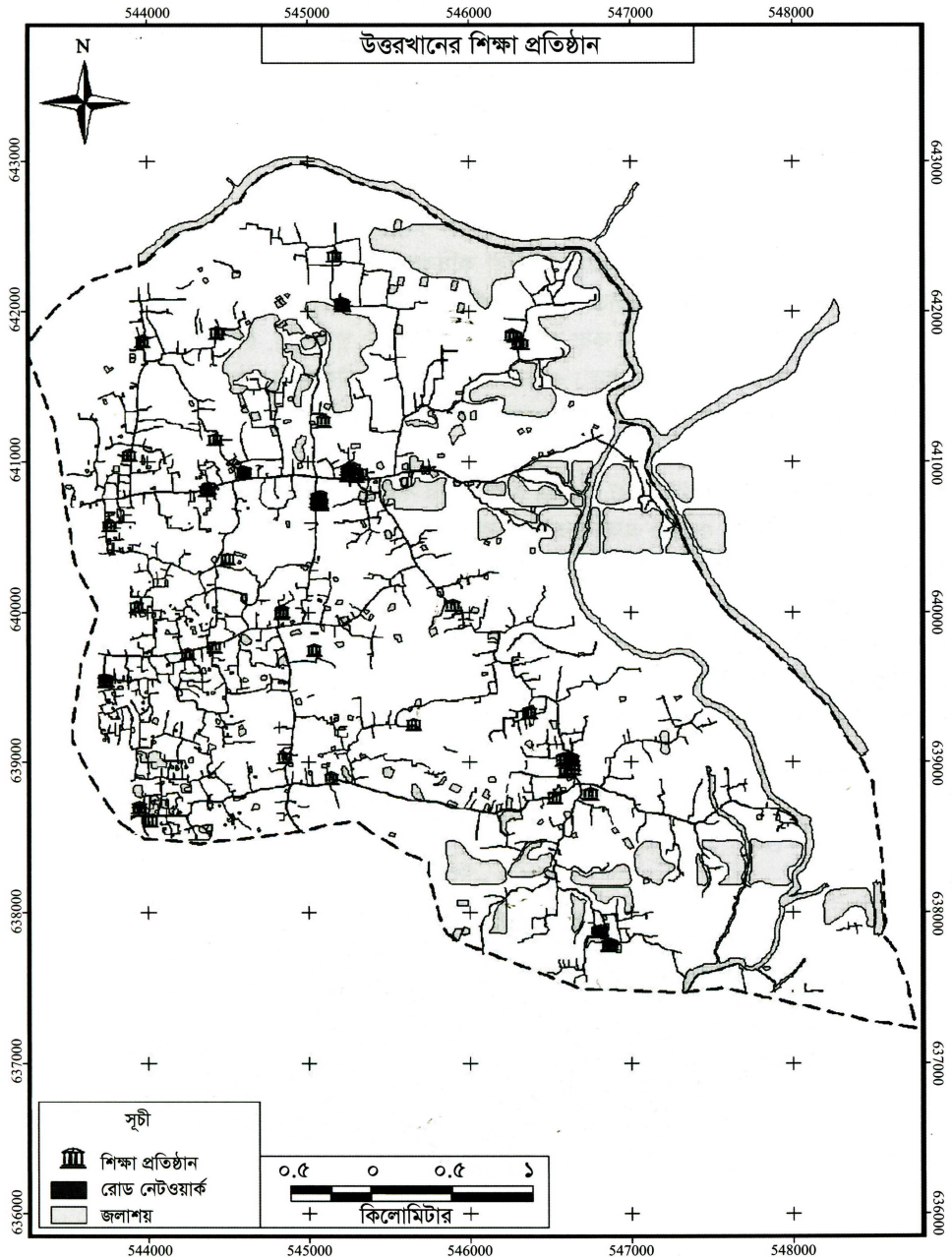
মানচিত্র-৩ : উত্তরখানের রোড নেটওয়ার্ক

উৎস : আর্ক বাংলাদেশ (বেইজ ম্যাপ: উত্তর খান ইউনিয়ন পরিষদ, তথ্য: মাঠ জরিপ-২০১০)

১.৩ শিক্ষা প্রতিষ্ঠান : উত্তরখানে কোন সরকারি উচ্চবিদ্যালয়, মহাবিদ্যালয় নেই, তবে সরকারি ১০টি প্রাথমিক বিদ্যালয় রয়েছে। এছাড়াও, বেসরকারি ৩৪টি প্রাথমিক বিদ্যালয়, ৯টি উচ্চবিদ্যালয় ও ২টি মহাবিদ্যালয় এবং ৫টি এনজিও পরিচালিত শিক্ষা প্রতিষ্ঠান রয়েছে। (উৎসঃ উত্তরখান ইউনিয়ন পরিষদ)। প্রাথমিক পর্যায়ে সংগৃহীত উপাত্ত থেকে উত্তরখানের শিক্ষা প্রতিষ্ঠানসমূহ 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 শিক্ষার্থীরা শিক্ষার জন্য সংলগ্ন শহর থেকে প্রয়োজনীয় সেবা গ্রহণ করছে। এছাড়াও, প্রাথমিক পর্যায়ের সংগৃহীত উপাত্ত থেকে অশিক্ষিত, স্বাক্ষরজ্ঞান সম্পন্ন, প্রাথমিক, মাধ্যমিক, উচ্চ মাধ্যমিক এবং গ্রাজুয়েট শিক্ষার হার গ্রাফে দেখানো হলো। (গ্রাফ-২)



