

Job-Burnout among Extension Agents in Oyo, Edo, Ogun and Lagos States Of Nigeria

Kolawole A.E and Oladele O.I.

Department of Agricultural Economics and Extension, North West University Mafikeng Campus Mmabatho 2735.
24852902@nwu.ac.za, oladimeji.oladele@nwu.ac.za

Abstract: This paper examines job-burnout among extension agents in Oyo, Edo, Ogun and Lagos States Of Nigeria. Simple random sampling was used to select 50% of the extension agents from each of the state. The results show that in all the four states of the study there were more female extension officers than their male counterparts. It is also revealed in the findings that majority of the extension officer were married with 93.5% from Oyo; 87.9 from Edo, 80.6 from Ogun and 83.9 for Lagos. The results also show that the extension agents had an average of 5 years as working experience. The highest symptoms observed was weakness, headaches and pain (unexplained origin) with 25.8%, 22.6% and 19.4% respectively as low as 6.5% of insomnia and 9.7% for depression was observed. More than half of the extension agents in Oyo state did not observe easy – fatigability as a symptom i.e. 55.8%. Majority of the extension agents did not frequently experience physical burnout symptoms while out of assignments. Just (9.1%) experienced weakness on all assignments. Also, some extension agents indicated symptoms for some assignments. One way analysis variance results show difference in burnout and coping experience among EA in in Oyo, Edo, Ogun and Lagos States Of Nigeria. Primary data was used in this study and collected through the use of well-structured questionnaire containing open ended and close ended questions. The variables of the study include demographic characteristics where agents indicated the categories they belong. Job burnout was operationalized on a 3-point scale of all assignments (3 points), some assignments (2 points) and few assignments (1 point). The scale consisted of 30 burnout symptoms from which respondents were to indicate the ones they experience on their assignments in the work place. Data collected were subjected to frequency counts, percentages, and one way analysis of variance.

[Kolawole A.E and Oladele O.I. **Job-Burnout among Extension Agents in Oyo, Edo, Ogun and Lagos States Of Nigeria.** *Life Sci J* 2013;10(2):791-801]. (ISSN: 1097-8135). <http://www.lifesciencesite.com>. 112

Keywords: Job-Burnout, Extension Agents, Nigeria, Agriculture, motivation, job performance, job satisfaction

Introduction

In many developing countries, agricultural development is hinged on extension services by helping farmers to identify analyze and link with research on their production problems. They also give awareness on opportunities for improvement of farm yields leading to increased income and a better standard of living (Van den ban and Hawkins, 1998). Dissemination of information on agricultural technologies and improved practices to farm families, ensuring farmers capacity building through the use of a variety of communication methods and training programmes. In addition, they assist farmers in making their own decisions by providing them a range of options in a given innovation from which they can choose, thereby helping them to develop themselves and have insight into the consequences of each option. (Agbamu, 2002). According to Olawoye (2004), the role of the extension agent has expanded beyond that of a ‘messenger’ to pass across the results of agricultural research to the waiting farmer to one of a facilitator of overall development. A major factor in the success of achieving this role is information and understanding of the conditions and characters of the target population, as well as the skills required to act on that knowledge.

Poor financing of extension programmers has been a longstanding problem facing the services as echoed by Adam (1984) and Williams (1989). This has resulted in problems with mobility and supplies. Good and reliable means of movement of extensionists from place to place to serve farmers in rural and urban area is one of the factors that holds the key to successful extension work (Agbamu, 2005). Experience has shown that the agents wait a long time to the point of demoralization before receiving supplies with which to work. In 1977, Nigeria had 6,563 agricultural extension agents with an extension/farm family ratio of 1:1,615. These are in sharp contrast to 1:252 and 1:500 found in Japan and South Korea respectively (Agbamu, 1998). At the end of 2003, the ratio of agents to farm families was about 1:1,722. The disproportionate extension agent to farm family ratio which is prevalent in developing countries has resulted in work over load. The findings of Santucci (2002) corroborate that of Agbamu, (1998) that found that most Nigeria farmers (69.2%) depend on public extension workers for information. Presently, the ratio is 1: 2100 in Edo State, 1:2131 in Ogun State, 1:6917 in Oyo, !: 1496 in Lagos REFILS (2006).

Due to the interaction of extension agents with clientele in various roles and at the same time responding to administrative duties within the organisational setting, there is an enormous demand on them by the clientele and the institutions they serve which can predispose them to frustrations and stress resulting from slow pace of finishing many projects, lack of funding, a long approval process, changing government policies, differences between extension agents and administrative values and philosophical differences (Kutilek, Conklin and Gunderson, 2002). These processes can easily lead to 'burnout' among extension agents, which is defined as extreme tiredness usually caused by working too much. Furthermore, it is to cause someone to lose most of their energy and enthusiasm for their work because of having worked too much for too long, or from stress. Burnout is a state of overwhelm, emotional restlessness and depression due to prolonged levels of high stress usually related to excessive workplace or lifestyle demands and a general imbalance in lifestyle. There is depletion of self by exhausting one's physical and mental resources. It is a process that begins with excessive and prolonged level of job stress that produces strain in the employee. Either the workers learn to defensively cope with the job, or it may cause a syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment which (George and Jones, 1999) states are key signs of burnout. Burnout can be physical, psychological, and behavioural cause a change in body function, attitudes and actions towards others (Igodan et al, 1986). According to Karen (2005), it is not due to dislike of the job as an extension agent but overwork.

The most influential development in terms of scientific exploration of the burnout construct was the development of the Maslach Burnout Inventory (MBI) (Maslach and Jackson, 1986). Three versions of the MBI were developed, namely the MBI-GS (General Survey), MBI-ED (Educators) and MBI-HSS (Human Services Survey). The dimensions of burnout are conceptualised differently, depending on the nature of the job concerned. In the helping professions (including education), three dimensions of burnout are distinguished, namely emotional exhaustion, depersonalisation, and low personal accomplishment. In jobs other than the helping professions, the dimensions of burnout are labelled as exhaustion, cynicism, and low professional efficacy (Maslach, Jackson and Leiter, 1996). Maslach and Leiter (2005) identified two groups of factors which dominate the person before burnout. The first group is called situational predictors consist of six antecedents: (1) workload, (2) control, (3) award, (4)

social interactions, (5) fairness and (6) values. The second group or individual antecedents include such factors as age, gender, marital status and experience. Maslach et al., (2001) noted that gender has been examined in relation to job and some studies, job burnout is greater among female, it is greater among male in other studies and some researches show there is no significant difference between them. In some studies, women have more scores than men in terms of emotional exhaustion and men have more scores than women in terms of pessimism (Maslach et al., 2001). Jackson (1993) has found significant differences among employees' burnout in terms of gender. Mantelou et al 2010 reported that all demographic factors, except for gender, were correlated to job burnout dimensions among bank clerks in Greece.

