

The Impact Of Work Efficiency And Performance To Increase Agricultural Production In Libya.

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Abstract: Agricultural projects in Libya, suffer greatly from lack of production and an increase in costs, the result of several factors, most importantly, poor leadership or management, and we in this paper will give an idea of the agricultural projects in Libya, and what are the factors that can help in the success of agricultural projects, public access to a higher amount of output at minimum cost, according to production specifications required.

Key words:

INTRODUCTION

Previous studies indicated, that the agricultural sector in Libya suffers from many difficulties including abuse of human and material resources, low productivity, high costs, low and weak administrative and financial control, which led to the phenomenon of corruption in public projects, and therefore lack of access to the desired goal of production in the agricultural sector. First National Conference for Public Policy, University of GarYounis, Benghazi, Libya, Issa Abdul-Latif (2007)

And the agricultural sector in Libya is the main source in the provision of some needs of the market of fruits and crops, whether private or public sector, but there are some problems and difficulties faced by the public agricultural projects in Libya where these projects are facing a decline in production volumes and an increase in costs. And the main reasons that led to it are the poor performance in the departments and the inefficiency of the staff and manpower, resulting in increased costs and loss of agricultural products. Other contributions to the weakness of the agricultural sector in Libya is the lack of foreign investment destinations in this area to take advantage of their expertise and capabilities available effectively. The lack of human resources skilled and experiences had a major impact in the general weakness of the agricultural sector, which affected the production quantities required. Also the farming operations time in agricultural projects in Libya, a major impact on the Production quantities expected, lack of a clear plan before starting the project, lack of implementation according to the proposed plan and lack of good follow-up to all agricultural operations have a clear impact on the lack of agricultural production, and increase costs which led to the deterioration of these projects. There are many factors that contributed to the decline in agricultural production, but we will focus on one of these factors, work efficiency. The reasons led to poor efficiency and performance in public agricultural projects, and try to develop appropriate solutions, to these variables through the successful management, to increase agricultural production in Libya.

The Problem Of Management Of Agricultural Projects in Libya:

The fundamental problem faced by the agricultural projects in Libya is, few quantities of agricultural production, and increased cost where these projects are based on their state budgets.. And most of these projects are unsuccessful because funds are not systematical and constant to cover the costs of operations.

The Objective Of This Paper:

To study the reasons that led to the low work efficiency and performance of the public agricultural projects in Libya, which led to low agricultural production and increase cost, and try to develop appropriate solutions, to reach the highest amounts of production with minimal costs.

Arab Agricultural Development Policies:

And agricultural policy is embodied in an integrated system of procedures and legislation, enacted by the state, in order to achieve the objectives set in the plans of agricultural development and are often designed, to encourage increased production to achieve food security, and thus achieve the maximum degree of self-sufficiency and increase revenues from exports, and to intensify efforts to narrow the gap between food demand and production. These goals require the state to help farmers to overcome these obstacles.

Through the Arab agricultural policies, in different stages of development, and carried the hallmarks of the system or systems related to the dominant ideology in each period and distinguish between agricultural policy, the socialist nature of agricultural policies, and liberal in nature. Socialist universal nature focuses on

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agricultural policy, on the role of the socialist economic structures, social, and political specificities in each country. Focus of these policies is to eliminate the disparities in land ownership and the elimination of exploitation. The second trend in the adoption of these policies, market mechanisms and aimed at, the elimination of interference by the administration, and is harmful in general. And thus removal of these policies on all forms of price controls. This was the control of Arab bilateral agricultural policy from the fifties until the eighties, so these policies tend to favor liberal agricultural policies. A result of poor agricultural production and high cost and a shift in public policy models in the Arab region, and then follows the market-oriented policies where the implementation of agricultural policies and reforms which have seen a gradual shift in the early nineties, and the liberalization of agricultural trade in most Arab countries. Despite all these efforts, the Arab countries are unable to narrow the gap between food demand and production. / Development of agricultural policy Arab Mohammed Amin. 2004

Work Efficiency:

Effective functioning of the work or project is the control of different functions, and in particular the human resources function, which is concerned with providing individuals with expertise, skills, competencies and capabilities of human capital and development and to maintain continuity and satisfaction and evaluation results of the work so as to achieve the main objectives of the project, with the best efficiency to increase production.