গ্রাফ-২ : উত্তরখানের শিক্ষিত জনসংখ্যার হার
উৎস : মাঠ জরিপ-২০



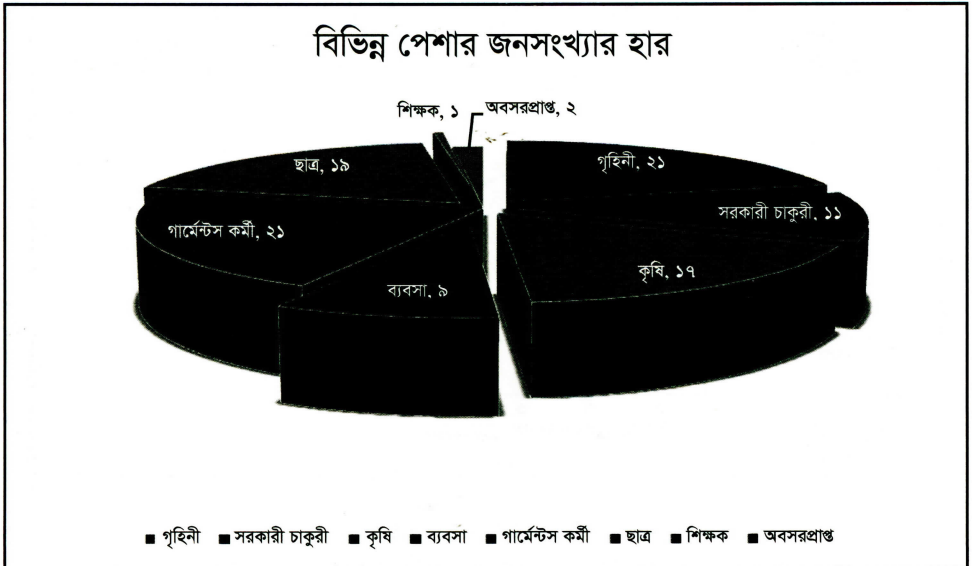
মানচিত্র-৪ : উত্তরখানের শিক্ষা প্রতিষ্ঠানসমূহ

উৎস : আর্ক বাংলাদেশ (বেইজ ম্যাপ: উত্তর খান ইউনিয়ন পরিষদ, তথ্য: মাঠ জরিপ-২০১০)

২. অর্থনৈতিক ধরন : (Economic Pattern)

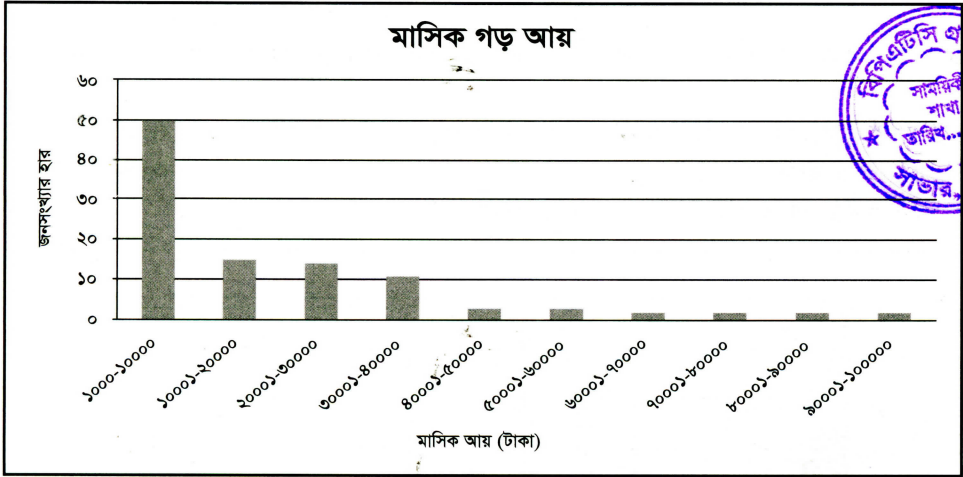
উত্তরখানের অধিকাংশ মানুষ কৃষিকাজের সাথে জড়িত এবং কর্মজীবীদের মধ্যে অধিকাংশই দ্বিতীয় ও তৃতীয় পর্যায়ের কর্মকাণ্ডের সাথে জড়িত। অর্থনৈতিকভাবে শহরতলী বিভিন্ন অর্থনৈতিক কর্মকাণ্ডের জন্য উত্তরার উপর নির্ভরশীল। উত্তরা, উচ্চবিত্ত এবং উচ্চমধ্যবিত্তের আবাসিক এলাকা হলেও শহরতলী মূলতঃ মধ্যবিত্ত সম্প্রদায়ের আবাসিক এলাকা। অর্থনৈতিক ধরন বিশ্লেষণে নিম্নে পেশা, মাসিক গড় আয় এবং মাসিক গড় খরচ বিশ্লেষণ করা হয়েছে।

২.১ পেশা : উত্তরখানের অধিকাংশ লোক প্রাথমিক পর্যায়ের অর্থনৈতিক কর্মকাণ্ডের সাথে জড়িত। উত্তরাধিকার সূত্রে প্রাপ্ত নিজেদের জমিতে তারা কৃষিকাজ করে। বাড়ীর মহিলা সদস্যরাও বাড়ির আগিনায় সবজি বাগান করে। এছাড়াও, শীতকালীন সবজিগুলো (ফুলকপি, বাধাকপি, লাউ, সীম, কুমড়া) জমিতে বাণিজ্যিকভাবে চাষ করা হয়। মুন্ডা, মাউছাইদ, স্নানঘাটা, বেতুলী, চামুরখান, বাউথার এলাকার জনগণ মৎস পেশায় নিয়োজিত। এদের মধ্যে ভ্রাম্যমান নৌকায় বাস করে কোন কোন পরিবার। বর্ষা মৌসুমে মাছ ধরতে আসে আবার শীতকালে চলে যায়। কিছু অংশ স্থায়ীভাবে জেলে পাড়ায়ও বাস করে। জেলে সম্প্রদায় ছাড়াও এখানে রয়েছে সুইপার বা মেথর শ্রেণী - এরাও সাধারণত নদীর পাশেই বাস করে। বিভিন্ন শ্রেণী পেশার মধ্যে শুধুমাত্র কৃষিকাজের সাথে জড়িত রয়েছে ১৭ শতাংশ লোক। মোট চাষযোগ্য জমির পরিমাণ ৫০২৩ একর। তন্মধ্যে আবাদী জমি ৩২৬৪ একর এর মধ্যে এক ফসলী জমি ২৪৭৬ একর, দুই ফসলী জমি ৭৮৮ একর। উল্লেখ্য, উত্তরখান এলাকায় তিন ফসলী চাষযোগ্য কোন জমি নেই। উত্তরখানে মোট শিল্প প্রতিষ্ঠানের সংখ্যা ৭৬টি; তন্মধ্যে বৃহৎ শিল্প ২৫টি, মাঝারী শিল্প ২৩টি, ক্ষুদ্র শিল্প ১০টি, কুটির শিল্প ১৮টি। এ সকল শিল্পে স্থানীয় জনসাধারণ কাজ করে। প্রাথমিক পর্যায়ের সংগৃহীত উপাত্ত থেকে দেখা যায় যে এখানে সরকারি চাকুরী জীবির সংখ্যা ১১ শতাংশ। সর্বাধিক পেশাজীবির মধ্যে গার্মেন্টস কর্মীর সংখ্যা লক্ষ্যণীয় (২১ শতাংশ)।