Norlund et al (2010) found that women had a higher level of burnout than men with the most pronounced difference in the age group 35-44 years. In both sexes the level of burnout decreased with age. Demand and control at work, and job insecurity were related to burnout. In women the level of education, socioeconomic position, work object, and working varying hours were of importance. Interaction effects were found between sex and work object, and sex and working hours. In a multiple regression analysis almost half of the gender difference could be explained by work related and life situational factors. Based on the above, this study will attempt to investigate the kinds of burnout experiences by extension agents in their work situation. The general objective of the study is to investigate the job-burnout among extension agents in South Western Nigeria. The specific objectives set to achieve the general objectives are to: Determine the personal characteristics of the extension agents, Identify the burnout symptoms experienced by extension agents.

Materials and Methods

The study was carried out in South Western agro ecological zone of Nigeria which comprises of eight (8) states namely: Lagos, Ogun, Osun, Ondo, Oyo, Ekiti, Edo and Delta state. The states are situated mainly in tropical rain forest though with swamp forest in the coastal regions in Lagos, Ogun, Ondo and Delta State. The agricultural sector forms the base of the overall development thrust of the zone. The zone covers an area ranging from swamp forest to western uplands, in between a rainforest and deciduous forest and the Northern part of Oyo and Ogun state having derived guinea Savanna vegetation. The area lies between latitude 5⁰ and 9⁰ North and longitudes 2⁰ and 8⁰ East. It is bounded by the Atlantic ocean in the south, Kwara and Kogi State in the North. Eastern Nigeria in the East and

Republic of Benin in the West. It has a land area of about 114,271km² representing 12% of the country's total land areas. The high concentration of extension agents in this part of the country justified the choice of the area for this study. These extension agents are in different ADPs having their headquarters and zones located in this zone.

The population of the study comprises, of all extension agents in south western Nigeria. South-West agro-ecological zone, Nigeria consists of 8 states namely Lagos, Ogun, Osun, Ondo, Oyo, Ekiti, Edo and Delta states. Three states (40%) were randomly selected namely Oyo, Ogun and Edo. The number of extension agents in each of the three randomly selected states are 60, 122 and 56 for Oyo, (OYSADEP, 2006) Ogun (OGADEP 2006) and Edo (EDADP 2006). From each state simple random sampling will be used to select 50% of the extension agents from each state. Primary data was used in this study and collected through the use of well-structured questionnaire containing open ended and close ended

questions. The variables of the study include demographic characteristics where agents indicated the categories they belong. Job burnout was operationalized on a 3-point scale of all assignments (3 points), some assignments (2 points) and few assignments (1 point). The scale consisted of 30 burnout symptoms from which respondents were to indicate the ones they experience on their assignments in the work place. Data collected were subjected to frequency counts, percentages, and one way analysis of variance.

Result

The results as presented in table are as follows: Table 1 shows: Demographic Characteristics, Table 2a - c were on awareness of burnout symptoms, Table 3 a-c on the frequencies of Experiencing Burnout Symptoms by Respondents and Table 4 on One-way ANOVA showing differences among extension agents in states.

Table 1: Demographic Characteristics of Respondents

Personal Characteristics	Frequencies and Percentages				
	OYO	EDO	OGUN	LAGOS	TOTAL
Gender					
Female	7(22.6)	8(24.2)	7(19.4)	14(45.2)	36 (111.4)
Male	23(74.2)	22(66.7)	28(77.8)	16(51.6)	89(120.3)
Age					
<30	3 (9.7)	2(6.1)	7(19.5)	6(19.4)	18(54.7)
30-40	12 (38.7)	6(18.1)	15(41.8)	16(51.8)	49(150.4)
Above 40	16(51.6)	25(75.9)	14 (39.1)	9(28.9)	64(195.5)
Married status					
Married	29(93.5)	29(87.9)	29(80.6)	26(83.9)	113(345.9)
Widowed	-	-	1(2.8)	1(3.3)	4(12.2)
Divorced	1 (3.2)	-	-	-	1(3.2)
Separated	1(3.2)	2(6.1)	-	-	1(3.2)
Single	-	2(6.1)	5(13.9)	3(9.7)	10(29.7)
No of Children					
None	1(3.2)	2(6.1)	10(28.8)	7(22/6)	20(59.7)
< 2	1(3.2)	1(3.0)	1(2.8)	4(12.9)	7(21.9)
2-4	21(67.7)	13(39.4)	24(66.6)	19(61.3)	77(23.5)
Above 4	8(25.8)	17(51.6)	1(2.8)	1(3.2)	27(83.4)
Religion					
Non response	-	-	1(2.8)	1(3.2)	32(98.9)
Christianity	18(58.1)	30(90.9)	26(72.2)	20(64.5)	3(9.5)
Islam	11(35.5)	2(6.1)	9(25.0)	10(32.3)	87(26.5)
Traditional	2(6.5)	1(3.0)	-	-	
Studying further					
Yes	17(54.8)	25(75.8)	24(66.7)	21(67.7)	87(26.5)
No	8(25.8)	6(18.2)	5(13.9)	3(9.7)	22(67.6)
No response	6(19.4)	2(6.1)	-	6(19.4)	14(44.9)