That most of the difficulties in the administration is associated with the humanitarian aspect of the work, where there is still management, especially in some countries, the consideration of the employee or the individual that he is not part of the production process or management. Where they are considering him for what is required of him, without his participation in the counter and the responsibility, and this in turn leads to lack of seriousness and perseverance of the individual or employee in his work, leading to a decrease in the efficiency of work at various levels, and this in turn reflects negatively on the production process.

Studies indicate that there is a clear relationship between the behavior of employees or individuals in the work and the level of efficiency and performance.

Fisher, (2004), where He said that business efficiency, is the process of planned through, strengthening their systems and structures and processes for in order to improve the effectiveness of the organization and efficiency, and achieve organizational objectives required such as development, performance and efficiency to achieve the largest amount of production. Quantitative pointed out some important elements, which can increase the work efficiency and performance, such as. Job satisfaction, incentives, training and skills

As indicated by the previous studies, that there are important factors that must be followed, to increase the efficiency and performance to increase the production process, and therefore we will address in this paper to three key factors and important in efficiency and performance.

1 - Job satisfaction:

2 - The behavior of the organization:

3 - Training and skills:

1 - Job Satisfaction:

The motivation of the employee or the individual, the central problem for leaders and managers in public and private sectors. employee or working non-holders to pay, is likely to be less effort and giving in their jobs, may mean such employment, to avoid a lot of business, which could cost them as much as possible, and leave the organization if given the opportunity, and thus be manpower and less efficient performance, and this leads to a decrease in the production process. On the other hand, employees who feel motivated, are likely to be sustained and more creative and productive, and be ambitious to increase production and quality of work, effort and do it willingly. A lot of research done on motivation, by many scholars, attempting to identify the reasons that can increase the satisfaction of individuals in their organizations. The truth is that each employee or individual in his work, the means and different convictions, to become motivated in his work. And employers or managers skilled to identify the needs of their employees well, and use different tactics, to pay each worker or employee, based on personal desires and needs of your own.

According to most researchers, that there is a positive relationship between motivation and productivity. This means, when more than motivation, we should expect productivity to rise as a result. This reflects the belief that the level of motivation has increased causing an increase in productivity.

And job satisfaction, has many definitions and many studies have been conducted to measure job satisfaction in different types of organizations, individual's emotional reactions and positive in a given function.

As explained Kelly (1986) that improving satisfaction at work, is closely related to improving human health, because it is affecting the physical and mental strength. Well-being of staff, play an important role in the quality of life in general. Obviously, the agricultural workers will perform their work better, if they are

comfortable at work, in fact this is one of the psychological effects, which are reflected on individuals at work, and after that performance in general.

As identified by the Sicilians and others (2008), job satisfaction, is the result of a combination of satisfaction from several different aspects of the work.

Also found Sang *et al* (2009) that some aspects of job satisfaction is the pay and co-workers and supervisors, working conditions, job security and the company involved and the nature of the work. These aspects have proven to have the impact of an interconnected with each other on the job satisfaction within the work.

Rutherford *et al*, (2009) seven factors used to measure job satisfaction is employment opportunities and co-workers, supervision, company policy, support and pay, promotion and advancement and customers' satisfaction.

If they feel when working in agricultural projects General comfort and satisfaction in their jobs, this will lead to the increase in work and perseverance and performance, and thereby increase production.

Workers have two kinds of needs. They are basic needs of the context of work, such as salary and job security, and benefits, supervision and working conditions. With these, it is possible to gain access to job satisfaction. However, job satisfaction cannot be achieved until the fulfillment of the other catalysts, whether material or moral.

2. The Behavior Of The Organization:

The majority of the administrative problems that related aspect of the human at work, where there are still management at different levels, look at the role of the individual is to carry out its work and functions only, without considering the individual's participation in opinion or analysis of the problems and bear responsibilities in ways and methods are acceptable and part of the production process.