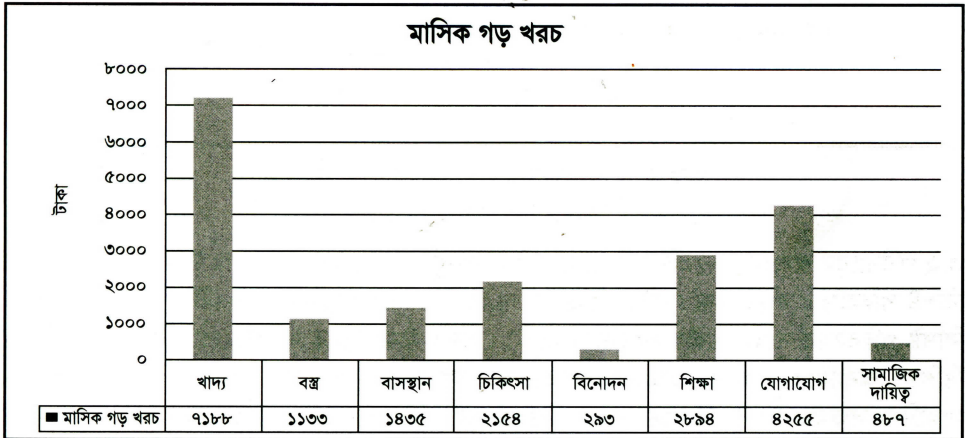
পাইচিত্র-১ : উত্তরখানের বিভিন্ন পেশাজীবির হার
উৎস : মাঠ জরিপ-২০১০।

২.২ মাসিক গড় আয় : পেশা ও সংস্কৃতির উপর নির্ভর করে এখানে বিভিন্ন ধরনের লোক বাস করে। তাই এখানে গড় মাসিক আয়েরও ভিন্নতা রয়েছে। তবে নিম্নবিত্ত ও নিম্নমধ্যবিত্তের সংখ্যাই অধিক। উচ্চ বিত্তের সংখ্যা নেই বললেই চলে। নগদ অর্থ বা মাসিক গড় আয় বিবেচনা করলে দেখা যায় নিম্নবিত্তের সংখ্যা সর্বাধিক (প্রায় ৫০ শতাংশ) এবং নিম্নমধ্যবিত্তের সংখ্যাও কম নয় (প্রায় ১৫ শতাংশ) (গ্রাফ-৩)। মাসিক আয়ের উপর ভিত্তি করে নিম্নবিত্ত বা মধ্যবিত্ত হিসাবে চিহ্নিত করা হলেও যদি ভূমির মালিকানা বা জমির মূল্যমান বিচার করা হয় তাহলে এরা উচ্চবিত্তদের অন্তর্ভুক্ত। এর কারণ উত্তরাধিকার সূত্রে প্রাপ্ত নিজেদের জমিতে এরা নিজেরাই কৃষিকাজ করে-যারফলে সারা বছরের চালের যোগান হয় কিন্তু নগদ অর্থ উপার্জন কম থাকে।



গ্রাফ-৩ : উত্তরখানের জনগনের মাসিক গড় আয়, উৎস : মাঠ জরিপ-২০১০।

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



গ্রাফ ৪ : উত্তরখানের জনসাধারণের মাসিক গড় খরচ
উৎস : মাঠ জরিপ-২০১০।

৩. জনমিতিক ধরন :

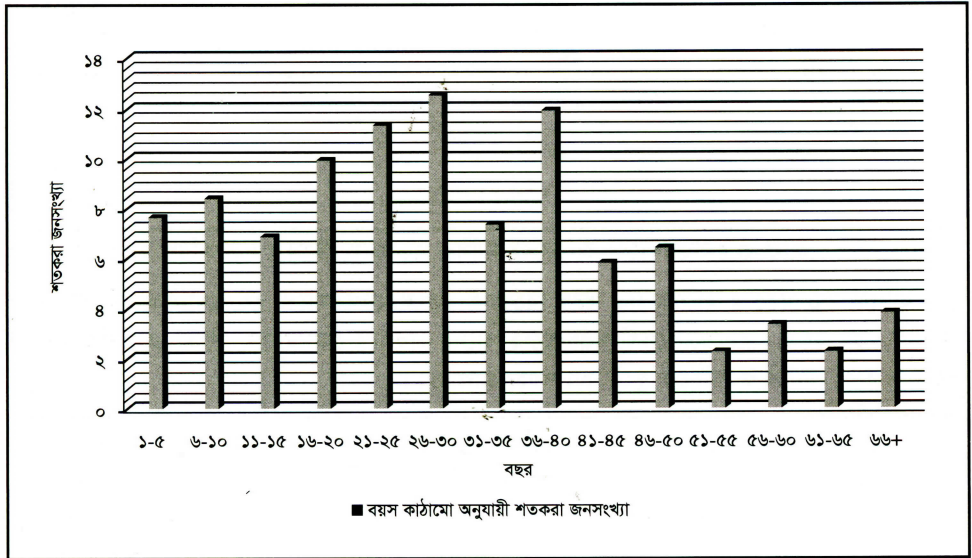
উত্তরখানে মোট জনসংখ্যা ১,৪০,০০০ জন। তন্মধ্যে পুরুষ ৭৭,২০০ জন এবং মহিলা ৬২,৮০০ জন। এখানকার স্থানীয় জনগণ বিভিন্ন ধরনের ভাতা সুবিধা ভোগ করে। যেমন-

ভিজিডি ভাতা ভোগীদের সংখ্যা	:	৩৫ জন।
ভিজিএফ ভাতা ভোগীদের সংখ্যা	:	১৫০০ জন।
বিধবা / স্বামী পরিত্যক্ত ভাতা ভোগীদের সংখ্যা	:	১২৬ জন।
বয়স্ক ভাতা ভোগীদের সংখ্যা	:	৫৬২ জন।
প্রতিবন্ধী ভাতা ভোগীদের সংখ্যা	:	৬৬ জন।

(সূত্র : ইউনিয়ন পরিষদ)

জনমিতিক ধরন বিশ্লেষণের ক্ষেত্রে মূলত বয়স, কাঠামো এবং পরিবারের আকার বিশ্লেষণ করা হয়েছে।

৩.১ বয়স কাঠামো : বয়স কাঠামো বিশ্লেষণে দেখা যায় যে, উত্তরখানে সক্রিয় জনসংখ্যা অধিক। যেমন ১৬-৪০ বছর বয়সী জনসংখ্যা ৫১%, তন্মধ্যে ২৬-৩০ এবং ৩৬-৪০ বয়সী জনসংখ্যা সর্বাধিক। অপরদিকে ৫১-৫৫ এবং ৬১-৬৫ বছর বয়সী জনসংখ্যা মাত্র ১০%। (গ্রাফ-৫)।