Highest qualification					
Non response	5(16.1)	-	-	2(6.5)	7(22.6)
HND	12(38.7)	11(33.3)	4(11.1)	6(19.4)	10(2.5)
B.Sc	8(25.8)	7(21.2)	16(44.4)	10(32.3)	41(123.7)
M.Sc	6(19.4)	1(3.0)	9(25.0)	11(35.5)	27(82.9)
P.hD	0-	1(3.0)	6(16.7)	1(3.2)	3(22.9)
WAEC	-	1(3.0)	1(2.8)	1(3.2)	3(9.0)
Worked outside state					
Non response	2(6.5)	-	-	2(6.5)	4(13.0)
Yes	21(67.7)	28(84.8)	23(63.9)	21(67.7)	93(284.1)
No	8(25.8)	5(15.2)	12(33.3)	8(25.8)	33(100.1)
No of Years					
<5	7(22.8)	4(12.1)	8(22.2)	5(16.1)	24(73.2)
5-10	3(9.7)	1(3.0)	5(13.9)	4(12.8)	13(39.4)
No-response	20(64.5)	27(81.8)	23(63.9)	22(71.0)	92(281.2)
Live in Job Location					
Non Response	2(6.5)	-	2(5.6)	3(9.7)	7(21.8)
Yes	6(19.4)	-	5(13.9)	5(13.9)	19(72)
No	22(71.6)	33(100)	29(80.6)	29(80.6)	100(309.2)
Rural – Urban Background					
Born in Urban Area	10(32.3)	9(27.3)	13(36.1)	21(67.7)	53(163.4)
Born in Rural Area	14(45.2)	17(51.5)	9(25.0)	2(6.5)	42(128.2)
Brought up in rural area	4(12.9)	6(18.2)	4(11.1)	1(3.2)	15(45/4)
Brought up in urban area	2(6.5)	1(3.0)	7(19.4)	5(16.1)	15(45)
Non – response				1(3.2)	1(3.2)
Residence					
Non-response	-	-	-	6(19.4)	6(19.4)
Within the Circle	24(77.4)	31(93.9)	21(58.3)	13(41.9)	89(271.5)
Outside the circle	7(22.6)	2(6.1)	11(30.6)	12(38.7)	32(98)
Rank					
Has	-	5(15.2)	5(13.9)	2(6.5)	12(35.6)
Senior lecturer	-	1(3.0)	1(2.8)	2(6.5)	4(12.3)
Cas	4(12.9)	-	3(8.3)	4(12.9)	11(34.1)
Agric Officer	2(6.5)	-	11(30.6)	5(16.1)	18(53.2)
E.A	6(19.4)	2(6.1)	1(2.8)	3(9.7)	12(38)
PAO	11(35.5)	1(3.0)	2(5.6)	5(16.1)	19(60.2)
PFO	-	-	1(2.8)	1(3.2)	2(6)
SMS	1(3.2)	3(9.1)	2(5.6)	2(6.5)	8(24.4)
AD	-	2(6.1)	8(22.2)	1(3.2)	11(31.5)
AAS	1(3.2)	17(51.5)	2(5.6)		20(60.3)

Table 2: Respondents awareness of burnout symptoms

Symptoms	Yes				No			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
PHYSICAL								
Depression	3(9.7)	-	-	7(22.6)	10(32.3)	-	-	8(25.8)
Insomnia	2(6.5)	12(36.4)	11(30.6)	3(9.7)	12(38.7)	11(33.3)	15(41.7)	12(38.7)
Headaches	7(22.6)	13(39.4)	12(33.3)	7(22.6)	8(25.8)	10(30.3)	12(33.3)	9(29.7)
Weight loss or gain	-	11(33.3)	9(25.0)	5(16.1)	12(38.7)	10(30.3)	14(38.9)	10(32.3)
Sexual dysfunction	-	2(6.1)	1(2.8)	1(3.2)	14(45.2)	25(75.8)	29(80.6)	13(41.9)
Gastrointestinal	-	6(18.2)	5(13.9)	2(6.5)	14(45.2)	18(54.5)	20(55.6)	13(41.9)
Shortness of breath	-	2(6.1)	2(5.6)	1(3.2)	14(45.2)	25(75.8)	28(77.8)	14(45.2)
Easy-Fatigability	4(12.9)	6(18.2)	4(11.1)	4(12.9)	8(25.8)	16(48.5)	20(55.6)	10(32.3)
Pain (unexplained origin)	6(19.4)	8(21.2)	6(16.7)	7(22.6)	12(38.7)	21(63.6)	25(69.4)	10(32.3)
Weakness	8(25.8)	18(54.5)	21(58.3)	1(35.5)	10(32.3)	9(27.3)	8(22.2)	8(25.8)
Eating disorder	4(12.9)	6(18.2)	6(16.7)	5(16.1)	10(32.3)	19(57.6)	22(61.1)	10(32.3)

Table 2b: Respondents awareness of burnout symptoms

Symptoms	Yes				No			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
PSYCHOLOGICAL								
Boredom	8(25.8)	-	-	7(22.6)	10(32.3)	23(69.7)	26(72.2)	9(29.0)
Reduced self-concept	-	3(9.1)	4(11.1)	3(9.7)	12(38.7)	22(66.7)	23(63.9)	9(29.0)
Rigidity to change	2(6.5)	6(18.2)	8(22.2)	1(3.2)	14(45.2)	21(63.6)	20(55.6)	14(45.2)
Loss of concern	4(12.9)	-	-	2(6.5)	10(32.8)	33(100.0)	33(91.7)	13(41.9)
Cynicism/negativism	4(12.9)	2(6.1)	1(2.8)	4(12.9)	14(45.2)	27(81.8)	29(80.6)	15(48.4)
Low morale	8(25.8)	2(6.1)	1(2.8)	6(19.4)	10(32.3)	23(69.7)	26(72.2)	11(35.5)
Loss of patience	2(6.5)	2(6.1)	1(2.8)	5(16.1)	14(45.2)	21(63.6)	24(66.7)	9(29.8)
Feelings of disgust	6(19.4)	4(12.1)	2(5.6)	5(16.1)	14(45.2)	17(51.5)	23(63.9)	12(38.7)
Frustration	10(32.3)	2(6.1)	2(5.6)	8(25.8)	10(32.3)	21(63.6)	25(69.4)	9(29.0)
Inability to make decision	8(25.8)	2(6.1)	1(2.8)	8(25.8)	10(32.3)	23(69.7)	26(72.2)	11(35.5)
Increased worry	4(12.9)	10(30.3)	11(30.6)	7(22.6)	12(38.7)	15(45.5)	17(47.2)	9(29.0)
Feeling of omniscient	2(6.5)	2(6.1)	1(2.8)	2(6.5)	12(38.7)	18(54.5)	21(58.3)	11(35.5)
Loss of charisma	-	10(30.3)	6(16.7)	1(3.2)	16(51.6)	17(51.5)	22(61.1)	13(41.9)
Taking unusually high risks	2(6.5)	11(33.3)	10(27.8)	5(16.1)	14(45.2)	14(42.4)	17(47.2)	10(32.3)
Suspicion & Paranoia	-	14(42.4)	10(27.8)	2(6.5)	12(38.7)	15(45.5)	20(55.6)	13(41.9)
Daily mood variation	4(12.9)	19(57.6)	16(44.4)	5(16.1)	10(32.3)	10(30.3)	14(38.9)	11(35.5)
Anger	6(19.4)	16(48.5)	14(38.9)	8(25.8)	10(32.3)	13(39.4)	16(44.4)	8(25.8)
Anxiety	6(19.4)	18(54.5)	18(50.0)	10(32.3)	10(32.3)	9(27.3)	11(30.6)	6(19.4)
Guilt	2(6.5)	4(12.1)	2(5.6)	4(12.9)	14(45.2)	23(69.7)	27(75.0)	12(38.7)
Hopelessness	-	4(12.1)	3(8.3)	3(9.7)	16(51.6)	19(57.6)	23(63.9)	14(45.2)
Worthlessness	2(6.5)	-	-	2(6.5)	14(45.2)	23(69.7)	27(75.0)	14(45.2)

Source: Field Survey, 2007.