Studies indicate that the relationship is clear between the behavior of staff and the level of administrative efficiency. The human factor is the only element that affects and is affected by the existing center-aligned.

Turban *et al* (2005) explained that there are many factors to support the organization's leadership to achieve more than the best and improve production, and most important of these factors that contribute to the organization of this feature is that requires the status of all workers and staff for the purposes of an organization such as value management, construction, corporate finance, promotion and marketing. Executives should be interpreted on the appropriate approaches to the place in which they work it, to improve the efficiency and effectiveness of collective action.

O'Brien *et al*. (2004). He said the policies and human resource management practices may change over the years, through the factors leading to such a development in many countries, including Libya as well as organizations in the follow-up variables in the management of human resources. And various economic aspects and the government regulations play important roles in the change and the implementation of these policies and practices in human resources management.

According to Mahmoud (2003). Workers are needed to give an opinion on their performance and grateful if they have excelled in the work. And thus there would be no sense of achievement among employees unless they are leaving this business with no less than the contribution of the worker and rewards effort by each worker.

3-Training:

Training is the most and the most important and most methods used within organizations, to try to address the shortage of production and reduce cost and increase work efficiency and skills of the labor or staff. This may be training within the organization or work, which would be the easiest and quickest effective and less costly, and sometimes the training outside of work. The need for training due to advances in technology and the need to improve performance or as part of professional development and training benefits many of them. The benefits of investment in training the staff of the organizations to remain in the work for a long time. Training provides a sense of satisfaction and a substantial incentive. It also provides training in the multi-skills. Training increases the commitment of workers to their jobs and their organizations. Training reduces the chances of accidents within the work as indicated by the many research and studies such as:

One of the main problems faced by many organizations in the public sector is the role of training as it affects the employees' productivity, and this can be a cause of lack of necessary skills and knowledge on the part of the employees and the inability of the management to fully appreciate the role of training effectively in enhancing the employee's productivity, Blessing Adegoke, (2011).

Mohammed Ansar (2009). He said the training is one of the most important parts of the corporate strategy in general. Before starting any project in particular the first question that arises is whether there are skills required in the organization or not and usually have all the basic skills needed to manage work to be available within organizations. But there may be non-core activities that need outsourcing work.

As defined Abouhsan (2011). Training in general, is a planned and systematic effort to modify or develop knowledge, skills and attitudes through learning experiences, in order to achieve effective performance in any activity or group of activities within the center of the current work.

Clark (2006) pointed out that human capital, the economic value in the presence of experience, knowledge, skills and abilities of staff. In order to build human capital organizations are employing strategies and tactics for the management of value, in order to enhance the skills of workers and the work of the intensive training programs to increase the skills of the staff have.

Conclusion and Recommendations:

There are many factors that led to the lack of agricultural production in general agricultural projects in Libya, but the most important of these factors, the most prominent is the low work efficiency and performance, which is addressed in this paper. Libya needs to cadres of skilled and efficient experience in all administrative areas, to build the rules of correct and sound in accordance with known standards. . Access to the efficiency of the work requires a satisfactory or ideal high-performance, effective, and this in turn needs to be people and their experiences and scientific capabilities of a major operation in the administration, to take advantage of the human element with maximum performance, as one of the most prominent elements affecting the efficiency of work. To achieve the performance and effectiveness of good individuals, there is a requirement of the job satisfaction born of staff and labor, may be these requirements essential as salary, promotions, etc., or secondary motivate and other benefits, but must be met with the workers, to get the most amount of satisfaction in work performance, and thus achieve the largest amount of production. also it is important to increase the performance and effectiveness to be regulations and laws in force in the inside of these sites suitable and appropriate for the staff, to ensure their satisfaction at work, and try to share those individuals in the labor and management and to hold them some responsibilities in their work as part of the management of these sites. There should be courses continuously and in all disciplines to increase knowledge and experience, and take advantage and the use of certain cadres of Foreign Affairs and especially in some areas, so that these projects in Libya, especially public ones, to raise the work efficiency of performance, and thus get a bigger amount of production.

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