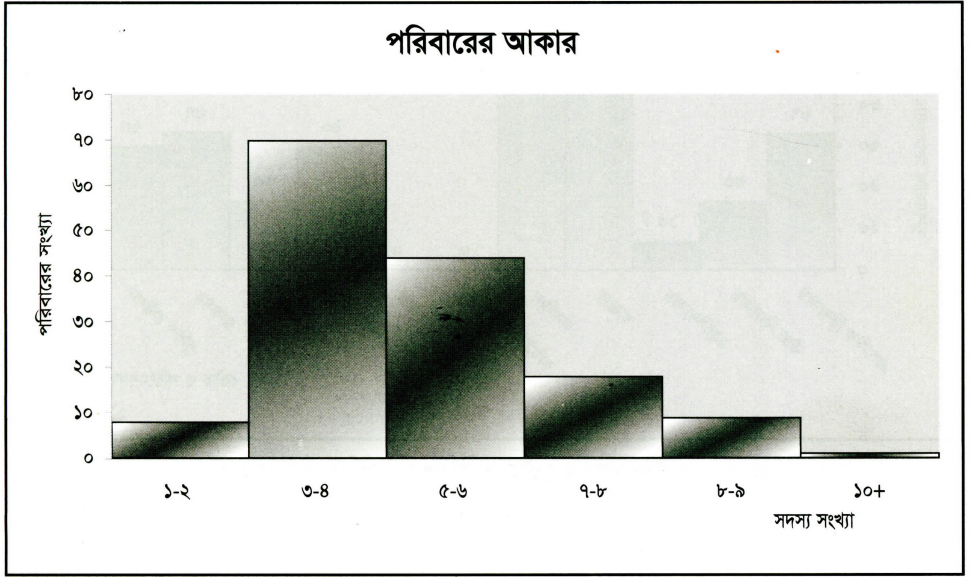


গ্রাফ-৫ : উত্তরখানের জনসংখ্যার বয়স কাঠামো

উৎস : মাঠ জরিপ-২০১০।

৩.২ পরিবারের আকার : ১৫০টি পরিবারের উপর করা জরিপ অনুযায়ী দেখা যায় উত্তরখানে ১-২ সদস্য বিশিষ্ট পরিবারের সংখ্যা কম (৮টি)। ৩-৪ সদস্য বিশিষ্ট পরিবার সর্বাধিক (৭০টি)। এবং ৫-৬ সদস্য বিশিষ্ট পরিবারের সংখ্যা দ্বিতীয় সর্বাধিক (৪৪টি)। অর্থাৎ উত্তরখানের ৭৬ শতাংশ পরিবার ৩-৬ সদস্য বিশিষ্ট। অন্যদিকে প্রায় ৪৭ শতাংশ পরিবারের সদস্য সংখ্যা ৩-৪ জন (গ্রাফ-৬)। অর্থনৈতিক ও সামাজিক সক্ষমতার দিক বিবেচনা করলে উত্তরখানের পরিবারের সদস্য সংখ্যা ৩-৪ সদস্য এর মধ্যে সীমাবদ্ধ থাকা উচিত, অন্যদিকে ৫-৬ সদস্য বিশিষ্ট পরিবারের সংখ্যা ২৩.৪৭ শতাংশ; এর কারণ হিসাবে উত্তরখান এলাকার জনগণের পরিবার পরিকল্পনা বিষয়ক সচেতনতার অভাব, বিনোদনের অভাব এবং যৌথ

পরিবারে বসবাসের প্রবণতা ইত্যাদি বিবেচনায় নেওয়া যেতে পারে।



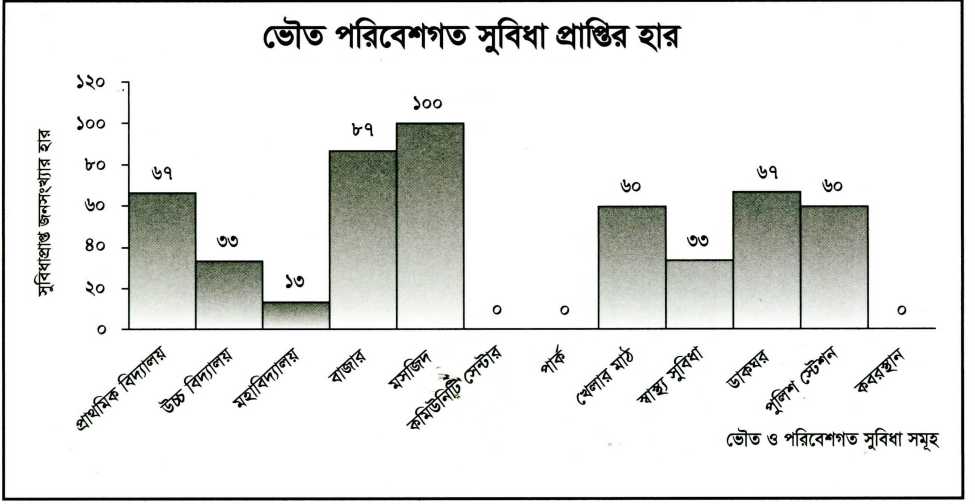
গ্রাফ-৬ : উত্তরখানের পরিবারের আকার।

উৎস : মাঠ জরিপ-২০১০।

৪. পরিবেশগত সুযোগ-সুবিধা :

নগর পরিবেশ, নগরের স্থানিক, ভৌত, জৈবিক, অর্থনৈতিক, সামাজিক, সাংস্কৃতিক এবং রাজনৈতিক অর্থাৎ শহর বা নগরের সমস্ত বিষয়কে অন্তর্ভুক্ত করে পরিবেশকে মূলতঃ প্রধান তিনটি ভাগে ভাগ করা যায়।