Table 2c: Respondents awareness of burnout symptoms

Symptoms	Yes				No			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
BEHAVIORAL								
Forgetfulness	2(6.5)	7(21.2)	6(16.7)	7(22.6)	14(45.2)	20(60.6)	23(63.9)	9(29.0)
Low job performance	4(12.9)	5(15.2)	5(13.9)	5(16.1)	12(38.7)	22(66.7)	24(66.7)	10(32.3)
Increased absenteeism	-	6(18.2)	3(8.3)	2(6.5)	14(45.2)	25(75.8)	29(80.6)	15(48.4)
Increased drug use	-	6(18.2)	5(13.9)	-	16(51.6)	27(81.8)	28(77.8)	17(54.8)
Increased marital and family conflict	-	6(18.2)	4(11.1)	2(6.5)	16(51.6)	25(75.8)	27(75.0)	15(48.4)
High alcohol use	-	6(18.2)	5(13.9)	-	16(51.6)	25(75.8)	27(75.0)	15(48.4)
Accident proness	2(6.5)	10(30.3)	8(22.2)	1(3.2)	14(45.2)	23(69.7)	25(69.4)	15(48.4)
Workaholism	4(12.9)	12(36.4)	12(33.3)	4(12.9)	12(38.7)	19(57.5)	20(55.6)	13(41.9)
Irritability	4(12.9)	13(39.4)	13(36.1)	2(6.5)	12(38.7)	16(48.5)	17(42.2)	13(41.9)
Withdrawal	2(6.5)	14(42.4)	12(33.3)	4(12.9)	14(45.2)	17(51.5)	20(55.6)	13(41.9)
Hallucination	-	4(12.1)	3(8.3)	2(6.5)	14(45.2)	25(75.8)	27(75.0)	14(45.2)
Agitation	2(6.5)	1(33.3)	10(27.8)	4(12.9)	12(38.7)	20(60.6)	22(61.1)	11(35.5)

Table 3 Frequencies of Experiencing Burnout Symptoms by Respondents

Symptoms	All Assignments				Some Assignments				Few Assignments			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
PHYSICAL												
Depression	2(6.5)	-	-	1(3.2)	-	8(24.2)	6(16.7)	1(3.2)	3(9.7)	16(48.5)	15(41.7)	6(19.4)
Insomnia	2(6.5)	-	-	3(9.7)	2(6.5)	12(36.4)	12(33.3)	1(3.2)	-	10(30.3)	7(19.4)	1(3.2)
Headaches	2(6.5)	-	-	1(3.2)	-	7(21.2)	8(22.2)	1(3.2)	7(22.6)	12(36.4)	9(25.0)	5(16.1)
Weight loss or gain	2(6.5)	-	-	1(3.2)	-	13(39.4)	13(36.1)	-	-	13(39.4)	10(27.8)	4(12.9)
Sexual dysfunction	2(6.5)	-	-	1(3.2)	-	4(12.1)	3(8.3)	1(3.2)	-	12(36.4)	7(19.4)	1(3.2)
Gastrointestinal	2(6.5)	-	-	1(3.2)	-	6(18.2)	3(8.3)	-	-	6(18.2)	5(13.9)	3(9.7)
Shortness of breath	2(6.5)	-	-	1(3.2)	-	-	-	1(3.2)	-	6(18.2)	3(8.3)	-
Easy-Fatigability	2(6.5)	-	-	1(3.2)	-	4(12.1)	2(5.6)	1(3.2)	2(6.5)	8(24.2)	4(11.1)	2(6.5)
Pain (unexplained origin)	2(6.5)	-	-	1(3.2)	4(12.9)	6(18.2)	4(11.1)	2(6.5)	2(6.5)	8(24.2)	4(11.1)	3(9.7)
Weakness	2(6.5)	3(9.1)	4(11.1)	1(3.2)	4(12.9)	6(18.2)	5(13.9)	5(16.1)	-	2(6.1)	1(2.8)	4(12.9)
Eating disorder	2(6.5)	-	-	1(3.2)	2(6.5)	5(15.2)	5(13.9)	2(6.5)	2(6.5)	4(12.1)	3(8.3)	4(12.9)

Table 3b Frequencies of Experiencing Burnout Symptoms by Respondents

Symptoms	All Assignments				Some Assignments				Few Assignments			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
PSYCHOLOGICAL												
Boredom	2(6.5)	-	-	1(3.2)	2(6.5)	7(21.2)	7(19.4)	2(6.5)	-	2(6.1)	1(2.8)	3(9.7)
Reduced self-concept	-	-	-	-	4(12.9)	6(18.2)	4(11.1)	3(9.7)	-	7(21.2)	7(19.4)	3(9.7)
Rigidity to change	-	-	-	-	4(12.9)	9(27.3)	9(25.0)	3(9.7)	-	4(12.1)	2(5.6)	-
Loss of concern	-	3(9.1)	4(11.1)	1(3.2)	4(12.9)	4(12.1)	2(5.6)	2(6.5)	2(6.5)	-	-	1(3.2)
Cynicism/negativism	-	-	-	-	6(19.4)	6(18.2)	3(8.3)	4(12.9)	-	4(12.1)	3(8.3)	1(3.2)
Low morale	2(6.5)	-	-	1(3.2)	4(12.9)	8(24.2)	5(13.9)	4(12.9)	-	-	-	2(6.3)
Loss of patience	2(6.5)	-	-	1(3.2)	3(9.7)	8(24.2)	4(11.1)	4(12.9)	-	4(12.1)	3(8.3)	4(12.9)
Feelings of disgust	-	-	-	-	8(25.8)	-	7(19.4)	8(25.8)	4(12.9)	-	3(8.3)	6(19.4)
Frustration	-	-	-	-	10(32.3)	10(30.3)	5(13.9)	8(25.8)	-	4(12.1)	4(11.1)	5(16.1)
Inability to make decision	-	-	-	1(3.2)	6(19.4)	15(45.5)	12(38.3)	5(16.1)	4(12.9)	-	-	7(22.6)
Increased worry	-	-	-	-	4(12.9)	13(30.4)	10(27.8)	7(22.6)	2(6.5)	5(15.2)	5(13.9)	4(12.9)
Feeling of omniscient	-	-	-	-	4(12.9)	4(12.1)	2(5.6)	4(12.9)	2(6.5)	6(18.2)	5(13.9)	5(16.1)
Loss of charisma	-	-	-	1(3.2)	4(12.9)	6(18.2)	4(11.1)	3(9.7)	-	4(12.1)	2(5.6)	3(9.7)
Taking unusually high risks	-	-	-	1(3.2)	4(12.9)	2(6.1)	1(2.8)	5(16.1)	2(6.5)	6(18.2)	4(11.1)	4(12.9)
Suspicion & Paranoia	-	2(6.1)	3(8.3)	1(3.2)	2(6.5)	-	-	4(12.9)	2(6.5)	6(18.2)	4(11.1)	1(3.2)
Daily mood variation	-	-	-	-	4(12.9)	7(21.2)	6(16.7)	4(12.9)	4(12.9)	4(12.1)	3(8.3)	5(16.1)
Anger	-	-	-	-	4(12.9)	-	-	6(19.4)	2(6.5)	12(36.4)	12(33.3)	4(12.9)
Anxiety	-	2(6.1)	1(2.8)	-	4(12.9)	6(18.2)	8(22.2)	6(19.4)	4(12.9)	10(30.3)	6(16.7)	8(25.8)
Guilt	-	2(6.1)	2(5.6)	-	5(16.1)	-	-	4(12.9)	2(6.5)	10(30.3)	6(16.7)	3(9.7)
Hopelessness	-	4(12.1)	3(8.3)	1(3.2)	2(6.4)	-	-	3(9.7)	2(6.5)	8(24.2)	5(13.9)	4(12.9)
Worthlessness	-	-	-	1(3.2)	4(12.9)	2(6.1)	1(2.8)	5(16.1)	2(6.5)	10(30.3)	6(16.7)	3(9.7)