ক. ভৌত পরিবেশ (Physical Environment) : ভৌত পরিবেশ বলতে শহর বা নগরের বন্যা পরিস্থিতি, জলাবদ্ধতা, বায়ু প্রবাহ, বায়ুর গুণগত মান (দুর্গন্ধ, ধূলাবালির পরিমাণ, ধোঁয়া), গ্রীষ্মকালীন ও শীতকালীন তাপমাত্রা, গাছ গাছালির পরিমাণ, বাগান, উন্মুক্ত স্থান, জলাশয় (নদী, খাল, ব্যবহারযোগ্য পুকুর), শব্দ দূষণ, পানির গুণগত মান, ট্র্যাফিক জ্যাম, যোগাযোগ, প্রাকৃতিক দৃশ্য ইত্যাদি। উত্তরখানে জলাবদ্ধতা রয়েছে, বর্ষাকালে বন্যা হয়, কলকারখানার বর্জ্য ব্যবস্থাপনার অভাবের কারণে পানিতে দুর্গন্ধ, পরিষ্কার পরিচ্ছন্নতার অভাবে অস্বাস্থ্যকর পরিবেশ বিরাজ করে। প্রাকৃতিক দৃশ্য সুন্দর হলেও উন্মুক্ত স্থানের যথাযথ রক্ষণাবেক্ষণের অভাব রয়েছে। কোন পার্ক না থাকলেও স্থানীয় উদ্যোগে ৬টি খেলার মাঠ রয়েছে। উত্তরখানে অভ্যন্তরীণ ট্র্যাফিক জ্যামের কারণ না থাকলেও ট্র্যাফিক পুলিশ এবং পর্যাপ্ত রাস্তার অভাবে প্রায় সময়ই যানবাহনের জটলা পরিলক্ষিত হয়। উত্তরখানের একটি লক্ষ্যণীয় বিষয় হল এখানে কেন্দ্রীয়ভাবে কোন কবরস্থান নাই। কবরের জন্য এই এলাকার লোকজন দক্ষিণখান এলাকার কবরস্থান ব্যবহার করে যা আয়তনের দিক থেকে অনেক বড়। অন্যদিকে এখানে স্থানীয় লোকজনের আধিক্য থাকায় এখানকার লোকজন অধিকাংশই নিজ বাড়ী বা নিজ জায়গায় তাদের আত্মীয়-স্বজনকে সমাহিত করে থাকে। নগরের ভৌত পরিবেশগত সুবিধা প্রাপ্তির হার নিম্নে গ্রাফের মাধ্যমে দেখানো হলো (গ্রাফ-৭)।

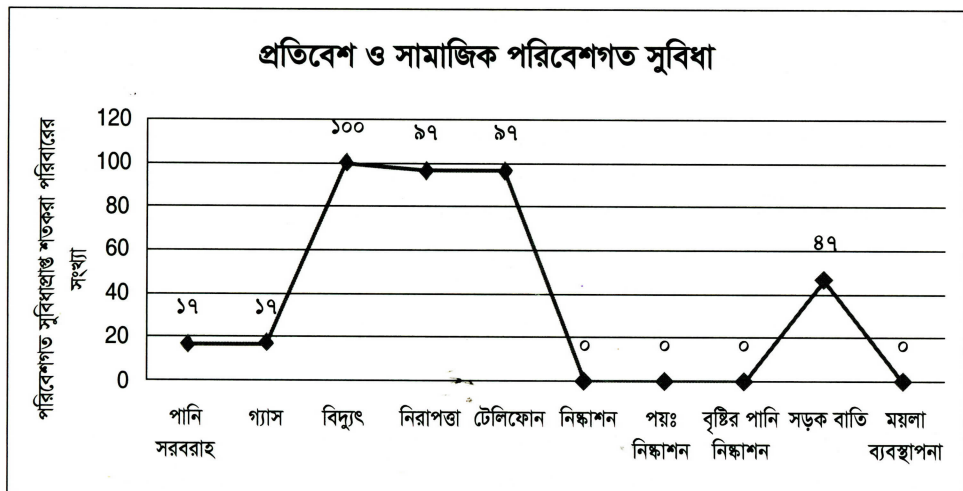


গ্রাফ-৭ : উত্তরখানের ভৌত পরিবেশগত সুবিধাপ্রাপ্তির হার।

উৎস : মাঠজরিপ-২০১০।

খ. পারিপার্শ্বিক পরিবেশ (Neighborhood Environment) : পারিপার্শ্বিক পরিবেশ বলতে শহরের পানি সরবরাহ, গ্যাস, বিদ্যুৎ, নিরাপত্তা, পয়ঃনিষ্কাশন, ময়লা ব্যবস্থাপনা, টেলিফোন, স্বাস্থ্যসম্মত পায়খানা, রাস্তার সড়ক বাতি, শিক্ষা, স্বাস্থ্য, বাজার, কমিউনিটি সেন্টার, ধর্মীয় প্রতিষ্ঠান, ডাকঘর, পুলিশ স্টেশন, কবরস্থান, ঈদগাহ প্রভৃতি বুঝানো হয়েছে। উত্তরখান এলাকার ১ ও ২ নং ওয়ার্ডে বিদ্যুৎ, গ্যাস ও পানি সরবরাহ থাকলেও অন্যান্য ওয়ার্ডে শুধুমাত্র বিদ্যুৎ সরবরাহ পরিলক্ষিত হয়। রাস্তার সড়ক বাতির সংখ্যা নিতান্ত নগণ্য (১২%) (গ্রাফ-৮)। নাগরিক সুবিধাপ্রাপ্তির ক্ষেত্রে দেখা যাচ্ছে যে, পুলিশ স্টেশন, ডাকঘর, স্বাস্থ্য সুবিধা এবং খেলার মাঠের সুবিধা পাচ্ছে যথাক্রমে ৬০%, ৬৭%, ৩৩% এবং ৬০% জনগণ। কিন্তু এরা কোন পার্ক বা কমিউনিটি সেন্টারের সুবিধা পাচ্ছেনা সর্বাধিক সুবিধা ভোগ করছে স্থানীয়ভাবে তৈরী মসজিদ এবং বাজারসমূহ।

গ. সামাজিক পরিবেশ (Social Environment) : সামাজিক পরিবেশ বলতে সংশ্লিষ্ট এলাকায় বসবাসকারী জনগণের ধরন (Type of People) বুঝায়। কারণ জনগণের উপর নির্ভর করে ঐ এলাকার সামাজিক নিরাপত্তা, যৌথ উন্নয়নমূলক কার্যক্রম, অনৈতিক কার্যক্রম (সন্ত্রাস পরিস্থিতি) ইত্যাদি। মূলতঃ উত্তরখানে প্রাতিষ্ঠানিক কোন নিরাপত্তা ব্যবস্থা না থাকলেও এলাকার মানুষের মধ্যে সামাজিক বন্ধন, স্থানীয়ভাবে জনগণ পরস্পরের প্রতি সৌহার্দ্যপূর্ণ আচরণ, স্থায়ী বসবাসকারীর আধিক্য ইত্যাদি কারণে এখানে সামাজিক নিরাপত্তা অধিক।



গ্রাফ-৮ : উত্তরখানের প্রতিবেশ এবং সামাজিক পরিবেশগত সুবিধা প্রাপ্তির হার।

উৎস : মাঠজরিপ-২০১০।

સુપારિશયાના :

শহরতলীর ধরন নিরূপণের পাশাপাশি এখানে বিদ্যমান সমস্যাসমূহ চিহ্নিত করে কিছু সুনির্দিষ্ট সুপারিশমালা নিয়ে প্রদান করা হলো:

আবাসন ব্যবস্থার উন্নয়ন : ভূমির মান, ধরন এবং এর ব্যবহারের উপর নির্ভর করে আবাসন ব্যবস্থার উন্নয়ন করা হলে শহরের আবাসন সেক্টরে ব্যাপক হারে চাপ কমবে এবং শহরের জনগণ স্বল্প খরচে শহরতলীতে তাদের আবাসন ব্যবস্থা গড়ে তুলবে। এক্ষেত্রে স্থানীয় জনগণের সহায়তায় হাউজিং সোসাইটি গড়ে উঠতে পারে। তবে লক্ষ্য রাখা প্রয়োজন যে কোন ভাবেই যাতে স্থানীয় জনগণ হাউজিং সোসাইটির আড়ালে ভূমি দস্যুদের কবলে না পড়ে। এ বিষয়ে সচেতনতা গড়ে তোলার জন্য সরকারি/বেসরকারি পর্যায়ে থেকে উদ্যোগ গ্রহণ করতে হবে।

যোগাযোগ ব্যবস্থার উন্নয়ন : উত্তরখানের যোগাযোগ ব্যবস্থার উন্নয়নের প্রথম পদক্ষেপ হিসাবে উত্তরখানের ১৩.২ কিলোমিটার রাস্তাটি (তেরোমুখ থেকে আজমপুর পর্যন্ত) মেরামতের উদ্যোগ গ্রহণ করতে হবে। কারণ এটি উত্তরখানের প্রধান রাস্তা যার মাধ্যমে উত্তরখানবাসী উত্তরা এবং কেন্দ্রীয় নগরের সাথে যোগাযোগ রক্ষা করছে। এছাড়া, যোগাযোগ ব্যবস্থার উন্নয়নে প্রধান প্রধান সড়কগুলো প্রশস্ত করা বাঞ্ছনীয়। উত্তরখানে মোট ৬৫ কিলোমিটার কাঁচা রাস্তা রয়েছে। এই কাঁচা রাস্তাগুলো পাকা করার ব্যবস্থাও গ্রহণ করতে হবে। যোগাযোগ মাধ্যম হিসাবে এখানে টমটম (টেক্সটু), রিক্সা প্রচলিত। যোগাযোগ ব্যবস্থার উন্নয়নে বাস সার্ভিস চালু করা যেতে পারে। সড়ক পথের উন্নয়নের পাশাপাশি উত্তরখানের ৫টি নৌপথের (তুরাগ নদী, নলী নদী, সিনডি নদী, রংবাইগার খাল ও বালু নদী) উন্নয়ন সাধন করা হলে যাতায়াত এবং মালামাল পরিবহনকে আরও সহজ ও সাশ্রয়ী করবে।

এলফ্রেয় নদী খননের পাশাপাশি নদীর পানি দূষণ রোধ করতে হবে। নদী পার্শ্ববর্তী শিল্পকারখানার বর্জ্য ব্যবস্থাপনা জোরদার করতে হবে। এ সংক্রান্ত আইন প্রয়োগে সরকারকে আরও কঠোর হতে হবে।

প্রধান তিনটি খেয়াঘাট (কুমুদখোলা, মুন্ডা, মাউছাইদ) এর সংস্কার করতে হবে এবং নদীকে দখলমুক্ত করে এর সৌন্দর্য বৃদ্ধির ব্যবস্থা করতে হবে।

শিক্ষা ব্যবস্থার উন্নয়ন : উত্তরখানে ১০টি সরকারি প্রাথমিক বিদ্যালয় থাকলেও কোন সরকারি উচ্চ ও মহাবিদ্যালয় নাই। ফলে এই এলাকার ছাত্র-ছাত্রীরা শিক্ষার ক্ষেত্রে সরকারি সুযোগ সুবিধা থেকে বঞ্চিত হচ্ছে। সরকারি উদ্যোগে উচ্চবিদ্যালয় তৈরী করা প্রয়োজন অন্যথায় কাঁচকুড়া, উত্তরখান ইউনিয়ন, মৈনারটেক, বেলায়েত হোসেন, কলেজিয়েট নামক বেসরকারি উচ্চ বিদ্যালয়সমূহকে সরকারিকরণ করা যেতে পারে। বয়স্ক এবং মহিলাদের শিক্ষিত করার লক্ষ্যে এনজিও পরিচালিত শিক্ষা প্রতিষ্ঠানের সংখ্যা বৃদ্ধি করতে হবে। এছাড়াও, মসজিদ ভিত্তিক গণশিক্ষা প্রতিষ্ঠান চালু করা যেতে পারে।

অর্থনৈতিক উন্নয়ন : উত্তরখানের শতকরা ৭৫ ভাগ লোক কৃষিকাজের সাথে জড়িত। তবে লক্ষ্যনীয় যে এখানে মোট আবাদী জমির ৭৬ শতাংশ জমিই এক ফসলী। বাকী ২৪ শতাংশ দুই ফসলী জমি। আবার এই এক ফসলী জমিগুলোতে মূলত ধান চাষ করা হয়। অথচ শহর সংলগ্ন হওয়ায় এখানে ধান চাষের পাশাপাশি সবজি ও অন্যান্য ফলজ চাষ বৃদ্ধি করা যেতে পারে। তাতে স্বল্প খরচে উত্তরখান এলাকার জন-মানুষের অর্থনৈতিক অবস্থার উন্নতি হবে এবং শহর সংলগ্ন হওয়ায় স্বল্প পরিবহন খরচে এই এলাকার উৎপাদিত কৃষিজ পণ্যের বাজার তৈরী হবে। এছাড়া, জেলে সম্প্রদায়ের জন্য মাছ সংরক্ষণ ব্যবস্থার উন্নয়ন এর পাশাপাশি মাছ চাষে উৎসাহিত করার জন্য সরকারি/বেসরকারি উদ্যোগ গ্রহণ করা যেতে পারে।