Table 3c Frequencies of Experiencing Burnout Symptoms by Respondents

Symptoms	All Assignments				Some Assignments				Few Assignments			
	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos	Oyo	Edo	Ogun	Lagos
Behavioral												
Forgetfulness	-	-	-	1(3.2)	4(12.9)	2(6.1)	1(2.8)	4(12.9)	2(6.5)	10(30.3)	6(16.7)	5(16.1)
Low job performance	-	-	-	-	4(12.9)	5(15.2)	5(13.9)	3(9.7)	2(6.5)	8(24.2)	5(13.9)	5(16.1)
Increased absenteeism	-	-	-	-	4(12.9)	4(12.1)	2(5.6)	3(9.7)	-	7(21.2)	8(22.2)	4(12.9)
Increased drug use	-	-	-	-	4(12.9)	4(12.1)	2(5.6)	5(16.1)	-	4(12.1)	3(8.3)	1(3.2)
Increased marital and family conflict	-	-	-	-	4(12.9)	4(12.1)	2(5.6)	3(9.7)	-	-	-	2(6.5)
High alcohol use	-	-	-	-	-	4(12.1)	2(5.6)	-	2(6.5)	-	-	2(6.5)
Accident proness	-	2(6.1)	3(8.3)	1(3.2)	4(12.9)	4(12.1)	2(5.6)	3(9.7)	-	-	-	1(3.2)
Workaholism	-	3(9.1)	4(11.1)	1(3.2)	4(12.9)	4(12.1)	2(5.6)	5(16.1)	2(6.5)	4(12.1)	4(11.1)	2(6.5)
Irritability	-	-	-	1(3.2)	6(19.4)	6(18.2)	1(2.8)	5(16.1)	-	2(6.1)	1(2.8)	2(6.5)
Withdrawal	-	-	-	-	4(12.9)	2(6.1)	6(16.7)	5(16.1)	2(6.5)	2(6.1)	1(2.8)	3(9.7)
Hallucination	-	-	-	-	4(12.9)	10(30.3)	8(25.2)	5(16.1)	-	4(12.1)	3(8.3)	2(6.5)
Agitation	-	-	-	1(3.2)	8(25.8)	7(21.2)	-	10(32.3)	-	3(9.1)	4(11.1)	-

Table 4: One-way ANOVA showing differences among extension agents in states

		Sum of squares	df	Mean square	F	Sig	States	N	Means
BEHBD	Between Groups	1641.496	3	547.165	5.474	.001	Oyo	31	10.19a
	Within Groups	12693.65	127	99.950			Lagos	31	12.00a
	Total	14335.15	130				Ogun	36	16.42b
COPING	Between Groups	1257.265	3	419.088	1.666	.366	Edo	33	19.24c
	Within Groups	49913.265	127	393.019			Lagos	31	39.10a
	Total	51170.63	130				Oyo	31	40.90a
PHYBO	Between Groups	1956.355	3	652.118	8.694	.001	Ogun	36	44.03a
	Within Groups	9525.645	127	75.005			Edo	33	47.30a
	Total	11482.00	130				Oyo	31	9.61a
PSYBO	Between Groups	2352.252	3	784.175	3.294	.023	Lagos	31	10.48a
	Within Groups	30231.08	127	238.040			Ogun	36	16.36b
	Total	32583.60	130				Edo	33	18.85b
TOTALBUR	Between Groups	17613.01	3	5871.002	5.711	.001	Oyo	31	21.10a
	Within Groups	130548.4	127	1027.940			Lagos	31	23.23a
	Total	148161.4	130				Ogun	36	27.56a
							Edo	33	32.24b
									40.90a
									45.71a
									60.33b
									70.33c

Discussion

Table 1 shows the gender distribution of respondents in the four different states of study. In Oyo state, 22.6 percent of the extension agents are male while 74.2 percent are female. This shows that there are more female extension agents than male in Oyo state. In Edo state, 24.2 percent are male while 66.7 percent are female, in Ogun state, 19.4 percent are male while 77.8 percent are female, in Lagos state 45.2 percent are male while 51.6 percent are female. This indicates also that there are more female extension agents than male in these states of study.

Table 1 also shows that for Oyo state and Edo state, majority of the extension agents are above 40 years. 51.6 percent for Oyo state and 75.9 percent for Edo state. For Ogun state and Lagos state, majority of the extension agents are between age bracket of 30-40 years. 41.8 percent for Ogun state and 51.8 percent for Lagos state. 9.7 percent in Oyo State are less than 30 years of age while 38.7 percent are between 30-40 years. In Edo 6.1% are less than 30 years of age 18.1% are between 30-40 years. 19.5% are less than 30 years in Ogun state and 39.1% above 40 years. 19.4% are less than 30 years in Lagos state and 28.9% are above 40 years.

Data presented in the table 1 indicates that majority (93.5%) for Oyo, (87.9%) for Edo, (80.6%) for Ogun and (83.9%) for Lagos of the extension agents are married. Also, none are single in Oyo state, (6.1%) in Edo, (13.9%) in Ogun and 9.7% in Lagos. Moreso, (3.2%) are divorced in Oyo and none in the 3 other states. (3.2%) are also separated in Oyo state and none in the other states. None are widowed in Oyo state while (6.1%) are in Edo states, (2.8%) in Ogun state and (3.3%) in Lagos state. This shows that majority of the extension agents can be given position of responsibility and may not be frequently transferred out of their station because of the family.

Table 1 shows that distributions of the extension agent's number of children (3.2%) Oyo state, (6.1%) Edo state, (27.8%) Ogun state and (22.6%) have no children. (3.2%) Oyo state, (3.0%) Edo state (2.8%) Ogun state and (2.9%) Lagos state have less than 2 children. Extension agent with 2-4 children are (67.7%) for Oyo, (39.4%) for Edo, (66.6%) for Ogun and (61.3%) for Lagos state. Those with above 4 children are (25.8%) for Oyo, (51.6%) for Edo, (2.8%) for Ogun and (3.2%) for Lagos. This implies that in the 4 states a greater percentage have 2-4 children and above showing that they are prone to more stress and responsibilities.

The table shows that majority of extension agents in the 4 states are Christians. (58.1%), (90.9%), (72.2%) and (64.5%) for Oyo, Edo, Ogun and Lagos state respectively. This is followed by Muslims. (35.5%), (6.1%) and (32.3%) for Oyo, Edo,

Ogun and Lagos state. Oyo and Edo states have 6.5% and 3.0% of traditionalist while Ogun and Lagos states have none. The table below shows the distribution of studying for higher degrees, not less than (54.8%) Oyo, (75.8%) Edo, (66.7%) Ogun and (67.7%) Lagos state are currently studying for higher degrees while (25.8%), (18.2%), (13.9%), and (9.7%) are not studying for higher degrees only (19.4%) did not indicate any response in Oyo state, (61.1%) in Edo state and (19.4%) in Lagos state. This shows that extension agents are seeking for more knowledge in order to assist or enhance their clients.

Table 1 indicates the education qualification of the extension agents. The finding shows that majority of the extension agents in Oyo state (38.7%) were HND holders while (25.8%) are B.Sc holders, (19.4%) are M.Sc degree holders, (16.1%) did not indicate any response. In Edo state, majority of the respondents are also HND degree holders (33.3%), (21.2%) are B.Sc degree holders, while (3.0%) are M.Sc degree holders, Ph.D degree are WAEC certificate holders. In Ogun state, (44.4%) which are the majority are B.Sc degree holders, (25.0%) M.Sc degree holders, (16.7%) Ph.D degree holders, (11.1%) HND degree holders and (2.8%) WAEC holders. Table 1 shows the result of years of working experience of extension agents outside their state. The findings shows that majority of respondents in the 4 different states, (67.7%), (84.8%), (63.9%) and (67.7%) for Oyo, Edo, Ogun and Lagos respectively have worked in other states. (6.5%) did not respond in Oyo and Lagos state. (25.8%), (15.2%), (33.3%) and (25.8%) representing Oyo, Ogun and Lagos state have not worked outside the state.

From, the table, the result of years of working experiences of extension agents shows that (22.8%), (12.1%), (22.2%), and (16.1%) For Oyo, Edo, Ogun and Lagos respectively have less than 5 years working experiences in their field of endeavor while (9.7%), (3.0%), (13.9%) and (12.85) have between 5-10 years of experience. (64.5%), (81.8%), (63.9%) and (71.05) did not respond. The table shows that 19.4% in Oyo state live in their job location while the majority (71.0%) do not, (6.5%) did not respond in Edo state they did not live in their job location. In Ogun state, majority, (80.6%) did not live in their job location, (13.9%) live within while (5.5%) did not respond. Lagos state has the majority (57.6%) living outside the job location, (38.7%) in the job location and (9.7%) of the respondents did not respond. The result of the rural – urban background shows that majority in Oyo state were born in rural area (45.2%), 32.3% in urban area, (12.9%) were brought up in rural area and (6.5%) in urban area. In Edo state, majority were also born in rural area (51.5%), (27.3%) in urban area, (18.2%) were

brought up in rural area and (3.0%) in urban area. In Ogun state, (36.1%) which is the majority were born in urban area, (25.0%) in rural area, (11.1%) were brought up in rural area, 19.4% were brought up in urban area. In Lagos state, the majority (67.75%) were born in urban area, while (6.5%) were born in rural area, (3.2%) were brought up in rural area and (16.1%) were brought up in urban area. (3.2%) did not respond.

From table 2, the findings of the awareness of physical burnout symptoms were discussed. The result revealed that far less than average of extension agents experience physical burnout symptoms in Oyo state. The highest symptoms observed was weakness, headaches and pain (unexplained origin) with 25.8%, 22.6% and 19.4% respectively as low as 6.5% of insomnia and 9.7% for depression was observed. More than half of the extension agents in Oyo state did not observe easy – fatigability as a symptom i.e. 55.8%. Less than average did not experience sexual dysfunction, Gastrointestinal, shortness of breath and insomnia, these are 45.2%, 45.2% and 38.9% respectively. The results shows that most people in Oyo state are aware of only headache, weakness and pain as burnout symptoms in Oyo state and it is possible that some have not studied their body systems seriously. In Edo state, more than average are aware of weakness as a symptom (54.5%), while less than average observed headaches (39.4%), Insomnia (36.4%), and weight loss or gain (33.3%). As low as (6.1%) for sexual dysfunction and (6.1%) for shortness of breath. More than half of the agents are not aware of physical burnout symptoms. These include sexual dysfunction, shortness of breath, and pain (unexplained origin) with 75.8%, 75.8% and 63.6% respectively.

In Ogun state, the highest percentages went for weakness (58.3%), headaches (33.3%) and insomnia (30.6%). As low as 2.8% was for sexual dysfunction. Majority of the extension agents are not aware of symptoms like sexual dysfunction, shortness of breath and pain (unexplained origin) with 80.6%, 77.8% and 69.4% respectively. In Lagos state, 35.5% had weakness as the major symptoms followed by headaches, depression and pain with 22.6% each respectively. A very low percentage was observed for shortness of breath and sexual dysfunction (3.2%) for each. Less than average did not observed for shortness of breath, (45.2%), and sexual dysfunction (41.9%). From table 3b above, shows the result of the awareness of psychological burnout symptoms by the extension agents. The result revealed that small proportion of the extension agents were are of psychological burnout symptoms in Oyo state. However, the result obtained from those who show awareness are frustration, Boredom, low morale and

inability to make decisions as low as 32.3%, 25.8%, 25.8% and 25.8% respectively. The result indicated that a great proportion of the extension agents are not aware of psychological burnout symptoms between 32% to 51%. A good proportion of extension agents ranging between 35% to 61% never responded in Oyo state. In Edo state, the result indicated that majority of the extension agents are not aware of psychological burnout symptoms. The highest awareness of extension agents with low percentages, was observed on it. Daily mood variation. Anxiety, anger, suspicion and paranoia and taking unusually high risks with 57.6%, 54.5%, 48.5%, 42.4% and 33.3% respectively. Also, less than 27% of the extension agents indicated not being aware of anxiety as a psychological burnout symptoms. In Ogun state, the highest percentages of awareness of psychological burnout symptoms were for Anxiety (50%), Daily mood variation (44.4%) and anger (38.9%). Majority of the agents are not aware of symptoms like loss of concern, cynicism / negativism, guilt, worthlessness and low morale with 91.7%, 80.6%, 75.0%, 72.2% and 72.2% respectively. In Lagos state, for less than average are aware of psychological symptoms with the highest percentage of awareness being for anxiety (32.3%), Anger (25.8%), frustration (25.8%), inability to make decision (25.8) and increased worry (22.6%). Less than average were also not aware of these symptoms while 38% to 58% did not respond.