জনমিতিক উন্নয়ন : উত্তরখান এলাকায় সক্রিয় বা কর্মঠ জনসংখ্যার আধিক্য (৫১%) থাকায় এই জনসংখ্যাকে জনশক্তিতে রূপান্তর করার জন্য শিল্প কারখানা তৈরীর ক্ষেত্রে সরকারি/বেসরকারি উদ্যোগ গ্রহণ করা যেতে পারে। তাতে শহরতলীর কর্মঠ জনগোষ্ঠীর শহরের দিকে ঝোঁক কমবে। এছাড়া, জনমিতির উন্নয়নের জন্য উত্তরখান এলাকায় পরিবার পরিকল্পনার গুরুত্বের উপর জনসচেতনতা বৃদ্ধি করতে হবে। এই এলাকায় মাত্র ৫২ শতাংশ পরিবার ১-৪ সদস্য বিশিষ্ট। বাকী ৪৮ শতাংশ পরিবারের সদস্য সংখ্যা ৫ বা ৫ এর অধিক। এর কারণ হিসাবে শিক্ষার অভাব, অসচেতনতা, বিনোদনের অভাব কে দায়ী করা যেতে পারে। সে লক্ষ্যে জনসংখ্যা নিয়ন্ত্রণের জন্য সরকারি/বেসরকারি পর্যায়ে উদ্যোগ নেয়া হলে জনমিতিক উন্নয়ন সাধিত হবে।

পরিবেশগত সুযোগ সুবিধার উন্নয়ন : নাগরিক সেবাসমূহ যেমন পানি, গ্যাস, বিদ্যুৎ, টেলিফোন, নিরাপত্তা, নিষ্কাশন, পয়ঃনিষ্কাশন, সড়কবাতি, ময়লা ব্যবস্থাপনা ইত্যাদি সুবিধাসমূহ নিশ্চিত করতে হবে। যেমন ১, ২ এবং ৩ নং ওয়ার্ডে গ্যাস সরবরাহ থাকলেও অন্যান্য ওয়ার্ড গুলোতে নেই। তবে সবগুলো ওয়ার্ডেই বিদ্যুৎ সুবিধা রয়েছে। সবধরনের নাগরিক সুবিধা থাকলে উত্তরখানও উচ্চ মধ্যবিত্ত এবং মধ্যবিত্তদের আবাসিক এলাকা হতে পারে। এতে উত্তরা তথা মূল শহরের উপর জনসংখ্যার চাপ কমবে এবং পরিকল্পিত আবাসিক এলাকা হিসাবে অধিক গতিশীল হবে। পানি নিষ্কাশনের ব্যবস্থা না থাকায় জলাবদ্ধতা এখানকার নিত্য সমস্যা হিসাবে চিহ্নিত। বর্ষা মৌসুমে এই জলাবদ্ধতা আরও অধিক হয়। তাই নিষ্কাশন ব্যবস্থা উন্নয়ন করতে হবে। পরিবেশগত ভৌত সুবিধা যেমন প্রাইমারী স্কুল, হাই স্কুল, কলেজ, বাজার, মসজিদ, কমিউনিটি সেন্টার, পার্ক, খেলারমাঠ, স্বাস্থ্য কেন্দ্র স্থানীয়ভাবে এই সকল

সুবিধা বৃদ্ধি করতে হবে। এতে করে উত্তরখান পৃথক ভৌগলিক সীমারেখা সম্পন্ন সফল শহরতলী হিসাবে আত্মপ্রকাশ করবে।

উপসংহার :

Suburb বা Fringe Area বা শহরতলী এলাকা নগর বা শহরের সন্নিহিত অবস্থান করে ঐ নগর বা শহরের প্রভাব বলয় হিসাবে কাজ করে। অপরদিকে শহরতলীর নিজস্ব ধরন বা Pattern রয়েছে। আর এই ধরন বা Pattern এর উপরই নির্ভর করে শহরতলী তার সন্নিহিত নগর বা শহরকে কি ধরনের সেবা প্রদান করবে বা সে নিজে কি ধরনের বা কি পরিমাণ সেবা গ্রহণ করবে। অর্থাৎ শহরতলী এবং তার সংলগ্ন পরিকল্পিত শহর একে অপরের পরিপূরক হিসাবে কাজ করে। সে মোতাবেক শহরতলীর উন্নয়ন প্রত্যক্ষ এবং পরোক্ষভাবে সংলগ্ন নগরীরই উন্নয়ন। এ পরিপ্রেক্ষিতে উত্তরখানের আবাসন, যোগাযোগ নেটওয়ার্ক, শিক্ষা, কর্মসংস্থান, অর্থনৈতিক, সামাজিক, পরিবেশগত ও জনমিতিক উন্নয়ন সংক্রান্ত উপরোলিখিত সুপারিশসমূহ বাস্তবায়ন করা সম্ভব হলে একদিকে যেমন নগরের উপর অতিরিক্ত জনসংখ্যার চাপ কমবে তেমনি শহর এবং শহরতলীর জনসাধারণের জীবন যাত্রার মানের উন্নয়নের পাশাপাশি জনগণ পরিকল্পিত নগরায়নের সুফল ভোগ করতে পারবে। অর্থাৎ শহর এবং শহরতলীর মধ্যে স্থানিক অসাম্যতা (Spatial Inequality) হ্রাস পাবে।

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Job Satisfaction Study of the Members of Bangladesh Civil Service Agriculture, Fisheries and Livestock Cadres

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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, 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 16,39,65,523 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 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?
- 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?

- iv. What is the impact of overall job satisfaction on the motivation of the members of BCS Agriculture, Fisheries and Livestock cadres?

Objectives of the Study

- i. To assess the level of job satisfaction of the members of BCS Agriculture, Fisheries and Livestock Cadres 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.
- iii. To identify whether any difference exists between the overall job satisfaction of male and female members of BCS Agriculture, Fisheries and Livestock Cadres.
- 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.
- v. To understand the impact of overall job satisfaction on motivation of the members of BCS Agriculture, Fisheries and Livestock Cadres.

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. 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, co-workers, 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.

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. 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. There are about 1,900 , 1,300 and 1,170 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.

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

Members of Cadres	In Population		In Sample	
	Number	As Percentage of Population (%)	Number	As Percentage of Sample (%)
Agriculture	1,900	43	50	43
Fisheries	1,300	30	34	30
Livestock	1,170	27	31	27
Agriculture, Fisheries and Livestock	4,370	100	115	100

Source : Ministry of Agriculture

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 1.2 Date and Location of Survey

Date	Location
8 December, 2016	Savar Upazila Livestock Office, Savar, Dhaka Officer's Training Institute, Savar, Dhaka
11 December 2016	Motsho Bhaban, Kakrail, Dhaka

12 December 2016	Khamar Bari, Farmgate, Dhaka Department of Agricultural Extension, Farmgate, Dhaka Bangladesh Public Administration Training Centre (BPATC), Savar, Dhaka
15 December 2016	Savar Dairy Farm, Savar, Dhaka
21 December 2016	Mushroom Development Institute, Savar, Dhaka
17 January 2017	Bangladesh Public Administration Training Centre (BPATC), Savar, Dhaka

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 jobsatisfaction 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.

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 1 Level of Job Satisfaction Regarding Pay and Security

Pay and Security	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Payment (considering the amount of work)	Mean	4.20	4.18	4.19	4.19
	SE	0.11	0.10	0.11	0.07
Lifestyle	Mean	3.90	3.80	3.97	3.89
	SE	0.10	0.10	0.09	0.06
Lifestyle compared to that of colleagues of similar rank in other cadres	Mean	3.20	2.85	3.19	3.10
	SE	0.13	0.18	0.18	0.09
Lifestyle compared to that of friends with similar qualifications	Mean	3.40	3.38	3.67	3.47
	SE	0.12	0.16	0.18	0.09
Job security	Mean	3.82	3.64	3.90	3.79
	SE	0.09	0.10	0.14	0.06
Chance to avoid unfair transfers	Mean	3.56	3.41	3.48	3.50
	SE	0.13	0.17	0.15	0.08
Chance to avoid unfair OSDs	Mean	3.60	3.59	3.38	3.54
	SE	0.11	0.16	0.14	0.08
Chance of a secured future	Mean	4.10	4.03	4.23	4.11
	SE	0.10	0.12	0.11	0.07

Data were collected from trainees who were participating in Foundation Training Course (FTC) at BPATC.



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, indicates that the sample mean is a very accurate reflection of population mean. The margin of error for mean 4.19 is ± 0.14 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 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 ($SE \times \pm 1.96$) 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 indicates 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 2 Level of Job Satisfaction Regarding Promotion

Promotion	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Opportunities for promotion compared to that of other cadres	Mean	2.90	2.71	2.26	2.67
	SE	0.14	0.19	0.19	0.10
Degree of Fairness in the administration of promotion	Mean	3.36	3.26	3.29	3.33
	SE	0.12	0.17	0.13	0.08
Appropriateness of current position to qualifications (education, experience, etc.)	Mean	4.14	3.82	3.87	3.97
	SE	0.09	0.12	0.15	0.07

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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

Working Condition	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Work-Station	Mean	3.18	2.94	2.84	3.02
	SE	0.15	0.17	0.21	0.10

Availability of Resources	Mean	3.22	3.21	3.06	3.17
	SE	0.15	0.16	0.21	0.10
Cleanliness and Hygiene	Mean	3.50	3.44	3.29	3.43
	SE	0.12	0.13	0.18	0.08
Sufficiency of Fund for Providing Service	Mean	3.08	2.71	2.68	2.86
	SE	0.13	0.17	0.20	0.09
Chance to Deliver Prompt Service	Mean	3.24	2.94	3.06	3.10
	SE	0.09	0.16	0.14	0.07

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 mean. The margin of error for mean 3.17 is ± 0.20 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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

People and Relationships in Workplace	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Spirit of Cooperation among Co-workers	Mean	4.01	3.84	3.68	3.93
	SE	0.09	0.12	0.24	0.07

Relationship with Co-workers	Mean	3.87	3.74	3.53	3.77
	SE	0.08	0.12	0.20	0.07
Appreciation from Colleagues for a Job that DoneWell	Mean	4.06	3.86	3.63	3.91
	SE	0.09	0.12	0.22	0.07
Relationship with Stakeholders	Mean	4.06	3.77	3.58	3.87
	SE	0.08	0.11	0.22	0.07

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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.

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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

Work Itself	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Kind of Responsibilities	Mean	4.12	4.03	3.94	4.04
	SE	0.09	0.10	0.11	0.06
Compatibility of Job to Knowledge, Skills, Abilities and Interests	Mean	4.18	4.00	3.90	4.05
	SE	0.08	0.09	0.13	0.06
Variation in Job	Mean	3.84	3.65	3.42	3.67
	SE	0.11	0.17	0.15	0.08
Chance to Continually Develop New and Better Ways to Do the Job	Mean	3.54	3.38	3.38	3.45
	SE	0.10	0.16	0.16	0.08

Chance to Be of Service to People, Community and Country	Mean	4.42	4.01	4.16	4.25
	SE	0.08	0.14	0.13	0.06
Chance to See the Result of Work	Mean	3.94	3.65	3.77	3.81
	SE	0.09	0.11	0.14	0.07
Feeling of Accomplishment Received from the Job	Mean	3.82	3.59	3.77	3.76
	SE	0.09	0.16	0.15	0.07

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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

Factor: Work-Life Balance	Statistics	Level of Job Satisfaction			
		Agriculture	Fisheries	Livestock	Agriculture, Fisheries & Livestock
Opportunity to spend time with family, friends and relatives	Mean	3.28	3.59	3.42	3.41
	SE	0.12	0.16	0.18	0.09
Opportunity to have Personal time (hobbies, physical exercises, etc.)	Mean	3.06	3.56	3.58	3.35
	SE	0.14	0.16	0.15	0.09

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 ($SE \times \pm 1.96$) 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 ($SE \times \pm 1.96$) 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

Overall job satisfaction	Cadre	Statistics	
		Mean	Standard Error (SE)
	Agriculture	3.90	0.08
	Fisheries	3.65	0.15
	Livestock	3.68	0.15
	Agriculture, Fisheries & Livestock	3.77	0.07

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 ($SE \times \pm 1.96$) 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

Factors	Mode ¹⁰					
	Most Important	2 nd in Importance	3 rd in Importance	4 th in Importance	5 th in Importance	6 th in Importance
Pay and Security	26	17	10	8	6	4
Promotion	18	21	5	8	7	12
Working Condition	8	16	19	12	8	8

People and Relationships in Workplace	8	11	12	16	14	10
Work Itself	4	5	9	14	24	15
Work-Life Balance	7	1	16	13	12	22

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

Gender	Overall Job Satisfaction	
	Mean	SE
Male	3.65	0.10
Female	3.92	0.09

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 10 Coefficient of Correlation (R)

Variables	Overall Job Satisfaction
Age	0.067
Length of Service	0.58

a. Predictor: Age

b. Predictor : Length of Service

From Table 10, it can be interpreted that that 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 11 Correlation between Overall Job Satisfaction and Motivation

Variables	Motivation	
	R	R Square
Overall Job Satisfaction	0.480	0.231

a. Predictor: Job Satisfaction

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.

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