Table 2c discusses the awareness of extension agents to behavioral burnout symptoms. In Oyo state, the result of the findings indicated that a very small proportion of the agents are aware of behavioural symptoms. The highest awareness was observed with low percentages of agents on low job performance workaholic and irritability as low as 12.9%, 12.9%, 12.9% and 12.9% respectively. Majority indicated not being aware of behavioural burnout symptoms with percentages as high as 51.6% for increased drug use, 51.6% for increased marital and family conflict and high alcohol use (51.6%). This might be probably due to the fact that they are not being observant enough. Between 48% and 54% did not respond. In Edo state, less than average indicated awareness with the highest percentage being withdrawal (42.4%), irritability (39.4%) and workaholism (36.4%). Majority were not aware of behavioural burnout symptoms with percentages as high as between 48% to 81%. In Ogun state, result indicated low awareness to behavioural burnout symptoms with highest awareness being irritability, withdrawal, workaholism and agitation with 36.1%, 33.3% and 27.8% respectively. Majority indicated non –awareness with percentages between 42% to 50%. In Lagos state, findings show that a small

proportion indicated awareness with highest being forgetfulness with 22.6%. A greater percentage is not aware being 29% to 54% and average of extension agents did not respond.

From table 3 above discussion shows the result of the frequency of experiencing burnout symptoms by the extension agents in Oyo state, the result indicate that majority of the extension agents did not frequently experience physical burnout symptoms when on assignment. However, extension agents that experienced physical symptoms such as Depression, insomnia, headaches and weakness with 6.5% for each, were very few for all assignments. Also, quite few had these symptoms in some assignment with the highest percentage being pain and weakness with 12.9% for each. Few numbers indicated for few assignment with the highest being headaches with 22.6% assignments.

In Edo state, majority of the extension agents did not frequently experience physical burnout symptoms while out of assignments. Just (9.1%) experienced weakness on all assignments. Also, some extension agents indicated symptoms for some assignments. These includes, weight loss or gain (38.4%) insomnia, (36.4%) and Depression (24.2%). Symptoms like depression (48.5%), aches (36.4%) and insomnia (30.3%) were indicated for a few assignments. The greater percentage did not respond (82%). In Ogun state, results indicates that a few number of extension agents frequently experience physical burnout symptoms on assignments. The only symptoms indicated for all assignments was weakness with (11.1%). The prominent ones experienced on some assignments were insomnia (33.3%), weight loss or gain (36.1%), depression (41.7%), weight loss or gain (27.8%) and headaches (25.0%). Majority of non-respondents did not indicate the frequency of experiencing physical burnout symptoms. In Lagos state, results also indicate that a few number of extension agents frequently experience physical burnout symptoms while on assignment. Percentages as low as (9.7% insomnia and (3.2%) sexual dysfunction was shown for all assignments, the highest frequency for some assignments is weakness (16.1%) while for few assignments is depression (19.4%). Majority did not respond.

Table 3b shows the result for the frequency of experiencing psychological burnout symptoms by extension agents. The result indicate that in Oyo state majority of the extension agents did not frequently experience most psychological burnout symptoms while on assignments. Extension agents who experienced symptoms on all assignments. Extension agents who experienced symptoms on all assignments were very few being Boredom (65%),

low morale (6.5%) and loss of patience (6.5%). This might be due to the fact that Oyo state has light traffic congestion and so movement is quite easy. On some assignments, frustration (32.3%), feelings of disgust (25.8%) and inability to make decision (19.4%) were among the highest percentage. More so, less than 10% of the extension agents experienced symptoms on few assignments. On the other hand 61.3% to 87.1% did not respond to experiencing psychological burnout symptoms at all. The result of these findings may be due to inadequate exposure to this type of research. In Edo state, the results indicate that less than half of the extension agents frequently experience psychological burnout symptoms while carrying out their extension work. The result of the findings show that a very few experience symptoms on all assignments with percentage as low as (12.1%), and (9.1%) being for hopelessness and loss of concern respectively. On some assignments, less than half of the extension agents experience symptoms that are psychological. These include inability to make decision, increased worry, and frustration with percentages of 45.5%, 39.4% and 30.3% respectively.

However, extension agents that experience symptoms on few assignments like Anger, anxiety, guilt and reduced self-concept with 36.4%, 30.3% and 21.2% respectively. In Ogun state, the result indicate that majority of the extension agents did not frequently experience psychological burnout symptoms while carrying out their extension duties.

Extension agents that on all assignments experience loss of concern, suspicious and paranoiac and hopelessness with 11.1%, 8.3%, and 8.3% respectively. On some assignments inability to make decisions (33.3%), increased worry (27.8%), anxiety, (22.2%) and Rigidity to change (25.0%) had the highest percentage.

One way analysis variance results show difference in burnout and coping experience among EA in the states of South Western Nigeria. The F value for behaviour burnout show that there is a significant difference among EAs in the states with EA from Edo state having the highest mean X 19.24. This is followed by Ogun and Oyo having the lowest mean X 10.19. This may be due to low number of EA available to cover the large number of farmers. This agrees with Oladele (2004) who reported a decrease in the number of extension agents.

Table 4 with one way analysis of variance result shows no difference in coping experience among EA in the states of South Western Nigeria. The F value for coping shows that there is no significant difference among EA in the states with EA from Edo state having the highest mean X 47.30. This is followed by Ogun, with Lagos having the

lowest X39.10. Table 7 with one way analysis of variance results shows difference in physical burnout among EA in the states of South Western Nigeria. The F value for physical burnout shows that there is a significant difference among EAs in the state with EA from Edo state having the highest mean X18.85. This is followed by Ogun and Oyo having the lowest mean X9.61. This be due to low number of EA available to cover the large number of farmers. This agrees with Oladele (2004) who reported a decrease in the number of extension agents. Table 4 with one way analysis of variance results show difference in Psychological burnout among EA in the states of South Western Nigeria. The F value for psychological burnout shows that there is a significant difference among EA in the states with EA from Edo state having the highest are mean x32.24. this is followed by Ogun and Oyo having the lowest mean X21.10. This may be due to low number of EA available to cover the large number of farmers. This agrees with Oladele (2004) who reported a decrease in the number of extension agents. Table 7 with one way analysis variance result show difference in total burnout experienced among EAs in the states of South Western Nigeria. The F value for Total burnout shows that there is a significant difference among EAs in the states with EA from Edo state having the highest mean X70.33. This is followed by Ogun with Oyo having the lowest mean X 40.90. This may be due to low number of EA available to cover the large number of farmers. This agrees with Oladele (2004) who reported a decrease in the number of extension agents.

Corresponding Author

Oladele O. I.

Department of Agricultural Economics and Extension, North-West University, Mafikeng Campus, South Africa. E-mail:

oladimeji.oladele@nwu.ac.za.

References

1. Adams, ME 1984 Agricultural Extension in Developing Countries second Edition, longman Group ltd, Essex, Pp 3-4
2. Adekunle OA Oladele OI 1998 Job satisfaction among Female Extension Agents in Oyo, Ogun, Osun and Ondo State ADP's in Nigeria's.
3. Agbamu, JU 1998 "A study on Agricultural Research-Extension linkages: with focus on Nigeria and Japan", Ph.D Thesis, Tokyo University of Agriculture, Tokyo, Pp 194-195
4. Agbamu, JU 2002 "Agricultural Research-Extension Farmer Linkages in Japan: Policy issues for Sustainable Agricultural Development in Developing Countries" International Journal of Social and Policy Issues, Vol. (1) : 252-263
5. Agbamu, JU 2005 "Problems and Prospects of Agricultural Extension in Developing countries" Agricultural Extension society of Nigeria (AESON) p.161.
6. Banmeke Ajayi 2005 Job satisfaction of Extension workers in Edo State. Agricultural Development programme (EDADP), Nigeria. Int. Journal of Agric Rural. Dev 6: 202-287.
7. Boyd M 2003 Information and library services for extension officers In NSW Agriculture; Developments to meet their needs. www.Regional.org.au/au/aper/2003/abstracts.
8. Buford, JA 1990 Extension Management in the information age Journal of extension, 28(1). Retrieved 15 February, 2005 from <http://www.joe.org/1990/spring/fut2.html>.
9. Cordes CL Dougherty TW 1993. A review and an integration of research on job burnout. Academy of Management Review, 18:621-656.
10. Edo State Agricultural Development Programme 2006 Annual report presented at REFILS workshop IAR&T, Ibadan. February.
11. Ehien AE Oladele OI Ogun Fiditimi TO 2004 Effect of World Bank Loan Withdrawal on job related variables of Extension Agents in South Western Nigeria. Bulgarian Journal of Agricultural Science 10: 275-279.
12. Folkman S Lazarus, RS 1980 An analysis of coping in a middle aged community sample. Journal of Health 2nd social behaviour, P.21, 219-239.
13. Freudenberger H 1980 *Burnout*, Doubleday, New York, NY.
14. George JM and Jones GR 1999 Understanding and Managing organizational Behavior. 2nd(Ed). Addison-Wesley Publishing Company, inc – pp295-31.
15. Igodan, OC Newcomb LH 1986 Are you experiencing burnout? *Journal of extension [on-line]*, 24(1) Available at: <http://www.joe.org/joe/1986/spring/al.html>.
16. Jackson RA 1993. An analysis of burnout among school of pharmacy faculty. *American Journal of Pharmaceutical Education*, 57(1), 9-17.
17. Karen M Ensle: 2005 Burnout: How does extension balance job and family? *Journal of extension [on-line]*. 43(3) available at <http://www.joe.org/joe/2005june/a5.shtml>.
18. Kutilek, LM, Conklin NL Gunderson G 2002. Investing in the future: addressing work/life issues of employees. *Journal of extension (online)* 40 (1): available at <http://www.joe.org/joe/2002february/a6html>

19. Maslach C Jackson SE 1981. The measurement of experienced burnout. *Journal of Occupational Behaviour*.2:99-113.
20. Maslach C Jackson S E Leiter M 1996. *Maslach Burnout Inventory: Manual* (3rd ed.). Palo Alto, CA: Consulting Psychologists Press.
21. Maslach C Schaufeli, WB 1993. Historical and Burnout: Recent Developments in Theory and Research. In Schaufeli, WB, Maslach, C. and Marek T. (Eds.). Washington, DC: Taylor and Francis, 19-32.
22. Maslach, C 1982. *Burnout: The Cost of Caring*. Englewood Cliffs, NJ: Prentice-Hall.
23. Ogun State Agricultural Development Programme 2006. Annual report presented at REFILS workshop IAR&T, Ibadan. February.
24. Oladele OI 2000. Effect of Extension agents, job satisfaction on linkage services in South Western Nigeria. *Journal of Technology and Education* 5(2):55-57.
25. Oladele OI 2004 Effect of World Bank Loan withdrawal on the performance of Agricultural Extension in Nigeria Nordic. *Journal of Africa Studies* 13(2): 141-125.
26. Olawoye JE 2004 Agricultural Extension Delivery and Poverty Alleviation in a Democratic and Deregulated Economy. Paper presented at the 9th Annual Conference of the Agricultural Extension society of Nigeria (AESON) Ibadan. Held at Obafemi Awolowo University, Ile Ife. 8-11 March.
27. Oyo state Agricultural Development Programme 2006. Annual report presented at REFILS workshop IAR&T, Ibadan. February.
28. Research Extension Farmers- Input supply linkage system (2006). Annual Report. NAERLS ABU Zaria.
29. Santucci FM 2002 "Agricultural Research and Extension in syria". *Agricultural Research and Extension Network Newsletter* No.45. Overseas Development Institute, London p.4.
30. Schaufeli WB, Bakker AB, Hoogduin K, Schaap C Kladler A. 2001. On the clinical validity of the Maslach Burnout Inventory and the Burnout Measure. *Psychology and Health*. 16: 565-582.
31. Van den Ban AW, Hawkins HS 1998 *Agricultural Extension*, second Edition, Blackwell Science Publication Oxford pp 267-268.
32. Williams SKT 1989 "The Role of Extension Services in the Strategies of Agricultural Development in Nigeria in the 1990s". Sixth Annual Lecture of Agricultural and Rural Management Training Institute (ARMT1), Ilorin. p. 23.

3/12/2013